MEADOWBANK COMPLEX

2025 Annual Report
61-000-100-REP-008

Prepared for:
Nunavut Water Board
Nunavut Impact Review Board
Fisheries and Oceans Canada
Crown-Indigenous Relations and Northern Affairs Canada
Kivalliq Inuit Association

Prepared by:
Agnico Eagle Mines Limited – Meadowbank Complex

Sections identified by § are reported under NWB Mandate

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ABBREVIATION

AANDC	Aboriginal Affairs and Northern Development Canada (now CIRNAC)
ABA	Acid base accounting
AEMP	Aquatic Ecosystem Monitoring Program
ARD	Acid Rock Drainage
AWAR, AWPAR	All-Weather Access Road
BACI	Before/after control/impact
BBS	Breeding Bird Survey
BGD	Bay-Goose Dike
BLDAG	Baker Lake Dust Advisory Group
BLHTO	Baker Lake Hunters and Trappers Organization
BV	Bureau Veritas
CAAQS	Canadian Ambient Air Quality Standards
CCME	Canadian Council of Ministers of the Environment
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
COSEWIC	Committee on Status of Endangered Wildlife in Canada
CREMP	Core Receiving Environmental Monitoring Program
CWQG	Canadian Council of Ministers of the Environment Water Quality Guidelines
DFO	Fisheries and Oceans Canada
ECC	Employment and Culture Committee
ECCC, EC	Environment and Climate Change Canada
EEM	Environmental Effect Monitoring
ERT	Emergency Response Team
FDP	Final Discharge Point
FEIS	Final Environmental Impact Statement
FMEA	Failure Mode & Effect Analysis
GHG	Greenhouse gas
GHGRP	Greenhouse Gas Reporting Program
GN	Government of Nunavut
GN-DOE	Government of Nunavut Department of Environment
GPS	Global Positioning System
GSP	Groundwater Storage Pond
GST	Group Size Threshold
GWMP	Groundwater Monitoring Plan
HADD	Harmful Alteration, Disruption and Destruction
HCMP	Habitat Compensation Monitoring Plan
HDET	Heavy Duty Equipment Technician
HEP	Habitat Evaluation Procedure
HHS	Hunter Harvest Study
HIS	Habitat Sustainability Index
HTO	Hunter and Trappers Organizations
ICMC	International Cyanide Management Code
ICRP	Interim Closure and Reclamation Plan
IIBA	Inuit Impact and Benefit Agreement

INUG	Innuguguayalik Lake
IPC	Instantaneous pressure change
IPD	In-pit tailings deposition
IQ	Inuit Qaujimajatuqangit
MIRB	Meadowbank Independent Review Board
KAN	Kangislulik Lake ([KAN]; formerly Mammoth Lake [MAM]; referred to as KAN or MAM)
KEAC	Kivalliq Elders Advisory Committee
KIA / KivIA	Kivalliq Inuit Association
KLMA	Kivalliq Labour Market Analysis
KPI	Key Performance Indicator
KvSEMC	Kivalliq Socio-economic monitoring committee
LHT	Long-Haul Truck
LMA	Labour market analysis
LMS	Learning Management System
LOM	Life of Mine
LSA	Local Study Area
MAM	Mammoth Lake; referred to as Kangislulik Lake
Masl.	Meters above sea level
MDMER, MMER	Metal and Diamond Mining Effluent Regulations
MIRB	Meadowbank Independent Review Board
MF	Mid-Field
MFRAG	Meadowbank Fisheries Research Advisory Group
MiHR	Mining Industry Human Resources
ML	Metal Leaching
MMP	Mercury Monitoring Plan
MMSO	Marine Mammal & Seabird Observer Program
MOU	Memorandum of Understanding
MVLWB	Mackenzie Valley Land and Water Board
NA	Non-Applicable
NAC	Nunavut Arctic College
NEM	Nemo Lake
NIRB	Nunavut Impact Review Board
NF	Near-Field
NMHSF	Northern Mining Health and Safety Forum
NML	Not metal leaching
NNLP	No Net Loss Plan
NPAG	Non-Potentially Acid Generating
NPC	Nunavut Planning Commission
NPR	Neutralization Potential Ratio
NRCan	Natural Resources Canada
NSERC-UQAT	National Science and Engineering Research Council – University of Quebec in Abitibi-Temiscamingue
NTI	Nunavut Tunngavik Inc.
NWB	Nunavut Water Board
OHF	Oil Handling Facility
OMS	Operation, Maintenance, and Surveillance
OPEP/OPPP	Oil Pollution Emergency Plan and Oil Pollution Prevention Plan

PAG	Potentially Acid Generating
PCB	Polychlorinated Biphenyls
PDL	Pipe Dream Lake
PEAMP	Post-Environmental Assessment Monitoring Program
PPE	Protective personnel equipment
PPV	Peak Particle Velocity
PRISM	Program for Regional and International Shorebird Monitoring
QAQC	Quality Assurance Quality Control
RCMP	Royal Canadian Mounted Police
RIME	Research Institute in Mine and Environment
RSA	Regional Study Area
SAG	Semi-Autogenous Grinding
SARA	Species at Risk Act
SEMP	Socio-Economic Monitoring Program
SMP	Stormwater Management Pond
SEMR	Socio-economic monitoring report
SEMWG	Socio-economic monitoring working group
SNC	SNC-Lavalin
SPL, SP	Second Portage Lake
SPLE	Second Portage Lake Exposure
SSWQO	Site Specific Water Quality Objective
ST, Sta.	Station
STP	Sewage Treatment Plant
SWTC	South Whale Tail Channel
TAG	Terrestrial Advisory Group
TARP	Trigger Action Response Plan
TASK	Trades, Awareness, Skills, Knowledge
TBD	To be determined
TDG	Transportation of Dangerous Goods
TDGA	Transportation of Dangerous Goods Act
TDS	Total Dissolved Solids
TEMP	Terrestrial Ecosystem Management Plan
TK	Traditional Knowledge
TKN	Total Kjeldahl Nitrogen
TMS	Training Management System
TOC	Total Organic Carbon
TOR	Term of Reference
TP	Total Phosphorus
TPL, TPN, TPE	Third Portage Lake
TSM	Towards Sustainable Mining
TSF	Tailings Storage Facility
TSS	Total Suspended Solids
UG	Underground
VC	Valued Components
VEC	Valued Ecosystem Component
VSEC	Valued Socio-Economic Component
WAL, WL	Wally Lake

WBS	Work Barrier Study
WEP	Waste Extension Pool
WQG	Water Quality Guidelines
WRSF	Waste Rock Storage Facility
WT	Whale Tail
WTD	Whale Tail Dike
WTHR	Whale Tail Haul Road
WTP	Water Treatment Plan
WTS	Whale Tail South Lake

DOCUMENT CONTROL

Version	Date (YMD)	Section	Page	Comment
1	2026/03/31	All	All	This has been reviewed by Environmental Staff and will be incorporated into training for all mine staff on behalf of the Mine Manager and Senior Management

Prepared By: Meadowbank Environment Department

Approved By: 

Eric Haley
Environmental and Critical Infrastructures Superintendent

SECTION 1. INTRODUCTION§

The 100% owned Meadowbank Complex is located approximately 110 kilometres by road north of Baker Lake in the Kivalliq District of Nunavut, Canada. The complex consists of the Meadowbank mine and mill, and the Whale Tail mine, which is located 50 kilometres northwest of the Meadowbank mine. The Meadowbank Project was first licensed by the Nunavut Water Board (NWB) in 2008. The project involved the construction, operation, maintenance, reclamation, closure, and monitoring of an open pit gold mine and milling facility at the Meadowbank mine site, and the processing plant achieved commercial production in March 2010. The original Water License was subsequently renewed by the Board in August 2015 and was amended in July 2018 to reflect changes to the Project associated with additional tailings deposition and ore processing at the Meadowbank mine site from Agnico Eagle's new mining undertaking at the Whale Tail mine site (Piquganiq). In March 2019, the Water License was amended for the third time to allow for tailings disposal in the mined-out Goose and Portage pits. In May 2020, the fourth amendment was granted to allow the activities for the Whale Tail Mine Expansion, i.e. the term of the Water License was extended by 4 years, now expiring in March 2030. The Meadowbank Mine is governed by current Water License 2AM-MEA1530.

At present, the project components included in the scope of the Water License consist of the Meadowbank mine site and the Vault mine site, a Marshalling Facility in Baker Lake, and a 110-kilometre All-Weather Access Road between Baker Lake and the Meadowbank mine site. There are also water retention dikes constructed from mined waste rock to allow for the mining of ore beneath shallow dewatered lakes and a tailings storage facility (Second Portage Lake's northwest dewatered arm), where tailings have been deposited sub-aerially as slurry and water from the ponds reclaimed during operation. No mining at Meadowbank occurred in 2025 since the mineral reserves were exhausted in 2019. Whale Tail ore continued to be processed at Meadowbank mill in 2025. As approved by the Water License, in-pit tailings disposal began in Goose Pit on July 5, 2019, and in Portage Pit on August 20, 2020.

The Meadowbank mine is also governed by the NIRB Project Certificate No. 004 first issued in December 2006. The Project Certificate was then amended in November 2009 to reflect modification associated with the All-Weather Access Road and Proponent Project name change, and in August 2016 to allow expansion of Vault Pit operations into Phaser Lake and to allow for the development of two additional pits, Phaser Pit and BB Phaser Pit. A final third amendment was approved in December 2018 to reflect modification of in-pit tailings disposal.

In 2016, Agnico Eagle proposed to develop the Whale Tail Project to continue mine operations and milling at the Meadowbank Mine and extend the Meadowbank Mine to include development of resources from Whale Tail. The Whale Tail mining operation uses the existing infrastructure at the Meadowbank mine (mining equipment, mill, tailings, camp, and airstrip). Additional infrastructure has been built at the Whale Tail site (truck shop/warehouse, fuel storage, and an additional camp facility). The deposit was mined as an open pit in 2019. Whale Tail ore is transported using long haul off-road trucks to the mill at the Meadowbank site for processing.

In 2018, Agnico Eagle proposed to increase gold production from the original Whale Tail Project by expanding mining activities at the Whale Tail mine site as proposed in the Expansion Proposal. The Expansion Proposal proposes further developing the Whale Tail Pit open mine in addition to the development of the IVR open pit and Underground operations. The Whale Tail expansion started in October 2018 with the application to Nunavut Planning Commission (NPC). The permitting process to

amend the Whale Tail Project Certificate and Type A Water License to include the Whale Tail expansion was completed in early 2020. In a decision issued on October 18, 2019, the NIRB concluded that if conducted in accordance with the NIRB's recommendations, this proposed amendment to the Whale Tail mine could proceed to the Type A Water License amendment phase with the NWB. The Minister of Northern Affairs approved the amended Project Certificate Report from the NIRB on January 20, 2020, completing the NIRB process. The Project Certificate 008 amendment No. 1 was received on February 19, 2020. The NWB Water License amendment process was completed on May 12, 2020, and the Water License Amendment 2AM-WTP1830 was issued.

In 2024, Agnico Eagle proposed a Modification to the Whale Tail Mine (referred to as the 2024 Modification) operating to mid-2028 under the License approval to 2030. The project proposal was submitted to the NPC on April 4, 2024. On April 19, 2024, the NPC determined that the proposed Modification was exempt from screening by the NIRB, as the activities did not change the general scope of the original or previously amended activities. On May 6, 2024, Agnico Eagle submitted a 60-day notice to the NWB for a Modification to Type A Water License 2AM-WTP1830. The NWB provided its approval of the 2024 Modification on August 6, 2024, indicating the modification proposed is consistent with the scope of activities considered under Type A Water License 2AM-WTP1830.

In 2025, no amendment to Water Licenses or Project Certificates were required.

All ore at the Meadowbank Complex is now sourced from the Whale Tail mine. Mining at Whale Tail is by open pit and underground methods. The ore is extracted conventionally using drilling and blasting, then hauled by a long-haul off-road truck fleet to the mill at the Meadowbank facilities for processing. Commercial production was achieved on September 30, 2019, at the Whale Tail pit. The IVR pit began pre-stripping activities in the third quarter of 2020 and achieved commercial production on December 31, 2020. Commercial production from the underground activities was achieved on August 1, 2022. Under current mine plans, Whale Tail mine is expected to be in production through 2028.

These various components and activities associated with the project require a number of different authorizations, leases and permits from regulatory agencies including the Nunavut Water Board (NWB), Environment and Climate Changes Canada (ECCC), Fisheries and Oceans Canada (DFO), Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), the Kivalliq Inuit Association (KivIA) and the Nunavut Impact Review Board (NIRB).

This report is written to address all of the 2025 annual reporting requirements of the project under these authorizations:

Meadowbank

- NWB Type A Water License 2AM-MEA1530;
- NIRB Project Certificate No. 004;
- DFO HADD Authorization NU-03-190 AWAR;
- DFO HADD Authorization NU-03-191.3 and NU-03-191.4 Mine Site;
- DFO Authorization NU-14-1046 Phaser Lake;
- CIRNAC Land Leases 66A/8-71-4 (AWAR) and 66A/8-72-7 (AWAR Quarries);
- KivIA Production Lease KVPL08D280;
- KivIA Quarry Lease KVCA06Q11, KVCA23Q01; and
- KivIA Right of Way KVRW06F04.

Whale Tail

- NWB Type A Water License 2AM-WTP1830;
- NIRB Project Certificate N0. 008;
- DFO HADD Authorization 16-HCAA-00370;
- DFO HADD Authorization 20-HCAA-00275;
- CIRNAC Land Leases 66H/8-2-3 (Whale Tail Haul Road) and 66H/8-1-6 (Whale Tail Haul Road Quarries);
- KivIA Production Lease KVPL17D01;
- KivIA Quarry Lease KVCA15Q01, KVCA15Q02, KVCA18Q01; and
- KivIA Right of Way KVRW15F01.

Reporting requirements under the Metal and Diamond Mining Effluent Regulations (MDMER) have been submitted directly to Environment and Climate Changes Canada; results are presented herein to comply with the NWB Type A Water License.

Table 1-1 to Table 1-6 outlines each requirement by authorization and report section. Table 1-7 and Table 1-8 presents the status of each sampling stations stipulated in Part I, Schedule I of Water License 2AM-MEA15230 and 2AM-WTP1830. Appendix 3 provide a list of commitments completed by Agnico Eagle, following review by regulators of the 2024 Annual Report, to be incorporated in the 2025 Annual Report.

Note for the Reader: Kangislulik Lake (KAN) was previously referred to as Mammoth Lake (MAM). The acronym MAM will still be used in some tables and figures in the document for consistency with previous reports.

Table 1-1 Meadowbank List of Reporting Requirements for NWB§

Meadowbank Site - NWB		
Authorization Reference	**Reporting Requirement**	**Report Section**
NWB 2AM-MEA1530 Schedule B-1	For the dikes, dams and structures constructed to withhold water or waste: a. An overview of methods and frequency used to monitor deformations, seepage and geothermal responses; b. A comparison of measured versus predicted performance; c. A discussion of any unanticipated observations including changes in risk and mitigation measures implemented to reduce risk; d. As-built drawings of all mitigation works undertaken; e. Any changes in the design and/or as-built condition and respective consequences of any changes to safety, water balance and water quality; f. Data collected from instrumentation used to monitor earthworks and an interpretation of that data; g. A summary of maintenance work undertaken as a result of settlement or deformation of dikes and dams; and h. The monthly and annual quantities of seepage from dikes and dams in cubic metres.	3.1.1
NWB 2AM-MEA1530 Schedule B-2	Monthly and annual volume of fresh Water obtained from Third Portage Lake.	4.1.1.1
NWB 2AM-MEA1530 Schedule B-3	Monthly and annual volume of fresh Water obtained from Wally Lake.	4.1.1.2
NWB 2AM-MEA1530 Schedule B-4	Results of lake level monitoring conducted under the protocol developed as per Part D Item 5.	4.2.1
NWB 2AM-MEA1530 Schedule B-5	Summary of reporting results for the Water Balance Water Quality model and any calibrations as required in Part E Items 7-9.	4.4.2.1
NWB 2AM-MEA1530 Schedule B-6	The bathymetric survey(s) conducted prior to each year of shipping at the Baker Lake Marshalling Facility.	4.3

Meadowbank Site - NWB		
Authorization Reference	**Reporting Requirement**	**Report Section**
NWB 2AM-MEA1530 Schedule B-7	Geochemical monitoring results.	5.1.1
NWB 2AM-MEA1530 Schedule B-8	Volumes of waste rock used in construction and placed in the Rock Storage Facilities.	5.2.1
NWB 2AM-MEA1530 Schedule B-9	An update on the remaining capacity of the Tailings Storage Facility.	5.3.1
NWB 2AM-MEA1530 Schedule B-10	Summary of quantities and analysis of seepage and runoff monitoring from the Landfills, Waste Rock Storage facility and Central Dike.	8.5.7.1
NWB 2AM-MEA1530 Schedule B-11	A summary report of all general waste disposal activities including monthly and annual quantities in cubic metres of waste generated and location of disposal.	6.1.1
NWB 2AM-MEA1530 Schedule B-12	Report of Incinerator test results including the materials burned and the efficiency of the Incinerator as they relate to water and the deposit of waste into water.	6.2.1
NWB 2AM-MEA1530 Schedule B-13	A list and description of all unauthorized discharges including volumes, spill report line identification number and summaries of follow-up action taken.	7.1.1
NWB 2AM-MEA1530 Schedule B-14	A summary of modifications and/or major maintenance work carried out on all water and waste related structures and facilities.	11.1.1
NWB 2AM-MEA1530 Schedule B-15	The results and interpretation of the Monitoring Program in accordance with Part I and Schedule I.	8.5
NWB 2AM-MEA1530 Schedule B-16	The results of monitoring under the AEMP including Core Receiving Monitoring Program (CREMP), Metal Mining Effluent Regulation (MMER) Monitoring, Mine Site Water Quality and Flow Monitoring (and evaluation of NP-2), visual AWAR water quality monitoring, Blast Monitoring and Groundwater Monitoring.	SECTION 8
NWB 2AM-MEA1530 Schedule B-17	A summary of any progressive closure and reclamation work undertaken including photographic records of site conditions before and after completion of operations, and an outline of any work anticipated for the next year, including any changes to implementation and scheduling.	9.1.1.1
NWB 2AM-MEA1530 Schedule B-18	A summary of on-going field trials to determine effective capping thickness for the Tailings Storage Facility and Waste Rock Storage Facilities for the purpose of long-term environmental protection.	5.4.1
NWB 2AM-MEA1530 Schedule B-19	An updated estimate of the current restoration liability based on project development monitoring, results of restoration research and any changes or modifications to the Appurtenant Undertaking.	9.2.1.1
NWB 2AM-MEA1530 Schedule B-20	A summary of any studies requested by the Board that relate to Water use, Waste disposal or Reclamation, and a brief description of any future studies planned.	10.1.1
NWB 2AM-MEA1530 Schedule B-21	Where applicable, revisions as Addendums, with an indication of where changes have been made, for Plans, Reports, and Manuals.	10.2.3
NWB 2AM-MEA1530 Schedule B-22	An executive summary in English, Inuktitut and French of all plans, reports, or studies conducted under this License.	10.3.1
NWB 2AM-MEA1530 Schedule B-23	A summary of actions taken to address concerns or deficiencies listed in the inspection reports and/or compliance reports filed by an Inspector.	11.5
NWB 2AM-MEA1530 Schedule B-24	A summary of public consultation and participation with local organizations and the residents of the nearby communities, including a schedule of upcoming community events and information sessions.	11.9
NWB 2AM-MEA1530 Schedule B-25	Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported.	4.6.1/6.3.1
NWB 2AM-MEA1530 Part B, Item 16	The Licensee shall review the Plans or Manuals referred to in this License as required by changes in operation and/or technology and modify the Plans or Manuals accordingly. Revisions to the Plans or Manuals are to be submitted in the form of an Addendum to be included with the Annual Report required by Part B, Item 2, complete with a revisions list detailing where significant content changes are made.	10.2.2
NWB 2AM-MEA1530 Part E, Item 7	The Licensee shall submit a Water Management Plan on an annual basis to the Board for review following the commencement of Operations. The Plan must include an updated Water Balance. The Water Management Plan shall include an action plan to be implemented if predicted re-flooded pit water quality indicates that treatment is necessary. The Licensee shall not breach dikes until the water quality in the re-flooded area meets CCME Water Quality Guidelines for the Protection of Aquatic Life, baseline concentrations, or appropriate site specific water quality objectives. Subject to the Board approval, if water	4.4.2.1

Meadowbank Site - NWB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	quality parameters are above CCME Guidelines, a site specific risk assessment must be conducted to identify water quality objectives that are protective of the aquatic environment.	
NWB 2AM-MEA1530 Part E, Item 8	The Licensee shall submit a Water Quality Model for pit re-flooding as part of the Water Management Plan which shall be re-calibrated as necessary and updated at a minimum of once every two (2) years following commencement of Operations. The results and implications of the predictive model shall be reported to the Board.	4.4.2.1
NWB 2AM-MEA1530 Part E Item 9	The Licensee shall, on an annual basis during Operations, compare the predicted water quantity and quality within the pits, to the measured water quantity and quality. Should the difference between the predicted and measured values be 20% or greater, then the cause(s) of the difference(s) shall be identified and the implications of the difference shall be assessed and reported to the Board	4.4.3.1
NWB 2AM-MEA1530 Part E, Item 10	The Licensee shall carry out weekly inspections of all water management structures during periods of flow and the records be kept for review upon request of an Inspector. More frequent inspections may be required at the request of an Inspector. This information is to be included in the annual Water Management Plan.	4.4.1.1
NWB 2AM-MEA1530 Part I, Item 11	The Licensee shall submit to the Board as part of the Annual Report, the Geotechnical Engineer's Inspection Report. The Report shall include a cover letter from the Licensee outlining an implementation plan to address the recommendations of the Geotechnical Engineer.	3.3.1
NWB 2AM-MEA1530 Part I Item 12	The Licensee shall submit to the Board as part of the Annual Report required under Part B Item 2, all reports and performance evaluations prepared by the Independent Geotechnical Expert Review Panel.	3.2.1
NWB 2AM-MEA1530 Part I Item 14	The Licensee shall submit the results and interpretation of the Seepage Monitoring program required in Part I, Item 13 in the Annual Report required under Part B, Item 2.	8.5.7.1
NWB 2AM-MEA1530 Part I, Item 17	The Licensee shall annually review the approved QA/QC Plan and modify the Plan as necessary. Proposed changes shall be submitted to an Accredited Laboratory for approval.	8.5.6

Table 1-2 Whale Tail List of Reporting Requirements for NWB§

Whale Tail Site - NWB		
Authorization Reference	**Reporting Requirement**	**Report Section**
NWB 2AM-WTP1830, Schedule B, Item 1	For the dikes, dams and structures constructed to withhold water or waste: a. An overview of methods and frequency used to monitor deformations, Seepage and geothermal responses;	3.1.1
	b. A comparison of measured versus predicted performance;	
	c. A discussion of any unanticipated observations including changes in risk and mitigation measures implemented to reduce risk;	
	d. As-built drawings of all mitigation works undertaken;	
	e. Any changes in the design and/or as-built condition and respective consequences of any changes to safety, water balance and water quality;	
	f. Data collected from instrumentation used to monitor earthworks and an interpretation of that data;	
	g. A summary of maintenance work undertaken as a result of settlement or deformation of dikes and dams; and	
	h. The monthly and annual quantities of Seepage from dikes and dams in cubic metres.	
NWB 2AM-WTP1830 Schedule B, Item 2	Monthly and annual volume of fresh Water obtained from Nemo Lake.	4.1.2.1
NWB 2AM-WTP1830 Schedule B, Item 3	Monthly and annual volume of fresh Water obtained from Mammoth Lake.	4.1.2.4
NWB 2AM-WTP1830 Schedule B, Item 4	Monthly and annual volume of fresh Water obtained from Whale Tail Lake.	4.1.2.2
NWB 2AM-WTP1830 Schedule B, Item 5	Monthly and annual volume of fresh Water obtained from Lakes A-P38, A46, A47, A49, A50, A51, A52, A53, A-P21, A-P10, A-P67, and A-P68.	4.1.2.5
NWB 2AM-WTP1830 Schedule B, Item 6	Monthly and annual volume of fresh Water obtained for drilling from sources proximal to drilling sites.	4.1.2.6
NWB 2AM-WTP1830 Schedule B, Item 7	Monthly and annual volume of fresh Water obtained from unnamed water bodies for Whale Tail Haul Road dust suppressant and for the Emulsion plant.	4.1.2.3
NWB 2AM-WTP1830 Schedule B, Item 8	Monthly and annual volume of fresh Water obtained from Lake D1.	4.1.2.7
NWB 2AM-WTP1830 Schedule B, Item 9	Summary of reporting results for the Water Balance and Water Quality model and any calibrations as required in Part E Items 5, 6, and 8.	4.4.2.2
NWB 2AM-WTP1830 Schedule B, Item 10	Geochemical monitoring results	5.1.2
NWB 2AM-WTP1830 Schedule B, Item 11	Volumes of Waste Rock used in construction and placed in the Waste Rock Storage Facility.	5.2.2.1
NWB 2AM-WTP1830 Schedule B, Item 12	Volumes of ore stockpiled, and overburden stored at Whale Tail Pit site.	5.2.2.1
NWB 2AM-WTP1830 Schedule B, Item 13	Summary of quantities and analysis of Seepage and runoff monitoring from the Landfill, Waste Rock Storage Facility and associated dikes/berms	8.5.7.2
NWB 2AM-WTP1830 Schedule B, Item 14	A summary report of all general waste disposal activities including monthly and annual quantities in cubic metres of waste generated and location of disposal	6.1.2
NWB 2AM-WTP1830 Schedule	Reporting of Incinerator test results including the materials burned and the efficiency of the Incinerator in relation to effects on Water and the potential Deposit of Waste into Water	6.2.2

Whale Tail Site - NWB		
Authorization Reference	**Reporting Requirement**	**Report Section**
B, Item 15		
NWB 2AM-WTP1830 Schedule B, Item 16	A list and description of all unauthorized discharges including volumes, spill report line identification number and summaries of follow-up action taken.	7.1.2
NWB 2AM-WTP1830 Schedule B, Item 17	A summary of Modifications and/or major maintenance work carried out on all Water and Waste-related structures and facilities.	11.1.2
NWB 2AM-WTP1830 Schedule B, Item 18	The results and interpretation of the Monitoring Program in accordance with Part I and Schedule I.	8.5
NWB 2AM-WTP1830 Schedule B, Item 19	The results of monitoring related to the Aquatic Effects Monitoring Program (AEMP) including Core Receiving Environment Monitoring Program (CREMP); Metal Mining Effluent Regulation (MMER) Monitoring; Water Quality and Flow Monitoring; Visual Whale Tail Haul Road water quality monitoring; Blast Monitoring; and Groundwater Monitoring.	SECTION 8
NWB 2AM-WTP1830 Schedule B, Item 20	A summary of any progressive Closure and Reclamation work undertaken, including photographic records of site conditions before and after completion of operations, and an outline of any work anticipated for the next year, including any changes to implementation and scheduling.	9.1.2.1
NWB 2AM-WTP1830 Schedule B, Item 21	A summary of on-going field trials to determine effective capping thickness for the Waste Rock Storage Facility for the purpose of long-term environmental protection.	5.4.2
NWB 2AM-WTP1830 Schedule B, Item 22	An updated estimate of the current restoration liability based on Project development monitoring, results of restoration research and any changes or modifications to the Appurtenant Undertaking.	9.2.2.1
NWB 2AM-WTP1830 Schedule B, Item 23	A summary of any studies requested by the Board that relate to Water use, Waste disposal or Reclamation, and a brief description of any future studies planned.	10.1.2
NWB 2AM-WTP1830 Schedule B, Item 24	Where applicable, revisions as Addenda, with an indication of where changes have been made, for Plans, Reports, and Manuals.	10.2.4
NWB 2AM-WTP1830 Schedule B, Item 25	An executive summary in English, French and Inuktitut of all plans, reports, or studies conducted under this License.	10.3.2
NWB 2AM-WTP1830 Schedule B, Item 26	A summary of actions taken to address concerns or deficiencies listed in the inspection reports and/or compliance reports filed by an Inspector.	11.5
NWB 2AM-WTP1830 Schedule B, Item 28	Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported.	4.6.2/6.3.2
NWB 2AM-WTP1830 Part B, Item 17	The Licensee shall review the Plans or Manuals referred to in this License as required by changes in operation and/or technology and modify the Plans or Manuals accordingly. Revisions to the Plans or Manuals are to be submitted in the form of an Addendum to be included with the Annual Report required by Part B, Item 2, complete with a revisions list detailing where significant content changes are made.	10.2.2
NWB 2AM-WTP1830 Part C, Item 7	The Licensee shall, within twelve (12) months following the commencement of Operations and when the Licensee files a Final Reclamation and Closure Plan as required under the License, submit to the Board for review an updated reclamation cost estimate, using the INAC RECLAIM Reclamation Cost Estimating Model (Version 7.0 or the most current version in use at the time the updated reclamation cost estimate is submitted to the Board).	9.2.2.1
NWB 2AM-WTP1830 Part D, Item 1	The Licensee shall submit to the Board for review, at least sixty (60) days prior to Construction, final design and Construction drawings accompanied, with a detailed report, for the following: a. Water works, including: Water Intake and causeway, Water control structures (dikes, berms, jetties, channels) and Water crossings (culverts, bridges); b. Waste disposal facilities including: Wastewater Treatment Plant, Sewage Treatment Plant, Discharge Diffuser, Waste Rock Storage Facility, Overburden stockpiles, and Landfill; and c. Whale Tail Bulk Fuel Storage Facility	3.5.1.1
NWB 2AM-	The Licensee shall submit to the Board for review, within ninety (90) days of completion of	3.5.1.2

Whale Tail Site - NWB		
Authorization Reference	**Reporting Requirement**	**Report Section**
WTP1830 Part D, Item 16	each facility designed to contain, withhold, divert or retain Waters or Wastes during the construction phase, a Construction Summary Report prepared by a qualified Engineer(s) in accordance with Schedule D, Item 1.	
NWB 2AM-WTP1830 Part E, Item 5	The Licensee shall submit an updated Water Management Plan on an annual basis to the Board for review following the commencement of Operations. The Plan must include an updated Water Balance. The Water Management Plan shall include an action plan to be implemented if predicted re-flooded pit water quality indicates that treatment is necessary	4.4.2.2
NWB 2AM-WTP1830 Part E, Item 6	The Licensee shall submit a Water Quality Model for pit re-flooding and for WRSF contact water mixing into Mammoth Lake post-Closure as part of the Water Management Plan which shall be re-calibrated as necessary and updated annually following commencement of Operations. The results and implications of the predictive model shall be reported to the Board.	4.4.2.2
NWB 2AM-WTP1830 Part E, Item 8	The Licensee shall, on an annual basis during Closure, compare the predicted water quantity and quality within the pit and lake, to the measured water quantity and quality. Should the difference between the predicted base case values and measured values be 20% or greater, then the cause(s) of the difference(s) shall be identified, and the implications of the difference shall be assessed and reported to the Board.	4.4.3.2
NWB 2AM-WTP1830 Part E, Item 10	The Licensee shall carry out weekly inspections of all water management structures during periods of flow and the records of inspections shall be kept for review upon request of an Inspector. More frequent inspections may be required at the request of an Inspector. This information is to be included in the annual updated Water Management Plan.	4.4.1.1
NWB 2AM-WTP1830 Part I, Item 11	The Licensee shall submit to the Board as part of the Annual Report, the Geotechnical Engineer's Inspection Report. The Report shall include a cover letter from the Licensee outlining an implementation plan to address the recommendations of the Geotechnical Engineer.	3.3.1
NWB 2AM-WTP1830 Part I, Item 12	The Licensee shall submit to the Board as part of the Annual Report required under Part B, Item 2, all reports and performance evaluations prepared by the Independent Geotechnical Expert Review Panel.	3.2.1
NWB 2AM-WTP1830 Part I, Item 14	The Licensee shall submit the results and interpretation of the Seepage monitoring required in Part I Item 15 in the Annual Report required under Part B, Item 2	8.5.7.2
NWB 2AM-WTP1830 Part I, Item 20	The Licensee shall annually review the approved QA/QC Plan and modify the Plan as necessary. Proposed changes shall be submitted to an Accredited Laboratory for approval.	8.5.6
NWB 2AM-WTP1830 Part J, Item 2	The Licensee shall submit to the Board for approval within twelve (12) months of Operations, an updated Interim Whale Tail Pit Closure and Reclamation Plan prepared in accordance with the "Guidelines for the Closure and Reclamation of Advanced Mineral Exploration and Mine Sites in the Northwest Territories", issued by the Mackenzie Valley Land and Water Board (MVLWB) and Aboriginal Affairs and Northern Development Canada (AANDC) in 2013 (MVLWB/AANDC 2013) and consistent with the INAC Mine Site Reclamation Policy for Nunavut, 2002. The Plan shall include all mine related facilities and Whale Tail Pit Haul Road.	9.1.2.1

Table 1-3 Meadowbank List of Reporting Requirements for NIRB

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
NIRB Project Certificate No.004 Condition 1	The commitments in this Final Hearing Report as Appendix A: Cumberland's Commitments from the Final Hearing, are incorporated herein and must be met. In the event of a conflict between Appendix A and the Terms and Conditions of the Project Certificate, the Terms and Conditions of the Project Certificate prevail.	11.12.1
NIRB Project Certificate No.004 Condition 2	NIRB will appoint a Monitoring Officer to monitor the Meadowbank Project in accordance with the purpose of a monitoring program pursuant to section 12.7.2 of the NLCA for the full life of the Meadowbank Project, including abandonment and restoration. Subject to direction from NIRB, the responsibilities of the NIRB Monitoring Officer are not to duplicate the IIBA and will include: a. giving direction to regulatory agencies, Cumberland and the Meadowbank Gold Mine Socio-economic Monitoring Committee to supply NIRB with reports and information respecting the Project's operations and impacts and the implementation of mitigative measures; b. conducting a periodic evaluation of the Project monitoring program; c. compiling a report on the adequacy of the monitoring program and on the ecosystemic and socio-economic impacts of the Project; and d. where appropriate, recommending to NIRB reconsideration of Terms and Conditions in accordance with section 12.8.2 of the NLCA.	NA – Under NIRB's responsibility
NIRB Project Certificate No.004 Condition 3	Cumberland must obtain all required federal and territorial permits and other approvals, and shall comply with the requirements of such regulatory instruments.	SECTION 1
NIRB Project Certificate No.004 Condition 4	Take prompt and appropriate action to remedy any noncompliance with environmental laws and regulations and/or regulatory instruments, and shall report any non compliance as required by law immediately and report the same to NIRB annually.	11.6.1
NIRB Project Certificate No.004 Condition 5	Cumberland shall meet with respective licensing authorities prior to the commencement of construction to discuss the posting of adequate performance bonding. Licensing authorities are encouraged to take every measure to require that sufficient security is posted before construction begins. This bonding should not duplicate other amounts of security required (e.g. the NWB).	9.2.1.1
NIRB Project Certificate No.004 Condition 6	All monitoring information collected pursuant to regulatory requirements for the Meadowbank Project shall contain the following information: a. The person(s) who performed the sampling or took the measurements including any accreditations; b. The date, time and place of sampling or measurement, and weather conditions; c. Date of analysis; d. Name of the person(s) who performed the analysis including accreditations; e. Analytical methods or techniques used; and f. Results of any analysis.	SECTION 8
NIRB Project Certificate No.004 Condition 7	Cumberland shall keep and maintain the records, including results, of any monitoring, data, or analysis, for a minimum of the life of the Project, including closure and post-closure monitoring. This time period shall be extended if requested by NIRB, GN, INAC, DFO, EC or the NWB.	SECTION 8
NIRB Project Certificate No.004 Condition 8	Continue to undertake semi-annual groundwater samples and re-evaluate the groundwater quality after each sample collection; report the results of each re-evaluation to NIRB's Monitoring Officer, INAC and EC	8.7.1
NIRB Project Certificate No.004 Condition 9	Cumberland shall provide detailed plans for water treatment for the tailings (reclaim pond) discharge, and on a contingency basis for the attenuation pond discharge(s) and for the pits, including estimates of treatment efficiency for each parameter of concern and the description of pH adjustments in the water license application to the NWB.	4.4.2.1
NIRB Project Certificate No.004 Condition 10	Cumberland shall provide details of the camp sewage treatment, including the type of treatment to be used and the expected treatment capabilities, in the water license application to the NWB.	NA - Completed
NIRB Project Certificate No.004 Condition 11	Cumberland shall provide details regarding the effluent outfall configuration, including discharge characteristics, the likely behavior of the plume(s), and bathymetric information for Wally Lake in the water license application to the NWB.	NA - Completed

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
NIRB Project Certificate No.004 Condition 12	Cumberland shall provide details of a comprehensive water use and water management plan for the Baker Lake marshalling area, including monitoring of the discharge from the marshalling area sump, in the water license application to the NWB.	NA - Completed
NIRB Project Certificate No.004 Condition 13	Cumberland shall not permit the water discharged into Wally Lake and Third Portage Lake to exceed receiving environment discharge criteria established by the NWB or as otherwise required by law.	8.5.2.1.5, 8.5.2.1.6
NIRB Project Certificate No.004 Condition 14	Cumberland shall not remove dewatering dikes until the quality of water contained within them is of sufficient quality to meet receiving environment discharge criteria established by the NWB or as otherwise required by law.	NA – Not yet applicable
NIRB Project Certificate No.004 Condition 15	Within two (2) years of commencing operations re-evaluate the characterization of mine waste materials, including the Vault area, for acid generating potential, metal leaching and non-metal constituents to confirm FEIS predictions, and re-evaluate rock disposal practices by conducting systematic sampling of the waste rock and tailings in order to incorporate preventive and control measures into the Waste Management Plan to enhance tailing management during operations and closure; results of the re-evaluations shall be provided to the NWB and NIRB's Monitoring Officer	5.1.1
NIRB Project Certificate No.004 Condition 16	N/A-Missed Number	NA
NIRB Project Certificate No.004 Condition 17	Cumberland shall undertake a detailed technical review of all dike and pitwall designs at the final design stage, and submit the final dike designs for water depths of greater than 10 metres for an expert analysis and Cumberland shall include the detailed technical review and the expert analysis in the application to the NWB for a water license.	NA - Completed
NIRB Project Certificate No.004, Condition 18	Commit to a pro-active tailings management strategy through active monitoring, inspection, and mitigation. The tailings management strategy will include the review and evaluation of any future changes to the rate of global warming, compliance with regulatory changes, and the ongoing review and evaluation of relevant technology developments, and will respond to studies conducted during the mine operation	5.3.1
NIRB Project Certificate No.004, Condition 19	Provide for a minimum of two (2) metres cover of tailings at closure, and shall install thermistor cables, temperature loggers, and core sampling technology as required to monitor tailing freezeback efficiency. Report to NIRB's Monitoring Officer for the annual reporting of freezeback effectiveness.	5.4.1
NIRB Project Certificate No.004, Condition 20	Prior to construction, Cumberland shall identify mitigation measures that can be taken if groundwater monitoring around the tailings facility demonstrates that contamination from tailings has occurred through the fault. Upon drawdown of the North arm of Second Portage Lake, Cumberland shall conduct further tests to assess the permeability of any faults and provide the results to regulators. If doubt remains Cumberland shall seal the fault and conduct further permeability testing and monitoring. Following completion of the permitting process for the In-Pit Tailings Modification Proposal, the Proponent shall provide an update to the NIRB on any fault identified related to either Portage Pit A, Portage Pit E, and Goose Pit, any plans to address groundwater movement considering any fault, and how potential monitoring of tailings and groundwater movement would be undertaken to inform management plans.	5.3.2
NIRB Project Certificate No.004 Condition 21	Shall fund and install a weather station at the mine site to collect atmospheric data, including air temperature and precipitation.	8.20.1
NIRB Project Certificate No.004 Condition 22	Prior to the commencement of the Project, Cumberland shall fund and install an on site lab that has the capability to monitor parameters at a type and at a frequency acceptable to the NWB and EC at all site discharge points. The results of these analyses, as well as any other water quality monitoring required by regulatory authorities shall be used in the submission of a receiving water assimilative capacity water quality assessment study of concern to regulators. The lab shall be certified for environmental water quality analysis purposes with standards to include the calibration of water quality monitoring instruments. Cumberland shall file proof of application to become accredited upon the request of the NWB.	NA - Completed
NIRB Project Certificate No.004 Condition 23	For the purposes of monitoring quality assurance and quality control ("QA/QC"), Cumberland shall ensure that water quality monitoring performed at locations within receiving waters that allow for an assimilative capacity assessment of concern to regulators, be carried out by an	8.5.6

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	independent contractor and submitted to an independent accredited lab for analysis, on a type and frequency basis as determined by the NWB; results of analysis shall be provided to the NWB and NIRB's Monitoring Officer	
NIRB Project Certificate No.004 Condition 24	Cumberland shall identify an area and design for a landfill for disposal of operational and closure non-salvageable materials, including a list of any non-salvageable materials, and a procedural manual for preparation of location and placements of these materials, and incorporate the design into the final Waste Management Plan as instructed by the NWB.	6.1.1
NIRB Project Certificate No.004 Condition 25	Cumberland shall manage and control waste in a manner that reduces or eliminates the attraction to carnivores and/or raptors. Cumberland shall employ legal deterrents to carnivores and/or raptors at all landfill and waste storage areas. The deterrents are to be developed taking into consideration Traditional Knowledge and in consultation with the HTO, EC and INAC and incorporated into the final Waste Management Plan prior to filing the Plan with the NWB.	8.17.11
NIRB Project Certificate No.004 Condition 26	Cumberland shall ensure that spills, if any, are cleaned up immediately and that the site is kept clean of debris, including wind-blown debris.	7.1.1
NIRB Project Certificate No.004 Condition 27	Cumberland shall ensure that the areas used to store fuel or hazardous materials are contained using safe, environmentally protective methods based on practical, best engineering practices.	7.3
NIRB Project Certificate No.004, Condition 28	Cumberland shall become a signatory to the International Cyanide Management Code, communicate this to shippers, and do so prior to Cumberland storing or handling cyanide for the Project.	11.4
NIRB Project Certificate No.004 Condition 29	Report to NIRB if and when [Cumberland] develops plans for an expansion of the Meadowbank Gold Mine, and if those plans affect the selection of Second Portage Lake as the preferred alternative for tailings management	11.2
NIRB Project Certificate No.004 Condition 30	Cumberland shall meet with EC and the DFO to ensure that the information required for the application to add the northwest arm of Second Portage Lake as a tailings impoundment area under Schedule 2 of the *Metal Mining Effluent Regulations*, including the No Net Loss Plan to offset losses expected as a result of all other Project infrastructure, is complete and the application can be processed according to law.	NA - Completed
NIRB Project Certificate No.004 Condition 31	Cumberland shall provide detailed stream crossing design criteria, including consideration of the DFO Operational Statement for Clear-span bridges for all water crossings identified to have fish presence, final crossing designs, site specific mitigation procedures, an effects monitoring program, and a maintenance and closure plan for all water course crossings, to the DFO and the NWB for review and approval.	8.5.5
NIRB Project Certificate No.004 Condition 32a	AEM shall operate the all-weather road as a private access road, and implement all such measures necessary to limit non-mine use of the road to authorized, safe and controlled use by all-terrain-vehicles for the purpose of carrying out traditional Inuit activities. The measures AEM shall undertake include, but are not limited to: a. Maintaining a gate and manned gatehouse at kilometre 5 of the Private Access Road;	11.7.1.1
NIRB Project Certificate No.004 Condition 32b	In consultation with the Hamlet of Baker Lake, the local HTO, and the KivIA, update the All-weather Private Access Road Management Plan to set out the criteria and processes to authorize and ensure safe and controlled non-mine use of the road by all-terrain vehicles for the purpose of carrying out traditional Inuit activities, and measure to limit all other non-mine use of the road. The updated Plan is to be submitted to the GN, INAC, and KivIA for approval no later than one (1) month after the approval of revised Condition 32.	NA - Completed
NIRB Project Certificate No.004 Condition 32c	The posting of signs in English and Inuktitut at the gate, each major bridge crossing, and each 10 kilometres of road, stating that unauthorized public use of the road is prohibited;	11.7.1.1
NIRB Project Certificate No.004 Condition 32d	The posting of signs in English and Inuktitut along the road route to identify when entering or leaving crown land;	11.7.1.1
NIRB Project Certificate No.004 Condition 32e	Prior to opening of the road, and annually thereafter, advertise and hold at least one community meeting in the Hamlet of Baker Lake to explain to the community that the road is a private road with non-mine use of the road limited to approved, safe and controlled use by all-terrain vehicles for the purpose of carrying out traditional Inuit activities.	11.7.2.1

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
NIRB Project Certificate No.004 Condition 32f	Place notices at least quarterly on the radio and television to explain to the community that the road is a private road with non-mine use of road limited to authorized, safe and controlled use by all-terrain vehicles for the purpose of carrying out traditional Inuit activities.	11.7.2.1
NIRB Project Certificate No.004 Condition 32g	Record all authorized non-mine use of the road and require all mine personnel using the road to monitor and report unauthorized non-mine use of the road and collect and report this data to NIRB one (1) year after the road is opened and annually thereafter.	11.7.1.1
NIRB Project Certificate No.004 Condition 32h	Report all accidents or other safety incidents on the road, to the GN, KivIA [KIA], and the Hamlet immediately, and to NIRB annually.	11.7.2.1
NIRB Project Certificate No.004 Condition 33	Cumberland shall update the Access and Air Traffic Management Plan to: a. include an All-weather Private Access Road Management Plan, including a right-of-way policy developed in consultation with the KivIA, GN, INAC and the Hamlet of Baker Lake, for the safe operation of the all-weather private access road; and b. to facilitate monitoring of the environmental and socio-economic impacts of the private road and undertake adaptive management practices as required,including responding to any concerns regarding the locked gates.	11.7.1.1
NIRB Project Certificate No.004 Condition 34	Cumberland shall, in consultation with the Hamlet of Baker Lake, KivIA, and the Royal Canadian Mounted Police, facilitate the hiring of a full-time road safety, search and rescue position to respond to safety matters arising from mine and unauthorized non-mine use of the all-weather private access road, including consulting with Baker Lake and Chesterfield Inlet Elders to incorporate Traditional Knowledge into search and rescue operations.	11.7.1.1
NIRB Project Certificate No.004 Condition 35	Cumberland shall reclaim the all-weather private access road at the end of the mine life to prevent any future use of the road, including scarification of the road and restoration of the natural hydrology, topography, and vegetation, subject only to Cumberland and/or its successor seeking NIRB Article 12 approval for the road to be maintained and operated beyond the life of the mine.	NA – Not yet applicable
NIRB Project Certificate No.004 Condition 36	Shall ensure the placement of local area marine mammal monitors onboard all vessels transporting fuel or materials for the Project through Chesterfield Inlet.	11.8.2
NIRB Project Certificate No.004 Condition 37	Cumberland will contract only Transport Canada certified shippers to carry cargo for the Project and will require shippers transporting cargo through Chesterfield Inlet to carry the most up-to date emergency response/spill handling equipment as recommended and accepted by the Government of Canada with the crew trained to deploy the equipment, including practice drills deploying spill equipment in remote locations within the Inlet.	11.8.4
NIRB Project Certificate No.004 Condition 38	Cumberland shall make every reasonable effort to minimize the number of ships and barges transporting cargo for the Project and require shippers transporting cargo for the Project through Chesterfield Inlet to be operated in accordance with safe shipping management policies, including using Canadian Hydrographic Service published detailed marine charts and nautical instructions, and be fitted with modern state-of-the-art navigation equipment.	11.8.4
NIRB Project Certificate No.004 Condition 39	Within three (3) months of contracting with a shipping company to transport cargo to the Project through Chesterfield Inlet and prior to the commencement of shipping, Cumberland shall advertise and hold a community information meeting in Chesterfield Inlet to fully discuss the shipping program for the Project. Thereafter, Cumberland shall annually advertise and hold a community information meeting in Chesterfield Inlet to report on the Project and to hear from Chesterfield Inlet residents and respond to concerns. A consultation report shall be submitted to NIRB's Monitoring Officer within one month of the meeting.	11.9.1
NIRB Project Certificate No.004 Condition 40	Cumberland shall gather Traditional Knowledge from the local HTOs and conduct a minimum of a one-day workshop with residents of Chesterfield Inlet to more fully gather Traditional Knowledge about the marine mammals, cabins, hunting, and other local activities in the Inlet. Cumberland shall report to KivIA and NIRB's Monitoring Officer annually on the Traditional Knowledge gathered including any operational changes that resulted from concerns shared at the workshop.	11.9.1
NIRB Project Certificate No.004 Condition 41	Subject to vessel and human safety considerations, Cumberland shall require shippers carrying cargo to the Project through Chesterfield Inlet to follow the following mitigation procedures in the event that marine mammals are in the vicinity of the shipping activities: a. Wildlife will be given right of way;	11.8.1

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	b. Ships will maintain a straight course, constant speed, and will avoid erratic behaviour; and c. When marine mammals appear to be trapped or disturbed by vessel movements, the vessel will stop until the mammals have moved away from the area.	
NIRB Project Certificate No.004 Condition 42	Cumberland shall ensure all fuel transfer operations take place in accordance with the Arctic Waters Pollution Prevention Act and relevant oil transfer guidelines.	11.8.4
NIRB Project Certificate No.004 Condition 43	Lightering activities at Helicopter Island are not approved, except in case of emergency only, and in such case Cumberland shall explain why all other methods were not practical, meaning technically, logistically, and financially not feasible.	11.8.4
NIRB Project Certificate No.004 Condition 44	Within one (1) month of contracting with a shipper, Cumberland shall submit a comprehensive Spill Contingency and Emergency Response Plan to regulatory authorities.	7.3
NIRB Project Certificate No.004 Condition 45	Cumberland shall carry, and require contracted shippers to carry adequate insurance to fully compensate losses arising from a spill or accident, including but not limited to the loss of resources arising from the spill or accident; any claims are to be reported to proper officials with a copy to NIRB's Monitoring Officer	11.8.5
NIRB Project Certificate No.004 Condition 46	Cumberland shall apply for Fisheries Act approval for the freshwater intake pipe for the Project and submit for DFO approval a detailed plan of the proposed intake, including siting, design of intake screens in accordance with the DFO Freshwater End-of-Pipe Fish Screen Guidelines, construction and operation considerations, fish and fish habitat impacts, and mitigation and monitoring plans.	4.1.1.1, 4.1.1.3
NIRB Project Certificate No.004 Condition 47	Cumberland shall develop an adaptive approach to managing the water flow from Third Portage Lake, including the consideration of alternatives to deepening the easternmost channel; submission of detailed design of the easternmost channel modifications; a monitoring program for channel erosion, verification of the maintenance of water levels in Third Portage Lake, and the success of fish habitat enhancements; and contingencies in the event of channel failure, for approval by the DFO.	NA - Completed
NIRB Project Certificate No.004 Condition 48	Inactive	NA
NIRB Project Certificate No.004 Condition 49	Agnico Eagle Mines Ltd. shall develop, implement and report on the Fishout programs for the dewatering of Second Portage Lake, Third Portage Lake, Vault Lake and Phaser Lake. This must be done in consultation with the DFO, Elders and the HTOs, and in a manner that optimizes the acquisition of northern fisheries science and augments baseline fisheries data to support monitoring programs and the final design of fish habitat compensation for the Project.	NA - Completed
NIRB Project Certificate No.004 Condition 50	Cumberland shall, in consultation with the DFO, undertake to prevent the barge landing facility from infilling of fish habitat, including considering using geotextile material in a manner that is capable of maintaining bottom substrate for benthic invertebrates and fish.	NA - Completed
NIRB Project Certificate No.004 Condition 51	Engage the HTOs in the development, implementation and reporting of creel surveys within waterbodies affected by the Project to the GN, DFO and local HTO	8.15
NIRB Project Certificate No.004, Condition 52	Cumberland shall enforce a no-fishing policy for employees while working on the job site.	8.16
NIRB Project Certificate No 004 Condition 53	Agnico Eagle Mines Ltd. shall, in consultation with the HTOs and DFO, develop a Fish Habitat Monitoring Plan, including augmenting baseline fisheries data in the period prior to operation, with the clear objective of demonstrating the success of the No Net Loss Plan approved by the DFO. The Fish Habitat Monitoring Plan should include Phaser Lake. The updated plan should be provided to the NIRB for review at least 30 days prior to commencement of construction activities. Results from the fisheries baseline data to be provided in the annual report to the NIRB	8.8.1.2
NIRB Project Certificate No.004 Condition 54	Cumberland shall provide an updated Terrestrial Ecosystem Management Plan, to the GN, EC and INAC, within three (3) months of the issuance of the Project Certificate including: a. Updated terrestrial ecosystem baseline data; b. Details of the method and rationale for conducting monitoring surveys prior to the commencement of construction;	8.17.2

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	c. Statistical validation to support the conclusions drawn from monitoring impacts of the mine and infrastructure on wildlife; d. A detailed analysis of the method of distinguishing between cow/calf groups from other caribou group observations e. Details of a comprehensive hunter harvest survey to determine the effect on ungulate populations resulting from increased human access caused by the all-weather private access road, including establishing preconstruction baseline harvesting data, to be developed in consultation with local HTOs, the GN-DOE and the Nunavut Wildlife Management Board; f. Details of annual aerial surveys to be conducted to assess waterfowl densities in the regional study area during the construction phase and for at least the first three (3) years of operation, with the data analyzed and compared to baseline data to determine if significant effects are occurring and require mitigation. g. Details of an annual breeding bird plot surveys and transects along the all-weather road to be conducted during the construction phase and for at least the first three (3) years of operation. h. Details of a monitoring program, including recording the locations and frequency of observing caribou and carnivores and any actions taken to avoid contact with or disturbance, and a specific mitigation plan for Short eared owls and any other species of special concern pursuant to Schedule 3 of the Species at Risk Act located in the local study area or along the all-weather private access road.	
NIRB Project Certificate No.004 Condition 55	Cumberland shall provide the following analysis in the March 2007 Wildlife Summary Monitoring Report: a. Further review and analysis of the size of the regional study area; b. A summary of the involvement of Inuit in the monitoring program; c. A detailed report of the natural variability of VECs in the region; d. A detailed analysis on distribution and abundance of cows, bulls, and calves; e. Results of the 2006 monitoring program, including field methodologies and statistical approaches used to support conclusions drawn; f. Any proposed changes to the TEMP survey methodologies, statistical approaches or proposed adaptive management stemming from the results of the monitoring program.	8.17.1
NIRB Project Certificate No.004 Condition 56	Cumberland shall plan, construct, and operate the mine in such a way that caribou migration paths through the Project, including in the narrows west of Helicopter Island, are protected. Maps of caribou migration corridors shall be developed in consultation with Elders and local HTOs, including Chesterfield Inlet and placed in site offices and upgraded as new information on corridors becomes available. Information on caribou migration corridors shall be reported to the GN, KivIA and NIRB's Monitoring Officer annually.	8.17.3
NIRB Project Certificate No.004 Condition 57	Participate in a caribou collaring program as directed by the GN-DOE.	8.17.4
NIRB Project Certificate No.004 Condition 58	In consultation with Elders and the HTOs and subject to safety requirements, design the lighting and use of lights at the mine site to minimize the disturbance of lights on sensitive wildlife and birds	11.9.2
NIRB Project Certificate No.004 Condition 59	In consultation with Elders and the HTOs, design and implement means of deterring caribou from the tailing ponds, such as temporary ribbon placement or Inukshuks, with such designs not to include the use of fencing	8.17.11
NIRB Project Certificate No.004 Condition 60	Whenever practical, Cumberland shall implement a stop work policy when wildlife in the area may be endangered by the work being carried out.	8.17.9
NIRB Project Certificate No.004 Condition 61	In consultation with EC, Cumberland shall incorporate into the Terrestrial Ecosystem Management Plan and the Air Traffic Management Plan a commitment for aircraft to maintain (whenever possible) a cruising altitude of at least 610 metres during point to point travel when in areas likely to have migratory birds, and 1000 metres vertical and 1500 metres horizontal distance from observed concentrations of migratory birds, and use flight corridors to avoid areas of significant wildlife importance.	8.17
NIRB Project Certificate No.004	Cumberland shall develop and implement a noise abatement plan to protect people and wildlife from significant mine activity noise, including blasting, drilling, equipment, vehicles	8.12.1

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
Condition 62	and aircraft. The noise abatement plan will be developed in consultation with Elders, GN, HC, and EC	
NIRB Project Certificate No.004 Condition 63	Within six (6) months of the issuance of a Project Certificate, GN and INAC shall form a Meadowbank Gold Mine Socio-Economic Monitoring Committee ("Meadowbank SEMC") to monitor the socio-economic impacts of the Project and the effectiveness of the Project's mitigation strategies; the monitoring shall supplement, not duplicate, the monitoring required pursuant to the IIBA negotiated for the Project, and on the request of Government or NPC, could assist in the coordination of data collection and tracking data trends in a comparable form to facilitate the analysis of cumulative effects; the terms of reference shall focus on the Project, include a plan for ongoing consultation with KivIA and affected local governments and a funding formula jointly submitted by GN, INAC and Cumberland; the terms of reference shall be submitted to NIRB for review and subsequent direction within six (6) months of the issuance of a Project Certificate; Cumberland is entitled to be included in the Meadowbank SEMC	11.10.1
NIRB Project Certificate No.004 Condition 64	Cumberland shall work with the GN and INAC to develop the terms of reference for a socio-economic monitoring program for the Meadowbank Project, including the carrying out of monitoring and research activities in a manner which will provide project specific data which will be useful in cumulative effects monitoring (upon request of Government or NPC) and consulting and cooperating with agencies undertaking such programs; Cumberland shall submit draft terms of reference for the socio-economic monitoring program to the Meadowbank SEMC for review and comment within six (6) months of the issuance of a Project Certificate, with a copy to NIRB's Monitoring Officer	11.10.1
NIRB Project Certificate No.004 Condition 65	Cumberland shall include in its socio-economic monitoring program for the Meadowbank Project the collection and reporting of data of community of origin of hired Nunavummiut	11.10.3
NIRB Project Certificate No.004 Condition 66	Cumberland shall establish a nursing station and hire a registered on-site nurse.	10.2.4.1
NIRB Project Certificate No.004 Condition 67	Develop and implement a program to monitor contaminant levels in country foods in consultation with HC; a copy of the plan shall be submitted to NIRB's Monitoring Officer	8.18
NIRB Project Certificate No.004, Condition 68	Cumberland shall, in consultation with Elders, local HTOs and the Meadowbank Gold Mine SEMC, demonstrate that they are working toward incorporating Inuit societal values into mine operation policies."	11.9.2
NIRB Project Certificate No.004 Condition 69	Carry out the Project to minimize the impacts on archeological sites, including conducting proper archeological surveys of the Project area (including the all-weather road and all quarry sites). Cumberland shall provide to the GN an updated baseline report for archeological sites in the Project area	8.19
NIRB Project Certificate No.004 Condition 70	Shall report any archeological site discovered during the course of construction, including a burial site, immediately and concurrently to the GN and KivIA. Upon discovering an archeological site, Cumberland shall take all reasonable precautions necessary to protect the site until further direction is received from the GN. In the event that it becomes necessary to disturb an archaeological site, Cumberland shall consult with Elders, GN and KivIA to establish a site-specific mitigation plan, and obtain all necessary authorizations and comply with all applicable laws.	8.19
NIRB Project Certificate No.004 Condition 71	In consultation with EC, install and fund an atmospheric monitoring station to focus on particulates of concern generated at the mine site. The results of air-quality monitoring are to be reported annually to NIRB.	8.13.1
NIRB Project Certificate No.004 Condition 72	On-site incinerators shall comply with Canadian Council of Ministers of Environment and Canada- Wide Standards for dioxins and furan emissions, and Canada-wide Standards for mercury emissions, and Cumberland shall conduct annual stack testing to demonstrate that the on-site incinerators are operating in compliance with these standards. The results of stack testing shall be contained in an annual monitoring report submitted to GN, EC and NIRB's Monitoring Officer	6.2.1
NIRB Project Certificate No.004 Condition 73	Cumberland shall undertake to conserve the Project's use of energy, monitor the Project's greenhouse gas emissions, and continuously review and, if possible, consider for adoption new technologies to ensure greenhouse gases meet the latest Canadian standards or	8.14

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	criteria.	
NIRB Project Certificate No.004 Condition 74	Shall employ environmentally protective method to suppress any surface road dust.	8.13.1
NIRB Project Certificate No.004 Condition 75	Provide a complete list of possible accidents and malfunctions for the Project; it must consider the all-weather road, shipping spills, cyanide and other hazardous material spills, and pitwall/dikes /dam failure, and include an assessment of the accident risk and mitigation developed in consultation with Elders and potentially affected communities	7.3
NIRB Project Certificate No.004 Condition 76	Cumberland shall develop an "Early Warning Monitoring Program" along the east boundary of the Project's local study area (mine and road) including the location where Third Portage Lake flows into Tehek Lake. The "Early Warning Monitoring Program" shall discuss how the communities of Baker Lake and Chesterfield Inlet will be actively involved and shall be submitted to NIRB's Monitoring Officer for review prior to Project construction. If adverse effects from the project to any VEC are detected along this boundary, then Cumberland shall notify the NIRB's Monitoring Officer for determination as to whether and to what extent additional monitoring is required.	8.1.1
NIRB Project Certificate No.004 Condition 77	Cumberland shall as soon as possible, review and coordinate its Emergency Response Plan with the emergency response plans of the Hamlets of Baker Lake and Chesterfield Inlet.	NA - Completed
NIRB Project Certificate No.004 Condition 78	Cumberland shall file a complete Closure and Reclamation Plan developed to comply with INAC's policy of full cost of restoration and any related NWB requirements such that the Inuit and taxpayers are not liable for any cost associated with the cleanup, modification, decommission, or abandonment.	9.2.1.1
NIRB Project Certificate No.004 Condition 79	In addition to the NWB's requirements, the final Closure and Reclamation Plan shall require Cumberland to: a. Ensure that mine facilities and infrastructure are abandoned in such a manner that: i. The Project site is physically stable and any requirements for long term maintenance and monitoring are minimized; ii. Threats to public safety and wildlife are eliminated; and iii. Affected areas are returned to the original undisturbed conditions to the fullest extent possible. b. Prevent continuing impacts from contaminants and wastes on the environment including those associated with acid rock drainage; c. Remove all hazardous materials and waste and as much salvageable waste as practicable from the Project area; and d. Enter into written arrangements with its abandonment and reclamation contractors to ensure all site debris is cleaned up off the lands, including wind-blown debris.	NA – Not yet applicable
NIRB Project Certificate No.004 Condition 80	File annually with NIRB's Monitoring Officer an updated report on progressive reclamation and the amount of security posted, as required by KivIA, INAC, and/or the NWB.	9.2.1.1
NIRB Project Certificate No.004 Condition 81	Beginning with mobilization, and for the life of the Project, Cumberland shall provide full 24 hour security, including surveillance cameras and a security office at the Baker Lake storage facility/marshalling area, and take all necessary steps to ensure the safe and secure storage of any hazardous or explosive components within the Hamlet of Baker Lake boundaries.	11.7.1.1
NIRB Project Certificate No.004 Condition 82	Monitor the ingress/egress of ship cargo at Baker Lake and report any accidents or spills immediately to the regulatory agencies as required by law and to NIRB's Monitoring Officer annually.	11.8.4
NIRB Project Certificate No.004 Condition 83	Cumberland shall ensure that the explosive mix-truck is only used to mix diesel and ammonia nitrate to form an explosive only at the blast site, and that when the explosive mix-truck is not in use it is stored with the strictest setback requirements as required or recommended by NRCan.	8.6.1
NIRB Project Certificate No.004 Condition 84	To the extent permitted by the IIBA, and when the assets are no longer required by Cumberland, Cumberland shall offer the Hamlet of Baker Lake the first right of refusal to purchase salvageable mine assets located within the Hamlet of Baker Lake boundaries.	NA – Not yet applicable
NIRB Project Certificate No.004 Condition 85	Develop a detailed blasting program to minimize the effects of blasting on fish and fish habitat, water quality, and wildlife and terrestrial VECs. The Blasting Program shall be developed in consultation with the DFO and GN, and shall:	8.6.1

Meadowbank Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	a. comply with the *Guidelines for the Use of Explosives In or Near Canadian Fisheries Waters* (Wright and Hopky, 1998) as modified by the DFO for use in the north; b. including a monitoring and mitigation plan to be developed in consultation with the DFO, and obtain DFO approval of the blasting program prior to the commencement of blasting; c. restrict blasting when migrating caribou, or sensitive local carnivores or birds may be negatively affected; and d. minimize the use of ammonium nitrate to reduce the effects of blasting on receiving water quality.	
NIRB Project Certificate No.004 Condition 86	Cumberland shall comply with all Terms and Conditions of this approval, and any non-compliance constitutes a violation of the approval and is grounds for NIRB's reconsideration and recommendation to the Minister under Article 12, Part 8 of the NLCA.	All Sections
NIRB Project Certificate No.004 Condition 87	The Proponent shall, prior to the deposition of tailings into the Portage or Goose Pits, file with the Nunavut Water Board (NWB) a report containing updated hydrogeological modelling addressing information gaps as per the NIRB recommendation in the Reconsideration Report and Recommendations to the satisfaction of the NWB. The Proponent shall not deposit tailings into the Portage or Goose pits until the Water Board is satisfied that the modelling addresses the specific information gaps, and that the proponent can manage any identified risks with existing designs and feasible management strategies. The Proponent shall file a report with the Nunavut Water Board, containing updated hydrogeological modelling addressing information gaps, prior to the deposition of tailings into the Portage or Goose pits. Confirmation of the report's filing, conclusions of this report, and any further updates to reporting requirements as determined under the water license, shall be provided to the NIRB in Agnico Eagle's Annual Report for the project.	5.3.2

Table 1-4 Whale Tail List of Reporting Requirements for NIRB

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
NIRB Project Certificate No.008 Condition 1	The Proponent shall: a) Develop and implement an Air Quality Monitoring and Management Plan that includes clear objectives and that specifies air quality monitoring thresholds that will trigger adaptive management responses and actions; b) In the implementation of the Plan, the Proponent shall demonstrate through active and passive monitoring of dustfall, for criteria air contaminant concentrations, incinerator stack testing, and vegetation, soil and snow chemistry sampling that dustfall and emissions of carbon monoxide (CO), nitrogen dioxide (NO_2), ozone (O_3), sulphur dioxide (SO_2), suspended particulate matter, mercury, dioxins and furans, and other chemicals remain within predicted levels and, where applicable, within levels or limits established by all applicable guidelines and regulations; c) The Proponent shall ensure continuous NO_2 monitoring is undertaken downwind of mining activities to allow for comparison to relevant standards including the Canadian Ambient Air Quality Standards; d) If exceedances occur, the Proponent shall provide an explanation for the exceedance, a description of planned mitigation, and shall conduct additional monitoring to evaluate the effectiveness of mitigative measures; and e) The Proponent shall also develop, implement, and report on the quality assurance and quality control protocols used to ensure data reliability and proper functioning of equipment.	8.13.2
NIRB Project Certificate No.008 Condition 2	Prior to commencing construction activities, the Proponent shall update the existing Dust Management and Monitoring Plan for the Meadowbank Mine site to address and/or include the following additional items: - Align plan requirements with commitments made in the Final Environmental Impact Statement and during the Final Hearing to monitor dust along the existing all-weather access road, the Amaruq haul road and any other roads and trails associated with the Project. - Verify commitments to the utilization of dust suppressants along the all-weather access road, the Amaruq haul road and any other roads and trails associated with the Project, including a description of the type of suppressant to be utilized and the frequency and timing of applications to be made throughout the various seasons of road use. - Outline the specific triggers, thresholds, and adaptive management measures that will apply if monitoring indicates that dust deposition is higher than predicted.	8.13.2
NIRB Project Certificate No.008 Condition 3	The Proponent shall maintain a Greenhouse Gas Emissions (GHG) Reduction Plan which includes: - An estimate of the Project's GHG baseline emissions; - A description of monitoring measures to be undertaken, including the methods, frequency, parameters, and a description the analysis that will be carried out on the monitoring data generated; and - A description of mitigative and adaptive strategies planned, and taken, to reduce project-related greenhouse gas emissions over the Project lifecycle.	8.14
NIRB Project Certificate No.008 Condition 4	The Proponent shall demonstrate consideration for noise reduction when siting and constructing the camp and other project infrastructure. Site design plans with reference to noise dispersion modelling shall be submitted to the Nunavut Impact Review Board 30 days prior to the commencement of construction activities.	NA – Completed
NIRB Project Certificate No.008 Condition 5	Result of all noise monitoring undertaken by the Proponent shall be provided to the Nunavut Impact Review Board on an annual basis. The Proponent shall: a) Conduct noise monitoring at least once during each phase of the Project at four (4) locations in the vicinity of the Whale Tail Pit Project and at two (2) locations along the haul road to demonstrate that noise levels remain within predicted levels for all Project areas; and b) If monitoring identifies an exceedance, the Proponent shall provide an explanation for the exceedance, a description of planned mitigation, and shall conduct additional monitoring to evaluate the effectiveness of mitigative measures.	8.12.2
NIRB Project	The Proponent shall provide a summary of activities undertaken to address the	4.5

