

AEM Specific & Global Reporting Initiative (GRI)

Performance Indicator Tables for 2016

Aspect: AEM Specific Organizational Indicators

AEM1 – Production by metals	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Total Gold (oz)	305,788	120,704	73,930	202,508	240,068	115,162	312,214	1,370,373
Total Silver (oz)	987,918	1,499	5,433	11,580	2,706,405	485,960	221,227	4,420,021
Mill Zinc (t)	4,687	–	–	–	–	–	–	4,687
Mill Copper (t)	4,416	–	–	–	–	–	–	4,416

AEM3 – Number of persons that received the HSE Induction Training in 2016

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
	1,099	795	75	1,788	1,406	70	803	703	349	7,088

AEM4 – Number of formal safety meetings with employees carried out in 2016

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
	770	191	136	197	288	165	659	412	175	2,993

AEM5 – Number of accident/incident analyses carried out in 2016 involving employees

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
	54	98	15	98	100	61	693	236	20	1,375

G4 Organization Indicators

G4-10 – TOTAL workforce by employment type, employment contract, and region

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration Canada & USA	Exploration Europe	Exploration Mexico	Administration (Head Office & Regional)	TOTAL
Total number of employees (full time AEM, part time AEM, contractors)	1,203	463	247	819	1,437	446	1,206	466	64	30	425	274	7,080
AEM employees	851	333	145	458	1,322	390	839	57	52	10	241	274	4,972
AEM permanent employees	819	316	134	420	1,263	382	718	33	35	5	115	249	4,489
AEM permanent male	769	293	127	369	1,074	326	606	27	N/A	N/A	N/A	N/A	3,591
AEM permanent female	50	23	7	51	189	56	112	6	N/A	N/A	N/A	N/A	494
AEM temporary (with benefits) + students	32	17	11	38	59	8	121	24	17	5	126	25	483
AEM temp + students male	15	11	4	31	36	5	78	19	N/A	N/A	N/A	N/A	199
AEM temp + students female	17	6	7	7	23	3	43	5	N/A	N/A	N/A	N/A	111
Contractor employees	352	130	102	361	115	56	367	409	12	20	184	–	2,108

GRI Economic Performance Indicators

Aspect: Economic Performance

EC1 – Direct economic value generated and distributed (thousands USD)

2016 Total

Net Revenue		2,138,232
Total Exploration Acct		125,239
Cost of Production		1,031,892
Employee wages and benefits	LaRonde	80,213
	Goldex	30,988
	Lapa	13,269
	Kittila	29,075
	Pinos Altos	30,429
	La India	8,020
	Meadowbank	71,398
	Meliadine	3,743
	Exploration	5,537
	Abitibi Regional Office	13,226
	Head Office	117,968
	Total	403,866
Payments on interest, dividends, capitalized interest & capital leases	Total AEM	159,084
Payments of current tax	Finland	317
	Mexico	70,281
	Quebec	–
	Nunavut	–
	Total	70,598

Aspect: Economic Performance (continued)**EC1 – Direct economic value generated and distributed (thousands USD)****2016 Total**

Payments of government royalties and mining taxes	Finland	3,242
	Mexico	11,276
	Quebec	16,747
	Nunavut	–
	Total	31,265
Royalties paid to land owners	Finland	163
	Mexico	10,012
	Quebec	–
	Nunavut	4,426
	Total	14,600
Payroll taxes paid by employer	Finland	–
	Mexico	6,593
	Quebec	13,163
	Nunavut	3,417
	Head Office	4,445
	Total	27,618
Payroll taxes paid by employee	Finland	9,430
	Mexico	7,795
	Quebec	51,502
	Nunavut	24,189
	Head Office	51,621
	Total	144,537

Aspect: Economic Performance (continued)**EC1 – Direct economic value generated and distributed (thousands USD)**

		2016 Total
Payments of municipal taxes	Finland	337
	Mexico	125
	Quebec	1,098
	Nunavut	1,407
	Total	144,537
Payments of sales taxes (non-refundable)	Finland	–
	Mexico	–
	Quebec	150
	Nunavut	–
	Total	150
Payments of rent (mining leases and claims)	Finland	847
	Mexico	129
	Quebec	211
	Nunavut	477
	Total	1,663
Additional payments to government	Finland	–
	Mexico	5
	Quebec	–
	Nunavut	3,461
	Total	3,466
Total payments to government by country	Finland	14,335
	Mexico	106,215
	Quebec	82,870
	Nunavut	37,377
	Head Office	56,066
Total	296,864	
Community investments – voluntary contributions and community investments	Total AEM	6,647

— Health & Safety
 — Employees
 — Communities
 — Environment
 — Economic Value
 — Other

AEM2 – Total exploration and development investment (USD)

	Finland	10,560,659
	Mexico	29,179,853
	Canada	103,898,042
	USA	3,339,038
	Total	146,977,593

EC2 – Financial implications and other risks and opportunities for the organization's activities due to climate change

There is a large consensus in the scientific community that continued emission of greenhouse gases will cause further warming and long-lasting changes in all components of the climate system. Surface temperatures are projected to rise over the 21st century under all assessed emission scenarios. It is therefore believed that heat waves will occur more often and last longer, and that extreme precipitation events will be more intense and frequent in many regions.

The main risks to AEM's operations would be related to the following consequences of climate change:

- Water scarcity: industrial use of water, including for mining, will not be given priority.
- In some regions of Mexico where we operate, water resources are already protected for human consumption. We have 3 heap leach operations in Mexico which have a very high "evaporative potential". In an even larger water scarcity context, heap leach operation may need to be further optimized to reduce evaporation rate.
- Rising temperatures will change the depth of the active layer in permafrost environment. At Meadowbank, our closure strategy is to add a layer acting as a thermal cover of non acid generating waste rock over acid generating tailings and waste rock. This cover is intended to allow these materials to progressively integrate in the permafrost. The effect of rising temperature may result in a deeper active layer (that thaws on an annual basis), requiring an increase of the thickness of the waste rock thermal cover.
- More frequent and severe storm events: leading to higher risk of uncontrolled discharge of water and possibly tailings to the environment from our tailings storage facilities and water basins either through existing spillways or following dam overtopping. This will require that our spillways and water storage strategy are adapted to these changing conditions. It is clear that in the context of risk reduction we should minimize water retaining dams in the long term. At Pinos Altos we are going to put the filtered tailings in a depleted pit. At Kittila, we are also considering using a depleted pit for future tailings management.

