

**Performance Data**

# Global Reporting Initiative

## G3.1 Content Index

In compiling this report, we have measured our performance using the Sustainability Reporting Guidelines (G3.1) developed by the [Global Reporting Initiative \(GRI\)](#), including mining industry specific indicators incorporated in their [Mining and Metals Sector Supplement](#); by Agnico Eagle-specific indicators that recognize our values and challenges; and by principles developed by [Towards Sustainable Mining \(TSM\)](#) which strives to enable Mining Association of Canada (MAC) members to meet society's needs for minerals, metals and energy products in the most socially, economically and environmentally responsible way.

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 as to why, in our view, this indicator is not material.

The following tables present Agnico Eagle's 2014 performance data for each of these indicators.

### Aspect: AEM-Specific Organizational Indicators

<b>AEM1</b> Number of persons who received Health, Safety and Environment Induction Training in 2014									
LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total	
668	350	226	1,549	217	145	655	363	4,173	

  

<b>AEM2</b> Number of formal safety meetings with employees carried out in 2014									
LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total	
702	192	222	165	64	426	1,020	64	2,855	

**AEM3** Number of accident/incident analyses carried out in 2014 involving employees

LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
62	23	27	110	128	51	601	8	1,010

## 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)

<b>Direct economic value generated</b>			
a)	Revenues	\$	1,896,766
<b>Economic value distributed</b>			
b)	Operating costs		
	Exploration	\$	56,002
	Operations	\$	1,004,559
	Total	\$	
c)	Employee wages and benefits		
	Kittila	\$	36,047
	Pinos Altos	\$	39,019
	La India	\$	10,288
	Lapa	\$	22,347
	Goldex	\$	25,044
	LaRonde	\$	87,742
	Regional	\$	16,223
	Meadowbank	\$	81,231
	Meliadine	\$	4,106
	Exploration	\$	1,643
	Head Office	\$	38,553
	Total	\$	362,223
d)	Payments to providers of capital	\$	125,012
e)	Payments to government by country/region		

i) Current tax	\$	40,100
Kittila	\$	9,100
Pinos Altos	\$	31,000
Quebec		–
Nunavut		–
Total	\$	40,100
ii) Government royalties and mining taxes	\$	39,014
Kittila	\$	360
Pinos Altos	\$	23,277
Quebec	\$	15,377
Nunavut	\$	–
Total	\$	39,014
iii) Royalties paid to land owners	\$	2,536
Kittila	\$	–
Pinos Altos	\$	–
Quebec	\$	–
Nunavut	\$	2,536
Total	\$	2,536
iv) Payroll taxes (paid by employer)	\$	46,843
Kittila	\$	715
Pinos Altos	\$	7,457
Quebec	\$	31,642
Nunavut	\$	5,616
Head office	\$	1,414
Total	\$	46,843
v) Payroll taxes (paid by employee)	\$	116,955
Kittila	\$	11,351
Pinos Altos	\$	7,991
Quebec	\$	55,503
Nunavut	\$	26,275
Head office	\$	15,836
Total	\$	116,955

vi)	Municipal taxes	\$	3,456
	Kittila	\$	107
	Pinos Altos	\$	76
	Quebec	\$	1,629
	Nunavut	\$	1,644
	Total	\$	3,456
vii)	Sales taxes (non-refundable)	\$	1,864
	Kittila	\$	—
	Pinos Altos	\$	1,864
	Quebec	\$	—
	Nunavut	\$	—
	Total	\$	1,864
viii)	Rent (mining leases and claims)	\$	1,876
	Kittila	\$	1,253
	Pinos Altos		—
	Quebec	\$	113
	Nunavut	\$	510
	Total	\$	1,876
<b>Total payments to government by country/region</b>			
	Kittila	\$	22,884
	Pinos Altos	\$	71,665
	Quebec	\$	104,263
	Nunavut	\$	36,581
	Head Office	\$	17,250
	Total	\$	252,644
f)	Community investments — voluntary contributions and community investments	\$	3,944
<b>Economic value retained</b>			
g)	Retained earnings	\$	(779,382)

**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

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

**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)	La India	Meadowbank	Exploration
The ratio of the mine's entry level wage to the local minimum wage = EC5A/EC5B	2.9	3.1	2.8	1.2	2.6	2.6	0.0	2.1

**Aspect: Market Performance**
**EC6** Policy, practices and proportion of spending on locally based suppliers at significant locations of operation

	LaRonde	Goldex	Lapa	Kittila
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, and Nunavut for Meadowbank (all amounts are represented in local currencies)	60%	62%	79%	19%
Total purchases for division	\$219,121,282.93	\$82,912,492.23	\$51,949,647.54	€129,568,744.55
Total purchases for division in local region	\$132,246,437.36	\$51,448,090.28	\$41,166,423.31	€24,514,999.44

	Pinos Altos	La India	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, and Nunavut for Meadowbank (all amounts are represented in local currencies)	81%	88%	58%	64%
Total purchases for division	MXN\$139,237,209.84	MXN\$540,319,104.00	\$230,404,685.00	
Total purchases for division in local region	MXN\$112,782,139.97	MXN\$473,600,252.00	\$132,635,147.66	