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
Certificate No.008 Condition 6	requirements of this term and condition in annual report(s) to the NIRB. The Proponent shall: a) Conduct detailed hydrodynamic modelling during operations and closure to evaluate the mixing of the Waste Rock Storage Facility seepage into Mammoth Lake post-closure; and b) Based on the results of the modelling implement monitoring programs and adaptive management strategies that minimize the need for active intervention, including long-term treatment of mine contact water.	
NIRB Project Certificate No.008 Condition 7	Prior to commencement of mining of the Whale Tail deposit, and in consultation with applicable regulatory agencies, including Natural Resources Canada, the Proponent shall as part of a Mine Waste Rock and Tailings Management Plan that reflects site-specific geological and geochemical conditions. The Plan should be submitted to the NIRB at least 60 days prior to the start of construction of the Waste Rock Storage Facility, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB for the life of the Project. a) Develop and implement monitoring programs for the Tailings Storage Facility and the Waste Rock Storage Facility at the Whale Tail Pit; b) Establish thresholds that will trigger the requirement for the Proponent to implement adaptive management strategies to minimize the potential for impacts from these Facilities; and c) Identify the adaptive management strategies that will be used by the Proponent to minimize the potential for impacts from these Facilities.	5.2.2.2
NIRB Project Certificate No.008, Condition 8	The Plan should be submitted to the NIRB at least 30 days prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB for the life of the Project. The Proponent shall submit a detailed Acid Rock Drainage and Metal Leaching Management Plan that includes the following items: - Waste rock segregation and testing; - Thermal monitoring of waste rock; - Seepage management and monitoring; - A schedule for reporting of results and periodic updating of predictions for the WRSF pond quality; - Planning for optimal cover conditions; - Contingency measures that may be implemented if required; - Plans for comparing monitoring results from receiving waters to model predictions; and - The identification of thresholds that will trigger management actions if trends analysis indicates water quality objectives may be exceeded.	5.1.2
NIRB Project Certificate No.008 Condition 9	The Proponent shall undertake the additional site-specific geotechnical investigations required to identify sensitive land features and to inform final engineering design prior to the construction of project components such as the waste rock storage facility and quarries. Results from these studies should be submitted to the NIRB at least 30 days prior to the start of construction of these facilities, with results or updates submitted annually thereafter as applicable.	5.2.2.3
NIRB Project Certificate No.008 Condition 10	Results of these studies should be submitted to the NIRB at least 30 days prior to the start of construction of these facilities, with subsequent updates submitted annually thereafter. In consultation with applicable regulatory agencies such as Indigenous and Northern Affairs Canada and Natural Resources Canada, the Proponent shall undertake additional site-specific permafrost monitoring, mapping and thermal analysis to: ▪ Document permafrost conditions, including seasonal thaw and amount of ground ice; ▪ Inform the detailed design of project infrastructure such as the Whale Tail pit, water management structures, mine site and haul roads, waste rock storage facility, tailings storage facility; and ▪ Ensure the integrity of such infrastructure is maintained after construction	5.4.2
NIRB Project Certificate No.008 Condition 11	The Proponent shall develop and implement an Erosion Management Plan to prevent or minimize erosion and its resulting effects from project-related land disturbance. The Plan should be submitted to the Nunavut Impact Review Board (NIRB) at least 30 days prior to the start of construction, with updates submitted annually thereafter or as may otherwise be	8.5.2.2.19

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	required by the NIRB.	
NIRB Project Certificate 008 Condition 12	The Proponent shall provide a summary of its progressive reclamation efforts and associated feedback received from communities with respect to aesthetic values solicited by the Proponent as part of its public engagement processes in its annual reporting to the NIRB. As part of the Closure and Reclamation Plan, the Proponent shall develop and implement a program to:	9.1.2.1
	a) Progressively reclaim disturbed areas within the project footprint, with an emphasis on restoring the natural aesthetics of the area through re-contouring to the extent practicable; and	
	b) In a manner that demonstrates that the Proponent has considered the aesthetic values of local communities (e.g. information regarding the acceptability of the topography and landscape of the project areas following progressive reclamation efforts).	
NIRB Project Certificate 008 Condition 13	The Proponent shall explore the feasibility of topsoil/organic matter salvage as part of project development and provide updates to the Closure and Reclamation Plan based on this investigation. The Proponent shall provide a summary of its management of topsoil in annual reports to the NIRB.	9.3
NIRB Project Certificate No.008 Condition 14	The Proponent shall develop and implement a Thermal Monitoring Plan to identify potential changes in talik distribution and flow paths that may result from the development of project infrastructure, including the Whale Tail pit, dikes, and water impoundments. The Plan should be submitted to the NIRB at least 60 days prior to the start of construction of these facilities, with subsequent updates submitted annually thereafter or as may otherwise be required by the NIRB	5.4.2
NIRB Project Certificate No.008 Condition 15	The required Groundwater Monitoring Plan should be submitted to the NIRB at least 30 days prior to the start of construction, with subsequent plan revisions or updates submitted annually thereafter. Subject to the additional direction and requirements of the Nunavut Water Board, the Proponent shall prepare and implement a Groundwater Monitoring Plan that, at a minimum includes: ▪ The collection of additional site-specific hydraulic data (e.g., from new monitoring wells) in key areas during the pre-development, construction and operation phases; ▪ Definition of vertical and horizontal groundwater flows in the project development areas; ▪ Delineates monitoring plans for both vertical and horizontal ground water; and ▪ Thresholds that will trigger the implementation of adaptive management strategies that reflect site specific conditions encountered at the project site.	8.7.2
NIRB Project Certificate No.008 Condition 16	An updated Groundwater Monitoring Plan that outlines the Proponent's plans to fulfill this term and condition should be submitted to the NIRB at least 30 days prior to the start of construction, with subsequent plan revisions or updates submitted annually thereafter. Within two years of commencing operations, the Proponent shall: a) Conduct additional analyses to determine the approximate fill time for the Whale Tail Pit at closure; b) Undertake a hydrogeological characterization study to assess the potential for arsenic and phosphorous diffusion from submerged Whale Tail pit walls; c) If the results of the characterization study indicate a moderate to high potential for arsenic and/or phosphorous diffusion, perform detailed hydrodynamic modelling of the flooded pit lake prior to closure to evaluate meromictic conditions and flooded pit water quality; and d) Add these required activities to the site Groundwater Monitoring Plan.	8.7.2
NIRB Project Certificate No.008 Condition 17	The plan should be submitted to the NIRB at least 30 days prior to the start of construction, with results submitted annually thereafter. The Proponent shall:	8.1.2
	a) Monitor the effects of project activities and infrastructure on surface water quality conditions;	
	b) Ensure the monitoring data is sufficient to compare the impact predictions in the Environmental Impact Statement (EIS) for the Project with actual monitoring results;	
	c) Ensure that the sampling locations and frequency of monitoring is consistent with and reflects the requirements of the Water Quality and Flow Plan and the Core Receiving Environmental Monitoring Program; and	
	d) On an annual basis, the Proponent will compare monitoring results with the impact assessment predictions in the EIS and will identify any significant discrepancies between	

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	impact predictions and monitoring results	
NIRB Project Certificate No 008 Condition 18	The Proponent shall, reflecting any direction from the Nunavut Water Board, maintain a Site Water Monitoring and Management Plan designed to: Minimize the amount of water that contacts mine ore and wastes; Appropriately manage all contact water and discharges to protect local aquatic resources; and Implement water conservation and recycling to maximize water reuse and minimize the use of natural waters. The Plan should include monitoring that demonstrates contact water (runoff and shallow groundwater) from the ore storage and waste rock storage areas is captured and managed, as per the Waste Rock Facility Management Plan. The plan should be submitted to the NIRB at least 60 days prior to the start of construction, with results submitted annually thereafter.	SECTION 8
NIRB Project Certificate No.008, Condition 19	The Proponent shall, reflecting any direction from responsible authorities such as the Nunavut Water Board, Fisheries and Oceans Canada and Environment and Climate Change Canada, maintain a Core Receiving Environment Monitoring Program (CREMP) designed to: - Determine the short and long-term effects in the aquatic environment resulting from the Project; - Evaluate the accuracy of Project effect predictions; - Assess the effectiveness of mitigation and management measures on Project effects; - Identify additional mitigation measures to avert or reduce environmental effects due to Project activities; - Comply with Metal Mining Effluent Regulations requirements, should an Environmental Effects Monitoring program be triggered; - Reflect site-specific water quality conditions; - Include details comparing the watershed features in the Whale Tail watershed to those watersheds used as reference lakes; and - Evaluate the mixing and non-mixing portion of the pit. The CREMP should include sufficient sampling and monitoring programs to appropriately characterize the receiving environment to ensure that adequate data is available to assess impact predictions made within the Environmental Impact Statement for the Whale Tail Pit Project. The updated plan should be submitted to the Nunavut Impact Review Board at least 60 days prior to the start of construction, with results submitted annually thereafter.	8.1.2
NIRB Project Certificate No.008, Condition 20	Unless otherwise authorized, the Proponent shall maintain an appropriate setback distance between project quarries and borrow pits from fish-bearing or permanent waterbodies as required to prevent acid rock drainage or metal leaching into such waterbodies. Throughout quarry development and operation, the Proponent shall, on an annual basis, provide information regarding quarry setback distances maintained and/or mitigation measures implemented by the Proponent in fulfillment of this term and condition in the Proponent's annual report to the NIRB.	3.4.2.1
NIRB Project Certificate No.008, Condition 21	The Proponent shall ensure that all project infrastructures in watercourses are designed and constructed in such a manner that they do not unduly prevent or limit the movement of water or fish species in fish bearing streams and rivers, unless otherwise authorized by Fisheries and Oceans Canada. Throughout the life of the Project, the Proponent shall report on how the Proponent has maintained and/or implemented mitigation measures in fulfillment of this term and condition in the Proponent's annual report to the Nunavut Impact Review Board.	8.5.5
NIRB Project Certificate No.008 Condition 22	The Proponent shall engage with Fisheries and Oceans Canada to develop project specific thresholds, mitigation and monitoring for any blasting activities that would exceed the requirements of Fisheries and Oceans Canada's Guidelines for the Use of Explosives In or Near Canadian Fisheries Waters. If project-specific thresholds, mitigation and monitoring requirements are developed, the Proponent shall identify these requirements in the annual report provided to the NIRB.	8.6.2
NIRB Project	The Proponent shall, reflecting any direction from Environment and Climate Change	8.10

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
Certificate No.008 Condition 23	Canada and Fisheries and Oceans Canada: a) Conduct additional analysis to support the conclusions that a change in trophic status in Mammoth Lake would not impact fish productivity; b) Undertake additional site-specific studies to assess the predicted trophic change on lake ecosystem productivity to monitor potential changes to downstream environments; and c) Monitor actual loadings/concentrations in the receiving environment, identify trends in downstream chemistry and productivity, and track trophic status of Mammoth Lake	
NIRB Project Certificate No.008 Condition 24	The Proponent shall engage Fisheries and Oceans Canada, and other interested parties to further assess: Whether the increased surface area of Whale Tail Lake is a viable offset to habitat losses resulting from development of the Project; and Whether Whale Tail end pit would support fish in the post closure scenario.	8.8.2.1
NIRB Project Certificate No.008 Condition 25	At least 30 days prior to first shipment of equipment and supplies to the site, the Proponent's mitigation plans, protocols, monitoring and inspection program required in fulfillment of this term and condition shall be provided to the NIRB for review. Subsequently, information regarding inspections, monitoring results, and any reports as referenced above shall be included in the Proponent's annual report to the NIRB. The Proponent shall: a) Ensure that equipment and supplies brought to the project sites are clean and free of soils that could contain plant seeds or organic matter not naturally occurring in the area b) Ensure that vehicle tires and treads are inspected prior to initial use in project areas; c) Incorporate protocols for monitoring for the potential introduction of invasive vegetation species (e.g. surveys of plant populations in previously disturbed areas) into relevant monitoring and management plans for the terrestrial environment; and d) Ensure any introductions of non-indigenous plant species must be promptly reported to the Government of Nunavut Department of Environment.	8.17.17
NIRB Project Certificate No.008 Condition 26	The Proponent shall include revegetation strategies within its Mine Closure and Reclamation Plan that support progressive reclamation, and promote natural revegetation and recovery of disturbed areas compatible with the surrounding natural environment. These strategies should include exploration of the feasibility and practicality of topsoil/organic matter salvage through Project development. Consideration for the results of similar reclamation efforts at other northern projects, including the Meadowbank Gold Mine Project, must be demonstrated. Within three (3) years from the commencement of construction, information regarding the revegetation strategies developed and implemented by the Proponent in fulfillment of this Term and Condition shall be included in the Proponent's annual report to the NIRB. Subsequently, information regarding the Proponent's progress in fulfillment of this Term and Condition shall be provided annually in the Proponent's annual report to the NIRB.	9.3
NIRB Project Certificate No.008 Condition 27	The Proponent shall participate in a Terrestrial Advisory Group with the Government of Nunavut, the Baker Lake Hunters and Trappers Organization, the Kivalliq Inuit Association, and other parties as appropriate to continually review and refine mitigation and monitoring details within the Terrestrial Ecosystem Management Plan. Additional caribou collar data, results from associated studies, Inuit Qaujimajatuqangit shared by knowledge holders, and other monitoring data as available should be considered for incorporation as appropriate. Finalized Terms of Reference for the Terrestrial Advisory Group shall be provided to the NIRB within six (6) months of issuance of the Project Certificate. A summary of outcomes from Terrestrial Advisory Group meetings shall be provided to the NIRB on an annual basis in the Proponent's Annual Report.	8.17.12
NIRB Project Certificate No.008, Condition 28	The Proponent shall maintain a Terrestrial Ecosystem Management Plan (TEMP) throughout all phases of the Project. The Plan shall include detailed monitoring, mitigation, and adaptive management measures for wildlife, with consideration for each Project activity predicted to affect wildlife, and with inclusion of specific triggers for mitigation and adaptive management intervention. The TEMP shall demonstrate consideration for all relevant commitments made by the Proponent throughout the Nunavut Impact Review Board's review of the Project. Updates to the TEMP may be required when there are significant changes in project development plans, monitoring results indicating biologically-meaningful changes, significant updates to the scientific understanding of management methods relevant to	8.17

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	wildlife at the project site, Inuit Qaujimajatuqangit, Traditional Knowledge, changes in climatic conditions that might subject wildlife to unexpected impacts, or as otherwise necessary. The Proponent shall submit a revised TEMP to the Nunavut Impact Review Board (NIRB) within one (1) year of issuance of the Project Certificate, with subsequent versions provided as appropriate. Results of the TEMP shall be reported to the NIRB annually, including details of how Inuit Qaujimajatuqangit contributed by knowledge holders has been considered and utilized in associated activities and updates.	
NIRB Project Certificate No.008 Condition 29	The Proponent shall, in collaboration with the Government of Nunavut, collect additional caribou collar data and conduct analyses of this data to quantify the zone of influence and associated effects of project components on caribou movement for a study area that includes the Whale Tail mine site, the haul road, the Meadowbank Gold Mine and its All-Weather Access Road. A summary of the analyses and associated effects shall be provided annually in the Proponent's annual report to the Nunavut Impact Review Board.	8.17.4
NIRB Project Certificate No.008 Condition 30	The Proponent shall work with the Government of Nunavut, the Baker Lake Hunters and Trappers Organization and the Kivalliq Inuit Association through the Terrestrial Advisory Group to develop and update thresholds to trigger implementation of mitigation measures on both the AWAR and Whale Tail Haul Road, up to and including temporary road closures. The Proponent shall consider how these thresholds and mitigation measures reflect caribou life cycle sensitivities as well as demonstrate how Inuit Qaujimajatuqangit was incorporated throughout the development of these criteria and procedures. The Proponent shall ensure the Terrestrial Ecosystem Management Plan is updated to reflect the thresholds agreed upon in accordance with the Terrestrial Advisory Group Terms of Reference, and that this Plan along with a summary of consultation with the Terrestrial Advisory Group are submitted on an annual basis or as thresholds are otherwise modified in the Proponent's annual report to the to the Nunavut Impact Review Board.	8.17.12
NIRB Project Certificate No.008, Condition 31	The Proponent shall develop and implement a Road Access Management Plan and maintain traffic monitoring logs along the haul road between the Whale Tail Pit project and the Meadowbank mine. Where traffic exceeds levels predicted within the Environmental Impact Statement, the Proponent shall develop and implement appropriate modifications to its wildlife protection measures. The Road Access Management Plan shall be provided to the Nunavut Impact Review Board (NIRB) 90 days prior to operations commencing. An annual summary of the monthly maximum, minimum and average traffic levels shall be provided to the NIRB in the Proponent's annual report.	11.7.1.2
NIRB Project Certificate No.008 Condition 32	The Proponent shall engage with the Baker Lake Hunters and Trappers Organization and other relevant parties to ensure that safety barriers, berms, and designed crossings associated with project infrastructure, including the haul road, are constructed and operated as necessary to allow for the safe passage of caribou and other terrestrial wildlife. Summaries of engagement with the Baker Lake Hunters and Trappers Organization regarding implementation of this condition shall be provided to the Nunavut Impact Review Board along with details of the selected crossings in the Proponent's annual report to the Nunavut Impact Review Board.	8.17.13
NIRB Project Certificate No.008 Condition 33	A summary regarding all wildlife incidents reported, including a reference to whether compensation was or will be provided by the Proponent for direct mortalities, as well as a description of any other steps taken in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board. The Proponent shall provide wildlife incident reports to the appropriate authorities in a timely fashion. Wildlife incident reports should include the following information: a) Locations (i.e., latitude and longitude), species, number of animals, a description of the animal activity, and a description of the gender and age of animals if possible; b) Prior to conducting project activities, the Proponent should map the location of any sensitive wildlife sites such as denning sites, calving areas, caribou crossing sites, and raptor nests in the project area, and identify the timing of critical life history events (i.e., calving, mating, denning and nesting); and c) Additionally, the Proponent should indicate potential impacts from the project, and ensure	8.17.14

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	that operational activities are managed and modified to avoid impacts on wildlife and sensitive sites	
NIRB Project Certificate No.008 Condition 34	Results of implementation of the Migratory Birds Protection Plan shall be reported to the Nunavut Impact Review Board on an annual basis in the Proponent's annual report. The Proponent will maintain a Migratory Birds Protection Plan for the Project in consultation with Environment and Climate Change Canada and other interested parties. The plan should include and/or demonstrate that the Proponent give consideration to the following	8.17.15
	- Information obtained from baseline characterization of migratory bird and vegetation communities within the predicted flood area;	
	- Results of field tests and/or the thorough literature review of the effectiveness of preferred deterrence prior to actual flooding; and	
	- Details regarding monitoring the effectiveness of mitigation measures during flooding.	
NIRB Project Certificate No.008 Condition 35	The Proponent shall ensure that the mitigation and monitoring strategies developed for Species at Risk are updated as necessary to maintain consistency with any applicable status reports, recovery strategies, action plans, and management plans that may become available through the duration of the Project. Information regarding development, implementation and monitoring of the measures developed by the Proponent in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.	8.17.16
NIRB Project Certificate No.008 Condition 36	Prior to removal or deterrence of raptors, the Proponent will contact the Government of Nunavut – Department of Environment to discuss proposed mitigation options and, if required, will obtain the necessary permits. The Proponent shall include summaries of any mitigation measures implemented and permits obtained in fulfillment of this term and condition in the Proponent's annual report to the Nunavut Impact Review Board.	8.17.11
NIRB Project Certificate No.008, Condition 37	The Proponent shall maintain a Shipping Management Plan in coordination and consultation with applicable regulatory authorities and the Kivalliq Inuit Association, and the Hunters and Trappers Organizations of the Kivalliq communities. The updated plan should be submitted to the Nunavut Impact Review Board at least 90 days prior to the start to commencement of shipping activities, with subsequent updates submitted annually thereafter in the Proponent's annual report or as may otherwise be required by the NIRB.	11.8
NIRB Project Certificate No.008 Condition 38	The Proponent shall ensure that marine shipping activities avoid sensitive wildlife habitat and species along the shipping route and use a routing south of Coats Island as the primary shipping route, subject to vessel and human safety considerations. Confirmation that the requirements of this term and condition are being effectively implemented by shipping companies contracted by the Proponent should be submitted as part of annual reporting to the Nunavut Impact Review Board.	11.8.1
NIRB Project Certificate No.008 Condition 39	The Proponent shall ensure that, subject to vessel safety requirements, a setback distance of at least 500 metres is maintained from colonies and aggregations of seabirds and marine mammals during Project shipping transiting through Hudson Strait, Hudson Bay, and Chesterfield Inlet. Confirmation that the requirements of this term and condition are being effectively implemented by shipping companies contracted by the Proponent should be submitted as part of annual reporting to the Nunavut Impact Review Board.	11.8.1
NIRB Project Certificate No.008 Condition 40	The Proponent shall develop and implement a ship-based marine mammal monitoring program, as part of a Marine Mammal Management and Monitoring Plan, in consultation with Fisheries and Oceans Canada, communities, and other interested parties. The Proponent shall report any accidental contact by project vessels with marine mammals or seabird colonies to applicable responsible authorities including Fisheries and Oceans Canada and Environment and Climate Change Canada. The Plan should be submitted to the Nunavut Impact Review Board at least 90 days prior to commencement of shipping activities, with subsequent updates submitted annually thereafter. Confirmation that the requirements of the Plan are being effectively implemented by shipping companies contracted by the Proponent should be provided with annual reporting.	11.8.2
NIRB Project Certificate No.008 Condition 41	The Proponent shall provide notification to communities regarding scheduled ship transits throughout the regional study area, including Hudson Bay and Chesterfield Inlet. The Proponent shall provide a summary of public consultation undertaken to address this term and condition in its annual report to the Nunavut Impact Review Board.	11.8.3

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Authorization Reference	**Reporting Requirement**	**Report Section**
NIRB Project Certificate No.008 Condition 42	The Proponent shall design monitoring programs to ensure that local users of the marine area along the shipping route have the opportunity to provide feedback and input in relation to monitoring and evaluating potential project-induced impacts and changes in marine mammal distributions. The Proponent shall demonstrate how feedback received from community consultations has been incorporated into the most appropriate mitigation or management plans. The Proponent shall provide a summary of public consultation undertaken to address this term and condition in its annual report to the Nunavut Impact Review Board.	11.9.1
NIRB Project Certificate No.008 Condition 43	The Proponent shall contract only certified vessels to carry cargo for the Project and will ensure shippers are aware of the requirements of the Shipping Management Plan, the Risk Management and Emergency Response Plan, and the Oil Pollution Emergency Plan. Evidence of meeting the requirements of this term and condition should be submitted as part of annual reporting to the Nunavut Impact Review Board	11.8.4
NIRB Project Certificate No 008, Condition 44	The Proponent is strongly encouraged to continue to participate in the work of the Kivalliq Socio-Economic Monitoring Committee along with other agencies and the communities of the Kivalliq region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kivalliq region as a whole. Information regarding the Proponent's efforts in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.	11.10.1
NIRB Project Certificate No.008, Condition 45	The Proponent shall work in collaboration with other socio-economic stakeholders including, the Government of Nunavut, Indigenous and Northern Affairs Canada, the Kivalliq Inuit Association, and communities of the Kivalliq region, to establish a socio-economic working group for the Project to develop and oversee a Kivalliq Projects AEM Socio-Economic Monitoring Program. The working group will develop a Terms of Reference, which outlines each member's roles and responsibilities with regards to, where applicable, project specific socio-economic monitoring throughout the life of the projects. The Proponent shall work with the other parties to use the updated Kivalliq Projects Socio-Economic Monitoring Program to monitor the predicted impacts outlined in the projects' respective environmental impact statements as well as regional concerns identified by the Kivalliq Socio-Economic Monitoring Committee. The Proponent shall work in collaboration with all other socio-economic stakeholders such as the Government of Nunavut, Indigenous and Northern Affairs Canada, Kivalliq Inuit Association, and the communities of the Kivalliq region in developing this program, which should include a process for adaptive management and mitigation in the event unanticipated impacts are identified. The Terms of Reference for this multi-party, multi-project Working Group are to be provided to the Nunavut Impact Review Board (NIRB) upon completion, and within one (1) year of issuance of the Project Certificate. The Proponent shall produce annual joint "AEM Kivalliq Projects" Socio-Economic Monitoring reports throughout the life of the Projects that are submitted to the NIRB and discussed with the wider Kivalliq Socio-Economic Monitoring Committee. Details of the Kivalliq Projects Socio-Economic Monitoring Program are to be provided to the NIRB upon finalization, and within one (1) year of issuance of the Project Certificate. Information regarding the Proponent's efforts in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.	11.10.2
NIRB Project Certificate No 008, Condition 46	The Proponent should develop a Project-specific Whale Tail Pit Socio-Economic Monitoring Program designed to: -·Monitor for project-induced effects, including the impacts predicted in the Environmental Impact Statement through indicators presented in the Whale Tail Pit Socio-Economic Monitoring Plan; -·Reflect regional socio-economic concerns identified by the Kivalliq Socio-Economic Monitoring Committee (KivSEMC); -·Work in collaboration with all other socio-economic stakeholders such as the Kivalliq Inuit Association, the Government of Nunavut, and Indigenous and Northern Affairs Canada, and the communities of the Kivalliq region to develop the program; -·Include a process for adaptive management and mitigation to respond if unanticipated impacts are identified; and. - Monitor the success of existing and newly implemented gender-specific initiatives to	11.10.2

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Authorization Reference	**Reporting Requirement**	**Report Section**
	determine their success and why they were considered successful or to identify any challenges to their implementation.	
	Details of the Whale Tail Pit Socio-Economic Monitoring Program should be submitted to the Nunavut Impact Review Board (NIRB) within one (1) year of issuance of the Project Certificate. The Proponent should produce annual Whale Tail Pit socio-economic monitoring reports throughout the life of the Project that are submitted to the NIRB and shared with the wider KivSEMC.	
NIRB Project Certificate No.008 Condition 47	The Proponent should undertake an analysis of the risk of temporary mine closure, giving particular consideration to how communities in the Kivalliq region may be affected by temporary closure of the mine, including consideration of the measures that can be taken to mitigate the potential for adverse effects (e.g. development of programs that provide transferable skills, identification of employment options that can include transfers amongst Agnico Eagle operations, etc.) This analysis is required to be updated as necessary to reflect significant changes to the Project or the socio-economic conditions in the region that may increase the risks and potential effects of temporary mine closures. These initial results of the Proponent's analysis should be provided to the Nunavut Impact Review Board (NIRB) within six (6) months of the issuance of the Project Certificate. Any updates to the analyses should be provided to the NIRB within three (3) months following completion of updated analyses by the Proponent.	9.4
NIRB Project Certificate No.008, Condition 48	The Proponent is strongly encouraged to submit staff schedule forecasts that should, at a minimum, include the following:	11.10.3 11.11.1.1
	- Title of positions required by department and division;	
	- Quantity of positions available by project phase and year;	
	- Transferable skills, both certified and uncertified which may be required for, or gained during, employment within each position;	
	- The National Occupational Classification code for each individual position.	
	The Proponent should also identify and register all trades occupations, journeypersons, and apprentices working with the Project and make this information available to the Government of Nunavut to assist in delivery of training initiatives and programs. The Staff Schedule should be submitted to the Nunavut Impact Review Board six (6) months prior to each phase of the Project (construction, operations, closure).	
NIRB Project Certificate No.008, Condition 49	The Proponent shall make best efforts to collaborate with the Government of Nunavut's Career Development Officer, Regional Manager of Career Development, and Director of Career Development. Semi-annual calls, at a minimum, should be initiated by the Proponent to address:	11.11.1.2
	- Hiring procedures and policies	
	- Issues regarding employee recruitment and retention	
	- AEM policies regarding career pathways and opportunities for advancement	
	- Internal and/or partnered training and development of employees	
	- Long-term labour market plans to facilitate training in communities	
NIRB Project Certificate No 008, Condition 50	The Terms of Reference for this multi-party, multi-project Working Group are to be provided to the Nunavut Impact Review Board (NIRB) upon completion, and within one (1) year of issuance of the Project Certificate. Details of the Kivalliq Projects Socio-Economic Monitoring Program are to be provided to the NIRB upon finalization, and within one (1) year of issuance of the Project Certificate. The Proponent shall produce annual joint "AEM Kivalliq Projects" Socio-Economic Monitoring reports throughout the life of the Projects that are to be submitted as part of the Proponent's annual report to the NIRB.	11.10.2
	The Proponent will report the results of its Labour Market Analysis (LMA) and Inuit Work Barrier Study (WBS) to the Kivalliq Socio-Economic Monitoring Committee upon completion in 2018, which should integrate the findings into its ongoing work identifying gaps between the Kivalliq labour market and mining market needs, and how to activate latent labour pool in the Kivalliq region to maximize labour "capture" from mining for the region. The Proponent shall report the results and implications of the LMA and WBS within its first year's Annual Report to the Nunavut Impact Review Board (NIRB) and show how the results have been integrated into an updated Socio-Economic Monitoring Plan for the Whale Tail Pit Project.	11.11.1.4
NIRB Project	The Proponent shall develop a conceptual Socio-economic Closure Plan that:	9.5

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Authorization Reference	**Reporting Requirement**	**Report Section**
Certificate 008 Condition 51	-·Links the socio-economic closure plans for Meadowbank and Whale Tail;	
	-·Identifies regular update and multi-party review requirements;	
	- Shows evidence of consideration of socio-economic lessons learned from other northern mine closure experiences;	
	-·Includes evidence of consultation with Kivalliq communities and governance bodies on socio-economic objectives/goals related to closure planning;	
	-·Emphasizes plans, policies, and programs to increase transferable skills of Inuit workers, including into trades and other skilled positions;	
	-·Includes all plans, policies and programs related to socioeconomic factors in a temporary closure situation; and	
	- Includes a Workforce Transition Plan between the Whale Tail Project and other production mines owned and operated by the Proponent in the Kivalliq region. The Proponent shall advance the recommendations of the Conceptual Socio-economic Closure Plan through the development of a Final Socio-economic Closure Plan that will be part of the Whale Tail Pit Project Final Closure and Reclamation Plan.	
NIRB Project Certificate No.008, Condition 52	The Proponent should develop and maintain an easily referenced listing of formal certificates and licenses that may be acquired via on-site training or training during project employment. The listing shall indicate which of these certifications and licenses would be transferable to a similar job site within Nunavut. The initial listing should be provided to the Nunavut Impact Review Board within six (6) months of the Project Certificate being issued. Updates to the list should be included in the Proponent's annual reports submitted to the Nunavut Impact Review Board and shared with the wider Kivalliq Socio-Economic Monitoring Committee throughout the life of the Project.	11.11.1.3
NIRB Project Certificate No.008, Condition 53	Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kivalliq Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, Rankin Inlet and Whale Cove). The details of this process will be captured in the terms of reference for the project specific Whale Tail Pit Socio-Economic Monitoring Committee. Summaries of this information should be included in the annual Whale Tail Pit socio-economic monitoring reports submitted to the Nunavut Impact Review Board and shared with the wider Kivalliq Socio-Economic Monitoring Committee throughout the life of the Project.	11.10.2 11.10.3
NIRB Project Certificate No.008, Condition 54	Proponent should ensure that the development of all project monitoring plans and associated reporting and updates are undertaken with active engagement of Kivalliq communities, land users, and harvesters. The Proponent should work with the Kivalliq Inuit Association, the local Hunters and Trappers Organizations and the Kivalliq Socio-Economic Monitoring Committee to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs for the Project. To the extent that the sharing of such information is consistent with, and not limited by, any confidentiality or other agreements, summaries addressing the Proponent's fulfillment of this term and condition should be included in the Proponent's annual report to the Nunavut Impact Review Board.	11.10.1
NIRB Project Certificate No.008 Condition 55	The Proponent shall conduct archaeological surveys prior to land disturbance related to the Project and report survey results to applicable parties, including the Government of Nunavut – Department of Culture and Heritage. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.	8.19
NIRB Project Certificate No.008 Condition 56	The Proponent shall report any archaeological site discovered during the construction, operation, and closure phases to the Government of Nunavut – Department of Culture and Heritage and the Kivalliq Inuit Association. Upon discovering an archeological site, the Proponent shall:	8.19
	a) Take all reasonable precautions necessary to protect the site until further direction is received from the Government of Nunavut – Department of Culture and Heritage; and	
	b) If it becomes necessary to disturb an archaeological site, the Proponent shall consult with	

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	the Government of Nunavut – Department of Culture and Heritage, the Kivalliq Inuit Association, and potential impacted communities to establish a site specific mitigation plan, and obtain all necessary authorizations and comply with all applicable laws.	
NIRB Project Certificate 008 Condition 57	The Proponent shall update its Occupational Health and Safety Plan to include sexual health and well-being information in its employee orientation programming. In addition, the Proponent shall undertake an education program to inform workers of the range of health services available onsite. The updated plan shall be provided to the Nunavut Impact Review Board (NIRB), once completed within six (6) months of issuance of the Project Certificate. Summaries of the education programs undertaken and any future updates or modifications to the Occupational Health and Safety Plan and the education program shall be included in the Proponent's annual report to the NIRB.	10.2.4.1
NIRB Project Certificate No.008, Condition 58	The Proponent is encouraged to form a subcommittee which includes Government of Nunavut representatives to reach consensus decisions on health related issues that the Proponent or the Government of Nunavut bring forward (e.g. programs and services to address sexually transmitted infections, a process for the treatment and transport of workers that may require medical services beyond that which the mine provides, monitoring and reporting on the impacts of the Project on health services within the potentially impacted communities and particularly, Baker Lake. etc.). Information regarding the Proponent's fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.	11.11.1.5
NIRB Project Certificate No.008, Condition 59	The Proponent is encouraged to work with the Kivalliq Inuit Association to establish cross-cultural training initiatives, which promote respect and consideration for the importance of Inuit Qaujimajatuqangit to the Inuit identity and to make this training available to Project employees and on-site sub-contractors. The Proponent should actively monitor the implementation of these initiatives, including the following items: -·Descriptions of the goals of each program offered; -·Language of instruction; -·Schedules and location(s) of when each program was offered; -·Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and -·Completion rates for enrolled participants, noting Inuit and non-Inuit participation rates. Summaries of the cross-cultural training initiatives implemented by the Proponent in fulfilment of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.	11.10.3
NIRB Project Certificate No.008, Condition 60	The Proponent shall engage with the Government of Nunavut to develop a process to ensure that any conditions first treated at the mine site and requiring ongoing care is appropriately accommodated in a timely manner at community health centres as required. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.	11.11.1.5
NIRB Project Certificate No.008, Condition 61	The Proponent, in collaboration with the Government of Nunavut and the Nunavut Housing Corporation, is encouraged to investigate measures and programs designed to assist Project employees with pursuing home ownership or accessing affordable housing options in the Kivalliq region. The Proponent should provide access to financial literacy, financial planning, and personal budgeting as part of the regular Life Skills Training and/or Career Path Program. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.	11.11.1.6
NIRB Project Certificate No.008, Condition 62	The Proponent should work with the Government of Nunavut to develop an effects monitoring program that identifies Project-related pressures to community infrastructure such as airport and transportation infrastructure, policing, health and social services, in Baker Lake and all the point-of-hire communities of the Kivalliq Region. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board	11.10.3
NIRB Project Certificate No.008, Condition 63	The Proponent shall conduct additional studies as part of its freshwater aquatic effects analyses to ensure that methylmercury concentrations anticipated to increase during operations in the aquatic environment (including in fish tissue) do not exceed regulatory requirements. In addition, the Proponent shall consider assessing potential risks from	8.2

Whale Tail Site - NIRB		
Authorization Reference	**Reporting Requirement**	**Report Section**
	consumption of fish containing methylmercury by using Health Canada's hazard quotients as a descriptive tool. A summary of the results of these additional studies, including the assessment of the potential risk to people from consumption of fish, shall be included in the Proponent's annual report to the Nunavut Impact Review Board.	
NIRB Project Certificate No.008, Condition 64	Within its annual reporting, the Proponent is encouraged to include detailed updates on the status of ongoing exploration programs associated with the Project and associated implications for future phase developments of the Amaruq property. Status updates in fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.	11.3.1
NIRB Project Certificate No.008, Condition 65	The Proponent shall, in consultation with the Terrestrial Advisory Group, develop a construction plan for the widening of the Whale Tail haul road which includes - Design features of the Whale Tail haul road intended to facilitate caribou movement across the road; - Identified sections of the roadside that will be constructed with slopes and top-dressing material appropriate for caribou crossing. The plan must incorporate available Inuit Qaujimajatuqangit in the selection of caribou crossing locations. The final construction plan shall be provided to the Nunavut Impact Review Board (NIRB) prior to widening the Whale Tail haul road. Within three months of completion of construction to widen the Whale Tail haul road, the Proponent shall file an 'as-built report' with the NIRB, which includes the backfill height, slope and top-dressing material specifications of designed wildlife crossing sections.	3.5.1.3
NIRB Project Certificate No.008, Condition 66	The Proponent shall operate the Whale Tail haul road as a private access road, implement any reasonable measures to limit public access to the road, and develop strategies that account for unauthorized use. These measures must include, but are not limited to, the following: a) The posting of signs in English and Inuktitut at the gate, each major bridge crossing, and each 10 kilometres of road, stating that public use of the road is prohibited; b) Annually advertise and hold at least one community meeting in the Hamlet of Baker Lake to explain to the community that the road is restricted to mine use only: c) Place local notices (e.g., radio, television, social media) at least quarterly to explain to the community that the road is restricted to mine use only; d) Record all unauthorized non-mine use of the road, and require all mine personnel using the road to e) Develop management strategies to ensure public and operator safety in the event of unauthorized public use. Report unauthorized Whale Tail haul road use and accidents or other safety incidents on the road to the Government of Nunavut, the Kivalliq Inuit Association, Crown-Indigenous Relations and Northern Affairs Canada, the Baker Lake Hunters and Trappers Organization and the Hamlet of Baker Lake immediately, and to the Nunavut Impact Review Board annually.	11.7.2.1
NIRB Project Certificate No.008, Condition 67	Subject to the additional direction and requirements of the Nunavut Water Board (NWB), the Proponent shall: a) Conduct an evaluation of the potential aquatic effects to Lakes D1 and D5 and downstream that may result from the discharge of treated effluent. The evaluation will include: ▪ Additional water quality and phytoplankton baseline data in Lakes D1 and D5 ▪ Updated water balance and water quality forecast ▪ Updated near field and far field effluent discharge modelling ▪ Updated Water Management Plan, Water Quality and Flow Monitoring Plan, b) Provide adequate rationale for the need to use the alternative discharge contingency, based on the thresholds established as per the Whale Tail Pit Expansion Project water management decision tree.	4.4.4

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Authorization Reference	**Reporting Requirement**	**Report Section**
	c) In the event that discharge to Lakes D1 and/or D5 is not approved to proceed by the NWB, the Proponent will develop alternative effluent management plans as part of the Water Management Plan. At least 90 days prior to any decision to use the effluent discharge alternatives, the Proponent shall submit the requested evaluation, and rationale for use of the effluent discharge alternatives to the Nunavut Water Board, the Nunavut Impact Review Board (NIRB) and relevant regulatory authorities, for approval to proceed with discharge to one or both of Lakes D1 and D5. If the alternative discharge contingency is approved to proceed, the Proponent will submit the results of its monitoring annually to the NIRB.	
NIRB Project Certificate No.008, Condition 68	The Proponent shall maintain an up-to-date listing of the status of implementation for its commitments made during the Nunavut Impact Review Board's (NIRB) assessment of the Whale Tail Pit Project Proposal and the Whale Tail Pit Expansion Project Proposal through engagement of parties and active monitoring of associated implementation. The Proponent shall provide a status report on the implementation of all its commitments within three (3) months of issuance of the Project Certificate for the Whale Tail Pit Expansion Proposal and annually thereafter within its annual report to the NIRB.	11.12.2
NIRB Project Certificate No.008 Item 1	The NIRB will appoint Monitoring Officers as required to monitor the Project in accordance with the purpose of a monitoring program as set out in Article 12, Section 12.7.2 of the *Agreement Between the Inuit of the Nunavut Settlement Area and Her Majesty the Queen in right of Canada* (*Nunavut Agreement*), and s. 135 of the *Nunavut Planning and Project Assessment Act*, S.C. 2013, c. 14, s. 2 (*NuPPAA*), for the full life of the Project, including closure and reclamation. Subject to direction from the NIRB, the responsibilities of the NIRB Monitoring Officers will include: a. Providing direction to the Proponent, the Project's advisory groups, regulatory authorities, and the Kivalliq Socio-Economic Monitoring Committee to provide the NIRB with information respecting the activities relating to the Project, its impacts and the implementation of any mitigative measures; b. Conducting a periodic evaluation of the program for the Project; c. Producing a report of the adequacy of the program based on the information obtained during the periodic evaluations of the program for the Project and on the ecosystemic and socio-economic impacts of the Project; and d. Where appropriate, recommending to the NIRB reconsideration of Project Certificate Terms and Conditions in accordance with section 12.8.2 of the Nunavut Agreement.	NA – Under NIRB's responsibility
NIRB Project Certificate No.008 Item 2	The NIRB will report annually (in English, Inuinnaqtun, and Inuktitut) on the results of its Monitoring Program for the Project.	NA – Under NIRB's responsibility
NIRB Project Certificate No.008 Item 3	The NIRB will schedule periodic updates regarding its Monitoring Program for the communities most affected by the Project.	NA – Under NIRB's responsibility
NIRB Project Certificate No.008 Item 4	The NIRB Monitoring Officer(s) will schedule periodic site visits at the Project, coordinating with other regulatory agencies to the extent possible.	NA – Under NIRB's responsibility
NIRB Project Certificate No.008 Item 5	The Proponent must obtain all required federal and territorial permits and other approvals, and shall comply with the requirements of such regulatory instruments.	SECTION 1
NIRB Project Certificate No.008 Item 6	The Proponent shall take prompt and appropriate action to remedy any occasion of non-compliance with environmental laws and regulations and/or regulatory instruments, and shall report any non-compliance as required by law immediately. A description of all instances of non-compliance and associated follow up is to be reported annually to the NIRB.	11.6.2
NIRB Project Certificate No.008 Item 7	The Proponent shall meet with respective licensing authorities prior to the commencement of construction to discuss the posting of adequate performance bonding. Licensing authorities are encouraged to take every measure to require that sufficient security is posted before construction begins.	9.2.2.1

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Authorization Reference	**Reporting Requirement**	**Report Section**
NIRB Project Certificate No.008 Item 8	All monitoring information collected pursuant to the Project Certificate and various regulatory requirements for the Project shall, if appropriate, given the type of monitoring conducted, contain the following information:	SECTION 8
	a) The name of the person(s) who performed the sampling or took the measurements including any relevant accreditations;	
	b) The date, time and place of sampling or measurement, and weather conditions;	
	c) The date of analysis;	
	d) The name of the person(s) who performed the analysis including any relevant accreditations;	
	e) A description of the analytical methods or techniques used; and	
	f) A discussion of the results of any analysis.	
NIRB Project Certificate No.008, Item 9	The Proponent shall make significant monitoring results and/or summaries of significant results available in English, Inuinnaqtun, and Inuktitut, to the extent feasible.	10.3.2
NIRB Project Certificate No.008 Item 10	The Proponent shall keep and maintain the records, including results, of all Project-related monitoring data and analysis for the life of the Project, including closure and post-closure monitoring.	SECTION 8
NIRB Project Certificate No.008 Item 11	The Proponent shall maintain the Environmental Impact Statement and the environmental monitoring programs developed for the Project, with predictions updated as new baseline data is collected. If the results of monitoring programs necessitate updates to effects predictions, the Proponent shall update the associated management programs and plans as required to address or reflect the updated assessment of effects.	SECTION 12
NIRB Project Certificate No.008, Item 12	The Proponent shall establish a publicly-accessible Project-specific web portal or web page to make available in a central location all significant non-confidential monitoring and reporting information submitted to regulatory authorities pursuant to the Project Certificate and other territorial or federal permits issued for the Project. For clarity, posting on the Project-specific site does not replace any reporting obligation of the Proponent pursuant to the Project Certificate or any territorial or federal permit.	11.9.7
NIRB Project Certificate No.008, Item 13	The Proponent is encouraged to provide on-going opportunities for consultation and comment on any substantive revisions to the Project-specific monitoring program, modelling, studies, management plans, management measures, and reporting under the Project Certificate.	10.2.2
NIRB Project Certificate No.008, Item 14	To the extent feasible, the NIRB will provide an opportunity for comment on any substantive revisions to the Project-specific monitoring, modelling, studies, management plans, management measures, and reporting provided by the Proponent under the Project Certificate.	NA – Under NIRB's responsibility

Table 1-5 Meadowbank List of Reporting Requirements for DFO, CIRNAC and KivIA

Meadowbank Site – DFO, CIRNAC and KivIA		
Authorization Reference	**Reporting Requirement**	**Report Section**
DFO Authorization NU-03-0191.3 Condition 3.1	The Proponent shall undertake monitoring and report to DFO annually, by March 31st, whether works, undertakings, activities, or operations for the mitigation of potential impacts to fish and fish habitat were conducted according to the conditions of this Authorization.	8.5.1.1
DFO Authorization NU-03-0191.4 Condition 3.1	The Proponent shall undertake monitoring and report to DFO annually, by December 31st, whether works, undertakings, activities, or operations for the mitigation of potential impacts to fish and fish habitat were conducted according to the conditions of this Authorization.	8.5.1.1
DFO Authorization 14-HCAA-01046 Condition 3.1	The Proponent shall monitor the implementation of avoidance and mitigation measures referred to in section 2 of this authorization and report to DFO, by March 31 annually and indicate whether the measures and standards to avoid and mitigate serious harm to fish were conducted according to the conditions of this authorization.	8.5.1.1
DFO Authorization NU-03-0191.3 Condition 4	111.08 Habitat Units (HUs) of compensatory fish habitat shall be created by re-flooding Second Portage, Third Portage, and Vault Lakes; creating access to Wally Lake; and, creating shoals and boulder gardens in Second Portage Lake.	8.8.1.1
DFO Authorization NU-03-0191.3 Condition 5	All fish habitat compensatory works shall be completed and functioning according to the Meadowbank Gold Project No Net Loss Plan (NNLP), prepared by Agnico-Eagle Mines Ltd. Dated October 15, 2012.	8.8.1.1
DFO Authorization NU-03-0190 Condition 5.3	A photographic record of before, during and after construction, during decommissioning and after restoration, showing that all works and undertakings have been completed according to the approved Plan and conditions of this authorization […]	8.5.5
DFO NU-03-0190 AWPAR Condition 5.2.4	Creel survey results.	8.15
DFO Authorizations NU-03-0191.3 Condition 3 and 6 (Second and Third Portage Lakes), NU-03-0191.4 (Vault Lake) Condition 3 and 6; NU-03-0190 Condition 5 (AWPAR), NU-14-1046 (Phaser Lake) Condition 3 and 5	Submit written report summarizing monitoring results and photographic record of works and undertakings.	8.8.1.2
CIRNAC Land Lease 66A/8-71-4 Condition 23	The Lessee shall submit to the Minister no later than November 1st, 2025, and every three (3) years thereafter, an updated Closure and Reclamation Plan and cost estimates thereof.	9.2.1.2
CIRNAC Land Lease 66A/8-71-4 Condition 35	The Lessee shall file annually a progress report for the preceding year outlining the ongoing reclamation completed in conformance with the approved Closure and Reclamation Plan.	9.1.1.2
CIRNAC Land Lease 66A/8-72-7 Condition 25	The lessee shall file, annually, a report for the preceding year, outlining the ongoing borrow area operations completed in conformity with the approved Borrow Management Plan, as well as any variations from the Plan.	3.4.1
CIRNAC Quarry Lease 66A/8-72-7 Condition 33	The lessee shall file annually a report for the preceding year, outlining ongoing restoration completed in conformity with C&R Plan, as well as any variations from the said Plan.	9.1.1.3
CIRNAC Land Lease 66A/8-72-7 Condition 37	The lessee shall submit to the Minister every 2 years after the commencement date of this lease, a report describing cumulative variations from the C&R Plan with updated cost estimates.	9.2.1.2
KivIA ROW KVRW06F04 Condition 16	Agnico Eagle shall submit to KIA on March 31, 2009, and no later than March 31st of every second year thereafter, a report describing any variations from the Closure and Reclamation Plan and updated cost estimates.	9.2.1.2

Meadowbank Site – DFO, CIRNAC and KivIA		
Authorization Reference	**Reporting Requirement**	**Report Section**
KivIA ROW KVRW06F04 Condition 28	Agnico Eagle shall file annually, no later than March 31st of each year, a progress report for the preceding year, outlining any ongoing restoration completed, in conformity with the Closure and Reclamation Plan.	9.1.1.2
KivIA Quarry Lease KVCA06Q11, Condition 14	AEM shall conduct reclamation activities during the first 12 months of the term of this Permit in accordance with the Reclamation Plan attached as Schedule 3. AEM shall annually thereafter submit to KIA a Reclamation Plan detailing the proposed reclamation activities for the upcoming year. Such Plans shall be subject to the approval of KIA and will form part of this Permit. AEM shall conduct reclamation in accordance with the approved Reclamation Plans.	9.1.1.3
KivIA Quarry Lease KVCA23Q01, Condition 19	The Permittee shall conduct reclamation activities during the first twelve (12) months of the term of this Permit in accordance with the Meadowbank Interim Closure and Reclamation Plan attached in Schedule 3. The Permittee shall annually thereafter submit to the Association an Interim Closure and Reclamation Plan detailing the proposed reclamation activities for the upcoming year. Such plans shall be subject to the approval of the Association and will form part of this Permit. The Permittee shall conduct reclamation in accordance with the approved Plans.	9.1.1.3
KivIA KVPL08D280 Condition 6.01 (9)	Plan detailing the activities taken in the last year and to be undertaken in the next year and planned for the balance of the Term, that includes, but is not limited to the proposed methods and procedures for progressive reclamation.	9.1.1.1

Table 1-6 Whale Tail List of Reporting Requirements for DFO, CIRNAC and KivIA

Whale Tail Site - DFO, CIRNAC and KivIA		
Authorization Reference	**Reporting Requirement**	**Report Section**
DFO Authorization 16-HCAA-00370 Condition 2.3.5, 20-HCAA-00275 Condition 2.3.9	As per the NIRB Project Certificate No. 008 Condition 21, the Proponent shall ensure that all project infrastructure in watercourses is designed and constructed in such a manner that it does not unduly prevent or limit the movement of water or fish species in fish streams and rivers, unless otherwise authorized by Fisheries and Oceans Canada.	8.5.5
DFO Authorization 16-HCAA-00370 Condition 2.3.3, 20-HCAA-00275 Condition 2.3.8	The proponent shall develop a blasting mitigation plan in consultation with DFO to ensure effects on fish and fish habitat are minimized, as per Nunavut Impact Review Board Project Certificate No. 008 Condition 22. The Blasting mitigations plan shall be submitted to DFO prior to construction for approval, and shall adhere to the guidance provided in the Monitoring Explosive-Based Winter Seismic Exploration in Waterbodies, NWT 2000-2002	8.6.2
DFO Authorization 16-HCAA-00370, Condition 2.4.1, 20-HCAA-00275 Condition 2.3.5	The Proponent shall provide detailed engineering plans to DFO for review and approval, for construction works that have potential to impact fish and fish habitat, at least 3 months prior to commencement of the works. This includes dikes (e.g., Northeast dike), diversion/realignment channels, and freshwater jetty.	3.5.1.1
DFO Authorization 16-HCAA-00370 and 20-HCAA-00275 Condition 3.1	The Proponent shall monitor the implementation of avoidance and mitigation measures referred to in section 2 of this authorization, and provide a stand-alone report to DFO, by March 31, annually and indicate whether the measures and standards to avoid and mitigate serious harm to fish were conducted according to the conditions of this authorization	8.5.1.2
DFO Authorization 16-HCAA-00370 Condition 3.1.1	The report in addition to the above shall summarizes the monitoring results related to fish and fish habitat contained in the documents listed in section 2.3. The report shall include a description of the implementation as well as an evaluation of the effectiveness of those monitoring programs in validating the changes to fish and fish habitat predicted in the Proponent's Environmental Impact Statement	8.5.1.2
DFO Authorization 20-HCAA-00275 Condition 3.1.1	Demonstration of effective implementation and functioning: Providing dated photographs and inspection reports to demonstrate effective implementation and functioning of mitigation measures and standards described above to limit the impacts to fish and fish habitat to what is covered by this authorization.	8.5.1.2
DFO Authorization 20-	Contingency measures: Providing details of any contingency measures that were followed,	8.5.1.2

Whale Tail Site - DFO, CIRNAC and KivIA		
Authorization Reference	**Reporting Requirement**	**Report Section**
HCAA-00275 Condition 3.1.2	to prevent impacts greater than those covered by this authorization in the event that mitigation measures did not function as described.	
DFO Authorization 16-HCAA-00370 Condition 3.1.2, 20-HCAA-00275 Condition 3.2.1	Each year, following the submission of the annual monitoring report to DFO, the Proponent shall arrange to meet with DFO and interested parties (e.g. Kivalliq Inuit Association) to review the results of the previous year's monitoring programs. The results of the meetings and any mutually agreed upon modifications aimed at improving the effectiveness of the monitoring programs shall be incorporated into the upcoming year of the monitoring programs. The Proponent shall update the monitoring programs/plans to reflect the changes, and the programs/plans shall be approved in writing by DFO prior to implementation.	8.5.1.2
DFO Authorization 16-HCAA-00370 Condition 3.1.3	The annual monitoring report shall provide dated photographs with GPS coordinates and description of locations and inspection reports to demonstrate effective implementation and functioning of mitigation measures and standards described above to limit the serious harm to fish to what is covered by this authorization.	8.5.1.2
DFO Authorization 16-HCAA-00370 Condition 3.1.4	The annual monitoring report shall also provide details of any contingency measures that were followed to prevent impacts greater than those covered by this authorization in the event that mitigation measures did not function as described.	8.5.1.2
DFO Authorization 16-HCAA-00370 Condition 4.2.1.2	The Proponent shall provide updated research plans with detailed methodologies for projects listed under conditions 4.2.2.1a, b, c and d. Each updated plan shall be provided to DFO for approval on or before December 31, 2018, and at least 60 days prior to commencement of research.	8.8.2.4
DFO Authorization 16-HCAA-00370 Condition 4.2.1.3	The proponent shall initiate a literature review no later than November 2018, and provide the results of this review to DFO no later that February 28, 2019. This shall include an outline of the proposed studies by February 28, 2019, and a complete detailed research plans by December 31, 2019.	8.8.2.4
DFO Authorization 16-HCAA-00370 Condition 4.2.1.4	To serve as an advisory group for the complementary measures that shall be undertaken as listed under condition 4.2.2.1, the Proponent shall establish a Meadowbank Fisheries research Advisory Group (MFRAG). The MFRAG membership shall include DFO and the Proponent, an independent third-party research advisor, any interested Inuit organizations within the Kivalliq Region, and other agencies or interested parties s considered appropriate by MFRAG members. The proponent shall develop a draft terms or reference and participant list for this advisory group which shall be provided to DFO by September 1, 2018.	8.9
DFO Authorization 16-HCAA-00370 Condition 4.2.1.6	The proponent shall make all effort to ensure that the results from the research projects conducted for the complementary measures are published in peer-reviewed scientific journals	8.8.2.4
DFO Authorization 16-HCAA-00370 Condition 5.1.1.2	The proponent shall provide an updated Whale Tail Pit Fish Habitat Offset Monitoring Plan, prepared by Agnico Eagle Mines Ltd. To DFO for review and approval on or before December 31, 2018. This update shall include, but is not limited to, details on the monitoring methods, frequency of monitoring, sampling location and criteria for success.	8.8.2.2
DFO Authorization 16-HCAA-00370 Condition 5.1.1.3	The proponent shall develop a schedule for the implementation of the offsetting measures and shall provide this schedule to DFO no later than December 31, 2019.	8.8.2.2
DFO Authorization 16-HCAA-00370 Condition 5.1.1.4:	The Proponent shall provide an annual Whale Tail Pit Fish Habitat Offset Monitoring Report to DFO (and interested parties) following the construction of the offsetting habitat by March 31. The Proponent is required to provide the Whale Tail Pit Fish Habitat Monitoring Report until DFO indicates this requirement has been met	8.8.2.2
DFO Authorization 16-HCAA-00370 Condition 5.1.1.5 and 20-HCAA-00275 Condition 5.2.2	As part of the annual Whale Tail fish Habitat Offset Monitoring Report, the Proponent shall include, but not limited to: - a digital photographic record with GPS coordinates of pre-construction, during construction and post construction conditions shall be compiled using the same vantage points and direction to show that the approved works have been completed in accordance with the offsetting plan - a summary of field observations for each respective year as well as as-built survey - a detailed analysis report summarizing the effectiveness of the offsetting measures	8.8.2.2
DFO Authorization 16-HCAA-00370	Each year, following the submission of the annual Whale Tail Pit Fish Habitat Offset Monitoring Report to DFO, the Proponent shall arrange to meet with DFO and interested	8.8.2.3

Whale Tail Site - DFO, CIRNAC and KivIA		
Authorization Reference	**Reporting Requirement**	**Report Section**
Condition 5.1.1.6	parties (e.g., KIA) to review the results of the previous year of the monitoring program. The results of the meetings and any mutually agreed upon modifications aimed at improving the effectiveness of the offsetting monitoring program shall be incorporated into the upcoming year of the monitoring programs. The Proponent shall update the Whale Tail Pit Fish Habitat Offset Monitoring Plan, to reflect the changes, and the plans shall be approved in writing by DFO prior to implementation	
DFO Authorization 16-HCAA-00370 Condition 5.2.1	As required by DFO Authorization 16HCAA-00370 Condition 5.2.1: The Proponent shall monitor to validate Agnico Eagle Mines Ltd.'s Habitat Suitability Index (HSI). The monitoring shall be conducted to the satisfaction of DFO. Where appropriate, the HSI will incorporate additional knowledge generated by the complementary measures research projects under section 4.2.2, in particular research project 4.2.2.1c, and adjust the Habitat Evaluation Procedure (HEP) model according to the results generated. The HSI will be used to refine, as necessary, the performance end-points in habitat units for offsetting	8.8.2.1
DFO Authorization 20-HCAA-00275 Condition 5.2.1	The Proponent shall provide a Whale Tail Expansion Fish Habitat Offset Monitoring Report to DFO including geotechnical and biological and ecological monitoring as per section 5.1.1. The Proponent is required to provide the Report by March 31 of 2027 and update annually for 10 years or until DFO indicates requirements of this Authorization have been met	8.8.2.2
DFO Authorization 20-HCAA-00275 Condition 5.2.3	The Proponent shall provide a summary report of all Whale Tail Expansion Fish Habitat Offset Monitoring Reports described in section 5.2.1 before March 31, 2036, to DFO (and interested parties) which shall analyse results from the offsetting measures of the Whale Tail Expansion Project following the construction of the offsetting habitat. DFO reserves the right to request additional Summary Report if annual reporting were to continue until requirement has been met.	8.8.2.2
DFO Authorization 20-HCAA-00275 Condition 5.3.2	The Proponent shall monitor to validate Agnico Eagle Mines Ltd.'s Habitat Suitability Index (HSI). The monitoring shall be conducted to the satisfaction of DFO. Where appropriate, the HSI will incorporate additional knowledge generated by the monitoring plans and complementary measures research projects of the Approved Project (PATH No.: 16-HCAA-00370) and adjust the Habitat Evaluation Procedure (HEP) model according to the results generated. The HSI will be used to refine, as necessary, the performance endpoints in habitat units for offsetting	8.8.2.1
CIRNAC Land Lease 66H/8-1-6, Condition 27	The lessee shall file, annually, a report for the preceding year, outlining the ongoing borrow area operations completed in conformity with the approved Borrow Management Plan, as well as any variations from the Plan.	3.4.2
CIRNAC Land Lease 66H/8-1-6 Condition 66	If an archaeological site is discovered with the Land, the lessee shall immediately advise the Minister and the Territorial Archaeologist in writing.	8.19
CIRNAC Land Lease 66H/8-1-6, Condition 35	The lessee shall file annually a report for the preceding year, outlining ongoing restoration completed in conformity with the approved Abandonment and Restoration Plan, as well as any variations from the said Plan.	9.1.2.3
CIRNAC Land Lease 66H/8-2-3, Condition 25	The lessee shall file annually a report for the preceding year, outlining ongoing restoration completed in conformity with the approved Abandonment and Restoration Plan, as well as any variations from the said Plan.	9.1.2.2
CIRNAC Road lease 66H/8-2-3 Condition 63	The lessee agrees to monitor and report unauthorized non-mine use of the road, and collect and report this data to the Minister, who shall make this report accessible to the Nunavut Impact Review board, one (1) year after the road is opened and annually thereafter.	11.7.1.2
CIRNAC Road lease 66H/8-2-3 Condition 64	The lessee agrees to report any information received, including accidents or others safety incidents on the road, including the locked gates, to the minister, who shall make this information accessible to the GN, KIA a, the Hamlet of Baker Lake immediately.	11.7.2.2
CIRNAC Road lease 66H/8-2-3 Condition 65	The lessee shall give notice of any closure of the road to the Minister and the reasons thereof and post any notice of closure at the access point and along the road.	11.7.2.2.1
KivIA Production Lease KVPL17D01 Condition 6.01 (10)	Deliver to KIA, not later than March 31, 2022, and not later than March 31st every three (3) years thereafter, a Conceptual Reclamation and Closure Plan and Reclamation Estimate, detailing the reclamation and remediation activities taken in the last three (3) years and to	9.1.2.1

Whale Tail Site - DFO, CIRNAC and KivIA		
Authorization Reference	**Reporting Requirement**	**Report Section**
	be undertaken in the next three (3) years and planned for the balance of the Term. That includes, but not is not limited to the proposed methods and procedure for the progressive […]	
KivIA Quarry Lease KVCA15Q01, Condition 13	The permittee shall conduct reclamation activities during the first twelve months of the term of this Permit in accordance with the Reclamation Plan attached as Schedule 3. The permittee shall annually thereafter submit to the Association a Reclamation Plan detailing the proposed reclamation activities for the upcoming year.	9.1.2.3
KivIA Quarry Lease KVCA15Q02, Condition 14	AEM shall conduct reclamation activities until November 22, 2018, in accordance with the Reclamation Plan attached Schedule 3. AEM shall annually thereafter submit to KIA a Reclamation Plan detailing the proposed reclamation activities for the upcoming year.	9.1.2.3
KivIA Quarry Lease KVCA18Q01, Condition 20	The permittee shall conduct reclamation activities during the first twelve months of the term of this Permit in accordance with the Reclamation Plan attached as Schedule 3. The permittee shall annually thereafter submit to the Association a Reclamation Plan detailing the proposed reclamation activities for the upcoming year.	9.1.2.3

Table 1-7 Meadowbank Site Summary of Samples Stations[§]

Meadowbank Site			
NWB Station	**Description**	**Phase**	**2025 Reporting Status**
ST-DC-1 to TBD	Monitoring stations during Dike Construction as defined in Part D Item 5	Construction	Not applicable in 2025
ST-DD-1 to TBD	Monitoring stations during Dike Dewatering as defined in Part D Item 5	Construction	Not applicable in 2025
ST-1	Water Intake for camp, mill and re-flooding	Water Intake for camp, mill, and re-flooding	Section 4.1.1
ST-1W	Water Intake for re-flooding	Water Intake for camp, mill, and re-flooding	Not applicable in 2025
ST-3	Water Intake for Emulsion Plant	Late operations, closure	Section 4.1.1.3
ST-4	Water reclaimed from Tailings Storage Facility	Late operations, closure	Section 4.1.1
ST-5	Portage Area (east) diversion ditch	Late operations, closure	Section 8.5.2.1.2
ST-6	Portage Area (west) diversion ditch	Late operations, closure	Section 8.5.2.1.2
ST-8	East Dike Seepage Discharge	Late operations, closure	Section 8.5.2.1.3
ST-9	Portage Attenuation Pond prior to discharge through Third Portage Lake Outfall Diffuser	Early operations	Not applicable in 2025
ST-10	Vault Attenuation Pond prior to discharge through Wally Lake Outfall Diffuser	Late operations	Section 8.5.2.1.6
ST-11	Tailings Storage Facility	Post closure	Not applicable in 2025
ST-12	Portage/ Goose Pit Lake	Post closure	Not applicable in 2025
ST-13	Vault Pit Lake	Post closure	Not applicable in 2025
ST-14	Discharge to the land from Landfarm sump at mine site	Late operations, closure	Section 8.5.2.1.23
ST-16	Portage Rock Storage Facility	Late operations, closure	Section 8.5.2.1.7
ST-17	North Portage Pit Sump	Operations	Not applicable in 2025
	Portage Pit Lake Reclaim Water	Late operations, closure	Section 8.5.2.1.8
ST-19	South Portage Pit Sump	Early operations	Not applicable in 2025
	Portage Pit Lake Reclaim Water	Late operations	Section 8.5.2.1.9
ST-20	Goose Island Pit Sump	Early operations	Section 8.5.2.1.10
	Goose Pit Lake Reclaim Water	Late operations, closure	Section 8.5.2.1.10
ST-21	Tailings Storage Facility	Late operations	Section 8.5.2.1.11
ST-22	Tailings Storage Facility	Closure (drainage runoff)	Not Applicable in 2025
ST-23	Vault Pit Sump	Late operations	Not Applicable in 2025
ST-24	Vault Rock Storage Facility	Late operations, closure	Section 8.5.2.1.13
ST-25	Vault Attenuation Pond	Late operations	Section 8.5.2.1.14
ST-26	Vault Pit Lake	Closure	Section 8.5.2.1.12
ST-30	WEP 1	Late operations, closure	Section 8.5.2.1.15
ST-31	WEP 2	Late operations, closure	Section 8.5.2.1.15
ST-32	Saddle Dam 3	Late operations, closure	Section 8.5.2.1.16
ST-S-1 to TBD	Seeps (to be determined)	Late operations, closure	Sections 8.5.2.1.4, 8.5.2.1.17, 8.5.2.1.18

Meadowbank Site			
NWB Station	**Description**	**Phase**	**2025 Reporting Status**
ST-GW-1 to TBD	Groundwater wells (to be determined)	Late operations, closure	Section 8.7.1
ST-AEMP-1 to TBD	Receiving AEMP	Late operations, closure	Section 8.11
ST-MMER-1 to TBD	Vault, East dike and Portage effluent outfall	Late operations	Section 8.3.1
ST-37	Secondary containment sump at the Bulk Fuel Storage Facility at Meadowbank	Late operations, closure	Section 8.5.4.1
ST-37.1	Secondary containment sump at the Bulk Fuel Storage Facility at Meadowbank	Late operations, closure	Section 8.5.4.1
ST-38	Secondary containment at the Bulk Fuel Storage Facility in Baker Lake - Jet-A containment	Late operations, closure	Section 8.5.4.2
ST-40.1	Secondary containment sump at the Bulk Fuel Diesel Storage Facility in Baker Lake (Fuel tanks 5&6)	Late operations, closure	Section 8.5.4.2
ST-40.2	Secondary containment sump at the Bulk Fuel Diesel Storage Facility in Baker Lake (Fuel tanks 1-4)	Late operations, closure	Section 8.5.4.2
ST-40.3	Secondary containment sump at the Bulk Fuel Diesel Storage Facility in Baker Lake (Fuel tanks 7-8)	Late operations, closure	Section 8.5.4.2
ST-41 Lake	Phaser Pit Lake	Late operations	Section 8.5.2.1.19
ST-42 Lake	BB Phaser Pit Lake	Late operations	Section 8.5.2.1.20
ST-43	Phaser Attenuation Pond	Late operations	Section 8.5.2.1.21
ST-44	AWAR KM87	Late operations, closure	Section 8.5.2.1.22

Table 1-8 Whale Tail Site Summary of Samples Stations[§]

Whale Tail Site			
NWB Station	**Description**	**Phase**	**2025 Reporting Status**
ST-WT-DC-1 to TBD	Monitoring stations during Dike Construction as defined in Part D Item 5	Construction	Not applicable in 2025
ST-WT-DD-1 to TBD	Monitoring stations during Dike Dewatering as defined in Part D Item 5	Construction	Not applicable in 2025
ST-WT-S-1 to TBD	Seeps (to be determined)	Operations, closure	Not applicable in 2025
ST-WT-GW-1 to TBD	Groundwater wells (to be determined) as required under Groundwater Monitoring Plan	Operations, closure	Section 8.7.2
ST-WT-1	Attenuation Pond, pre-treatment	Operations, Closure	Section 8.5.2.2.1
ST-WT-2	Attenuation Pond, post-treatment; last point of control before discharge to Kangislulik Lake via the West Diffuser	Operations	Not applicable in 2025
ST-WT-2a	Attenuation Pond, post-treatment; last point of control before discharge to Kangislulik Lake via the East Diffuser	Operations	Section 8.5.2.2.15.1
ST-WT-2b	Attenuation Pond, post-treatment; last point of control before discharge to Kangislulik Lake via the Winter Diffuser	Operations	Not applicable in 2025
ST-WT-3	Waste Rock Storage Facility (WRSF) Pond prior to pumping to Attenuation Pond	Operations, Closure	Section 8.5.2.2.3
	Waste Rock Storage Facility (WRSF) Pond prior to discharge to Kangislulik Lake	Post-Closure	Not applicable in 2025
ST-WT-4	Whale Tail Pit or pit sump	Operations	Section 8.5.2.2.4
ST-WT-5	Water Intake from Nemo Lake	Construction, Operations, Closure	Sections 4.1.2.1
ST-WT-6	Lake A47	Construction,	Section 8.5.2.2.6

Whale Tail Site			
NWB Station	**Description**	**Phase**	**2025 Reporting Status**
		Operations, Closure	
ST-WT-7	East diversion channel	Operations	Not applicable in 2025
ST-WT-8	Water Intake from Whale Tail Lake	Closure	Not applicable in 2025
ST-WT-9	Whale Tail Lake (North Basin) (as the basin fills and when it is connected to the Whale Tail Lake (South Basin) and prior to or when connected to the downstream environment)	Closure, Post-Closure	Not applicable in 2025
ST-WT-10	Whale Tail Pit Lake (as the pit fills)	Closure, Post-Closure	Not applicable in 2025
ST-WT-11	Sewage Treatment Plant	Operations, Closure	Section 8.5.3.2
ST-WT-12	Secondary containment at Whale Tail Bulk Fuel Storage Facility	Operations, Closure	Section 8.5.4.3
ST-WT-13	Lake A45	Operations, Closure	Section 8.5.2.2.7
ST-WT-14	Lake A16 outlet	Construction, Operations, Closure	Section 8.5.2.2.8
ST-WT-15	Lake A15	Construction, Operations, Closure	Section 8.5.2.2.9
ST-WT-16	Secondary containment at Whale Tail Bulk Fuel Storage Facility Power Plant	Operations, Closure	Section 8.5.4.3
ST-WT-17	Whale Tail Dike Seepage	Operations	Section 8.5.2.2.10
ST-WT-18	IVR Pit or IVR Pit sump	Operations	Section 8.5.2.2.5
ST-WT-19	IVR Pit Lake (as the pit fills)	Closure, Post-closure	Not applicable in 2025
ST-WT-20	Groundwater Storage Pond 1 (GSP-1)	Operations	Section 8.5.2.2.16
ST-WT-21	Groundwater Storage Pond 2 (GSP-2)	Operations	Not applicable in 2025
ST-WT-22	Groundwater Storage Pond 3 (GSP-3)	Operations	Not applicable in 2025
ST-WT-23	IVR Attenuation Pond, pre-treatment	Operations, Closure	Section 8.5.2.2.2
ST-WT-24	IVR Attenuation Pond, post-treatment; last point of control before discharge to Whale Tail South Basin via the Permanent Diffuser	Operations	Section 8.5.2.2.15.2
ST-WT-24a	Whale Tail Attenuation Pond, post-treatment; last point of control before discharge to Whale Tail South Basin via the Temporary Diffuser	Operations	Not applicable in 2025
ST-WT-25	Whale Tail Pit Lake (North Wall)	Closure	Not applicable in 2025
ST-WT-26	Whale Tail South Water Transfer to Kangislulik Lake Permanent Diffuser	Construction	Not applicable in 2025
ST-WT-26a	Whale Tail South Water Transfer to Kangislulik Lake Temporary Diffuser	Construction	Not applicable in 2025
ST-WT-27	Discharge from Landfarm	Operations, Closure	Section 8.5.2.2.17
ST-WT-28	IVR WRSF Pond prior to pumping to Attenuation Pond	Operations, Closure	Section 8.5.2.2.13
	IVR WRSF Pond prior to discharge to Whale Tail Lake	Post-closure	Not applicable in 2025
ST-WT-29	Water intake from Lake D1	Closure	Not applicable in 2025
ST-WT-30	Water Ponding around Whale Tail WRSF	Operations, Closure, Post-closure	Section 8.5.2.2.12
ST-WT-31	Water Ponding around Whale Tail WRSF	Operations, Closure, Post-closure	Section 8.5.2.2.12
ST-WT-32	Water Ponding around Whale Tail WRSF	Operations, Closure,	Section 8.5.2.2.12

Whale Tail Site			
NWB Station	**Description**	**Phase**	**2025 Reporting Status**
		Post-closure	
ST-WT-33	Water Ponding around Whale Tail WRSF	Operations, Closure, Post-closure	Section 8.5.2.2.12
ST-WT-34	Water Ponding around IVR WRSF	Operations, Closure, Post-closure	Section 8.5.2.2.13
ST-WT-35	Water Ponding around IVR WRSF	Operations, Closure, Post-closure	Section 8.5.2.2.13
ST-WT-36	Water Ponding around IVR WRSF	Operations, Closure, Post-closure	Section 8.5.2.2.13
ST-WT-37	IVR Diversion Channel	Operations	Section 8.5.2.2.14
ST-WT-38	Secondary containment at Whale Tail Bulk Fuel Storage Facility Underground GenSet	Operations	Section 8.5.4.3

SECTION 2. SUMMARY OF ACTIVITIES

2.1 2025 ACTIVITIES[§]

Agnico Eagle's strategy is to deliver high quality growth while maintaining high performance standards in health and safety, environmental matters, and social responsibility; build a strong pipeline of projects to drive future production; and employ the best people and motivate them to reach their potential. These three pillars – performance, pipeline, and people – form the basis of Agnico Eagle's success and competitive advantage. By delivering on them, the Company strives to continue to build its production base and generate increased value for shareholders, while making meaningful contributions to its employees and communities.