EC3 – Coverage of the organization's defined benefit plan obligations

Coverage of the organization's defined benefit plan obligations.

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

EC4 – Financial assistance received from government

Was financial assistance received from government

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine
	No	No	No	No	No	No	Yes	No
							1) Nunavut Fuel Tax Rebate under Development Partnership Agreement 2) AEM receives government level training funds for Inuit from the Kivalliq Mine Training Society (KMTS)	

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

Male starting entry level wage in local currency

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine
	31	34	31	19	22	195	22	22

Female starting entry level wage in local currency

	31	34	31	19	22	195	22	22
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EC5 – Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation (all amounts are represented in local currencies)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine
Local minimum wage in local currency	11	11	11	18	9	95	13	13
Ratio of male's entry level wage to local minimum wage	3	3	3	1	2	2	2	2
Ratio of female's entry level wage to local minimum wage	3	3	3	1	2	2	2	2

EC6 – Proportion of employees hired from the local community at locations of significant operations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Proportion of workforce hired from local region	100%	99%	100%	93%	75%	45%	36%	32%	100%
Proportion of management team hired from local region	100%	100%	100%	50%	74%	95%	0%	0%	100%

EC7 – Development and impact of infrastructure investments and services supported

LaRonde	Every year AEM gives to the palliative care houses in the surrounding areas (Amos, Val-d'Or and Rouyn)
Goldex	• Sports complex in Amos
Lapa	• Public market place in Val-d'Or : construction of a permanent building and infrastructure to host the public market and a variety of public events in the Val-d'Or community.
Kittila	
Pinos Altos	Support to upgrading of school infrastructure in the village around Pinos Altos
La India	Upgrading highschool in Matarchi
Meadowbank	Continued cell service in Baker Lake would not be there if we did not develop this project
Meliadine	

EC8 – 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 economic stimulus to the areas around our Pinos Altos mine (in Chihuahua State) and our La India mine (in Sonora State). In the Abitibi, Agnico Eagle is the largest private employer with our three mines. In the Kivalliq region of Nunavut, Agnico Eagle is the largest private employer of Inuit people and is using Northern suppliers and contractors. At all our operations, 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 life in the local communities around the mine.

Aspect: Procurement Practices

EC9 – Proportion of spending on locally based suppliers at significant locations of operation

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	GLOBAL AVERAGE
Proportion of spending on supplies to local suppliers	73%	68%	80%	34%	97%	96%	55%	59%	64%
Total purchases in USD	175,182,878	113,647,485	26,955,098	221,530,905	165,881,741	40,608,427	180,937,187	107,113,706	
Total purchases from local region in USD	127,046,825	76,999,568	21,563,065	74,455,653	160,159,572	37,555,471	99,918,413	63,153,026	
Total purchases from local region in local currency	CAD 168,311,634	CAD 102,009,027	CAD 28,566,748	EUR 74,455,653	MXN 2,919,518,634	MXN 714,767,273	CAD 132,371,913	CAD 83,665,128	

AEM6 – Summary of Nunavut Expenditures for 2016 (CAD)	Meadowbank (CAD)	Meliadine (CAD)
NTI registered companies expenditures in local currency	Not available at this time*	
Nunavut based expenditures in local currency	132,371,913	83,665,128
Northern based expenditures in local currency	133,758,464	87,860,190
Baker Lake based expenditures in local currency	48,927,648	10,265,019
Rankin Inlet based expenditures in local currency	68,875,380	59,589,608
Kivalliq expenditures in local currency	119,575,928	70,612,988

*Because of the application of the new Meliadine IIBA, the criteria for NTI requested companies have changed. The new criteria are being added to the accounting database but 2016 numbers were not available at the time of production of this report.

GRI Environment Performance Indicators

Aspect: Materials

EN1 – Materials used by weight and volume

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Treated ore (tonnes)	2,240,144	2,545,300	592,683	1,666,732	4,379,400	5,837,404	3,915,102	21,176,764
Total waste rock mined (tonnes)	852,058	471,231	46,518	1,310,588	12,745,344	4,556,874	30,980,763	30,980,763

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	–	–	–	–	–	–	–	–

Aspect: Energy

EN3 – Energy consumption within the organization	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Diesel fuel consumption – electricity generation (L)	–	–	–	–	122,857	4,454,290	33,491,711	38,068,858
Diesel fuel consumption – heavy duty equipment (L)	5,207,900	3,361,788	1,375,527	1,858,733	16,242,035	6,603,758	31,730,018	66,379,758
Diesel fuel consumption – light truck (L)	–	–	–	–	–	358,729	–	358,729
Diesel fuel consumption (other) (L)	–	–	–	373,113	–	–	–	373,113
Natural gas consumption – industrial boiler (m ³)	3,460,308	2,048,046	1,383,227	–	–	–	–	6,891,581
Natural gas consumption – utility boiler (m ³)	3,244,447	–	–	–	–	–	–	3,244,447
Gasoline consumption – light truck (L)	102,141	45,757	3,975	1,754,793	548,174	–	25,897	2,480,737
Aviation fuel (L)	–	–	–	–	24,000	31,680	1,586,664	1,642,344
Propane gas consumption (L)	–	–	–	179,100	–	–	7,027	186,127
Liquid petroleum gas LPG (L)	–	–	–	–	407,215	112,185	–	519,400
kWh purchased	414,350,715	142,795,523	46,281,497	221,011,396	118,026,834	–	–	942,465,964
TOTAL ENERGY (GJ)	1,946,262	721,933	271,454	886,101	796,978	444,251	2,577,199	7,644,178