**AEM4** Summary of Nunavut expenditures for 2014

	Meadowbank	Meliadine	Total
Total expenditures	230,404,685	42,777,118	273,181,803
NTI registered	86,251,367	20,691,326	106,942,693
Nunavut based	105,096,206	12,088,442	117,184,648
Northern based	105,605,869	27,029,279	132,635,148
Baker Lake based	37,676,009	707,788	38,383,797
Rankin Inlet based	50,981,985	9,667,715	60,649,700
Kivalliq	90,004,257	10,375,502	100,379,759

**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	La India	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, and Nunavut for Meadowbank (all numbers in local currencies)	100%	100%	100%	93%	74%	66%	34%	83%	81%
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, and Nunavut for Meadowbank	100%	100%	100%	50%	73%	78%	0%	76%	72%

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	Every year, AEM gives to the palliative care hospices in the surrounding areas (Amos, Val-d'Or and Rouyn).
Goldex	
Lapa	
Kittila	None
Pinos	None
Meadowbank	Cell service in Baker Lake continues, a project that we developed. Cleanup of 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 the 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*	La India	Meadowbank	Total
Tonnes of ore milled	2,085,000	2,117,000	639,000	1,156,000	4,314,000	4,442,000	4,129,000	18,882,000
Tonnes of waste rock mined	710,771	128,523	251,664	830,053	20,304,634	5,204,180	28,332,627	55,762,452

\* The Pinos Altos tonnage information includes the Mascota site.

**EN2** Percentage of materials used that are recycled input materials

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
Percentage of materials used that are recycled input materials	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

**Aspect: Energy**
**EN3** Direct energy consumption by primary energy source

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
a) How much diesel fuel was used to generate power at this minesite (litres)?	–	–	–	–	754,048	4,296,955	36,097,642	1,080,298	42,228,943
b) How much diesel fuel was used by mining equipment (heavy equipment and lighter vehicles) at this minesite (litres)?	4,526,121	1,910,476	1,711,601	165,681	16,853,562	6,700,372	28,405,645	1,988,872	62,262,330
c) Was diesel fuel used for any other purposes? If yes – what was this fuel used for?	–	–	–	Blasting	–	–	–	–	–
d) If yes – how much diesel fuel was used for this purpose (litres)?	–	–	–	202,574	–	–	–	–	202,574
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	Propane and heavy fuel oil	–	–	–	–	–

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
g) If yes – how much of this fuel was used to heat mine air? Natural gas (m <sup>3</sup> )	5,836,277	1,934,898	1,716,667	–	–	–	–	–	9,487,842
Propane (litres)	–	–	–	–	–	–	–	–	–
Diesel (litres)	–	–	–	425,624	–	–	–	–	425,624
h) How much gasoline was used at this minesite (litres)?	92,603	70,626	4,951	–	526,394	384,898	12,194	60,593	1,152,259
i) How much aviation fuel was used at this minesite (litres)?	–	–	–	–	48,000	31,680	1,225,060	42,275	1,347,015
j) How much propane (other than for mine air heating) was used at this minesite (litres)?	–	–	–	204,940	–	–	7,300	–	212,240
k) Was any other fuel used by the division and how much (litres)?	–	–	–	2,040,278	–	–	–	–	2,040,278
l) If yes – what type of fuel?	–	–	–	–	555,987	156,710	–	–	712,697
n) Natural gas for heating buildings and air compressors (m <sup>3</sup> )	1,950,759	–	–	–	–	–	–	–	1,950,759
o) Total quantity of diesel used at the mine (litres)	4,526,121	1,910,476	1,711,601	2,631,583	17,810,184	10,997,327	64,503,287	3,069,170	107,159,749

<sup>1)</sup> 1,000 litres is 1 m<sup>3</sup>.

**EN4** Indirect energy consumption by primary source

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
Electricity purchased from an outside utility (kWh)	368,963,329	121,627,199	56,000,075	159,974,810	112,787,350	–	–	7,196	819,359,959

**EN4a** Electricity generation on site

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
Electricity generated on site (kWh)					2,592,056	11,724,681	143,447,571		157,764,308

**EN5** Energy saved due to conservation and efficiency improvements – Initiatives implemented in 2014

**Estimate of the amount of energy saved over the past year**

LaRonde	48 DEL lamps (C1820-150W) to replace 48 MH 400W lamps: 315,457 kWh
Lapa	Automation of the underground ventilation (2014): 211,168 kWh Addition of capacitor in the electricity grid (2014): 2,347 kWh
Kittila	Heat recovery savings: 12,270,000 kWh Optimization of ventilation saved 1,285 MWh in 2014 and work is continuing: 1,285,000 kWh
Pinos Altos	1,204,000 kWh
Meadowbank	Generator efficiency improvement with new operation matrix at the Power House. Replacement of electrical heaters by glycol heaters. Replacement of fuel heaters (Frost fitter) by glycol heaters. Installation of an automatic “fuel tracking system” to follow our fuel consumption (not done yet). Estimate is difficult to calculate but we estimate up to \$500,000 in cost savings.

