



AGNICO EAGLE

Agnico Eagle Mines Limited

Supplier Code of Conduct

Introduction

Agnico Eagle Mines Limited (collectively with its affiliates, "Agnico Eagle"), is committed to conducting business in an ethical, legal and socially responsible manner. Agnico Eagle values the relationships with its suppliers ("Suppliers") as they are critical to Agnico Eagle's success and allow us to meet our business objectives. It is Agnico Eagle's objective to partner with Suppliers that share our values and meet our requirements as it relates to this Supplier Code of Conduct ("Code").

It is not enough for Suppliers to simply have policies in place to meet the requirements of this Code. Agnico Eagle expects that its Suppliers provide appropriate training to their employees and their own suppliers (if applicable) to ensure they are practicing the principles discussed in this Code. Agnico Eagle reserves the right to require that a Supplier and its employees undertake, from time to time, relevant training through Agnico Eagle on the principles discussed herein.

Failure to comply with this Code may result in adverse consequences dependent upon the severity of the circumstances and may include, without limitation, termination of the Supplier relationship.

Compliance with Laws

Suppliers must operate their businesses in compliance with all applicable laws, codes, rules and regulations of the jurisdictions in which they operate.

Health & Safety

Suppliers must comply with all Health & Safety laws, including any applicable rules of a local work safety authority, and provide a high standard of care as it relates to the health, safety and well-being of their employees, suppliers, customers, communities and others who might be affected by their actions. In addition, Suppliers must comply with Agnico Eagle's Health & Safety policies during the course of any visit to, or operations on, an Agnico Eagle site.

Climate & Sustainability

Suppliers must comply with all applicable regulatory requirements for monitoring or disclosing greenhouse gas emissions or other climate-related impacts of their activities. In addition, Suppliers must provide Agnico Eagle with any information relating to its greenhouse gas emissions or other climate-related impacts required for Agnico Eagle to meet its climate objectives and for Agnico Eagle to comply with its own monitoring and disclosure obligations.

Environment

Suppliers must comply with all Environmental laws where they operate and actively manage any environmental risks due to their activities. In addition, Suppliers must comply with Agnico Eagle's Environmental policies during the course of any visit to, or operations on, an Agnico Eagle site.

Anti-Corruption

Suppliers must comply with all applicable anti-corruption laws, including without limitation, (i) the Canadian *Corruption of Foreign Public Officials Act*, (ii) the U.S. Foreign Corrupt Practices Act, and (iii) local laws in the jurisdictions in which they operate. Where there are variations in the applicable laws, Suppliers must comply with the strictest requirement. Suppliers must inform Agnico Eagle if any of their directors, officers, shareholders or senior managers are "government officials" for purposes of anti-corruption laws.

Antitrust

Suppliers must comply with all applicable competition/antitrust laws and other laws intended to promote free and fair competition and not engage in any collusive bidding, price fixing or other unfair trade practices.

Human Rights

Suppliers must comply with all Human Rights laws and must uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. Without limiting the foregoing, Suppliers must not use "forced labour" or "child labour", as defined in the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* or other applicable legislation, at any step of the production of its goods (in Canada or elsewhere), or in connection with goods imported into Canada by the Suppliers. In any event, Suppliers must not use or employ anyone under the age of 15 years old. In addition, Suppliers must take measures to assess, prevent and reduce the risk that "forced labour" or "child labour" is used by them or by a third party in their supply chains and must inform Agnico Eagle of these measures annually, or upon request by Agnico Eagle.

Discrimination

Suppliers must comply with all Anti-Discrimination laws, and not discriminate on the basis of race, color, religion, nationality, gender, ethnicity, age, marital status, creed, sexual orientation, political beliefs, pregnancy, disability or any other basis prohibited by law.

Community Relations

Suppliers are encouraged to engage with local communities, including Indigenous communities, to foster social and economic development and to contribute to the sustainability of the communities in which they and Agnico Eagle operate. Without limiting the foregoing, Suppliers are encouraged to employ local workers and source goods and services locally wherever possible.

Conflict of Interest

Suppliers must alert Agnico Eagle immediately if they become aware of any situation that could reasonably be expected to give rise to a conflict of interest between Agnico Eagle and the Supplier. Without limiting the foregoing, (i) Suppliers must disclose the existence of any family or

other close relationship with any Agnico Eagle personnel so that precautionary measures can be taken, if necessary, and (ii) Suppliers must disclose the existence of any intercorporate relationships with other third parties where the Supplier is competing with such third parties in the provision of goods or services to Agnico Eagle.

Insider Trading

Suppliers must comply with all insider trading laws and not trade in the securities of Agnico Eagle during any period when they have become aware of confidential or material information of Agnico Eagle until the confidential or material information has been fully disclosed and a reasonable period of time has passed for such information to be widely disseminated.

Confidentiality

Suppliers must maintain all proprietary information of Agnico Eagle in the strictest confidence.

Gifts and Entertainment

Suppliers must not provide any personal gifts, favours or other compensation to an Agnico Eagle employee that are intended to influence, or appear to influence, a business decision.

Demonstration of Compliance

Suppliers must be able to demonstrate compliance with this Code at the request and to the satisfaction of Agnico Eagle and provide reasonable assistance to Agnico Eagle during the course of any investigation into the Suppliers compliance with this Code. Agnico Eagle may require from time to time that Suppliers reconfirm in writing their understanding of, and compliance with, this Code.

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This Code forms part of all agreements between Agnico Eagle and its Suppliers. Suppliers are required to comply with this Code and to ensure that its employees and representatives understand and comply with this Code. Failure to adhere to this Code may be grounds for termination of the Supplier relationship and any related agreements.

By signing below, Supplier acknowledges and agrees to the Code.

Name of Supplier: _____

Authorized Signatory: _____

Name: _____

Title: _____

Date: _____