EN4 – Energy consumption outside of the organization

Energy consumption outside of the organization

Currently, the only energy consumption outside the organization that is recorded is the aviation fuel used to transport our employees to Nunavut and Mexico

EN5 – Energy intensity	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Energy per tonne processed (GJ/t)	0.87	0.28	0.46	0.53	0.18	0.08	0.66	0.36
EN6 – Reduction of energy consumption	Reduction of Energy Consumption							Estimate of amount of savings over the past year
La India	Solar heaters installed on camp Change of lamps from fluorescent lamps to LED on the crusher area Installation of water-saving showers on camp							2,636,914 L of diesel
Kittila	District heating system was built to utilize the waste heat of the mill. Estimated savings for light fuel (heating buildings) 100,000 l, meaning about 1000 MWh in energy, and for heavy fuel (heating mine air) 262,697 l, meaning 3000 MWh in energy							
Meadowbank	<ul style="list-style-type: none"> • Generator efficiency improvement with new operation matrix phase 2, at the Power House. Saving \$600,000/year • Replacement of electrical heaters by glycol heaters and optimize our glycol network. Saving \$200,000/year • Replacement of old model of lights by the new model of lights (LED). Saving \$70,000/year • Completion of the installation of the automatic system to follow-up the fuel consumption (fuel tracking system) on each vehicle on site. Not saving but better control of our fuel consumption • Installation of 9 VFD (variable frequency drive) on the agitators for the Leach tanks, this installation aim to reduce de speed and power at the same time. Saving \$650,000/year • Improvement of the efficiency of the heat recovery system and performed a site-wide balancing of the glycol loop heating our buildings (Savings approx. \$400k/year) • Plan to introduce the use of summer fuel in our operation during summer 2017 that will improve global efficiency of all our equipment (generators and mobile fleet). The summer fuel is approximately 1.5% more efficient than the Arctic fuel. • Currently finishing the installation of a variable frequency drive on one Detox Tank. Same kind of project we did for the leach tanks. Expected savings approx. \$50k / year • Currently implementing an energy savings tracking process to help end users to identify some savings opportunities in their workplace and be able to monitor their consumption through the energy dashboard available on the intranet 							Estimated \$1,920,000 in savings
Pinos Altos	Replacement of fluorescent lamps with LED lamps in Process Plant							71948 kWh

EN7 – Reductions in energy requirements of products and services

Reductions in energy requirements of products and services

We are not currently requesting data from our suppliers on their energy consumption to produce the goods that are used at the mine. Our contractors are subjected to the same energy management as our employees at the mine. In 2015, we have adopted a code of conduct for our suppliers, where they are asked to actively manage any environmental risks due to their activities. This is taken to include emissions from energy use.

Aspect: Water

EN8 – Total water withdrawal by source	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
Fresh water pumped from open water bodies (m ³)	874,277	787,602	301,785	1,599,371	–	–	608,309	16,046	40,689	4,228,079
Fresh water pumped from wells (m ³)	2,797	–	1,989	54,141	873,713	239,710	–	–	–	1,172,350
Fresh water used from rain and snow melt (m ³)	–	–	–	–	496,617	215,407	–	–	–	712,024
Fresh water taken from municipal water system (m ³)	–	3,088	–	–	–	–	–	–	–	3,088
TOTAL VOLUME OF FRESH WATER WITHDRAWAL (M³)	877,074	790,690	303,774	1,653,512	1,370,330	455,117	608,309	16,046	40,689	6,115,542

EN9 – Water sources significantly affected by withdrawal of water

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Name of water source significantly affected by withdrawal of water	Lac Chassignole	Thompson River	Heva River	River Seurujoki	Underground water used only	Underground water used only	Third Portage Lake	A8 Pump Lake	Whale Lake and proximal lakes and ponds
Size of lake (m ³)	25,000,000	6,200	–	–	N/A	N/A	446,000,000	1,435,200	
Average flow of river or stream (m ³ per second)	–	–	0.30	3.44	–	–	–	1	
Is the water source designated as protected area	No	No	No	No	No	No	No	No	No
Is the water source recognized to be particularly sensitive	No	No	No	No	No	No	No	No	No

EN9 – Water sources significantly affected by withdrawal of water

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Number of protected species in the water body	–	–	–	–	–	–	–	–	–
Is the water body a Ramsar-listed wetland or conservation area	No	No	No	No	No	No	No	No	No
Does the withdrawal account for average 5% or more of annual average volume	No	No	No	No	No	No	No	No	No
Is the water source identified as high importance to local or Indigenous People	Yes	Yes	No	No	No	No	No	No	No
Is the water source identified as having high biodiversity value	Yes	No	No	No	No	No	No	No	No
Is the water source significantly affected by the withdrawal	No	No	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	Meliadine	Exploration	TOTAL
Fresh water recycled (m ³)	4,119,318	2,174,538	55,659	4,336,311	0	21,217	2,939,927			13,646,970
Fresh water recycled %	82%	73%	15%	72%	0%	4%	83%	*	**	69%

* Our exploration drills recycled water.