In 2025, Meadowbank produced 493,314 ounces of gold at total cash costs per ounce of $1,110. In 2026, the Company expects production at Meadowbank to be between 475,000 and 495,000 ounces at total cash costs per ounce of approximately $930. Despite lower-than-expected ore grades, the gold production was in line with forecasts. This was largely thanks to a strong mill performance and increase in tonnes from both open pit and underground operations. The Company continues to account for the caribou migration in its production plan as this migration can affect the ability to move materials on the roads between Whale Tail mine site and the Meadowbank processing facility and between the Meadowbank processing facility and Baker Lake. The Company expects that Whale Tail underground will contribute approximately 150,000 ounces of gold to Meadowbank's production in 2026. In the full year 2025, gold production decreased slightly when compared to 2024 primarily due to lower-than-expected gold grades and a prolonged Whale Tail Haul Road shutdown due to the spring caribou migration patterns.

Production costs per tonne increased when compared to the prior-year periods due to higher royalty costs resulting from higher gold prices and lower than expected ore grades. Production costs per ounce increased when compared to the prior-year periods due to the same reasons outlined above for higher production costs per tonne and fewer ounces of gold being produced in the current period.

Minesite costs per tonne increased when compared to the prior-year periods due to the same reasons as for the higher production costs per tonne. Total cash costs per ounce increase when compared to the prior-year periods due to the same reasons outlined above for the higher production costs per ounce.

At Meadowbank Complex, the production forecast has improved in 2026 and 2027 when compared with Previous Guidance. Production in from 2026 to 2030 is expected to decline. Despite this, the previous end of mine has been extended by two years past the previously expected 2028 end of mine. Supported by the stronger gold price environment, the Company has approved a push-back at the open pit, extending mine of life to 2030. With the operational improvements realized over the last few years, the contribution from Whale Tail underground has increased and is now forecast to be approximately 150,000 ounces of gold annually from 2026 to 2028. The potential for extended underground operations beyond 2030 is also being assessed by the company. Preliminary findings from this evaluation are expected in the first half of 2026.

The 2025 highlights for the Meadowbank Complex include:

- Gold production in the quarter was in line with forecast as a result of stronger throughput at the Meadowbank mill, partially offset by lower-than-expected grades. The mill achieved strong performance with a shutdown of five days at Meadowbank completed as planned.

- At Meadowbank, the mill achieved strong throughput during the quarter driven by more ore tonnes from both the open pit and underground operations. Gold grades were lower in the quarter as a result of a change mining sequence at the underground operation.

Quarterly progress reports, providing further details of activities throughout the 2025 year, were prepared for the Kivalliq Inuit Association as required by Production Lease KVPL08D280 and KVPL17D01.

Agnico Eagle infrastructure locations can be found in Figures 1, 2, 3, 4, 5 and 6.

2.2 NIRB SCREENING DECISION NO. 11EN010

As requested by NIRB in the screening decision File No.11EN010, Agnico Eagle included in Appendix 5 a comprehensive annual report of the activities associated with the project.

Figure 1 Meadowbank Site 2025 Sampling Locations[§]

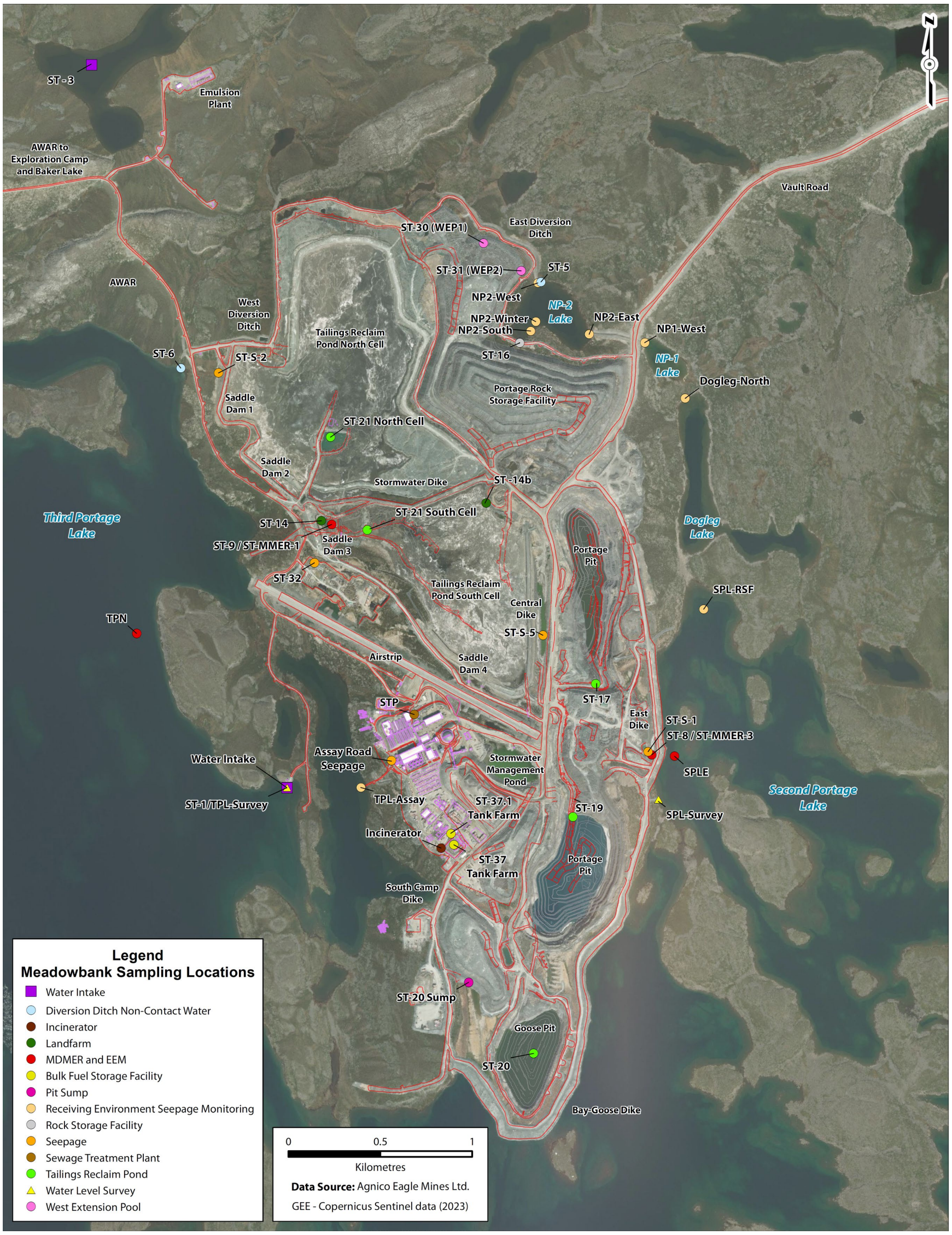


Figure 2 EEM Receiving Environment 2025 Sampling Locations§

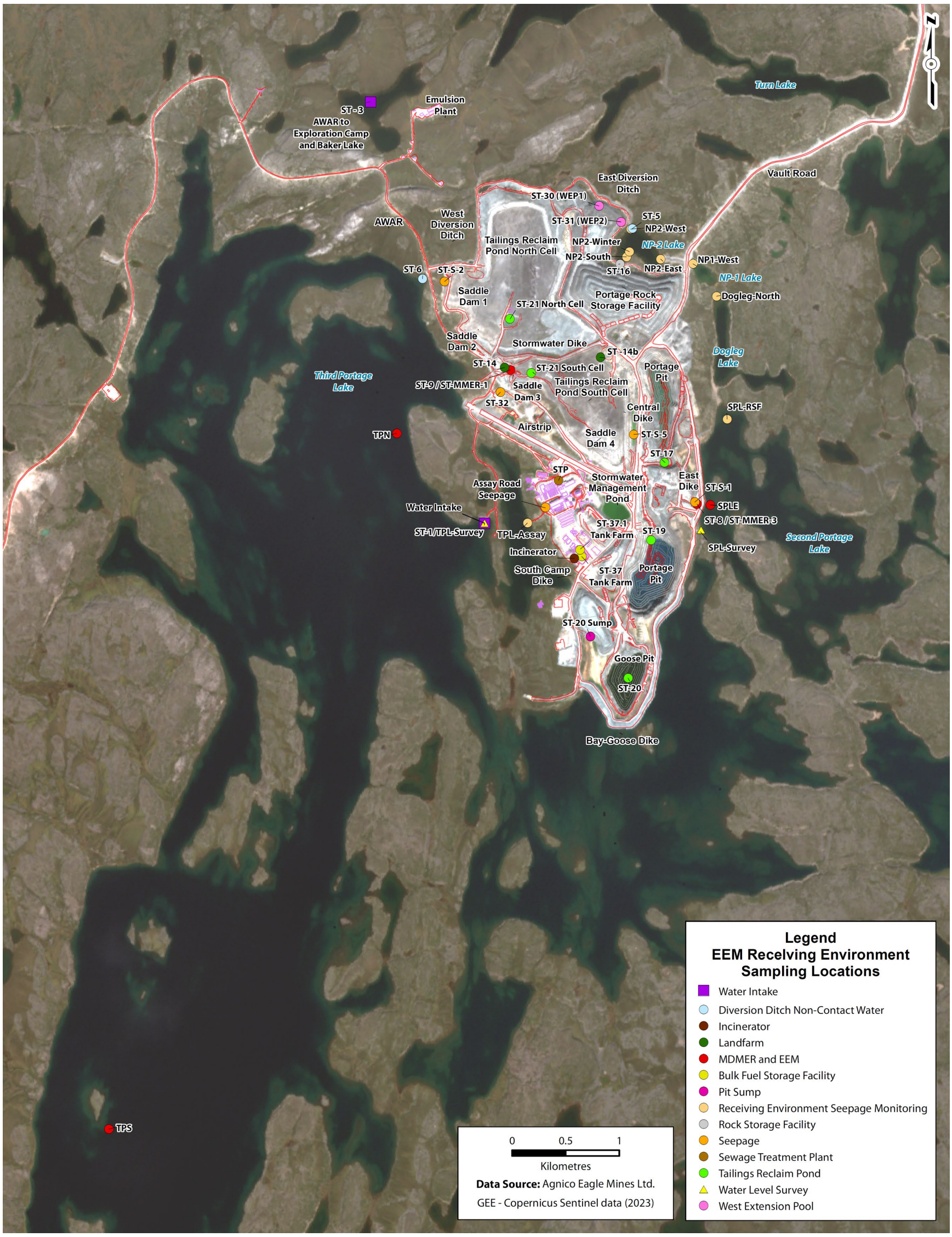


Figure 3 Vault Area 2025 Sampling Locations[§]

Figure 4 Whale Tail Site 2025 Sampling Locations[§]

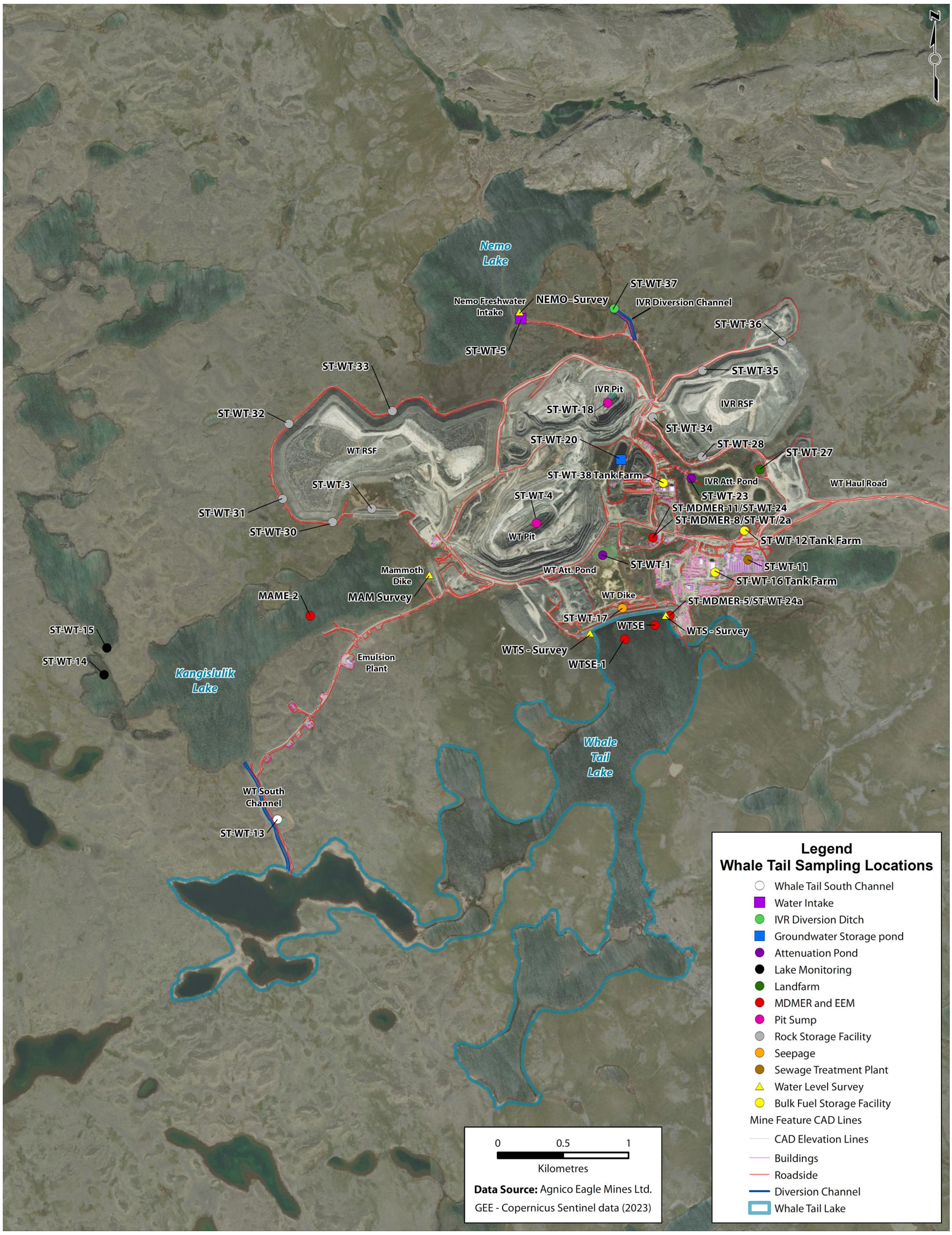


Figure 5 General View from Baker Lake to Whale Tail Site[§]

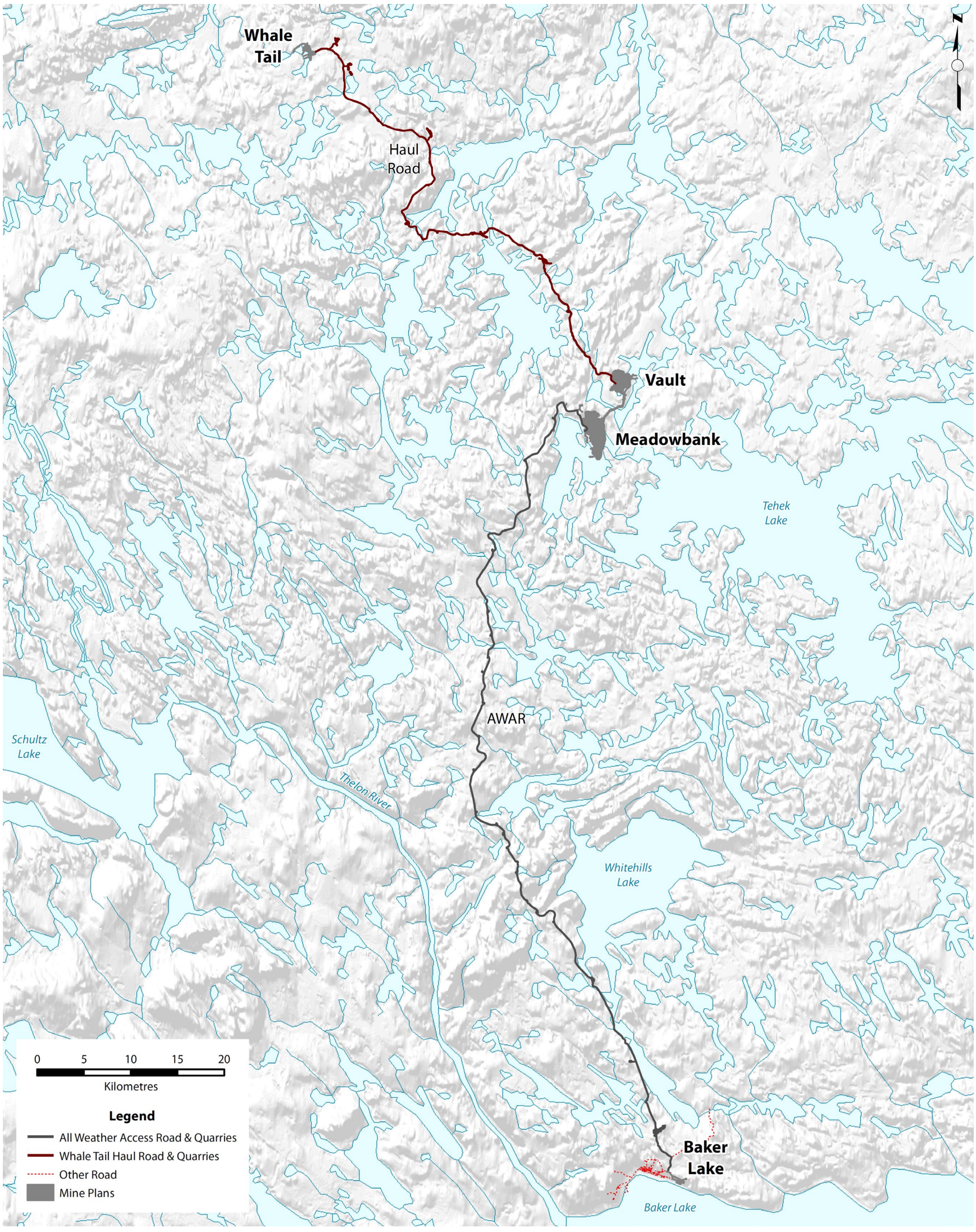


Figure 6 Baker Lake Marshalling Area 2025 Sampling Locations[§]

SECTION 3. CONSTRUCTION / EARTHWORKS

The following section discusses reporting requirements related to site construction and earthworks activities associated with dikes, dams and quarries.

3.1 DIKES AND DAMS§

3.1.1 Performance Evaluation§

As required by NWB Water License 2AM-MEA1530, Schedule B, Item 1:

a. An overview of methods and frequency used to monitor deformations, seepage and geothermal responses;

And

As required by Water License 2AM-WTP1830, Schedule B, Item 1*:*

a. An overview of methods and frequency used to monitor deformations, Seepage and geothermal responses;

The surveillance program for the dewatering dikes, the tailings storage facility structures and water management infrastructure includes site observation, inspection, and instrument monitoring. Details of these surveillance programs and their frequencies are presented in the surveillance section of the Meadowbank Tailings Storage Facility (TSF) Operation Maintenance and Surveillance (OMS) Manual, the Meadowbank Dewatering Dike OMS Manual, and the Whale Tail Water Management OMS Manual.

The main surveillance activities are:

- Site observation – conducted by personnel working near or on the structure and occur as part of their daily activities;
- Routine visual inspection – conducted on a pre-defined schedule and targeting specific activities;
- Instruments monitoring – includes the review of instrumentation data including thermistors, piezometers, inclinometers, blast monitoring, seepage flow monitoring, and settlement monitoring. Instruments data are checked on a pre-determined frequency and reported on a pre-determined frequency based on the structure performance;
- Annual geotechnical inspection – comprehensive technical inspection integrating inspections and results of monitoring instruments. Done by an external geotechnical engineer on a yearly basis. Results are presented to the independent reviewer (Meadowbank Independent Review Board);
- Meadowbank Independent Review Board Meeting (MIRB) - an annual MIRB meeting is held every year. The following topics are part of the annual meeting scope of work:
    - Site visit of all infrastructure covered by the scope of the MIRB;
    - Review of tailings management strategy;
    - Review water management infrastructure designs and performance;

- Review of on-going construction works and monitoring data; and
- Provide opinions and guidance to the operation on the physical integrity, safety, behavior, and performance of the confinement systems for tailings and water retaining infrastructures.

3.1.1.1 *Meadowbank Site*[§]

As required by NWB Water License 2AM-MEA1530, Schedule B, Item 1:

b. A comparison of measured versus predicted performance;

A detailed comparison and analysis of the measured versus predicted performance can be found in the 2025 Annual Geotechnical Inspection Report presented in Appendix 7. This assessment is based on visual inspection and analysis of instrumentation monitoring.

Table 3-1 presents the updated Trigger Action Response Plan (TARP) level of each dike at Meadowbank which is an indicator of measured versus predicted performance. A green level means that the performance of the structure is per normal operating condition while yellow means that performance has started to deviate from the normal operating condition. Surveillance will continue to assess the performance of the structures as per OMS practice and the surveillance data are used to evaluate the TARP level of each structure and the required action.

Table 3-1 Operating Condition of Dikes at Meadowbank[§]

Structure	Type	TARP Level	Comments
East Dike	Dewatering Dike	Yellow (deviation from normal operating condition)	Changing trends in hydraulic pressure and temperature on 1 instrument
Bay-Goose Dike	Dewatering Dike	Yellow (deviation from normal operating condition)	Increase of temperature along the Center Line and Presence of seepage within normal operating condition
South Camp Dike	Dewatering Dike	Green (normal operating condition)	
Vault Dike	Dewatering Dike	Green (normal operating condition)	
Saddle Dam 1	Tailings Dike North Cell Periphery	Green (normal operating condition)	
Saddle Dam 2	Tailings Dike North Cell Periphery	Green (normal operating condition)	
RF1	Tailings Dike North Cell Periphery	Green (normal operating condition)	
RF2	Tailings Dike North Cell Periphery	Green (normal operating condition)	
North Cell Internal Structure	Tailings Dike North Cell Internal Structure	Green (normal operating condition)	
Stormwater Dike	Tailings Dike Internal Structure	Green (normal operating condition)	

Structure	Type	TARP Level	Comments
Saddle Dam 3	Tailings Dike South Cell Periphery	Green (normal operating condition)	
Saddle Dam 4	Tailings Dike South Cell Periphery	Green (normal operating condition)	
Saddle Dam 5	Tailings Dike South Cell Periphery	Green (normal operating condition)	
Central Dike	Tailings Dike South Cell Periphery	Yellow (deviation from normal operating condition)	Due to historically high seepage rate through bedrock foundation

More details are available in the 2025 Annual Geotechnical Inspection available in Appendix 7 and in the 2025 Meadowbank Water Management Plan Version 15 (Appendix 13).

c. A discussion of any unanticipated observations including changes in risk and mitigation measures implemented to reduce risk;

Bay Goose Dike (BGD)

The TARP level at BGD was raised to Yellow on February 27, 2024, for temperature variation along the centerline. An increase in temperature was noted in thermistor string T24 at Station (Sta.) 31+880, located within the cutoff wall of the dike. The sharp warming trends observed around elevation 130.5 to 132 were potentially indicative of seepage path development across the cutoff wall. Per the Meadowbank Dewatering Dikes OMS, inspections and monitoring frequency were carried out according to the Yellow TARP level. Thermal conditions have returned to normal conditions related to the seepage regime and movement, however, to validate the conclusions, TARP level was maintained at Yellow to have another season of increased monitoring.

On November 17, 2025, a sharp decrease in porewater pressures was observed in piezometers downstream of the cutoff wall between Sta. 31+815 and 31+928, with reductions of up to an equivalent of 0.7 m of water head at 31+815-25P2C. During this same period, new localized temperature increases were recorded in T23 at Sta. 31+850 and T22 at Sta. 31+820. This is the first time since installation that T23-31+850 has recorded such a significant temperature increase. The readings are characteristic of the presence of water flowing through the cutoff wall. Signs of seepage were seen in December 2025 by the presence of ice accumulation at the downstream toe of the infrastructure. Seepage was exposed when ice was removed from the area with the help of an excavator. The TARP level will be maintained to Yellow until freshet where the situation will be reassessed.

d. As-built drawings of all mitigation works undertaken;

No mitigation work was performed on any dikes in 2025.

e. Any changes in the design and/or as-built condition and respective consequences of any changes to safety, water balance and water quality;

No change in design or as-built condition was done on any dikes in 2025.

f. Data collected from instrumentation used to monitor earthworks and an interpretation of that data;

Sections 3.0 and 5.0 of the 2025 Annual Geotechnical Inspection by BGC, provided in Appendix 7, presents the instrumentation data collected in 2025 and their interpretation.

g. A summary of maintenance work undertaken as a result of settlement or deformation of dikes and dams; and

No maintenance work was performed on any infrastructures in 2025.

h. The monthly and annual quantities of seepage from dikes and dams in cubic metres;

Sections 8.5.7.1 and 8.5.2.1 below presents the monthly quantities of seepage from dikes. More information can be found in the 2025 Meadowbank Water Management Plan Version 15 (Appendix 13).

3.1.1.2 *Whale Tail Site*[§]

As required by Water License 2AM-WTP1830, Schedule B, Item 1:

b. A comparison of measured versus predicted performance;

A detailed comparison and analysis of the measured versus predicted performance can be found in the 2025 Annual Geotechnical Inspection report presented in Appendix 7. This assessment is based on visual inspection and analysis of instrumentation monitoring.

Table 3-2 presents the updated TARP level of each dike at the Whale Tail Site which is an indicator of measured versus predicted performance. A green level means that the performance of the structure is per normal operating condition while yellow means that performance has started to deviate from the normal operating condition. Surveillance will continue to assess the performance of the structures as per OMS practice and the surveillance data are used to evaluate the TARP level of each structure and the required action.

Table 3-2 Operating Condition of Dikes at Whale Tail[§]

Structure	Type	TARP Level	Comments
Mammoth Dike	Dewatering Dike	Green (normal operating condition)	
Whale Tail Dike	Dewatering Dike	Yellow (deviation from normal operating condition)	Due to seepage rate underneath the embankments in the foundation
WRSF Dike	Dewatering Dike	Green (normal operating condition)	
IVR Dike D1	Dewatering Dike	Green (normal operating condition)	

At Whale Tail Dike (WTD), the performance of the structure is deviating from normal operating condition due to a seepage rate underneath the embankments in the foundation. This condition started in May 2019. Further discussion on the risk and mitigation measures is included in Section c) below.

More details are available in the 2025 Annual Geotechnical Inspection available in Appendix 7 and in the 2025 Whale Tail Water Management Plan Version 15 (Appendix 14).

c. A discussion of any unanticipated observations including changes in risk and mitigation measures implemented to reduce risk;

No unanticipated observations or mitigations was done on any infrastructures in 2025.

d. As-built drawings of all mitigation works undertaken;

No mitigation work was performed on any infrastructures in 2025.

e. Any changes in the design and/or as-built condition and respective consequences of any changes to safety, water balance and water quality;

No change in design or as-built condition was done on any dikes in 2025.

f. Data collected from instrumentation used to monitor earthworks and an interpretation of that data;

Section 4.0 of the 2025 Annual Geotechnical Inspection by BGC provided in Appendix 7, presents the instrumentation data collected in 2025 and their interpretation.

g. A summary of maintenance work undertaken as a result of settlement or deformation of dikes and dams; and

Resurfacing of the IVR dike crest with fine aggregates was performed in summer 2025. The goal was to cover the previously settled area and bring the crest to its original surface to facilitate future monitoring.

h. The monthly and annual quantities of Seepage from dikes and dams in cubic metres.

This information can be found in the Whale Tail Water Management Plan Version 15 (Appendix 14) and in Sections 8.5.2.2 and 8.5.7.2 of this report.

3.2 MEADOWBANK DIKE REVIEW BOARD§

3.2.1 Meadowbank and Whale Tail Sites§

As required by NWB Water License 2AM-MEA1530 Part I, Item 12: ***The Licensee shall submit to the Board as part of the Annual Report required under Part B Item 2, all reports and performance evaluations prepared by the Independent Geotechnical Expert Review Panel.***

And

As required by NWB Water License 2AM-WTP1830 Part I, Item 12: ***The Licensee shall submit to the Board as part of the Annual Report required under Part B, Item 2, all reports and performance evaluations prepared by the Independent Geotechnical Expert Review Panel.***

The annual meeting of the Meadowbank Dike Review Board (now renamed MIRB for Meadowbank Independent Review Board) was held in November 2025 (MIRB 33). The MIRB No.33 report, along with

Agnico Eagle's response to the recommendations are included in Appendix 15. This Appendix includes a summary table of all recommendations and the Agnico Eagle implementation plan.

3.3 GEOTECHNICAL ENGINEER'S INSPECTION REPORT§

3.3.1 Meadowbank and Whale Tail Sites§

As required by NWB Water License 2AM-MEA1530 Part I, Item 11: ***The Licensee shall submit to the Board as part of the Annual Report, the Geotechnical Engineer's Inspection Report. The Report shall include a cover letter from the Licensee outlining an implementation plan to address the recommendations of the Geotechnical Engineer.***

And

As required by NWB Water License 2AM-WTP1830 Part I, Item 11: ***The Licensee shall submit to the Board as part of the Annual Report, the Geotechnical Engineer's Inspection Report. The Report shall include a cover letter from the Licensee outlining an implementation plan to address the recommendations of the Geotechnical Engineer.***

The Meadowbank and Whale Tail 2025 Annual Geotechnical Inspection was performed by BGC in July 2025. The report, along with Agnico Eagle's implementation plan are included in Appendices 7 and 10. In order to keep the whole interpretation and understanding of the recommendations and responses, Agnico Eagle will refer the reader to the Appendices which contains a summary table of all recommendations and the implementation strategy.

3.4 QUARRIES

The annual reporting requirements listed in the following sections apply only to quarries/eskers located along the All-Weather Access Road (AWAR) and Whale Tail Haul Road (WTHR).

3.4.1 Meadowbank Site

As required by CIRNAC Land Lease 66A/8-72-7, Condition 25: ***The lessee shall file, annually, a report for the preceding year, outlining the ongoing borrow area operations completed in conformity with the approved Borrow Management Plan, as well as any variations from the Plan.***

In 2025, material was only taken from Quarry 11 (Parcel G) along the All-Weather Access Road on Crown Land. There was no new material removed from quarries on KivIA leased land.

Regular inspections of the quarries were performed during the year to document the presence/absence of flow, erosional concerns, and turbidity plumes and to ensure that runoff, if any, would be free of any contaminants and would not impact the environment. No issues with runoff water inside the quarries to the environment were noted in 2025.

3.4.2 Whale Tail Site

As required by CIRNAC Land Lease 66H/8-1-6, Condition 27: ***The lessee shall file, annually, a report for the preceding year, outlining the ongoing borrow area operations completed in conformity with the approved Borrow Management Plan, as well as any variations from the Plan.***

In 2025, no new material was taken from the Whale Tail Haul Road eskers/quarries on Crown Land and KivIA leased land.

Regular inspections of the eskers/quarries were performed during the year to document the presence/absence of flow, erosional concerns, and turbidity plumes and to ensure that runoff, if any, would be free of any contaminants and would not impact the environment. No issues with runoff water inside the eskers/quarries to the environment were noted in 2025.

3.4.2.1 *Setback Distance*

As required by NIRB Project Certificate 008, Condition 20: ***Unless otherwise authorized, the Proponent shall maintain an appropriate setback distance between project quarries and borrow pits from fish-bearing or permanent waterbodies as required to prevent acid rock drainage or metal leaching into such waterbodies. Throughout quarry development and operation, the Proponent shall, on an annual basis, provide information regarding quarry setback distances maintained and/or mitigation measures implemented by the Proponent in fulfillment of this term and condition in the Proponent's annual report to the NIRB.***

The setback distance chosen was 31 metres from any waterbody high water mark. All eskers/quarries along the Whale Tail Haul Road were designed and excavated respecting this 31 metres setback distance.

3.5 CONSTRUCTION

3.5.1 Meadowbank and Whale Tail Sites[§]

3.5.1.1 *Design Report and Construction Drawings[§]*

As required by NWB Water License 2AM-WTP1830 Part D, Item 1: ***The Licensee shall submit to the Board for review, at least sixty (60) days prior to Construction, final design and Construction drawings accompanied, with a detailed report, for the following:***

- ***Water works, including: Water Intake and causeway, Water control structures (dikes, berms, jetties, channels) and Water crossings (culverts, bridges);***
- ***Waste disposal facilities including: Wastewater Treatment Plant, Sewage Treatment Plant, Discharge Diffuser, Waste Rock Storage Facility, Overburden stockpiles, and Landfill; and***
- ***Whale Tail Bulk Fuel Storage Facility***

And

As required by DFO Authorization 16-HCAA-00370, Condition 2.4.1 and 20-HCAA-00275 Condition 2.3.5: ***The Proponent shall provide detailed engineering plans to DFO for review and approval, for construction works***

that have potential to impact fish and fish habitat, at least 3 months prior to commencement of the works. This includes dikes (e.g., Northeast dike), diversion/realignment channels, and freshwater jetty.

In 2025, only the Whale Tail GSP-2 Storage Pond Design Report was submitted on November 5, 2025 to NWB, for approval prior to construction, and was approved on January 23, 2026 (accessible on the NWB FTP here). Design Reports submitted in 2025 and from previous years, along with regulator's comment and Agnico Eagle's response can be found on NWB Public Registry site

Agnico Eagle also submitted in 2025 two (2) Notices of Construction associated with the Meadowbank Site. One was submitted on January 10, 2025, regarding the construction of a water management infrastructure in the former Quarry 23 (accessible on the NWB FTP here) and the second one related to the construction of the Vault Distribution Line was submitted on July 11, 2025 (accessible on the NWB FTP here).

To address DFO Authorization 16-HCAA-00370 Condition 2.3.5 and 2.4.1 and 20-HCAA-00275 Condition 2.3.5 and 2.3.9, when designs are submitted to NWB they are also made available for DFO review. These reports, with the potential to impact waters frequented by fish, are also provided directly to DFO for review. In 2025, no design report with the potential to impact waters frequented by fish were submitted.

3.5.1.2 *Construction Summary Report*[§]

As required by NWB Water License 2AM-WTP1830 Part D, Item 16: ***The Licensee shall submit to the Board for review, within ninety (90) days of completion of each facility designed to contain, withhold, divert or retain Waters or Wastes during the construction phase, a Construction Summary Report prepared by a qualified Engineer(s) in accordance with Schedule D, Item 1.***

Construction summary reports, including photographs, continue to be provided to NWB 90 days after the construction completion, as required according to the Water License 2AM-WTP1830 Part D Item 16. Agnico Eagle will continue to construct infrastructures in such a manner that it does not unduly prevent or limit the movement of water or fish species in fish streams and rivers.

In 2025, two (2) Construction Summary Reports associated to Whale Tail Site were submitted to NWB following the completion of the infrastructure's construction. One was submitted on April 30, 2025, for the construction of the Whale Tail Composter and the second one on November 20, 2025, related to the construction of the A47-N Sump. Both Design Reports are accessible on the NWB Public Registry here. Construction Summary Reports from previous years can also be found on the NWB Public Registry site.

For the Meadowbank Site, the Construction Summary Report associated with the construction of the water management infrastructure in the former Quarry 23 can be found in Appendix 16.

3.5.1.3 *Whale Tail Haul Road Construction Plan*

As required by Project Certificate No. 008 Condition 65: ***The Proponent shall, in consultation with the Terrestrial Advisory Group, develop a construction plan for the widening of the Whale Tail Haul Road which includes:***

- ***Design Features of the Whale Tail haul road intended to facilitate caribou movement across the road;***

- ***Identified sections of the roadside that will be constructed with slopes and top-dressing material appropriate for caribou crossing.***

The plan must incorporate available Inuit Quajimajatuqangit in the selection of caribou crossing locations.

The final construction plan shall be provided to the Nunavut Impact Review Board (NIRB) prior to widening the Whale Tail haul road. Within three months of completion of construction to widen the Whale Tail haul road, the Proponent shall file an 'as-built report' with the NIRB, which includes the backfill height, slope and top-dressing material specifications of designed wildlife crossing sections.

There was no widening to the permitted limit of the Whale Tail Haul Road in 2025.

SECTION 4. WATER MANAGEMENT ACTIVITIES

The following section addresses reporting requirements related to water management activities.

4.1 FRESH WATER USAGE§

4.1.1 Meadowbank Site§

Sections 4.1.1.1 to 4.1.1.3 and Table 4-1 below detail the freshwater consumption per sources. The total volume of freshwater pumped from the surrounding lakes and used for the Meadowbank Site in 2025 was 572,480 m^3.

Table 4-1 Meadowbank 2025 Freshwater Usage (m^3)§

Water Location	Source Lake	Jan	Feb	Mar	Apr	May	Jun
Camp	Third Portage Lake	2,768	2,515	2,695	2,678	2,724	2,648
Mill (freshwater tank)	Third Portage Lake	79,888	52,540	50,018	24,208	21,300	37,334
Emulsion plant	Unnamed Lake	0	0	0	0	0	0
Total Freshwater Usage (m^3)		**82,656**	**55,055**	**52,713**	**26,886**	**24,024**	**39,982**

Water Location	Source Lake	Jul	Aug	Sep	Oct	Nov	Dec	Total
Camp	Third Portage Lake	2,889	2,733	2,678	3,002	2,846	2,711	**32,887**
Mill (freshwater tank)	Third Portage Lake	42,159	39,447	35,816	41,642	32,937	82,304	**539,593**
Emulsion plant	Unnamed Lake	0	0	0	0	0	0	**0**
Total Freshwater Usage (m^3)		**45,048**	**42,180**	**38,494**	**44,644**	**35,783**	**85,015**	**572,480**

4.1.1.1 *Third Portage Lake*§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 2: ***Monthly and annual volume of fresh Water obtained from Third Portage Lake.***

And

As required by NIRB Project Certificate No.004 Condition 46: ***Cumberland shall apply for Fisheries Act approval for the freshwater intake pipe for the Project, and submit for DFO approval a detailed plan of the proposed intake, including siting, design of intake screens in accordance with the DFO Freshwater End-of-Pipe Fish Screen Guidelines, construction and operation considerations, fish and fish habitat impacts, and mitigation and monitoring plans.***

A total volume of 572,480 m^3 of freshwater was used from Third Portage Lake for the site in 2025, which was in compliance with the Water License Freshwater maximum usage volume of 4,935,000 m^3 (Water License 2AM-MEA1530 Part E, Item 1). The monthly breakdown usage is provided in Table 4-1 above. There have been no changes to the freshwater intake in 2025.

4.1.1.2 *Wally Lake*§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 3: ***Monthly and annual volume of fresh Water obtained from Wally Lake.***

As per Type A Water License 2AM-MEA1530 Part E Item 2, Agnico Eagle is authorized to withdraw from Wally Lake a total of 4,185,000 m^3 per year starting in 2018.

There was no freshwater obtained from Wally Lake for re-flooding activities and associated use in 2025.

4.1.1.3 *Unnamed Lake*§

As required by NIRB Project Certificate No.004 Condition 46: ***Cumberland shall apply for Fisheries Act approval for the freshwater intake pipe for the Project, and submit for DFO approval a detailed plan of the proposed intake, including siting, design of intake screens in accordance with the DFO Freshwater End-of-Pipe Fish Screen Guidelines, construction and operation considerations, fish and fish habitat impacts, and mitigation and monitoring plans.***

Agnico Eagle is authorized as per Part E Item 3 of the Water License 2AM-MEA1530 for a maximum usage of 2,400 m^3 per year.

There was no freshwater obtained from unnamed lake for explosive mixing and associated use in 2025. The freshwater intake has been previously removed from the unnamed lake.

4.1.2 Whale Tail Site§

Sections 4.1.2.1 to 4.1.2.7 and Table 4-2 below detail the freshwater consumption per source. The total volume of freshwater pumped from the surrounding lakes and used for the Whale Tail Mine in 2025, under Water License 2AM-WTP1830, was 84,489 m^3.

Table 4-2 Whale Tail 2025 Freshwater Usage (m^3)§

Water Location	Source Lake	Jan	Feb	Mar	Apr	May	Jun
Camp	Nemo	3,334	3,113	3,478	3,346	3,625	3,508
Construction/Operation	Nemo	3,618	2,466	3,243	3,273	3,539	3,860
Dust Suppression	WTHR Pond	0	0	0	0	393	160
Explosive	Kangislulik Lake	0	0	0	0	0	0
Drilling	Proximal Sources	0	0	0	0	0	0
Total Freshwater Usage (m3)		**6,952**	**5,579**	**6,721**	**6,619**	**7,557**	**7,528**

Water Location	Source Lake	Jul	Aug	Sep	Oct	Nov	Dec	Total
Camp	Nemo	3,617	3,460	3,446	3,839	3,714	3,639	**42,119**
Construction/Operation	Nemo	2,894	3,990	2,977	3,707	3,524	3,110	**40,201**
Dust Suppression	WTHR Pond	616	600	400	0	0	0	**2,169**
Explosive	Kangislulik Lake	0	0	0	0	0	0	**0**
Drilling	Proximal Sources	0	0	0	0	0	0	**0**
Total Freshwater Usage (m^3)		**7,127**	**8,050**	**6,823**	**7,546**	**7,238**	**6,749**	**84,489**

4.1.2.1 *Nemo Lake*§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 2: ***Monthly and annual volume of fresh Water obtained from Nemo Lake.***

Agnico Eagle is authorized as per Part E Item 1 of the Water License 2AM-WTP1830 to take 209,544 m^3 of water per year from Nemo Lake during operations. Total freshwater consumption in 2025 from Nemo Lake was 82,320 m^3. The monthly breakdown usage is provided in Table 4-2 above.

4.1.2.2 *Whale Tail Lake*§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 4: ***Monthly and annual volume of fresh Water obtained from Whale Tail Lake.***

No freshwater obtained from Whale Tail Lake in 2025.

4.1.2.3 *Unnamed Lake*§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 7: ***Monthly and annual volume of fresh Water obtained from unnamed water bodies for Whale Tail Haul Road dust suppressant.***

Agnico Eagle is authorized as per Part E Item 1 of the Water License 2AM-WTP1830 to take 109,135 m^3 of water per year from sources proximal to the Whale Tail Haul Road for dust suppression.

In 2025, 2,169 m^3 of water was taken from ponds along the Whale Tail Haul Road for dust suppression. The monthly breakdown usage is provided in Table 4-2 above.

4.1.2.4 *Kangislulik Lake*§

As required by NWB Water License 2AM-WTP1830 Schedule, B Item 3: Monthly and annual volume of fresh Water obtained from Mammoth Lake.

Agnico Eagle is authorized as per Part E Item 1 of the Water License 2AM-WTP1830 Item 1 to take 2,500 m^3 from Kangislulik Lake for explosives mixing and associated uses. In 2025, no water was taken from Kangislulik Lake.

4.1.2.5 *Lakes in the IVR Footprint*§

As required by NWB Water License 2AM-WTP1830 Schedule, B Item 5: ***Monthly and annual volume of fresh Water obtained from Lakes A-P38, A46, A47, A49, A50, A51, A52, A53, A-P21, A-P10, A-P67, and A-P68.***

Dewatering of the IVR area waterbodies was completed in September 2020. Please refer to the Meadowbank Complex 2020 Annual Report for more information.

4.1.2.6 *Freshwater for Drilling*§

As required by NWB Water License 2AM-WTP1830 Schedule, B Item 6: ***Monthly and annual volume of fresh Water obtained for drilling from sources proximal to drilling sites.***

Agnico Eagle is authorized as per Part E Item 1 of the Water License 2AM-WTP1830 to use 109,135 m^3 from proximal sources for drilling activities. No water was taken from proximal sources in 2025 for drilling activities.

4.1.2.7 *Lake D1*§

As required by NWB Water License 2AM-WTP1830 Schedule, B Item 8: ***Monthly and annual volume of fresh Water obtained from Lake D1.***

In 2025, no water was withdrawn from Lake D1.

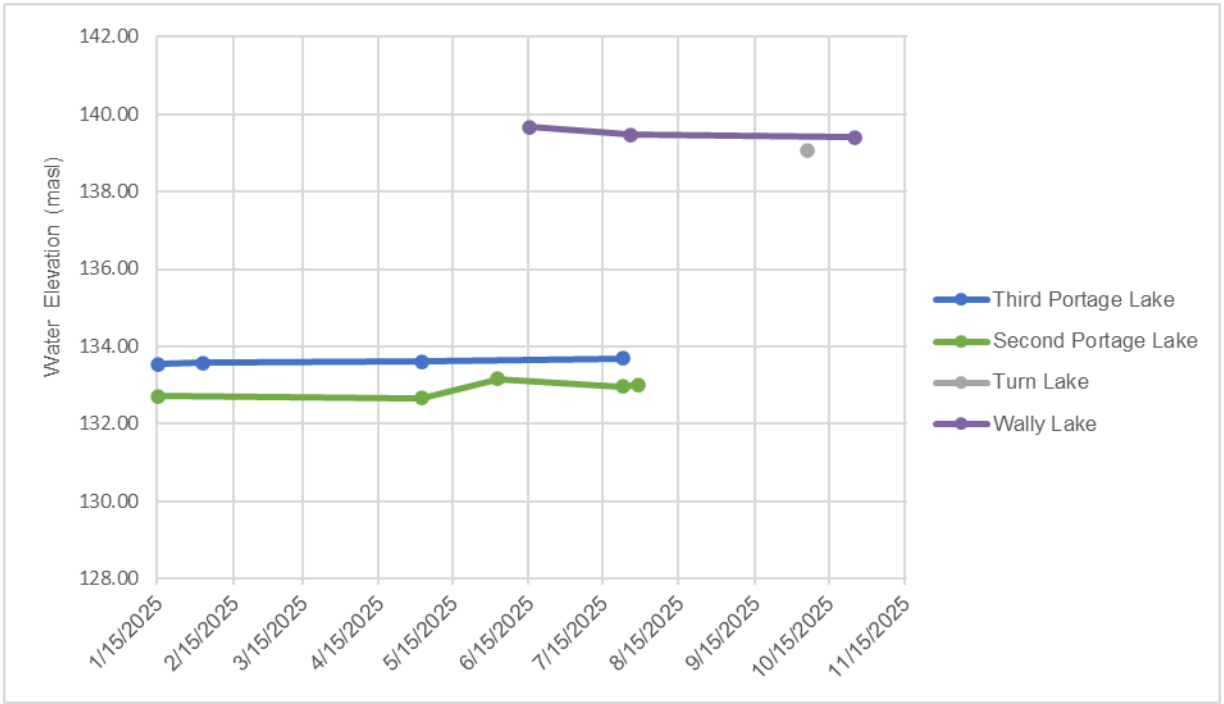
4.2 LAKE LEVEL MONITORING§

4.2.1 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 4: ***Results of lake level monitoring conducted under the protocol developed as per Part D Item 5 (Water Quality Monitoring and Management Plan for Dike Construction and Dewatering).***

The elevation, in metres above sea level (masl), of Third Portage, Second Portage, Wally and Turn Lakes continued to be monitored in 2025. For Third Portage Lake (TPL), 2025 measured values ranged from 133.54 – 133.69 masl., 132.66 – 133.16 masl for Second Portage Lake (SPL), 139.41 - 139.66 masl for Wally Lake and at 139.08 masl for Turn Lake. The location of the lake level survey monitoring is identified as TPL-survey, SPL-survey on Figure 1 and WL-survey on Figure 3. The 2025 lake level monitoring results are presented in Figure 7. Refer to PEAMP Section 12.4.1.1 for a complete discussion and comparison to predicted impacts.

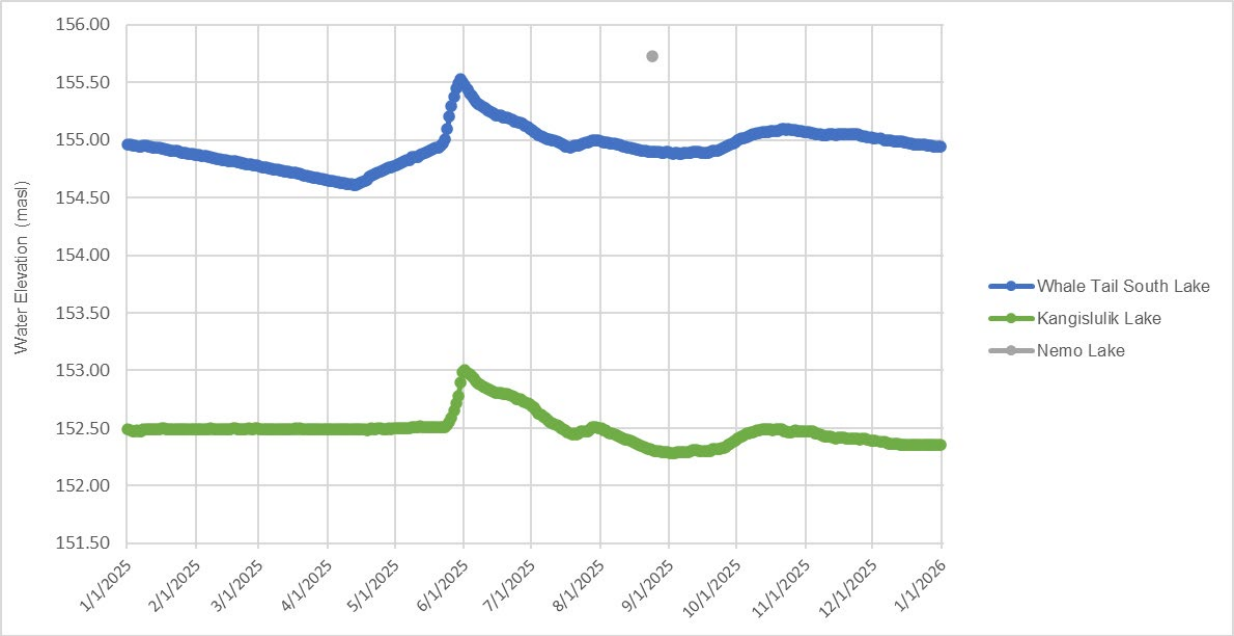
Figure 7 Meadowbank 2025 Lake Water Level Monitoring§



4.2.2 Whale Tail Site§

In 2025, the elevation (masl) of Whale Tail Lake South Basin (ranged from 154.61 – 155.53 masl) and Kangislulik Lake (ranged from 152.28 – 153.00) were monitored daily. The elevation for Nemo Lake (155.73 masl) was monitored once during open water season, in August. Results are presented in Figure 8. The locations of the lake level survey monitoring are provided on Figure 4: Whale Tail Lake South Basin identified as WTS-Survey, Kangislulik Lake identified as MAM-Survey, and Nemo Lake identified as NEMO-Survey. For a complete discussion and comparison to FEIS, please refer to Section 12.5.1.1.

Figure 8 Whale Tail 2025 Lake Water Level Monitoring§



4.3 BATHYMETRIC SURVEYS BAKER LAKE MARSHALLING FACILITY§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 6: ***The bathymetric survey(s) conducted prior to each year of shipping at the Baker Lake Marshalling Facility.***

The bathymetric survey in Baker Lake was completed on July 13, 2025, and is included in Appendix 6. The survey was done before the shipping season.

4.4 WATER MANAGEMENT PLAN§

4.4.1 Water Management Structure Inspection§

4.4.1.1 *Meadowbank and Whale Tail Sites§*

As required by NWB Water License 2AM-MEA1530 Part E, Item 10: ***The Licensee shall carry out weekly inspections of all water management structures during periods of flow and the records be kept for review upon request of an Inspector. More frequent inspections may be required at the request of an Inspector. This information is to be included in the annual Water Management Plan.***

And

As required by NWB Water License 2AM-WTP1830 Part E, Item 10: ***The Licensee shall carry out weekly inspections of all water management structures during periods of flow and the records of inspections shall be kept for review upon request of an Inspector. More frequent inspections may be required at the request of an Inspector. This information is to be included in the annual updated Water Management Plan.***

Agnico Eagle has an inspection program in place to inspect water management infrastructures. Site inspections on the dewatering dikes (Meadowbank and Whale Tail) and tailings facility (Meadowbank only) are performed every week and are documented during periods of flow or if changing conditions are observed as detailed in the Freshet Action Plan (Appendix D of the Meadowbank and Whale Tail 2025 Water Management Plan (Appendices 13 and 14)). Detailed visual inspections are performed and documented as per the Meadowbank Dewatering Dike OMS and the Whale Tail Water Management Infrastructure OMS frequencies.

4.4.2 Water Balance Water Quality Model Reporting Summary§

4.4.2.1 *Meadowbank Site*§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 5: ***Summary of reporting results for the Water Balance Water Quality model and any calibrations as required in Part E Items 7-9.***

And

As required by NWB Water License 2AM-MEA1530 Part E, Item 7: ***The Licensee shall submit a Water Management Plan on an annual basis to the Board for review following the commencement of Operations. The Plan must include an updated Water Balance. The Water Management Plan shall include an action plan to be implemented if predicted re-flooded pit water quality indicates that treatment is necessary. The Licensee shall not breach dikes until the water quality in the re-flooded area meets CCME Water Quality Guidelines for the Protection of Aquatic Life, baseline concentrations, or appropriate site specific water quality objectives. Subject to the Board approval, if water quality parameters are above CCME Guidelines, a site specific risk assessment must be conducted to identify water quality objectives that are protective of the aquatic environment.***

And

As required by NWB Water License 2AM-MEA1530 Part E, Item 8: ***The Licensee shall submit a Water Quality Model for pit re-flooding as part of the Water Management Plan which shall be re-calibrated as necessary and updated at a minimum of once every two (2) years following commencement of Operations. The results and implications of the predictive model shall be reported to the Board.***

And

As required by NIRB Project Certificate No.004 Condition 9: ***Cumberland shall provide detailed plans for water treatment for the tailings (reclaim pond) discharge, and on a contingency basis for the attenuation pond discharge(s) and for the pits, including estimates of treatment efficiency for each parameter of concern and the description of pH adjustments in the water license application to the NWB.***

A water balance, water quality forecast, and water management plan update for 2025 was completed. This information is included in Appendix 13.

The water management objectives for the Meadowbank Site are:

- Keep the different water types (i.e. contact, non-contact, and freshwater) separated to the extent practical;
- Control and minimize contact water through diversion and containment;
- Minimize freshwater usage by reclaiming the contact water to the extent practical;
- Meet discharge criteria before any site contact water is released to the downstream environment;
- Reduction in freshwater intake per tonne mined;
- Implement in-pit semi-passive treatment to enhance the degradation of nitrogen compounds in reclaim water; and
- No events of non-compliance:
    - Regulatory/Water License water quality criteria (effluent loading limits); and
    - Regulatory/Water License freshwater withdrawal criteria.

The water management targets and achieved data for 2025 are summarized in Table 4-3. Notably, much less freshwater was used than targeted. The performance and reliability of the main reclaim system in operated in Pit E has been successful throughout the year. In 2025, more water was reclaimed than planned.

Targets for 2026 are also presented in Table 4-3. These targets are aligned with the water objectives of the Meadowbank Complex and go beyond the License limit. These targets strive to minimize risk, conserve freshwater, and minimize water usage. They assume continued improvements of the amount of reclaim water withdrawn from the pits to reuse in the Mill which will also decrease the amount of freshwater used per tonne processed and increase the amount of water in recirculation. Targets are set to ensure continuous effort is made to improve water management and to encourage all groups to find and pursue opportunities to reduce freshwater consumption.

Table 4-3 Meadowbank Water Management Targets[§]

Water Objective	Target 2025	Achieved 2025	Target 2026
Fresh Water Withdrawn from Third Portage Lake (Mill and Camp)	1,105,000 m^3	572,480 m^3	260,000 m^3
Contact Water Withdrawn from Pit (reclaim water to Mill)	3,400,000 m^3	3,577,782 m^3	4,000,00 m^3
Freshwater per tonne processed	0.20 m^3/t	0.15 m^3/t	0.06 m^3/t
Water discharge (treated) – Vault Area	0 m^3	0 m^3	0 m^3
Water discharge (fresh) – East Dike to Second Portage Lake	35,000 m^3	23,810 m^3	35,000 m^3
Water in recirculation (water recycled / total water use)	80.0%	85.0%	94,0%

To avoid and minimize water related impacts and risks and to help achieve the water management targets above Agnico Eagle implemented several initiatives in 2025. These initiatives are summarized in Table 4-4. Review of optimal water management strategies are ongoing to improve water quality on site for closure.

Table 4-4 Initiatives Taken to Decrease Water Management Risks§

Initiative	Description
Continuous Reclaim System Improvement	Modification of reclaim pumping system in 2025 to increase reclaim flow to process plant (i.e. decrease freshwater usage)
Process Plant Freshwater Reduction	Continuation of the implementation of the 2025 action plan to understand and decrease freshwater consumption at process plant

The life-of-mine (LOM) considered for the water balance reflects the mining plan summarized in the 2025 Water Management Plan, as it pertains to the activities within the current approved license for the Meadowbank mine. Revisions and modifications to the Water Balance and Water Quality Forecast are discussed in detail in the Meadowbank 2025 Water Management Plan Version 15 (Appendix 13).

4.4.2.2 *Whale Tail Site§*

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 9: ***Summary of reporting results for the Water Balance and Water Quality model and any calibrations as required in Part E Items 5, 6, and 8.***

And

As required by NWB Water License 2AM-WTP1830 Part E, Item 5: ***The Licensee shall submit an updated Water Management Plan on an annual basis to the Board for review following the commencement of Operations. The Plan must include an updated Water Balance. The Water Management Plan shall include an action plan to be implemented if predicted re-flooded pit water quality indicates that treatment is necessary.***

And

As required by NWB Water License 2AM-WTP1830 Part E, Item 6: ***The Licensee shall submit a Water Quality Model for pit re-flooding and for WRSF contact water mixing into Mammoth Lake post-Closure as part of the Water Management Plan which shall be re-calibrated as necessary and updated annually following commencement of Operations. The results and implications of the predictive model shall be reported to the Board.***

A water balance, water quality forecast, and water management plan update for 2025 was completed. This information is included in Appendix 14.

The water management targets and achieved data for 2025 are summarized in Table 4-5.

Targets for 2026 are also presented in Table 4-5. These targets are aligned with the water objectives of the Meadowbank Complex (see the section above) and go beyond the License limit. These targets strive to minimize risk, conserve freshwater, and minimize water usage. Higher underground production rates in 2025 had required slightly more fresh water withdrawn from Nemo Lake, more contact water withdrawn from underground as the works expand, but altogether less water discharged from site due to lesser rain

quantity for the year. Review of optimal water management strategies are ongoing to improve water quality on site for closure.

Table 4-5 Whale Tail Water Management Targets§

Water Objective	Target 2025	Achieved 2025	Target 2026
Fresh Water Withdrawn from Nemo Lake (Mining and Camp)	120,000 m^3	82,320 m^3	87,000 m^3
Contact Water Withdrawn from Pit (pit inflow)	1,320,000 m^3	1,039,808 m^3	1,320,000 m^3
Contact Water Withdrawn from Underground (inflow)	19,600 m^3	30,600 m^3	19,600 m^3
Water discharge from site (WTS / Kangislulik Lake)	2,500,000 m^3	2,795,361 m^3	2,500,000 m^3
Water in recirculation (water recycled / total water use)	0%	0%	0%

The life-of-mine considered for the water balance reflects the mining plan summarized in the 2025 Water Management Plan Version 15, as it pertains to the activities within the current approved license for the Whale Tail mine.

Revisions and modifications to the Water Balance and Water Quality Forecast are discussed in detail in the 2025 Water Management Plan Version 15 (Appendix 14).

As per comments received on the 2020 Annual Report, Agnico Eagle is providing the quantification use of explosive relative FEIS. In 2025, approximately 10.3k tonnes of explosives were used at the Whale Tail mine for open pit and underground. Water quality predictions outlined in the Appendix 6H of the FEIS Addendum for the Whale Tail Pit – Expansion Project (Agnico Eagle, 2018) related to explosive usage are specified for residual explosives in WRSF's, pit sumps, and underground sumps. Applied concentrations for nitrate and ammonia in operations for WRSF and pit sump runoff flows are 12 mg/L-N (NO_3) and 0.3 mg/L-N (NH_4) while applied concentrations for nitrate and ammonia in underground sumps are 321 mg/L-N (NO_3) and 321 mg/L-N (NH_4). The concentration of explosives by-products (ammonia and nitrate) in site contact water is sensitive to the management of blasting agents during their use. Given the proximity and similarity both in setting and operation of the Whale Tail Mine to the Meadowbank Mine (similar mining rate, explosives type and explosives usage rate), it was assumed that similar nitrogen and ammonia contents would occur in the waste rock, and open pit drainages. Similarly, average ammonia and nitrate concentrations observed in the underground sumps at the Meliadine Mine were used as input chemistry to the model for underground sump concentrations.

Analysis of 2025 water chemistry results for the WT WRSF Pond (ST-WT-3), WT WRSF Pond (ST-WT-30, 31, 32, and 33), IVR WRSF Pond (ST-WT-28, 34, 35, and 36) all exhibit annual average of nitrate less than the predicted 12 mg/L-N outlined in the FEIS with combined average nitrate values of 3.81 mg/L-N. Analysis of total ammonia-N results for these stations results in an average of 0.069 mg/L-N which is lower than the concentrations outlined in the FEIS predictions, however the more toxic un-ionized ammonia concentration averages out to a result of 0.00033 mg/L-N.

Analysis of 2025 water chemistry results for both the Whale Tail Pit (ST-WT-4) and IVR Pit (ST-WT-18) Sumps exhibit annual average of nitrate of 3.20 mg/L-N and 7.76 mg/L-N respectively, with a combined average nitrate results of 5.48 mg/L-N which is less than the predicted 12 mg/L-N as outlined in the FEIS. Analysis of total ammonia-N results for these stations results in an average of 1.88 mg/L-N, which is higher than the FEIS predictions, however the more toxic un-ionized ammonia concentration averages out to a result 0.03 mg/L-N.

Analysis of 2025 water chemistry results for the Whale Tail Groundwater Storage Pond (GSP-1) (ST-WT-20) exhibit average nitrate results of 79.87 mg/L-N and average total ammonia-N results 12.9 mg/L-N, both of which are well below the average of 321 mg/L-N for both nitrate and ammonia concentrations outlined in the predictions.

All results for the aforementioned monitoring stations can be found in Section 8.5.2.2 and Appendix 39 of this report. It is important to note that none of the monitoring stations, exhibited results for total ammonia-N that exceeded the maximum authorized monthly mean of 15 mg/L-N as included in the effluent quality limits found in the Whale Tail Water License 2AM-WTP1830. None of the monitoring stations exhibited results over the maximum authorized grab concentration of 30 mg/L-N.

Additionally, as mentioned in the FEIS predictions, if explosives waste management differs from that which is practiced at Meliadine, the sump concentrations at the Whale Tail mine may differ from the model predictions. Ammonia is expected to be attenuated through the water treatment plan (WTP). Based on data from 2021-2025, water quality results for residual explosives in WRSF's, pit sumps, and underground sumps are well within the FEIS predictions, thus no additional monitoring will be completed.

4.4.3 Predicted Vs Measured Water Quality§

4.4.3.1 *Meadowbank Site§*

As required by NWB Water License 2AM-MEA1530 Part E, Item 9: ***The Licensee shall, on an annual basis during Operations, compare the predicted water quantity and quality within the pits, to the measured water quantity and quality. Should the difference between the predicted and measured values be 20% or greater, then the cause(s) of the difference(s) shall be identified and the implications of the difference shall be assessed and reported to the Board. The comparison of predicted water quality in reflooded pits also addresses Water License 2AM-MEA1530 Part E, Item 7.***

See Appendix 13 for the 2025 Meadowbank Water Balance Water Quality Model Report in which the predicted water quantity and quality within the pits is compared to the measured water quantity and quality.

4.4.3.2 *Whale Tail Site§*

As required by NWB Water License 2AM-WTP1830 Part E, Item 8: ***The Licensee shall, on an annual basis during Closure, compare the predicted water quantity and quality within the pit and lake, to the measured water quantity and quality. Should the difference between the predicted base case values and measured values be 20% or greater, then the cause(s) of the difference(s) shall be identified and the implications of the difference shall be assessed and reported to the Board.***

As per the NWB requirement, this comparison will be provided once in closure.

4.4.4 Alternative Effluent Discharge Locations

As required by Project Certificate No. 008 Condition 67: ***Subject to the additional direction and requirements of the Nunavut Water Board (NWB), the Proponent shall:***

> ***a) Conduct an evaluation of the potential aquatic effects to Lakes D1 and D5 and downstream that may result from the discharge of treated effluent. The evaluation will include:***
>
> - ***Additional water quality and phytoplankton baseline data in Lakes D1 and D5***
> - ***Updated water balance and water quality forecast***
> - ***Updated near field and far field effluent discharge modelling***
> - ***Updated Water management Plan, Water Quality and Flow Monitoring, and Core-receiving Environment Monitoring Plan***
>
> ***b) Provide adequate rationale for the need to use the alternative discharge contingency, based on the thresholds established as per the Whale Tail Pit Expansion Project water management decision tree.***
>
> ***c) In the event that discharge to Lakes D1 and/or D5 is not approved to proceed by the NWB, the Proponent will develop alternative effluent management plans as part of the Water Management Plan.***

Discharge to Lakes D1 and D5 are not planned at this point; therefore, no information is required to be provided under this Term and Condition.

4.5 HYDRODYMANIC STUDIES WHALE TAIL SITE

As required by NIRB Project Certificate No.008 Condition 6: ***The Proponent shall provide a summary of activities undertaken to address the requirements of this term and condition in annual report(s) to the NIRB. The Proponent shall:***

> ***a) Conduct detailed hydrodynamic modelling during operations and closure to evaluate the mixing of the Waste Rock Storage Facility seepage into Mammoth Lake post-closure; and***
>
> ***b) Based on the results of the modelling implement monitoring programs and adaptive management strategies that minimize the need for active intervention, including long-term treatment of mine contact water.***

This condition was fulfilled with the submission of the Hydrodynamic Modelling of Kangislulik Lake report found in Appendix 16 of the 2018 Annual Report. Agnico Eagle will review the hydrodynamic model during operation, if needed, and during closure.

4.6 ADDITIONAL INFORMATION§

4.6.1 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 25: ***Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported.***

No additional information was requested in 2025.

4.6.2 Whale Tail Site§

As required by Water License 2AM-WTP1830 Schedule B, Item 28: ***Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported.***

No additional information was requested in 2025.

SECTION 5. WASTE ROCK AND TAILINGS MANAGEMENT ACTIVITIES

5.1 GEOCHEMICAL MONITORING§

5.1.1 Meadowbank Site§

As required by NIRB Project Certificate No.004 Condition 15: ***Within two (2) years of commencing operations re-evaluate the characterization of mine waste materials, including the Vault area, for acid generating potential, metal leaching and non-metal constituents to confirm FEIS predictions, and re-evaluate rock disposal practices by conducting systematic sampling of the waste rock and tailings in order to incorporate preventive and control measures into the Waste Management Plan to enhance tailing management during operations and closure; results of the re-evaluations shall be provided to the NWB and NIRB's Monitoring Officer.***

And

In accordance with NWB Water License 2AM-MEA1530 Schedule B, Item 7: ***Geochemical monitoring results including:***

a. Operational acid/base accounting and paste pH test work used for waste rock designation (PAG and NPAG rock);

As no mining occurred at Meadowbank mine in 2025, no blast holes were analyzed for sulphur and carbon. However, Agnico Eagle blasted rock material for the construction of a water management infrastructure in the former Quarry 23 (Collection Pond 23) and ARD-ML analysis were performed to ensure that only Non-Potentially Acid Generating (NPAG) material was used for the construction of permanent structures, such as the West Road raise and TSF cover. Refer to construction summary report provided in Appendix 16 for additional information.

b. As-built volumes of waste rock used in construction and sent to the Waste Rock Storage Facilities with estimated balance of acid generation to acid neutralization capacity in a given sample as well as metal toxicity;

Refer to Section 5.2.1 of this report.

c. All monitoring data with respect to geochemical analyses on site and related to roads, quarries, and the All Weather Access Road;

Surface water quality in quarries monitoring has not been completed since 2012. Previous water sampling results showed no evidence of geochemical issues in the quarries. The water chemistry in quarries remains consistent between years and due to the isolated nature of the pool, the water collected in the quarry does not likely pose a risk to the aquatic environment. As described in the 2012 Annual Report: *'HADD crossings R02, R06, R09 and R15 water quality monitoring results continue to suggest an improvement from post AWAR construction (complete March 2008) as mine related road activity did not cause any observable effects on the receiving environment from the field observations and water chemistry data collected in 2012. Consistent with 2011, the AWAR surface water quality results did not present concerns to the receiving environment as none of the parameters exceeded CCME (2007) in 2012. Based on the monitoring results, the road construction material appears to be stable; therefore, Agnico did not conduct any surface water chemistry sampling in 2013 unless visual turbidity observed. If*

in the future, an erosion issue occurs, detailed monitoring will be conducted in response to the event.' Unless turbidity issues are visually observed, surface water quality sampling is not deemed necessary at non-HADD (Harmful Alteration, Disruption and Destruction) crossings or contact pools.