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
1) Total amount of fresh water pumped by AEM from a lake, river, stream, or wetland and used at this minesite (m <sup>3</sup> )	922,671	1,228,719	211,168	1,308,215	2,707	–	1,096,829	27,380	4,797,689
2) Total amount of groundwater (well water) pumped by AEM at this minesite (m <sup>3</sup> )	4,456	–	2,347	51,474	622,109	418,139	–	7,721	1,106,246
3) Total amount of rainwater (and snowmelt) collected directly, stored and used by AEM at this minesite (m <sup>3</sup> )	–	–	–	–	199,279	–	–	–	199,279
4) Total amount of municipal water (water taken from a town system) used by AEM at this minesite (m <sup>3</sup> )	–	8,114	–	–	–	–	–	2,000	10,114
1+2+3+4) Total volume of all fresh water used for all mine uses (m <sup>3</sup> )	927,127	1,236,833	213,515	1,359,689	824,095	418,139	1,096,829	37,100	6,113,327

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank
Where does the mine get its fresh water (name of lake, river, stream or groundwater)?	Lac Chassignol	Thompson River	Héva River	Seurujoki River	Victoria, El Castor, Pozo 2	La Chipriona GW	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	N/A	446,000,000
If a river or stream, what is the average flow in cubic metres per second?	–	6,200	0.42	4.02	N/A	N/A	–
Is the source designated as a protected area (nationally and/or internationally)?	No	No	No	No	No	No	No
Is the water source recognized by professionals to be particularly sensitive (due to size, function, or status as a rare, threatened or endangered species habitat)?	No	No	No	No	No	No	No
Number of protected species in the waterbody	–	–	–	–	–	N/A	–
Is the waterbody a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area?	No	No	No	No	No	No	No

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank
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	No

**EN10** Percentage and total volume of water recycled and reused

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration <sup>1</sup>	Total
Total volume of water recycled and reused at this minesite (cubic metres)	3,993,666	2,194,266	177,104	2,638,071	2,530,144	27,450	2,459,907	–	14,020,608
Percent recycle/reuse	433%	179%	84%	202%	307%	7%	224%	0%	

<sup>1</sup> 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	La India	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 are involved?	No	No	No	No	Yes	No	No	No

Note:

AEM currently leases or owns 7,796 hectares adjacent or close to protected areas (ANPs). Mascota and Pinos Altos mines are adjacent but are considered outside the ANPs.

**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 <sup>1</sup>	La India	Meadowbank	Exploration
At this minesite, is the mine having any significant impact on biodiversity?	No	No	No	No	No	No	No	No

<sup>1</sup> 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 on 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	La India	Meadowbank	Exploration	Total
Total land area in hectares owned or leased that makes up the minesite	785	517	70	1,147	7,754	0	2,451	455,073	467,797
Total of this land area that is physically disturbed by mine activity (Ha)	706	330	12	1,147	532	0	2,451	193	5,371
Total of this land that has been reclaimed (Ha)	0	0	0	0	0	0	0	9	9

**EN13** Habitats protected or restored

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
At this minesite, was there any mine-impacted land restored in 2013? If yes – please describe the restoration completed and the amount (Ha) of land restored.	No	No	No	No	No	No	No	No
If restored – whether the success of the restoration measure was/is approved by independent external professionals.	–	–	–	–	–	–	–	–
Whether partnerships exist with third parties to protect or restore habitat distinct from restoration or protection measures overseen and implemented by the organization.	–	–	–	–	–	–	–	–

Note:  
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

Our sustainable development policy requires that biodiversity conservation and land use planning considerations be integrated through all stages of business and production activities. Each operating division has prepared a biodiversity conservation plan, which includes biodiversity baseline studies, an assessment of the risk to biodiversity and measures to mitigate the identified risks. We apply the biodiversity conservation protocol of the Toward Sustainable Mining (TSM) initiative of the Mining Association of Canada (MAC) to all our divisions. Each division internally audits its biodiversity conservation management against the TSM indicators on an annual basis and performs an external audit every three years.

In addition:

1. At the planning stage of our projects, we are trying as much as possible to reduce our ecological footprint, to minimize our impact on biodiversity. That's how Lapa and Goldex were developed.
2. At the project development and permitting stage we verify the presence of any endangered, protected or threatened species according to the provincial and federal list of endangered or threatened species or wetland and we devise mitigation measures to minimize impact. The mitigation measures include habitat compensation. Any impact on fish habitat must be assessed and compensated (to recreate a similar habitat of the same value somewhere else, so it has to be quantified and monitored to confirm that the works achieve our goal).
3. Throughout the operation of the project, we are trying to perform progressive reclamation of areas no longer in use. 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 in planting trees. These works are quantified in terms of surface area revegetated.
4. At the closure stage, we aim at returning the site as close as possible to the original biodiversity state.
5. 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 up 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	La India	Meadowbank	Exploration
Are there any lands on the minesite where a biodiversity management plan is required?	No	No	No	No	No		No	Yes
Does a biodiversity plan exist for these sites?	Yes	Yes	Yes	Yes	Yes		Yes	Yes