** Underground drilling is recycling water. The quantities change depending on the number of drills on site.

Aspect: Biodiversity**EN11 – Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Is mine in or adjacent to protected or high biodiversity areas	No	No	No	No	Yes	No	No	No	No
Mine land involved in protected or high biodiversity areas (ha)	–	–	–	–	778	–	–	–	–

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	La India	Meadowbank	Meliadine	Exploration
Is mine site having significant impact on biodiversity	No	No	No	No	No	No	No	No	No

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	Meliadine	TOTAL
Total land area making up mine area (ha)	785	517	70	1,147	7,754	4,512	2,451	324	17,560
Total mine area physically disturbed by mine activity (ha)	706	330	12	1,147	507	355	2,451	52	5,560
Total disturbed area reclaimed (ha)	–	–	–	–	0.82	–	–	–	–

EN13 – Habitats protected or restored

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Was there any mine impacted land restored	No	No	No	No	Yes	No	No	No	No
Amount of mine impacted land restored									
Was success of the restoration approved by independent external professionals									
Do partnerships exist with third parties to protect or restore distinct habitat									

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	Meliadine	Exploration
Are there lands on mine site where a biodiversity management plan is required	No	No	No	No	Yes	No	No	No	No
Does a biodiversity plan exist	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Aspect: Emissions, Effluents, and Waste

EN14 – 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	TOTAL
Number of IUCN red list and national conservation list species in affected areas	–	–	–	–	–	–	–	–

EN15 – Direct greenhouse gas (GHG) Emissions (Scope 1 (CO₂e))

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Direct greenhouse gases produced	31,205	14,521	7,243	6,868	48,021	31,920	186,144	325,922

EN16 – Energy indirect greenhouse gas (GHG) emissions (Scope 2 (CO₂e))

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Indirect greenhouse gases produced	3,771	1,299	421	13,548	55,449			74,488
Total greenhouse gases produced	34,976	15,820	7,664	20,416	103,469.90	31,920.41	186,144	400,410

Aspect: Emissions, Effluents, and Waste (continued)**EN17 – Other relevant indirect greenhouse gas (GHG) emissions by weight (Scope 3)**

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

EN18 – Greenhouse gas (GHG) emissions intensity

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Total greenhouse gases produced (CO ₂ e)	34,976	15,820	7,664	20,416	103,470	31,920	186,144	400,410
Treated ore (tonnes)	2,240,144	2,545,300	592,683	1,666,732	4,379,400	5,837,404	3,915,102	21,176,764
GHG intensity (CO ₂ e per tonne of ore processed)	0.016	0.006	0.013	0.012	0.024	0.005	0.048	0.019

EN19 – Reduction of greenhouse gases (GHG) emissions

	Reduction of GHG emissions Initiative	Estimate of amount of CO ₂ e saved over the past year
LaRonde	LED lighting in the zinc sector (10,000 kWh/monthly)	0.12
	As of December, new heat exchangers at the FWTP to reduce gas consumption (estimated at 1,000,000m ³ /yr)	170
La India	See EN6	696
Kittila	Reduction of GHG emissions have been calculated from the fuel savings from the district heating system, and it was 1194 tonnes	
Meadowbank	See EN6	
Pinos Altos	Replacement of fluorescent lamps with LED lamps in Process Plant	34.0

EN20 – Emissions of ozone depleting substances (ODS)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
Ozone-depleting substances emitted in 2016 (t)	–	–	–	–	–	–	–	–	–	–

Aspect: Emissions, Effluents, and Waste (continued)**EN21 – NO_x, SO_x, and other significant air emissions**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	TOTAL
Estimated SO _x emissions from fuel (tonnes)	28	18	7	21	89	69	352	585
Estimated NO _x emissions from fuel (tonnes)	439	279	115	325	1,351	912	5,367	8,788

EN22 – Total water discharge by quality and destination

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
Volume of final effluent discharged to the environment (m ³)	4,280,630	866,684	356,214	5,170,312	24,842	–	1,188,873	179,413	–	12,066,968
What type of effluent treatment is used	Chemical	Other	Other	Neutralization	Activated sludge	Activated sludge	Actiflow for TSS	Actiflow for TSS		
	Biological			Sedimentation			No treatment for East Dike Discharge			
Volume of sewage discharged into municipal sewage system (m ³)	–	–	–	1,012	–	–	–	–	–	
Volume of sewage treated at mine and discharged to environment (m ³)	19,125	3,954	1,989	14,454	–	–	–	8,297	17,000	
What type of sewage treatment system is used	Bionest	Septic field	Septic tank	Biological	Activated sludge	Activated sludge	Biological	Bio Disk	Bionest systems with UV disinfection	
	Treatment ponds	UV treatment	Bionest							
			UV treatment							

Aspect: Emissions, Effluents, and Waste (continued)**EN23 – Total weight of waste by type and disposal method**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	TOTAL
Total domestic waste generated (tonnes)	1,782	1,092	185	1,955	1,868	825	10,900	397	19,004
Percentage of domestic waste recycled	80%	95%	58%	74%	67%	92%	15%	54%	42%
Domestic waste (garbage) sent to an on-site landfill (tonnes)					616	62	8,672		9,350
Domestic waste (garbage) sent to an on-site incinerator (tonnes)							540	182	722
Domestic waste (garbage) sent to an off-site landfill (tonnes)	353	53	78	516			0	0	1,000
Paper and cardboard sent to recycling (tonnes)	67	36	11	4	10	13	–	–	141
Plastics sent to recycling (tonnes)	58		1		0.59	117	0	4	181
Metals sent to recycling (tonnes)	967	799	62	1,026	1,138	345	1,550	207	6,094
Wood sent to recycling (tonnes)	337	204	33	409	103	288	55	0	1,429
Tires sent to recycling (tonnes)							67	4	71
Other sent to recycling (tonnes)							17	0	17
Total Hazardous waste generated (tonnes)	729	98	29	343	681	458	1,388	1,271	4,997
Used oil sent off site for treatment or used on-site as fuel (tonnes)	188	53	29	31	316	100	283	0	999
Contaminated soil produced during the year (tonnes)	84	–	–	–	–	–	944	1,170	2,198
Hazardous waste shipped to an off-site disposal facility (tonnes)	457	45	–	312	365	352	161	101	1,794

Aspect: Emissions, Effluents, and Waste (continued)