In 2025, no erosion and turbidity issues were visually observed, so surface water quality sampling was not deemed necessary along the AWAR and at quarry contact water pool (refer to Section 8.5.5 more details). Agnico Eagle considers the planned monitoring approach sufficient.

Like previous years and as noted in the 2025 Annual Geotechnical Inspection Report (Appendix 7), Quarries 4, 13, and 14 were flooded and Quarries 15, 16 and 18 contained minor water accumulation. The water ponding at freshet or during the summer period in the quarries does not drain to any nearby watercourse. The quarry reclamation along the AWAR will form part of the Meadowbank Final Closure and Reclamation Plan. Reclamation activities for some quarries may occur during operations. The remaining reclamation activities for the quarries will occur during the closure period.

d. Leaching observations and tests on pit slope and dike exposure;

No recorded observation of leaching was observed on the pit slope or dike faces in 2025.

e. Any geochemical outcomes or observations that could imply or lead to environmental impact;

In 2025, Agnico Eagle continued to conduct inspections around the Waste Rock Storage Facilities (WRSF) to determine if there is seepage at the base of the WRSF. In 2025, as in previous years, surface runoff has been observed. Samples are taken in accordance with the NWB Water License 2AM-MEA1530 and reported in the annual report. Refer to Section 8.5.2.1.7 regarding the seepage event; mitigation and monitoring that occurred in NP-2 Lake and other downstream lakes (i.e. NP-1, Dogleg, and SPL).

The waste rock storage facility at Portage includes a sector with only NPAG material, and a sector for Potentially Acid Generating (PAG) material, capped with NPAG material during operations. Inspection and monitoring around the Portage Waste Rock Storage Facility report minimal water accumulation around the facility, mostly related to melt and runoff water in the spring. Thermistors installed in the Portage WRSF also indicate that freeze back is occurring within the rock pile; freeze back of the pile and the 4.0 m layer of NPAG rock will provide geochemical stability and to act as a thermal barrier to control acid rock drainage potential.

The waste rock mined at Vault is largely NPAG. As a mitigative measure any PAG or uncertain waste rock material were placed in the middle of the Vault Waste Rock Storage Facility while NPAG material is placed on the perimeter to encapsulate the PAG material. Runoff or seepage water monitoring analysis confirms the effectiveness of this abatement measure. To date, water monitoring analysis from runoff indicates no concerns related to ARD. The water seepage from the Vault WRSF area is expected to be of suitable quality to allow discharge to the environment without treatment and capping of this facility is therefore not proposed. Agnico Eagle initiated water quality monitoring at Vault in 2014 and results confirm the prediction. An adaptive management plan will include continued monitoring of water quality during operations to confirm modelling predictions, and to allow adjustments to the closure plan as required. As discussed in Section 8.5.2.1.13, in 2025, ponded water was observed at the base of the WRSF (sampling station ST-24) and samples were collected to assess water quality. No water was pumped from this location as it is mainly a ponding area without flow.

f. Geochemical data associated with tailings solids, tailings supernatant, cyanide leach residue, and bleed from the cyanide destruction process including an interpretation of the data;

Agnico Eagle takes throughout the year monthly samples of tailings (as per the Pore Water Quality Monitoring Program – Section 5.1.1.1 below) that are sent to an accredited laboratory to analyse for ABA and Metal Leaching. Table 5-1 below presents the results of tailings solids. These sample results, along with the tailings liquid results, are also integrated in the Water Quality Forecast updated yearly.

Table 5-1 Meadowbank 2025 Tailings Solids Monitoring§

Analysis	Date	2025											
	Units	7-Jan	2-Feb	8-Mar	18-Apr	18-May	14-Jun	14-Jul	9-Aug	11-Sep	13-Oct	28-Nov	23-Dec
NP	t $CaCO_3$ /1000t	66.1	57.6	65.5	52.7	53.7	49.2	60.1	63.2	50.5	52.6	46.0	55.8
AP	t $CaCO_3$ /1000t	66.4	72.8	75.0	76.3	90.4	75.0	69.9	78.2	95.8	75.1	75.0	89.8
Net NP	t $CaCO_3$ /1000t	-0.31	-15.15	-9.50	-23.58	-36.71	-25.83	-9.84	-15.05	-45.30	-22.49	-29.00	-33.95
NP/AP	ratio	1.00	0.79	0.87	0.69	0.59	0.66	0.86	0.81	0.53	0.70	0.61	0.62
Sulphur	%	2.64	3.05	2.66	2.69	3.14	3.10	2.56	2.96	3.34	2.73	2.94	2.90
Acid Leachable SO_4-S	%	0.51	0.72	0.26	0.25	0.25	0.70	0.33	0.45	0.27	0.33	0.54	< 0.04
Sulphide	%	2.12	2.33	2.40	2.44	2.89	2.40	2.24	2.50	3.06	2.40	2.40	2.87
C	%	0.906	0.770	0.870	0.887	0.819	0.799	0.892	1.170	0.936	0.919	0.760	1.100
CO_3	%	3.47	2.79	3.32	3.14	2.71	2.59	2.78	3.59	2.80	2.84	2.24	2.86
Final pH	pH units	1.54	1.58	1.92	1.58	1.56	1.84	1.55	1.73	1.84	1.89	1.59	1.73
As	µg/g	1,500	2,600	2,000	2,200	2,300	2,000	1,700	1400	1,800	1,900	1,400	1,600
Cu	µg/g	120	98	110	110	100	75	110	99	85	68	87	99
Ni	µg/g	620	480	820	380	480	270	500	400	190	330	280	270
Zn	µg/g	98	84	91	91	86	80	89	100	110	85	99	120

g. Results related to the road quarries and the All Weather Private Access Road.

As mentioned in Section 5.1.1c, no quarries geochemical water analysis was performed in 2025.

5.1.1.1 *Pore Water Quality*[§]

On May 24, 2019, Agnico Eagle received the Ministers Approval from NWB regarding the Amendment No.3 to Water License 2AM-MEA1526 to authorize Water Uses and Waste Deposits associated with the In-Pit Tailings Disposal Proposal. As part of their decisions, Agnico Eagle was required to submit a Tailings Pore Water Quality Monitoring Program for the Board review and approval (Section IV, Part B: General Conditions).

The pore water data will be included in the closure studies to be presented in the Closure and Reclamation Plan.

5.1.2 Whale Tail Site[§]

As required by NIRB Project Certificate No.008, Condition 8: ***The Plan should be submitted to the NIRB at least 30 days prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB for the life of the Project. The Proponent shall submit a detailed Acid Rock Drainage and Metal Leaching Management Plan that includes the following items:***

- ***Waste rock segregation and testing;***
- ***Thermal monitoring of waste rock;***
- ***Seepage management and monitoring;***
- ***A schedule for reporting of results and periodic updating of predictions for the WRSF pond quality;***
- ***Planning for optimal cover conditions;***
- ***Contingency measures that may be implemented if required;***
- ***Plans for comparing monitoring results from receiving waters to model predictions; and***
- ***The identification of thresholds that will trigger management actions if trends analysis indicates water quality objectives may be exceeded.***

And

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 10: ***Geochemical monitoring results including:***

Revisions to the Operational ARD-ML Sampling Testing and Plan have been submitted to the NWB periodically for review and approval since the start of operation at the Whale Tail Site. The latest version of the Plan (Version 8), which includes updated sampling frequencies for Whale Tail and IVR Pits was provided to and approved by the NWB on February 26, 2026 (Appendix 24).

The objectives of the Plan are to define the sampling, analysis, and testing procedures that are to be implemented to define the acid generating and metal leaching potential of waste rock for the Mine. This characterization is to be used by mine staff to ensure that waste rock, overburden (till), and lake sediments are identified, managed, segregated and disposed of in an environmentally appropriate manner, as designated in the Plan. The Plan also defines if waste rock, overburden, and lake sediment can be used as construction/closure material. This Plan does not discuss thermal monitoring of waste rock, which is covered in the Thermal Monitoring Plan.

a. Operational acid/base accounting and paste pH test work used for Waste Rock designation (PAG and NPAG rock);

In 2025, Agnico Eagle sampled approximately 25% of the blast holes and analyzed the percentages of sulphur and carbon. The results from these analyses are used to differentiate NPAG from PAG materials. For detailed process regarding the ARD-ML for Whale Tail waste rock and overburden classification, please refer to the Operational ARD-ML Sampling and Testing Plan (Appendix 24).

The mine geology staff uses the derived Neutralization Potential Ratio (NPR) and arsenic (As) values to characterize the rock in the blast pattern. Mine surveyors and grade control technicians use this information to delineate and place the dig limits within the blasted rock to guide the shovel and loader operators in directing where the rock is to be mined. See Section 5.2.2 and Table 5-3 for a discussion of the use and location of waste rock.

The geochemical properties of all mining wastes have been confirmed with duplicates samples sent to a certified laboratory, through both static and kinetic testing on numerous representative samples, by various test methods and through multiple project development stages. In 2025, to validate the method used by Agnico Eagle, 314 samples from Whale Tail and IVR Pits were sent to an accredited commercial lab (external lab) for acid base accounting (ABA) analysis using the Modified Sobek Method for determination of the NPR, which is Neutralization Potential / Acid Potential (NP/AP), metal leaching using the Shake Flask Method, bulk metals analysis, and for whole rock analysis. The results from the external laboratory confirmed Agnico Eagle's methodology and results to differentiate PAG/NPAG rock. In 2025, on the basis of NPAG/PAG determination using ABA based on sulphur and NPR content, 84% of samples analyzed at the Meadowbank and SGS laboratories were classified as the same material (NPAG or PAG). Of the 16% that did not result in the same classification, the Meadowbank lab provides a more conservative result and classifies the sample as PAG, where SGS classifies the sample as NPAG in 66% of the analyses.

In 2025, Agnico Eagle analyzed 16,305 samples from blast holes at Whale Tail Pit and 10,988 samples from IVR Pit at its on-site laboratory. Refer to Table 5-2 below for the percentage of PAG, uncertain and NPAG per pit.

Table 5-2 Whale Tail Site Geochemical ARD Determination 2018-2025 (including all waste types)[§]

Year	Whale Tail Pit			IVR Pit		
	PAG (%)	Uncertain (%)	NPAG (%)	PAG (%)	Uncertain (%)	NPAG (%)
2018	28	11	61	NA	NA	NA
2019	42	11	47	NA	NA	NA
2020	30	11	58	2	1	93
2021	30	13	57	2	2	96
2022	20	13	66	9	8	82
2023	18	7	74	13	12	75
2024	19	5	76	20	17	63
2025	36	6	58	20	13	67

The Whale Tail and IVR WRSF's are constructed to encapsulate PAG and metal leaching (ML) waste rock inside a layer of NPAG material as a control measure for Acid Rock Drainage (ARD) and ML. Further information about the Whale Tail and IVR WRSF are provided in the Whale Tail Waste Rock Management Plan (Appendix 18).

Refer to Sections 8.5.2.2.12 and 8.5.2.2.13 for a complete discussion of the water quality results for water ponding around the Whale Tail and IVR WRSF's. An adaptive management plan will include continued monitoring of water quality during operations to confirm modelling predictions, and to allow adjustments to the closure plan as required.

b. As-built volumes of Waste Rock used in construction and sent to the Waste Rock Storage Facility with estimated balance of acid generation to acid neutralization capacity in a given sample as well as metal toxicity;

Refer to Section 5.2.2 of this report.

c. All monitoring data with respect to geochemical analyses on site and related to roads, quarries, and the Whale Tail Haul Road;

There are no issues to report for 2025.

In 2025, no erosion and turbidity issues were visually observed, so surface water quality sampling was not deemed necessary along the WTHR and at quarry contact water pool (refer to Section 8.5.5 more details). Agnico Eagle considers the planned monitoring approach sufficient.

d. Leaching observations and tests on pit slope and dike exposure; and

No recorded observation of leaching was observed on the pit slope or dike faces in 2025.

e. Any geochemical outcomes or observations that could imply or lead to environmental impact.

There are no geochemical outcomes or observations that could lead to an environmental impact in 2025.

5.2 WASTE ROCK AND ORE VOLUME

5.2.1 Meadowbank Site§

In accordance with NWB Water License 2AM-MEA1530 Schedule B, Item 8: ***Volumes of waste rock used in construction and placed in the Rock Storage Facilities.***

There is no longer mining at Meadowbank therefore no waste rock was generated in 2025.

The Mine Waste Rock and Tailings Management Plan (Version 16) was revised in February 2026 and can be found in Appendix 17. Details of all waste rock deposition and tailings management are contained in the revised plan.

5.2.2 Whale Tail Site§

5.2.2.1 *Waste and Ore Stockpile Volume§*

In accordance with NWB Water License 2AM-WTP1830 Schedule B, Item 11 ***Volumes of Waste Rock used in construction and placed in the Waste Rock Storage Facility.***

And

In accordance with NWB Water License 2AM-WTP1830 Schedule B, Item 12: ***Volumes of ore stockpiled and overburden stored at Whale Tail Pit site.***

The total volume of waste rock generated by Whale Tail and IVR Pits in 2025 was 23,647,214 tonnes. The use and location of all of the rock, by volume, is presented in Table 5-3 and is identified by the following categories:

- Dike – use for thermal berm abutment construction;
- Roads – used for road construction and maintenance;
- WRSF – stored in the Waste Rock Storage Facilities;
- Stockpiles – stored in stockpile for later usage for construction purposes; and
- Construction;
    - Crushers – taken to the mobile crusher and used for construction or maintenance purposes;
    - Miscellaneous uses;
    - Pads construction.

The Whale Tail Waste Rock Management Plan (Version 15) was revised in March 2026 and can be found in Appendix 18. Details of all waste rock deposition and tailings management are contained in the plan.

Table 5-3 Whale Tail 2025 Rock Volume§

Month	Whale Tail and IVR Pits								Ore Processed in Mill (tonnes)[5]
	Ore[1] (tonnes)	Waste Rock (tonnes)						Overburden (tonnes)	
		Dikes	Roads[2]	WRSF[3]	Stockpiles	Construction[4]	Total		
January	394,333	0	0	1,958,514	0	0	1,958,514	0	364,398
February	290,704	0	6,350	1,702,032	0	1,165	1,709,547	0	285,583
March	345,671	0	62,925	1,526,390	0	22,720	1,612,035	0	387,296
April	276,034	0	63,765	840,708	0	121,729	1,026,202	0	153,115
May	295,032	0	85,062	1,756,506	0	95,146	1,936,714	107,819	171,524
June	416,427	0	3,976	1,957,843	0	0	1,961,819	87,796	367,334
July	457,198	0	10,272	2,338,430	0	62,197	2,410,900	78,290	391,931
August	419,268	0	839	2,286,162	0	0	2,287,001	0	395,829
September	387,195	0	31,004	2,434,109	0	0	2,465,114	0	388,947
October	558,332	0	1,438	2,174,680	0	0	2,176,117	112,900	337,435
November	470,558	0	0	2,144,821	0	39,694	2,184,515	0	355,266
December	455,240	0	0	2,093,988	-175,254	0	1,918,734	0	342,294
Total	**4,765,992**	**0**	**265,632**	**23,214,184**	**-175,254[6]**	**342,652**	**23,647,214**	**386,805**	**3,940,952**

1 All ore mined is stockpiled before it is long hauled to the Mill
2 Includes road construction and maintenance; excludes Whale Tail Haul Road
3 Includes the waste rock that is stored in temporary locations, sent underground and used as in pit dumping
4 Earthworks excluding road and Dike construction
5 Includes underground ore processed
6 Reclaimed NPAG/Not Metal Leaching (NML) material to cover WRSF

5.2.2.2 *Monitoring Program*

In accordance with NIRB Project Certificate No.008 Condition 7: ***Prior to commencement of mining of the Whale Tail deposit, and in consultation with applicable regulatory agencies, including Natural Resources Canada, the Proponent shall as part of a Mine Waste Rock and Tailings Management Plan that reflects site-specific geological and geochemical conditions. The Plan should be submitted to the NIRB at least 60 days prior to the start of construction of the Waste Rock Storage Facility, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB for the life of the Project.***

> ***a) Develop and implement monitoring programs for the Tailings Storage Facility and the Waste Rock Storage Facility at the Whale Tail Pit;***
>
> ***b) Establish thresholds that will trigger the requirement for the Proponent to implement adaptive management strategies to minimize the potential for impacts from these Facilities; and***
>
> ***c) Identify the adaptive management strategies that will be used by the Proponent to minimize the potential for impacts from these Facilities.***

The Whale Tail Site Waste Rock Management Plan was initially submitted in January 2017 (Version 1) with subsequent updates. Version 13_NWB (May 2024) was submitted to the NWB alongside the 2024 Modification and approved on August 6, 2024. Refer to the 2024 Meadowbank Complex Annual Report for more details. This plan was last updated in March 2026 (Appendix 18) to align with the current operation. Agnico Eagle will continue to update the plan on an annual basis during the operation phase of the Whale Tail Site.

5.2.2.3 *Site-Specific Geotechnical Investigations*

In accordance with NIRB Project Certificate No.008 Condition 9: ***The Proponent shall undertake the additional site-specific geotechnical investigations required to identify sensitive land features and to inform final engineering design prior to the construction of project components such as the waste rock storage facility and quarries. Results from these studies should be submitted to the NIRB at least 30 days prior to the start of construction of these facilities, with results or updates submitted annually thereafter as applicable.***

Agnico Eagle have submitted to NIRB on June 4, 2018, the memorandum Site Specific Geotechnical Studies (Appendix 18 of the 2018 Annual Report) as required by Condition 9. Please refer to this document in for a complete overview of the investigations completed.

Geotechnical investigations (test pits and boreholes) were conducted in 2019 and 2020 in the area of the projected IVR D-1 Dike, which will form part of the IVR attenuation pond. The information available indicates that the bedrock depth varies between 2.1 m and 6.7 m below ground surface, hence no major sensitive land features have been identified at these locations. The design report of the IVR D-1 Dike contains all the required information on the field investigations carried out at the IVR D-1 Dike and should be referred to for all the implications of geotechnical investigations for construction (SNC, 2020).

5.3 TAILINGS STORAGE FACILITY MEADOWBANK SITE

5.3.1 Tailings Storage Facility Capacity§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 9: ***An update on the remaining capacity of the Tailings Storage Facility.***

And

As required by NIRB Project Certificate No.004, Condition 18: ***commit to a pro-active tailings management strategy through active monitoring, inspection, and mitigation. The tailings management strategy will include the review and evaluation of any future changes to the rate of global warming, compliance with regulatory changes, and the ongoing review and evaluation of relevant technology developments, and will respond to studies conducted during the mine operation.***

From 2010 to 2025 a total of 56 Mt of dry tailings slurry from the mill had been deposited in the Tailings Storage Facilities (TSF) and the In-Pit Tailings Deposition sites as indicated in Table 5-4. In 2025, a total of 4.2 Mt of dry tailings slurry was deposited in the In-Pit Tailings Deposition sites. A monthly summary of the tailings produced in 2025 is provided in Table 5-5.

Agnico Eagle revised the tailings deposition plan (available in the 2025 Waste Rock and Tailings Management Plan Version 16 presented in Appendix 17). The deposition model completed is valid until the end of milling operations in 2028. The model is based on the data collected during previous years of operation. The filling scheme for the two cells of the TSF and the In-Pit Tailings Deposition sites is designed for end of pipe discharge.

Table 5-6 presents the summary of the tailings management strategy for 2026-2028. More information on the tailings deposition modeling is presented in the Waste Rock and Tailings Management Plan.

The main conclusions from the modeling results are:

- The total maximum capacity of the In-Pit Tailings Deposition sites up to 124.7 masl is estimated at 34.8 Mm^3;
- All tailings deposition for the remainder of the LOM is to be done in Portage Pits, with minimal placement of tailings in the North Cell and South Cell.

Table 5-4 Meadowbank Deposition Location (realized)§

Date	Deposition location	Tailings deposited (dried tonnes)
February 2010 to November 2014	North Cell	16.0M tonnes
November 2014 to July 2015	South Cell	2.7M tonnes
July 2015 to October 2015	North Cell	1.0M tonnes
October 2015 to August 2018	South Cell	10.8M tonnes
August 2018 to October 2018	North Cell	0.5M tonnes
October 2018 to April 2019	South Cell	1.4M tonnes
April 2019 to July 2019	North Cell	0.6M tonnes
July 2019 to December 2019	Goose Pit	1.4M tonnes
January 2020 to August 2020	Goose Pit	1.4M tonnes

Date	Deposition location	Tailings deposited (dried tonnes)
August 2020 to July 2021	Pit E	3.1M tonnes
July 2021 to August 2021	North Cell	0.4M tonnes
August 2021 to December 2022	Pit E	5.0M tonnes
January 2023 to August 2023	Pit E	2.5M tonnes
August 2023 to September 2023	South Cell	0.3M tonnes
September 2023 to December 2023	Pit E	0.8M tonnes
January 2024 to December 2024	Pit E	3.9M tonnes
December 2024 to July 2025	Pit A	1.9M tonnes
July 2025 to September 2025	South Cell	0.9M tonnes
September 2025 to December 2025	Pit A	1.4M tonnes

Table 5-5 Meadowbank 2025 Processed Tailings Volume[§]

Month	Total Dry Tailings (tonnes)
January	364,398
February	285,583
March	387,296
April	153,115
May	171,524
June	367,334
July	391,931
August	395,829
September	388,947
October	337,435
November	355,266
December	342,294
TOTAL	**3,940,953**

Table 5-6 Meadowbank Deposition Plan and Infrastructure Construction Summary[§]

Date	Discharge location	Dry tonnes deposited	Comments
January 2025 to July 2025	Pit A	1.9 Mt	• Reclaim water from Pit E and Pit A • Goose to Vault Pit transfers planned • Pit A to Goose Pit transfers planned
July 2025 to September 2025	South Cell	0.9 Mt	
September 2025 to June 2027	Pit A	6.3 Mt	
June 2027	Sout Cell	0.4 Mt	
July 2027 to December 2028	Pit E	3.2 Mt	

5.3.2 Tailings In-Pit Disposal

As required by NIRB Project Certificate No.004, Condition 87: ***The Proponent shall, prior to the deposition of tailings into the Portage or Goose Pits, file with the Nunavut Water Board (NWB) a report containing updated hydrogeological modelling addressing information gaps as per the NIRB recommendation in the Reconsideration Report and Recommendations to the satisfaction of the NWB. The Proponent shall not deposit tailings into the Portage or Goose pits until the Water Board is satisfied that the modelling addresses the specific information gaps, and that the proponent can manage any identified risks with existing designs and feasible management strategies. The Proponent shall file a report with the Nunavut Water Board, containing updated hydrogeological modelling addressing information gaps, prior to the deposition of tailings into the Portage or Goose pits. Confirmation of the report's filing, conclusions of this report, and any further updates to reporting requirements as determined under the water license, shall be provided to the NIRB in Agnico Eagle's Annual Report for the project.***

And

As required by NIRB Project Certificate No.004, Condition 20: ***Prior to construction, Cumberland shall identify mitigation measures that can be taken if groundwater monitoring around the tailings facility demonstrates that contamination from tailings has occurred through the fault. Upon drawdown of the North arm of Second Portage Lake, Cumberland shall conduct further tests to assess the permeability of any faults and provide the results to regulators. If doubt remains Cumberland shall seal the fault and conduct further permeability testing and monitoring. Following completion of the permitting process for the In-Pit Tailings Modification Proposal, the Proponent shall provide an update to the NIRB on any fault identified related to either Portage Pit A, Portage Pit E, and Goose Pit, any plans to address groundwater movement considering any fault, and how potential monitoring of tailings and groundwater movement would be undertaken to inform management plans.***

These conditions were addressed in previous version of this report and Agnico Eagle will refer to the 2024 Annual Report for more information.

As the in-pit deposition will continue, updates of the hydrogeological model will be performed at closure period using the gathered site data such as ground temperature, hydraulics heads, in-pit tailings pore water quality, etc. Breakthrough curves will be reviewed at this time if required to adapt the Groundwater Monitoring Plan. The details of the thermal and hydrogeological modelling, as well as the closure and post-closure groundwater monitoring program, will be presented in the Final Closure and Reclamation Plan, to be submitted twelve (12) months prior to the expected end of planned mining (Water License No: 2AM-MEA1530, Part J, condition 1).

Geotechnical and geomechanical data for the Portage and Goose pits have been collected during the mining period, prior to in-pit tailings deposition. Relevant data from rock mechanics inspections, pit wall stability analysis, geotechnical drilling for instrumentation or groundwater wells, as well as the geology rock core database gathered prior to in-pit deposition will be integrated to the revised hydrogeological modelling, to be presented in the Final Closure and Reclamation Plan.

The Groundwater Management Plan (Version 11, March 2020) is considered to be compliant with the above term and condition.

5.4 FREEZEBACK, PERMAFROST, THERMAL MONITORING AND CAPPING THICKNESS§

5.4.1 Meadowbank Site§

As required by NIRB Project Certificate No.004, Condition 19: ***Provide for a minimum of two (2) metres cover of tailings at closure, and shall install thermistor cables, temperature loggers, and core sampling technology as required to monitor tailing freezeback efficiency. Report to NIRB's Monitoring Officer for the annual reporting of freezeback effectiveness.***

And

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 18: ***A summary of on-going field trials to determine effective capping thickness for the Tailings Storage Facility and Waste Rock Storage Facilities for the purpose of long term environmental protection.***

Since 2015, progressive capping has been ongoing in the TSF North Cell. Progressive closure for the TSF cover continued in 2025 as presented in Section 9 of this Annual Report.

A study is ongoing to advance the engineering level of the TSF cover landform with the objective of reviewing alternative concepts applicable for the closure of the TSF, and reaffirming the applicability of the technology and the control mechanisms retained for the cover design. The study will also clarify the configuration and geometry of the landform with the NPAG quantities associated and define the details of the water management system required. Final cover configuration and details for the TSF will be subject to modification depending on the results obtained from tailings and water geochemistry, from in-situ tests as well as from data provided from the Monitoring Program. The final landform design is still in development and progress was presented in the most recent Interim Closure and Reclamation Plan completed in 2025, as well as the next steps for progressive closure.

To monitor the long-term environmental effects of the TSF on the aquatic receiving environment, geotechnical monitoring and water quality monitoring are ongoing and will continue throughout closure, based on the TSF monitoring plan for the final TSF cover design. The Meadowbank Thermal Monitoring Report contains detailed information about the thermal monitoring at the TSF and is available in Appendix 19.

The current concept for the WRSF landform is to place 4 m of NPAG cover to maintain geochemical stability of the facility. Agnico Eagle completed a study to confirm the design of the Portage WRSF landform and the cover performance. The scope of this study included: reviewing the closure concept, updating the concept design based on information gathered through operation, updating the landform water balance and updating the monitoring plan. This report can be found in Appendix 21 of the 2022 Annual Report and the information contained within was integrated in the most recent update of the Interim Closure and Reclamation Plan completed in 2025. The conclusions from this study reinforce the confidence in the current design of the Portage WRSF landform. The report puts in context the available monitoring data and models the predicted behaviour of the landform while explaining the mechanisms that will ensure that the closure objectives are met. The updated adaptive monitoring plan included in this report provides additional tools to measure the performance of the current cover and feed the final design report of the landform that will be submitted as part of the Final Closure and Reclamation Plan.

Thermal monitoring will continue to take place at the WRSFs using the current thermistors installed at the Portage WRSF as well as using additional thermistors installed in future years if required. Thermal monitoring results are and will be used to monitor the WRSFs temperature as freezing progresses. The Meadowbank Thermal Monitoring Report is available in Appendix 19 and contains detailed information about the thermal monitoring at the Portage WRSF.

Update on Field Trials

A research project in collaboration with the Research Institute of Mines and Environment (RIME) was initiated in 2014 at Meadowbank. The Research Institute on Mines and Environment, through the National Science and Engineering Research Council – University of Quebec in Abitibi-Temiscamingue (NSERC-UQAT) Chair on Mine Site Reclamation, is mandated to evaluate the performance of three field experimental cells constructed in 2014 and 2015 on Meadowbank's North Cell TSF. The three (3) experimental cells that were built on Meadowbank's TSF are two (2) insulation covers and one (1) thermal cover with capillary barrier effects.

In 2019 the RIME finished collecting and analysing the data on the cover field trial and on the long-term performance of ultramafic rockfill as a cover material. Research papers on this subject were published in 2020 and 2021.

The memorandum made by O'Kane on the Meadowbank Portage WRSF landform closure strategy (948-228-002) attached to the 2022 Meadowbank Thermal Monitoring Report (Appendix 24 of the 2022 Annual Report) has a section that summarizes the study made by the RIME and how the information will be useful to re-affirm or update the design of the WRSF landform. A similar literature review exercise is ongoing as part of the project to update the TSF cover concept.

The full list of all publications produced by the RIME related to the TSF and WRSF covers can be found in the 2024 Annual Report.

5.4.2 Whale Tail Site§

As required by Water License 2AM-WTP1830 Schedule B, Item 21: ***A summary of on-going field trials to determine effective capping thickness for the Waste Rock Storage Facility for the purpose of long term environmental protection.***

And

As required by NIRB Project Certificate No.008 Condition 10: ***Results of these studies should be submitted to the NIRB at least 30 days prior to the start of construction of these facilities, with subsequent updates submitted annually thereafter. In consultation with applicable regulatory agencies such as Indigenous and Northern Affairs Canada and Natural Resources Canada, the Proponent shall undertake additional site-specific permafrost monitoring, mapping and thermal analysis to:***

- ***Document permafrost conditions, including seasonal thaw and amount of ground ice;***
- ***Inform the detailed design of project infrastructure such as the Whale Tail pit, water management structures, mine site and haul roads, waste rock storage facility, tailings storage facility; and***

- ***Ensure the integrity of such infrastructure is maintained after construction.***

And

As required by NIRB Project Certificate No.008 Condition 14: ***The Proponent shall develop and implement a Thermal Monitoring Plan to identify potential changes in talik distribution and flow paths that may result from the development of project infrastructure, including the Whale Tail pit, dikes, and water impoundments. The Plan should be submitted to the NIRB at least 60 days prior to the start of construction of these facilities, with subsequent updates submitted annually thereafter or as may otherwise be required by the NIRB.***

In 2018, studies were initiated with a consultant (O'Kane) to develop the detailed engineering design for the capping of the Whale Tail WRSF. This mandate included thermal modelling to re-assess the capping thickness. This information was also used to inform the instrumentation program to ensure that the WRSF cover performs according to its design intent. These studies were completed in 2019 and provided to the regulators (Landform Water Balance Modelling of Whale Tail and IVR WRSF under RCP8.5., O'Kane Reference No. 948-011-015 rev4 and Amaruq Waste Rock Storage Facility Thermal Cover System Design Basis. O'Kane Reference No. 948-011-M-007 Rev3).

The study "Landform Water Balance Modelling of Whale Tail and IVR WRSF under RCP8.5" completed a landform water balance including estimates of runoff, interflow, and basal seepage rates for different slopes and aspects of the WRSF under the Representative Concentration Pathway 8.5 (RCP8.5) climate change condition. The results of the study provided effective precipitation for the 150-year climate database, provided a surface water balance, concluded that basal seepage will be negligible, determined the interflow distribution by month, and forecasted trends in pore space temperature. Results of the surface water balance support the conceptual model that the hydraulic regimes are expected to be different based on the North and South aspect. Generally, higher net radiation results in greater evaporation and soil heating. With more evaporation, less water is available to runoff and/or infiltrate. Higher net radiation will also result in more sublimation, as more energy is available to convert snow into water vapour.

The study "Amaruq Waste Rock Storage Facility Thermal Cover System Design Basis" goes over the cover system design, the surface water management design, design drawings, construction specifications, and the Operations, Maintenance and Surveillance Manual for the WRSF cover systems.

Agnico Eagle has documented permafrost conditions on site with thermistors placed at strategic locations recommended by the different designers and consultants involved in the project. The Whale Tail Thermal Monitoring Report (Appendix 20) presents a summary of the thermal monitoring program at Whale Tail Mine from the period of 2016 to 2025 along with interpretation of the thermistor results.

The data presented in Appendix A of the Whale Tail Thermal Monitoring Report informed and will continue to inform the detailed design of the project infrastructure such as the Whale Tail and IVR pits, water management structures, mine site and haul roads, and the waste rock storage facility.

At the WRSFs, thermistors are showing thermal behaviour along the expected trend (permafrost aggradation) and the instruments are now covered by waste rock. The analysis of this data against adaptive monitoring trigger indicates that the current thermal performance of the WRSF is as expected.

Refer to the 2025 Whale Tail Thermal Monitoring Report (Appendix 20) for a complete discussion and interpretation of the thermal data for the dike and pit areas.

The detailed analysis of the thermal monitoring of the dikes is presented in the 2025 Annual Geotechnical Inspection Report (Appendix 7). Table 5-7 below presents the sections of this report associated with each structure. Agnico Eagle will refer the reader to the 2025 Annual Geotechnical Inspection Report for a complete review of the results.

Table 5-7 Whale Tail Thermal Data Interpretation Sections in the 2025 Annual Geotechnical Inspection[§]

Structure	Section in the 2025 Annual Geotechnical Inspection
Whale Tail Dike	4.1.2
WRSF Dike	4.2.2
Mammoth Dike	4.4.2
IVR Dike D1	4.3.2

SECTION 6. WASTE MANAGEMENT ACTIVITIES§

6.1 GENERAL WASTE DISPOSAL ACTIVITY§

6.1.1 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 11: ***A summary report of general waste disposal activities including monthly and annual quantities in cubic metres of waste generated and location of disposal.***

And

NIRB Project Certificate No.004 Condition 24*:* ***Cumberland shall identify an area and design for a landfill for disposal of operational and closure non-salvageable materials, including a list of any non-salvageable materials, and a procedural manual for preparation of location and placements of these materials, and incorporate the design into the final Waste Management Plan as instructed by the NWB.***

6.1.1.1 Landfill§

Agnico Eagle estimated from the engineering surveys that approximately 8,560 m^3 of waste was landfilled at Meadowbank in 2025. Landfill #11b is currently in use. Table 6-1 below indicates the volume of waste in cubic metres (m^3) disposed of in each sub-landfill from 2012 to 2025 and Figure 9 indicates the location of each sub-landfill used to date. The volume of waste landfilled from the start of the project is approximately 138,929 m^3. This volume is based on the engineering surveys done at each sub-landfill. It should be noted that this amount is overestimated as some of the surveys were completed once the sub-landfill capping was completed. The waste was not always compacted in the landfill when surveyed, causing volumes to be overestimated.

In December 2021, the Meadowbank landfill burned from an undetermined cause. The volume of waste from landfill #11a at the end of 2020 (1,691 m^3) and 2021 (4,905 m^3) were added to the table below as indicative purpose to obtain the total volume disposed over the years, as those volumes no longer exist due to the fire event. In 2023, all waste from landfill #11a was compacted and relocated to Landfill #11b.

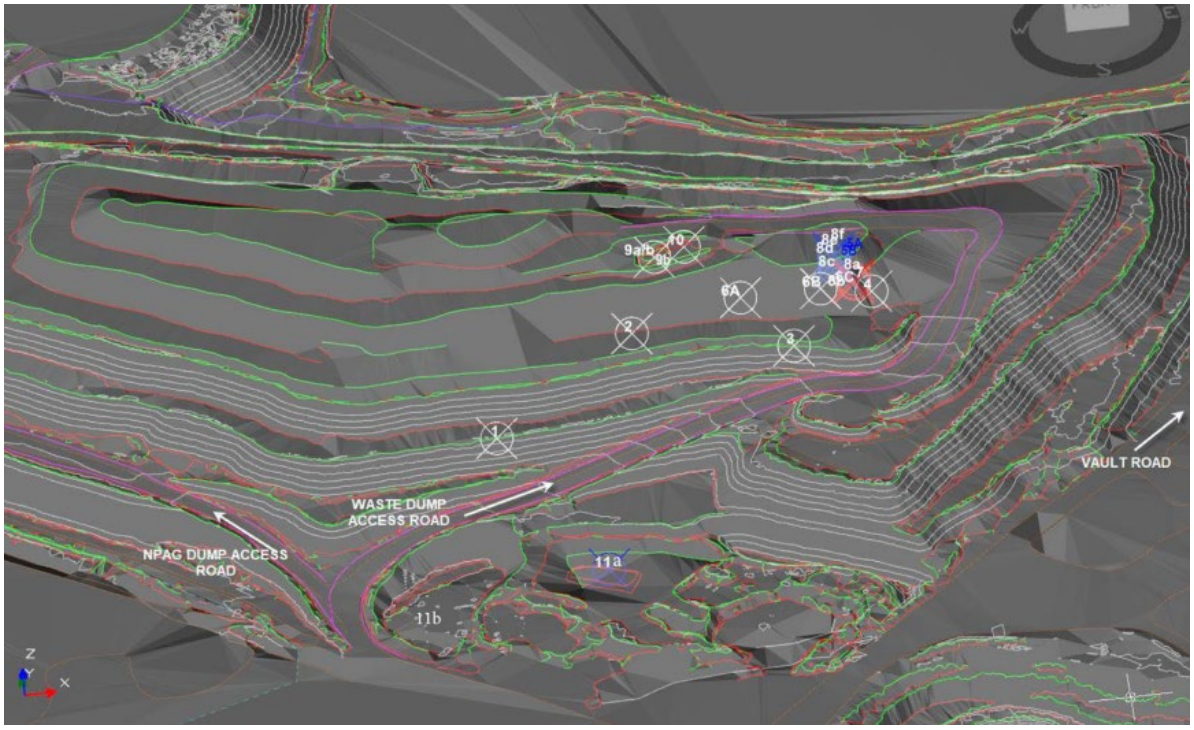
Table 6-1 Meadowbank Volume of Waste Disposed in Each Sub-Landfill (from survey)[§]

Landfill	Coordinates (UTM)			Volume (m³)	Date Covered
	Northing	Easting	Elevation		
#1	7215715.6	638601.6	160	3,650	December 12, 2012
#2	7215795.8	638711.4	186	840	February 27, 2013
#3	7215743.1	638827.8	195	1,656	May 14, 2013
#4	7215796.5	638890.9	200	9,507	January 19, 2014
#5A	7206586.1	643115.9	210	3,870	November 30, 2014
#5B	7206586.1	643115.9	210	2,768	March 13, 2015
#6A	7215788.8	638793.3	212	278	March 21, 2015
#6B	7215789.3	638853.1	212	3,260	September 5, 2015
#6C	7215790.8	638878.1	212	9,290	May 20, 2016
#7	7215790.8	638878.1	214	4,560	December 20, 2016
#8a	7215790.1	638878.1	217	17,864	November 30, 2017
#8b	7215790.1	638878.4	217	2,709	January 27, 2018
#8b	7215790.1	638878.4	217	13,019	June 1, 2018
#8c	7215800.7	638865.4	221	2,800	October 1,2018
#8d	7215800.7	638865.4	227	9,377	April 4, 2019
#8e	7215800.7	638865.4	232	8,482	August 1, 2019
#8f	7215800.7	638865.4	235	12,175	September 2, 2019
#9a	7215823.5	638733.9	233	350	March 28, 2020
#9b	7215823.5	638733.9	235	4,079	March 28, 2020
#10	7215829.7	638756.6	235	1,350	November 17, 2020
#11	*7215539.9*	*638667.8*	*150*	*1,691**	*Burned in 2021*
#11	*7215539.9*	*638667.8*	*150*	*4,905**	*Burned in 2021*
#11a	*7215539.9*	*638667.8*	*150*	*7,440***	*NA – Relocated to Landfill 11b*
#11b	7215498.1	638540.6	150	20,449	Active
			Total	**138,929**	

**Volume added to the volume of waste disposed to the landfill. See text above for more information.*

***All waste from landfill #11a was compacted and relocated to Landfill #11b.*

Figure 9 Meadowbank Sub-Landfill Location§



6.1.1.2 *Hazardous and Non-Hazardous Waste§*

In 2025, sea cans comprising hazardous waste, used tires, scrap metal, domestic waste, and construction debris were transported to registered companies or disposal facilities located in the Province of Quebec.

The sea cans were shipped from the spud barge at Agnico Eagle's Baker Lake marshalling facilities to Bécancour (Quebec) by sealift. These materials were transported under Waste Manifest #'s ES71321-4 (Appendix 21), in accordance with the GN Guidelines for the shipment of such waste.

A description of the types of hazardous waste, packaging and volume is provided in Table 6-2. Table 6-3 provides a summary of waste generated per type along with their disposal/recycling location. The volume of hazardous and non-hazardous waste disposed by sealift in 2025 are for the Meadowbank and Whale Tail sites. The waste to be disposed off-site from Whale Tail site is transported to Meadowbank site during the year, there is no possibility to make a distinction between the two (2) sites.

In 2025, Agnico Eagle generated approximately 16,635 tonnes of waste for Meadowbank and Whale Tail sites. This represents 74.8% of general waste disposed in the landfills, 3.7% of domestic waste disposed in the composter or off-site, 7.0 % of industrial/hazardous waste sent to an approval facility off-site, 5.0 % of waste (waste oil, and tires) recycled on site and off-site and 9.4% of steel recycled off site.

Table 6-2 Meadowbank and Whale Tail 2025 Waste Shipped to Licensed Hazardous Waste Companies[§]

Description	UN	Class	P. G.[1]	Regulated under T.D.G.A.[2]	Quantity	Container Type and Capacity	Unit Capacity	Volume (L)	Weight (Kg)	Disposal Method
Waste, Corrosive Liquid, Acidic, Inorganic, N.O.S. (Aluminum Sulphate Solution)	UN 3264	8	III	yes	52	Drum	205 L	10,660	5,380	Reuse as additive for water treatment
Residue Last Contained, Waste Corrosive Liquid, N.O.S. (Sodium Hydroxide, Potassium Hydroxide)	UN 1760	8	II	yes	18	Tote	1,000 L	18,000	1,380	Cleaning and tote recycling
Residue Last Contained, Waste Nitric Acid - empty drum	UN 2031	8	II	yes	686	Drum	205 L	140,630	8,232	Cleaning and drum recycling
Environmentally Hazardous Substances, Solid, N.O.S.(Lead) - Lab Sample	UN 3077	9	III	yes	42	Quatrex	765 L	32,130	4,268	Secure landfill
Residue Last Contained Waste, Oil/Antifreeze/Dust Suppression - empty drum	N/R[3]	-	-	no	398	Drum	205 L	81,590	6,025	Cleaning and drum recycling
Residue last contained Waste, Oil/Grease/ Kitchen Grease - empty plastic pail	N/R	-	-	no	4924	Pail	20 L	98,480	5,416	Cleaning and plastic recycling
Residue last contained Waste, Paint - empty metal pail	N/R	-	-	no	498	Pail	20 L	9,960	2,800	Cleaning and metal recycling
Residue Last Contained Waste, Oil/Antifreeze/Dust Suppression - empty tote	N/R	-	-	no	29	Tote	1,000 L	29,000	6,542	Cleaning and tote recycling
Residue Last Contained Waste, Oil/Sewer - empty tank	N/R	-	-	no	6	Tank	2,000 L	12,000	2,347	Cleaning, metal and plastic recycling
Waste, Antifreeze or Glycol - Concentration more than 30 %	N/R	-	-	no	4	Drum	205 L	820	530	Antifreeze recycling
Waste, Antifreeze or Glycol - Concentration more than 30 %	N/R	-	-	no	46	Tote	1,000 L	46,000	50,868	Antifreeze recycling
Waste, Water and Glycol - Concentration less than 30 %	N/R	-	-	no	4	Tote	1,000 L	4,000	3,200	Incineration
Waste, Cigarette Butts	N/R	-	-	no	1	Drum	205 L	205	60	Solidification and secure landfill
Waste, Diesel Exhaust Fluid, D.E.F.	N/R	-	-	no	4	Drum	205 L	820	790	Incineration
Waste, Diesel Exhaust Fluid, D.E.F.	N/R	-	-	no	1	Tote	1,000 L	1,000	225	Incineration
Waste, Flocculant	N/R	-	-	no	2	Quatrex	765 L	1,530	1,040	Secure landfill
Waste, Grease	N/R	-	-	no	38	Drum	68 L	2,584	865	Solidification and secure landfill
Waste, Grease	N/R	-	-	no	469	Drum	205 L	96,145	44,870	Solidification and secure landfill
Waste, Metal Grinding Dust	N/R	-	-	no	13	Drum	205 L	2,665	2,600	Secure landfill
Waste, Hydrocarbon Contaminated Water	N/R	-	-	no	1	Drum	205 L	205	205	Water treatment and energy recovery
Waste, Hydrocarbon Contaminated Water	N/R	-	-	no	28	Tote	1,000 L	28,000	29,882	Water treatment and energy recovery
Waste, Kitchen Grease	N/R	-	-	no	34	Drum	205 L	6,970	6,731	Energy recovery
Waste, Kitchen Grease	N/R	-	-	no	1	Tote	1000 L	1,000	1,060	Energy recovery
Waste, Oil[4,5]	N/R	-	-	no	121	Drum	205 L	556,483	500,835	Oil recycling
					568	Tote	1,000 L			
Waste, Oil Filters	N/R	-	-	no	5	Drum	205 L	1,025	635	Energy recovery and metal recycling
Waste, Oil Filters	N/R	-	-	no	69	Tote	1,000 L	69,000	37,944	Energy recovery and metal recycling
Waste, Oily sludge and debris	N/R	-	-	no	1	Tote	1,000 L	1,000	1,125	Energy recovery
Waste, Oily Contaminated Solid	N/R	-	-	no	40	Drum	205 L	8,200	4,917	Energy recovery
Waste, Oily Contaminated Solid	N/R	-	-	no	537	Quatrex	765 L	410,805	147,658	Energy recovery
Waste, Oily Contaminated Solid	N/R	-	-	no	37	Tote	1,000 L	37,000	7,232	Energy recovery
Waste, Oily Water	N/R	-	-	no	49	Tote	1,000 L	49,000	52,103	Water treatment and energy recovery
Waste, Water-Based Paint	N/R	-	-	no	2	Drum	205 L	410	360	Consolidation and energy recovery
Mixed Waste Labpack	N/R	-	-	no	3	Quatrex	765 L	2,295	656	Consolidation and energy recovery

Description	UN	Class	P. G.[1]	Regulated under T.D.G.A.[2]	Quantity	Container Type and Capacity	Unit Capacity	Volume (L)	Weight (Kg)	Disposal Method
Waste, Resin Cartridges containing Organic Peroxide Hardener	N/R	-	-	no	6	Pallet	1,400 L	8,400	8,598	Solidification and secure landfill
Waste, S.T.P. Sewage Treatment Solid	N/R	-	-	no	10	Quatrex	765 L	7,650	7,200	Solidification and secure landfill
Waste, Sodium Tetraborate Anhydrous	N/R	-	-	no	2	Quatrex	765 L	1,530	1,126	Secure Landfill
Waste, Sump Water	N/R	-	-	no	90	Drum	205 L	18,450	18,061	Water treatment and energy recovery
Waste, Sump Water	N/R	-	-	no	135	Tote	1,000 L	135,000	119,284	Water treatment and energy recovery
Waste, Contaminated Windshield Washer	N/R	-	-	no	2	Drum	205 L	410	410	Incineration
							Total	**1,931,052**	**1,093,460**	

1. *Packaging Group as per TDGA*
2. *Transportation of Dangerous Good Act, Canada 1992, S.C. 1992, c. 34*
3. *N/R: Not Regulated under TDGA*
4. *Used oil acceptable for recycling as per Schedule 6 of Regulation respecting hazardous materials, Québec Q-2, r. 32*
5. *The quantity in L and kg for waste oil is the volume and weight of used oil received and shipped for recycling*

Table 6-3 Percentage of Waste Disposed from 2021-2025§

Waste	2021 Weight (Tonnes)	2022 Weight (Tonnes)	2023 Weight (Tonnes)	2024 Weight (Tonnes)	2025 Weight (Tonnes)	2021 Total waste (%)	2022 Total waste (%)	2023 Total waste (%)	2024 Total waste (%)	2025 Total waste (%)	Disposal Recycling location
General[1]	6,325	7,960	10,469	12,333	12,440	67.5	58.8	75.9	75.7	74.8	Landfill On-site disposal
Domestic[2]	796	1,367	522	522	620	8.5	10.1	3.8	3.2	3.7	Incinerator[4] and Composter[4] on-site or off-site disposal
Industrial/ Hazardous[3]	600	856	471	858	1,171	6.4	6.3	3.4	5.3	7.0	Off-site disposal and recycling
Waste oil	263	152	266	420	400	2.8	1.1	1.9	2.6	2.4	On-site recycling
Steel	1,132	2,858	1,696	1,827	1,568	12.1	21.1	12.3	11.2	9.4	Off-site recycling
Batteries	11	29	5	0.5	0[5]	0.1	0.2	0.04	0.003	0.0	Off-site recycling
Tires	243	309	355	331	437	2.6	2.3	2.6	2.0	2.6	Off-site recycling
TOTAL	**9,370**	**13,530**	**13,785**	**16,291**	**16,635**	**100**	**100**	**100**	**100**	**100**	

1. 2025 - Quantities of general waste sent to Meadowbank Landfill is 5,992 tonnes and to Whale Tail Landfill is 6,448 tonnes.
2. 2025 - Volume of domestic waste sent to the Meadowbank and Whale Tail composters (194 tonnes) and to a registered down south company (426 tonnes).
3. Industrial/ Hazardous waste does not include weight of batteries. Does include waste oil sent off-site.
4. Composter in use starting 2020. No incineration on site starting in 2023.
5. Waste batteries were still disposed and stored at site with current Hazmat practices. Considering shipping priorities and updated TDG regulations no batteries were shipped for external disposal in 2025.

Several projects for waste reduction/recycling were undertaken or were ongoing in 2025 at the Meadowbank Complex:

- Recycling of used protective personnel equipment (PPE)
    - The objective of the Used PPE Project is to provide a second life to reusable PPE. With the collaboration of all departments, Agnico Eagle collected used PPE around the Meadowbank Complex to create a used PPE inventory. This used PPE is now reused instead of ordering new equipment and disposing of reusable materials in the landfill. This initiative has been successful in reducing waste sent to landfill and as an overall cost saving measure.

- Waste oil recycling plan
    - Agnico Eagle has an existing waste oil reuse plan. In 2025, Agnico Eagle reused approximately 454 m^3 of waste oil as a fuel source in waste oil heaters. Table 6-5 provides a breakdown of the waste oil incinerated by month. Agnico Eagle is planning on continuing to reuse waste oil produced in 2026.

- Steel recycling
    - An approximate total of 1,568 tonnes of steel was packaged and transported south for recycling. This material was removed from our solid waste stream and not landfilled on site.

- Tire recycling
    - In 2025, approximately 437 tonnes of scrap tires were shipped south and recycled in an accredited facility.

6.1.1.3 *Composter*§

The Meadowbank composter was in operation in 2025 and continues to contribute to optimizing waste management by reducing the amount of waste to be managed off site.

In 2025, 15,532 kg of cardboard and 73,152 kg of food waste were loaded into the composter. A total of 85 totes of compost were produced and transferred to the Meadowbank landfill as per the approved Incinerator Waste Management Plan.

6.1.2 Whale Tail Site§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 14: ***A summary report of all general waste disposal activities including monthly and annual quantities in cubic metres of waste generated and location of disposal***

6.1.2.1 Landfill§

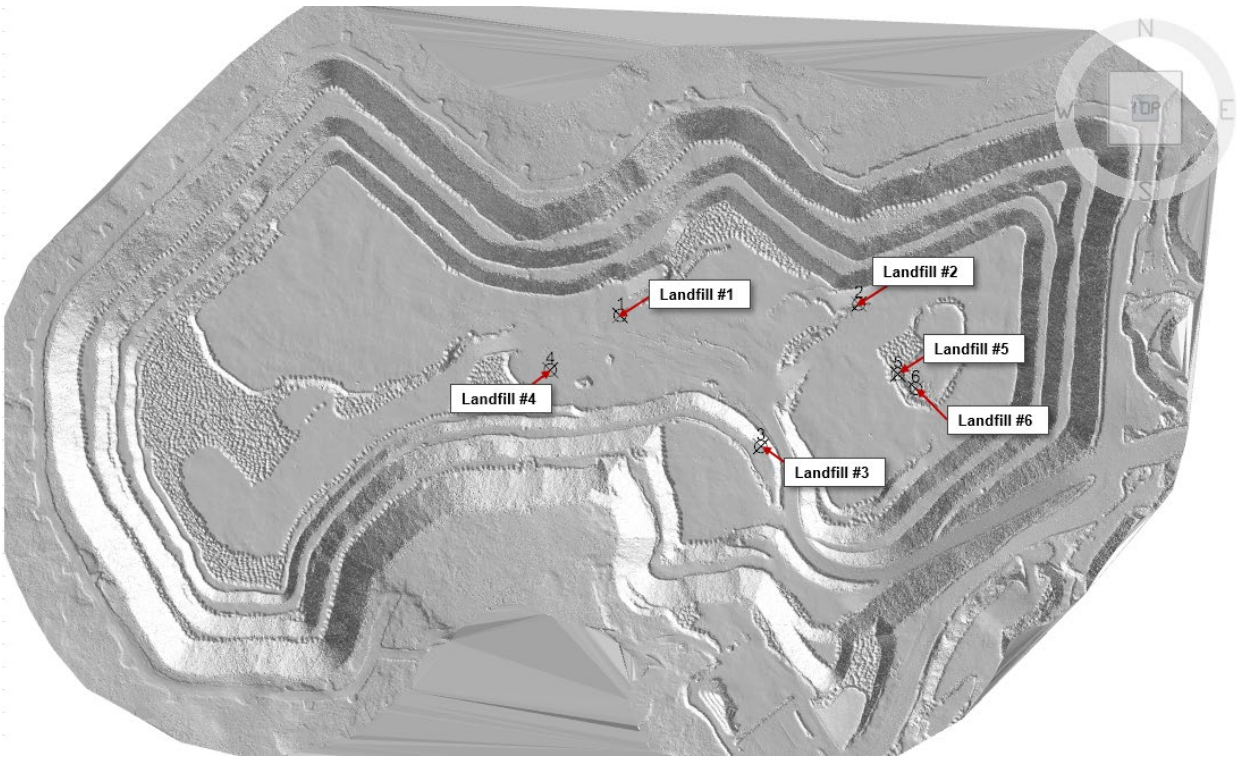
Table 6-4 below indicates the volume of waste in cubic metres disposed in the Whale Tail Landfill starting in October 2019 and Figure 10 indicates the locations used to date. The volume of waste landfilled since 2019 is 52,555 m^3. This is based on the engineering survey done at each landfill. It should be noted that

this amount could be overestimated as some of the surveys were completed once the sub-landfills capping was done. The waste was not always compacted in the landfill when surveyed causing volumes to be overestimated. From that amount, Agnico Eagle landfilled approximately 9,211 m^3 in 2025. Landfill #6 is currently in use.

Table 6-4 Whale Tail Volume of Waste Disposed in Landfill (from survey)§

Landfill	Coordinates (UTM)			Volume (m^3)	Date Covered
	Northing	Easting	Elevation		
#1	7256069.069	605637.584	168	6,151	December 6, 2020
#2	7256087.459	606021.081	171	8,553	October 2, 2022
#3	7255858.089	605863.835	197	11,552	September 19, 2023
#4	7255980.884	605525.441	216	11,424	July 15, 2024
#5	7255973.800	606084.100	225	11,091	July 24, 2025
#6	7255950.700	606112.752	240	3,784	Active
			Total	**52,555**	

Figure 10 Whale Tail Landfill Location§



6.1.2.2 *Hazardous and Non-Hazardous Waste*§

As detailed in previous section, all hazardous and non-hazardous waste that required an off-site disposal to an accredited facilities for recycling or disposal according to regulations are sent to the Meadowbank Site via the Whale Tail Haul Road. From there, the hazardous and non-hazardous waste are segregated along with the waste generated by the Meadowbank Site. There is no distinction possible between the site provenance of the waste. A description of the types of waste, packaging and volume is provided in Section 6.1.1.2.

6.1.2.3 *Composter*§

NWB's approval for the construction of a Composter at Whale Tail Site was received in 2023. Construction started in 2023 and was completed at the beginning of 2025. The Whale Tail composter was in operation in 2025 and continues to contribute to optimizing waste management by reducing the amount of waste to be managed off site.

In 2025, 35,800 kg of cardboard and 69,959 kg of food waste were loaded into the composter. A total of 136 totes of compost were produced and transferred to the Whale Tail landfill as per the approved Composter and Incinerator Waste Management Plan.

6.2 INCINERATOR§

6.2.1 Meadowbank Site§

As per NWB Water License 2AM-MEA1530 Schedule B, Item 12: ***Report of Incinerator test results including the materials burned and the efficiency of the Incinerator as they relate to water and the deposit of waste into water.***

And

NIRB Project Certificate No.004 Condition 72: ***On-site incinerators shall comply with Canadian Council of Ministers of Environment and Canada-Wide Standards for dioxins and furan emissions, and Canada-wide Standards for mercury emissions, and AEM shall conduct annual stack testing to demonstrate that the on-site incinerators are operating in compliance with these standards. The results of stack testing shall be contained in an annual monitoring report submitted to GN, EC and NIRB's Monitoring Officer.***

Operation of the incinerator ceased on November 27, 2022. No waste was incinerated at the Meadowbank Complex in 2025; therefore, no stack testing was required.

6.2.1.1 *Waste Oil Monitoring*§

In 2025, a total of approximately 454 m^3 of waste oil was burned in furnaces. Volumes of waste oil reused as fuel in 2025 are presented in Table 6-5.

Table 6-5 Meadowbank 2025 Volume of Waste Oil Consumed[§]

Month	Consumption (m^3)
January	73
February	69
March	69
April	59
May	39
June	9
July	0
August	0
September	10
October	24
November	44
December	57
Total	**454**

There is no sampling frequency for waste oil specified in the GN Environmental Guideline for Used Oil and Waste Fuel. To ensure compliance with the Guideline parameters, Agnico Eagle will minimally sample the waste oil feedstock twice a year.

In 2025, Agnico Eagle collected one waste oil sample per month. All metals and polychlorinated biphenyls (PCB) parameters have met the GN Environmental Guideline, excepted two (2) samples for Total Halogen. This data is presented in Table 6-6.

Table 6-6 Meadowbank 2025 Waste Oil Monitoring[§]

Parameters	Maximum Allowable Concentration*	Unit	1/19/2025	2/9/2025	3/3/2025	4/13/2025	5/18/2025	6/16/2025
Flash Point	≥ 37.7	°C	80	>80	>80	76	69	>80
Total Halogen	1,000	mg/kg	255	69	64	< 1	98	121
Cadmium	2	mg/kg	0.30	0.57	0.34	0.51	0.41	0.76
Chromium	10	mg/kg	< 1	< 1	< 1	< 1	< 1	< 1
Lead	100	mg/kg	< 1	< 1	< 1	< 1	< 1	< 1
Polychlorinated Biphenyls	2	mg/kg	< 5	< 5	< 5	< 5	< 5	< 5

Parameters	Maximum Allowable Concentration*	Unit	7/14/2025	8/10/2025	9/14/2025	10/22/2025	11/2/2025	12/6/2025
Flash Point	≥ 37.7	°C	>80	78	>80	79	>80	>80
Total Halogen	1,000	mg/kg	< 1	< 1	332	1,081	1,222	< 1
Cadmium	2	mg/kg	0.64	0.56	0.58	0.49	0.64	0.64
Chromium	10	mg/kg	< 1	< 1	< 1	< 1	< 1	< 1
Lead	100	mg/kg	< 1	< 1	< 1	< 1	< 1	< 1
Polychlorinated Biphenyls	2	mg/kg	< 5	< 5	< 5	< 5	< 5	< 5

** GN Environmental Guideline for Used Oil and Waste Fuel (GN, 2012)*

6.2.2 Whale Tail Site§

As per Water License 2AM-WTP1830 Schedule B, Item 15: ***Reporting of Incinerator test results including the materials burned and the efficiency of the Incinerator in relation to effects on Water and the potential Deposit of Waste into Water.***

There is currently no incinerator constructed at Whale Tail site.

6.3 ADDITIONAL INFORMATION§

6.3.1 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 25: ***Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported.***

The Board did not request any additional details on waste disposal in 2025.

6.3.2 Whale Tail Site§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 28: ***Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported.***

The Board did not request any additional details on waste disposal in 2025.

SECTION 7. SPILL MANAGEMENT

7.1 SPILL SUMMARY§

The number of spills in 2025 for both Meadowbank and Whale Tail sites are summarized in Table 7-1 below. The construction of the Whale Tail Mine started in 2016 with the construction of the Amaruq Exploration Access Road (Whale Tail Haul Road). For this reason, there are no spills to report from the Whale Tail site prior to 2016. Spills that occurred along the Amaruq Exploration Access Road were reported in 2016 and 2017 in the report submitted as part of the NWB Water License 8BC-AEA1525, which was cancelled as of November 2018 and are reported in the Table 7-1 below.

To be consistent with previous years, Agnico Eagle will continue to present spills for the Meadowbank site, AWAR and Bake Laker infrastructures (Section 7.1.1) and the ones for Whale Tail site and Whale Tail Haul Road (Section 7.1.2) separately.

Table 7-1 Total Reportable and Non-Reportable Spills for the Meadowbank and Whale Tail Sites from 2011 to 2025§

Year	Meadowbank Site			Whale Tail Site			Total Spills for both Sites
	Number Reportable Spills	Number Non-Reportable Spills	Total	Number Reportable Spills	Number Non-Reportable Spills	Total	
2011	12	68	**80**	N/A	N/A	**N/A**	**80**
2012	16	82	**98**	N/A	N/A	**N/A**	**98**
2013	7	85	**92**	N/A	N/A	**N/A**	**92**
2014	9	63	**72**	N/A	N/A	**N/A**	**72**
2015	18	148	**166**	N/A	N/A	**N/A**	**166**
2016	34	374	**408**	0	14	**14**	**422**
2017	28	383	**411**	0	34	**34**	**445**
2018	26	217	**243**	15	114	**129**	**372**
2019	22	97	**119**	43	177	**220**	**339**
2020	11	38	**49**	21	204	**225**	**274**
2021	20	48	**68**	14	148	**162**	**230**
2022	14	45	**59**	20	134	**154**	**213**
2023	15	46	**61**	22	105	**127**	**188**
2024	19	39	**58**	16	94	**110**	**168**
2025	10	69	**79**	24	165	**189**	**268**

With the main mining operations shifted from Meadowbank to Whale Tail mine in 2019, it was expected to observe a significant decrease in spills internally and externally reported at Meadowbank and an increase at the Whale Tail site.

Building from previous actions and findings, Agnico Eagle continues to address environmental incidents by conducting spill investigations on high potential spill events. The investigation process aids in identifying and addressing root causes of spills and implement associated corrective measures. These

measures are tracked for completeness, with the help of a site wide database. Examples of corrective measures include update to procedures, review of work methods, implementation of engineered controls, fixing mechanical issues, etc. Additionally, the environmental awareness training program that was developed in 2022 is still active and is mandatory for all supervisors on site and open to all site personnel. The training includes a refresher of spill management and reporting requirements as well as a focus on spill prevention.

A dashboard is available for employees/departments to view environmental incidents (reportable and non-reportable spill events) as well as review corrective and preventive actions tracking.

An analysis of non-reportable spills in 2025 for both Meadowbank and Whale Tail sites continues to highlight that the majority of spills (86%) are caused by mechanical / equipment failure / malfunction and that they occur primarily in high production areas: Pits and WRSF (29%), Pads, Parking Areas, Laydowns (43%), and Mine Haul Roads (13%).

Agnico Eagle operates the Meadowbank and Whale Tail sites under extreme winter conditions that place additional mechanical stress on equipment and increase the risk of equipment-related failures, despite the implementation of comprehensive inspection and preventative maintenance programs. In 2025, consistent with established practice, heightened attention was applied to operational controls and equipment management. The stand-down of equipment during periods of extreme cold temperatures was fully integrated into mining operations, thereby reducing stress on hydraulic systems and associated components.

The most commonly reported spill substances at the Meadowbank Complex include hydraulic oil, diesel fuel, and coolant/glycol.

Despite an increase in reported spills in 2025, overall performance should be assessed in relation to the higher production levels and material handling volumes at the Meadowbank Complex, while recognizing the role of comprehensive environmental monitoring, ongoing surveillance, and corrective actions in preventing significant environmental impacts. As such, an environmental event reduction plan was initiated and focused on key areas, from auditing mechanical performance to overall environmental site awareness. By continuing to enhance environmental education and sustainability across Meadowbank, Agnico Eagle is confident that potential environmental impacts are limited and appropriately controlled.

All internal reported spills and spills reported to regulators are managed according to the Spill Contingency Plan provided in Appendix 22. Spills are contained and cleaned, contaminated material is disposed to the appropriate area, and the clean-up actions are monitored by the Environment team.

In addition to the environmental event reduction plan, spill investigations, environmental awareness, and spill training mentioned above, Agnico Eagle completed the following spill response and training activities in 2025:

- A mock spill exercise was completed on July 19, 2025, at the Baker Lake Marshalling Facility. The scenario was: while conducting the hourly ship to shore inspection during the transfer of fuel at the Baker Lake Oil Handling Facility (OHF), an employee observes a pool of diesel fuel on the road leading up to the fuel farm. The worker confirms that a valve on the permanent pipeline past the manifold appears to be leaking, and the ponded fuel has begun to spread down the road toward the shoreline. This scenario simulates a spill with a high potential

environmental impact on a waterbody. The team had to manage their resources and workforce to install a secondary containment under the valve, stop the leak, and contain the spill, ensuring the fuel does not reach the lake by digging a trench on the road and installing spill booms. Overall, the participant's actions and response to the spill were deemed satisfactory. The mock spill exercise report can be found in Appendix K of the Spill Contingency Plan, Version 24 (Appendix 22).

- An Environmental Emergency (E2) drill for the Meadowbank bulk fuel storage facility was completed in September 2025. A drill format was selected for the 2025 annual simulation at Meadowbank and included a presentation of the diesel fuel container system valve operation, as well as a review of the fuel dip procedure. The goal of this drill was to improve the knowledge and understanding of the HMI system including the controls, level sensors, and alarms associated with the fuel tanks at the Meadowbank Complex. Stakeholders from various departments were involved in the process to ensure that all information was valid.

- An E2 Full-Scale Simulation Exercise for the Baker Lake Oil Handling Facility was performed on September 14, 2025. Agnico Eagle hired SWAT Consulting Inc. to facilitate a simulation exercise based on an Alternate Worst-Case scenario for the Baker Lake OHF. This simulation involved Agnico Eagle's Emergency Response Team, Emergency Management Team, and Environment personnel. The exercise involved an ongoing release from the Ship-to-Shore Connection, a permanent steel pipeline onshore connected to a floating transfer hose from the Woodward vessel, resulting in the release of 9,000 liters of diesel. The simulation exercise report can be found in Appendix K of the Spill Contingency Plan, Version 24 (Appendix 22).

- Additional activities related to spill/incident management can be found in Section 7.3.

In 2025, Agnico Eagle continued to raise worker awareness to the importance of including full details in spill report regarding contaminated material disposal for improved tracking.

In 2026, Agnico Eagle will continue to implement its spill investigation processes and apply lessons learned from equipment-related spill root cause analyses. Reviews of spill reporting procedures will continue, along with department-specific toolbox meetings, to reinforce awareness, shared accountability, and adherence to spill prevention and response requirements.

7.1.1 Meadowbank Site§

As per NWB Water License 2AM-MEA1530 Schedule B, Item 13 ***A list and description of all unauthorized discharges including volumes, spill report line identification number and summaries of follow-up action taken.***

And

As required by NIRB Project Certificate No.004 Condition 26: ***Cumberland shall ensure that spills, if any, are cleaned up immediately and that the site is kept clean of debris, including wind-blown debris.***

A summary of all unauthorized discharges that were reported to the GN Spill hotline in 2025 are presented in Table 7-2. A summary of all non-reportable spills can be found in Table 7-3. This data was also included in monthly monitoring reports submitted to the NWB 2AM-MEA1530 and quarterly via the KivIA Production Lease Report. GN Spill Reporting Forms, as requested by the Water License 2AM-

MEA1530 Part H, Item 8 for reported spills, are available on the GN Spill Reporting Website. Follow-up reports were also submitted within 30 days of the spill occurrence and can be provided on request. The spills presented in Table 7-2 and Table 7-3 below include spill events related to the Meadowbank site, AWAR and Baker Lake infrastructures.

In 2025, ten (10) spills were reported to the GN Spill hotline and sixty-nine (69) non-reportable spills occurred on site Table 7-1 above provides a summary of the reportable and non-reportable spills from 2011 -2025.

One (1) spill was reported to regulators on October 2, 2025, for due diligence purposes. During a routine inspection of the Meadowbank 5 ML fuel tank, a sheen was observed on water within the secondary containment. Upon further investigation, the sheen appeared to have originated from the aggregate around the base of the fuel tank. A plumber was immediately called to investigate. The exact location of the spill is unknown; however, it is believed that the spill originates from the tank.

Several steps were undertaken to assess whether the tank was leaking and to mitigate potential environmental impacts:

- Retention Basin Drainage: The basin was drained to observe whether it would naturally refill, indicating a possible leak.
- Tank Level Monitoring: Fuel levels were tracked using manual DIP readings and automated level sensors.
- Visual Inspections: All associated piping and tank walls were thoroughly inspected to identify any signs of leakage.
- Tank Isolation: The tank was isolated to prevent further potential discharge and facilitate investigation.

Despite these efforts, preliminary findings have not conclusively identified the source or volume of the suspected leak. As of October 16, 2025, inspections have not confirmed the presence of an active leak, nor have a quantifiable flow rate been established. Notably, the volume within the secondary containment has remained stable. All fuel/sheen is contained within the secondary containment. A follow up report was submitted on October 25.