**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	La India	Meadowbank	Exploration
None	None	None	None	None	None	None	None

### Aspect: Emissions, Effluents and Waste

**EN16** Total direct and indirect greenhouse gas emissions by weight (tonnes)

	LaRonde	Goldex <sup>2</sup>	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
Total Direct GHG Emissions	27,306	8,937	7,986	7,543	51,896	31,763	181,919	317,349
Total Indirect GHG Emissions	3,358	1,107	510	9,806	52,987	–	–	67,768
Total GHG Emissions	30,664	10,044	8,495	17,349	104,883	31,763	181,919	385,117
GHG Intensity <sup>1</sup>	0.015	0.005	0.013	0.015	0.024	0.007	0.044	0.0204

<sup>1</sup> CO<sub>2</sub> equivalent per tonne of ore processed (tonne of CO<sub>2</sub> equivalent per tonne milled).

<sup>2</sup> Goldex was only in operation from September 2013 onward.

**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 carpooling or provide 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	La India	Meadowbank	Exploration
Were any initiatives taken at this minesite in 2014 to reduce greenhouse gas emissions – yes or no?	No	No	No	No	No	No	No	No
If yes – please describe the initiative and estimate the emission reduction achieved.	–	–	–	–	–	–	–	–

\* All of the energy related reduction initiatives are also contributing to a reduction of greenhouse gas emissions.

**EN19** Emissions of ozone-depleting substances by weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Ozone-depleting substances emitted in 2014	N/A	N/A	N/A	N/A	N/A	N/A	N/A	None

**EN20** NO<sub>x</sub>, SO<sub>x</sub>, and other significant air emissions by type and weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Estimated SO <sub>x</sub> emissions from fuel (tonnes) in 2014	25	10	9	14	103	348	N/A	484
Estimated NO <sub>x</sub> emissions from fuel (tonnes) in 2014	384	161	143	215	1,470	5,298	N/A	7,287

**EN21** Total water discharge by quality and destination

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
a) Volume of final effluent discharged to the receiving environment at this minesite (m <sup>3</sup> )	2,960,272	874,068	199,366	3,160,324	21,159	–	680,552	Varies per site	7,895,741
What type of effluent treatment is used at this mine?	Chemical + biological	N/A	Stripping ammonia tower; precipitation of suspended solid	Sedimentation	Activated sludge	Activated sludge	Actiflow for TSS	Varies per site	N/A
b) Volume of sewage (black and grey water) discharged by the mine into a municipal sewage treatment system (m <sup>3</sup> )	None	None	None	672	None	None	None	Varies by site	672
c) Volume of sewage (black and grey water) treated at the mine and discharged to the receiving environment (m <sup>3</sup> )	26,181	7,300	2,345	7,094	–	–	–	Varies by site	42,920
d) What type of sewage treatment system is used at this minesite?	Septic field + treatment ponds	Septic field + UV treatment	Septic tank followed by biological treatment (Bionest) + UV treatment	Biological	Activated sludge	Activated sludge	Rotary biological contactor	Varies by site	

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
Paper and cardboard (tonnes)	59	16	8	7	8	13	–	–	111
Plastics (tonnes)	–	–	1	11	0	6	–	–	18
Metals (tonnes)	23,693	390	86	606	789	257	1,359	–	27,180
Wood (tonnes)	302	108	57	231	2	41	–	–	740
Used oil sent off site for treatment/disposal or used on site as fuel (litres)	309,827	24,185	39,650	45,689	351,043	106,140	561,250	240	1,438,024
Waste stored or disposed of on site	–	–	–	–	–	–	–	–	0
Contaminated soil stored on site in 2014	–	–	–	–	306	269	5,764	–	6,339
Contaminated soil treated on site at a landfarm in 2014	–	–	–	–	–	–	5,764	–	5,764
Domestic garbage sent to an on-site landfill facility (tonnes)	–	–	–	–	545	45	8,400	–	8,990
Domestic garbage sent to an on-site incinerator (tonnes)	–	–	–	–	–	–	568	–	568
Waste stored or disposed of off site	–	–	–	–	–	–	–	–	0
Domestic garbage sent to off-site municipal landfill (tonnes)	368	183	140	682	–	–	–	1	1,374
Contaminated soil shipped off site for disposal at a licensed facility (tonnes)	–	–	–	15	116	52	–	–	183
Total domestic waste generated in 2014	24,422	696	292	1,537	1,344	362	10,327	1	38,981
Hazardous wastes shipped by the mine to a licensed off-site disposal/recycling facility (tonnes)	242	36	–	–	306	269	390	–	1,243
Percentage of total domestic waste recycled at each site	98%	74%	52%	56%	59%	88%	13%	0%	