MM3 – Total material mined, both hazardous and non hazardous	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	TOTAL
Mined materials both hazardous and non hazardous									
Overburden mined (tonnes)	–	–	–	–	–	–	72,121	–	72,121
Ore loaded onto heap leach (tonnes)	–	–	–	–	2,397,345	5,837,404	–	–	8,234,750
Waste rock returned underground as backfill or in pits (tonnes)	365,239	87,345	330,450	398,969	58,196	–	1,153,512	–	2,393,711
Waste rock used in tailings dam construction (tonnes)	441,999	28,000	1,815	1,008,258	1,363,298	–	291,630	–	3,135,000
Waste rock used in other construction (tonnes)	–	–	–	174,135	664,719	–	1,983,529	320,400	3,142,783
Waste rock placed on surface or removed from waste rock piles (tonnes)	44,820	355,886	(135,314)	(704,731)	12,745,344	4,556,874	27,552,092	455,496	44,870,467
Total mill tailings produced (tonnes)	2,854,269	2,490,166	–	1,686,854	1,980,964	–	3,915,102	–	12,927,355
Mill tailings returned underground as backfill (tonnes)	605,877	1,026,753	–	381,794	536,030	–	–	–	2,550,454
Mill tailings placed in surface tailings containment (tonnes)	2,248,392	5,003	–	1,305,060	1,444,934	–	3,915,102	–	8,918,492
Mined materials only hazardous									
Overburden mined presenting potential hazards (tonnes)	–	–	–	–	–	–	72,121	–	72,121
Total waste rock mined presenting potential hazards (tonnes)	784,958	–	–	1,078,615	–	–	7,995,397	–	9,858,970
Waste rock to underground or to pits presenting potential hazards (tonnes)	365,239	–	–	219,932	–	–	1,018,183	–	1,603,354
Waste rock used in dam construction presenting potential hazards (tonnes)	441,999	–	–	858,683	–	–	69,078	–	1,369,760
Waste rock used in other construction presenting potential hazards (tonnes)	–	–	–	–	–	–	61,308	–	61,308
Waste rock placed on surface or removed from waste piles presenting potential hazards (tonnes)	(22,280)	–	–	–	–	–	6,846,828	–	6,824,548
Mill tailings produced presenting potential hazards (tonnes)	2,854,269	–	–	1,686,854	–	–	3,915,102	–	8,456,226
Mill tailings to underground as backfill presenting potential hazards (tonnes)	605,877	–	–	381,794	–	–	–	–	987,671
Mill tailings placed in surface pond presenting potential hazards (tonnes)	2,248,392	–	–	1,305,060	–	–	3,915,102	–	7,468,554

Aspect: Emissions, Effluents, and Waste (continued)

EN24 – Total number and volume of significant spills	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
Total number of spills	32	10	2	161	7	3	422	133	38	808
Number of spills inside mine site boundary	32	10	2	161	7	3	415	133	38	801
Total volume of spills inside mine site boundary (litres)	27,898	6,450	330	6,523	12,110	1,000	32,975	1,918	596	
Average volume of spills inside mine site boundary (litres)	872	538	165	43	2,018	333	82	21	25	
Number of spills outside mine site boundary	–	–	–	–	–	–	7	–	–	7
Total volume of spills outside mine site boundary (litres)	–	–	–	–	–	–	1,240	–	–	
Average volume of spills outside mine site boundary (litres)	–	–	–	–	–	–	177	–	–	
Number of 100–1000 l spills inside mine site boundary	5	1	1	27	3	3	28	1	1	
Total volume of 100–1000 l spills inside mine site boundary (litres)	3,096	300	250	3,533	2,030	3	7,265	–	100	
Average volume of 100–1000 l spills inside mine site boundary (litres)	468	300	–	131	677	–	259	–	100	
Number of 100–1000 l spills outside mine site boundary	–	–	–	–	–	–	2	–	–	
Total volume of 100–1000 l spills outside mine site boundary (litres)	–	–	–	–	–	–	1,000	–	–	
Average volume of 100–1000 l spills outside mine site boundary (litres)	–	–	–	–	–	–	500	–	–	
Number of > 1000 l spills inside mine site boundary	4	–	–	2	1	–	1	–	–	
Total volume of > 1000 l spills inside mine site boundary (litres)	24,500	–	–	4,000	10,000	–	12,000	1,188	–	
Average volume of > 1000 l spills inside mine site boundary (litres)	6,125	–	–	2,000	10,000	–	12,000	1,188	–	
Number of > 1000 l spills outside mine site boundary	–	–	–	–	–	–	–	–	–	
Total volume of > 1000 l spills outside mine site boundary (litres)	–	–	–	–	–	–	–	–	–	
Average volume of > 1000 l spills outside mine site boundary (litres)	–	–	–	–	–	–	–	–	–	

Aspect: Emissions, Effluents, and Waste (continued)

EN25 – 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	Meliadine	Exploration
Is hazardous waste shipped outside the country	No	No	No	No	No	No	No	No	No
Volume of hazardous waste shipped outside of the country (tonnes)	–	–	–	–	–	–	–	–	–

EN26 – 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	La India	Meadowbank	Meliadine	Exploration
Where is final effluent discharged	Dormenan Creek	No Name Stream	Wet Land	River Seurujoki	LA Bateria Stream	N/A	Wally Lake	Other	N/A
Where is final effluent discharged						N/A	Second Portage Lake		N/A
Size of lake used for effluent discharge (m ³)	–	–	–	–	–	–	39,700,000	147,280	–
Average flow of river used for effluent discharge (m ³ per second)	2	–	–	–	–	–	–	–	–
Is receiving water body designated as protected area	No	No				N/A	No	No	N/A
Number of protected species in the water body used for discharge	–	–	–	–	–	–	–	–	–
Is the water body a Ramsar-listed wetland or conservation area	No	No	No	No	No	No	No	N/A	N/A
Is the amount of effluent discharged average 5% or more of annual avg volume	Yes	No	No	Yes	No	No	No	No	N/A
Is the water body significantly affected by discharge	Yes	No	No	No	No	No	No	No	N/A

EN27 – Extent of impact mitigation of environmental impacts of products and services

Extent of impact mitigation of environmental impacts of products and services

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

EN28 – Percentage of products sold and their packaging materials that are reclaimed by category

Percentage of reclaimed products and packaging materials

LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
0%	0%	0%	0%	0%	0%	0%	0%	0%

Aspect: Compliance

EN29 – Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

Was mine charged for non-compliance with environmental laws or regulations

LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
No	No	No	No	No	No	No	No	No

Amount of fines for non-compliance with environmental laws and regulations (USD)

–	–	–	–	–	–	–	–	–
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Were there actions against mine for non-compliance with envir. laws or regul.