In 2025, one (1) non-compliance related to the MDMER and Meadowbank Water License 2AM-MEA1530 occurred. More details regarding non-compliances at the Meadowbank site can be found in Section 11.6.1 below.

Table 7-2 Meadowbank Site 2025 Spills Reported to the GN 24-Hour Spill Hotline[§]

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken	GN Spill Number
1/18/2025	Waste Oil & Coolant	1,400	L	Hazmat Yard	Human error	The contaminated material was collected and brought to the Meadowbank Tailings Facility	2025-066
3/4/2025	TSS	27	Kg	East Dike Discharge (ST-8/ST-MMER-3)	Operational issue	Due to the elevated turbidity readings, the discharge to the environment was stopped as a precaution and water was redirected into site water management infrastructure.	2025-118
3/6/2025	Hydraulic Oil	300	L	EMR Yard	Mechanical failure	The contaminated materials were segregated then collected and brought to the appropriate Hazmat Disposal Facilities.	2025-119
5/10/2025	Diesel Fuel	250	L	Fuel Farm	Human error & Equipment failure	The pump was immediately stopped, and absorbent material was used to collect and contain the fuel. A grader was called to scrape the area. ~5 m^3 of contaminated soil was collected and brought to the Meadowbank Landfarm. Contaminated absorbent material was collected and brought to the Meadowbank Hazardous Waste Facility for segregation.	2025-211
5/22/2025	Waste Oil	750	L	Incinerator Building Seacan Laydown	Human error	A vacuum truck was deployed to recover as much of the spilled oil as possible. Spill response materials were applied, and a small berm was built to contain the spill within the affected area. All contaminated material was removed and disposed of at the Meadowbank Landfarm.	2025-221
7/15/2025	Sewage	1	m^3	Ditch Adjacent to the Nova Camp Pad	Equipment failure	A vacuum truck was used to recover as much of the spilled liquid as possible. The collected contaminated material was disposed of at the Meadowbank Tailings Storage Facility.	2025-285
8/8/2025	Diesel Fuel	200	L	Fuel Farm	Human error	The pump was immediately stopped, and absorbent material was used to collect and contain the fuel. A grader and a loader were called to scrape the area. Contaminated material was collected, segregated and brought to the appropriate facility in Meadowbank.	2025-326
9/2/2025	Diesel Fuel	80	L	Near Vault Attenuation Pond	Human error	The pump was immediately stopped, and an excavator and a vacuum truck were sent to clean up the contaminated material. Due to the proximity of the attenuation pond, maritime barriers were deployed along the shore as a precaution. No sheen was observed outside of the barriers, within the pond. Contaminated material and water were collected and disposed of at the Meadowbank Complex, ~265 m^3 of water was pumped and brought to the tailings for disposal. ~3 m^3 of contaminated material was collected and brought to the Meadowbank Landfarm. Pumping operations were continued as a precaution until confirmatory samples results were received.	2025-361
11/8/2025	Copper Sulfate	20	Kg	CAT Dome	Equipment damaged	The holes in the sea can were sealed, and equipment was dispatched to scrape and clean the affected area. The contaminated material was then transported to the Tailings Storage Facility for disposal.	2025-432
12/1/2025	Waste Oil	700	L	Hazmat Yard	Human error	Spill response materials were applied, and the spill was contained within the affected area. The sea cans were removed, and all contaminated material was cleaned up and disposed of at the Meadowbank Landfarm.	2025-453

Table 7-3 Meadowbank Site 2025 Non-Reportable Spills§

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
1/3/2025	Engine Oil	1	L	Baker Lake Fuel Farm	Equipment failure	The contaminated material was collected and brought to the Meadowbank Landfarm.
1/3/2025	Diesel Fuel	4	L	Meadowbank Fuel Farm	Equipment malfunction	The contaminated material will be collected and brought to the Meadowbank Landfarm.
1/9/2025	Coolant	30	L	Front Desk Parking	Mechanical failure	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/10/2025	Hydraulic Oil	2	L	Tarmac	Mechanical failure	The contaminated material was collected and brought to the roll off bin for disposal at the Meadowbank Landfarm.
1/12/2025	Hydraulic Oil	0.5	L	Stormwater Management Pond Road Parking	Mechanical failure	The contaminated material was collected and brought to the Meadowbank Landfarm.
1/15/2025	Coolant	5	L	Front Desk Parking	Mechanical failure	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/15/2025	Hydraulic Oil	4	L	Mill Yard	Mechanical failure	The contaminated material was collected and brought to the Meadowbank Landfarm.
1/15/2025	Coolant	1	L	Stormwater Management Pond Road Parking	Equipment failure	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/25/2025	Hydraulic Oil	3	L	Winter Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/4/2025	Hydraulic Oil	10	L	Warehouse Transit Pad	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/7/2025	Diesel Fuel	75	L	LHT Fuel Farm	Human error	Contaminated soil was picked up and disposed in the yellow bin.
2/7/2025	Diesel Fuel	5	L	E&I Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/7/2025	Hydraulic Oil	15	L	Tarmac	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/15/2025	Coolant	5	L	LHT Parking	Equipment failure	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
2/17/2025	Windshield Washer Fluid	1	L	Quarry 23 Laydown	Improper storage	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
2/18/2025	Engine Oil	1	L	Environment Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/23/2025	Coolant	20	L	Pit E Ramp	Equipment failure	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
2/26/2025	Coolant	9	L	Stormwater Pond Parking	Equipment failure	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
3/3/2025	Diesel Fuel	15	L	Fuel Farm	Equipment malfunction	Contaminated soil was picked up and disposed in the yellow bin.
3/6/2025	Waste Oil	2	L	Beside Blue Coverall	Improper storage	Contaminated soil was picked up and disposed in the yellow bin.
3/7/2025	Coolant	20	L	Winter Parking	Equipment failure	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
3/31/2025	Hydraulic Oil	10	L	West Road Near Y	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
4/1/2025	Diesel Fuel	8	L	AWAR KM 3	Human error	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
4/6/2025	Coolant	10	L	Quarry 23 - D&B	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
				Laydown		Meadowbank Tailings Storage Facility.
4/7/2025	Hydraulic Oil	55	L	RF-2	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
4/11/2025	Coolant	1	L	AWAR KM 85	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/13/2025	Glycol	5	L	Seacan Laydown	Human error	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/25/2025	Transmission Fluid	8	L	Pushback Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
4/26/2025	Hydraulic Oil	14	L	Quarry 23	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
4/27/2025	Hydraulic Oil	25	L	Quarry 23	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
4/28/2025	Steering Fluid	2	L	RF-1	Equipment failure	Contaminated soil was picked up and disposed of at the Meadowbank Landfarm.
4/28/2025	Glycol	10	L	Winter Parking	Equipment failure	Absorbent pads used. The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
5/6/2025	Hydraulic Oil	10	L	Cat Dome	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/13/2025	Coolant	20	L	AWAR KM 96	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
5/24/2025	Windshield Washer Fluid	5	L	Quarry 23 - Drill & Blast Laydown	Improper storage	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/10/2025	Coolant	2	L	Outside Warehouse Counter	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/10/2025	Differential Oil	3	L	Service Shop	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
6/13/2025	Diesel Fuel	20	L	Fuel Farm	Unknown	Contaminated soil was picked up and disposed in the yellow bin.
6/13/2025	Waste Oil & Grease	20	L	Transit Laydown	Improper storage	Contaminated soil was picked up and disposed in the yellow bin.
6/23/2025	Diesel Fuel	10	L	PEL Shop	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
7/2/2025	Diesel Fuel	2	L	Baker Lake Fuel Farm	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
7/17/2025	Coolant	25	L	Vault Coverall	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
7/17/2025	Coolant	40	L	Primary crusher pad	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
7/28/2025	Transmission Fluid	20	L	Outside Main Shop	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/17/2025	Hydraulic Oil	15	L	Cat Dome	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/21/2025	Coolant	2	L	Reefer Pad	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
8/22/2025	Hydraulic Oil	30	L	Central Dike	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/25/2025	Hydraulic Oil	30	L	Primary Crusher	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
9/8/2025	Hydraulic Oil	50	L	Winter Parking	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
9/10/2025	Transmission Fluid	5	L	Winter Parking	Mechanical failure	Contaminated soil was picked up and disposed in the yellow bin.

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
9/17/2025	Glycol	1	L	Warehouse	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
9/18/2025	Diesel Fuel	5	L	Near Vault Attenuation Pond	Human error	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
10/4/2025	Hydraulic Oil	40	L	Crusher Pad	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/5/2025	Coolant	30	L	AWAR KM 63	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
10/8/2025	Engine Oil	30	L	Winter Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/15/2025	Diesel Fuel	15	L	Fuel Farm	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
10/19/2025	Transmission Oil	10	L	Environment Office Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/20/2025	Diesel Fuel	60	L	AWAR KM 42	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/27/2025	Hydraulic Oil	4	L	Outside Main Shop	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/31/2025	Hydraulic Oil	8	L	Winter Parking	Maintenance	Contaminated soil was picked up and disposed in the yellow bin.
10/31/2025	Hydraulic Oil	10	L	Outside Bay 10	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
11/30/2025	Diesel Fuel	10	L	LHT Winter Parking	Human error	Absorbent pads used. The contaminated material was collected and disposed in the roll-off bin.
12/3/2025	Coolant	5	L	Vault Coverall	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
12/9/2025	Diesel Fuel	40	L	Main Shop Downline	Human error	Contaminated soil was picked up and disposed in the yellow bin.
12/10/2025	Diesel Fuel	40	L	Baker Lake Fuel Farm	Work procedure not followed	Contaminated soil was picked up and moved to the Meadowbank Landfarm for disposal.
12/10/2025	Transmission Oil	50	L	Winter Parking	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
12/11/2025	Diesel Fuel	50	L	Site Services Coverall	Equipment malfunction	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
12/11/2025	Hydraulic Oil	60	L	Winter Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
12/20/2025	Coolant	10	L	Winter Parking	Equipment failure	Absorbent pads used. The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.

7.1.2 Whale Tail Site§

As per NWB Water License 2AM-WTP1830 Schedule B, Item 16: ***A list and description of all unauthorized discharges including volumes, spill report line identification number and summaries of follow-up action taken.***

A summary of all unauthorized discharges that were reported to the GN Spill hotline in 2025 is presented in Table 7-4. A summary of all non-reportable spills can be found in Table 7-5. This data was included in monthly monitoring reports submitted to the NWB 2AM-WTP1830 and also reported quarterly via the KivIA Production Lease Report. GN Spill Reporting Forms, as requested by the Water License 2AM-WTP1830 Part H, Item 8 for reported spills, are available on the GN Spill Reporting Website. Follow-up reports were also submitted within 30 days of the spill occurrence and can be provided on request. The spills presented in Table 7-4 and Table 7-5 below only include spills related to the Whale Tail site and Whale Tail Haul Road.

In 2025, twenty-four (24) spills were reported to the GN Spill Hotline and one hundred and sixty-five (165) non-reportable spills occurred on site. Table 7-1 above provides a summary of the reportable and non-reportable spills from 2016 -2025.

In 2025, zero (0) non-compliances related to the MDMER and Whale Tail Water License 2AM-WTP1830 occurred.

Table 7-4 Whale Tail Site 2025 Spills Reported to the GN 24Hr Spill Hotline§

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken	GN Spill Number
1/9/2025	Engine Oil	200	L	IVR West Parking	Mechanical failure	Approximately 10.0 m^3 of contaminated material was collected and brought to the Whale Tail Landfarm.	2025-030
1/11/2025	Coolant	100	L	Whale Tail Pit	Mechanical failure	Approximately 8.0 m^3 of contaminated snow and material was collected and brought to the Meadowbank Tailings Storage Facility.	2025-037
1/17/2025	Hydraulic Oil	200	L	Whale Tail Pit	Equipment failure	Approximately 10.0 m^3 of contaminated material was collected and brought to the Whale Tail Landfarm.	2025-063
1/21/2025	Sewage Effluent Water	80	L	Sewage Treatment Plant	Mechanical failure	The valve was manually closed by the STP operator, shutting off the water access. Proper housekeeping inside the seacan was performed. The vacuum truck was used to recover as much liquid as possible. The contaminated snow and ice were collected and brought to the roll-off bin for final disposal Tailings Storage Facility at Meadowbank.	2025-082
1/24/2025	Coolant, Diesel Fuel, Hydraulic Oil	90	L	WTHR KM 163	Human error	Absorbent material and secondary containment were placed under the active leaks. The equipment was later removed, and the contaminated area was scrapped with an excavator. After further investigation a total of 45L Diesel, 25L of Hydraulic Oil, and 20L of Coolant spilled from the long haul. Approximately 6 m^3 of contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.	2025-084
1/28/2025	Sewage Effluent Water	10	L	Wing 21 Lift Station	Human error	The foreign objects were removed from the septic system. Lids for lift stations to be secured down after inspections. General site reminder for camp residents of proper hygiene product disposal.	2025-088
2/16/2025	Hydraulic Oil	200	L	Pad C	Mechanical failure	The equipment was stopped and shut down. Absorbents were placed on the ground, and a grader was called to scrape the road. Approximately 5 m^3 of contaminated snow and material was collected and brought to the Whale Tail Landfarm.	2025-100
2/21/2025	Contaminated Water	500	L	Maintenance Shop	Human error	A grader and excavator were called to scrape the area. Approximately 4 m^3 contaminated material (snow, ice, and soil) was brought to the Meadowbank Tailings Storage Facility.	2025-106
3/25/2025	Hydraulic Oil	200	L	Whale Tail Pit	Mechanical failure	The equipment was stopped and shut down. Maintenance and Auxiliary equipment were called to repair and collect the contaminated material. Approximately 4 m^3 of contaminated snow and material was collected and brought to the Whale Tail Landfarm.	2025-135
3/29/2025	Diesel Fuel	350	L	WTHR KM 131 Bridge	Mechanical failure	The equipment was stopped and shut down. Maintenance and Auxiliary equipment were called to repair and collect the contaminated material. A gravel berm was constructed to ensure the spill did not run off the roadway. Spill absorbent pads and Quick Sorb material were applied to the ground and bridge. The quick sorb was swept up using push brooms and collected for disposal along with the spill pads and sent to the HazMat storage area. Approximately 12 m^3 of contaminated snow and material was collected and brought to the Meadowbank Landfarm.	2025-141
4/21/2025	Hydraulic Oil	250	L	Pad K High Grade Stockpile	Mechanical failure	The equipment was stopped and shut down. Maintenance was called to repair the excavator. The spill occurred within the high-grade stockpile. Approximately 9m^3 of contaminated material was collected and brought to the Mill for processing.	2025-179
4/23/2025	Windshield Washer Fluid	150	L	Fuel Farm	Equipment failure	The main valve on the tote was closed. An auxiliary equipment was called to collect the contaminated material. Approximately 2m^3 of contaminated snow and material was brought to the designated roll-off bin. The bin was brought to the Meadowbank Tailings Storage Facility for disposal.	2025-186
6/19/2025	Coolant	105	L	IVR WRSF	Mechanical failure	A grader was deployed to scrape the area where the spill occurred to remove as much of the spilled coolant as possible. All contaminated materials were removed and disposed of to the designated roll off bin. The bin was brought to the Meadowbank Tailings Storage Facility.	2025-265
6/25/2025	Hydraulic Oil	300	L	Whale Tail Pit	Mechanical failure	The excavator was shut down to stop the leaking. A grader was deployed to scrape the	2025-267

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken	GN Spill Number
						area where the spill occurred to remove as much of the spilled hydraulic oil as possible. All contaminated material was removed and brought to the Whale Tail Landfarm.	
7/30/2025	Hydraulic Oil	200	L	IVR Parking	Mechanical failure	The haul truck was shut down to stop the leaking. A heavy equipment was deployed to scrape the area where the spill occurred. All contaminated material was removed and brought to the Whale Tail Landfarm.	2025-308
7/30/2025	Diesel Fuel	200	L	Whale Tail WRSF	Human error	A heavy equipment unit was immediately deployed to scrape and remove the affected area. All contaminated material was collected and transported to the Whale Tail Landfarm for proper disposal.	2025-329
7/31/2025	Hydraulic Oil	300	L	Camp Parking	Human error	Upon discovering the spill, a secondary containment was placed beneath the equipment to capture the leaking hydraulic oil. A heavy equipment was deployed to scrape the area where the spill occurred. All contaminated material was removed and brought to the Whale Tail Landfarm.	2025-313
10/12/2025	Windshield Washer Fluid	600	L	Fuel Farm	Human error	The main valve on the tote was subsequently closed to stop the release. A loader was dispatched to collect the contaminated material, which was transported to the Meadowbank Tailings Storage Facility for disposal.	2025-411
10/30/2025	Sewage Effluent Water	100	L	Underground Office and Dry Modules	Equipment malfunction / Human error	The lift station was stopped, and the foreign objects were removed from it. A vacuum truck and frost fighter were deployed to recover as much liquid as possible. ~75L was vacuumed and brought to the Sewage Treatment Plan Facility at Whale Tail Mine.	2025-424
11/5/2025	Diesel Fuel, Coolant, Hydraulic Oil	365	L	WTHR KM 177	Human error	A secondary containment was placed under the active leak. After further investigation, a total of approximately 350L Diesel, 5L of Hydraulic Oil, and 10L of Coolant spilled from the long haul. Contaminated materials were removed and brought to the Meadowbank Tailings Storage Facility.	2025-431
11/14/2025	Hydraulic Oil	350	L	Whale Tail Pit	Mechanical failure	The equipment was stopped and shut down. Maintenance was called to repair the equipment. All the contaminated material was collected and sent to the Mill for processing.	2025-439
11/14/2025	Hydraulic Oil	350	L	IVR Pit	Mechanical failure	The equipment was stopped and shut down. Maintenance and Auxiliary equipment were called to repair and collect the contaminated material. Approximately 9 m^3 of contaminated snow and material was collected and brought to the Whale Tail Landfarm.	2025-438
11/29/2025	Hydraulic Oil	200	L	Underground Shop Yard	Mechanical failure	The unit was stopped and absorbent material was placed to collect the spill. The contaminated absorbents were collected, segregated and disposed Hazmat area. Approximately1 m^3 of contaminated material was collected and brought to the Whale Tail Landfarm.	2025-447
12/23/2025	Diesel Fuel, Coolant, Hydraulic Oil	260	L	WTHR KM 132	Human error	A secondary containment and absorbent pads were placed under the active leaks. After further investigation a total of approximately 250L Diesel, 5L of Hydraulic Oil, and 5L of Coolant spilled from the equipment. Contaminated materials were removed and brought to the Meadowbank Tailings Storage Facility.	2025-469

Table 7-5 Whale Tail Site 2025 Non-Reportable Spills§

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
1/1/2025	Hydraulic Oil	2	L	IVR Pit	Equipment failure	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/2/2025	Transmission Oil	10	L	LHT Parking	Human error	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/2/2025	Coolant	10	L	WTHR KM 178	Equipment failure	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/2/2025	Coolant	1	L	WTHR KM 161	Equipment failure	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/2/2025	Coolant	2	L	WTHR KM 153	Equipment failure	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/5/2025	Hydraulic Oil	0.5	L	Camp Parking	Equipment failure	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/5/2025	Hydraulic Oil	1	L	Whale Tail Pit	Equipment failure	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/5/2025	Diesel Fuel	10	L	Washroom Parking	Mechanical failure	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/6/2025	Hydraulic Oil	1	L	Camp Parking	Equipment failure	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/7/2025	Coolant	45	L	Whale Tail WRSF	Mechanical failure	The contaminated material was collected and brought to the roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
1/7/2025	Coolant	5	L	WTHR KM 115	Mechanical failure	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/9/2025	Coolant	5	L	Whale Tail Pit	Mechanical failure	The contaminated material was collected and brought to the roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
1/9/2025	Coolant	1	L	E&I Parking	Equipment failure	The contaminated material was collected and brought to the roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
1/9/2025	Hydraulic Oil	5	L	E&I Parking	Equipment failure	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/9/2025	Hydraulic Oil	20	L	Phase 2 Parking	Equipment failure	The contaminated material was collected and brought to the roll-off bin for disposal at the Whale Tail Landfarm.
1/9/2025	Coolant	1	L	Whale Tail WRSF	Mechanical failure	The contaminated material was collected and brought to the roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
1/10/2025	Hydraulic Oil	2	L	Pad C	Mechanical failure	The contaminated material was collected and brought to the Whale Tail Landfarm.
1/12/2025	Hydraulic Oil	20	L	Whale Tail Pit	Mechanical failure	The drill was stopped and absorbent pads were placed on the ground. The contaminated material was collected and brought to the roll-off bin for disposal at the Whale Tail Landfarm.
1/12/2025	Hydraulic Oil	10	L	TCG Garage	Mechanical failure	The contaminated material was collected and brought to the roll-off bin for disposal at the Whale Tail Landfarm.
1/13/2025	Coolant	1	L	Washroom Parking	Mechanical failure	The contaminated material was collected and brought to the roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
1/13/2025	Engine Oil	20	L	Camp Parking	Mechanical failure	The contaminated soil was collected and brought to the roll-off bin for disposal at the Whale Tail Landfarm.
1/13/2025	Hydraulic Oil	5	L	Maintenance Pad	Equipment failure	The contaminated material was collected and disposed of in the hydrocarbons soil bin.
1/14/2025	Coolant	10	L	Whale Tail WRSF	Equipment failure	Approximately 0.1 cubic meters of contaminated material was collected and transported to the roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
1/14/2025	Coolant	0.5	L	WTHR KM 112	Mechanical failure	The contaminated material was collected with a hand shovel and brought to the Meadowbank Tailings Storage Facility for disposal.

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
1/18/2025	Coolant	1.5	L	WTHR KM 109	Equipment failure	Approximately 0.1 m^3 of contaminated material was collected and transported for disposal at the Meadowbank Tailings Storage Facility.
1/21/2025	Coolant	40	L	LHT Parking	Equipment failure	The contaminated material will be collected and brought to the chemical roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
1/23/2025	Coolant	15	L	Maintenance Shop	Equipment failure	The contaminated material was collected and transported to the chemical roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
1/23/2025	Transmission Oil	60	L	Washroom Parking	Equipment failure	Absorbent pads were used, and the contaminated material was collected and brought to the Whale Tail Landfarm.
1/26/2025	Engine Oil	15	L	Whale Tail Pit	Human error	Contaminated soil was picked up and disposed in the yellow bin.
1/26/2025	Transmission Oil	25	L	Camp Truck Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
1/27/2025	Coolant	1.5	L	Dyno Plant	Equipment malfunction	The contaminated material was collected and brought to the Meadowbank Tailings Storage Facility.
1/30/2025	Hydraulic Oil	10	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
1/31/2025	Hydraulic Oil	5	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/1/2025	Waste Oil	40	L	PEL Lube Storage	Human error	Contaminated soil was picked up and disposed in the yellow bin.
2/2/2025	Coolant	15	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the roll-off bin for disposal at the Meadowbank Tailings Storage Facility.
2/2/2025	Diesel Fuel	25	L	Dispatch Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/6/2025	Hydraulic Oil	8	L	WTHR KM 166	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/8/2025	Coolant	15	L	Underground Pad	Human error	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
2/15/2025	Hydraulic Oil	65	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/20/2025	Coolant	20	L	Underground Shop Parking	Work procedure not followed	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
2/22/2025	Antifreeze	50	L	IVR Pit	Equipment failure	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
2/24/2025	Engine Coolant	40	L	WTHR KM 163	Equipment malfunction	The contaminated material was collected and brought to the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
2/24/2025	Engine Coolant	40	L	WTHR KM 140	Equipment failure	The contaminated material was collected and disposed of at the Meadowbank Tailings Storage Facility.
2/27/2025	Hydraulic Oil	20	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/27/2025	Hydraulic Oil	15	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
2/28/2025	Hydraulic Oil	3	L	LHT Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/1/2025	Hydraulic Oil	1	L	Auxiliary Camp Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/1/2025	Coolant	30	L	Auxiliary Camp Parking	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
3/1/2025	Differential Oil	10	L	Washroom parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/1/2025	Hydraulic Oil	4	L	IVR Pit	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
3/6/2025	Hydraulic Oil	15	L	IVR West Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
3/7/2025	Hydraulic Oil	4	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/9/2025	Engine Oil	35	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/13/2025	Coolant & Hydraulic Oil	15	L	Underground Shop Back Yard	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
3/15/2025	Hydraulic Oil	50	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/15/2025	Engine Coolant	5	L	Road 7	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
3/19/2025	Coolant	40	L	IVR Pit	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
3/20/2025	Engine Oil	30	L	WTM Camp Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/21/2025	Hydraulic Oil	20	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
3/22/2025	Coolant	65	L	WTHR KM 170	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
3/25/2025	Hydraulic Oil	20	L	Saline Ditch Beside Underground WRSF	Human error	Contaminated soil was picked up and disposed in the yellow bin.
3/30/2025	Transmission fluid	48	L	IVR Viewpoint	Human error	Contaminated soil was picked up and disposed in the yellow bin.
3/31/2025	Coolant	2	L	Underground Dome	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/2/2025	Hydraulic Oil	10	L	Old Orbit Garant Shop	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
4/2/2025	Diesel Fuel	1	L	Underground surface Fuel Farm	Equipment malfunction	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
4/3/2025	Diesel Fuel	15	L	LHT Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
4/5/2025	Hydraulic Oil	3	L	Whale Tail Pit	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
4/6/2025	Hydraulic Oil	5	L	Ring Road	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
4/10/2025	Coolant	5	L	Camp Parking	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/17/2025	Coolant	10	L	Shovel Pad	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/17/2025	Coolant	5	L	Maintenance Shop	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/21/2025	Coolant	2	L	Underground Maintenance Yard	Equipment malfunction	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/22/2025	Coolant	10	L	Pad C	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/23/2025	Diesel Exhaust Fluid	4	L	LHT Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
4/23/2025	Hydraulic Oil	6	L	Pad K High Grade Stockpile	Equipment malfunction	Contaminated soil was picked up and disposed in the yellow bin.
4/25/2025	Windshield Washer Fluid	80	L	Fuel Farm	Human error	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
4/28/2025	Hydraulic Oil	15	L	IVR WRSF	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
5/1/2025	Coolant	1	L	UG Office Parking	Equipment failure	Contaminated soil was disposed of at the UG dome hazmat area.
5/3/2025	Diesel Fuel	60	L	UG Fuel Farm	Equipment malfunction	Contaminated soil was picked up and disposed in the yellow bin.
5/4/2025	Hydraulic Oil	2	L	Pad K	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/8/2025	Windshield Washer Fluid	80	L	WT Fuel Farm	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
5/9/2025	Antifreeze	10	L	Whale Tail Pit	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
5/9/2025	Antifreeze	5	L	IVR Pit	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
5/15/2025	Diesel Fuel	40	L	IVR West Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/15/2025	Hydraulic Oil	20	L	WTHR KM 136	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/15/2025	Hydraulic Oil	10	L	EMR	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/16/2025	Engine Coolant	2	L	Whale Tail Pit	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
5/19/2025	Diesel Fuel	30	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/21/2025	Hydraulic Oil	25	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/22/2025	Hydraulic Oil	50	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/22/2025	Hydraulic Oil	25	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
5/27/2025	Coolant	10	L	WTHR KM 161	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
5/28/2025	Hydraulic Oil	2	L	IVR Pit	Human error	Contaminated soil was picked up and disposed in the yellow bin.
6/1/2025	Coolant	20	L	Whale Tail Pit	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/1/2025	Hydraulic Oil	25	L	SANA Shop	Maintenance	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
6/2/2025	Diesel Fuel	40	L	IVR WRSF	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/2/2025	Hydraulic Oil	25	L	Pad K	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/10/2025	Differential Oil	10	L	UG Stockpile	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/10/2025	Diesel Fuel	10	L	UG Fuel Farm	Human error	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
6/11/2025	Transmission Oil	60	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/14/2025	Diesel	20	L	Pad E	Human error	Contaminated soil was picked up and disposed in the yellow bin.
6/15/2025	Coolant	4	L	WTHR KM 143	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/15/2025	Hydraulic Oil	50	L	WTHR KM 154	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/15/2025	Hydraulic Oil	10	L	IVR Pit	Human error	Contaminated soil was picked up and disposed in the yellow bin.
6/16/2025	Transmission Oil	25	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
6/16/2025	Antifreeze	50	L	Whale Tail WRSF	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/16/2025	Coolant	10	L	IVR WRSF	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/18/2025	Coolant	10	L	Whale Tail WRSF	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/18/2025	Coolant	12	L	WTHR KM 158	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/18/2025	Hydraulic Oil	35	L	Whale Tail WRSF	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/19/2025	Coolant	10	L	Whale Tail WRSF	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
6/20/2025	Hydraulic Oil	10	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/21/2025	Oil	50	L	Hazmat Pad	Human error	Contaminated soil was picked up and disposed in the yellow bin.
6/21/2025	Engine Oil	5	L	Whale Tail Pit	Human error	Contaminated soil was picked up and disposed in the yellow bin.
6/22/2025	Hydraulic Oil	10	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
6/23/2025	Coolant	15	L	WTHR KM 149.5	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
7/5/2025	Coolant	80	L	Whale Tail WRSF	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
7/13/2025	Waste Oil	35	L	Between Surface Shop and Warehouse	Equipment malfunction	Contaminated soil was picked up and disposed in the yellow bin.
7/14/2025	Diesel Fuel	10	L	Underground Fuel Farm	Work procedure not followed	Contaminated soil was picked up and disposed in the yellow bin.
7/17/2025	Hydraulic Oil	70	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
7/18/2025	Windshield Washer Fluid	30	L	Fuel Farm	Human error	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
7/19/2025	Hydraulic Oil	10	L	Bucket Laydown	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/3/2025	Differential Oil	0.5	L	Geology Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/5/2025	Hydraulic Oil	40	L	Ring Road	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/7/2025	Diesel Fuel	15	L	Fuel Farm	Equipment malfunction	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
8/9/2025	Hydraulic Oil	30	L	Underground Genset	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/11/2025	Diesel Fuel	5	L	Pad E	Work procedure not followed	Contaminated soil was picked up and disposed in the yellow bin.
8/11/2025	Hydraulic Oil	10	L	Underground Genset	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/13/2025	Coolant	30	L	WTHR KM 154	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
8/15/2025	Hydraulic Oil	15	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/16/2025	Hydraulic Oil	20	L	IVR Truck Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/17/2025	Hydraulic Oil	45	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
8/17/2025	Hydraulic Oil	5	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/20/2025	Oil	7	L	Pad C	Human error	Contaminated soil was picked up and disposed in the yellow bin.
8/26/2025	Hydraulic Oil	50	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
8/28/2025	Hydraulic Oil	10	L	Whale Tail Pit	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
8/29/2025	Coolant	35	L	IVR Pit	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
9/5/2025	Diesel Fuel	20	L	WTHR KM 156	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
9/8/2025	Hydraulic Oil	90	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
9/11/2025	Hydraulic Oil	25	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
9/12/2025	Coolant	22	L	Whale Tail Pit	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
9/13/2025	Coolant	45	L	Marginal Stockpile	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
9/14/2025	Hydraulic Oil	10	L	IVR West Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
9/16/2025	Coolant	10	L	Whale Tail WRSF	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
9/27/2025	Coolant	15	L	WTHR KM 174	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
9/27/2025	Hydraulic Oil	25	L	Underground Fuel Farm	Equipment malfunction	Contaminated soil was picked up and disposed in the yellow bin.
10/13/2025	Hydraulic Oil	10	L	IVR WRSF	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/13/2025	Coolant	1	L	IVR Extension	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
10/14/2025	Hydraulic Oil	40	L	Winter Parking	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/17/2025	Hydraulic Oil	2	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
10/24/2025	Hydraulic Oil	5	L	WTHR KM 142	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
10/26/2025	Engine Oil	15	L	IVR Pit	Human error	Contaminated soil was picked up and disposed in the yellow bin.
10/29/2025	Transfer Case Oil	30	L	Pad K	Work procedure not followed	Contaminated soil was picked up and disposed in the yellow bin.
10/30/2025	Hydraulic Oil	20	L	IVR Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
11/11/2025	Coolant	15	L	WTHR KM 152	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
11/14/2025	Hydraulic Oil	65	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
11/17/2025	Hydraulic Oil	5	L	Pad K	Equipment failure	Absorbent pads used. Contaminated material was picked up and disposed in the yellow bin.
11/19/2025	Transmission Oil	60	L	Pad C	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
11/21/2025	Coolant	12	L	Whale Tail WRSF	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
11/29/2025	Windshield Washer	30	L	Fuel Farm	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at

Date of spill	Hazardous material	Quantity	Units	Location	Cause of spill	Clean-up action taken
	Fluid					the Meadowbank Tailings Storage Facility.
12/11/2025	Hydraulic Oil	5	L	Truck Shop Yard	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
12/12/2025	Hydraulic Oil	5	L	Whale Tail Pit	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
12/20/2025	Engine Oil	20	L	Sana Crusher Pad	Equipment failure	Contaminated soil was picked up and disposed in the yellow bin.
12/24/2025	Coolant	15	L	WTHR KM 167	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.
12/28/2025	Coolant	30	L	IVR West Parking	Equipment failure	The contaminated material was collected and disposed in the roll-off bin to be disposed of at the Meadowbank Tailings Storage Facility.

7.2 LANDFARM ACTIVITIES§

As per the Meadowbank Landfarm Design and Management Plan, and Whale Tail Landfarm Design and Management Plan the below sections presents the 2025 landfarm activities at the Meadowbank Complex.

7.2.1 Meadowbank Site§

Based on surveys conducted by the Engineering Department, the volume of Landfarm in December 2025 was 6,681 m^3. In 2025, an estimated 51 m^3 of soil was added to Landfarm from spill events occurring around the Meadowbank Site. The remaining capacity of Landfarm is estimated at 4,764 m^3. A summary of spills that occurred during 2025, including those for which excavated material was deposited in the Meadowbank Landfarm, is provided in Section 7 above.

In 2025, screening of course material was completed in Q3. Approximately 500 m^3 of coarse material was removed from the Meadowbank Landfarm and placed according to the approved Landfarm Design and Management Plan. During freshet, ponded water was observed within the landfarm area, and two (2) samples were collected in 2025, results are provided in Appendix 39. Water in or around the landfarm naturally flows towards the adjacent Tailing Storage Facilities. Fifty-One (51) visual inspections of the landfarm were conducted during the year, and pad appeared to be structurally intact. During the annual geotechnical inspection tension cracks and holes were visible on the North-East crest of the containment berm. These cracks did not pose a risk to the containment of the material. The area will be assessed in 2026.

7.2.2 Whale Tail Site§

Based on surveys conducted by the Engineering Department, the volume of the landfarm in December 2025 was 1,087 m^3. In 2025, an estimated 387 m^3 of soil was added to landfarm from spill events occurring around the Whale Tail Site. The remaining capacity of the landfarm is estimated at 4,413 m^3. A summary of spills that occurred during 2025, including those for which excavated material was deposited in the Whale Tail Landfarm, is provided in Section 7 above.

Material management occurred periodically throughout the summer at the landfarm. The material was placed into a windrow following freshet and the windrow was maintained throughout the summer.

In 2025, screening occurred in Q3. Approximately 300 m^3 of material was removed and placed according to the approved Landfarm Design and Management Plan, however some coarse material was not removed from the landfarm prior to freeze-up. Ponded water was observed within the landfarm area and five (5) samples were collected during the year; results are provided on Appendix 39. No runoff water outside the area was observed in 2025. Fifty-one (51) visual inspections of the landfarm were conducted during the year, indicating that the berm and pad appeared to be structurally intact, and that no maintenance was required.

7.3 POSSIBLE ACCIDENT AND MALFUCTIONS

NIRB Project Certificate No.004 Condition 27: ***Cumberland shall ensure that the areas used to store fuel or hazardous materials are contained using safe, environmentally protective methods based on practical, best engineering practices.***

And

As required by NIRB Project Certificate No.004 Condition 44: ***Within one (1) month of contracting with a shipper, Cumberland shall submit a comprehensive Spill Contingency and Emergency Response Plan to regulatory authorities.***

And

As required by NIRB Project Certificate No.004 Condition 75: ***Provide a complete list of possible accidents and malfunctions for the Project; it must consider the all-weather road, shipping spills, cyanide and other hazardous material spills, and pitwall/dikes /dam failure, and include an assessment of the accident risk and mitigation developed in consultation with Elders and potentially affected communities.***

A list of possible accidents and malfunctions are included in the following Meadowbank Complex management plans:

- Hazardous Materials Management Plan, Version 8, March 2024;
- Spill Contingency Plan, Version 24, March 2026 (Appendix 22);
- Emergency Response Plan, Version 21, February 2026 (Appendix 42);
- Oil Pollution Emergency Plan and Oil Pollution Prevention, Version 19, March 2026 (Appendix 25);
- Meadowbank OMS Manual for Dewatering Dike, Version 12, March 2025;
- Meadowbank OMS Manual for Tailings Management, Version 13, February 2025;
- Whale Tail OMS Manual for Water Management Infrastructure, Version 5, February 2025.

Agnico Eagle complied with this condition, including the provision of a list of possible accidents and malfunctions. These Plans were originally reviewed as part of the NIRB and NWB License application process. As such there was extensive public review which included elders' participation at the associated hearings.

Road Spills

Tables 7-2 to 7-5 show all spills related to the Meadowbank Complex, including the AWAR/WTHR, and other spills related to mine activities.

International Cyanide Management Code (ICMC)

Information on the ICMC and community involvement can be found in Section 11.4.

Community information meetings

Information on community engagement ahead of the 2025 shipping season can be found in Section 11.8.3.

These discussions provided valuable insights that will help inform ongoing efforts to align shipping operations with community expectations, environmental considerations, and logistical best practices.

Accidents and malfunctions

To prevent and ensure accidents and malfunctions are dealt with appropriately the following activities were held in 2025:

- Emergency Plans and crisis management training to superintendents and supervisors.
- Various training to the rescue team members combined with active scenarios: Incident Command System, Confined Space, Explosive Risk Spill Response, Hazardous Materials, Fire force entry, High Angle Tower and Rescue, Aircraft scenario, Mass Casualty, Heavy Vehicle Extrication, Search and Rescue, Barricade and Fire Assessment, and Medical Scenarios.
- Debriefings were held after each emergency call to learn from events.
- Participation to the Northern Mining Health and Safety Forum (NMHSF) Mine Rescue competition in Yellowknife (May 2025).
- Cyanide awareness and scenarios were held with all our Emergency Response Team members.
- Environmental reduction plan is detailed in Section 7.1.
- Additional spill training and mock exercises as mentioned in Section 7.1.

Agnico Eagle will continue to explore methods to incorporate Inuit Qaujimajatuqangit into Accident and Malfunction operations in consultation with Elders and potentially affected communities, if needed.

SECTION 8. MONITORING§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 16: ***The results of monitoring under the Aquatic Effects Management Plan (AEMP) including:***

- ***Core Receiving Monitoring Program (CREMP);***
- ***Metal Mining Effluent Regulation (MMER) Monitoring;***
- ***Mine Site Water Quality and Flow Monitoring (and evaluation of NP-2);***
- ***Visual AWAR water quality monitoring;***
- ***Blast Monitoring;***
- ***Groundwater Monitoring.***

And

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 19: ***The results of monitoring related to the Aquatic Effects Monitoring Program (AEMP) including:***

- ***Core Receiving Environment Monitoring Program (CREMP);***
- ***Metal Mining Effluent Regulation (MMER) Monitoring;***
- ***Water Quality and Flow Monitoring;***
- ***Visual Whale Tail Haul Road water quality monitoring;***
- ***Blast Monitoring; and***
- ***Groundwater Monitoring.***

And

As required by NIRB Project Certificate No.004 Condition 6: ***All monitoring information collected pursuant to regulatory requirements for the Meadowbank Project shall contain the following information:***

a) The person(s) who performed the sampling or took the measurements including any accreditations;
b) The date, time and place of sampling or measurement, and weather conditions;
c) Date of analysis;
d) Name of the person(s) who performed the analysis including accreditations;
e) Analytical methods or techniques used; and
f) Results of any analysis.

And

As required by NIRB Project Certificate No.008 Item 8: ***All monitoring information collected pursuant to the Project Certificate and various regulatory requirements for the Project shall, if appropriate, given the type of monitoring conducted, contain the following information:***

a) The name of the person(s) who performed the sampling or took the measurements including any relevant accreditations;
b) The date, time and place of sampling or measurement, and weather conditions;
c) The date of analysis;
d) The name of the person(s) who performed the analysis including any relevant accreditations;

e) A description of the analytical methods or techniques used; and
f) A discussion of the results of any analysis.

And

As required by NIRB Project Certificate No.004 Condition 7: ***Cumberland shall keep and maintain the records, including results, of any monitoring, data, or analysis, for a minimum of the life of the Project, including closure and post-closure monitoring. This time period shall be extended if requested by NIRB, GN, INAC, DFO, EC or the NWB.***

And

As required by NIRB Project Certificate No.008 Item 10: ***The Proponent shall keep and maintain the records, including results, of all Project-related monitoring data and analysis for the life of the Project, including closure and post-closure monitoring.***

And

As required by NIRB Project Certificate No 008 Condition 18: ***The Proponent shall, reflecting any direction from the Nunavut Water Board, maintain a Site Water Monitoring and Management Plan designed to:***

- ***Minimize the amount of water that contacts mine ore and wastes;***
- ***Appropriately manage all contact water and discharges to protect local aquatic resources; and***
- ***Implement water conservation and recycling to maximize water reuse and minimize the use of natural waters.***
- ***The Plan should include monitoring that demonstrates contact water (runoff and shallow groundwater) from the ore storage and waste rock storage areas is captured and managed, as per the Waste Rock Facility Management Plan. The plan should be submitted to the NIRB at least 60 days prior to the start of construction, with results submitted annually thereafter.***

Following sections describe the water monitoring as required by the approved Meadowbank and Whale Tail Water Quality and Flow Monitoring Plan and Aquatic Effects Management Program (AEMP).

Given the elevated number of certificates of analysis related to both Meadowbank and Whale Tail sites in 2025, Agnico Eagle will provide them on request. The certificate of analysis is detailed as follow:

- Name of the person(s) who performed the sampling;
- Date, time and place of sampling or measurement;
- Date of analysis;
- Name of the person(s) who performed the analysis including any relevant accreditations;
- Description of the analytical methods or techniques used; and
- Sample and Quality Assurance-Quality Control (QAQC) results.

For all samples collected under the Meadowbank and Whale Tail Water Quality and Flow Monitoring Plan, trending is presented for 2021 up to 2025. For historical water management transfer volume, refer the Water Management Plan for Meadowbank and Whale Tail include in Appendices 13 and 14, respectively.

8.1 CORE RECEIVING ENVIRONMENT MONITORING PROGRAM§

The Core Receiving Environment Monitoring Program (CREMP) was updated and approved by NWB in 2022.

The purpose of the CREMP is to determine if activities at Meadowbank, Whale Tail, and Baker Lake are causing changes in water quality, sediment chemistry, phytoplankton, and benthic invertebrates. Changes within the study area lakes are identified using early warning triggers and statistical analyses. The assessment uses early warning triggers and action thresholds to support management decisions within the Aquatic Effects Management Program. The AEMP is the overarching 'umbrella' program that integrates results of individual, but related, monitoring programs to implement management actions before unacceptable adverse impacts occur to aquatic life.

The following sections provided a summary of the CREMP report and Agnico Eagle will refer the reader to the report in Appendix 26 for an exhaustive comprehension of the program and 2025 results. Table ES-1 (Meadowbank) and Table ES-2 (Whale Tail) of the 2025 CREMP report presented a summary of key findings with temporal and spatial trend assessment and annual CREMP results compared to Final Environmental Impact Statement (FEIS) predictions, where applicable.

8.1.1 Meadowbank Site[1§]

NIRB Project Certificate No.004 Condition 76*: Cumberland shall develop an "Early Warning Monitoring Program" along the east boundary of the Project's local study area (mine and road) including the location where Third Portage Lake flows into Tehek Lake. The "Early Warning Monitoring Program" shall discuss how the communities of Baker Lake and Chesterfield Inlet will be actively involved and shall be submitted to NIRB's Monitoring Officer for review prior to Project construction. If adverse effects from the project to any VEC are detected along this boundary, then Cumberland shall notify the NIRB's Monitoring Officer for determination as to whether and to what extent additional monitoring is required.*

Refer to the report in Appendix 26 for an exhaustive comprehension of the program and 2025 results.

In 2025, the Meadowbank CREMP focused on near-field (NF) monitoring locations in Third Portage Lake, Second Portage Lake, and Wally Lake (TPN, TPE, SP, WAL), along with reference lake stations Innuguguayalik Lake (INUG) and Pipe Dream Lake (PDL). Routine monitoring at mid- and far-field locations has been suspended, and none was required in 2025.

Water Quality - The NF areas close to the mine have higher concentrations of dissolved solids and constituent major ions such as calcium and magnesium compared to baseline/reference conditions. This observation is consistent with previous findings. While these changes to water quality are mine-related, the observed concentrations are still relatively low and there is no evidence to suggest concentrations are

[1] TSM- Biodiversity Conservation

increasing year-over-year or that the observed concentrations would result in adverse ecological effects. In the context of the assessment framework outlined in the FEIS, the magnitude of potential effect on water quality in each of the near-field lakes in 2025 was considered low (i.e., less than the CCME WQGs) and consistent with the original predictions.

Phytoplankton Community - Phytoplankton biomass at the NF areas in 2025 remained consistent with historical results, indicating that the observed decreases are likely due to environmental variability. Phytoplankton taxa richness at the NF areas in 2025 was generally similar to previous years and to reference areas. Small reductions in taxa richness were observed at all NF areas (all below 20%), with a statistically-significant decrease at Wally Lake.

Sediment Chemistry - The 2025 sediment program consisted of routine grab sampling to support the benthic invertebrate community monitoring component of the CREMP. Grain size results were similar to previous years, with generally finer-grained sediment often dominated by the silt fraction. Results were comparable at all sampling areas, with the exception of TPN, which has historically exhibited higher concentrations of sand relative to the other areas. Concentrations of TOC varied across the Meadowbank areas, with WAL consistently exhibiting the highest values and TPN consistently exhibiting the lowest values. There were no obvious temporal trends at any area.

Benthos Community - The 2025 results varied among Meadowbank area lakes. Total abundance increased in some lakes (e.g., WAL) and decreased in others (e.g., TPE). Taxa richness generally increased across lakes, with the exception of WAL. Although several of these changes exceeded the 20% trigger, the 2025 Before/After Control/Impact (BACI) analysis identified no statistically significant changes in the benthic invertebrate community at Meadowbank lakes relative to baseline and reference conditions.

For Baker Lake, in 2025, water quality sampling was conducted at two NF areas (BBD, BPJ) and one reference area (BAP). No sediment or benthic invertebrate samples were collected at Baker Lake in 2025, as per the CREMP Plan.

Water Quality - The mean concentrations for dissolved and total organic carbon (TOC), total silicon and dissolved silicon exceeded their respective triggers in 2025 at all three areas (BBD, BPJ, and BAP). The BACI showed no statistically significant increase above baseline/reference for BBD or BPJ. There was no evidence of any barge-related impacts to water quality at impact areas in Baker Lake.

Phytoplankton Community - There were no statistically significant changes in total biomass or taxa richness at any areas in 2025.

8.1.2 Whale Tail Site[2§]

As required by NIRB Project Certificate No.008, Condition 19*: The Proponent shall, reflecting any direction from responsible authorities such as the Nunavut Water Board, Fisheries and Oceans Canada and Environment and Climate Change Canada, maintain a Core Receiving Environment Monitoring Program (CREMP) designed to:*

- ***Determine the short and long-term effects in the aquatic environment resulting from the Project;***

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- ***Evaluate the accuracy of Project effect predictions;***
- ***Assess the effectiveness of mitigation and management measures on Project effects;***
- ***Identify additional mitigation measures to avert or reduce environmental effects due to Project activities;***
- ***Comply with Metal Mining Effluent Regulations requirements, should an Environmental Effects***
- ***Monitoring program be triggered;***
- ***Reflect site-specific water quality conditions;***
- ***Include details comparing the watershed features in the Whale Tail watershed to those watersheds used as reference lakes; and***
- ***Evaluate the mixing and non-mixing portion of the pit.***

The CREMP should include sufficient sampling and monitoring programs to appropriately characterize the receiving environment to ensure that adequate data is available to assess impact predictions made within the Environmental Impact Statement for the Whale Tail Pit Project. The updated plan should be submitted to the NIRB at least 60 days prior to the start of construction, with results submitted annually thereafter.

And

As required by NIRB Project Certificate No.008 Condition 17: ***The plan should be submitted to the NIRB at least 30 days prior to the start of construction, with results submitted annually thereafter. The Proponent shall:***

a) Monitor the effects of project activities and infrastructure on surface water quality conditions;
b) Ensure the monitoring data is sufficient to compare the impact predictions in the Environmental Impact Statement (EIS) for the Project with actual monitoring results;
c) Ensure that the sampling locations and frequency of monitoring is consistent with and reflects the requirements of the Water Quality and Flow Plan and the Core Receiving Environmental Monitoring Program; and
d) On an annual basis, the Proponent will compare monitoring results with the impact assessment predictions in the EIS and will identify any significant discrepancies between impact predictions and monitoring results.

Refer to the report in Appendix 26 for an exhaustive comprehension of the program and 2025 results.

The 2025 Whale Tail CREMP evaluation included sampling programs at all routine near-field (WTS, KAN, NEM), mid-field (A20, A76), and far-field (DS-1) stations for the Whale Tail site, along with reference sites INUG and PDL.

Water Quality – Changes in water quality in lakes downstream from the mine were predicted to occur during construction and operations. Water quality in the Whale Tail study area lakes remained relatively stable conditions during the baseline period, with minimal variability in key parameters (e.g., nutrients and major ions). This low level of background variability (noise) provides a strong reference condition that facilitates the detection of development-related changes. Several parameters with annual mean concentrations exceeding trigger values showed statistically significant increases at near-field (NF) and/or mid-field (MF) Whale Tail study area lakes relative to baseline/reference conditions, including major ions, hardness, conductivity, nutrients, and lithium (lithium only at WTS and KAN). At the far-field area DS1, conductivity, hardness, select major ions, and silicon also increased significantly relative to baseline/reference conditions.

Phytoplankton Community - In 2025, while there were large apparent increases in total biomass at WTS, KAN, A20, and NEM relative to baseline/reference conditions, these results were not statistically significant. The increases in biomass observed at the NF areas in the first few years after mining, which were consistent with predictions made in the FEIS regarding increasing nutrient concentrations in these lakes and appear to have stabilized in recent years. Taxa richness has been fairly stable at the NF lakes over the past few years and generally within the historical range for each area.

Sediment Chemistry - Sediment grab sampling was conducted at the NF and reference areas to support the benthic invertebrate community monitoring component of the CREMP. Total organic carbon proportions varied across the Whale Tail study area lakes, with KAN consistently exhibiting the highest proportions and DS1 the lowest. Importantly, these differences persist from the baseline period, reflecting natural differences in productivity among the lakes; no obvious temporal trends have been identified. Grain size results were similar to previous years, with generally finer-grained sediment often dominated by the silt fraction.

Benthos Community - The benthic community at the Whale Tail study area lakes typically have higher abundance and richness compared to the two reference areas, particularly INUG. Moreover, temporal patterns at the reference lakes show a decreasing trend over the past six years or so relative to the baseline period (2015 through 2018/2019).

8.2 METHYLMERCURY STUDIES WHALE TAIL SITE[3]

As required by NIRB Project Certificate No.008, Condition 63*: The Proponent shall conduct additional studies as part of its freshwater aquatic effects analyses to ensure that methylmercury concentrations anticipated to increase during operations in the aquatic environment (including in fish tissue) do not exceed regulatory requirements. In addition, the Proponent shall consider assessing potential risks from consumption of fish containing methylmercury by using Health Canada's hazard quotients as a descriptive tool. A summary of the results of these additional studies, including the assessment of the potential risk to people from consumption of fish, shall be included in the Proponent's annual report to the Nunavut Impact Review Board.*

The Mercury Monitoring Plan was updated last in March 2023.

The 2025 Mercury Monitoring Program (MMP) was completed according to the study design outlined in the Mercury Monitoring Plan. The purpose of the MMP is to assess changes in mercury concentrations caused by the creation of the Whale Tail Impoundment ("Impoundment") following the construction of the Whale Tail Dike in September 2018. Construction of the dike raised the elevation of the south basin of Whale Tail Lake (WTS) and connected WTS with Lake A20, Lake A65, and other small waterbodies adjacent to WTS.

The scope of the 2025 program consisted of mercury and methylmercury water and sediment samples. Small-bodied fish sampling was also performed in August 2024. Due to laboratory delays, Slimy Sculpin and Ninespine Stickleback collected in 2024 were only processed and analyzed for total mercury and stable isotope analysis in 2025 and are included in this year's report. No large-bodied fish sampling was required in 2025. The results to date are within the range or below the FEIS predictions.

[3] TSM- Biodiversity Conservation

Agnico Eagle will refer to the report in Appendix 27 for an exhaustive comprehension of the program and 2025 results. The Mercury Monitoring Program will continue in 2026.

8.3 MDMER AND EEM SAMPLING

8.3.1 Meadowbank Site

This section includes the results of the monitoring programs conducted under the Metal and Diamond Mining Effluent Regulations (MDMER) and its Schedule 5 Environmental Effects Monitoring (EEM) Studies. Figures 1, 2, and 3 illustrate the location of sampling stations at the Meadowbank site, EEM receiving environment monitoring program and the Vault site.

8.3.1.1 *Vault Attenuation Pond Discharge*

In 2025, discharge from this Final Discharge Point (FDP) occurred from September 1 to 2, September 21 to 30, October 1 to 31, and November 1 to 10. Discharge monitoring samples for sampling station ST-10, also named ST-MMER-2, are provided in Appendix 39. The total volume discharged to Wally Lake in 2025 was 720,993 m^3, the daily discharge volumes are presented in Appendix 39. No non-compliances were observed in 2025 for this FDP.

Sublethal toxicity samples are collected directly after the effluent characterization samples, from the same location (ST-MMER-2-EEM, Vault Attenuation Pond Discharge). In 2025, there were two active final discharge points to the receiving environment. Vault Attenuation Pond discharge to Wally Lake (ST-MMER-2-EEM) has been determined to be the mine's FDP that has potentially the most adverse environmental impact on the environment as per Schedule 5 Section 5 due to the higher volume and mass loadings of the deleterious substances discharged. In 2026, only the FDP determined to have the most adverse environmental impact on the environment will be sampled. In 2025, three (3) sub-lethal toxicity samples were collected from ST-MMER-2-EEM in compliance with Schedule 5 Section 6. The water quality samples were taken from the discharge location (ST-MMER-2), the receiving environment exposure area (ST-MMER-2-EEM-WLE) and reference area (TPS or ST-MMER-1-EEM-TPS). These sampling locations are highlighted in Figures 2 and 3. Results of the EEM water quality monitoring program is presented in Appendix 39. This data was previously reported to Environment Canada via the MERS electronic database.

8.3.1.2 *East Dike Discharge*

In 2025, Agnico Eagle continued to pump East Dike Seepage final effluent water through a diffuser to Second Portage Lake. The seepage water was released into the environment, prior to contact with mining activity, without treatment as it is compliant with Section 4 (1) of the regulation.

East Dike Seepage discharge is in reduced frequency for the testing of Ra226 since March 2016. The discharge is also in reduce frequency since September 2016 for Item 1 to 6 [arsenic, copper, cyanide, lead, nickel, zinc] of column 1 of the MDMER Schedule 4 and for Rainbow Trout acute lethality. Discharge monitoring samples are provided in Appendix 39.

East Dike Seepage (sampling station ST-8, also named ST-MMER-3) was discharged into the receiving environment, Second Portage Lake (SPL), January 1 to 31, February 1 to 28, March 1 to 4, March 23 to 31, and April 1 to 30. The total volume discharged to SPL in 2025 was 23,808 m^3. Appendix 39 provides a

daily breakdown of volumes of water pumped. There was (1) exceedance of the MDMER/Water License limits in 2025. More details regarding this non-compliance can be found in Section 11.6.1 below.

In 2025, there were two active final discharge points to the receiving environment. Vault Attenuation Pond discharge to Wally Lake (ST-MMER-2-EEM) has been determined to be the mine's FDP that has potentially the most adverse environmental impact on the environment, however, as a contingency, Agnico Eagle continued the sublethal sampling in 2025 at the East Dike discharge (ST-MMER-3-EEM). In 2025, two (2) sub-lethal toxicity samples were collected from ST-MMER-3-EEM in compliance with Schedule 5 Section 6. The water quality samples were taken from the discharge location (ST-MMER-3), the receiving environment exposure area (SPLE or ST-MMER-3-EEM-SPLE) and reference area (TPS or ST-MMER-1-EEM-TPS). These sampling locations are highlighted in Figures 1 and 2. Results of the EEM water quality monitoring program are presented in Appendix 39. These data were previously reported to Environment Canada via the MERS electronic database.

8.3.2 Whale Tail Site

8.3.2.1 *ST-MDMER-5*

ST-MDMER-5 FDP is the dewatering of North Basin Dewatering Phase 1 to Whale Tail South Lake. In 2025, no water was discharged from this FDP.

8.3.2.2 *ST-MDMER-8*

ST-MDMER-8 FDP is the Attenuation Ponds discharged to Kangislulik Lake via the submerged diffuser to control erosion and disturbance to bottom sediments. The sampling point for this FDP is at the header after the Water Treatment Plant (WTP). Discharge from this FDP occurred from July 6 to 31, August 1 to 31, and September 1 to 27. The results are presented in Appendix 39. No non-compliances were observed in 2025 for this FDP. The total volume of water discharge in 2025 was 671,172 m^3. Appendix 39 presents the daily discharge volumes.

Sublethal toxicity samples are collected directly after the effluent characterization samples, from the same location (ST-MDMER-8-EEM, Kangislulik Lake Discharge). ST-MDMER-8 has been determined to be the mine's final discharge point that has potentially the most adverse environmental impact on the environment as per Schedule 5 Section 5. In 2025, three (3) sub-lethal toxicity samples were collected from the ST-MDMER-8-EEM in compliance with Schedule 5 Section 6. The water quality samples were taken from the discharge location (ST-MDMER-8), the receiving environment exposure area (EEM-7-MAME-2) and reference area (TPS or ST-MMER-1-EEM-TPS). These sampling locations are highlighted in Figures 2 and 4. Results of the EEM water quality monitoring program are presented in Appendix 39. This data was previously reported to Environment Canada via the MERS electronic database.

8.3.2.3 *ST-MDMER-11*

ST-MDMER-11 FDP represents the discharge from the Attenuation Ponds to Whale Tail South via the permanent diffuser to control erosion and disturbance to bottom sediments. The sampling point for this FDP is at the header after the WTP. Discharge from this FDP occurred from April 13 to 30, May 1 to 31, June 1 to 28, October 6 to 31, November 1 to 30, December 1 to 13, and December 28 to 30. The results are presented in Appendix 39. The total volume of water discharge from the FDP in 2025 was 2,124,189

m^3, the daily discharge volumes are presented in Appendix 39. No non-compliances were observed in 2025 for this FDP. The water quality samples were taken from the discharge location (ST-MDMER-11), the receiving environment exposure area (WTSE-1) and reference area (TPS or ST-MMER-1-EEM-TPS). These sampling locations are highlighted in Figures 2 and 4. Results of the EEM water quality monitoring program are presented in Appendix 39. This data was previously reported to Environment Canada via the MERS electronic database.

8.4 ENVIRONMENTAL BIOLOGICAL STUDY

8.4.1 Meadowbank Site - EEM Study Design Cycle 6

The discharge from Vault Attenuation Pond to Wally Lake restarted in 2025 and thus, this FDP has been determined as being the effluent with the greatest potential to have an adverse effect on the receiving environment.

As required under the Metal and Diamond Mining Effluent Regulations, Agnico Eagle is required to conduct in 2026 the Cycle 6 study on Vault Attenuation Pond Discharge. The Cycle 6 study design will follow the basic design used in previous routine monitoring studies at the Meadowbank site and will consist of a fish population study utilizing Lake Trout (*Salvelinus namaycush*) and a benthic invertebrate community study. The Cycle 6 study design was submitted to ECCC on February 11, 2026. Documents submitted to ECCC can be provided upon request.

8.4.2 Whale Tail Site - EEM Study Design Cycle 3

The Attenuation Ponds discharge to Kangislulik Lake has been determined as being the effluent with the greatest potential to have an adverse effect on the receiving environment per regulation.

As required under the Metal and Diamond Mining Effluent Regulations, Agnico Eagle is required to conduct in 2026, the Cycle 3 study on discharge to Kangislulik Lake. The Cycle 3 study design will consist of a fish population study utilizing Lake Trout (*Salvelinus namaycush*) and Slimy Sculpin (*Cottus cognatus*) as sentinel species and an Investigation of Cause for the benthic community. The Cycle 3 study design was submitted to ECCC on February 17, 2026. Documents submitted to ECCC can be provided upon request.

8.5 MINE SITE WATER QUALITY AND FLOW MONITORING[§]

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 15: ***The results and interpretation of the Monitoring Program in accordance with Part I and Schedule I.***

And

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 18: ***The results and interpretation of the Monitoring Program in accordance with Part I and Schedule I.***

This section includes the aquatic monitoring requirements as detailed under the Meadowbank Water Quality and Flow Monitoring Plan and the Whale Tail Water Quality and Flow Monitoring Plan. Summaries of associated aquatic monitoring reports are presented in the following section of this report and supporting documents are located in the listed appendices. Figures 1, 2, 3, 4 and 6 illustrate the location of sampling stations at the Meadowbank and Whale Tail sites, Vault site, and Baker Lake marshalling facilities

respectively. Certificates of Analysis will be made available on request for Meadowbank and Whale Tail. All tables from this section include historical data since 2021, if available.

8.5.1 Construction Activities§

8.5.1.1 *Meadowbank Site§*

As required by DFO Authorization NU-03-0191.3 Condition 3.1: ***The Proponent shall undertake monitoring and report to DFO annually, by March 31st, whether works, undertakings, activities or operations for the mitigation of potential impacts to fish and fish habitat were conducted according to the conditions of this Authorization.***

And

As required by DFO Authorization NU-03-0191.4 Condition 3.1: ***The Proponent shall undertake monitoring and report to DFO annually, by December 31st, whether works, undertakings, activities or operations for the mitigation of potential impacts to fish and fish habitat were conducted according to the conditions of this Authorization.***

And

As required by DFO Authorization NU-14-1046 Condition 3.1: ***The Proponent shall monitor the implementation of avoidance and mitigation measures referred to in section 2 of this authorization and report to DFO, by March 31 annually and indicate whether the measures and standards to avoid and mitigate serious harm to fish were conducted according to the conditions of this authorization.***

In 2025, there were no occurrences where runoff water from any work, undertaking, activity, or operation would flow directly or indirectly into a water body at the Meadowbank mine site. No mitigation action was necessary.

8.5.1.2 *Whale Tail Site§*

As required by DFO Authorization 16-HCAA-00370 Condition 3.1 and 20-HCAA-00275 Condition 3.1: ***The Proponent shall monitor the implementation of avoidance and mitigation measures referred to in section 2 of this authorization, and provide a stand-alone report to DFO, by March 31, annually and indicate whether the measures and standards to avoid and mitigate serious harm to fish were conducted according to the conditions of this authorization.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 3.1.1: ***The report in addition to the above shall summarizes the monitoring results related to fish and fish habitat contained in the documents listed in section 2.3. The report shall include a description of the implementation as well as an evaluation of the effectiveness of those monitoring programs in validating the changes to fish and fish habitat predicted in the Proponent's Environmental Impact Statement.***

And

As required by DFO Authorization 20-HCAA-00275 Condition 3.1.1: ***Demonstration of effective implementation and functioning: Providing dated photographs and inspection reports to demonstrate effective implementation and functioning of mitigation measures and standards described above to limit the impacts to fish and fish habitat to what is covered by this authorization.***

And

As required by DFO Authorization 20-HCAA-00275 Condition 3.1.2: ***Contingency measures: Providing details of any contingency measures that were followed, to prevent impacts greater than those covered by this authorization in the event that mitigation measures did not function as described.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 3.1.2 and 20-HCAA-00275 Condition 3.2.1: ***Each year, following the submission of the annual monitoring report to DFO, the Proponent shall arrange to meet with DFO and interested parties (e.g. Kivalliq Inuit Association) to review the results of the previous year's monitoring programs. The results of the meetings and any mutually agreed upon modifications aimed at improving the effectiveness of the monitoring programs shall be incorporated into the upcoming year of the monitoring programs. The Proponent shall update the monitoring programs/plans to reflect the changes, and the programs/plans shall be approved in writing by DFO prior to implementation.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 3.1.3: ***The annual monitoring report shall provide dated photographs with GPS coordinates and description of locations and inspection reports to demonstrate effective implementation and functioning of mitigation measures and standards described above to limit the serious harm to fish to what is covered by this authorization.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 3.1.4: ***The annual monitoring report shall also provided details of any contingency measures that were followed to prevent impacts greater than those covered by this authorization in the event that mitigation measures did not function as described.***

By March 31, 2026, Agnico Eagle will provide to DFO the 2025 Report on the Implementation of Measures to Avoid and Mitigate Serious Harm to Fish to address the above Conditions of the Whale Tail Fisheries Act Authorization 16-HCAA-00370 and 20-HCAA-00275. The complete report is also provided as Appendix 29.

This report was developed in fulfillment of Condition 3 of these FAAs, which relates to the monitoring and reporting of measures and standards to avoid and mitigate serious harm to fish. In fulfillment of Condition 3.1, the report summarizes the implementation of the specified measures and standards to avoid and mitigate serious harm to fish. Photos and/or figures of the mitigation measures are included, as applicable (according to Condition 3.1.3 of 16-HCAA-00370 and Condition 3.1.1 of 20-HCAA-00275), along with a commentary on effectiveness based on relevant monitoring results, and any required contingency measures in the event that the mitigation did not function successfully (according to Condition 3.1.4/3.1.2).

Results of this report in 2025 indicate that all measures and standards to avoid and mitigate serious harm to fish identified in Condition 2 of FAA 16-HCAA-00370 and 20-HCAA-00275 were implemented as required. No new situations requiring contingency mitigation measures were identified. Contingency mitigation and remedial actions identified in 2024, in relation to observed deposition of gravel/road material at bridges crossing along the WTHR (and AWAR), continued in 2025. Otherwise, the FAA-listed and FEIS-planned mitigation measures and standards were considered effective in limiting impacts of construction activities to fish and fish habitat to those authorized.

As required by FAA 16-HCAA-00370 Condition 3.1.1, an evaluation of the effectiveness of the FAA-listed monitoring programs (and other relevant monitoring programs) in validating changes to fish and fish habitat predicted in the Project FEIS is provided in Section 12.5.1.3 below as a component of the Post-Environmental Assessment Monitoring Program.

In fulfillment of 16-HCAA-00370 Condition 3.1.2 and 20-HCAA-00275 Condition 3.2.1, Agnico Eagle organized a conference call with DFO on October 2, 2025, to review the results of the previous year's program (2024 Report on the Implementation of Measures to Avoid and Mitigate Serious Harm – Whale Tail Mine). KivIA were invited but was ultimately unable to attend. The meeting presentation was circulated to all invitees by email on October 14, 2025, with responses to two questions received during the meeting. No further comments were received.

8.5.2 Mine Site Water Collection System§

8.5.2.1 *Meadowbank Site*§

A water collection system comprised of the Stormwater Management Pond, attenuation ponds, tailings storage facilities, diversion ditches and sumps has been developed to control surface and groundwater at the Meadowbank site. The following section reviews the water quality monitoring conducted around the mine site. Specific details regarding water transfers can be found in the 2025 Water Management Plan Version 15 (Appendix 13).

8.5.2.1.1 Stormwater Management Pond§

The Stormwater Management Pond collects runoff water as well as the Sewage Treatment Plan treated effluent. A total of 161,223 m^3 of water was transferred from the Stormwater Management Pond to the Portage Pit in May, June, July, August, September, and October. No water was released into the environment.

8.5.2.1.2 East and West Diversion Ditches (ST-5 / ST-6)§

The East and West Diversion ditches were constructed in 2012 around the North Cell TSF and the Portage WRSF. The diversion ditches are designed to redirect the freshwater from the northern area watershed away from the tailings pond and WRSF and direct it to Second (via NP-2 South) and Third Portage Lakes. Water from the East diversion ditch (sampling station ST-5) and the West diversion ditch (sampling station ST-6) were sampled monthly during open water as per the requirements in the NWB Water License. Results are presented in Appendix 39; and the sampling location is illustrated on Figure 1.

Both Portage Area East (ST-5) and West (ST-6) diversion ditches water quality results did not exceed the maximum allowable grab sample concentration (30 mg/L) and the maximum monthly average concentration (15 mg/L), permitted by the Water License, Part F, Item 7.

8.5.2.1.3 East Dike Discharge (ST-8, ST-MMER-3)§

In 2025, water was discharged from January 1 to 31, February 1 to 28, March 1 to 4, March 23 to 31, and April 1 to 30. A total of 23,808 m^3 of water collected from the seepage at the East dike was pumped to Second Portage Lake through the diffuser.

Results from samples collected in 2025 at the final discharge point (ST-8) can be found in Appendix 39. Effluent water is analyzed as per NWB Water License Schedule I. The sampling location is illustrated on Figure 1. In 2025, there was one non-compliance with the Water License Part F Item 7 and with MDMER regulations (Section 11.6.1). Refer to previous Section 8.3.1.2 East Dike Discharge for complete information.

8.5.2.1.4 East Dike Seepage (ST-S-1)§

East Dike Seepage was not discharged into the receiving environment Second Portage Lake from March 5 to 22 and from May 1 to December 31. As done in the past, when the discharge was stopped, water was directed to the Portage Pits. A total of 77,615 m^3 was transferred in the Portage Pits in 2025. During that period of time, samples were taken on a monthly basis as per the requirements of the NWB Water License. The ST-S-1 location is presented on Figure 1. Results are presented in Appendix 39. There are no applicable license limits.

8.5.2.1.5 Portage Attenuation Pond (ST-9, ST-MMER-1)§

As required by NIRB Project Certificate 004 Condition 13: ***Cumberland shall not permit the water discharged into Wally Lake and Third Portage Lake to exceed receiving environment discharge criteria established by the NWB or as otherwise required by law.***

As of November 19, 2014, when tailings deposition began in the South Cell TSF, the Portage Attenuation Pond ceased operation as an effluent discharge pond. There was no discharge from ST-9 into Third Portage Lake in 2025. The location of sampling station ST-9 is illustrated on Figure 1.

Channel crossing inspections were not undertaken in 2025 as no further discharge occurred from the Portage Attenuation Pond into Third Portage Lake.