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
Overburden mined (tonnes)	–	–	–	–	–	–	–	–
Waste rock mined (total) (tonnes)	710,771	–	–	448,229	–	–	10,143,136	11,302,136
Waste rock returned underground as backfill (tonnes)	376,310	–	–	153,749	–	–	4,765,647	5,295,706
Waste rock used in tailings dam construction (tonnes)	251,087	–	–	230,328	–	–	806,368	1,287,783
Waste rock used in other construction (tonnes)	–	–	–	12,104	–	–	246,317	258,421
Waste rock placed on surface waste rock piles (tonnes)	334,461	–	–	52,048	–	–	2,564,565	2,951,074
Mill tailings (total) (tonnes)	2,035,977	–	669,380	1,156,368	–	–	4,129,143	7,990,868
Mill tailings returned underground as backfill (tonnes)	586,593	–	–	209,674	–	–	–	796,267
Mill tailings placed in surface tailings containment (tonnes)	1,449,384	–	669,380	946,694	–	–	4,129,143	7,194,601

**MM3a** Total material mined, both hazardous and non-hazardous

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Total
Overburden (tonnes)	–	–	–	251,500	–	350,000	336,966	938,466
Tonnes of ore loaded onto heap leach pad	–	–	–	–	2,361,600	4,601,359	–	6,962,959
Total waste rock (tonnes)	710,771	128,523	251,664	830,053	20,304,634	5,204,180	28,332,627	55,762,452
Returned underground as backfill (tonnes)	376,310	–	171,651	480,550	–	–	7,122,438	8,150,949
Used in tailings dam construction (tonnes)	251,087	–	80,013	379,328	–	–	969,092	1,679,520
Used in other construction (tonnes)	–	39,000	–	272,634	–	–	2,778,265	3,089,899
Placed on surface waste rock piles (tonnes)	334,461	89,523	(65,131)	52,048	20,304,634	5,204,180	17,462,832	43,382,547
Total mill tailings (tonnes)	2,035,977	2,086,027	669,380	1,156,368	1,509,219	–	4,129,143	11,586,114
Returned underground as backfill (tonnes)	586,593	883,952	–	209,674	532,453	–	–	2,212,672
Percentage of tailings returned underground as backfill	29%	42%	0%	22%	35%	0%	0%	33%
Placed in surface tailings containment (tonnes)	1,449,384	1,202,075	669,380	946,694	142,365	–	4,129,143	8,539,041

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
<b>All spills</b>	22	8	8	61	6	11	74	13	203
Number of spills inside the minesite boundary	20	8	8	58	5	11	69	13	192
Total volume of spills inside the minesite boundary (litres)	75,278	501	54	208,253	1,030	2,900	4,566	498	293,080
Average volume of spills inside the minesite boundary (litres)	4,273	63	6	4,083	1,030	250	68	28	9,801
Number of spills outside the minesite boundary	2	–	–	3	1	–	5	–	11
Total volume of spills outside the minesite boundary (litres)	125,002	–	–	15	500	–	410	–	125,927
Average volume of spills outside the minesite boundary (litres)	65,501	–	–	5	500	–	63	–	66,069
<b>Spills &gt; 100 litres</b>	6	3	–	16	4	–	7	–	36
Number of spills inside the minesite boundary	6	3	–	16	3	9	5	–	42
Total volume of spills inside the minesite boundary (litres)	2,200	396	–	206,625	900	900	1,420	–	212,441
Average volume of spills inside the minesite boundary (litres)	311	132	–	12,914	900	225	215	–	14,697

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
Number of spills outside the minesite boundary	-	-	-	-	1	-	2	-	3
Total volume of spills outside the minesite boundary (litres)	-	-	-	-	500	-	350	-	850
Average volume of spills outside the minesite boundary (litres)	-	-	-	-	500	-	-	88	588
<b>Spills &gt; 1,000 litres</b>	6	-	-	4	-	-	1	-	11
Number of spills inside the minesite boundary	5	-	-	4	-	2	1	-	12
Total volume of spills inside the minesite boundary (litres)	60,500	-	-	200,000	-	2,000	1,000	-	263,500
Average volume of spills inside the minesite boundary (litres)	11,056	-	-	50,000	-	1,000	250	-	62,306
Number of spills outside the minesite boundary	1	-	-	-	-	-	-	-	1
Total volume of spills outside the minesite boundary (litres)	125,000	-	-	-	-	-	-	-	125,000
Average volume of spills outside the minesite boundary (litres)	125,000	-	-	-	-	-	-	-	125,000

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Total
Percentage of these spills that affected area outside the mine boundary	-	-	-	-	-	-	-	-	-
Total volume of spills outside the mine boundary	-	-	-	-	-	-	-	-	-

**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	La India	Meadowbank	Exploration
Did this minesite ship any hazardous waste outside the country in 2014 – yes or no?	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 waterbodies and related habitats significantly affected by the reporting organization's discharges of water and runoff

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Where does the mine discharge its final effluent (name of lake, river, stream or wetland)?	Dornenan Creek	No name stream	Wetland	Wetland	La Batería Stream and Concheño River	None	Third Portage Lake	Varies by site
If a lake, what is the size of the lake in cubic metres?	N/A	N/A	N/A	N/A	N/A	N/A	446,000,000	Varies by site
If a river or stream, what is the average flow in cubic metres per second?	2	N/A	N/A	4.02	N/A	N/A	N/A	Varies by site
Is the receiving waterbody designated as a protected area (nationally and internationally)?	No	No	No	No	N/A	No	No	Varies by site
Is the receiving waterbody recognized by professionals to be particularly sensitive (due to size, function, or status as a rare, threatened or endangered species habitat)?	No	No	No	No	No	No	No	Varies by site
Number of protected species in the waterbody	0	N/A	N/A	N/A	N/A	N/A	N/A	Varies by site