No	No	No	No	No	No	No	No	No
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EN30 – 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.

EN31 – Total environmental protection expenditures and investments by type	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Total spending on environmental protection and management (USD)	8,767,528	482,515	610,500	31,053,757	4,299,130	708,539	15,359,089	11,432,189	38,354
Environment management budget (USD)	1,746,164	263,545	439,670	2,219,509	988,944	582,743	3,183,360	4,598,635	–
Environment capital expenditures (in-poundment & infrastructure) (USD)	2,025,389	–	–	20,856,715	3,273,510	72,261	11,995,729	4,577,981	–
Spending on waste disposal, water treatment and remediation (USD)	4,995,975	218,970	–	7,977,533	36,676	53,535	180,000	2,255,573	38,354

GRI Labour Practices and Decent Work Performance Indicators

LA1 – Total number and rate of employee turnover by age group, gender and region	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
Total number of AEM employees leaving in 2016	21	2	36	3	127	68	74	1	25	354
Number of permanent female employees under 30 leaving employment	–	–	1	–	7	11	8	–	–	
Number of permanent female employees 30–50 leaving employment	1	–	–	–	8	1	8	1	6	
Number of permanent female employees over 50 leaving employment	–	–	–	–	4	1	5	–	1	
Number of permanent male employees under 30 leaving employment	1	–	6	–	40	19	18	–	2	
Number of permanent male employees 30–50 leaving employment	7	2	22	–	59	35	27	–	13	
Number of permanent male employees over 50 leaving employment	12	–	7	–	9	1	8	–	3	
Number of permanent employees from local region leaving employment	21	–	36	3	61	13	56	1	–	

LA2 – Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Is life insurance offered to AEM full-time employees	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Is health care offered to AEM full-time employees	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Is disability/invalidity coverage offered to AEM full-time employees	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	Yes
Is maternity/paternity leave offered to AEM full-time employees	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	Yes
Is retirement provision offered to AEM full-time employees	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	Yes
Is stock ownership offered to AEM full-time employees	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Is life insurance offered to AEM temporary employees	Yes temp with benefits	Yes temp with benefits	Yes temp with benefits	Yes	Yes	Yes	Yes temp with benefits	Yes temp with benefits	Yes temp with benefits
Is health care offered to AEM temporary employees	Yes temp with benefits	Yes temp with benefits	Yes temp with benefits	Yes	Yes	Yes	Yes temp with benefits	Yes temp with benefits	Yes temp with benefits
Is disability/invalidity coverage offered to AEM temporary employees	No	No	No	Yes	Provided by government	Provided by government	No	No	No
Is maternity/paternity leave offered to AEM temporary employees	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	Yes
Is retirement provision offered to AEM temporary employees	Yes	Yes	Yes	Yes	Provided by government	Provided by government	Yes	Yes	No
Is stock ownership offered to AEM temporary employees	No	No	No	No	No	No	No	No	No

LA3 – Return to work and retention rates after parental leave, by gender

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Total percentage of employees entitled to parental leave	100%	100%	100%	100%	100%	100%	100%	100%	100%
Number of female employees that left for parental leave	4	1	–	5	4	5	18	–	–
Number of male employees that left for parental leave	46	8	8	55	80	33	38	–	5
Number of female employees who returned to work after parental leave	8	1	–	5	5	4	18	–	–
Number of male employees who returned to work after parental leave	49	13	8	55	92	33	37	–	5
Number of female employees who were on parental leave at year end	7	–	–	–	4	1	–	–	–
Number of male employees who were on parental leave at year end	1	13	–	–	80	1	–	–	–

LA4 – Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Notice period prior to significant operational change (weeks)	4	4	4	2	4	4	4	4	4

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

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Total number of strikes and lock-outs exceeding one week's duration	–	–	–	–	–	–	–	–	–

LA5– 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	Meliadine	Exploration
Does mine have formal H&S Committee with labour and management representation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
What proportion of workforce is represented in the H&S committee	100%	100%	100%	100%	100%	100%	100%	100%	50%

LA6 – Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and by gender

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration	TOTAL
Person-hours worked	2,300,360	1,100,909	505,272	1,850,304	4,414,890	1,813,379	2,235,099	679,871	415,330	16,702,903*
Number of fatalities	–	–	–	1	–	–	–	–	–	1
Lost-time accidents	5	1	–	14	1	–	3	2	1	27
Light duty assignments restricted work	6	19	1	5	4	–	5	4	7	51
Days lost (LTA)	502	149	–	264	70	–	178	45	21	1,229
Days lost (LDA)	112	509	36	32	71	–	177	383	172	1,492
Medical aid incident	20	26	10	16	23	16	15	7	5	138
First aid incident	267	28	42	14	38	38	160	41	27	655
Reported	315	172	86	39	–	–	145	31	11	799
Incident	–	158	50	466	9	7	365	151	16	1,222
Frequency (combined) lost time and restricted work	0.96	3.63	0.40	2.05	0.23	0.00	0.72	1.77	1.80	0.97

The Global Combined frequency number is calculated with the total number of hours worked across the company including corporate and administration person-hours not shown here.