8.5.2.1.6 Vault Discharge (ST-10, ST-MMER-2)§

As required by NIRB Project Certificate 004 Condition 13: ***Cumberland shall not permit the water discharged into Wally Lake and Third Portage Lake to exceed receiving environment discharge criteria established by the NWB or as otherwise required by law.***

In 2025, water was discharged from September 1 to 2, September 21 to 30, October 1 to 31, and November 1 to 10. A total of 720,993 m^3 of water was discharged from the Vault Attenuation Pond to Wally Lake via the diffuser.

Results from samples collected in 2025 at the final discharge point (ST-10) can be found in Appendix 39. Effluent water is analyzed as per NWB Water License Schedule I. The sampling location is illustrated on Figure 3. In 2025, there were no non-compliances with the Water License Part F Item 7 and with MDMER regulations. Refer to previous Section 8.3.1.1 Vault Attenuation Pond Discharge for complete information.

8.5.2.1.7 Portage Waste Rock Storage Facility (ST-16)§

Agnico Eagle will refer to the 2024 Annual Report and previous years Annual Reports for more information on water quality results, management, and mitigation of this seepage since 2013.

Thermistors installed in 2013 continue to indicate that freezeback is occurring along the seepage path. Previous years installation of the filters at RF-1 and RF-2, capping of tailings and optimized water management in the North Cell. In 2025, 272,052 m^3 of North Cell water was transferred to the South Cell minimizing the water contained in this cell.

In 2025, ST-16 water accumulation was pumped into the Portage Pit. A total of 44,664 m^3 was transferred between May to October. The volume pumped also included snow melt and precipitation accumulating into this sump as well water pumped from the WEP-1 and WEP-2 sumps. Water quality results for ST-16 and NP-2 South (downstream lake) in 2025 can be found in Appendix 39. Monitoring stations are illustrated on Figure 1. There are no applicable NWB Water License limits. Result to date confirmed no impacts to downstream lakes.

In accordance with the NWB Water License and 2025 Freshet Action Plan (see Appendix D of the 2025 Water Management Plan Version 15 (Appendix 13), Agnico Eagle will continue in 2026 to control the ST-16 location and to monitor the water quality, as needed. This is conducted to assess and prevent any impact to the receiving environment (NP-2) and to downstream lakes (NP-1, Dogleg and Second Portage).

8.5.2.1.8 North Portage Pit (ST-17)§

In 2025, twelve (12) monthly samples were collected in North Portage Pit (ST-17) during January to December. The Pore Water Quality Monitoring Program is followed (Section 5.1.1.1). The sampling location is illustrated on Figure 1. Results are presented in Appendix 39. There are no applicable NWB Water License limits.

8.5.2.1.9 South Portage Pit (ST-19)§

In 2025, twelve (12) monthly samples were collected in South Portage Pit (ST-19) during January to December. Results are presented in Appendix 39. There are no applicable NWB Water License limits. The Pore Water Quality Monitoring Program is followed (Section 5.1.1.1). The sampling location is illustrated on Figure 1.

8.5.2.1.10 Goose Pit (ST-20)§

In 2025, Agnico Eagle collected twelve (12) monthly water quality samples at the bottom of Goose Pit (ST-20). Results of sampling conducted at station ST-20 are presented in Appendix 39. The station location is illustrated in Figure 1.

Five (5) samples were also collected monthly during open water from June to October at the sump at the top of Goose Pit (sampling station ST-20 Goose Pit Sump). The data are presented in Appendix 39 and the sampling location is illustrated on Figure 1. There are no applicable license limits for ST-20 Goose Pit Sump and ST-20 as the water was not directly released into the environment; the data are presented for information purposes only. The Pore Water Quality Monitoring Program is followed (Section 5.1.1.1)

8.5.2.1.11 Tailings Storage Facility (ST-21)§

The North Cell Tailings Storage Facility became operational in February 2010. On November 17, 2014, the reclaim water intake was transferred from the North Cell TSF to the South Cell TSF. Tailings deposition was also stopped in the North Cell TSF and commenced in the South Cell TSF at that time. As per the NWB Water License, sampling station ST-21 changed location from the North to the South Cell. Sampling was conducted monthly during open water as per the requirements of the NWB Water License. There are no applicable license limits for this station as the water is pumped into Portage Pit. Sample results are presented in Appendix 39. The location of sampling station ST-21 (South Cell TSF) is illustrated on Figure 1. As per the Water License, no further monitoring in the TSF North Cell is required.

8.5.2.1.12 Vault Pit Lake (ST-26)§

In 2025, the Vault Pit Lake was sampled monthly during open water as per the requirements in the NWB Water License (sampling station ST-26 on Figure 3). In 2025 no water was pumped to the Vault Attenuation Pond. Water is rather kept in the pit and contributes to the natural reflooding. There are no applicable license limits for ST-26 and water quality results are presented Appendix 39.

8.5.2.1.13 Vault Rock Storage Facility (ST-24)§

As in the past years, ponded water was observed at the base of the WRSF (sampling station ST-24). In 2025, water was sampled from June to October. As per NWB Water License, samples were collected to assess water quality, and the results are presented in Appendix 39. No water was pumped from this location as it is mainly a ponding area without flow. There are no applicable license limits at this location as there is no discharge to the environment; the data is presented for information purposes only. The location of this sampling station (ST-24) is illustrated on Figure 3.

8.5.2.1.14 Vault Attenuation Pond (ST-25)§

Surface water was sampled monthly during open water from the Vault Attenuation Pond as per the requirements in the NWB Type A Water License (sampling station ST-25). There are no applicable license limits. The data is presented in Appendix 39 for information purposes only. The location of sampling station ST-25 is illustrated on Figure 3.

8.5.2.1.15 Portage WRSF – Waste Extension Pool (WEP1/ST-30 and WEP2/ST-31)§

In 2025, the water from WEP-1 and WEP-2 collection system was transferred to the ST-16 sump then pumped into Portage Pit. A total of 44,664 m^3 was pumped back to Portage Pit in 2025. There are no applicable license limits. The sampling locations are illustrated on Figure 1 and results are presented in Appendix 39 for WEP1 (ST-30) and WEP2 (ST-31).

Results of samples collected in 2025 at station ST-5 (East Diversion ditch discharge point into NP-2 South) are documented in Appendix 39. Agnico Eagle will continue to monitor the area and will ensure that water collected are managed as per the water management strategy.

8.5.2.1.16 Saddle Dam 3 (ST-32)§

Water accumulated at the base of Saddle Dam 3 was pumped into the South Cell TSF (16,818 m^3 in 2025). This water originates from non-contact surface runoff from the surrounding terrain. Water samples were collected during the open water season to assess water quality. There are no applicable license limits for this location as the water was not being released into the environment; the data is presented in Appendix 39 for information purposes only. The sampling location (ST-32) is illustrated on Figure 1. Water accumulation at the toe of Saddle Dam 3 does not have any consequence on the integrity of the TSF infrastructure. As stated previously, water was pumped back to the South Cell TSF as a mitigation measure. Inspections continue to be held at this location on a weekly basis to ensure conformity.

8.5.2.1.17 Saddle Dam 1 (ST-S-2)§

Water accumulated at the base of Saddle Dam 1 was pumped into the North Cell TSF (3,882 m^3 in 2025). This water originates from non-contact surface runoff from the surrounding terrain because of the topography. Water samples were collected during the open water season to assess water quality. There are no applicable license limits for this location as the water was not being released into the environment; the data is presented in Appendix 39 for information purposes only. The sampling location (ST-S-2) is illustrated on Figure 1. After drainage and topography modifications at the toe of Saddle Dam 1 were completed, there was no more immediate need to pump non-contact water back to the North Cell TSF as the water reverted back to its natural flow away from the Saddle Dam. As previously mentioned, water was pumped back to the North Cell TSF only as a mitigation measure. Inspections continue to be held at this location on a weekly basis to ensure conformity.

8.5.2.1.18 Central Dike Seepage (ST-S-5)§

Sampling was conducted on a monthly as per the requirements of the NWB Water License. There are no applicable license limits for this station as the water is pumped to the Portage Pit. Sample results are presented in Appendix 39. See Figure 1 for the location of ST-S-5. A total of 438,041 m^3 of water was pumped into the Portage Pit in 2025. Refer to Section 8.5.7.1.2 for details on the Central Dike seepage regarding consequences and mitigation measures in place.

8.5.2.1.19 Phaser Pit (ST-41 Lake)§

In 2025, ST-41 Lake monthly samples were conducted from June to October, during open water season, as per the requirements of the NWB Water License. There are no applicable license limits. The data are presented in Appendix 39. Sampling station ST-41 Lake is illustrated on Figure 3. No water was transferred to Phaser Attenuation Pond and all water was kept in the pit to promote the natural reflooding.

8.5.2.1.20 BB Phaser Pit (ST-42 Lake)§

In 2025, monthly samples have been conducted from June to October, during open water season, as per the requirements of the NWB Water License. There are no applicable license limits. The data are

presented in Appendix 39. Sampling station ST-42 Lake is illustrated on Figure 3. No water has been transferred to Phaser Attenuation Pond since 2019. All water was kept in the pit to promote the natural reflooding.

8.5.2.1.21 Phaser Attenuation Pond (ST-43)§

During 2025, no water from Phaser and BB Phaser Pits was pumped and transferred to Phaser Attenuation Pond (ST-43). All water was kept in the pond to promote the natural reflooding. Monthly samples have been conducted during open water season as per the requirements of the NWB Water License. There are no applicable license limits. The data are presented in Appendix 39. Sampling station ST-43 is illustrated on Figure 3.

8.5.2.1.22 Monitoring Station KM 87 (ST-44)§

The monitoring station ST-44 was created in 2023 to monitor the water quality after a spill event. The monitoring station location was determined in collaboration with the CIRNAC's Officer.

ST-44 has been sampled weekly during the open water season period and the results are presented in the Appendix 39. For further details on the event, refer to the spill report and the associated follow up report that are provided in Appendix 28 of the 2022 Meadowbank Complex Annual Report. A consultant was hired with the objective to assess the extent of the fuel spill impacts, and to develop and implement a strategy to manage the impacts and protect nearby receptors by developing a conceptual site model, development of risk assessment and remedial plan, work was ongoing in 2025 and will continue in 2026.

Water accumulated into the sump was pumped out and transferred to the Stormwater Water Management Pond. In 2025, a volume total of 14,907 m^3 was pumped of the collection sump. Monthly breakdown is presented in Table 8-1.

Table 8-1 2025 Volume of Water Pumped from ST-44§

Month	Volume Pumped (m^3)
June	3,280
July	5,785
August	3,922
September	1,920
Total	**14,907**

8.5.2.1.23 Meadowbank Landfarm (ST-14)§

The active Landfarm (ST-14b) was constructed in 2016, and contaminated soil has been added since 2017. In 2025, ponded water was identified from the landfarm and sampled, as per the Water License requirements. Results are shown in Appendix 39. Water was naturally flowing towards the adjacent Tailings Storage Facilities. Refer to the Landfarm Section 7.2.1 for more information.

8.5.2.1.24 Meadowbank Landfill§

No water quality monitoring was completed at the landfill in 2025 as no leachate was observed.

8.5.2.2 *Whale Tail Site§*

8.5.2.2.1 Whale Tail Attenuation Pond (ST-WT-1)§

Water from the Whale Tail Attenuation Pond is either transferred in the IVR Attenuation Pond or directed to be treated in the WTP and then discharged in either Whale Tail South or Kangislulik Lake via the submerged diffusers. Samples from the Whale Tail Attenuation Pond (ST-WT-1), prior to treatment, are to be collected four (4) times per year as per the Water License. However, Agnico Eagle collected samples more frequently than prescribed in 2025. The results for 2025 are presented in Appendix 39. Sampling station is illustrated on Figure 4.

8.5.2.2.2 IVR Attenuation Pond (ST-WT-23)§

Water from the IVR Attenuation Pond is treated in the WTP prior to being discharged in either Whale Tail South or Kangislulik Lake via the submerged diffusers. Samples from the IVR Attenuation Pond (ST-WT-23) prior to treatment, are to be collected four (4) times per year as per the Water License, however Agnico Eagle collected samples more frequently than prescribed in 2025. The results for 2025 are presented in Appendix 39. Sampling station is illustrated on Figure 4.

8.5.2.2.3 Whale Tail Waste Rock Storage Facility Pond (ST-WT-3)§

In 2025 water was observed in the Whale Tail WRSF pond. As per the Water License, water samples are required to be taken four (4) times per calendar year. In 2025, four (4) water samples were taken during open water and the data are presented in Appendix 39. There are no applicable license limits for this station. Sampling station ST-WT-3 is illustrated on Figure 4. A total of 52,190 m^3 was pumped from this pond in 2025.

8.5.2.2.4 Whale Tail Pit (ST-WT-4)§

As per the Water License, water samples in the Whale Tail Pit sump need to be taken four (4) times per calendar year. In 2025, eighteen (18) water samples were taken and the data are presented in Appendix 39. There are no applicable license limits. Sampling station ST-WT-4 is illustrated on Figure 4. A total of 911,854 m^3 was pumped from the Whale Tail Pit sumps in 2025.

8.5.2.2.5 IVR Pit (ST-WT-18)§

In 2025, Agnico Eagle continued to collect water quality samples in the IVR Pit sump (ST-WT-18) during the development of the IVR Pit. As per the Water License, water samples need to be taken four (4) times per calendar year. In 2025, twenty-two (22) water samples were taken and the data are presented in Appendix 39. A total of 605,715 m^3 was pumped from the IVR Pit sump in 2025. There are no applicable license limits. Sampling station ST-WT-18 is illustrated on Figure 4.

8.5.2.2.6 Lake A47 (ST-WT-6)§

Due to dewatering of this lake in 2020, this station is no longer operational.

8.5.2.2.7 Whale Tail South Channel / Lake A45 (ST-WT-13)§

In 2025, water from the Whale Tail South Channel (former Lake A45) was sampled on a monthly basis during open water as per the requirements in the NWB Water License (sampling station ST-WT-13 on Figure 4). Applicable license limits for this station include effluent water quality limits for Total Suspended Solids (TSS) of 15 mg/L for the maximum authorized monthly mean and 30 mg/L for the maximum authorized concentration in a grab sample. There was no exceedance of the license limits in 2025. Monthly results are presented in Appendix 39. The total monthly flow in the Whale Tail South Channel is presented in Table 8-2.

Table 8-2 Whale Tail South Channel Flow 2025§

Month	Monthly Flow (m^3)
January	-
February	-
March	-
April	-
May	85,983
June	649,446
July	301,164
August	85,763
September	28,128
October	27,780
November	-
December	-
Total	**1,178,264**

8.5.2.2.8 Lake A16 Outlet (ST-WT-14)§

In 2025, water from the Lake A16 outlet was sampled during open water as per the monthly requirements in the NWB Water License (sampling station ST-WT-14 on Figure 4). There are no applicable license limits. Results are presented in Appendix 39.

8.5.2.2.9 Lake A15 (ST-WT-15)§

In 2025, water from the Lake A15 was sampled during open water as per the monthly requirements in the NWB Water License (sampling station ST-WT-15 on Figure 4). There are no applicable license limits. Results are presented in Appendix 39.

8.5.2.2.10 Whale Tail Dike Seepage (ST-WT-17)§

As discussed in Section 8.5.7.2.2 below, during dewatering operations of the Whale Tail North Basin, a small inflow of water was observed out of the downstream toe of Whale Tail Dike in a low depression.

Once the dewatering of the Whale Tail North Basin was complete in 2020, the seepage water was directed to the Whale Tail Attenuation Pond and managed as part of this infrastructure. The same water management strategy was used in 2025.

In 2025, water quality sampling was conducted on a monthly basis as per the seepage requirements of the NWB Water License. Sample results are presented in Appendix 39. See Figure 4 for the location of ST-WT-17. Refer to Section 8.5.7.2.2 for details on the Whale Tail Dike seepage regarding consequences and mitigation measures in place.

8.5.2.2.11 Whale Tail South Transfer (ST-WT-26)§

Water transfer from Whale Tail South to Kangisliluk Lake was not done in 2025 as the Whale Tail South Channel construction was operational. The channel facilitates the passive flow of water from Whale Tail South to Kangislulik Lake.

8.5.2.2.12 Water Ponding Around Whale Tail WRSF (ST-WT-30, ST-WT-31, ST-WT-32, ST-WT-33)§

There are four (4) monitoring stations for water ponding around the Whale Tail WRSF. These locations are outlined in Figure 4. Water quality monitoring was conducted on a monthly basis, during open water season, as per the NWB Water License. ST-WT-33 was not sampled in September as the area was dry during that period. There are no applicable license limits for these monitoring stations. Sample results are presenting in Appendix 39 for all four stations.

8.5.2.2.13 Water Ponding Around IVR WRSF (ST-WT-28, ST-WT-34, ST-WT-35, ST-WT-36)§

There are four (4) monitoring stations for water ponding around the IVR WRSF. These locations are outlined in Figure 4. Water quality monitoring was conducted on a monthly basis, during open water season, as per the NWB Water License. There are no applicable license limits for these monitoring stations. Sample results are presented in Appendix 39 for all four stations.

8.5.2.2.14 IVR Diversion Channel (ST-WT-37)§

The purpose of the channel is to direct non-contact water from the North-East watershed towards Nemo Lake. Applicable license limits for this station include effluent water quality limits for TSS of 15 mg/L for the maximum authorized monthly mean and 30 mg/L for the maximum authorized concentration in a grab sample. The location (ST-WT-37) is outlined in Figure 4 and results from samples collected in 2025 are provided in Appendix 39. There was no exceedance of the license limits in 2025.

8.5.2.2.15 Whale Tail / IVR Attenuation Pond Discharge§

8.5.2.2.15.1 Kangislulik Lake (ST-WT-2a)§

In 2025, water from the attenuation ponds was discharged to Kangisliluk Lake via the approved submerged diffusers. Water was treated by the Water Treatment Plan before discharge. As per Water License 2AM-WTP1830, the discharge is be sampled weekly during discharge.

The sampling station is ST-WT-2a and discharge occurred from July 6 to 31, August 1 to 31, and September 1 to 27. The results for ST-WT-2a are provided in Appendix 39. A total volume of 671,172 m^3 was discharged. There were no exceedances of Water License or MDMER criteria in 2025. The sampling location is outlined in Figure 4.

Effluents have demonstrated to be non-acutely lethal. Refer to Section 8.3.2.2 (MDMER-8) above for more information related to the monitoring performed under the MDMER and Appendix 39 for the results.

8.5.2.2.15.2 Whale Tail South (ST-WT-24 and ST-WT-24a)§

In 2025, water from attenuation ponds was discharged to Whale Tail South Lake via the approved submerged diffusers. Water was treated by the Water Treatment Plan before discharge. As per Water License 2AM-WTP1830 the discharge is sampled on a weekly basis during discharge.

The permanent diffuser sampling station is ST-WT-24 and was discharging April 13 to 30, May 1 to 31, June 1 to 28, October 6 to 31, November 1 to 30, December 1 to 13, and December 28 to 30. A total volume of 2,124,189 m^3 was discharged. The location is outlined in Figure 6 and 2025 results from ST-WT-24 are provided in Appendix 39. There were no exceedances of Water License or MDMER criteria in 2025.

Effluents have demonstrated to be non-acutely lethal. Refer to Section 8.3.2.3 (MDMER-11) above for more information related to the monitoring performed under the MDMER and Appendix 39 for the results.

No water was discharged through Whale Tail South Lake Temporary Diffuser (ST-WT-24a) in 2025.

8.5.2.2.16 Groundwater Storage Pond Effluent – GSP-1 (ST-WT-20)§

Groundwater Storage Pond One (GSP-1) is used to store water from the underground operations. A total volume of 17,434 m^3 was pumped from underground to GSP-1 (ST-WT-20) in 2025 from March to December. As per the Water License, sampling is conducted four times per year minimum. Agnico Eagle collected samples on a monthly basis. Results are provided in Appendix 39 and the sampling location outlined in Figure 4.

8.5.2.2.17 Whale Tail Landfarm (ST-WT-27)§

In the event of water accumulation or seepage within the Whale Tail landfarm, the ponded water will be analyzed for Water License prior to discharge. In 2025, approximately 2,895 m^3 of water was trucked to the Meadowbank TSF. Results are provided in Appendix 39 below and the sampling location is outlined in Figure 4.

8.5.2.2.18 Landfill§

No water quality monitoring was completed at the landfill in 2025 as no leachate was observed.

8.5.2.2.19 Erosion Management

As required by NIRB Project Certificate 008 Condition 11: ***The Proponent shall develop and implement an Erosion Management Plan to prevent or minimize erosion and its resulting effects from project-related land***

disturbance. The Plan should be submitted to the Nunavut Impact Review Board (NIRB) at least 30 days prior to the start of construction, with updates submitted annually thereafter or as may otherwise be required by the NIRB.

In accordance with Condition 11 of NIRB Project Certificate No. 008, Agnico Eagle maintains an Erosion Management Plan (V2; December 2018) for the Whale Tail Mine. This plan presents the monitoring and mitigation actions related to three specific events which have the potential to cause erosional concerns: dike construction and dewatering, freshet, and the rise of water levels in Whale Tail South.

For each of these three events, monitoring consists of water quality analyses and/or visual inspections in erosion-prone areas, which are conducted and reported under a number of programs, as follows.

- For erosion related to dike construction and dewatering:
  - Managed according to the Water Quality Monitoring and Management Plan for Dike Construction and Dewatering.
  - No dike construction or dewatering monitoring was required in 2025.

- For erosion related to freshet:
  - For specified WTHR and onsite infrastructure, regular water quality analyses are conducted under the Water Quality and Flow Monitoring Plan (according to NWB Type A Water License requirements), as described in Section 8.5 of this report.
  - In addition, visual inspections with water quality analysis as required are conducted under the Freshet Action Plan (results below).

- For erosion related to rise of water levels in Whale Tail South:
  - Water quality analysis is conducted under the Core Receiving Environment Monitoring Plan (Appendix 26 of this report).
  - Visual inspections are conducted under the Erosion Management Plan (results below).

Results of visual assessments and any required water quality monitoring for erosional concerns under the Freshet Action Plan and Erosion Management Plan are reported here. Other results including water quality monitoring for dike construction and dewatering, water quality monitoring under the Water Quality and Flow Monitoring Plan, and water quality monitoring under the CREMP are reported under the various sections of this Annual Report, as described above.

8.5.2.2.19.1 Erosion Monitoring Methods

Under the Freshet Action Plan, inspections of Whale Tail mine and Whale Tail Haul Road water management infrastructure (including bridges, culverts, ditches, Whale Tail South channel, IVR diversion channel) are conducted daily to weekly by dedicated personnel starting in May. In addition to these regular inspections of water management infrastructure, opportunistic visual assessments are conducted for erosion concerns along the flooded shoreline of Whale Tail Lake.

According to the Erosion Management Plan, erosional concerns are recorded during the above visual inspections. Inspections are inclusive of: bed erosion upstream and downstream of watercourse crossing structures, scour under bridge abutments and abutment foundations, erosion along cutslopes and fillslopes of embankments (rill and gully erosion), etc. Mitigation measures are implemented as needed to prevent erosional concerns

Water quality monitoring for turbidity/TSS is then conducted as required based on visual observations during inspections. TSS is analyzed by the onsite assay laboratory when excess turbidity is visually observed. TSS is analyzed by commercial accredited laboratory if any elevated results are received from the onsite laboratory. For locations with potential to impact the receiving environment, TSS results exceeding 30 mg/L are reported to appropriate regulators.

8.5.2.2.19.2 Erosion Monitoring Results

Whale Tail Haul Road: In 2025, no erosion concerns that required mitigation actions were identified during visual inspections for Whale Tail Haul Road water management infrastructure (e.g. scour, bed erosion, etc.). No turbidity concerns that required mitigation actions were identified, no water quality samples were required to be collected, and no contingency mitigation measures (e.g. straw booms or woodchip booms) were required to be installed.

Whale Tail Site: During visual inspections of onsite water management infrastructure, no major erosional concerns were observed (e.g. scour, bed erosion, gullying, etc.) requiring management action.

Overland flow across the emulsion plant road, near the Mammoth Dike, has historically presented potential for erosional concerns. Snow and ice were found to block the culverts, causing meltwater to flow over the road during freshet. Since 2022, mitigation measures for this issue have been implemented, including installing plywood covers and/or prioritizing snow and ice removal at the culvert inlet and outlet. In 2025, no water flow over the road was recorded. A low level of turbidity in meltwater flowing through the culverts was visually identified at the beginning of the freshet. Samples at both the east and west culverts and Kangislulik Lake shoreline were evaluated in the field for turbidity on June 7. All three results were less than 15 NTU and analysis of TSS was not required. Nonetheless, to avoid transportation of sediment to Kangislulik Lake (located approx. 50 – 100 m downslope, to the north), woodchip booms were again installed on the downstream side of the road.

Whale Tail Lake Shoreline: Flooding of Whale Tail Lake's South Basin (WTS) was complete in 2019. However, opportunistic visual inspections of the shoreline continued in 2025 during the open water season by Environment Department technicians to ensure that erosion along the new banks did not mobilize excess TSS into Whale Tail Lake. According to the Erosion Monitoring Plan, shorelines were inspected for any major instability, along with signs of permafrost degradation such as ground ice melting, gully and fissuring. None of these issues were identified in 2025.

8.5.3 Sewage Treatment Plant[§]

8.5.3.1 *Meadowbank Site[§]*

The Meadowbank mine site has one Seprotech L333 (STP-SEP) sewage treatment plant (STP) and three Little John 100 units (LJ-MIX) in operation; the equipment operates together with one sewage discharge effluent stream directed to the Stormwater Management Pond (SMP). In 2025, water was pumped from the SMP to the Portage Pit in June, July, August, September, and October. There is no discharge to any receiving waters. The SMP also collects spring runoff from the surrounding area.

Samples are taken in accordance with Operation & Maintenance Manual – Sewage Treatment Plan for the purpose of determining operating efficiency of the units. Sample results are available in Appendix 39, for

influent (STP-IN), Seprotech L333 and LJ-MIX effluent. Results of the sample analysis are submitted to the NWB in the monthly monitoring reports.

The total volume of treated sewage discharged in 2025 was 350,060 m^3. In addition, 393.26 m^3 of sewage sludge was collected and disposed of in the Tailings Storage Facility.

8.5.3.2 *Whale Tail Site*[§]

In 2025, effluent from the Sewage Treatment Plant was discharged to the IVR Attenuation Pond. The total volume of treated sewage discharged in 2025 from the Newterra associated to the permanent camp was 40,394 m^3. In addition, 1,354 m^3 of sewage sludge was collected and disposed of in the Whale Tail WRSF.

As per Water License Schedule I Sampling location ST-WT-11 (Figure 4), effluent is to be sampled four times per calendar year. To assess the efficiency of the STP, a monthly sample was taken at the STP effluent. Results are provided in Appendix 39. There are no applicable license limits. Agnico Eagle intends to follow the operational/design parameters outlined in Table 8-3, however operational realities have made meeting the Nitrate and Total Phosphorus (TP) operating targets challenging. Nevertheless, it is important to highlight that no issues have occurred in the surrounding environment as a result of the deviation to the operational targets. In 2025, results were above the operational targets for nitrate, phosphorus, and as well as two fecal coliform results were above the target.

Table 8-3 Whale Tail STP Operational Parameters[§]

Parameters	Unit	Effluent
pH	pH units	6.5 – 9.0
Oil, Grease	mg/L	<5
Biological Oxygen Demand	mg/L	<25
Total Suspended Solids	mg/L	<25
Unionized Ammonia Nitrogen (NH_3-N)	mg-N/L	<1.25
Nitrate Nitrogen (NO_3-N)	mg-N/L	<5
Total Phosphorus (P)	mg-P/L	<0.5
Fecal Coliform	CFU/100 ml	<200
Total Residual Chlorine	mg/L	<0.2

In 2025, nitrate levels remained above operational targets despite increasing Micro C dosing with an average of 9.55 mg N/L compared to 10.50 mg N/L in 2024, 8.20 mg N/L in 2023, 14.03 mg N/L in 2022, and 12.12 mg N/L in 2021. A modification to the system was completed in 2022 to allow higher Micro C dosing and in 2023 the post anox tank was improved. In 2026, Agnico Eagle will continue monitor nitrate levels and bring about more improvements, such as potentially increasing retention to allow for improved bacterial action.

In 2022, a modification to the sewage treatment plant system allowed increased dosing of Alum for phosphorus removal. Total phosphorus average levels for 2025 were 1.17 mg P/L compared to 1.51 mg P/L in 2024, 1.74 mg P/L in 2023, and 1.77 mg P/L in 2022. Results are trending down slightly and are significantly lower when compared to the average of 3.94 mg P/L in 2021 and 5.96 mg P/L in 2020. In 2026, Agnico Eagle will continue to evaluate areas of improvement within the plant, including potentially adding more Alum injection points and improving solution concentration control through in-house mixing.

In 2026, fecal coliform was detected at levels above 200 CFU/100 mL for two (2) of the samples. No clear cause has been determined.

8.5.4 Bulk Fuel Storage Facility§

8.5.4.1 *Meadowbank Site§*

Notification to the CIRNAC Inspector, made in accordance with Part F, Item 13 of NWB License 2AM-MEA1530 to empty the secondary containment area, was sent on June 3, 2025, and September 5, 2025. Water was trucked from the secondary containment area of the Meadowbank bulk fuel storage tanks in 2025 to the Stormwater Management Pond and did not reach any receiving environment. Tank farm location (ST-37 and ST-37.1) are illustrated on Figure 1.

8.5.4.2 *Baker Lake Marshalling Facilities§*

Water in the secondary containment area of the main diesel bulk fuel storage facilities (Tanks 1 – 4; ST-40.2, Tanks 5 – 6; ST-40.1 and Tanks 7 – 8; ST-40.3) at the Baker Lake Marshalling Facility were sampled on June 1, 2025, and the Jet A tanks (ST-38) were sampled on June 3 , 2025 , Notification to the CIRNAC Inspector, made in accordance with Part F, Item 13 of NWB License 2AM-MEA1530 to empty secondary containment areas, was sent on June 2 2025. No water quality parameters exceeded the water quality limit stipulated in Part F, Item 9 of the 2AM-MEA1530 Water License.

Water was also sampled from Tanks 1 – 4 (ST-40.2) and Tanks 5 – 6 (ST-40.1) on September 1, 2025. A second notification to the CIRNAC Inspector was sent on September 5, 2025. No water quality parameters exceeded the water quality limit stipulated in Part F, Item 9 of the 2AM-MEA1530 Water License.

In total, approximately 4,484 m^3 from Tanks 1 – 4, 3,330 m^3 from Tanks 5 – 6 containment area and 4,909 m^3 from Tanks 7 – 8 containment area was discharged to the environment. No water was discharged for station ST-38. Water in the secondary containment of Jet-A Tanks (ST-38) was trucked back to Meadowbank for disposal in the Stormwater Management Pond.

The locations of these sampling stations (ST-40.1, ST-40.2, and ST-40.3) are illustrated on Figure 6 and results are presented in Appendix 39.

Following the 2025 annual geotechnical inspection, minor deficiencies of exposed membrane and/or damaged membrane were observed at the Baker Lake Fuel Farm. To preserve the integrity of the secondary containment and geomembrane, deficiencies were addressed during the fall of 2025.

Section 5 of the Baker Lake Bulk Fuel Storage: Environmental Performance Monitoring Plan (Version 7) details the environmental performance monitoring plan which is a tiered approach with an emphasis on visual and operational inspections; routine surface water sampling to control and monitor the quality of the contact water; and event monitoring (in the case of a spill emergency or occurrence). Management of the bulk fuel storage facility will be guided by the monitoring results. As detailed in this plan, Agnico Eagle committed to increasing visual inspections of the Baker Lake Marshalling Facilities from weekly to twice weekly during Freshet and summer months. Monthly inspections are also conducted by the Road, Field and Operations Department. Inspection of the facility included: tank and piping condition, secondary containment berm structure and integrity, indicators of liner damage, precipitation/ run-off accumulation, evidence of tampering or misuse, any structural abnormalities and visible sheens on contact water pools and crush material inside the secondary containment. Furthermore, Agnico Eagle is following the annual recommendations from the third-party Geotechnical Inspection of the Marshalling Facility. This report and the Agnico Eagle implementation plan are provided respectively in Appendices 7 and 10.

8.5.4.3 *Whale Tail Site*[§]

In 2025, a 10-day notice made in accordance with Part F, Item 14 of the NWB License 2AM-WTP1830, was sent to CIRNAC Inspector on June 2, 2025, and September 1, 2025, with the advisement that water would be discharged from the following fuel tank secondary containments: Whale Tail 1.5 million litre diesel tank farm (ST-WT-12), Whale Tail Powerhouse (ST-WT-16), and Whale Tail Underground Genset (ST-WT-38). Water from the secondary containments of ST-WT-16 were transported back to Meadowbank and did not reach any receiving environment. In June and September, water from the secondary containments, ST-WT-12 and ST-WT-38, was pumped to the IVR Attenuation Pond and did not reach any receiving environment.

8.5.5 All-Weather Access Road / Whale Tail Haul Road and Quarries*[§]

As required by DFO Authorizations NU-03-0190 Condition 5.3 (AWPAR); ***A photographic record of before, during and after construction, during decommissioning and after restoration, showing that all works and undertakings have been completed according to the approved Plan and conditions of this authorization […]***

And

As required by NIRB Project Certificate No.004 Condition 31: ***Cumberland shall provide detailed stream crossing design criteria, including consideration of the DFO Operational Statement for Clear-span bridges for all water crossings identified to have fish presence, final crossing designs, site specific mitigation procedures, an effects monitoring program, and a maintenance and closure plan for all water course crossings, to the DFO and the NWB for review and approval.***

And

As required by NIRB Project Certificate No.008 Condition 21: ***The Proponent shall ensure that all project infrastructures in watercourses are designed and constructed in such a manner that they do not unduly prevent or limit the movement of water or fish species in fish bearing streams and rivers, unless otherwise authorized by Fisheries and Oceans Canada.***

Throughout the life of the Project, the Proponent shall report on how the Proponent has maintained and/or implemented mitigation measures in fulfillment of this term and condition in the Proponent's annual report to the Nunavut Impact Review Board.

And

As required by DFO Authorization 16-HCAA-00370 Condition 2.3.5 and 20-HCAA-00275 Condition 2.3.9: ***As per the NIRB Project Certificate No. 008 Condition 21, the Proponent shall ensure that all project infrastructure in watercourses is designed and constructed in such a manner that it does not unduly prevent or limit the movement of water or fish species in fish streams and rivers, unless otherwise authorized by Fisheries and Oceans Canada.***

* TSM- Biodiversity and Conservation Management

A geotechnical structural inspection of the AWAR and WTHR, including all culverts, bridges, and quarries, was conducted in 2025. This annual inspection is a requirement of the Water License. The findings are presented in the report 2025 Annual Geotechnical Inspection Report, attached in Appendix 7. Agnico Eagle implementation plan to the recommendations from the inspection are included in Appendix 10. More specifically, Sections 6 and 7 of the Annual Geotechnical Inspection Report provided the observations and descriptions of each culvert and bridges along the AWAR and WTHR, respectively.

Pre-freshet and freshet inspections were conducted at crossings along the AWAR and WTHR in 2025. Weekly inspections are also conducted along both roads on a year-round basis. During the freshet and open water season, these inspections are conducted to document any visual turbidity plumes or erosion along the AWAR and WTHR, culverts or crossings and to ensure that runoff, if any, would be free of any visible sheen and would not impact the environment. In 2025, no visual turbidity plumes or erosion concerns were observed.

In 2023, Agnico Eagle provided to DFO a detailed list of all culverts along both roads including those that are considered fish bearing. In 2024, Agnico Eagle hired a subject matter expert to perform culvert stream assessment along the WTHR and AWAR. Field work took place at freshet 2024 and the conclusion of this assessment were communicated to DFO prior to their 2025 site visit and were re-assessed in the field with DFO in June 2025. Agnico Eagle awaits further comments from DFO and will continue to work in collaboration with DFO to find the best path forward to ensure protection of fish habitat.

In relation to the Meadowbank Fisheries and Oceans Canada Authorizations Agnico Eagle maintains a Habitat Compensation Monitoring Plan (HCMP) (Version 4, 2017) to ensure that fish habitat compensation features are constructed and functioning as intended. Based on the schedule described in the Habitat Compensation Monitoring Plan, monitoring of compensation features currently occurs every two (2) years. Monitoring was conducted in 2025 as detailed in Section 8.8 and the 2025 Habitat Compensation Monitoring Report provided in Appendix 35.

8.5.6 QAQC Sampling§

As required by NIRB Project Certificate No.004, Condition 23: ***ensure that water quality monitoring performed at locations within receiving waters that allow for an assimilative capacity assessment of concern to regulators, be carried out by an independent contractor and submitted to an independent accredited lab for analysis, on a type and frequency basis as determined by the NWB; results of analysis shall be provided to the NWB and NIRB's Monitoring Officer.***

And

As required by NWB Water License 2AM-MEA1530 Part I, Item 17: ***The Licensee shall annually review the approved QA/QC Plan and modify the Plan as necessary. Proposed changes shall be submitted to an Accredited Laboratory for approval.***

And

As required by NWB Water License 2AM-WTP1830 Part I, Item 20: ***The Licensee shall annually review the approved QA/QC Plan and modify the Plan as necessary. Proposed changes shall be submitted to an Accredited Laboratory for approval.***

The objective of quality assurance and quality control (QA/QC) program is to assure that the chemical data collected are representative of the material being sampled, are of known quality, are properly documented, and are scientifically defensible. Data quality was assured throughout the collection and analysis of samples using specified standardized procedures, by the employment of accredited laboratories, and by staffing the program with experienced technicians.

Most of the chemical analyses for Meadowbank and Whale Tail sites were performed by Bureau Veritas (BV) in Ontario, an accredited facility. All data from BV lab underwent a vigorous internal QA/QC process, including the use of spiked samples and duplicate samples. All QA/QC data passed the laboratories acceptable limits. The laboratory certificates of quality control can be provided on request for Meadowbank and Whale Tail sites.

Toxicity and sublethal tests were performed by Nautilus Environmental in Ontario. Testing was conducted as stipulated in the corresponding Environment Canada Biological Test Methods. QA/QC measures implemented by the lab, including the use of reference toxicants, met the acceptable limits. Toxicity reports for Meadowbank and Whale Tail can be provided on request.

Agnico Eagle also requires the services of laboratories such as Bureau Veritas in Edmonton, Alberta, H2Lab in Val-D'Or, Quebec, and SGS in Lakefield, Ontario. Agnico Eagle also uses the services of ALS for the CREMP water quality analysis.

Field blanks (FB) are laboratory bottles filled with deionized water (DI), which are opened in the field and treated as a normal sample (N). They are used to identify errors or contamination in sample collection and analysis. Trip blank (TB) are laboratory pre-filed bottles with DI water carried to the sampling location and are left unopened. Duplicate field water quality samples (FD) are collected simultaneously in the field and used to assess sampling variability and sample homogeneity.

Analytical precision is a measurement of the variability associated with duplicate analyses of the same sample in the laboratory. Duplicate results were assessed using the relative percent difference (RPD) between measurements. RPD values is also calculated for field blanks and lab blanks. The equation used to calculate a RPD is:

$$RPD = (A-B)/ ((A+B)/2)*100;$$ where: A = field sample; B = duplicate sample.

Large variations in RPD values are often observed between duplicate samples when the concentrations of analytes are low and approaching the detection limit. Consequently, a RPD of 20% for concentrations of field and duplicates samples that both exceed 10x the method detection limit is considered notable.

The analytical precision of one QA/QC sampling event is characterized as:

-High, when less than 10% of the parameters have variations that are notable;

-Medium, when 10 to 30% of the parameters have variations that are notable;

-Low, when more than 30% of the parameters have variations that are notable.

In 2025, the QA/QC plan was followed and samples were collected by qualified technicians. It is common to have some RPD exceedances as a result of the discrete differences in the original and field duplicates.

Given the variability of these exceedances (occurring with different parameters, on different dates for different sampling programs) and the high number of successful samples, it is evident that field QA/QC standards during water sampling were maintained during sampling in 2025. Agnico Eagle technicians will continue to follow standard QA/QC procedures for surface water sampling that requires the use of sample bottles that are provided by an accredited laboratory, proper handling and storage of bottles to prevent cross-contamination between areas and, if appropriate, thoroughly rinsing the sample containers with sample water prior to sample collection. Each equipment used for field measurement are calibrated prior each usage. Calibration datasheets are kept for future reference, if needed. QAQC results for Meadowbank and Whale Tail sites is presented on the following sections.

The QA/QC Plan was revised in March 2026 (Version 11) and can be found in Appendix 40.

8.5.6.1 *Meadowbank Site*[§]

In 2025, 294 water samples were collected (excluding Groundwater and CREMP monitoring programs), 57 duplicates, 55 field blanks and 42 trip blanks, representing 19% of duplicates, 19% of field blanks and 14% of trip blanks which is above the QA/QC duplicate and trip blank program objective of 10%.

The following presents the percentage of duplicate and field samples collected from each of the monitoring programs:

- MDMER and EEM monitoring programs: 11 duplicate samples, 11 field blanks and 9 trip blanks were collected from a total of 49 samples, representing 22% of duplicates, 22% of field blanks, and 18% of trip blanks;
- Sewage Treatment Plant monitoring program: 6 duplicate samples, 6 field blanks, and 6 trip blanks were collected from a total of 36 samples, representing 17% of duplicates, 17% of field blanks, and 17% for trip blanks;
- Surface water monitoring programs: 37 duplicate samples, 35 field blanks and 26 trip blanks were collected from a total of 203 samples, representing 18% for duplicates, 17% for field blanks, and 13% for trip blanks;
- Bulk fuel storage facilities monitoring program: 3 duplicate samples, 3 field blanks, and 1 trip blank were collected from a total of 6 samples, representing 50 % for duplicates, 50% for field blanks, and 17% for trip blanks;
- Groundwater monitoring program: Duplicates were collected for each station during the June and August/September monitoring sessions. One (1) field blank and one (1) trip blank were also collected for each groundwater monitoring sessions, which aligns with the frequency outlined in the current QAQC Management Plan. Refer to Section 4.8 of the 2025 Meadowbank Groundwater Monitoring Report (Appendix 32) for more details; and
- Core Receiving Environment Monitoring Program: A combined total of 20 duplicates were collected between the Meadowbank Lakes, Baker Lake, and the Whale Tail Lakes, corresponding to approximately 16% of the total number of water samples (218) collected in 2025. Travel blanks (TB), de-ionized (DI) blanks and Equipment Blanks were submitted for all sampling events, which

aligns with the frequency outlined in the current QAQC Management Plan. Refer to 2025 CREMP Report (Appendix 26) for more details.

Meadowbank results of the QA/QC data are presented below in Appendix 41 for the MDMER and EEM, Surface Water, Sewage Treatment Plant and Bulk Fuel Storage Facility monitoring programs. The following is a summary of the analytical precision (RPD), per sampling program:

- MDMER and EEM: All the duplicate samples collected were considered as having high analytical precision, with the exception of one (1) sample having a medium analytical precision of 15%.

- Surface Water: All QA/QC sampling events conducted within the surface water quality program are rated as having high analytical precision except for seven (7) samples having a medium analytical precision of 10% (x2), 11% (x2), 14% and 17% (x2).

- Sewage Treatment Plant: Half duplicate samples collected were considered as having high analytical precision, two (2) samples as having medium analytical precision (13% and 22%), and one (1) sample having low analytical precision of 38%.

- Bulk Fuel Storage Facility: All the duplicate samples collected were considered as having high analytical precision.

RPD values were also calculated for field blanks and lab blanks in 2025. All field blank samples are considered to have high analytical precision.

8.5.6.2 *Whale Tail Site*[§]

In 2025, 286 samples were collected (excluding Groundwater and CREMP monitoring programs), 59 duplicates, 59 field blanks, and 44 trip blanks, which represents 21% of duplicates, 21% of field blanks, and 15% of trip blanks which is higher than the QA/QC duplicate and trip blank program objective of 10%.

The following presents the percentage of duplicate and field samples collected from each of the monitoring programs:

- MDMER and EEM monitoring programs: 19 duplicate samples, 18 field blanks, and 16 trip blanks were collected from a total of 55 samples, representing 35% of duplicates, 33% of field blanks, and 29% of trip blanks;

- Surface water monitoring programs: 38 duplicate samples, 39 field blanks, and 26 trip blanks were collected from a total of 218 samples, representing 17% of duplicates, 18% of field blanks, and 12% of trip blanks;

- Sewage Treatment Plant monitoring program: 2 duplicate samples, 2 field blanks, and 2 trip blanks were collected from a total of 13 samples, representing 15% of duplicates, 15% of field blanks, and 15% of trip blanks.

- Groundwater monitoring program: 2 duplicate samples, 1 field blank and 1 trip blank were collected for this program in 2025, which aligns with the frequency outlined in the current QAQC

Management Plan. Refer to Attachment A of the 2025 Whale Tail Groundwater Management Monitoring Report (Appendix 33) for more details; and

- Core Receiving Environment Monitoring Program: A combined total of 20 duplicates were collected between the Meadowbank Lakes, Baker Lake, and the Whale Tail Lakes, corresponding to approximately 16% of the total number of water samples (218) collected in 2025. Travel blanks (TB), de-ionized (DI) blanks and Equipment Blanks were submitted for all sampling events, which aligns with the frequency outlined in the current QAQC Management Plan. Refer to the 2025 CREMP Report (Appendix 26) for more details.

Whale Tail results of the QA/QC data are presented below in Appendix 41 for the MDMER and EEM, Surface Water and Sewage Treatment Plant monitoring program. The following is a summary of the analytical precision (RPD), per sampling program:

- MDMER and EEM: All the duplicate samples collected were considered as having high analytical precision except for two (2) samples having a medium analytical precision of 11% (x2).

- Surface Water: All QAQC sampling events conducted within the surface water quality program are rated as having high analytical precision except for one (1) sample having a medium analytical precision of 19%.

- Sewage Treatment Plant: All the duplicate samples collected were considered as having high analytical precision.

RPD values were also calculated for field blanks and lab blanks in 2025. All field blank samples are considered to have high analytical precision.

8.5.7 Seepage[§]

8.5.7.1 *Meadowbank Site*[§]

As required by NWB Water License 2AM-MEA1530 Part I, Item 14: ***The results and interpretation of the Seepage Monitoring program in accordance with Part I, Item 13***
The Seepage Monitoring program includes the following locations:

- ***Lake water Seepage Through Dewatering Dikes;***
- ***Seepage (of any kind) Through Central Dike;***
- ***Seepage and Runoff from the Landfill(s);***
- ***Subsurface Seepage and Surface Runoff from Waste Rock Piles;***
- ***Seepage at Pit Wall and Pit Wall Freeze/Thaw;***
- ***Permafrost Aggradation;***
- ***Mill Seepage.***

And

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 10*: Summary of quantities and analysis of seepage and runoff monitoring from the Landfills, Waste Rock Storage Facility and Central Dike.*

8.5.7.1.1 Lake water seepage through dewatering dikes§

Seepage flow at East Dike is measured by the flow meters installed in the two seepage collection sumps downstream of East Dike. The average flow measured during the year 2025 was estimated to be around 275 m^3/day. The measured flow is generally decreasing compared to values from the early years of operation of the dike. Refer to Section 8.5.2.1.3 for a discussion regarding East Dike Discharge to Second Portage Lake. This section discusses the water quality monitoring results and compliance with MDMER and Water License. Refer to Section 8.5.2.1.4 above for the volume of water discharged to discharge to Portage Pit. More information can also be found in the Water Management Plan (Version 15) in Appendix 13.

Seepage channels at the toe of Bay-Goose Dike can be observed in the summer. That water naturally reports to the Bay-Goose Pit and is not managed by pumping. Agnico Eagle conducts punctual flow monitoring at predetermined locations to get an estimate of the seepage evolution. The flow in the channels is measured using a bucket and a stopwatch (averaging around 9.8 m^3/day in 2025). The reading frequency is based on the Dewatering Dikes OMS Manual.

A new seepage was discovered late in December 2025 at the toe of the Bay-Goose Dike. The area was covered in snow at the moment of the finding therefore, very few details are available as per measured flow or precise location of the seepage.

8.5.7.1.2 Seepage through Central Dike§

Seepage was observed at the downstream toe of Central Dike since the fall period of 2014. This water was contained between the West Road and the Central Dike downstream toe. Agnico Eagle utilized piezometers, thermistors, and a groundwater well to monitor the dike integrity, the foundation temperatures, and the piezometric levels within the structure and its foundation. The seepage is located within the mining footprint, away from the receiving environment and is confined directly downstream. The average seepage rate at Central Dike is within a similar trend than previous years, excepted during tailings deposition in the South Cell. The seepage in 2025 ranged between 13 m^3/hr in winter and 128 m^3/hr in August.

The Central Dike seepage situation is considered stable and well managed as Agnico Eagle has the pumping capacity to deal with the seepage flow rate, the integrity of the infrastructure has not been compromised, and no tailings were found outside the perimeter of the South Cell TSF.

The monitoring of the Central Dike seepage will continue throughout the operating life of the dike, with analysis of the instrumentation results and water quality monitoring, as required.

Seepage water quality results of this monitoring program are discussed in Section 8.5.2.1.18 above.

8.5.7.1.3 Seepage and runoff from the landfill§

Results and interpretation of this monitoring program are discussed in Section 8.5.2.1.24 above.

8.5.7.1.4 Subsurface seepage and surface runoff from waste rock piles

Sections 8.5.2.1.7 and 8.5.2.1.13 provide details regarding seepage monitoring at the Portage and Vault WRSF.

8.5.7.1.5 Seepage at pit wall and pit wall freeze/thaw and permafrost aggradation§

No mining activities occurred in Vault Pit, Phaser Pit, BB Phaser Pit, Portage Pit A, Portage Pit E, and Goose Pit. Therefore, any seepage is contributing to the re-flooding of the pits.

Seepage was observed at the toe of the D-dump in 2022. The seepage was monitored in 2023, reduced significantly in 2024, and could not be found in 2025.

In Vault Pit, no new water inflows were observed other than the ones identified in 2022. No major seepage inflows were observed in Goose, Phaser and in BB Phaser Pits in 2025.

The 2025 Annual Open Pit Geomechanical Inspection provides more details regarding seepage at pit walls (Appendix 8).

In 2024, an assessment of B Dump stability was performed by an external consultant. It concluded the following: The Factors of Safety meet the target value; the upstream face towards West Road is unaffected by the flooding of Portage Pit A; the downstream face stability is achieved with a realistic rockfill friction. Additionally, the settlement and tension cracks are still limited to within the footprint of the pit, making it unlikely for the settlement to progress back to the Whale Tail Haul Road.

8.5.7.1.6 Mill seepage§

Refers to previous Annual Reports for historical information associated to the Mill Seepage.

The monitoring of this area is part of the Freshet Action Plan. Refer to Appendix D of the 2025 Water Management Plan (Appendix 13) for more details regarding the monitoring and action taken by Agnico Eagle before, during and after the freshet at this seepage area.

In 2025, pumping of the mill seepage trench occurred from May to October. No flow of water has been pumped during the winter months in 2025 in the interception trench because of frozen conditions.

Agnico Eagle remains confident that the corrective measures implemented in previous years are still effective and prevent potential contaminated water from reaching any receiving environment. Agnico Eagle will continue to monitor the downstream area and ensure the secondary containment is kept as dry as possible.

Monthly water quality samples were collected when water was present at the interception trench, Third Portage Lake and monitoring Wells MW-04, MW-05, MW-06, MW-07 and MW-08. Appendix 39 contains monitoring results from the interception trench/wells and Third Portage Lake (TPL-Assay), respectively. It should be noted that all wells were dry in 2025, therefore no samples were collected.

Monitoring will be continued in 2026 as per the Freshet Action Plan to identify if trending is maintained. Impacts to the environments have been avoided by pumping collected water back to the milling process

with no water being discharged to the environment. Concentrations at TPL are all below the CCME guideline for the Protection of Aquatic Life for Cyanide.

8.5.7.2 *Whale Tail Site*§

As required by NWB Water License 2AM-WTP1830 Part I, Item 14: ***The Licensee shall submit the results and interpretation of the Seepage monitoring required in Part I Item 13 in the Annual Report required under Part B, Item 2.***

And

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 13*: Summary of quantities and analysis of Seepage and runoff monitoring from the Landfill, Waste Rock Storage Facility and associated dikes/berms.*

8.5.7.2.1 Lake water seepage through dewatering dikes§

Lake water seepage continues to be observed at Whale Tail Dike and is summarized in Section 8.5.7.2.2 below. No other lake water seepage was observed at the other dewatering dikes in 2025.

No seepage occurred from WRSF Dike in 2025. The mitigation measures implemented in 2020 were successful in ensuring the proper performance of this infrastructure.

8.5.7.2.2 Seepage through Whale Tail Dike§

The Whale Tail Dike was commissioned on March 5, 2019 with the beginning of the dewatering activity of the North Basin.

In July 2019, seepage streams were observed on the downstream toe of Whale Tail Dike. The flow was measured using v-notch weirs at approximately 300 m^3/h which is higher than what was anticipated in the water balance. A detailed investigation including additional instrumentation and geophysics was conducted for a better understanding of the seepage phenomenon at the Whale Tail Dike.

A pumping system was installed to collect and manage the non-contact seepage water but has not yet been commissioned. The collected seepage water will be discharged to Whale Tail South Basin via a diffuser without treatment if the water quality meets the discharge criteria of the Water License 2AM-WTP1830. Until the system is commissioned and discharge criteria are met, water will overflow from the pump stations to the Whale Tail Attenuation Pond and be managed as part of this infrastructure.

An intensive grouting campaign was conducted between Q4 2019 and Q1 2020 to further reduce the seepage flow. The campaign was successful in reducing the seepage by more than 50%. In 2025, the seepage rate was stable compared to that of 2024 and ranged from 50 to 112 m^3/h.

Seepage water quality results of this monitoring program are discussed in Section 8.5.2.2.10 above.

8.5.7.2.3 Seepage and runoff from the landfill§

No seepage from this structure has been observed in 2025.

8.5.7.2.4 Subsurface seepage and surface runoff from waste rock piles§

No subsurface seepage was observed from the WRSF in 2025. Surface runoff is collected and managed as per the strategy detailed in the Water Management Plan (Appendix 14). Water quality results of this monitoring program are discussed in Sections 8.5.2.2.12 and 8.5.2.2.13 above.

8.5.7.2.5 Seepage at pit wall and pit wall freeze/thaw and permafrost aggradation§

Seepage was observed in Whale Tail Pit along the south and west walls exposed bench faces. In 2025, 0.87 Mm^3 of water was pumped out of Whale Tail Pit. That number included groundwater inflow as well as snowmelt and runoff. The groundwater inflow comes from Whale Tail South as well as some infiltration from the Whale Tail Attenuation Pond. A permanent sump within the pit has been implemented in 2023 to intercept the water from the south wall groundwater seepage.

Refer to the 2025 Annual Open Pit Geomechanical Inspection for more details regarding seepage at pit walls (Appendix 9).

8.6 BLAST MONITORING[4]

Agnico Eagle had developed a blasting program which complies with *The Guidelines for the Use of Explosives In or Near Canadian Fisheries Water* as modified by the DFO for use in the North and adhere to guidance provided in *Monitoring Explosive-Based Winter Seismic Exploration in Waterbodies*. As a result, Agnico Eagle conducts monitoring to evaluate blast related peak particle velocity and overpressure to protect nearby fish bearing waters.

Agnico Eagle has last updated the Blast Monitoring Program in December 2024 (Version 10) and was approved by DFO's on February 11, 2025.

Agnico Eagle also developed a specific Blast Monitoring Program for blasting activities needed at Meadowbank site, for the construction of a water management infrastructure in the former Quarry 23. This specific plan was submitted to DFO in December 2024 and approval was received in January 2025.

The detailed results of the 2025 blast monitoring program are available in the report 2025 Meadowbank and Whale Tail Blast Monitoring Report for the Protection of Nearby Fish Habitat attached as Appendix 31.

8.6.1 Meadowbank Site

As required by NIRB Project Certificate No.004, Condition 83*: Cumberland shall ensure that the explosive mix-truck is only used to mix diesel and ammonia nitrate to form an explosive only at the blast site, and that when the explosive mix-truck is not in use it is stored with the strictest setback requirements as required or recommended by NRCan.*

And

[4] TSM – Biodiversity and Conservation Management

As required by NIRB Project Certificate No.004, Condition 85*: Develop a detailed blasting program to minimize the effects of blasting on fish and fish habitat, water quality, and wildlife and terrestrial VECs.*

Blat monitoring resumed at the Meadowbank site in February 2025 during the construction of a water management infrastructure in the former Quarry 23. Eighteen (18) blasts were monitored. There were zero (0) blasts exceeding the peak particle velocity (PPV) concentration DFO limit of 13 mm/s and zero (0) blasts exceeding the instantaneous pressure change (IPC) measurement DFO limit of 50 kPa. Refer to report in Appendix 31 for the detailed results of the 2025 blast monitoring program.

Refer to the Ammonia Management Plan for more details regarding storage and handling of explosives (Appendix E of the Water Management Plan in Appendix 13).

8.6.2 Whale Tail Site

As required by DFO Authorization 16-HCAA-00370 Condition 2.3.3 and 20-HCAA-00275 Condition 2.3.8*: The proponent shall develop a blasting mitigation plan in consultation with DFO to ensure effects on fish and fish habitat are minimized, as per Nunavut Impact Review Board Project Certificate No. 008 Condition 22. The Blasting mitigations plan shall be submitted to DFO prior to construction for approval, and shall adhere to the guidance provided in the Monitoring Explosive-Based Winter Seismic Exploration in Waterbodies, NWT 2000-2002.*

And

As required by NIRB Project Certificate No.008 Condition 22: *The Proponent shall engage with Fisheries and Oceans Canada to develop project specific thresholds, mitigation and monitoring for any blasting activities that would exceed the requirements of Fisheries and Oceans Canada's Guidelines for the Use of Explosives In or Near Canadian Fisheries Waters. If project-specific thresholds, mitigation and monitoring requirements are developed, the Proponent shall identify these requirements in the annual report provided to the NIRB.*

Peak particle velocity and instantaneous pressure change data were recorded throughout 2025 during blasting activities at Whale Tail Pit, IVR Pit and Underground operations. A total of 132 blasts were monitored at the Whale Tail Pit, 95 at IVR Pit and 18 for the Underground mine. None of them exceeded the PPV DFO limit of 13 mm/s and IPC measurement DFO limit of 50 kPa. Refer to report in Appendix 31 for the detailed results of the 2025 blast monitoring program and historical information.

8.7 GROUNDWATER MONITORING§

8.7.1 Meadowbank Site§

As required by NIRB Project Certificate No.004 Condition 8: *Continue to undertake semi-annual groundwater samples and re-evaluate the groundwater quality after each sample collection; report the results of each re-evaluation to NIRB's Monitoring Officer, INAC and EC.*

The groundwater monitoring was conducted in 2025 according to the Groundwater Monitoring Plan. (Version 11, March 2020).

The groundwater monitoring program was completed in June and August/September 2025. Monitoring activities completed in 2025 include water level measurement and sampling of groundwater wells (MW-16-01, MW-IPD-01(s), MW-IPD01(d), MW-IPD-07, and MW-IPD-09) along with surface water monitoring.

Regional groundwater is interpreted to flow east towards the Third Portage Lake and Second Portage Lake. On a local scale, surface and groundwater flow is influenced by local topography and mining operations at previously mined pits and from tailings storage operations.

In 2025, water levels indicate that in-pit deposition (IPD) monitoring wells identified as MW-IPD-01(s) and MW-IPD-01(d) are still hydraulically downgradient to the Second Portage Lake; similarly, the monitoring wells MW-IPD-07 and MW-IPD-09 are downgradient to the Third Portage Lake. Water quality at these monitors is likely influenced by Lake water seepage rather than the TSF or IPD operations, currently. The groundwater quality at monitoring wells MW-IPD-01(d), MW-IPD-01(s), MW-IPD-07, and MW-IPD-09 continues to display a natural water signature, which is consistent with interpreted flow directions.

Monitoring well MW-16-01 is located hydraulically downgradient of the TSF and Central Dike. The groundwater quality at monitoring well MW-16-01 is interpreted to be affected by reclaim water from the South Cell TSF based on similar chemical signatures to reclaim water monitoring stations. So far, contaminant transport from the tailings cells has locally affected groundwater quality to the west side of the central dump and mined-out pits. The gradient between the surrounding lakes (SPL and TPL) and the mined-out pits is preventing advection from carrying contaminants further eastwards.

For complete information, maps and findings, the reader should refer to the complete report presented in Appendix 32.

8.7.2 Whale Tail Site§

As required by NIRB Project Certificate No.008 Condition 15: ***The required Groundwater Monitoring Plan should be submitted to the NIRB at least 30 days prior to the start of construction, with subsequent plan revisions or updates submitted annually thereafter. Subject to the additional direction and requirements of the Nunavut Water Board, the Proponent shall prepare and implement a Groundwater Monitoring Plan that, at a minimum includes:***

- ***The collection of additional site-specific hydraulic data (e.g., from new monitoring wells) in key areas during the pre-development, construction and operation phases;***
- ***Definition of vertical and horizontal groundwater flows in the project development areas;***
- ***Delineates monitoring plans for both vertical and horizontal ground water; and***
- ***Thresholds that will trigger the implementation of adaptive management strategies that reflect site specific conditions encountered at the project site.***

And

As required by NIRB Project Certificate No.008 Condition 16: ***An updated Groundwater Monitoring Plan that outlines the Proponent's plans to fulfill this term and condition should be submitted to the NIRB at least 30 days prior to the start of construction, with subsequent plan revisions or updates submitted annually thereafter. Within two years of commencing operations, the Proponent shall:***

a) Conduct additional analyses to determine the approximate fill time for the Whale Tail Pit at closure;

b) Undertake a hydrogeological characterization study to assess the potential for arsenic and phosphorous diffusion from submerged Whale Tail pit walls;

c) If the results of the characterization study indicate a moderate to high potential for arsenic and/or phosphorous diffusion, perform detailed hydrodynamic modelling of the flooded pit lake prior to closure to evaluate meromictic conditions and flooded pit water quality; and

d) Add these required activities to the site Groundwater Monitoring Plan.

The groundwater monitoring was conducted in 2025 according to the Groundwater Monitoring Plan. (GWMP, Version 3_NWB, May 2019).

Hydrostatic pressures were measured from September 30 to October 14, 2025, at Westbay Well AMQ16-626 to monitor hydraulic heads and changes in groundwater flow conditions. Total dissolved solids (TDS) estimated from these samples is similar to measurements in recent years and slightly less saline than historical sampling results in 2016. Overall, although slightly less saline than the Whale Tail TDS profile adopted for the FEIS, the results do not deviate significantly from FEIS assumptions. The assumptions for the conceptual model for the mine site are considered unchanged by 2025 groundwater quality monitoring at AMQ16-626.

Pressure monitoring at AMQ16-626 indicates that hydraulic heads continue to decrease slightly since pre-mining conditions. An upward gradient is present at shallow depths (between Port 4 and 5) and a downward gradient is present at depth (between Port 1 and 4). Overall, the gradient in 2025 is similar to recent years and the shift in gradient relative to pre-development conditions reflects the dewatering of the North Basin and the ongoing excavation of the Whale Tail Pit.

The average 2025 groundwater inflow to the Whale Tail Pit is estimated to average 1,869 m^3/day, based on the winter sump inflow measurements. The average inflow rate is approximately 50% lower than predicted value by the groundwater model for 2025, and no revision of the model is required based on GWMP triggers.

As part of the updated groundwater modelling, groundwater inflow to the open pit was predicted to be composed of 35% inflow from the Whale Tail Attenuation Pond and 65% inflow from Whale Tail South Basin. Overall, TDS measured in pit wall seepage was similar to the TDS measured in the Whale Tail Attenuation Pond (within 20 mg/L). The TDS in the Whale Tail Pit sump tended to be slightly higher than both the pit wall seepage and the Whale Tail Attenuation Pond, which in turn was generally higher than the Whale Tail Dike Seepage. In the winter months the TDS in the Whale Tail Pit sump was generally similar and within 70 mg/L of the TDS in the Whale Tail Attenuation Pond. These observations suggests that the source water proportions may be overpredicting the contribution of water from the Whale Tail Dike Seepage. This may be associated with the general over prediction of groundwater inflow to the pit.

For complete information, maps and findings, the reader should refer to the complete report presented in Appendix 33.

8.8 HABITAT COMPENSATION MONITORING PROGRAM

8.8.1 Meadowbank Site

8.8.1.1 *No Net Loss Plan*

As required by Fisheries and Oceans Canada (DFO) *Fisheries Act* Authorization NU-03-0191.3, Condition 4; ***111.08 Habitat Units (HUs) of compensatory fish habitat shall be created by re-flooding Second Portage, Third Portage, and Vault Lakes; creating access to Wally Lake; and, creating shoals and boulder gardens in Second Portage Lake.***

And

As required by Fisheries and Oceans Canada (DFO) *Fisheries Act* Authorization NU-03-0191.3, Condition 5: ***All fish habitat compensatory works shall be completed and functioning according to the Meadowbank Gold Project No Net Loss Plan (NNLP), prepared by Agnico-Eagle Mines Ltd. Dated October 15, 2012.***

Since in-pit deposition of tailings material was permitted within the Portage area beginning in 2019, Agnico Eagle is working with DFO to adapt the above-referenced Meadowbank Gold Project No Net Loss Plan (NNLP) associated with NU-03-0191.3, as necessary. An addendum to the NNLP which describes proposed changes in habitat compensation related to in-pit deposition of tailings material was submitted to DFO in December 2020. DFO's review was received in May 2022. Agnico Eagle submitted a response to these comments directly to DFO in July 2022, with a follow-up call in August, 2022.

According to this discussion, the following activities have occurred since 2023:

- June 2023: Agnico Eagle provided to DFO a *2023 Study Plan for Siting of Stream Spawning Habitat Enhancements at the Meadowbank Complex* (dated June 12, 2023), identifying a short-list of sites for further field visits and habitat evaluations in 2023.

- June – September 2023: Site selection field studies were conducted, according to the June 2023 plan. Field evaluations focused on documenting habitat conditions within the candidate streams themselves, as well as locally (amount of connected overwintering habitat, as well as spawning and rearing locations). Stream habitat data collected historically in the corridor from Baker Lake to the Whale Tail Mine was also reviewed to comment on the relative availability of optimal spawning habitat regionally.

- August 28, 2023: Consultation on the proposed offsetting project and site visit to discuss the candidate stream locations with the Baker Lake Hunter and Trappers Organisation (HTO) (KivIA and DFO invited).

- July 5, 2024: Submission of the final site selection report to DFO, along with baseline ecological monitoring plan. Information from the above-described desktop and field assessments and stakeholder discussions was combined to provide a final commentary on site selection. The C11/R06/km 23 location was identified as most suitable, based on existing flow and habitat conditions, and Baker Lake HTO representative comments.

- Summer 2024 and 2025: Baseline ecological monitoring conducted at proposed offsetting location (C11/R06/km 23) and reference sites, including adult fish visual surveys, egg kick net and aquascope surveys, larval drift trapping, temperature and water depth loggers.

- September 2024/February 2025: Meetings with Baker Lake HTO/KivIA (respectively) to review final site selection information and baseline monitoring program.

Agnico Eagle continues to work with DFO in consultation with local stakeholders (Baker Lake HTO, KivIA) on this program.

8.8.1.2 *Habitat Compensation Monitoring Plan*

As required by DFO Authorizations NU-03-0191.3 Condition 3 and 6 (Second and Third Portage Lakes), NU-03-0191.4 (Vault Lake) Condition 3 and 6; NU-03-0190 Condition 5 (AWPAR), NU-14-1046 (Phaser Lake) Condition 3 and 5; ***Submit written report summarizing monitoring results and photographic record of works and undertakings.***

And

As required by NIRB Project Certificate No 004 Condition 53: ***Agnico Eagle Mines Ltd. shall, in consultation with the HTOs and DFO, develop a Fish Habitat Monitoring Plan, including augmenting baseline fisheries data in the period prior to operation, with the clear objective of demonstrating the success of the No Net Loss Plan approved by the DFO. The Fish Habitat Monitoring Plan should include Phaser Lake. The updated plan should be provided to the NIRB for review at least 30 days prior to commencement of construction activities. Results from the fisheries baseline data to be provided in the annual report to the NIRB.***

According to Fisheries and Oceans Canada Fisheries Act Authorizations (FAAs) NU-0190, NU-03-0191.3, NU-03-0191.4 and NU-14-1046, Agnico Eagle maintains a Habitat Compensation Monitoring Plan (HCMP; Version 4, February 2017) to demonstrate whether fish habitat compensation features at the Meadowbank Mine are constructed and functioning as intended.

In 2025, monitoring according to the HCMP was required for two compensation features. The full report is provided in Appendix 35 and results are summarized here.

<u>R02 Spawning Pads Monitoring (FAA NU-0190)</u>

In 2009, a set of spawning pads was constructed in the R02 stream to create optimal spawning habitat for Arctic grayling. Monitoring for this feature has been conducted every one or two years since that time. Stability of the feature continued to be visually confirmed in 2025, with berms and gravel/cobble substrate largely intact. This season, water depths met design criteria throughout the monitoring period. Water velocities tended to decline below the design range for spawning by late June, but remained within the range for rearing. Overall, structural criteria for success of the pads are considered to have been met, since they remain largely stable as designed 16 years post-construction.

There are no specific criteria for success associated with fish use metrics, but according to the HCMP, monitoring methods in 2025 included adult fish visual surveys, egg kick net surveys, and larval drift net surveys. Details of the methods and results are discussed in Appendix 35.

The next scheduled monitoring event for the R02 compensation feature is 2027. However, Agnico Eagle will engage further with to DFO to confirm the future monitoring plan for this area.

Dogleg Ponds Monitoring (FAA NU-03-0191.4)

Dogleg Pond, NP-1, and NP-2 are isolated ponds on the Meadowbank Mine site. Construction of a diversion channel in from NP-2 to NP-1 in 2013 was predicted to result in slightly increased water levels in these ponds and the opening of previously inaccessible habitat in NP-1. This year (2025) was scheduled as the final year of monitoring according to the HCMP, after which time success would be determined.

Surface area of the ponds was measured in 2021 by bathymetric survey and in 2024 by satellite imagery. In both years, combined surface area across all three ponds exceeded the predicted total.