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Is the waterbody a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area?	No	No	No	No	No	No	No	Varies by site
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?	Yes	No	No	No	No	No	No	Varies by site
Based on the above, is the waterbody significantly affected by the discharge?	Yes	No	No	No	No	No	No	Varies by site

**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	La India	Meadowbank	Exploration
The percentage of reclaimed products and their packaging materials for each category of products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
How the data for this indicator has been collected	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: Agnico Eagle gold doré 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	La India	Meadowbank	Exploration
Was this mine charged in 2014 for any non-compliance events with environmental laws and regulations – yes or no?	Yes	Yes	No	No	No	Yes	No	No
What was the total amount of fines or penalties levied against the mine in 2014 for non-compliance with environmental laws and regulations (US\$)?	–	–	–	–	–	–	–	–

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Was any action taken against this mine in 2013 for non-compliance events with environmental laws and regulations?	No	No	No	No	No	Yes	No	No

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

Transport is a critical component of Agnico Eagle's business. We have a significant fleet of heavy equipment used to mine and transport ore and waste rock. We use light vehicles to move people around our sites, and we transport large quantities of materials along public roads to our operations. In addition, our employees and contractors use cars, buses and planes to get to and from work. AEM has also become a signatory of the International Cyanide Management Code, for the manufacture, transport and use of cyanide in the production of gold.

The potential impacts from transport related to our activities are felt in three principal areas: GHG emissions, potential road accidents, and traffic issues such as noise, dust and road maintenance. AEM recognizes these potential impacts and has strategies and/or management plans in place to reduce and mitigate impacts.

**EN30** Total environmental protection expenditures and investments by type (excluding capital)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank
How much did this mine spend on environmental protection and management in 2014?	C\$14,146,724.00	C\$388,000.00	C\$816,758.00	€1,953,178	US\$2,960,728.00	US\$411,538.00	C\$25,147,829.97
Environment management budget	C\$1,624,568.00	C\$306,000.00	C\$536,604.00	€1,975,629	US\$885,918.00	US\$407,430.00	C\$3,667,781.07
Environment capital expenditures (Impoundment + infrastructures)	C\$5,959,423.00	C\$ –	C\$ –	€4,772,969	US\$1,924,515.00	US\$450,000.00	C\$20,913,064.90
How much did this mine spend on waste disposal, water treatment and remediation in 2014?	C\$6,562,733.00	C\$82,000.00	C\$94,713.00	€4,657,539	US\$150,295.00	US\$211,681.00	C\$566,984.00

**GRI Labour Practices and Decent Work Performance Indicators**
**LA1** Total workforce by employment type, employment contract and region

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Corporate & Administration	Total
Total number of employees (AEM, contractors, full time and temporary) working at this minesite in 2014	1,042	363	313	728	1,890	424	1,033	144	264	6,201
Total number of AEM employees working at this mine in 2014 (Q4)	857	246	201	641	1,648	377	809	41	256	5,076
AEM – full time employees (Q4)	841	241	198	598	1,596	377	693	40	242	4,826

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration	Corporate & Administration	Total
AEM – part time employees (Q4)	16	5	3	43	52	–	116	21	14	270
Total number of contractor employees working at this mine in 2014 (Q4)	185	117	112	87	242	47	224	83	8	1,097

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos <sup>2</sup>	La India	Meadowbank <sup>1</sup>	Exploration	Total
Total number of AEM employees leaving employment at this mine in all of 2014	29	5	24	15	168	87	152	48	528
<b>Breakdown of this number by gender (employees leaving)</b>									–
Female	2	–	1	1	19	16	41	7	87
Male	27	5	23	14	149	71	111	41	441
<b>Breakdown of this number by age group (employees leaving)</b>									–
< 30 years old	10	–	5	2	17	131	51	19	235
30 to 50 years old	13	2	17	6	19	219	75	20	371
> 50 years old	6	3	2	7	3	27	26	9	83
<b>Breakdown of this number by region (employees leaving employment)</b>									97
	–	–	–	–	29	68	–	–	97

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos <sup>2</sup>	La India	Meadowbank <sup>1</sup>	Exploration	Total
Number who are local employees (economic region in which the mine is located)	27	5	21	12	1	19	108	20	213

<sup>1</sup> At the Meadowbank mine, we have a relatively high turnover rate among 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.