These statistics include both AEM employees and contractors. Contractors that work at our sites are subjected to the same Health and Safety rules and procedures as AEM employees, including accident reporting and investigation. They are also subjected to health and safety induction

* Total person hours worked includes Regional (302,927 person-hours worked) and Corporate (280,584 person-hours worked)

LA7 – Workers with high incidence or high risk of disease related to their occupation

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Are there workers with high incidence or high risk of disease related to job	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Did mine provide training to assist prevent/ manage serious diseases	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Was disease preventing/managing training given to employees	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Was disease preventing/managing training given to families	No	No	No	No	Yes	Yes	No	No	No
Was disease preventing/managing training given to community members	No	No	No	No	Yes	Yes	No	No	No

LA8 – Health and safety topics covered in formal agreements with trade unions

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Is H&S covered in formal agreement with trade unions	No	No	No	No	N/A	Yes	No	No	No

LA9 – Average hours of training per year per employee by gender and by employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	TOTAL
Total number of hours to training personnel	30,638	13,344	7,168	10,242	79,104	18,425	38,841	1,947	199,709
Average number of hours devoted to training personnel	36	40	49	22	60	47	47	34	45

LA10 – 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	Meliadine	Exploration
Did the mine offer internal skills training programs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Did the mine have any apprenticeship training programs in place	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
Number of apprenticeships in place	–	–	–	–	–	–	–	–	–
Did the mine offer programs to help preparing for retirement	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

LA11 – Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Percentage of salaried employees who received performance and career reviews	100%	100%	100%	98%	65%	100%	100%	100%	100%
Percentage of hourly employees who received performance and career reviews	100%	100%	100%	98%	65%	100%	30%	0%	0%

LA12 – 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	Meliadine	Exploration
Percentage of workforce under 30 years old	16%	12%	31%	19%	34%	41%	27%	10%	10%
Percentage of workforce 30–50 years old	57%	52%	44%	61%	59%	51%	49%	66%	76%
Percentage of workforce over 50 years old	27%	36%	25%	20%	7%	8%	24%	24%	14%

LA13 – Ratio of basic salary of men to women by employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Q: person?	Meadowbank	Meliadine	Exploration
Ratio: Male basic salary/Female basic salary	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0

LA14 – Percentage of new suppliers that were screened using labour practices criteria

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the "Supplier Code of Conduct" in which human rights is explicitly covered. It is Agnico's objective to partner with suppliers that share our values and meet our requirements.

LA15 – Significant actual and potential negative impacts for labour practices in the supply chain and actions taken

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the "Supplier Code of Conduct" in which human rights is explicitly covered. It is Agnico's objective to partner with suppliers that share our values and meet our requirements.

LA16– Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Number of grievances about labour practices filed through formal mechanisms	–	–	–	–	–	4	–	–	–

Aspect: Investment and Procurement Practices

HR1 – Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

In 2016, Agnico Eagle formally applied to be a participant of the Voluntary Principles Initiative. Our application is currently being reviewed by the Steering Committee. We expect to be a full participating member by mid-2017.

HR2 – Total hours of employee training on human rights 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	La India	Meadowbank	Meliadine	Exploration
Did the mine provide training to employees on human rights or cultural awareness	No	No	No	No	Yes	No	Yes	No	No
Number of hours used for human rights or cultural awareness training	–	–	–	–	368	–	295	–	–
Percentage of work force received human rights or cultural awareness training	0%	0%	0%	0%	14%	0%	7%	0%	0%

Aspect: Non-discrimination**HR3 – Total number of incidents of discrimination and corrective actions taken**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Were there any formal complaints of discrimination or harrasment	No	No	No	No	No	No	Yes	Yes	No
Were the discrimination or harrasment incidents investigated							Yes	Yes	No
Number of discrimination or harrasment incidents investigated	–	–	–	–	–	–	–	1	–

Notes: 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 report.

Aspect: Freedom of Association and Collective Bargaining**HR4 – 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	Meliadine	Exploration
Is the freedom of association and collective bargaining at risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk

Notes: Agnico Eagle does not operate in any jurisdiction where our employee's 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

HR5 – 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	Meliadine	Exploration
Is there a risk of incidents of child labour	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk

Aspect: Force and Compulsory Labour

HR6 – 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	La India	Meadowbank	Meliadine	Exploration
Is there a risk of incidents of forced labour or compulsory labour	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk	Not at Risk

Aspect: Security Practices

HR7 – 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	Meliadine	Exploration
% of security personnel trained in human rights	0%	0%	0%	0%	94%	100%	50%	0%	0%

Aspect: Indigenous Rights

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	La India	Meadowbank	Meliadine	Exploration
Is the operation adjacent or on Indigenous Peoples' territory	No	No	No	No	No	No	Yes	Yes	Yes
Do formal agreements exist with Indigenous Peoples	No	No	No	No	No	No	Yes	Yes	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

HR8 – Total number of incidents of violations involving rights of Indigenous People and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Were there any incidents of violations of rights of Indigenous People	No	No	No	No	No	No	No	No	No

Aspect: Assessment

HR9 – Total number and percentage of operations that have been subject to human rights reviews or impact assessments

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Total number and percentage of operations that have been subject to human rights reviews or impact assessments	–	–	–	–	–	–	–	–	–

HR10 – Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken

Agnico Eagle has a Code of Conduct for suppliers, including contractors, that require suppliers to uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. The Code states that suppliers must not employ children below the minimum legal age where the work is performed and in any event, no worker shall be employed who is under the age of 15. Forced labour in any form is also explicitly prohibited by the Code.

Courses and training in Human Rights were carried out at our Mexican sites, for both Agnico Eagle Security personnel and contractors.