Fish presence surveys and the weight of evidence to date suggests no major changes in the species assemblages within these ponds have occurred following construction of the diversion channel. Small-bodied fish were identified in NP-1 (previously assumed fish-less) in some post-construction assessment years, but presence of lake trout and round whitefish has not been confirmed. These large-bodied species were predicted to gain access to NP-1, at least seasonally. Criteria for success for this metric are therefore not considered to have been met. Overall impacts on habitat offsets site-wide are small; habitat gains are reduced by 0.9 HU out of a total predicted gains of 65 HU for the associated Fisheries Act Authorization.

As described in the HCMP, Agnico Eagle will consult with DFO to determine next steps.

8.8.2 Whale Tail Site

8.8.2.1 *Fish Habitat Offsetting Plan*

As required by NIRB Project Certificate No.008 Condition 24: ***The Proponent shall engage Fisheries and Oceans Canada, and other interested parties to further assess:***

- ***Whether the increased surface area of Whale Tail Lake is a viable offset to habitat losses resulting from development of the Project; and***
- ***Whether Whale Tail end pit would support fish in the post closure scenario.***

Results of this assessment should be incorporated into the Habitat Compensation Plan and/or the Conceptual Fisheries Offsetting Plan as appropriate. The updated information should be submitted to the NIRB at within 60 days of the issuance of the Project Certificate.

And

As required by DFO Authorization 20-HCAA-00275 Condition 5.3.2: ***The Proponent shall monitor to validate Agnico Eagle Mines Ltd.'s Habitat Suitability Index (HSI). The monitoring shall be conducted to the satisfaction of DFO. Where appropriate, the HSI will incorporate additional knowledge generated by the monitoring plans and complementary measures research projects of the Approved Project (PATH No.: 16-HCAA-00370) and adjust the Habitat Evaluation Procedure (HEP) model according to the results generated. The HSI will be used to refine, as necessary, the performance end-points in habitat units for offsetting.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 5.2.1: ***The Proponent shall monitor to validate Agnico Eagle Mines Ltd.'s Habitat Suitability Index (HSI). The monitoring shall be conducted to the satisfaction of DFO. Where appropriate, the HSI will incorporate additional knowledge generated by the complementary measures research projects under section 4.2.2, in particular research project 4.2.2.1c, and adjust the Habitat Evaluation Procedure (HEP) model according to the results generated. The HSI will be use to refine, as necessary, the performance end-points in habitat units for offsetting.***

As required by NIRB Project Certificate No.008 Condition 24, Agnico Eagle has submitted the Fish Habitat Offsetting Plan (Appendix 51 of the 2018 Annual Report) in March 2018 (accepted by DFO through Fisheries Act Authorization 16-HCAA-00370 on July 23, 2018). This document incorporates the requested analysis of fish habitat gains from increased surface area in Whale Tail Lake and water quality modelling for Whale Tail Mine.

As described in FAA 16-HCAA-00370 Condition 5.2.1 and 20-HCAA-00275 Condition 5.3.2, Agnico Eagle will work with DFO to develop a plan for monitoring to validate the HSIs used in offsetting plans for the Whale Tail Mine. In 2025, Agnico Eagle met with DFO and requested additional clarification on the requirements and intent of this condition. Pending response from DFO, this plan will be developed and will incorporate (where appropriate) additional knowledge from the complementary measures research projects.

8.8.2.2 *Fish Habitat Offset Monitoring Plan*

As required by DFO Authorization 16-HCAA-00370 Condition 5.1.1.2: ***The proponent shall provided an updated Whale Tail Pit Fish Habitat Offset Monitoring Plan, prepared by Agnico Eagle Mines Ltd. To DFO for review and approval on or before December 31, 2018. This update shall include, but is not limited to, details on the monitoring methods, frequency of monitoring, sampling location and criteria for success.***

And

As required by DFO Authorization 20-HCAA-00275 Condition 5.2.1: ***The Proponent shall provide a Whale Tail Expansion Fish Habitat Offset Monitoring Report to DFO including geotechnical and biological and ecological monitoring as per section 5.1.1. The Proponent is required to provide the Report by March 31 of 2027 and update annually for 10 years or until DFO indicates requirements of this Authorization have been met.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 5.1.1.3: ***The proponent shall develop a schedule for the implementation of the offsetting measures, and shall provide this schedule to DFO no later than December 31, 2019.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 5.1.1.4: ***The Proponent shall provide an annual Whale Tail Pit Fish Habitat Offset monitoring Report to DFO (and interested parties) following the construction of the offsetting habitat by March 31. The Proponent is required to provide the Whale Tail Pit Fish Habitat Monitoring Report until DFO indicates this requirement has been met.***

And

As required by DFO Authorization 20-HCAA-00275 Condition 5.2.3: ***The Proponent shall provide a summary report of all Whale Tail Expansion Fish Habitat Offset Monitoring Reports described in section 5.2.1 before March 31, 2036 to DFO (and interested parties) which shall analyse results from the offsetting measures of the Whale Tail Expansion Project following the construction of the offsetting habitat. DFO reserves the right to request additional Summary Report if annual reporting were to continue until requirement has been met.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 5.1.1.5 and DFO Authorization 20-HCAA-00275 Condition 5.2.2: ***As part of the annual Whale Tail fish Habitat Offset Monitoring Report, the Proponent shall include, but not limited to:***

- ***a digital photographic record with GPS coordinates of pre-construction, during construction and post construction conditions shall be compiled using the same vantage points and direction to show that the approved works have been completed in accordance with the offsetting plan***
- ***a summary of field observations for each respective year as well as as-built survey***
- ***a detailed analysis report summarizing the effectiveness of the offsetting measures***

The initial schedule for the implementation of the offsetting measures as per DFO Authorization 16-HCAA-00370 Condition 5.1.1.3 was submitted to DFO on January 7, 2020 (Appendix 48 of the 2019 Annual Report). This schedule was then revised in the Fish Habitat Offsetting Plan for the Whale Tail Expansion Project (March 2020; approved with issue of FAA 20-HCAA-00275). With a revised Life of Mine schedule approved in 2024, further updates to the expected offsetting construction dates were provided in the 2024 Fish Habitat Offsets Monitoring Report (Appendix 37 of the 2024 Annual Report), and are maintained in this year's version of that report.

According to DFO Authorization 16-HCAA-00370 Condition 5.1.1.2, Agnico Eagle submitted Version 1 of the Whale Tail Fish Habitat Offsets Monitoring Plan on March 2018 (Appendix 51 of the 2018 Annual Report) and having received no comment, resubmitted this plan to DFO on March 15, 2019. This Plan was again referenced in the DFO-approved Fish Habitat Offsetting Plan for the Whale Tail Expansion Project (March 2020) and no modifications were received from DFO.

Agnico Eagle submitted Version 2 of the Whale Tail Fish Habitat Offsets Monitoring Plan (developed to include requirements of both Whale Tail site FAAs 16-HCAA00370 and 20-HCAA-00275) to DFO in July, 2021, and received no comment. According to Conditions 4.3.3, 5.1.1.2, and 5.3.1 of 20-HCAA-00275, this Plan includes a pre-offsetting ecological monitoring program to assess the suitability of flooded areas in Whale Tail South as fish habitat, prior to construction of the A18 sill. This program is based on the monitoring methods described in the approved Whale Tail Pit Expansion Project Fish Habitat Offsetting Plan (March, 2020). It was formally initiated in 2021 and concluded in 2023. A final analysis report to address this requirement under 20-HCAA-00275 Condition 5.3.1 (Impact Analysis of Fish Habitat from Flooding) was provided to DFO under separate cover (dated April 30, 2024). This submission was discussed during an in-person meeting in 2025, and no additional comment has been received to date.

In addition, according to 16-HCAA-00370 Condition 5.1.1.4, 5.1.1.5, and 20-HCAA-00275 Condition 5.2.1 and 5.2.3, the Whale Tail Fish Habitat Offsets Monitoring Plan (V2; July 2021) describes the schedule for monitoring of offsetting following construction of permanent offsetting features, which includes annual reporting to DFO and a final summary report. This monitoring schedule will be revised in keeping with changes to the offsetting construction schedule that will occur under the revised life of mine, and communicated with DFO.

In 2025, no field assessments were specifically required under the FHOMP. Monitoring is scheduled to resume after construction of the approved permanent offsetting features. Nevertheless, water level monitoring and water quality monitoring under the CREMP continued. Flood zone water levels remain similar to previous years and water quality within the flood zone remains suitable for aquatic life based on CREMP criteria.

Six research studies (Table 8-4) form the complementary measures for Whale Tail Mine offsetting. Progress of these studies and achievement of success criteria are evaluated annually by the Meadowbank Fisheries Research Advisory Group (MFRAG; Section 8.9). As of December, 2025, two studies are complete and three are scheduled for completion in 2026. Study 5 is in the planning phase as a revision to the study topic has been discussed with the MFRAG.

Table 8-4 Whale Tail Site Complementary Measures (Research Projects)

Study	Lead Researcher	Study Period*
Study 1: Assessment of changes in aquatic productivity and fish populations due to flooding of Whale Tail South and downstream lakes during operations	H. Swanson	2018 – 2026
Study 2: Assessment of impacts of the Baker Lake wastewater outflow on aquatic systems including fish and fish habitat	H. Swanson M. Hanson	2019 – 2026
Study 3: Literature review and field validation of northern lake fish habitat preferences	S. Doka	2018 – 2026
Study 4: Arctic Grayling occupancy modelling (COMPLETE)	H. Swanson	2018 – 2021
Study 5: End pit lake habitat use (topic to be revised)	TBD	TBD
Study 6: eDNA methods development (COMPLETE)	J. Stetefeld	2018 – 2025
**Estimated termination date as of December, 2025.*		

8.8.2.3 *Consultation*

As required by DFO Authorization 16-HCAA-00370 Condition 5.1.1.6: ***Each year, following the submission of the annual Whale Tail Pit Fish Habitat Offset Monitoring Report to DFO, the Proponent shall arrange to meet with DFO and interested parties (e.g., KIA) to review the results of the previous year of the monitoring program. The results of the meetings and any mutually agreed upon modifications aimed at improving the effectiveness of the offsetting monitoring program shall be incorporated into the upcoming year of the monitoring programs. The Proponent shall update the Whale Tail Pit Fish Habitat Offset Monitoring Plan, to reflect the changes, and the plans shall be approved in writing by DFO prior to implementation.***

Annual meetings to review results of the previous year's Whale Tail Mine Fish Habitat Offset Monitoring Report will be implemented following the first year of constructed habitat offset monitoring.

8.8.2.4 *Complementary Measures Research - Fish Habitat Offsetting Plan*

As required by DFO Authorization 16-HCAA-00370 Condition 4.2.1.2: ***The Proponent shall provide updated research plans with detailed methodologies for projects listed under conditions 4.2.2.1a, b, c and d. Each updated plan shall be provided to DFO for approval on or before December 31, 2018 and at least 60 days prior to commencement of research.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 4.2.1.6: ***The proponent shall make all effort to ensure that the results from the research projects conducted for the complementary measures are published in peer-reviewed scientific journals.***

And

As required by DFO Authorization 16-HCAA-00370 Condition 4.2.1.3: ***The proponent shall initiate a literature review no later than November 2018, and provide the results of this review to DDO no later that February 28, 2019. This shall include an outline of the proposed studies by February 28, 2019, and a complete detailed research plans by December 31, 2019.***

In compliance with DFO Authorization 16-HCAA-00370 Condition 4.2.1.2, updated research plans for these studies are provided in Annual Progress Reports on Complementary Measures, which are submitted to DFO by May 30 annually, in compliance with Condition 4.2.1.5 of the Authorization.

A summary of the research plans and details on the progress of each study listed under Condition 4.2.2.1a-e is also provided in the 2025 Fish Habitat Offset Monitoring Report (Appendix 34), including progress towards publication in peer-reviewed scientific journals.

As per Condition 4.2.1.3, the requested literature review and preliminary study outline for the end pit lake study were provided to DFO by email on March 15, 2019 (Appendix 42 of the 2018 Annual Report). As discussed with the MFRAG in December, 2025, Agnico Eagle will look to revise the topic of this study in 2026.

8.9 MEADOWBANK FISHERIES RESEARCH ADVISORY GROUP (MFRAG)

As required by DFO Authorization 16-HCAA-00370 Condition 4.2.1.4: ***To serve as an advisory group for the complementary measures that shall be undertaken as listed under condition 4.2.2.1, the Proponent shall establish a Meadowbank Fisheries research Advisory Group (MFRAG). The MFRAG membership shall include DFO and the Proponent, an independent third party research advisor, any interested Inuit organizations within the Kivalliq Region, and other agencies or interested parties s considered appropriate by MFRAG members. The proponent shall develop a draft terms or reference and participant list for this advisory group which shall be provided to DFO by September 1, 2018.***

As part of the Fish Habitat Offsetting Plan for Whale Tail Pit (C. Portt and Associates, 2018), the MFRAG was conceptualized to provide a forum for input from key stakeholders. Terms of Reference were signed by the parties of the MFRAG (Agnico Eagle, DFO, Baker Lake Hunters' and Trappers' Organization, Kivalliq Inuit Association, and a designated external advisor) in 2020 and reviewed by the parties in December 2023, with no changes proposed. The MFRAG has met annually since 2019 to review project progress reports, propose and approve or reject new projects or project components, and assess whether criteria for success have been met.

In 2025, the seventh MFRAG meeting was held by video conference on December 3, with all member groups participating. In advance of the meeting, all member groups received the previous year's Annual Progress Report, along with a non-technical summary in English and Inuktitut. Progress of each ongoing research study was presented by the lead researcher or designate, and MFRAG parties had the opportunity for questions, comments, and open discussion with the research teams. Each MFRAG member group agreed to provide written comments, if any, by January 30, 2026. Written comments were received from DFO and the external advisor, and will be distributed to all member groups and the research study leads for consideration.

Further details of the research studies (complementary measures) and progress towards criteria for success are provided in the 2025 Fish Habitat Offsets Monitoring Report (Appendix 34).

8.10 KANGISLULIK LAKE TROPHIC CHANGES

As required by NIRB Project Certificate No.008 Condition 23: ***The Plan for undertaking these additional studies and associated monitoring should be submitted to the NIRB at least 30 days prior to operations, with updates submitted annually thereafter or as may otherwise be required by the NIRB. A report on the results of these studies and associated monitoring should be provided at least 30 days prior to closure. The Proponent shall, reflecting any direction from Environment and Climate Change Canada and Fisheries and Oceans Canada:***

a) Conduct additional analysis to support the conclusions that a change in trophic status in Mammoth Lake would not impact fish productivity;

b) Undertake additional site-specific studies to assess the predicted trophic change on lake ecosystem productivity to monitor potential changes to downstream environments;

As part of the FEIS Addendum for the Whale Tail Expansion Project (Agnico Eagle, 2018; Section 6.5), supplemental analyses were conducted to understand impacts of Project-related changes to water quality in Kangislulik Lake (and downstream lakes). It was determined that anticipated increases in phosphorus would increase the lower trophic food base for fish, potentially resulting in numerical increases in forage fish such as Slimy Sculpin, and a minor but not measurable increase in growth and reproduction rates for large-bodied fish such as Lake Trout and Arctic Char. However, any observed effects are expected to be reversible during late closure or post-closure, and the stability of the fish population is not expected to be compromised.

c) Monitor actual loadings/concentrations in the receiving environment, identify trends in downstream chemistry and productivity, and track trophic status of Mammoth Lake

Predictions for changes in water quality and lake ecosystem productivity for Kangislulik Lake and downstream lakes are being tracked through annual compliance monitoring programs (Water Quality and Flow Monitoring Plan and the CREMP). Water quality sampling and analyses of lower trophic levels (phytoplankton biomass and diversity; benthic invertebrate population metrics) occur yearly under these programs, and results are reported in Section 8.5 (Water Quality and Flow Monitoring) and Appendix 26 (CREMP Report). Growth rates and abundance of small-bodied fishes were also examined in a study conducted by University of Waterloo researchers from 2018 - 2021. Results to date were provided in the 2025 MFRAG meeting, and final reporting from this research study is expected in 2026. Details of this research study are also provided in the Fish Habitat Offset Monitoring Report (Appendix 34).

8.11AEMP§

8.11.1 Introduction§

The Aquatic Effects Management Program (AEMP) Plan was last updated in April, 2022 (Version 5).

According to the Plan, the 2025 AEMP synthesis report (Appendix 28) aims to summarize and evaluate findings across all specified aquatic monitoring programs to understand linkages between sources of stressors and potential effects. Specifically, for each of the Meadowbank and Whale Tail sites, the AEMP report:

- Summarizes the results of each of the underlying monitoring programs, and identifies exceedances of triggers and thresholds;
- For stressor variables with trigger or threshold exceedances, provides an integrated evaluation (across programs) of magnitude, spatial scale, temporal trends, causation, and uncertainty using a categorical rating system and an issue-specific conceptual site model; and
- Based on this evaluation, describes additional planned management actions, where required.

8.11.2 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 16: ***The results of monitoring under the AEMP.***

The AEMP evaluation for the Meadowbank site is summarized below, and the complete report is provided as Appendix 28, including the summary of results across monitoring programs and the integrated evaluation of sources, exposure, and effects, along with any adaptive management actions.

In 2025, monitoring according to the AEMP at the Meadowbank site included the following programs:

- Core Receiving Environment Monitoring Program (CREMP) and targeted effects-assessment studies, when required;
- Minesite Water Quality and Flow Monitoring;
- Effluent-related monitoring under the Metal and Diamond Mining Effluent Regulation;
- Fish habitat evaluations under the Habitat Compensation Monitoring Plan;
- Groundwater Monitoring;
- AWAR and quarries water quality monitoring under the Freshet Action Plan;
- Blast monitoring for construction (activity-specific blast monitoring plan);
- Tailings Pore Water Monitoring; and
- Air Quality and Dustfall Monitoring.

The results of these monitoring programs are reviewed, summarized, and integrated in the AEMP and assist in the evaluation of potential effects of mining activities on the aquatic environment.

Across all Meadowbank site AEMP monitoring programs in 2025, triggers or guidelines for stressor variables were only consistently exceeded for a suite of water quality parameters measured through the CREMP. Parameters for which annual means exceeded CREMP trigger values in 2025 and for which statistical differences from baseline/reference values occurred included: conductivity, hardness, alkalinity, TDS, and constituent major ions (calcium, magnesium, potassium).

These results extended to all lakes evaluated in 2025 (all near-field locations TPE, TPN, SP, and WAL), and were consistent with findings in recent years. None of these water quality parameters have effects-based thresholds, and concentrations remain well below those associated with adverse effects to aquatic life in the literature.

Regularly scheduled routine monitoring and management activities related to water quality and aquatic receptors in the receiving environment will continue in 2026 for the Meadowbank site.

8.11.3 Whale Tail Site§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 19: ***The results of monitoring under the AEMP.***

The AEMP evaluation for the Whale Tail site is summarized below, and the complete report is provided as Appendix 28, including the summary of results across monitoring programs and the integrated evaluation of sources, exposure, and effects, along with any adaptive management actions.

In 2025, monitoring according to the AEMP at the Whale Tail site included the:

- Core Receiving Environment Monitoring Program (and targeted effects-assessment studies, when required)
- Mercury Monitoring Program;
- Minesite Water Quality and Flow Monitoring;
- Effluent-related monitoring under the Metal and Diamond Mining Effluent Regulation;
- Fish Habitat Offsets Monitoring;
- Groundwater Monitoring;
- WTHR and quarries water quality monitoring under the Freshet Action Plan and Erosion Management Plan;
- Blast Monitoring; and
- Air Quality Monitoring.

Results of these monitoring programs are reviewed, summarized, and integrated in the AEMP and assist in the evaluation of potential effects of mining activities on the aquatic environment.

Across all Whale Tail site AEMP programs in 2025, triggers or guidelines for stressor variables were only consistently exceeded for several water quality parameters measured through the CREMP. Parameters for which annual means exceeded CREMP trigger values in 2025 and for which statistical differences from baseline/reference values occurred included: conventional parameters (conductivity, hardness, alkalinity), TDS, and constituent major ions (calcium, magnesium, potassium); nutrients (TOC, DOC, TKN); and

lithium. Overall these results were consistent with findings in recent years, and none of these parameters have effects-based thresholds (e.g. CCME Water Quality Guidelines for the Protection of Aquatic Life).

An EEM Investigation of Cause was proposed for 2026 to assess causation of the observed changes in benthic invertebrates. Otherwise regularly scheduled routine monitoring and management activities related to water quality and aquatic receptors in the receiving environment will continue in 2026. No changes in management or monitoring programs are proposed at this time in relation to AEMP monitoring results.

8.12 NOISE MONITORING

The 2025 noise monitoring program at the Meadowbank Site was conducted according to the Noise Monitoring and Abatement Plan (Version 4, December 2018). Complete results of the program are provided in Appendix 37 (2025 Noise Monitoring Report) and summarized below.

8.12.1 Meadowbank Site

As required by NIRB Project Certificate No.004 Condition 62: ***Cumberland shall develop and implement a noise abatement plan to protect people and wildlife from significant mine activity noise, including blasting, drilling, equipment, vehicles and aircraft. The noise abatement plan will be developed in consultation with Elders, GN, HC, and EC.***

All 2025 valid noise survey results met daytime and nighttime design targets and FEIS predictions (Table 8-5). For one of the two surveys at station R5, one hourly L_{eq} value (7 to 8 pm on August 20; 58.9 dBA) marginally exceeded the FEIS-predicted maximum (57 dBA). This was caused by a brief (<2 minute) helicopter fly-over. Aircraft were not included in FEIS noise models since they are an occasional and seasonal occurrence, so this datapoint is not considered suitable for direct comparison to the FEIS prediction. If the associated sound peak is filtered out, the FEIS prediction is met. Historical comparisons indicate no clear trends towards increasing ambient noise levels above predictions for any station.

No human receptors (e.g. cabins) are located in the vicinity of the project facilities, and no noise-related complaints have been received to date. Impacts of sensory disturbance on wildlife are determined separately through the Terrestrial Ecosystem Monitoring Plan and reported annually in the Wildlife Monitoring Summary Report.

Table 8-5 Measured daytime, night-time, and 24-h L_{eq} values for monitoring locations R1 – R5 at the Meadowbank Site, along with design targets, and FEIS predictions.

Monitoring Station and Start Date		$L_{eq,\ day}$ (dBA)		$L_{eq,\ night}$ (dBA)		*FEIS Prediction (dBA)*	$L_{eq,\ 24h}$ (dBA)
		Design Target	Measured Value	*Design Target*	Measured Value		
R1	2025-07-24	*55*	33.8	*45*	30.0	*58 - 63*	32.2
	2025-08-02		37.9		29.5		34.7
R2	2025-07-20	*55*	48.2	*45*	28.8	*58 - 63*	46.5
	2025-07-29		50.9		34.3		48.0
R3	2025-08-06	*55*	47.5	*45*	34.6	*49 - 53*	45.0
	2025-08-16		29.7		26.1		32.9

R4	2025-07-17	*55*	44.0	*45*	44.6	*58 - 63*	44.2
	2025-08-07		38.1		38.2		38.2
	2025-08-19		40.7		39.7		40.4
R5	2025-07-24	*55*	31.8	*45*	30.4	*1 h L_{eqs} < 57*	38.7*
	2025-08-19		46.4		34.4		(58.9)*^
*R5 values are max. 1-h L_{eq}. ^L_{eq} elevated due to helicopter flyover; not suitable for direct comparison to FEIS prediction (see text).							

8.12.2 Whale Tail Site

As required by NIRB Project Certificate No.008 Condition 5: ***Result of all noise monitoring undertaken by the Proponent shall be provided to the Nunavut Impact Review Board on an annual basis. The Proponent shall:***

> ***a) Conduct noise monitoring at least once during each phase of the Project at four (4) locations in the vicinity of the Whale Tail Pit Project and at two (2) locations along the haul road to demonstrate that noise levels remain within predicted levels for all Project areas; and***
>
> ***b) If monitoring identifies an exceedance, the Proponent shall provide an explanation for the exceedance, a description of planned mitigation, and shall conduct additional monitoring to evaluate the effectiveness of mitigative measures.***

Results for all 2025 noise surveys met the site's daytime design target (55 dBA), night-time design target (45 dBA), permissible sound levels (PSL), and FEIS predictions, as applicable (Table 8-6). Historical comparisons indicate no clear trends towards increasing sound levels, and FEIS impact predictions have not been exceeded to date.

No human receptors (e.g. cabins) are located in the vicinity of the project facilities, and no noise-related complaints have been received to date. Impacts of sensory disturbance on wildlife are determined separately through the Terrestrial Ecosystem Monitoring Plan and reported annually in the Wildlife Monitoring Summary Report.

Table 8-6 Measured daytime, night-time, and 24-h L_{eq} values for monitoring locations R6 – R11 at the Whale Tail Site, design targets or permissible sound levels (PSL), and FEIS predictions.

Monitoring Station and Start Date		$L_{eq, day}$ (dBA)		$L_{eq, night}$ (dBA)		*FEIS Prediction* (dBA)	$L_{eq, 24h}$ (dBA)
		Design Target or PSL	Measured Value	*Design Target or PSL*	Measured Value		
R6	2025-07-17	*55*	34.7	*45*	27.9	*40.5 - 42.5*	32.3
	2025-08-16		33.9		37.6		35.5
R7	2025-06-29	*55*	37.4	*45*	39.5	*36.2 - 40.4*	38.3
	2025-08-12		39.7		35.5		38.7
R8a	2025-06-22	*55*	36.3	*45*	36.0	*36.2 - 40.4*	36.2
	2025-07-03		34.3		37.0		35.5
R9a	2025-06-22	*55*	37.9	*45*	38.3	*40.4 - 45.1*	38.0
	2025-07-03		-		-		-

	2025-08-12		32.6		25.3		31.2
R10a	2025-06-18		35.2		-		-
	2025-07-06	*55*	33.1	*45*	32.0	*36.2 - 40.4*	32.7
	2025-07-12		-		36.7		-
R11a	2025-06-18		43.6		-		-
	2025-06-25	*55*	37.6	*45*	36.1	*45.1 - 50.0*	37.1
	2025-07-12		42.3		27.1		39.7
R12	2025-06-14		IS		IS		IS
	2025-06-25	50	34.5	40	32.9	<35	34.0
	2025-07-06		31.1		29.8		30.6

(-) Monitoring period with insufficient valid data due to weather conditions outside targets.
IS = Invalid survey due to a fallen microphone.

8.13 AIR QUALITY MONITORING

The 2025 air quality and dustfall monitoring program at the Meadowbank Complex was conducted according to the Air Quality and Dustfall Monitoring Plan, Version 6 (March 2022). The objective of this program is to measure dustfall, NO2, and suspended particulates (TSP, PM10, PM2.5) at various monitoring locations around the Meadowbank site, Whale Tail site, All-Weather Access Road and Whale Tail Haul Road.

In 2025, as in 2024, Agnico Eagle applied dust suppressant along nearly the full length of the AWAR. Since this time, no concerns regarding dust have been received so no further meetings or activities of the Baker Lake Dust Advisory Group (BLDAG) have occurred. No activities with the BLDAG are planned for 2026. However. if concerns are raised by the community, Agnico Eagle will evaluate to pursue consultation and engagement via the BLDAG or any other communication stream with the community.

8.13.1 Meadowbank Site

As required by NIRB Project Certificate No.004 Condition 71*: In consultation with EC, install and fund an atmospheric monitoring station to focus on particulates of concern generated at the mine site. The results of air-quality monitoring are to be reported annually to NIRB.*

And

As required by NIRB Project Certificate No.004 Condition 74*: shall employ environmentally protective method to suppress any surface road dust.*

In 2025, a calcium chloride-based dry flake dust suppressant product was again applied along the length of the AWAR and the Hamlet-based facilities including the Agnico Eagle spud barge laydown area, fuel tank area, and access road (km 0 to Agnico Eagle fuel tank area). This was the second year of application along nearly the full length of the AWAR. In addition to calcium chloride, water was applied along the AWAR and at Hamlet-based facilities. Dust mitigation measures for Meadowbank onsite locations included regular watering and application of calcium chloride dust suppressant during the summer season.

Dustfall transect monitoring along the AWAR was conducted over one-month periods beginning in early June, July, and August, 2025 at two locations along the AWAR (km 18 and 78). The established dust

management threshold was considered to be met (0.53 mg/cm^2/30 d at 500+m from the road) in all three monitoring events.

Air quality monitoring was conducted at the Meadowbank site, and across all stations and parameters, no results suggested air quality trends of concern. In total, 284 24-h samples for suspended particulates were collected across two monitoring stations, and 97% of these met the relevant regulatory guidelines (TSP, PM_{10}, and $PM_{2.5}$). Regulatory guidelines for parameters with annual averaging time were also met for all stations and parameters (NO_2, TSP, $PM_{2.5}$).

Of 48 monthly-average passive dustfall samples collected throughout the year at four onsite locations (DF-1 – DF-4), 46 met the onsite dust management threshold (1.58 mg/cm^2/30 d), which is equivalent to the regulatory guideline for industrial areas.

Overall, there are no apparent trends towards increasing air quality concerns for these locations.

The complete report is provided as Appendix 38.

8.13.2 Whale Tail Site

As required by NIRB Project Certificate No.008 Condition 1*: The Proponent shall:*

- ***a)*** ***Develop and implement an Air Quality Monitoring and Management Plan that includes clear objectives and that specifies air quality monitoring thresholds that will trigger adaptive management responses and actions;***
- ***b)*** ***In the implementation of the Plan, the Proponent shall demonstrate through active and passive monitoring of dustfall, for criteria air contaminant concentrations, incinerator stack testing, and vegetation, soil and snow chemistry sampling that dustfall and emissions of carbon monoxide (CO), nitrogen dioxide (NO2), ozone (O3), sulphur dioxide (SO2), suspended particulate matter, mercury, dioxins and furans, and other chemicals remain within predicted levels and, where applicable, within levels or limits established by all applicable guidelines and regulations;***
- ***c)*** ***The Proponent shall ensure continuous NO2 monitoring is undertaken downwind of mining activities to allow for comparison to relevant standards including the Canadian Ambient Air Quality Standards;***
- ***d)*** ***If exceedances occur, the Proponent shall provide an explanation for the exceedance, a description of planned mitigation, and shall conduct additional monitoring to evaluate the effectiveness of mitigative measures; and***
- ***e)*** ***The Proponent shall also develop, implement, and report on the quality assurance and quality control protocols used to ensure data reliability and proper functioning of equipment.***

And

As required by NIRB Project Certificate No.008 Condition 2*: Prior to commencing construction activities the Proponent shall update the existing Dust Management and Monitoring Plan for the Meadowbank Mine site to address and/or include the following additional items:*

- ***Align plan requirements with commitments made in the Final Environmental Impact Statement and during the Final Hearing to monitor dust along the existing all-weather access road, the Amaruq haul road and any other roads and trails associated with the Project.***
- ***Verify commitments to the utilization of dust suppressants along the all-weather access road, the Amaruq haul road and any other roads and trails associated with the Project, including a description of the type of***

suppressant to be utilized and the frequency and timing of applications to be made throughout the various seasons of road use.

- ***Outline the specific triggers, thresholds, and adaptive management measures that will apply if monitoring indicates that dust deposition is higher than predicted.***

The Proponent shall report annually to the Nunavut Impact Review Board with a summary of its dust management activities.

In 2025, dust suppressant in the form of calcium chloride (dry flake product) was again applied to the entire length of the WTHR, with additional applications in certain areas until September 27. In addition to calcium chloride, water was also applied along the WTHR. Dust mitigation measures for Whale Tail onsite locations included regular watering and application of calcium chloride dust suppressant during the summer season.

Dustfall transect monitoring on the WTHR consisted of passive sampling over three 30-d periods. In 2025, as in previous years, some specific FEIS Addendum model predictions were exceeded, but only within very close proximity to the road (25 m). The overarching FEIS prediction that maximum deposition rates along the AWAR would decline below the management threshold and Alberta Environment recreational area guideline within 500 m of the road was met in all cases, so mitigation is considered to have been effective.

Air quality monitoring was conducted at the Whale Tail site. In total, 178 24-h samples for suspended particulates were collected at the monitoring station, and 97% of these met the relevant regulatory guidelines (TSP, PM_{10}, and $PM_{2.5}$). Regulatory guidelines for parameters with annual averaging time were also met for all stations and parameters (NO_2, TSP, $PM_{2.5}$). Of 11 monthly-average passive dustfall samples collected throughout the year at the onsite monitoring location (DF-6), all met the onsite dust management threshold (1.58 mg/cm^2/30 d), which is equivalent to the regulatory guideline for industrial areas.

Overall, there are no apparent trends towards increasing or unpredicted air quality trends of concern at the Whale Tail Mine.

The complete report is provided as Appendix 38.

8.14GREENHOUSE GASES

As required by NIRB Project Certificate No.004 Condition 73*: Cumberland shall undertake to conserve the Project's use of energy, monitor the Project's greenhouse gas emissions, and continuously review and, if possible, consider for adoption new technologies to ensure greenhouse gases meet the latest Canadian standards or criteria.*

And

As required by NIRB Project Certificate No.008 Condition 3*: The Proponent shall maintain a Greenhouse Gas Emissions (GHG) Reduction Plan which includes:*

- ***An estimate of the Project's GHG baseline emissions;***

- ***A description of monitoring measures to be undertaken, including the methods, frequency, parameters, and a description the analysis that will be carried out on the monitoring data generated; and***

- ***A description of mitigative and adaptive strategies planned, and taken, to reduce project-related greenhouse gas emissions over the Project lifecycle.***

The Plan should be submitted to the Nunavut Impact Review Board (NIRB) within 60 days of the issuance of the Project Certificate, with results submitted annually thereafter or as may otherwise be required by the NIRB.

Agnico Eagle's Greenhouse Gas Reduction Plan was submitted as Version 3 in April, 2020, and results of GHG emissions calculations are reported here according to Section 3.2 of the Plan, with comparisons to FEIS predictions. Values reported here are final emissions for 2024 as reported to Environment and Climate Change Canada's Greenhouse Gas Reporting Program (GHGRP) by June 1, 2025. To reduce redundancy in reporting, preliminary values for the current (2025) NIRB annual reporting year are no longer discussed here.

As part of the FEIS Addendum for the Whale Tail Pit Expansion Project (Agnico Eagle, 2018), Project-related emissions of GHGs were calculated for the maximum emission scenario (i.e. peak production; estimated to occur in 2022) using methods consistent with the GHGRP. Emissions associated with the Meadowbank Mill were calculated in the FEIS for Whale Tail Pit (Agnico Eagle, 2016), and are shown as a separate line item in Table 8-7. These values are consistent with Table 2.1 in the Greenhouse Gas Reduction Plan (April, 2020).

Table 8-7 Predicted Greenhouse Gas Emissions Summary for the Whale Tail Mine and Meadowbank Mill in the Peak Production Year of 2022

Emissions Source	Greenhouse Gas Emissions (kt CO_2)
Non-road Exhaust	142.0
Generators	18.0
Heaters	1.9
Incinerator	2.3
Whale Tail Mine Total[1]	**164.2**
Meadowbank Mill[2]	180.0
Meadowbank Complex Total	**344.2**

1 – Golder Associates Ltd. 2018. Final Environmental Impact Statement (FEIS) Addendum. Whale Tail Pit – Expansion Project. Submitted to Nunavut Impact Review Board. December 2018.

2 – Agnico Eagle, 2016. Whale Tail Pit Project - Meadowbank Mine Final Environmental Impact Statement and Type A Water License Amendments. Amendment/Reconsideration of the Project Certificate (No. 004/ File No.03MN107) and Amendment to the Type A Water License (No. 2AM-MEA1525). Submitted to the Nunavut Impact Review Board. June 2016.

Calculated annual GHG emissions for the Meadowbank Complex beginning in 2018 (first year of Whale Tail Mine reporting) are provided in Table 8-8, with comparisons to FEIS predictions. Overall, total emissions reported under the GHGRP from the Meadowbank Complex in 2024 were 269,123 tCO_2e, which does not exceed the FEIS-predicted maximum value of 344,200 tCO_2e.

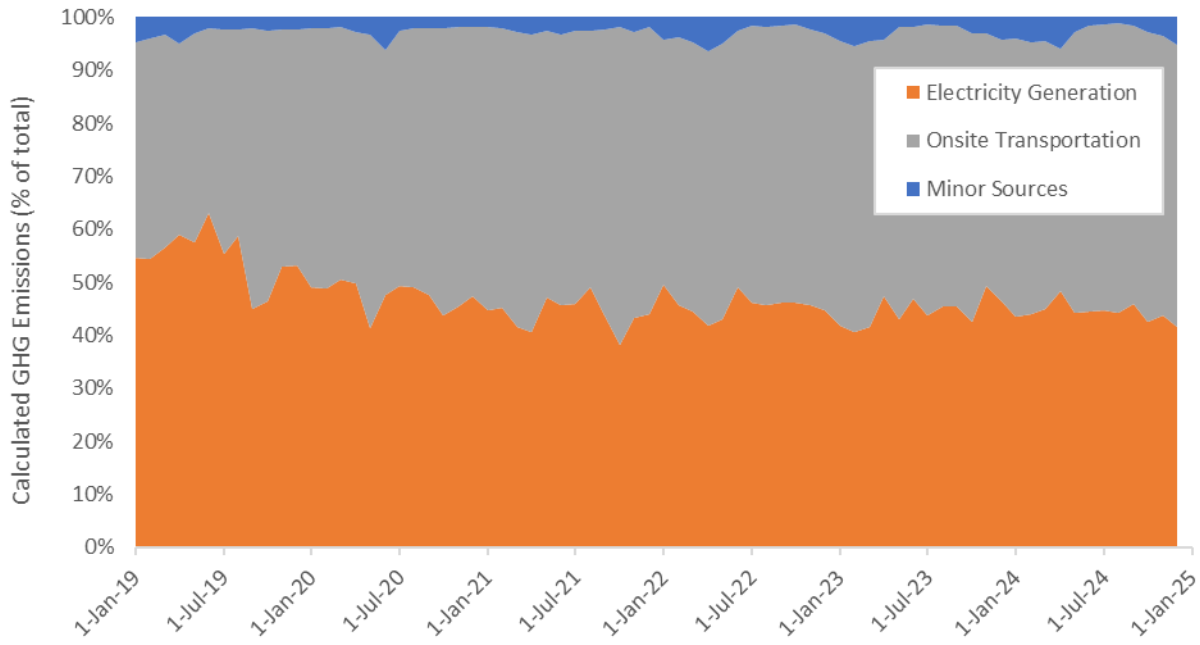
Table 8-8 Predicted and Calculated GHG emissions (t CO_2e) for All Sources Required Under the Greenhouse Gas Pollution Pricing Act (S.C. 2018, c.12,s.186, Schedule 3) for the Meadowbank Complex

Emission Type	FEIS Prediction[1]	2018	2019	2020	2021	2022	2023	2024
Stationary fuel combustion emissions (Generators)	-	91,082	106,499	107,019	107,505	113,583	112,702	119,146
Stationary fuel combustion emissions (Other than generators)	-	-	577	266	604	2,978	6,007	7,830
Industrial process emissions[2]	-	987	560	1,138	1,181	1,184	1,260	-
Industrial product use emissions	-	-	527	986	1,005	585	831	921
Venting emissions	-	-	-	-	-	-	-	-
Flaring emissions	-	-	-	-	-	-	-	-
Leakage emissions	-	-	-	-	-	-	-	-
On-site transportation emissions	-	90,650	82,951	112,791	130,404	127,690	132,979	141,116
Waste emissions	-	2,809	4,450	3,186	3,193	3,343	28	110
Wastewater emissions	-	-	-	-	-	-	-	-
TOTAL	344,200	185,528	195,564	225,385	243,893	249,362	253,808	269,123

[1] - FEIS predictions are further described in Table 8-7 above.
[2] - Emissions related to explosives use are reported under Stationary Fuel Combustion, rather than Industrial Process Emissions, beginning in 2024.

Calculated total monthly emissions for all sources required under the Greenhouse Gas Pollution Pricing Act (S.C. 2018, c.12,s.186, Schedule 3), for the Meadowbank Complex are shown in Figure 11, grouped by major and minor sources. Relatively little variation in sources of emissions has occurred month over month.

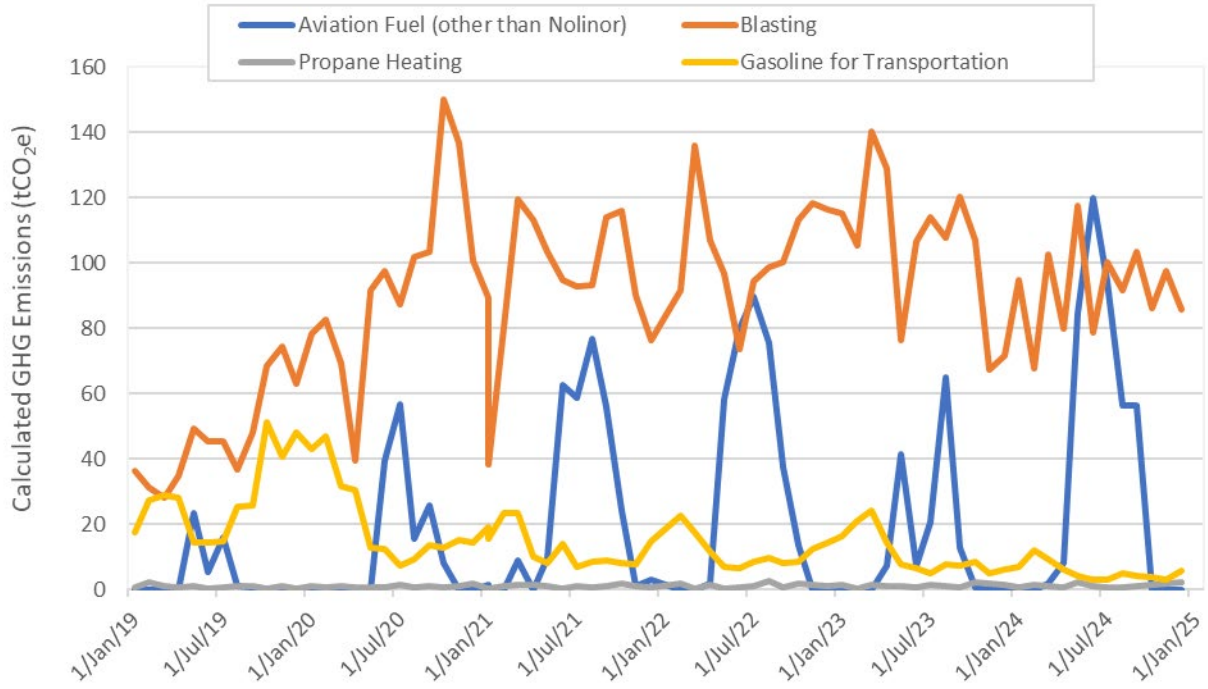
Figure 11 Calculated Monthly GHG Emissions (% of total) for the Meadowbank Complex*



**Note: Minor sources include emissions related to stationary combustion (other than generators), industrial processes, industrial product use, and waste emissions.*

According to the GHG Reduction Plan (Section 3.2), an analysis of specific sources is provided in Figure 12. These sources include aviation, blasting, propane heating, and light truck transportation using gasoline. It is noted that aviation emissions exclude aviation fuel for flights to Nunavut, which are not subject to carbon pollution pricing. Reported aviation fuel use is therefore primarily associated with helicopter use for exploration activities and personnel transport during the summer months (peaks). Emissions related to blasting steadily increased over the course of 2019 - 2021 as Whale Tail operations ramped up. Blast-related emissions appear to have generally plateaued beginning in 2021. Propane heaters form a very minor component of overall emissions and have been relatively constant (0.4 – 2.0 tons CO_2e/month). Similarly, use of gasoline for transportation (primarily associated with light trucks, but also potentially smaller vehicles such as ATVs and snowmobiles) has remained relatively constant, though a slight increase during the winter season of 2019-2020 was observed.

Figure 12 Calculated Historical Emissions Related to Specific Sources at the Meadowbank Complex*



**Note: Sources indicated in the GHG Reduction Plan (2020).*

Agnico Eagle has an Energy and Greenhouse Gas Management Strategy developed to create value for the shareholders by operating in a safe, social and environmentally responsible manner. Agnico Eagle also has an Energy Savings Committee that involved members for each different departments on site. The objective of the Energy Savings Committee is to develop department level strategies to optimize and reduce energy and fuel consumption at the Meadowbank Complex.

Different projects over the years were held by Agnico Eagle over the duration of the project to reduce the energy consumption and increase or evaluate the use of new technologies at the Meadowbank Complex:

- Use of summer fuel;
- Use of solar panels in northern condition operation - test completed and successful;
- Identification of energy-saving opportunities in regards to the carbon tax;
- TSM flow chart implemented with Strategic Optimization team for energy-saving opportunities;
- Energy dashboard improvement for better energy consumption monitoring;
- Energy dashboard internal audit to ensure energy consumption data accuracy;
- Time study of the service equipment to increase capacity with the same consumption;
- Whale Tail Camp Power Plant heat recovery study;
- Use of a composter at Meadowbank;
- Genset Synchro R&D test on the Whale Tail Power Plant. Expected fuel consumption decrease;

- Insulation of remote buildings at Meadowbank;
- Audit and initiate projects to improve the heat recovery from generators boiler and the distribution;
- Shutting off the regrind circuit at the process plant when not required;
- Implementation of a three phase energy saving campaign;
- Winterizing windows at Meadowbank and Whale Tail;
- Improve glycol heat usage at Whale Tail;
- Compressed Air Audit;
- Decommissioning of Incinerator;
- Heat recovery system key performance indicator (KPI) and maintenance;
- Underground ventilation on demand;
- Heat Loss Thermal Analysis; and
- Improvement of the network system at Meadowbank and Whale Tail.

Section 4 of the GHG Reduction Plan details some of the reduction initiative above. Some initiatives have already been implemented, while others are currently being assessed. Emissions and energy reduction initiatives underway are summarized in Table 8-9.

Table 8-9 Meadowbank Complex Emissions and Energy Reduction Initiatives

Description	Implementation Year	Stage of Development	Est. Annual Savings
Fuel Reduction Initiative	2018	Implemented	45,000 diesel L/year
Genset Synchro R&D	2019	Implemented	52,488 kWh/year
Whale Tail Camp Power Plant heat recovery study	2020	Implemented	1,944,000 kWh/year
Insulation of remote buildings	2019	Implemented	27,000 kWh/year
Meadowbank Composter	2019	Implemented	340,000 diesel L/year
Audit and improvement for the Heat recovery system at Meadowbank	2020	Implemented	30,000 kWh/year
Shutting off regrind circuit at the mill from time to time (as feasible)	2021	Implementation commenced	1,000,000 kWh/year
Energy saving campaign	2021	Implemented	800,000 kWh/year
Winterize windows	2021	Implemented	300,000 kWh/year
Improve glycol heat usage at Whale Tail camp	2022	Implemented	70,000 diesel L/year
Compressed air audit	2023	Implemented	250,000 diesel L/year
Insulation campaign	2023	Implemented	125,000 diesel L/year
Incinerator decommissioning	2023	Implemented	430,000 diesel L/year
Heat Recovery system KPI	2024	Implemented	150,000 diesel L/year

Description	Implementation Year	Stage of Development	Est. Annual Savings
Heat Recovery system maintenance	2024	Implemented	150,000 diesel L/year
Underground Ventilation on demand	2024	Implemented	450,000 kWh/year
Balancing the network at Meadowbank	2025	Implementation commenced	150,000 diesel L/year
Building Heat Loss Thermal Analysis	2025	Implementation commenced	150,000 diesel L/year
Adding users to the glycol network at Whale Tail	2025	Implementation commenced	200,000 kWh/year

As the Meadowbank Complex emits more than 50Kt of $CO2_e$/yr, a report will be submitted to ECCC's GHGRP by June 1, 2026 for the 2025 calendar year. Mining operations in Nunavut are also subject to the federal Output Based Pricing System Regulations (OBPS), which came into effect July 1, 2019. An Annual Report and supporting Verification Reports, required as part of the OBPS, will also be submitted on June 1, 2026.

8.15 CREEL SURVEY RESULTS

As required by DFO Authorization NU-03-0190 (AWPAR) Condition 5.2.4: ***Engage the local Hunter Trapper Organization(s) in the development, implementation and reporting of annual creel surveys within the water bodies affected by the Plan.***

And

NIRB Project Certificate No.004 Condition 51: ***Engage the HTOs in the development, implementation and reporting of creel surveys within waterbodies affected by the Project to the GN, DFO and local HTO.***

In 2025, the number of fishermen reporting successful fishing trips in 2025 was 38, which is higher than the average of 25 fisherman from 2007 to 2015 and 2019 to 2024 (15 years). The highest numbers of fisherman reporting success in 2025 were in May and June, which is consistent with seasonal fishing patterns in other years. Fishing trips, regardless of success rate, did not generally occur beyond the immediate areas of Baker Lake, Whitehills Lake, and along the lower AWAR. The average number of fish harvested per fisherman in each month was highest in July and November with lower averages in the other spring and summer months. Lake trout, Lake Whitefish and Arctic char were the most common species caught by fisherman.

Completed discussion regarding the 2025 creel survey and historic data is provided in Section 10 of the 2025 Wildlife Summary Monitoring Report (Appendix 36).

8.16 NO FISHING POLICY

As Required by NIRB Project Certificate No.004, Condition 52: ***Cumberland shall enforce a no-fishing policy for employees while working on the job site.***

Agnico Eagle has a no-fishing policy for its Meadowbank and Whale Tail Mine Sites. The policy is enforced all through the year within environmental inspections. There were no incidents to report in 2025.

8.17 TERRESTRIAL ECOSYSTEM MONITORING

As Required by NIRB Project Certificate No.008, Condition 28: ***The Proponent shall submit a revised TEMP to the Nunavut Impact Review Board (NIRB) within one (1) year of issuance of the Project Certificate, with subsequent versions provided as appropriate. Results of the TEMP shall be reported to the NIRB annually including details of how Inuit Qaujimajatuqangit contributed by knowledge holders has been considered and utilized in associated activities and updates.***

And

NIRB Project Certificate No.004 Condition 61: ***In consultation with EC, Cumberland shall incorporate into the Terrestrial Ecosystem Management Plan and the Air Traffic Management Plan a commitment for aircraft to maintain (whenever possible) a cruising altitude of at least 610 metres during point to point travel when in areas likely to have migratory birds, and 1000 metres vertical and 1500 metres horizontal distance from observed concentrations of migratory birds, and use flight corridors to avoid areas of significant wildlife importance.***

In 2024, the Terrestrial Advisory Group (TAG) worked collaboratively all year on a TEMP update. In February 2025, Agnico Eagle held an in-person workshop with the TAG to update the TEMP and were able to reach consensus on a TEMP Version 9 (March 2025) submitted with the 2024 Meadowbank Complex Annual Report. TAG letters of support regarding TEMP Version 9 from HTO, KivIA and GN were also provided in the 2024 Meadowbank Complex Annual Report Appendix 62.

In 2025, TEMP Version 9 was the basis for 2025 monitoring and mitigation, with modifications and exceptions applied through a collaborative approach within the TAG. Refer to Section 8.17.12 for more details regarding TAG activities.

The following Sections include both Meadowbank and Whale Tail sites, as condition from Project Certificate no. 004 and 008.

8.17.1 Annual Monitoring

As Required by NIRB Project Certificate No.004, Condition 55: ***Provide the Annual Wildlife Summary Monitoring Report.***

The 2025 Wildlife Monitoring Summary Report (Appendix 36) provides the monitoring objectives, methodology, historical and current year results, mitigation activities, and management recommendations for each monitoring program. The 2025 Wildlife Monitoring Summary Report builds on data presented in previous reports and incorporates monitoring recommendations from these reports, as well as recommendations and requests from intervenors on past reports made during the NIRB review process.

Each year the monitoring results are presented in an annual Wildlife Monitoring Summary Report and recommendations for adaptive management on monitoring programs are included. The annual monitoring results are often presented in the context of previous years of results to understand how wildlife interactions with the mine may be changing over time. Adaptive management is an important process for updating survey methods and allows for the monitoring programs to evolve with experience and community and regulator input through the Nunavut Impact Review Board.

Note that the following sections are a summary of the TEMP report and Agnico Eagle will refer the reader to the report in Appendix 36 for an exhaustive comprehension of the program and results for 2025.

8.17.2 Wildlife Study Results

As required by NIRB Project Certificate No.004 Condition 54

a. Updated terrestrial ecosystem baseline data

See the 2025 Wildlife Monitoring Summary Report attached in Appendix 36.

e. Details of a comprehensive hunter harvest survey to determine the effect on ungulate populations resulting from increased human access caused by the all-weather private access road, including establishing preconstruction baseline harvesting data, to be developed in consultation with local HTOs, the GN-DOE and the Nunavut Wildlife Management Board.

The 2025 Hunter Harvest Study (HHS) included 92 interested participants by the end of 2025, which is higher than the interested participants in 2024, 2023, and 2022 (i.e., 88, 74, and 65 respectively). Of the 2025 participants, caribou harvest data was collected from 55 participants, which represents approximately 16% to 18% of total hunters in the community.

The 2025 HHS data indicated that 34% of reported harvest occurred within 5 km of the AWAR, and 56% occurred within the Meadowbank Regional Study Area (RSA). Threshold levels of 20% set for monitoring the effects of the Meadowbank Mine development on the distribution of caribou harvest within the RSA were not exceeded.

During 2025, harvest rates were higher within 5 km of the WTHR (38 caribou) and within the Whale Tail RSA (156 caribou) compared to previous years, and hunters noted “thousands” of animals near the AWAR and WTHR during late 2025. This observation could indicate that caribou distribution may have been more concentrated in the Whale Tail RSA compared to some previous years. Additional study years are needed to determine if the 2025 caribou harvest is part of an increasing trend or an outlier.

Completed discussion regarding HHS survey and historic data is provided in Section 10 of the 2025 Wildlife Summary Monitoring Report (Appendix 36).

f. Details of annual aerial surveys to be conducted to assess waterfowl densities in the regional study area during the construction phase and for at least the first three (3) years of operation, with the data analyzed and compared to baseline data to determine if significant effects are occurring and require mitigation.

At Meadowbank site, given the low densities of waterbird nests identified at the mine site and along the AWAR from 2005 - 2012 (i.e., too low to determine whether changes in nest abundance or success have occurred), and the absence of data suggesting that mine or road-related effects are occurring, the waterbird nest survey program has been discontinued.

The Whale Tail Mine required the construction of two dikes within Whale Tail Lake to divert water from the proposed pit to surrounding lakes and tributaries, resulting in flooding that had potential impacts to migratory birds and their nests. Trent University, in collaboration with Environment and Climate Change Canada and Agnico Eagle, conducted a research study to investigate mitigation options to minimize

flooding-related impacts to birds in the Whale Tail South area in 2018, 2019 and 2021. A summary of the program methods and results is provided in Section 14 of the 2025 Wildlife Monitoring Summary Report (Appendix 36). The study objectives have been met and reporting under the Migratory Bird Protection Plan is considered complete at this time.

g. Details of an annual breeding bird plot surveys and transects along the all-weather road to be conducted during the construction phase and for at least the first three (3) years of operation.

For the breeding bird transects, data analysis in 2011 and 2015 indicated that no road-related effects had occurred to date, and thresholds had not been exceeded; therefore, annual transect surveys were permanently suspended after 2015.

In 2022, Agnico Eagle Meadowbank Complex finalized a collaboration agreement with ECCC, with a focus on contributing to regional bird monitoring programs. The agreement includes a commitment to conduct 48 PRISM (Program for Regional and International Shorebird Monitoring) plots selected by Canadian Wildlife Service over 10 years (2021 to 2031), and to complete Breeding Bird Survey (BBS) routes along the AWAR and the WTHR opportunistically when qualified individuals are on site. At a minimum, these BBS routes will be conducted every three (3) years during the operations, closure, and post-closure phases of the project. PRISM and BBS restart in 2022 and continued annually from 2023 to 2025.

In 2025, previously established BBS routes were surveyed along the AWAR and the WTHR. As well, the remaining 14 PRISM plots (of 48) were completed at the Whale Tail site.

Completed discussion regarding PRISM/BBS surveys is provided in Section 10 of the 2025 Wildlife Summary Monitoring Report (Appendix 36).

h. Details of a monitoring program, including recording the locations and frequency of observing caribou and carnivores and any actions taken to avoid contact with or disturbance, and a specific mitigation plan for Short-earred owls and any other species of special concern pursuant to Schedule 3 of the Species at Risk Act located in the local study area or along the all-weather private access road.

Wildlife monitoring is an essential tool in protecting and maintaining wildlife occurring near the Project. The TEMP is designed to be a comprehensive monitoring strategy with quantitative monitoring indicators to evaluate the accuracy of impact predictions and to meet the objectives of managing environmental impacts by the Project.

Environmental staff monitor wildlife near Project facilities (i.e., Meadowbank Mine and Whale Tail Mine) and along the AWAR and WTHR on a regular basis. Where unacceptable risks to wildlife are observed, mitigation measures are implemented to avert animals from site activities and hazards in accordance with the TEMP. For example, the decision trees are used as mitigation and monitoring framework for caribou. Detailed reporting protocols (e.g., a dangerous animal occurrence, monthly wildlife reports submitted to the GN DoE and KivIA, road closure notification to GN, KivIA, HTO, etc.) are established and implemented by on-site environmental staff. During these events, Agnico Eagle representatives communicate any issues directly with the GN Department of Environment (DoE) Conservation Officer, KivIA, and the local HTO.

Wildlife observed by all Mine site personnel are entered into an electronic database (EQuIS) and included in the 2025 Wildlife Monitoring Summary Report attached in Appendix 36. Refer to this report for a comprehensive review and discussion of the 2025 results.

Refer to Section 8.17.16 below for a discussion regarding species at risk.

8.17.3 Caribou Migration Corridor Information Summary

As required by NIRB Project Certificate No.004 Condition 56: ***Maps of caribou migration corridors shall be developed in consultation with Elders and local HTOs, including Chesterfield Inlet and placed in site offices and upgraded as new information on corridors becomes available. Information on caribou migration corridors shall be reported to the GN, KIA and NIRB's Monitoring Officer annually.***

A caribou collaring data sharing agreement was signed between Agnico Eagle and the GN in 2023. Agnico Eagle has analyzed the recent (2020-2024) collar information to estimate caribou herd ranges. This information is presented in the Wildlife Monitoring Summary Report (Appendix 36).

Discussions were held in 2025 with the Kivalliq Elders Advisory Committee regarding typical caribou migration routes and corridors. To support these discussions, a presentation of the recent collared caribou data (2020-2024) was made. Elders reiterated that while there are traditional corridors used by some caribou, it is expected that the overall path taken by caribou will change year over year due to many factors, including food availability.

8.17.4 Caribou Collaring Study Meadowbank

As required by NIRB Project Certificate No.004 Condition 57*: participate in a caribou collaring program as directed by the GN-DOE.*

And

As required by NIRB Project Certificate No.008 Condition 29*: The Proponent shall, in collaboration with the Government of Nunavut, collect additional caribou collar data and conduct analyses of this data to quantify the zone of influence and associated effects of project components on caribou movement for a study area that includes the Whale Tail mine site, the haul road, the Meadowbank Gold Mine and its All-Weather Access Road.*

A summary of the analyses and associated effects shall be provided annually in the Proponent's annual report to the Nunavut Impact Review Board.

A caribou collaring data sharing agreement was signed between Agnico Eagle and the GN in 2023. Further details are available in the Wildlife Monitoring Summary Report (Appendix 36).

8.17.5 Remote Cameras

During 2024, a new camera protocol was created in collaboration with the TAG, including new camera program objectives and camera coverage on both the WTHR and AWAR The new camera study design was presented at the fall 2025 TAG meeting, and the full camera study design is presented in Appendix F of the 2025 Wildlife Monitoring Summary Report (Appendix 36).

Briefly, the primary objective of this new study design is to quantify daily traffic rates on the AWAR and WTHR, the secondary objective will be to estimate duration of convoys, and the tertiary objective will be to examine caribou crossings in relation to vehicle traffic. The traffic dataset will be produced in a way that is compatible with other temporal datasets, as discussed during TAG meeting #24. Remote cameras were deployed in accordance with the new study design protocols during December 2025.

8.17.6 Blasting Monitoring

In 2025, there were 223 pre-blast surveys performed over 210 days, however, only one viable behavioral assessment could be obtained. There were 11 occurrences where wildlife exceeded group size threshold (GST) during pre-blast surveys in 2025. Caribou exceeded GST six (6) times during pre-blast surveys and the blast was cancelled. Muskox groups exceeded GST five times, but the groups were further than 1 km away and blasts were not cancelled according to the TEMP.

Competed discussion related to caribou behaviour responses in relation to blasting is provided in the 2025 Wildlife Monitoring Summary Report Section 9 (Appendix 36).

8.17.7 Snow Study

Between 2020-2025, snow data were collected at 70 sampling locations along the AWAR and WTHR to help answer questions about how snow hardness and depth on snow berms may differ from natural tundra conditions. The full description of snow study methods, results, and conclusions can be found in the Final Snow Study Report presented in Appendix I of the 2025 Wildlife Monitoring Summary Report (Appendix 36). Agnico Eagle will continue to manage snow berms for road safety and to support caribou movement across roads, however, this study is complete and monitoring associated with the snow study will be discontinued.

8.17.8 Caribou Behaviour

During the spring and fall migration periods, summer calving period, and winter period of 2025, Agnico Eagle completed caribou behaviour monitoring surveys at the Meadowbank Complex. This study focussed on measuring different behaviour activities of caribou in relation to Mine-related activities

Behaviour monitoring data from 2025 was combined with data from 2020 through 2024 to include an analysis of temporal trends. The key findings from the 2025 program were similar to previous years and included the following:

- Caribou behaviours were predominantly non-response behaviours (i.e., standing, laying, and feeding).
- Small groups of caribou (1 to 2 individuals) tended to have a higher proportion of response behaviours (trotting or running, alert) than larger groups, irrespective of disturbances.
- Caribou behaviour was not correlated with their distance to the road.
- Modelling indicates that following a single disturbance, 90% of groups would return to baseline behaviour after 6 minutes, and 98% groups would return to baseline behaviour after 9 minutes.

- In response to comments from KivIA in 2022, “walking” behaviour was investigated to determine if it could be considered a response behaviour instead of a non-response behaviour. From 2023 to 2025, disturbances were found to statistically increase the proportion of caribou walking.

Completed discussion related to this caribou behaviour study is provided in Section 17.2 of the 2025 Wildlife Monitoring Summary Report in Appendix 36.

8.17.9 Stop Work due to Wildlife

As required by NIRB Project Certificate No.004 Condition 60*: Whenever practical, Cumberland shall implement a stop work policy when wildlife in the area may be endangered by the work being carried out.*

Numerous road closures were implemented on all project roads, to ensure safe passage to large groups of migrating Caribou herds. Section 3 of the 2025 Wildlife Monitoring Summary Report (Appendix 36) provided an exhaustive discussion regarding the 2025 road closure at the Meadowbank Complex. Some blasting activities were also cancelled in 2025 in response to wildlife in proximity to the blasting area.

The frequency of road surveys in 2025 demonstrated Agnico Eagle’s commitment to preventing impacts to caribou from the AWAR and WTHR. Mitigation measures such as reduced speeds, restricted access, convoys, and multiple road closures function to minimize road-related effects including mortality and injury, and to increase caribou passage.

Road-related monitoring and mitigation were implemented according to TEMP Version 9 and discussions with the TAG. Collar location maps were instrumental in assessing the need for increased road monitoring.

Regular wildlife warnings were dispatched based on observation and monitoring data. The road supervisors and operators also ensured protection of wildlife by assisting in surveillance and closing roads as needed. Radio notices reminding operators of the appropriate speed limit were made frequently by dispatchers. During caribou peak migration, notices were sent to all road occupants, regulatory agencies, local groups, and wildlife consultants were notified, and road survey efforts were increased.

8.17.10 Raptor Nest Monitoring

Monitoring in 2025 included surveys for nests associated with pits and quarries along the AWAR and WTHR. In 2025, adult peregrine falcons were detected at Quarries 1, 2, 3, 7, 8, 9, 10.5, 11, 16, 18, 20, 21, and 22 with only one (1) peregrine falcon nest documented at Quarry 30 along the WTHR. No raptor nesting evidence was observed along the AWAR in 2025.

Raptor nest management plans were not developed at the active nest sites, as Mine-related activity was already restricted within the quarries, with the only disturbance being traffic on the nearby AWAR and WTHR. Intensive monitoring, which would include approaching nests by foot, was not conducted. Nest locations are not publicized to prevent inadvertent disturbance by Mine employees.

Completed discussion related to raptor monitoring is provided in Section 13 of the 2025 Wildlife Monitoring Summary Report in Appendix 36.

8.17.11 Wildlife Deterrence

As required by NIRB Project Certificate No.004 Condition 25: ***Cumberland shall manage and control waste in a manner that reduces or eliminates the attraction to carnivores and/or raptors. Cumberland shall employ legal deterrents to carnivores and/or raptors at all landfill and waste storage areas. The deterrents are to be developed taking into consideration Traditional Knowledge and in consultation with the HTO, EC and INAC and incorporated into the final Waste Management Plan prior to filing the Plan with the NWB.***

And

As required by NIRB Project Certificate No.004, Condition 59: ***In consultation with Elders and the HTOs, design and implement means of deterring caribou from the tailing ponds, such as temporary ribbon placement or Inukshuks, with such designs not to include the use of fencing".***

And

As required by NIRB Project Certificate No.008 Condition 36: ***Prior to removal or deterrence of raptors, the Proponent will contact the Government of Nunavut – Department of Environment to discuss proposed mitigation options and, if required, will obtain the necessary permits. The Proponent shall include summaries of any mitigation measures implemented and permits obtained in fulfillment of this term and condition in the Proponent's annual report to the Nunavut Impact Review Board.***

There was no removal of raptor nests at both the Meadowbank and Whale Tail sites in 2025. Deterrents were applied at one (1) quarry in 2025 to discourage raptor nesting. All activity within the area were postponed minimizing the impact of potential nesting for this species and therefore ensure proper conditions for nesting activity. Once an active nest or peregrine falcon presence is identified, mine-related activity (e.g., vehicle operation, heavy equipment, helicopter, blasting, etc.) is automatically halted within the quarries, with the only potential disturbance being traffic on the nearby AWAR/WTHR.

In 2025, to ensure caribou did not frequent the tailings storage facilities, near-daily monitoring of the TSF was performed throughout the open water season by environment personnel. Should caribou be observed near the TSF, they would be swiftly deterred. Furthermore, 2025 was a heavy construction season around the TSF to continue the progressive closure of those cells. This led to very few caribou observed in the vicinity of the TSF. On account of the frequent presence of environmental personnel and other workers in the area, it is not believed caribou spent any extended time near tailings, minimizing potential exposure. Discussion with elders and Kivalliq Elders Advisory Committee (KEAC) also confirmed methods to be appropriate and fencing inadequate for this type of environment. Bird cannons were also deployed in May 2025 at the TSF and at the Meadowbank Landfill, after discussion with GN Conservation Officers recommending noise making devices to prevent wildlife persistence in key areas.

Wildlife deterrents are implemented when habituated or problematic wildlife pose a threat to wildlife or Mine personnel through human-wildlife conflict. Necessary deterrent strategies are determined and implemented by the Environment Department based on the severity of risk and the nature of the interaction. Each deterrence event is reported using the EQuIS database. Wildlife deterrents were used and reported throughout 2025 at the mine sites. Refer to Section 4.5.4 of the 2025 Wildlife Monitoring Summary Report (Appendix 36) for a complete discussion.

8.17.12 Terrestrial Advisory Group

As required by NIRB Project Certificate No.008 Condition 27: ***The Proponent shall participate in a Terrestrial Advisory Group with the Government of Nunavut, the Baker Lake Hunters and Trappers Organization, the Kivalliq Inuit Association, and other parties as appropriate to continually review and refine mitigation and monitoring details within the Terrestrial Ecosystem Management Plan. Additional caribou collar data, results from associated studies, Inuit Qaujimajatuqangit shared by knowledge holders and other monitoring data as available should be considered for incorporation as appropriate. Finalized Terms of Reference for the Terrestrial Advisory Group shall be provided to the NIRB within six (6) months of issuance of the Project Certificate. A summary of outcomes from Terrestrial Advisory Group meetings shall be provided to the NIRB on an annual basis in the Proponent's Annual Report.***

And

As required by NIRB Project Certificate No.008 Condition 30: ***The Proponent shall work with the Government of Nunavut, the Baker Lake Hunters and Trappers Organization and the Kivalliq Inuit Association through the Terrestrial Advisory Group to develop and update thresholds to trigger implementation of mitigation measures on both the AWAR and Whale Tail Haul road, up to and including temporary road closures. The Proponent shall consider how these thresholds and mitigation measures reflect caribou life cycle sensitivities as well as demonstrate how Inuit Qaujimajatuqangit was incorporated throughout the development of these criteria and procedures.***

The Proponent shall ensure the Terrestrial Ecosystem Management Plan is updated to reflect the thresholds agreed upon in accordance with the Terrestrial Advisory Group Terms of Reference, and that this Plan along with a summary of consultation with the Terrestrial Advisory Group are submitted on an annual basis or as thresholds are otherwise modified in the Proponent's annual report to the Nunavut Impact Review Board.

The Term of Reference for the TAG was provided to NIRB on November 1, 2018. Refer to Appendix 46 of the 2018 Annual Report. The Term of Reference (TOR) was officially signed by all parties in 2019.

In fulfillment of Condition 27, a summary of outcomes from Terrestrial Advisory Group meetings are provided in the below section. Fulfillment of Condition 30 is discussed in Section 8.17.12.1.

8.17.12.1 *2025 TAG Meetings*

In accordance with Nunavut Impact Review Board Project Certificate No.008 Term and Condition 27, a Terrestrial Advisory Group was established for the Meadowbank Complex. It provides technical oversight on the Mine's mitigation, monitoring and adaptive management measures related to the protection of wildlife. The following parties are actively part of the Terrestrial Advisory Group: the Baker Lake Hunter and Trapper Organization, the Government of Nunavut, the Kivalliq Inuit Association and Agnico Eagle. It is also a venue for TAG members to openly raise concerns about wildlife, and to review and discuss the results of wildlife monitoring and to discuss opportunities for ongoing research.

Several TAG meetings were held since June 2018. Meetings held in 2025 are summarized in Table 8-10 below.