<sup>2</sup> 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 among 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	La India	Meadowbank	Exploration
<b>Are the following benefits offered to AEM full time employees – yes or no?</b>								
Life insurance	Yes	Yes	Yes	Yes	Only SAEM	Only SAEM	Yes	Varies by site
Health care (additional to government provided health care)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Disability/invalidity coverage	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes
Maternity/paternity leave	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes
Retirement provision	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes
Stock ownership	Yes	Yes	Yes	Yes	Salary only	Salary only	Yes	Varies by site
<b>Are the following benefits offered to AEM temporary employees – yes or no?</b>								
Life insurance	Yes	Yes	Yes	Yes	Only SAEM	Only SAEM	No	Varies by site

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Health care (additional to government provided health care)	Yes	Yes	Yes	Yes	Yes	Yes	No	Varies by site
Disability/invalidity coverage	Yes	Yes	Yes	Yes	Provided by government	Provided by government	No	Varies by site
Maternity/paternity leave	No	No	No	Yes	Provided by government	Provided by government	No	No
Retirement provision	No	No	No	Yes	Provided by government	Provided by government	No	No
Stock ownership	Yes	Yes	Yes	No	No	No	No	No
<b>Are the following benefits offered to AEM part time employees – yes or no?</b>								
Life insurance	No	No	No	Yes	Only SAEM	Only SAEM	No	No
Health care	No	No	No	Yes	Yes	Yes	No	No
Disability/invalidity coverage	No	No	No	Yes	Provided by government	Provided by government	No	No
Maternity/paternity leave	No	No	No	No	Provided by government	Provided by government	No	No
Retirement provision	No	No	No	Yes	Provided by government	Provided by government	No	No
Stock ownership	No	No	No	No	No	No	No	No

**LA4** Percentage of employees covered by collective bargaining agreements

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
What percentage of AEM employees are covered by a collective bargaining agreement at this minesite?	0%	0%	0%	99%	80%	76%	0%	0%

**Note:**

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	La India	Meadowbank	Exploration
At this minesite, typically how many weeks' notice would be given to employees prior to a significant operational change that could substantially affect them?	4 weeks	4 weeks	4 weeks	2 weeks	3–5 weeks	3–5 weeks	4 weeks or based on seniority years	2–4 weeks

**MM4** Number of strikes and lockouts exceeding one week's duration, by country

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Total number of strikes and lockouts that exceeded one week's duration during the reporting period, by country	Nil	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	La India	Meadowbank	Exploration
Does this mine have a formal Health and Safety Committee with labour and management representation?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
What proportion of the workforce is represented on this committee?	100%	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 + Mascota	La India	Meadowbank	Meliadine	Exploration	Total (includes regional 165,411 + Corporate 236,856)
Person hours worked	2,045,905	663,881	649,531	1,402,944	3,810,688	1,215,053	2,085,225	298,960	114,454	12,688,908
Number of fatalities	0	0	0	0	0	0	0	0	0	0
Number of lost-time accidents	4	1	8	17	4	1	3	–	1	39
Number of light duty assignments	14	12	8	4	9	–	8	–	–	55
Days lost (LTA)	541	187	226	231	598	6	21	–	–	1,810
Days lost (LDA)	414	101	165	53	375	–	35	–	–	1,143
Number of medical aid incidents	20	8	22	17	61	24	26	4	–	182
First aid	213	44	90	15	36	19	105	51	–	573
Reported	293	90	78	36	–	–	133	–	–	630
Incident	208	91	81	226	18	7	326	26	–	983
Total	752	534	287	315	128	51	601	81	–	2,749
Frequency (combined)	1.76	3.92	4.93	2.99	0.68	0.16	1.06	–	1.75	1.48

Note: The global LTA and combined LTA frequency numbers are calculated with the total number of hours worked across the Company including corporate and administration man-hours not shown here.

**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	La India	Meadowbank	Exploration
In 2014, did the mine provide training to assist workforce members in preventing/managing serious disease – yes or no?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If yes – was this training given to:								
Employees	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employees' families	No	No	No	No	Yes	Yes	No	No
Other members of the community	No	No	No	No	Yes	Yes	No	No

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Is Health and Safety covered in any formal agreement with trade unions at this mine in 2014 – yes or no?	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	La India	Meadowbank	Total
Total person hours devoted to training personnel at the mine in 2014	20,877	1,519	7,104	4,250	66,923	4,877	37,656	94,048
Average hours of training = Total hours devoted to training/Total number of employees (in hours)	25	6	36	10	41	13	47	30

**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	La India	Meadowbank	Exploration
Did the mine offer internal skills training programs at the mine in 2014?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Did the mine have any apprenticeship training programs in place in 2014?	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
If yes – how many apprenticeships were in place in 2014?	54	–	2	1	–	3	8	1
Did the mine offer any programs to help employees prepare for retirement in 2014 – yes or no?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
What percent of all employees at this mine received regular performance and career development reviews in 2014?	100%	34%	8%	96%	51%	100%	33%	100%

**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	La India	Meadowbank	Exploration
Percentage of workforce at this mine who are male	94%	94%	96%	87%	86%	80%	84%	73%
Percentage of workforce at this mine who are female	6%	6%	4%	13%	14%	20%	16%	27%
< 30 years old	15%	8%	24%	19%	36%	45%	28%	19%
30 to 50 years old	59%	58%	53%	58%	58%	49%	49%	59%
> 50 years old	27%	34%	23%	23%	6%	6%	23%	22%