HR11 – Significant actual and potential negative human rights impacts in the supply chain and actions taken

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which human rights is explicitly covered. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

Aspect: Human Rights Grievances Mechanism

HR12 – Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms

Number of grievances about human rights through formal mechanisms

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Number of grievances about human rights through formal mechanisms	-	-	-	-	-	-	-	-	-

GRI Society Performance Indicators

Aspect: Local Communities

SO1 – Percentage of operations with implemented local community engagement, impact assessments and development programs

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

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

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

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

MM6 – Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples

Number of disputes re. land use or rights of local or indigenous communities

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

SO2 – Operations with significant actual and potential negative impacts on local communities

Is there actual or potential negative impact on communities near site

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
	No	No	No	Yes	No	No	No	No	No

Aspect: Anti-corruption

SO3 – Total number and percentage of operations assessed for risk related to corruption and the significant risks identified

In 2015, we initiated a company-wide Fraud Risk Assessment for AEM. The risk assessment was based on a survey that was provided to individuals across many levels and at all the divisions as well as head office. The survey consisted of scenarios, based on input from external consultants, which were then assessed in terms of their likelihood, the impact (financial and in terms of reputation) and the inherent risk. These scenarios were then mapped to the relevant controls we have in place to determine the extent of the remaining risk. Based on additional follow-up interviews were conducted into 2016; the report was reviewed with and issued to key members of the management team. Controls that were identified in the mapping that were also considered to be key controls were subject to testing and validation during the year as part of the ongoing SOX certification program for 2016. In addition, in 2016 we continued our efforts to enhance our approach to Anti-Corruption / Anti-Bribery to complement the existing policies and further develop local guidelines for the regions in which we operate.

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

Were grievance mechanisms used to resolve disputes with local communities

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
	No	No	No	Yes	No	No	No	No	Yes

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

Is there artisanal or small scale mining on or adjacent to site

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
	No	No	No	No	No	No	No	No	No

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

Number of households involved in resettlement program

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

Number of individuals impacted directly by resettlement

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

Is there consultation process in place to establish community after relocation

Are there disputes related to resettlement

MM10 – Number and percentage of operations with closure plans

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Does the site have a completed closure & remediation plan	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A
Has the closure and remediation plan been submitted to authorities	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A
Has the closure and remediation plan been formally approved by authorities	Yes	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	Meliadine	Exploration
Were there any formal grievances submitted to the mine by local communities	Yes	No	No	No	No	No	No	No	No

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	Meliadine	Exploration
Were there incidents affecting stakeholders where emergency procedures activated	No	No	No	Yes	No	No	No	No	No

SO4 – Communication and training on anti-corruption policies and procedures

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Percentage of governance body members communicated on anti-corruption	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of employees communicated on anti-corruption	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of governance body members trained on anti-corruption	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of employees trained on anti-corruption	100%	100%	100%	100%	100%	100%	100%	100%	100%

Notes: All salaried staff 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 AEM's locations.

SO5 – Confirmed incidents of corruption and actions taken

Number of confirmed incidents of corruption

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

Aspect: Public Policy**SO6 – Total value of political contributions by country and recipient/beneficiary**

Were any financial or in-kind contributions given to political or related parties

LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
No	No	No	No	No	No	No	No	No

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

Number of legal actions for anti-competitive, anti-trust and monopoly practices

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

Monetary value of fines for non-compliance with laws and regulations

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

Aspect: Supplier Assessment for Impact on Society

SO9 – Percentage of new suppliers that were screened using criteria for impact on society

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which elements of impacts on society are covered. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

SO10 – Significant actual and potential negative impacts on society in the supply chain and actions taken

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the “Supplier Code of Conduct” in which elements of impacts on society are covered. It is Agnico’s objective to partner with suppliers that share our values and meet our requirements.

Aspect: Grievance Mechanism for Impacts on Society

SO11 – Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms

Number of grievances about impacts on society filed through formal mechanisms

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Number of grievances about impacts on society filed through formal mechanisms	1	–	–	–	–	–	–	–	–

GRI Product Responsibility Performance Indicators

MM11 – 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 – Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

AEM has not reported directly on this GRI indicator for the following reasons:

1) AEM is primarily a gold producer and does not directly market its product and/or services 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.

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	Meliadine	Exploration
Number of non-compliances with H&S regulations resulting to fines	None	None	None	None	None	None	None	None	None
Number of non-compliances with H&S regulations resulting to warning	None	None	None	None	None	None	None	None	None
Number of non-compliances with H&S voluntary codes	None	None	None	None	None	None	None	None	None

Aspect: Product and Services Labelling

PR3 – Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories 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. Most of our production is in the form of dore bullions which are shipped to a refiner. The LaRonde mine produces concentrates containing gold which are shipped to a smelter. From time to time we also ship byproducts (slag and carbon) containing gold to be processed outside our facilities. All these are shipped with appropriate content information. The concentrates, slag and carbon shipped in Canada are accompanied by a Material Safety Data Sheet (MSDS) with detailed chemical analysis of contents. We do not market a final consumer product and thus final labelling requirements are not relevant. We do provide information to the refiner or smelter receiving our products on their contents and make up.

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

Number of non-compliances with product/service regulation resulting to fines

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Number of non-compliances with product/service regulation resulting to fines	None	None	None	None	None	None	None	None	None
Number of non-compliances with product/service regulation resulting to warning	None	None	None	None	None	None	None	None	None
Number of non-compliances with product/service voluntary codes	None	None	None	None	None	None	None	None	None

Number of non-compliances with product/service regulation resulting to warning

Number of non-compliances with product/service voluntary codes

PR5 – Results of surveys measuring customer satisfaction

Are there practices in place to assess and maintain customer satisfaction

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	La India	Meadowbank	Meliadine	Exploration
Are there 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	N/A

Aspect: Marketing Communication

PR6 – Sale of banned or disrupted products

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	Meliadine	Exploration
Number of non-compliances with marketing regulations resulting to fines	None	None	None	None	None	None	None	None	None
Number of non-compliances with marketing regulations resulting to warning	None	None	None	None	None	None	None	None	None
Number of non-compliances with marketing voluntary codes	None	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	Meliadine	Exploration
Number of substantiated complaints on breached customer privacy from 3rd parties	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of substantiated complaints on breached customer privacy from regulator	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	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 operating mines in 2016 for non-compliance with laws and regulations concerning the provision and use of its products or services.