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Average wages paid to all male employees at this site	\$85,629	\$82,694	\$114,919	\$58,000	C\$304	MXN 498.45	\$104,045	Varies by site
Average wages paid to all female employees at this site	\$71,511	\$78,518	\$74,398	\$52,000	C\$233	MXN 335.76	\$59,852	Varies by site
Ratio: Men's average salary/women's average salary	1.20	1.05	1.54	1.12	1.30	1.48	1.74	1.24

## 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 investment 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 holds itself to (as outlined in our Code of Business Conduct and Ethics). In the induction process, all contractors must agree to the terms laid out in the Code of Conduct. We are currently working on an "AEM Code of Sustainable Conduct" in which human rights will be explicitly 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 so trained

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Did this mine provide training to its employees in 2014 on human rights policies or cross-cultural awareness training – yes or no?	No	No	No	No	Yes	Yes	Yes	Yes
If yes – how many hours of training were provided?	–	–	–	–	352	420	905	Data not available
If yes – approximately what percentage of the workforce received this training?	–	–	–	–	8%	10%	13%	90%

**Aspect: Non-discrimination**
**HR4** Total number of incidents of discrimination and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
In 2014, at this minesite were there any formal complaints of discrimination or harassment submitted by employees or contract employees – yes or no?	Yes	No	No	Yes	No	No	No	No
If yes – was the incident investigated and what was the outcome?	Yes: Disciplinary measure for the first event and sensibilization meetings for the second	–	–	Yes, resignation	–	N/A	–	–
How many incidents were investigated? (please list outcome)	2	–	–	2	0	N/A	–	–

**Note:**

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	La India	Meadowbank	Exploration
Not at risk							

Note: 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 action 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	La India	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 taken to contribute to the elimination of forced or compulsory labour

LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	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	La India	Meadowbank	Exploration
At this mine, what percentage of the mine's security personnel have received training in human rights policies and cross-cultural awareness?	0%	0%	0%	0%	95%	80%	0%	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 <sup>1</sup>	La India	Meadowbank <sup>2</sup>	Meliadine	Exploration
Operation adjacent or on indigenous peoples' territory	No	No	No	No	No	No	Yes	Yes	Yes
Formal agreements in place	No	No	No	No	No	No	Yes	Yes	Yes

<sup>1</sup> The Pinos Altos site is situated on collective lands (ejidos). Agreements with these land owners were signed prior to any activity on site.

<sup>2</sup> 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 and Benefit 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 peoples and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
In 2014, 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	No

## 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 through community visits 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 engagement through our ongoing participation in 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	La India	Meadowbank	Exploration
None	None	None	None	None	None	None	None

### Aspect: Corruption

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

In 2014, 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 and customary rights of local communities and indigenous peoples, and the outcomes

LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
None required in 2014							

**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	La India	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	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	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	La India	Meadowbank	Exploration
Number of households involved in any resettlement program	None	None	None	None	None	None	None	None
Number of individuals impacted directly by resettlement, or an informed estimate of the number	None	None	None	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	None	None	None	None	None	None	None
Significant disputes related to resettlement and the processes employed to resolve outstanding issues	None	None	None	None	None	None	None	None

**MM10** Number and percentage of operations with closure plans

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Does this minesite have a completed closure and reclamation plan?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A
Has it been submitted to the regulatory authorities for approval?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A
Has the plan been formally approved by the regulatory authority?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A

**MM10a** Significant incidents involving communities in which grievance mechanisms have been invoked to address them, together with their outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
In 2014, were there any formal grievances submitted to the mine by local communities – yes or no?	No	No	No	No	No	No	No	No
If yes – please provide details about the grievance and actions taken to resolve the complaint	–	–	–	–	–	–	–	–

**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	La India	Meadowbank	Exploration
Were there any incidents affecting employees, communities or the environment that occurred at this mine in 2014 where the mine's emergency preparedness procedures were activated – yes or no?	No	No	No	No	No	No	No	No

**SO3** Percentage of employees trained in organization's anti-corruption policies and procedures

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

Note: All staff (salaried employees) receive 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.

**SO4** Actions taken in response to incidents of corruption

LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
None required in 2014							

**Aspect: Public Policy**
**SO5** 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 publically 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.

**SO6** Total value of financial and in-kind contributions to political parties, politicians and related institutions by country

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
Did the mine make any financial or in-kind contributions to political parties, politicians, or related institutions in 2014 – yes or no?	None	None	None	None	None	None	None	None

**Aspect: Anti-Competitive Behaviour**
**SO7** Total number of legal actions for anti-competitive behaviour and anti-trust or monopoly practices, and their outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Exploration
	None	None	None	None	None	None	None	None

**Aspect: Compliance**
**SO8** 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	La India	Meadowbank	Exploration
	None	None	None	None	None	None	None	None

## 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 hold themselves to the same standards as AEM does (as outlined in the Code of Business Conduct and Ethics and the Code of Sustainable Conduct once it is an official AEM policy).

## Aspect: Customer Health and 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 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 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	La India	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	None

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	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 warning	None	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	None

### 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 content and makeup of our doré bullion.

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

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

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	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	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	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	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

None – AEM was not charged or fined at any of its eight operating mines in 2014 for non-compliance with laws and regulations concerning the provision and use of its products or services.