Table 8-10 2025 TAG Meetings

Date	TAG meeting No.	Type of meeting	Parties attending
February 4 - 5, 2025	22	Conference call and In-person at Montreal	Agnico Eagle, BLHTO, KivIA, GN, CIRNAC
Series of meetings between April – June 2025	N/A	Recurrent spring migration update conference calls	Agnico Eagle, BLHTO, KivIA, GN, CIRNAC
June 6, 2025	23	Conference call and In-person at Baker Lake	Agnico Eagle, BLHTO, KivIA, GN, CIRNAC
September 18 – 19, 2025	24	Conference call and In-person at Winnipeg	Agnico Eagle, BLHTO, KivIA, GN, CIRNAC
Series of meeting between September - December 2025	N/A	Recurrent fall migration update conference calls	Agnico Eagle, BLHTO, KivIA, GN, CIRNAC
November 21, 2025	25	Conference call and In-person at Baker Lake	Agnico Eagle, BLHTO, KivIA, GN, CIRNAC

Discussions held in 2025 were fruitful and led to numerous resolutions on files/brainstorming sessions.

8.17.12.2 *Summary of Outcomes*

This section summarizes the TAG meetings held in 2025. Meeting minutes and presentations are shared with the TAG members after each meeting and summaries are presented below.

TAG #22 – February 2025

TAG #22 was an in-person workshop held over two (2) days. The discussions included a 2024 fall migration debrief followed by several presentations and discussions for TEMP version 9 updates. TEMP version 9 discussions included topics such as updated definitions, new decisions trees, and a line by line review and discussion of tracked changes throughout the document.

Recurrent Spring Migration Update Conference Calls – April to June 2025

Throughout the migration period, Agnico Eagle hosted conference calls to provide up to date field observations, which were complemented by Bake Lake HTO and KivIA's field observation, and discuss the ongoing migration and operations status. When needed, requests were made and discussed, identifying the path forward.

TAG #23 – June 2025

TAG #23 included a spring migration debrief presented by Agnico Eagle that included an overview of closures, an overview of 2025 data, and production losses. The meeting also included a KivIA presentation about patrols along the AWAR and WTHR during April and May 2025, followed by discussions about caribou crossing locations and potential improvements to flagging to reduce disturbances to caribou.

TAG #24 – September 2025

TAG #24 was an in-person workshop held over two (2) days. The discussions included a variety of topics related to monitoring programs. Day 1 of the workshop included a review and discussion of the 2024 annual report highlights, the caribou behaviour study, an assessment of caribou migration results following lead caribou closure, updates to the remote camera study design, and a presentation from KivIA on suggested updates to the TEMP spring mitigation measures. Day 2 of the workshop included IQ sharing, as well as review and discussion of the snow study results, previously outlined fall migration protocol, and pending TAG action items. The workshop concluded with discussion of items of interest from GN, BLHTO, and KivIA.

Recurrent Fall Migration Update Conference Calls – September to, December 2025

Throughout the migration period, Agnico Eagle hosted conference calls to provide up to date field observations, which were complemented by BLHTO and KivIA's field observation, and discuss the ongoing migration and operations status. When needed, requests were made and discussed, identifying the path forward.

TAG #25 – November 2025

TAG #25 meeting included a fall migration update, which included a review of road closure calendars, discussion of convoys, a review of collared caribou maps, and items of interest from KivIA, GN, and Baker Lake HTO.

8.17.13 Wildlife Crossing Whale Tail Site

As required by NIRB Project Certificate No.008 Condition 32: ***The Proponent shall engage with the Baker Lake Hunters and Trappers Organization and other relevant parties to ensure that safety barriers, berms, and designed crossings associated with project infrastructure, including the haul road, are constructed and operated as necessary to allow for the safe passage of caribou and other terrestrial wildlife. Summaries of engagement with the Baker Lake Hunters and Trappers Organization regarding implementation of this condition shall be provided to the Nunavut Impact Review Board along with details of the selected crossings in the Proponent's annual report to the Nunavut Impact Review Board.***

Following consultation of the Baker Lake HTO, Agnico Eagle re-sloped, in previous years, the Whale Tail Haul Road at KM 127 to facilitate the wildlife passage in this area. BLHTO came back once the re-sloping was finalized and did not express any other concerns. Within the TAG meetings, permeability and road design discussions are ongoing and will meet the satisfaction of all parties, including the Baker Lake HTO. Different projects are also ongoing and are being discussed at the TAG meetings, such as the implementation of Lead caribou protection measures. Further details can be found in TEMP V9.

8.17.14 Wildlife Mortality

As required by NIRB Project Certificate No.008 Condition 33: ***A summary regarding all wildlife incidents reported, including a reference to whether compensation was or will be provided by the Proponent for direct mortalities, as well as a description of any other steps taken in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board. The Proponent shall provide wildlife incident reports to the appropriate authorities in a timely fashion. Wildlife incident reports should include the following information:***

> ***a) Locations (i.e., latitude and longitude), species, number of animals, a description of the animal activity, and a description of the gender and age of animals if possible;***
>
> ***b) Prior to conducting project activities, the Proponent should map the location of any sensitive wildlife sites such as denning sites, calving areas, caribou crossing sites, and raptor nests in the project area, and identify the timing of critical life history events (i.e., calving, mating, denning and nesting); and***
>
> ***c) Additionally, the Proponent should indicate potential impacts from the project, and ensure that operational activities are managed and modified to avoid impacts on wildlife and sensitive sites.***

Section 3.5.9 of the 2025 Wildlife Monitoring Summary Report (Appendix 36) describes road-related wildlife mortalities and Section 4.5.8 provides a summary of recorded project-related wildlife mortalities near or within the Meadowbank and Whale Tail sites. Refer to these sections for a complete discussion. Wildlife Incident Reports were sent to the GN Conservation officer and KivIA and are provided in Appendix C of the 2025 Wildlife Monitoring Summary Report. In 2025, wildlife compensations for the Meadowbank Complex were sent to KivIA, in accordance with the IIBA Schedule J, Item 6.1, for three (3) wolf, eight (8) arctic fox and one (1) caribou.

Upon discovery of any roadkill, employees were reminded of road rules and the need to enforce these rules by Environment staff and/or road supervisors. All employees are regularly reminded at toolbox meetings that all Project-related incidents are to be reported, and that wildlife have the right-of-way at all times. Mine staff are required to stop vehicles and wait for wildlife to crossroads. No feeding wildlife and waste management practices are also regularly reviewed with employees.

8.17.15 Migratory Birds Protection Plan Whale Tail site

As required by NIRB Project Certificate No.008 Condition 34: ***The Proponent will maintain a Migratory Birds Protection Plan for the Project in consultation with Environment and Climate Change Canada and other interested parties. The plan should include and/or demonstrate that the Proponent give consideration to the following:***

- ***Information obtained from baseline characterization of migratory bird and vegetation communities within the predicted flood area;***
- ***Results of field tests and/or the thorough literature review of the effectiveness of preferred deterrence prior to actual flooding; and***
- ***Details regarding monitoring the effectiveness of mitigation measures during flooding.***

Results of implementation of the Migratory Birds Protection Plan shall be reported to the Nunavut Impact Review Board on an annual basis in the Proponent's annual report.

A summary of the program methods and results is provided in Section 14 of the 2025 Wildlife Monitoring Summary Report (Appendix 36).

The study objectives have been met and reporting under the Migratory Bird Protection Plan is considered complete at this time.

8.17.16 Species at Risk

As required by NIRB Project Certificate No.008 Condition 35: ***The Proponent shall ensure that the mitigation and monitoring strategies developed for Species at Risk are updated as necessary to maintain consistency with any applicable status reports, recovery strategies, action plans, and management plans that may become available through the duration of the Project. Information regarding development, implementation and monitoring of the measures developed by the Proponent in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.***

The intent of the federal Species at Risk Act is to protect species at risk from becoming extirpated or extinct as a result of human activity. Species with ranges that overlap with the Mine, may be considered to be of concern as a result of either their national, territorial or Committee on Status of Endangered Wildlife in Canada (COSEWIC) status. To date, no species have been listed under the Nunavut Species at Risk Act.

Wildlife species of concern that may be impacted by the Project are detailed in Table 8-11 below. Lesser Yellowlegs was added to the list of species of concern for the Project as it was observed during the PRISM/BBS survey in 2025 (Appendix 36).

Table 8-11 Species of Concern Meadowbank and Whale Tail Study Areas

Species	COSEWIC Status	SARA Status	Potential Impact
Caribou (barren-ground population) *(Rangifer tarandus)*	Threatened	No schedule	• Mortality due to vehicle collisions • Habitat loss • Change in harvest due to improved access • Barriers to movement and changes in behaviour
Grizzly bear (western population) *(Urus arctos)*	Special Concern	Special Concern Schedule 1	• Habitat loss • Mortality due to attraction or vehicle collisions
Polar Bear *(Urus maritimus)*	Special Concern	Special Concern Schedule 1	• None anticipated
Wolverine *(Gulo gulo)*	Special Concern	Special Concern Schedule 1	• Habitat loss • Mortality due to attraction or vehicle collisions

Species	COSEWIC Status	SARA Status	Potential Impact
Short-eared Owl *(Asio flammeus)*	Threatened	Special Concern Schedule 1	• Habitat loss • Potential loss of nests/eggs from clearing or flooding during breeding season and due to vehicle collisions
Peregrine Falcon (*Anatum-tundrius complex*)	Not at risk	No status	• Physical hazards to nest on mine infrastructure or in quarries
Harris's Sparrow *(Zonotrichia querula)*	Special Concern	Special Concern Schedule 1	• Habitat loss • Potential loss of nests/eggs from clearing or flooding during breeding season and due to vehicle collisions
Red-necked Phalarope *(Phalaropus lobatus)*	Special Concern	Special Concern Schedule 1	• Habitat loss • Potential loss of nests/eggs from clearing or flooding during breeding season
Lesser Yellowlegs *(Tringa flavipes)*	Threatened	No status	• Habitat loss • Potential loss of nests/eggs from clearing or flooding during breeding season
Transverse Lady Beetle *(Coccinella transversoguttata)*	Special Concern	Special Concern Schedule 1	• Habitat loss

Agnico Eagle will ensure that the mitigation and monitoring strategies developed for Species at Risk are updated as necessary to maintain consistency with any applicable status reports, recovery strategies, action plans, and management plans that may become available through the duration of the Mine. Updates to the Species at Risk will be considered during annual review and with each new revision of the TEMP.

8.17.17 Invasive Vegetation Species

As required by NIRB Project Certificate No.008 Condition 25: ***At least 30 days prior to first shipment of equipment and supplies to the site, the Proponent's mitigation plans, protocols, monitoring and inspection program required in fulfillment of this term and condition shall be provided to the NIRB for review. Subsequently, information regarding inspections, monitoring results, and any reports as referenced above shall be included in the Proponent's annual report to the NIRB. The Proponent shall:***

a) Ensure that equipment and supplies brought to the project sites are clean and free of soils that could contain plant seeds or organic matter not naturally occurring in the area

b) Ensure that vehicle tires and treads are inspected prior to initial use in project areas;

c) Incorporate protocols for monitoring for the potential introduction of invasive vegetation species (e.g. surveys of plant populations in previously disturbed areas) into relevant monitoring and management plans for the terrestrial environment; and

d) Ensure any introductions of non-indigenous plant species must be promptly reported to the Government of Nunavut Department of Environment.

Non-native plant surveys at the Meadowbank Complex were conducted by a WSP vegetation ecologist between July 17 and July 23, 2025. A total of 208 individual locations were surveyed for non-native plants along the AWAR, WTHR, Baker Lake tank farm, Whale Tail and Meadowbank Mine sites areas. Seven (7) new survey locations were established on the Meadowbank site (4) and undisturbed tundra (3). Twenty-one surveys were completed in the undisturbed tundra around the Meadowbank site, WTHR, and AWAR to survey the presence/absence of non-native species. No non-native plants, as identified by the Canadian Endangered Species Conservation Council, were recorded at the Meadowbank Complex in 2025.

More information can be found in Section 16 of the 2025 Wildlife Monitoring Summary Report (Appendix 36). Agnico Eagle will refer to the complete report in Appendix for a complete discussion of the methodology and results.

Agnico Eagle continued to implement in 2025, in accordance with the TEMP, a protocol to ensure that all equipment and bulk supplies must arrive to the mine site free of soil or plant debris to minimize the risk of invasive plant introduction. Invasive plant inspection surveys were completed on cargo in Becancour, prior to being loaded onto shipping vessel. Carrier had closely followed the procedure and confirmed that each equipment/sea can was free of invasive plant.

8.18 COUNTRY FOOD

As required by NIRB Project Certificate No.004 Condition 67: ***Develop and implement a program to monitor contaminant levels in country foods in consultation with HC; a copy of the plan shall be submitted to NIRB's Monitoring Officer.***

The Wildlife and Human Health (Country Foods) Screening Level Risk Assessment program is completed on a 3-year cycle. The last field program was completed in 2024 and the assessment report was provided in the 2024 Meadowbank Complex Annual Report to the NIRB. Overall, this 2024 assessment supports FEIS-stage predictions that operation of the Meadowbank Complex would not increase risks to wildlife and human consumers of country food items from ingestion of chemical contaminants.

In their comments on that report, submitted through the NIRB process in July, 2025, Health Canada recommended that Agnico Eagle conduct further arsenic soil characterization before the 2027 country foods assessment to reliably differentiate natural background variability from project-related emissions. As indicated in response, Agnico Eagle will initiate further discussion with Health Canada on this recommendation ahead of 2027, to verify screening criteria to be used for that assessment.

8.19 ARCHAEOLOGY

As required by NIRB Project Certificate No.004 Condition 69: ***carry out the Project to minimize the impacts on archeological sites, including conducting proper archeological surveys of the Project area (including the all-weather road and all quarry sites); [Cumberland] shall provide to the GN an updated baseline report for archeological sites in the Project area.***

And

As required by NIRB Project Certificate No.004 Condition 70: ***shall report any archeological site discovered during the course of construction, including a burial site, immediately and concurrently to the GN and KivIA. Upon discovering an archeological site, Cumberland shall take all reasonable precautions necessary to protect the site until further direction is received from the GN. In the event that it becomes necessary to disturb an archaeological site, Cumberland shall consult with Elders, GN and KivIA to establish a site specific mitigation plan, and obtain all necessary authorizations and comply with all applicable laws.***

And

As required by CIRNAC Land Lease 66H/8-1-6 Condition 66: ***If an archaeological site is discovered with the Land, the lessee shall immediately advise the Minister and the Territorial Archaeologist in writing.***

And

As required by NIRB Project Certificate No.008 Condition 55: ***The Proponent shall conduct archaeological surveys prior to land disturbance related to the Project and report survey results to applicable parties, including the Government of Nunavut – Department of Culture and Heritage. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.***

And

As required by NIRB Project Certificate No.008 Condition 56: ***The Proponent shall report any archaeological site discovered during the construction, operation, and closure phases to the Government of Nunavut – Department of Culture and Heritage and the Kivalliq Inuit Association. Upon discovering an archeological site, the Proponent shall:***

- ***Take all reasonable precautions necessary to protect the site until further direction is received from the Government of Nunavut – Department of Culture and Heritage; and***
- ***If it becomes necessary to disturb an archaeological site, the Proponent shall consult with the Government of Nunavut – Department of Culture and Heritage, the Kivalliq Inuit Association, and potential impacted communities to establish a site specific mitigation plan, and obtain all necessary authorizations and comply with all applicable laws.***

Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.

In 2025, no archeology surveys pertaining to operation were required and no new archaeological sites were discovered at the Meadowbank Complex.

8.20 CLIMATE MONITORING

8.20.1 Meadowbank Site

As required by NIRB Project Certificate No.004 Condition 21: ***shall fund and install a weather station at the mine site to collect atmospheric data, including air temperature and precipitation.***

In 2025, temperatures and winds recorded were similar to annual trends observed from 2009-2025. The coldest temperature was -38.87°C and warmest temperature was 24.48 °C. The maximum wind speed

recorded in 2025 was 23.15 m/s. Total precipitation in 2025 (257.45 mm) remained within the annual precipitation range from previous years: Total precipitation from 2016 and 2024 ranged between 154.38 mm and 334.54 mm.

Table 8-12 includes average, minimum and maximum air temperatures, average and maximum wind speed as well as daily average, total and maximum volume of precipitation (rainfall / snowfall) on site. It should be noted that Agnico Eagle does not have a snow gauge but rather a rain gauge. For this reason, snow precipitations are reported as millimetre (mm) of rain.

Table 8-12 Meadowbank Site 2025 Monthly Climate Data

Month	Temperature Average	Temperature Max	Temperature Min	Wind Speed Average	Wind Speed Max	Total Precipitation	Daily Average Precipitation	Max Precipitation
	ºC	ºC	ºC	m/s	m/s	mm	mm	mm
January	-28.41	-12.97	-38.05	5.57	19.50	8.10	0.26	3.40
February	-28.51	-17.19	-38.44	5.43	16.97	0.80	0.03	0.30
March	-25.88	-16.48	-34.44	5.91	23.15	4.10	0.13	1.70
April	-18.12	-6.87	-33.26	4.85	19.17	9.70	0.32	3.90
May	-5.53	13.37	-22.39	5.24	17.91	28.75	0.93	18.05
June	7.13	20.35	-1.82	4.89	16.84	18.95	0.63	9.00
July	11.30	24.48	4.29	5.94	23.05	64.60	2.08	15.10
August	11.55	22.48	2.79	4.70	15.82	32.15	1.04	18.50
September	6.29	18.02	-0.67	5.42	22.85	40.20	1.34	11.50
October	-0.46	8.60	-9.76	7.07	22.15	29.40	0.95	8.40
November	-9.72	0.25	-29.14	4.77	21.89	20.40	0.68	6.50
December	-28.19	-5.16	-38.87	2.87	14.80	0.30	0.01	0.10
Total	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**257.45**	**N/A**	**N/A**
Average	**-9.05**	**4.07**	**-19.98**	**5.22**	**19.51**	**N/A**	**0.70**	**8.04**

8.20.2 Whale Tail Site

In 2025, temperatures, winds and precipitation recorded were similar to the data obtained for Meadowbank Site and to historic data from Meadowbank and Baker Lake from 2009-2025. The coldest temperature for Whale Tail in 2025 was -38.29 °C and warmest temperature was 26.33°C. The maximum wind speed recorded in 2025 was 21.36 m/s. Total precipitation in 2025 (282.70 mm) remained within the annual precipitation range from previous years: Total precipitation from 2019 and 2024 ranged between 198.05 mm and 352.90 mm.

Table 8-13 includes average, minimum and maximum air temperatures, average and maximum wind speed as well as daily average, total and maximum volume of precipitation (rainfall / snowfall) on site. It should be noted that Agnico Eagle does not have a snow gauge but rather a rain gauge. For this reason, snow precipitations are reported as millimetre (mm) of rain.

Table 8-13 Whale Tail Site 2025 Monthly Climate Data

Month	Temperature Average	Temperature Max	Temperature Min	Wind Speed Average	Wind Speed Max	Total Precipitation	Daily average Precipitation	Max Precipitation
	ºC	ºC	ºC	m/s	m/s	mm	mm	mm
January	-28.52	-13.10	-38.22	3.32	19.68	14.40	0.46	4.40
February	-28.31	-15.98	-38.29	4.89	16.25	4.20	0.15	1.40
March	-25.12	-15.04	-35.48	4.02	16.46	22.60	0.73	8.00
April	-17.53	-6.42	-31.96	4.05	17.86	5.60	0.19	2.40
May	-4.94	13.09	-23.85	4.28	19.62	20.10	0.65	12.80
June	7.48	23.45	-2.49	3.38	15.15	33.20	1.14	12.50
July	11.50	26.33	3.62	3.85	15.74	62.30	2.01	15.80
August	11.96	24.20	2.75	3.58	13.09	10.90	0.35	4.80
September	5.44	17.61	-0.81	4.29	21.36	53.00	1.77	9.60
October	-1.36	7.55	-10.72	5.52	20.58	20.20	0.65	5.80
November	-10.10	-0.86	-28.79	3.44	20.58	34.90	1.16	8.20
December	-28.61	-14.69	-37.72	3.19	14.64	1.30	0.04	0.40
Total	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**282.70**	**N/A**	**N/A**
Average	**-9.01**	**3.85**	**-20.16**	**3.98**	**17.58**	**N/A**	**0.78**	**7.18**

8.20.3 Historic Climate Data

Historic average is provided in Table 8-14 and Figures 13 to 15 below for temperature average, total precipitation, and wind speed max. Temperature averages were similar for Meadowbank, Whale Tail, and Baker Lake. Precipitation at Meadowbank and Baker shows a similar trend. It is difficult to compare the historic data to Whale Tail for precipitation as the data started to be collected only in May 2019. Based on the information collected over four and a half years, Whale Tail has received more precipitation compared to Meadowbank and Baker Lake. For the maximum wind speed, Meadowbank, Whale Tail, and Baker Lake show similar values.

Table 8-14 Historic Meadowbank, Whale Tail and Baker Lake Monthly Climate Data

Date	Meadowbank (average 2009-2025)			Whale Tail (average 2019-2025)*			Baker Lake (average 2009-2025)		
	Temperature Average	Wind Speed Max	Total Precipitation	Temperature Average	Wind Speed Max	Total Precipitation	Temperature Average	Wind Speed Max	Total Precipitation
	˚C	m/s	mm	˚C	m/s	mm	˚C	m/s	mm
January	-28.95	19.33	10.29	-29.49	19.65	19.08	-28.77	23.00	9.14
February	-31.45	17.86	5.48	-32.58	17.25	8.75	-30.36	21.11	6.81
March	-26.70	19.30	11.73	-25.81	20.41	12.10	-25.90	21.39	7.32
April	-17.52	19.15	8.56	-17.42	18.18	11.38	-16.55	21.34	12.47
May	-6.12	18.57	14.50	-5.60	18.69	10.93	-5.42	19.76	15.21
June	5.66	17.63	21.63	6.53	17.47	26.14	6.25	19.16	22.52

Date	Meadowbank (average 2009-2025)			Whale Tail (average 2019-2025)*			Baker Lake (average 2009-2025)		
	Temperature Average	Wind Speed Max	Total Precipitation	Temperature Average	Wind Speed Max	Total Precipitation	Temperature Average	Wind Speed Max	Total Precipitation
	°C	m/s	mm	°C	m/s	mm	°C	m/s	mm
July	12.70	18.44	38.90	13.20	18.49	46.57	12.48	18.95	27.30
August	11.08	18.16	38.58	10.88	18.37	39.24	11.39	20.26	35.08
September	4.21	21.51	51.04	3.90	20.44	54.53	4.67	20.90	41.32
October	-4.85	21.30	25.37	-4.04	22.20	36.93	-4.46	21.73	22.27
November	-17.07	20.94	14.33	-17.56	16.82	18.27	-16.84	21.34	18.05
December	-25.64	18.53	6.50	-25.74	17.86	11.64	-25.24	21.67	10.78
Total	**N/A**	**N/A**	**246.91**	**N/A**	**N/A**	**295.56**	**N/A**	**N/A**	**228.27**
Average	**-10.39**	**19.23**	**N/A**	**-10.31**	**18.82**	**N/A**	**-9.90**	**20.89**	**N/A**

**Precipitation data for Whale Tail collected from May 2019 onward.*

Figure 13 Historic Comparison Meadowbank, Whale Tail, Baker Lake Sites Temperature Average 2009-2025

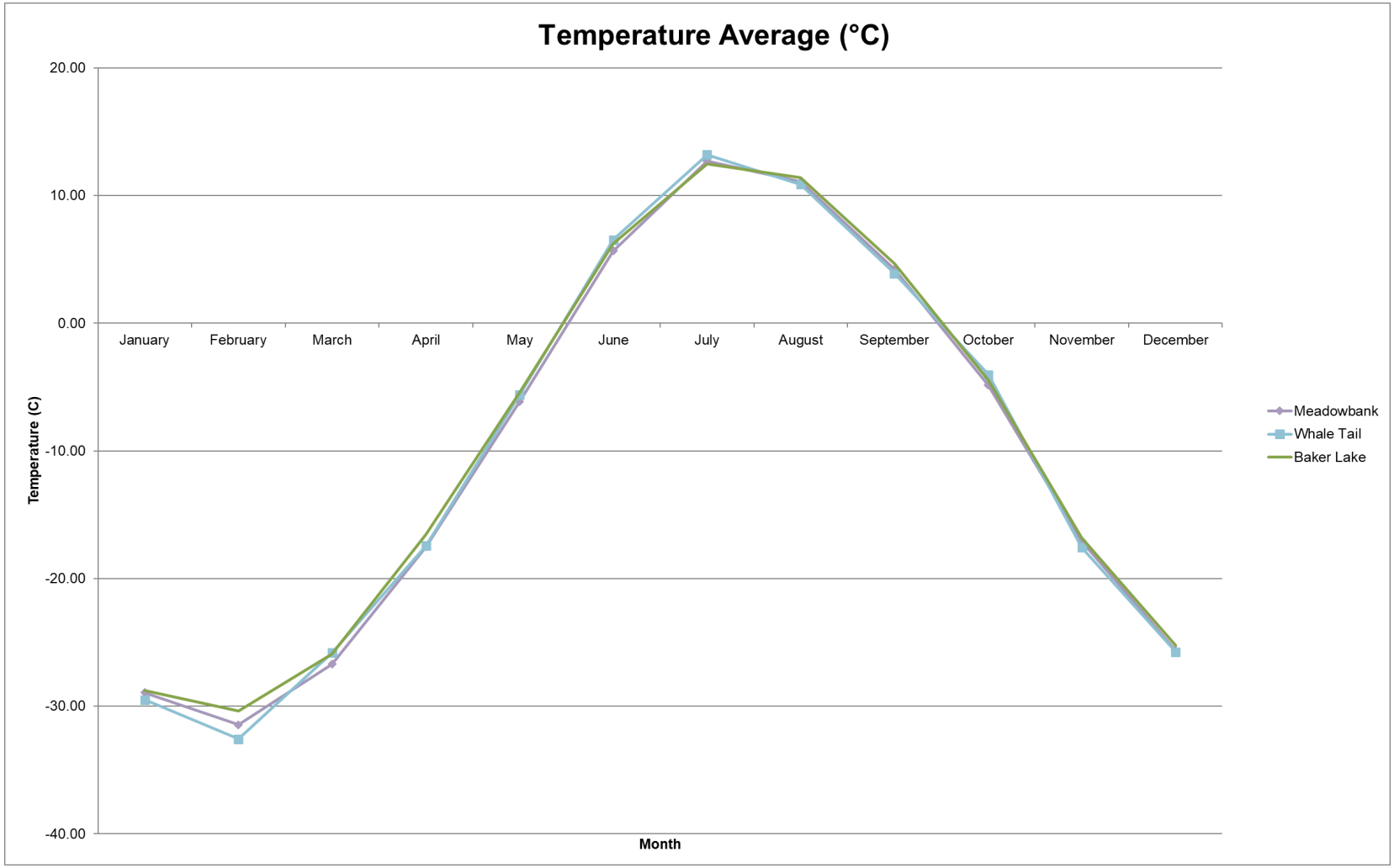


Figure 14 Historic Comparison Meadowbank, Whale Tail, Baker Lake Sites Total Precipitation Average 2009-2025

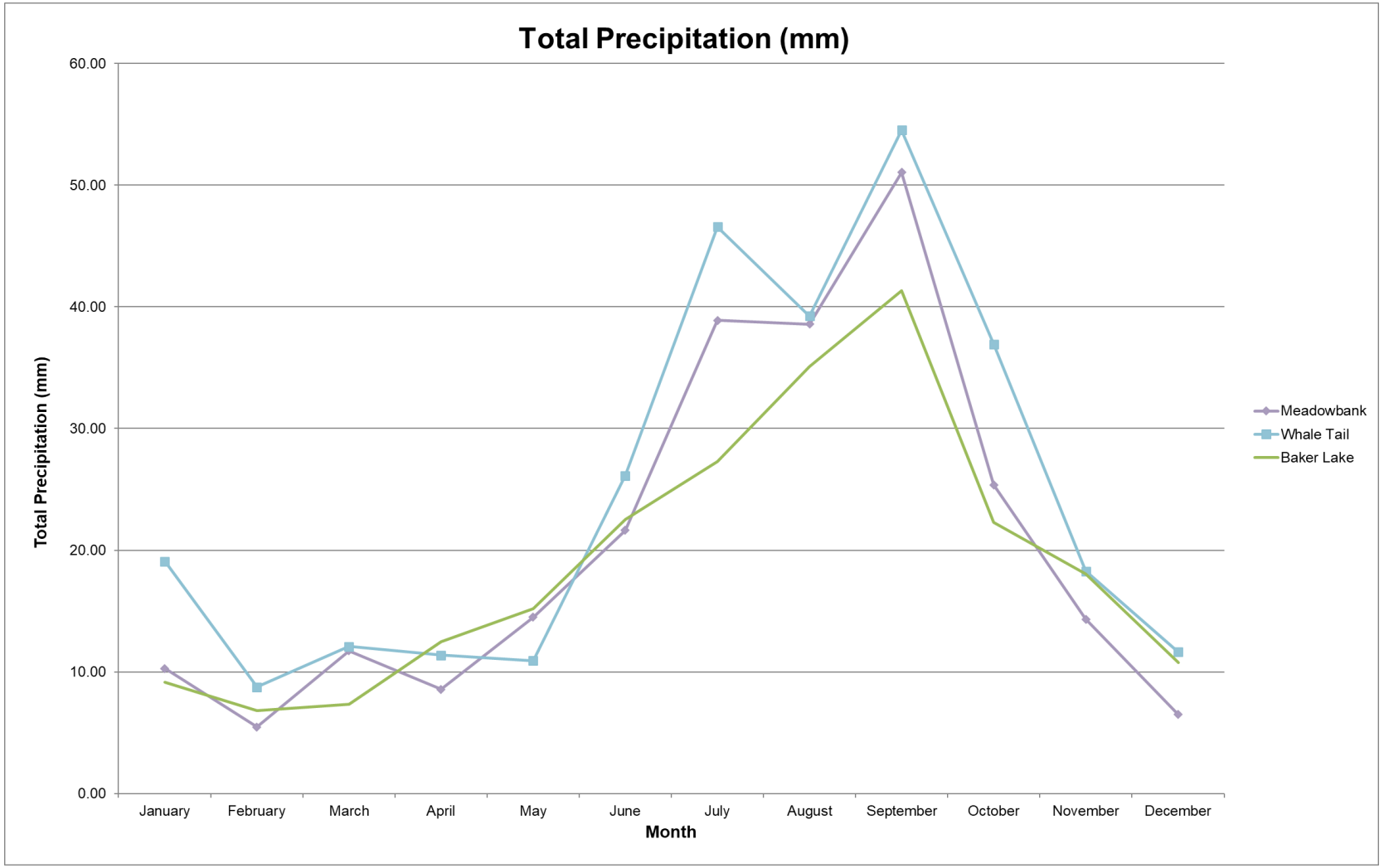
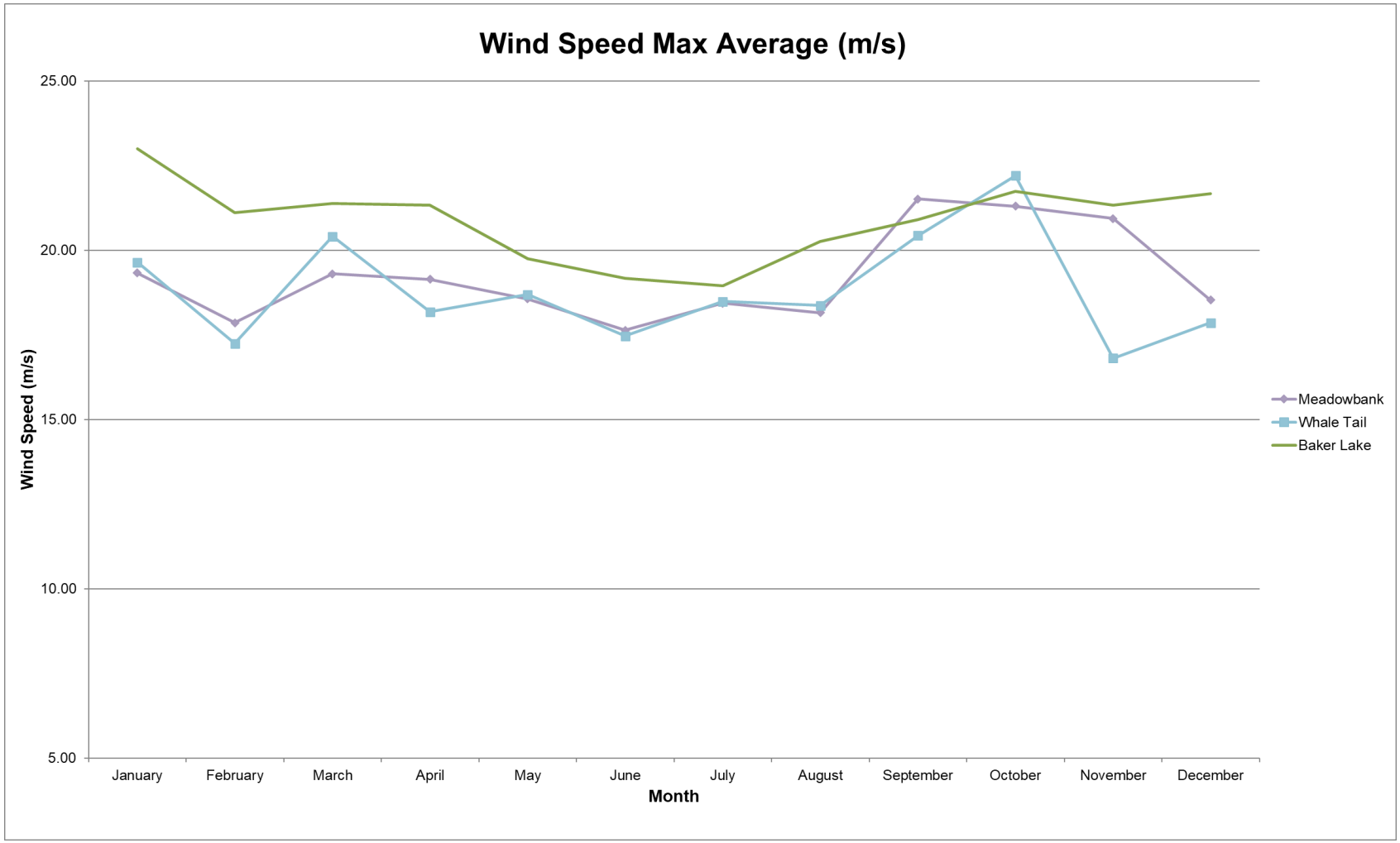


Figure 15 Historic Comparison Meadowbank, Whale Tail, Baker Lake Sites Wind Speed Max Average 2009-2025



8.21 ADAPTIVE MANAGEMENT§

The primary objective of the Adaptive Management Plan (Version 1.5, July 2021) is to document specific mitigation measures and associated management actions to be taken when specified thresholds are exceeded for the following facilities and activities:

- Waste rock storage facility;
- Receiver water quality;
- Surface water quantity; and
- Underground mine water quantity.

Table 8-15 presents the thresholds for the 2025 period for each of the components included in that plan.

Table 8-15 Summary of Adaptive Plan Threshold

Item	Threshold for 2025	Management Strategy
WRSF Permafrost Aggradation	Level 0 (normal operating condition)	Continue temperature monitoring of the WRSF
WRSF Surface Water Balance and Active Layer Development	Level 0 (normal operating condition)	Continue temperature monitoring of the WRSF
Receiver Water Quality Whale Tail South	Level 0 for total phosphorus (normal operating condition)	Continue monitoring as per Water Quality and Flow Monitoring Plan Update water balance and water quality forecast as part of the Annual Report
	Level 0 for arsenic (normal operating condition)	Continue monitoring as per Water Quality and Flow Monitoring Plan Update water balance and water quality forecast as part of the Annual Report
Receiver Water Quality Kangislulik Lake	Level 0 for total phosphorus (normal operating condition)	Continue monitoring as per Water Quality and Flow Monitoring Plan Update water balance and water quality forecast as part of the Annual Report
	Level 0 for arsenic (normal operating condition)	Continue monitoring as per Water Quality and Flow Monitoring Plan Update water balance and water quality forecast as part of the Annual Report.
Surface Water Quantity	Level 0 (normal operating condition)	Continue water monitoring as per water management plan. Update water balance and water quality monitoring as part of Annual Report
Underground Water Quantity	Level 0 (normal operating condition)	Continue water monitoring as per water management plan Update water balance and water quality monitoring as part of Annual Report

The WRSF adaptive management threshold level was evaluated based on the review of the thermal data. These data are provided in the 2025 Thermal Monitoring Report (Appendix 20). Permafrost aggradation was observed in the foundation of the WRSF in 2025. Freeze-back within the first 7 m is currently aligned with the model prediction. The model predicted an active layer up to 7 m which has not been observed so far in the monitoring data. Follow up of the monitoring data will continue.

For Whale Tail South and Kangislulik Lake, the water quality data is collected as part of the annual CREMP (Appendix 26). In 2025, for both lakes, the mean total phosphorus and total arsenic concentration for each sampling event remain at Level 0. Results from CREMP 2025 were used to assess adaptive management levels going into 2026. The mean concentrations of paired monthly sampling results were compared to Adaptive Management Plan thresholds. For Kangislulik Lake (total phosphorus and arsenic) and Whale Tail South (total phosphorus and arsenic), the water quality was assessed as Level 0 based on the results of the September 2025 sampling event. Monitoring as per the Water License will continue during 2026 along with the update of the water balance and water quality forecast as part of the Annual Report. Agnico Eagle will continue to track nutrients level in 2026, and additional measures outlined in the adaptive management plan will be implemented if warranted.

The surface and underground water quantity threshold in 2025 was at Level 0 as there was enough water storage capacity on site to manage water from these sources.

SECTION 9. CLOSURE

9.1 PROGRESSIVE RECLAMATION§

9.1.1 Meadowbank Site§

9.1.1.1 *Mine Site§*

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 17: ***A summary of any progressive closure and reclamation work undertaken including photographic records of site conditions before and after completion of operations, and an outline of any work anticipated for the next year, including any changes to implementation and scheduling.***

And

As required by KIA KVPL08D280 Production Lease Condition 6.01 (9): ***Reclaim and remediate the Leased Land in accordance with the Closure and Reclamation Plan, on an ongoing basis through the Term and deliver to KIA, not later than March 31 of each year of the Term, beginning five years after the effective date, an amended C&R Plan detailing the activities taken in the last year and to be undertaken in the next year and planned for the balance of the Term, that includes, but is not limited to the proposed methods and procedures for progressive reclamation.***

Agnico Eagle submitted the Meadowbank Interim Closure and Reclamation Plan dated May 29, 2019, to CIRNAC on June 7, 2019, and on July 24, 2019, to the NWB. On March 2020, Agnico Eagle made a revision to the Meadowbank Interim Closure and Reclamation Plan (ICRP) – Update 2019 to address action items identified by the NWB during the review of the 2018 Annual Report. On December 15, 2025, Agnico Eagle submitted an updated Meadowbank Interim Closure and Reclamation Plan to NWB.

Best management practices, including progressive closure, have been incorporated in the Meadowbank operation period. The current mine plan includes progressive closure associated with the following components:

- Open Pits;
- Portage WRSF;
- Tailings Storage Facilities; and
- Water management infrastructures.

The key closure activities that have been identified for progressive reclamation are detailed in the ICRP for each individual component of the Project. The progressive reclamation activities provided in this ICRP will be updated in future versions of the plan to include new opportunities for progressive reclamation identified during operations.

In 2025, progressive reclamation activity occurred at the tailings storage facility of the Meadowbank Site. Progressive reclamation with the construction of the NPAG cover landform over the tailings in the North

Cell was first undertaken in winter of 2015 following the completion of the tailings deposition. The construction continued in 2016 to 2019, and 2023-2024. In 2025, the construction of the NPAG cover over the tailings and of some structures required to support possible additional tailings deposition were completed in the South Cell. The construction of Collection Pond 23 (CP23) Phase 1, in the former location of Quarry 23, and its associated South Cell channel was completed in 2025; this collection pond is where water from the North Cell and South Cell NPAG covers will be gathered. The as-built report for the CP23 Phase 1 and channel are included in the Appendix 16 of this report. The West Road Raise was also completed, ensuring access to the site as Portage Pit A fills with water.

Based on mining operations, there may be some additional opportunities to complete progressive closure on the South Cell and North Cell TSF before closure. In 2025, Agnico Eagle continued the work to update the closure landform design of the TSF. Based on the design assessment and the site conditions, additional tailings deposition could be completed in the North and South Cell, along with construction of internal rockfill structures if required for water management and tailings deposition. Construction of the tailings closure NPAG cover landform will also be constructed in progressive closure based on site conditions and resources available.

The flooding of Vault and Phaser/BB Phaser pits with natural inflow began at the end of mining operations in the area in 2019 and continued during 2025. More details on this can be found in the Meadowbank Water Management Plan (Appendix 13).

In 2025, work progressed on the development and implementation of the closure water treatment system for the Portage and Goose Pits water as a result of in-pit deposition. The following main activities occurred, and will continue in 2026:

- Continue bench scale laboratory testing to define the water treatment technologies and design required for closure; and

- Implement in-pit semi-passive treatment to enhance the degradation of nitrogen compounds in reclaim water.

Details on the closure water treatment system for the Portage and Goose Pits water are provided in the 2025 Meadowbank Water Management Plan and are included in the current ICRP for the Meadowbank Complex presented in 2025.

The landfill located in the Portage WRSF will be in active use throughout the operation period and also during the closure period in order to receive debris from decommissioning and demolition. Operation landfills are progressively closed in the Portage WRSF during operation, but final closure of the landfill will occur at the end of the active closure stage.

In 2025, site cleanup continued with decommissioning of unused equipment.

Specific timelines for progressive reclamation activities on site during operation for the buildings and equipment are defined and included in the most recent version of the ICRP for the Meadowbank Complex presented in 2025. Efforts are also made to reduce inventories of consumables on site leading up to the end of operation.

9.1.1.2 *All-Weather Access Road*[§]

As required by CIRNAC Land Lease 66A/8-71-4, Condition 35: ***The Lessee shall file annually a progress report for the preceding year outlining the ongoing reclamation completed in conformance with the approved Closure and Reclamation Plan.***

And

As required by KIA Right of Way KVRW06F04, Condition 28: ***Agnico Eagle shall file annually, no later than March 31st of each year, a progress report for the preceding year, outlining any ongoing restoration completed, in conformity with the Closure and Reclamation Plan.***

No progressive reclamation has been completed on the AWAR or associated quarries in 2025 as none of the quarries are considered as no longer being required as borrow source for road maintenance.

Quarries no longer required for operations could be progressively reclaimed during operation, as equipment and resources become available. The AWAR will be preserved as the main access to the site in a sufficient condition to allow post-closure access for monitoring, inspection and maintenance activities. Material availability from quarries and proper maintenance are required to ensure the good state of the road. Based on planned maintenance schedule, a specific timeline for quarries progressive reclamation during operation will be defined.

9.1.1.3 *Quarries*[§]

As required by CIRNAC Land Lease 66A/8-72-7, Condition 33: ***The lessee shall file annually a report for the preceding year, outlining ongoing restoration completed in conformity with C&R Plan, as well as any variations from the said Plan.***

And

As required by KIA Quarry Lease KVCA06Q11, Condition 14: ***AEM shall conduct reclamation activities during the first 12 months of the term of this Permit in accordance with the Reclamation Plan attached as Schedule 3. AEM shall annually thereafter submit to KIA a Reclamation Plan detailing the proposed reclamation activities for the upcoming year. Such Plans shall be subject to the approval of KIA and will form part of this Permit. AEM shall conduct reclamation in accordance with the approved Reclamation Plans***

And

As required by KIA Quarry Lease KVCA23Q01, Condition 19*: The Permittee shall conduct reclamation activities during the first twelve (12) months of the term of this Permit in accordance with the Meadowbank Interim Closure and Reclamation Plan attached in Schedule 3. The Permittee shall annually thereafter submit to the Association an Interim Closure and Reclamation Plan detailing the proposed reclamation activities for the upcoming year. Such plans shall be subject to the approval of the Association and will form part of this Permit. The Permittee shall conduct reclamation in accordance with the approved Plans.*

As mentioned in Section 9.1.1.2, no progressive reclamation has been completed on the AWAR or associated quarries in 2025.

9.1.2 Whale Tail Site§

9.1.2.1 *Mine Site§*

As required by NWB Water License 2AM-WTP1830 Part J, Item 2: ***The Licensee shall submit to the Board for approval within three (3) years of Operations, an updated Interim Whale Tail Pit Closure and Reclamation Plan prepared in accordance with the "Guidelines for the Closure and Reclamation of Advanced Mineral Exploration and Mine Sites in the Northwest Territories", issued by the Mackenzie Valley Land and Water Board (MVLWB) and Aboriginal Affairs and Northern Development Canada (AANDC) in 2013 (MVLWB/AANDC 2013) and consistent with the Mine Site Reclamation Policy for Nunavut, 2002. The Plan shall include all mine related facilities and Whale Tail Pit Haul Road.***

And

As required by NIRB Project Certificate 008 Condition 12: ***The Proponent shall provide a summary of its progressive reclamation efforts and associated feedback received from communities with respect to aesthetic values solicited by the Proponent as part of its public engagement processes in its annual reporting to the NIRB. As part of the Closure and Reclamation Plan, the Proponent shall develop and implement a program to:***

- ***Progressively reclaim disturbed areas within the project footprint, with an emphasis on restoring the natural aesthetics of the area through re-contouring to the extent practicable; and***

- ***In a manner that demonstrates that the Proponent has considered the aesthetic values of local communities (e.g. information regarding the acceptability of the topography and landscape of the project areas following progressive reclamation efforts).***

And

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 20: ***A summary of any progressive Closure and Reclamation work undertaken, including photographic records of site conditions before and after completion of operations, and an outline of any work anticipated for the next year, including any changes to implementation and scheduling.***

And

As required by KIA Production Lease KVPL17D01 Condition 6.01 (10): ***Deliver to KIA, not later than March 31, 2022 and not later than March 31st every three (3) years thereafter, a Conceptual Reclamation and Closure Plan and Reclamation Estimate, detailing the reclamation and remediation activities taken in the last three (3) years and to be undertaken in the next three (3) years and planned for the balance of the Term. That includes, but not is not limited to the proposed methods and procedure for the progressive […]***

Agnico Eagle submitted an updated version of the Whale Tail Interim Closure and Reclamation Plan (ICRP) on July 2020 to NWB. For details regarding the planned permanent and progressive reclamation, please refer to Section 5 and 6 of the Whale Tail ICRP. The next version of the Interim Closure and Reclamation Plan for the Meadowbank Complex was presented in 2025 and provided updated progressive reclamation activities.

In 2025, progressive placement of the Whale Tail and IVR WRSF NPAG cover landform was completed over the side slopes of the facilities. In 2026, it is planned to continue the progressive placement of the NPAG cover on these facilities.

The progressive reclamations activities provided in the 2025 ICRP will be updated in future versions of the plan to include new opportunities for progressive reclamation identified during operations.

9.1.2.2 *Whale Tail Haul Road*[§]

As required by CIRNAC Land Lease 66H/8-2-3, Condition 25: ***The lessee shall file annually a report for the preceding year, outlining ongoing restoration completed in conformity with the approved Abandonment and Restoration Plan, as well as any variations from the said Plan.***

No reclamation work was undertaken along the Whale Tail Haul Road in 2025.

9.1.2.3 *Quarries*[§]

As required by KIA Quarry Lease KVCA15Q02, Condition 14: ***AEM shall conduct reclamation activities until November 22, 2018, in accordance with the Reclamation Plan attached Schedule 3. AEM shall annually thereafter submit to KIA a Reclamation Plan detailing the proposed reclamation activities for the upcoming year.***

And

As required by KIA Quarry Lease KVCA18Q01, Condition 20: ***The permittee shall conduct reclamation activities during the first twelve months of the term of this Permit in accordance with the Reclamation Plan attached as Schedule 3. The permittee shall annually thereafter submit to the Association an Reclamation Plan detailing the proposed reclamation activities for the upcoming year.***

And

As required by KIA Quarry Lease KVCA15Q01, Condition 13: ***The permittee shall conduct reclamation activities during the first twelve months of the term of this Permit in accordance with the Reclamation Plan attached as Schedule 3. The permittee shall annually thereafter submit to the Association an Reclamation Plan detailing the proposed reclamation activities for the upcoming year.***

And

As required by CIRNAC Land Lease 66H/8-1-6, Condition 35: ***The lessee shall file annually a report for the preceding year, outlining ongoing restoration completed in conformity with the approved Abandonment and Restoration Plan, as well as any variations from the said Plan.***

No progressive reclamation work was completed in 2025. Quarries and eskers are required for maintenance work on the Whale Tail Haul Road.

The quarries and eskers no longer required for operations could be progressively reclaimed during operation, as equipment and resources become available. The Whale Tail Haul Road will be preserved as the main access to the site in a sufficient condition to allow post-closure access for monitoring, inspection and maintenance activities. Material availability from quarries and proper maintenance are

required to ensure a good state of the road. Based on planned maintenance schedule, a specific timeline for quarries and eskers progressive reclamation during operation will be defined.

9.2 RECLAMATION COSTS§

9.2.1 Meadowbank Site§

9.2.1.1 *Project Estimate*§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 19: ***An updated estimate of the current restoration liability based on project development monitoring, results of restoration research and any changes or modifications to the Appurtenant Undertaking.***

And

As required by NIRB Project Certificate No.004, Condition 5: ***Cumberland shall meet with respective licensing authorities prior to the commencement of construction to discuss the posting of adequate performance bonding. Licensing authorities are encouraged to take every measure to require that sufficient security is posted before construction begins. This bonding should not duplicate other amounts of security required (e.g. the NWB).***

And

As required by NIRB Project Certificate No.004 Condition 78: ***Cumberland shall file a complete Closure and Reclamation Plan developed to comply with INAC's policy of full cost of restoration and any related NWB requirements such that the Inuit and taxpayers are not liable for any cost associated with the cleanup, modification, decommission, or abandonment.***

And

As required by NIRB Project Certificate No.004, Condition 80: ***File annually with NIRB's Monitoring Officer an updated report on progressive reclamation and the amount of security posted, as required by KivIA, INAC, and/or the NWB.***

Refer to Section 9.1.1 for the progressive reclamation discussion.

Agnico Eagle currently holds security for a total of C$ 89,427,746 under licence 2AM-MEA1530. The financial security cost estimate assumptions and methodology used for the calculations, along with the complete RECLAIM 7.0 spreadsheets are presented in Appendix Q of the ICRP.

For the purpose of this financial security cost estimate, only progressive rehabilitation measures which have already been completed to date (up to 2017) are considered in the calculations.

An updated security estimate was provided as part of the ICRP update (submitted December 2025 to NWB). Discussions are ongoing at the time of reporting.

9.2.1.2 *AWAR and Quarries*§

As required by CIRNAC Land Lease 66A/8-71-4, Condition 23: ***The Lessee shall submit to the Minister no later than November 1st, 2025, and every three (3) years thereafter, an updated Closure and Reclamation Plan and cost estimates thereof.***

And

As required by CIRNAC Land Lease 66A/8-72-7, Condition 37: ***The lessee shall submit to the Minister every 2 years after the commencement date of this lease (January 2007), a report describing cumulative variations from the C&R Plan with updated cost estimates.***

And

As required by KIA Right of Way KVRW06F04, Condition 16: ***Agnico Eagle shall submit to KIA on March 31, 2009, and no later than March 31st of every second year thereafter, a report describing any variations from the Closure and Reclamation Plan and updated cost estimates.***

As described in Sections 9.1.1.2 and 9.1.1.3, no progressive reclamation has been completed on the AWAR or associated quarries in 2025.

The cost estimate for the reclamation of the AWAR and quarries represents C$ 993,078 as per the calculation completed with Reclaim 7.0 (March 2014) in the Meadowbank Interim Closure and Reclamation Plan – Update 2019 (V.01).

An updated security estimate was provided as part of the ICRP update (submitted December 2025 to NWB). Discussions are ongoing at the time of reporting.

9.2.2 Whale Tail Site§

9.2.2.1 *Project Estimate*§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 22: ***An updated estimate of the current restoration liability based on Project development monitoring, results of restoration research and any changes or modifications to the Appurtenant Undertaking.***

And

As required by NWB Water License 2AM-WTP1830 Part C, Item 7: ***The Licensee shall, within twelve (12) months following the commencement of Operations and when the Licensee files a Final Reclamation and Closure Plan as required under the License, submit to the Board for review an updated reclamation cost estimate, using the INAC RECLAIM Reclamation Cost Estimating Model (Version 7.0 or the most current version in use at the time the updated reclamation cost estimate is submitted to the Board).***

And

As required by NIRB Project Certificate No.008, Item 7: ***The Proponent shall meet with respective licensing authorities prior to the commencement of construction to discuss the posting of adequate performance bonding.***

Licensing authorities are encouraged to take every measure to require that sufficient security is posted before construction begins.

Agnico Eagle currently holds security for a total C$ 50,663,508 under licence 2AM-WTP1830.

An updated security estimate was provided as part of the ICRP update (submitted December 2025 to NWB). Discussions are ongoing at the time of reporting.

9.3 TOPSOIL/ORGANIC MATTER SALVAGE AND REVEGETATION

As required by NIRB Project Certificate 008 Condition 13: ***The Proponent shall explore the feasibility of topsoil/organic matter salvage as part of project development and provide updates to the Closure and Reclamation Plan based on this investigation. The Proponent shall provide a summary of its management of topsoil in annual reports to the NIRB.***

And

As required by NIRB Project Certificate No.008 Condition 26: ***The Proponent shall include revegetation strategies within its Mine Closure and Reclamation Plan that support progressive reclamation, and promote natural revegetation and recovery of disturbed areas compatible with the surrounding natural environment. These strategies should include exploration of the feasibility and practicality of topsoil/organic matter salvage through Project development. Consideration for the results of similar reclamation efforts at other northern projects, including the Meadowbank Gold Mine Project, must be demonstrated. Within three (3) years from the commencement of construction, information regarding the revegetation strategies developed and implemented by the Proponent in fulfillment of this Term and Condition shall be included in the Proponent's annual report to the NIRB. Subsequently, information regarding the Proponent's progress in fulfillment of this Term and Condition shall be provided annually in the Proponent's annual report to the NIRB.***

Natural revegetation is already promoted and included in the Whale Tail ICRP. As per the 2019 Whale Tail ICRP Revision 1, active revegetation has not been planned as part of the reclamation plan given the cold climate setting of the Project. During the project development, the overburden sporadic quantities were disposed in the WRSFs along with other material from stripping. The overburden material was not segregated due to the layer of overburden being too thin and the overall site conditions.

Agnico Eagle Meliadine Mine Site, as per the 11MN034 Project Certificate, need to undertake a similar study than for the Whale Tail Mine. A revegetation study was conducted between 2018 and 2021 at Meliadine.

Results of the various studies conducted by Meliadine mine site has been shared with Meadowbank and Whale Tail in order to fulfill the current Project Certificate No. 008 obligations. For further details, refer to the Meliadine Annual Report.

Additional assessment is being completed at Meadowbank site for the monitoring of natural revegetation and to identify ways to promote natural revegetation during the closure activities. The details will be included in the Final Closure and Reclamation Plan for the Meadowbank Complex.

9.4 TEMPORARY MINE CLOSURE WHALE TAIL SITE

As required by NIRB Project Certificate No.008 Condition 47: ***The Proponent should undertake an analysis of the risk of temporary mine closure, giving particular consideration to how communities in the Kivalliq region may be affected by temporary closure of the mine, including consideration of the measures that can be taken to mitigate the potential for adverse effects (e.g. development of programs that provide transferable skills, identification of employment options that can include transfers amongst Agnico Eagle operations, etc.) This analysis is required to be updated as necessary to reflect significant changes to the Project or the socio-economic conditions in the region that may increase the risks and potential effects of temporary mine closures. This initial results of the Proponent's analysis should be provided to the Nunavut Impact Review Board (NIRB) within six (6) months of the issuance of the Project Certificate. Any updates to the analyses should be provided to the NIRB within three (3) months following completion of updated analyses by the Proponent.***

Agnico Eagle submitted the analysis of risk of temporary mine closure on September 11, 2018. There have not been any updates since the last submission. The Analysis of the Risk of Temporary Mine Closure is included in the Appendix 50 of the 2018 Annual Report.

9.5 SOCIO-ECONOMIC CLOSURE PLAN WHALE TAIL SITE

As required by NIRB Project Certificate 008 Condition 51: ***The Proponent shall develop a conceptual Socio-economic Closure Plan that:***

- ***Links the socio-economic closure plans for Meadowbank and Whale Tail;***
- ***Identifies regular update and multi-party review requirements;***
- ***Shows evidence of consideration of socio-economic lessons learned from other northern mine closure experiences;***
- ***Includes evidence of consultation with Kivalliq communities and governance bodies on socio-economic objectives/goals related to closure planning;***
- ***Emphasizes plans, policies, and programs to increase transferable skills of Inuit workers, including into trades and other skilled positions; and***
- ***Includes all plans, policies and programs related to socioeconomic factors in a temporary closure situation; and***
- ***Includes a Workforce Transition Plan between the Whale Tail Project and other production mines owned and operated by the Proponent in the Kivalliq region.***

The Proponent shall advance the recommendations of the Conceptual Socio-economic Closure Plan through the development of a Final Socio-economic Closure Plan that will be part of the Whale Tail Pit Project Final Closure and Reclamation Plan.

The conceptual socio-economic closure plan will be provided to the Nunavut Impact Review Board within one (1) year of issuance of the Project Certificate, and updated as needed prior to closure with information provided in the Proponent's annual report to the Nunavut Impact Review Board.

Agnico Eagle has adopted an integrated approach to Meadowbank Complex Closure planning, recognizing that a meaningful closure plan must address both environmental and social dimensions. In 2024, consultation efforts focused on environmental aspects of closure, engaging communities on reclamation, environmental monitoring, and mitigation measures. Building on this foundation, 2025 shifted focus to the social aspects of mine closure, prioritizing community needs, socio-economic aspirations, and long-term community well-being in the post-mining future.

In 2025, Agnico Eagle engaged with multiple stakeholders on the Meadowbank Complex Closure, with the purpose of providing communities with closure information, answering questions, and identifying community concerns and feedback. Overall, 37 engagement activities were completed across six (6) communities through various channels including public meetings and advertisements; meetings with Hamlet and government officials, Hunters and Trappers Organizations, the Kivalliq Wildlife Board (14), and the Kivalliq Elders Advisory Committee (14), Focus Groups (7), and site visits (2).

Focus group meetings were hosted to identify community priorities and ensure the mining closure plan reflects the social and economic aspirations of Baker Lake community members. A total of 77 Baker Lake residents from various demographics were consulted throughout these sessions. Prior to each interactive exercise, Agnico Eagle presented the Meadowbank Complex closure and engagements to date, Agnico Eagle's contributions to the Kivalliq region, and mitigation measures in place for closure, providing environmental and socio-economic context for discussion. Each focus group was guided through questions about their priorities for the future of Baker Lake post-mine closure, with a graphic facilitator visually representing the information shared by participants. Priorities gathered from the focus groups will be compiled with all other results to create an overall visual representation — the Legacy Framework — that reflects the community of Baker Lake's vision for its post-mining future.

Additional details are summarised in Meadowbank Conceptual Socio-Economic Closure Plan Update submitted as Appendix 48.

SECTION 10. PLANS / REPORTS / STUDIES

10.1SUMMARY OF STUDIES§

10.1.1 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 20: ***A summary of any studies requested by the Board that relate to Water use, Waste disposal or Reclamation, and a brief description of any future studies planned.***

No studies were requested by the NWB in 2025.

10.1.2 Whale Tail Site§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 23: ***A summary of any studies requested by the Board that relate to Water use, Waste disposal or Reclamation, and a brief description of any future studies planned.***

No studies were requested by the NWB in 2025.

10.2 SUMMARY OF REVISIONS§

10.2.1 Active Management Plans §

A list of management plans for the Meadowbank and Whale Tail sites is included in Tables 10-1 to 10-3. These tables include details on the latest version and submission date to regulators.

Table 10-1 Active Management Plans for Meadowbank Site§

Meadowbank Site		
Management Plan	**Submission Date**	**Version**
AWAR Transportation Management Plan	October 2022	6
Baker Lake Bulk Fuel Storage Facility: Environmental Performance Monitoring Plan	March 2025	7
Dewatering Dike OMS	March 2025	12
Freshet Action Plan	March 2026	14
Groundwater Monitoring Plan	April 2020	11
Habitat Compensation Monitoring Plan	February 2017	4
Incinerator Waste Management Plan	June 2022	10
Landfarm Design and Management Plan	March 2025	6
Landfill Design Management Plan	March 2025	7
Meadowbank No Net Loss Plan, Phaser Offsetting Plan addendum and In-Pit disposal addendum	February 2019	3
OPEP/OPPP	March 2026	19
Operational ARD-ML Sampling and Testing Plan	November 2013	2
Pore Water Quality Management Plan	April 2020	2

Meadowbank Site		
Management Plan	**Submission Date**	**Version**
Sewage Treatment Plant Management Plan	March 2017	6
Tailings Storage Facility OMS	March 2025	13
Waste Rock and Tailings Management Plan	March 2026	16
Water Management Plan	March 2026	15
Water Quality and Flow Monitoring Plan	March 2016	5
Water Quality Monitoring and Management Plan for Dike Construction and Dewatering + Addendum	July 2016	4

Table 10-2 Active Management Plans for Whale Tail Site[§]

Whale Tail Site		
Management Plan	**Submission Date**	**Version**
Adaptive Management Plan	July 2021	1.5
Arsenic Water Treatment Plan OMM	January 2026	3
Erosion Management Plan	December 2018	2
Fish Habitat Offsetting Monitoring Plan	July 2021	2
Fish Habitat Offsetting Plan Whale Tail and Whale Tail expansion	June 2020	1
Freshet Action Plan	March 2026	8
Groundwater Monitoring Plan	May 2019	3
Incinerator and Composter Waste Management Plan	April 2025	3
Landfarm Design and Management Plan	March 2025	4
Landfill Design Management Plan	March 2025	6
Mercury Monitoring Plan	March 2023	4
Migratory Bird Protection Plan	April 2020	3
Operational ARD-ML Sampling and Testing Plan – Whale Tail Mine	December 2025	8
Sewage Treatment Plant OMM	February 2019	2
Shipping Management Plan	March 2025	5
Thermal Monitoring Plan	March 2025	5
Waste Rock Management Plan	March 2026	15
Water Management Infrastructure OMS	March 2025	5
Water Management Plan	March 2026	15
Water Quality and Flow Monitoring Plan	April 2019	6
Water Quality Monitoring and Management Plan for Dike Construction and Dewatering	May 2020	3
Whale Tail Haul Road Management Plan	March 2023	4

Table 10-3 Active Management Plans for Meadowbank and Whale Tail Sites (Combined)[§]

Meadowbank Mine & Whale Tail Sites (Combined)		
Management Plan	**Submission Date**	**Version**
Air Quality and Dustfall Management Plan	April 2022	6
Ammonia Management Plan	March 2026	6
Aquatic Effects Management Program	April 2022	5
Blast Monitoring Program	March 2025	10
Bulk Fuel Storage Facility: Environmental Performance Monitoring Plan	June 2022	7
Core Receiving Environment Monitoring Program	April 2022	4
Emergency Response Plan	February 2026	21
Greenhouse Gas Reduction Plan	April 2020	3
Hazardous Materials Management Plan	March 2025	8
Interim Closure and Reclamation Plan	December 2025	1
Kivalliq Projects Socio-Economic Monitoring Program	April 2022	4
Noise Monitoring and Abatement Plan	December 2018	4
Occupational Health & Safety Plan	December 2018	3
Quality Assurance / Quality Control Plan	March 2026	11
Spill Contingency Plan	March 2026	24
Terrestrial Ecosystem Management Plan	March 2025	9
Wildlife and Human Health Risk Assessment Country Foods Screening Level Risk Assessment Plan	March 2024	9

10.2.2 Management Plans Update[§]

As required by NWB Water License 2AM-MEA1530 Part B, Item 16: ***The Licensee shall review the Plans or Manuals referred to in this License as required by changes in operation and/or technology and modify the Plans or Manuals accordingly. Revisions to the Plans or Manuals are to be submitted in the form of an Addendum to be included with the Annual Report required by Part B, Item 2, complete with a revisions list detailing where significant content changes are made.***

And

As required by NWB Water License 2AM-WTP1830 Part B, Item 17: ***The Licensee shall review the Plans or Manuals referred to in this License as required by changes in operation and/or technology and modify the Plans or Manuals accordingly. Revisions to the Plans or Manuals are to be submitted in the form of an Addendum to be included with the Annual Report required by Part B, Item 2, complete with a revisions list detailing where significant content changes are made.***

And

As required by NIRB Project Certificate 008 Item 13: ***The Proponent is encouraged to provide on-going opportunities for consultation and comment on any substantive revisions to the Project-specific monitoring***

program, modelling, studies, management plans, management measures, and reporting under the Project Certificate.

As per Water License 2AM-MEA1530 Part B, Item 16 and 2AM-WTP1830 Part B, Item 17: '*The Licensee shall review the Plans or Manuals referred to in this License as required by changes in operation and/or technology and modify the Plans or Manuals accordingly. Revisions to the Plans or Manuals are to be submitted in the form of an Addendum to be included with the Annual Report required by Part B, Item 2, complete with a revisions list detailing where significant content changes are made*.' Plan will be considered as approved unless a notification from the NWB requested the formal approval process.

The listed monitoring and managements plans in the two sections below were revised in 2025 and 2026 for submittal as part of the 2025 Annual Report. Plans updated in 2025 and submitted with the 2024 Annual Report are not included as part of this list. A brief description of revisions made to each of plan is provided in the Document Control section at the beginning of each plan.

In order to maintain ease of public access for important information, the Agnico Eagle Web Portal, has been updated with the 2016 to 2024 Annual Reports, associated management plans, and other documents of interest. Agnico Eagle will continue to improve the Web Portal for ease of public access in 2026 by uploading a copy of the 2025 Annual Report along with the latest version available of management plans associated to the Meadowbank Complex.

Communities also have the opportunity to comment and ask questions related to the mine during the various public consultations detailed in Section 11.9. Agnico Eagle also distributed in 2025 the '2024 Kivalliq Projects Socio-Economic and Environment Highlights' (Appendix 46). This pamphlet included, among other, keys information on employment, education and training, culture and traditional lifestyle, caribou migration, Marine Mammal and Seabird Observer (MMSO), AEMP/CREMP, dust and waste management.

10.2.3 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 21: ***Where applicable, revisions will be completed as Addendums, with an indication of where changes have been made, for Plans, Reports, and Manuals.***

The following monitoring and management plans were revised and apply to the Meadowbank Site:

- Oil Pollution Emergency Plan and Oil Pollution Prevention Plan (OPEP/OPPP), Version 19 (Appendix 25);
- Meadowbank Waste Rock and Tailings Management Plan, Version 16 (Appendix 17); and
- Meadowbank Water Management Plan Version 15 (Appendix 13).

The following monitoring and management plans were revised and apply to both Meadowbank and Whale Tail sites:

- Quality Assurance / Quality Control (QA/QC) Plan, Version 11 (Appendix 40);
- Emergency Response Plan, Version 21 (Appendix 42); and

- Spill Contingency Plan, Version 24 (Appendix 22).

10.2.4 Whale Tail Site§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 24: ***Where applicable, revisions as Addenda, with an indication of where changes have been made, for Plans, Reports, and Manuals.***

The following monitoring and management plans were revised and apply to Whale Tail Mine:

- Arsenic Water Treatment Plant OMM, Version 3 (Appendix 49);
- Operational ARD-ML Sampling and Testing Plan, Version 8 (Appendix 24);
- Incinerator and Composter Waste Management Plan, Version 3 (Appendix 23);
- Whale Tail Waste Rock Management Plan, Version 15 (Appendix 18); and
- Whale Tail Water Management Plan, Version 15 (Appendix 14).

Some plans detailed in Section 10.2.3 above apply to both Meadowbank and Whale Tail sites. Refer to this section for more details.

10.2.4.1 *Occupational Health and Safety Plan*

As required by NIRB Project Certificate 008 Condition 57: ***The Proponent shall update its Occupational Health and Safety Plan to include sexual health and well-being information in its employee orientation programming. In addition, the Proponent shall undertake an education program to inform workers of the range of health services available onsite. The updated plan shall be provided to the Nunavut Impact Review Board (NIRB), once completed within six (6) months of issuance of the Project Certificate. Summaries of the education programs undertaken and any future updates or modifications to the Occupational Health and Safety Plan and the education program shall be included in the Proponent's annual report to the NIRB.***

And

As required by NIRB Project Certificate 004 Condition 66: ***Cumberland shall establish a nursing station and hire a registered on-site nurse.***

Agnico Eagle submitted the updated Occupational Health and Safety Plan on December 14, 2018, to NIRB, which includes information on the inclusion of sexual health and well-being during employee orientation.

Agnico Eagle's education program on the range of health services on site includes:

- Introduction to clinic services on mandatory e-learning and onsite safety induction for all new employees;
- Visit to clinic during the general site orientation for all new employees;
- Dedicated bulletin board for health and wellness information;

- General awareness communications: visits to departmental tool-box meetings, emails, Agnico Eagle TV, posters, brochures, etc.; and
- Provision of condoms as well as feminine hygiene products to promote sexual health and hygiene awareness.

Additionally, since 2019, Agnico Eagle launched a site-wide daily communicator being shared by supervisors during the line-up meetings.

The nursing station was still operational in 2025.

10.3 EXECUTIVE SUMMARY TRANSLATIONS§

10.3.1 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 22: ***An executive summary in English, Inuktitut and French of all plans, reports, or studies conducted under this License.***

Appendix 4 includes an executive summary in English, French and Inuktitut for the following documents:

- All monitoring and management plans listed in Section 10.2.3 above.
- Reports or studies submitted in 2025 for Meadowbank site:
  - 2025 Annual Open Pit Geomechanical Inspection Report;
  - 2025 Thermal Monitoring Report.
  - 2025 Groundwater Monitoring Report; and
  - 2025 Habitat Compensation Monitoring Report.
- Reports or studies submitted in 2025 for both Meadowbank and Whale Tail sites (also translated into Inuinnaqtun):
  - 2025 Annual Report NIRB Screening Decision;
  - 2025 Annual Geotechnical Inspection Report;
  - Meadowbank and Whale Tail Independent Review Board Report 33;
  - 2025 Core Receiving Environment Monitoring Program Report;
  - 2025 Aquatic Effects Management Program Report;
  - 2025 Marine Mammal and Seabird Observer Report;
  - 2025 Blast Monitoring Report;
  - 2025 Wildlife Monitoring Summary Report;
  - 2025 Noise Monitoring Report;
  - 2025 Air Quality and Dustfall Monitoring Report;
  - 2025 Socio-Economic Monitoring Program Report;

- 2025 Elders Advisory Committee Summary Report; and
- 2025 Meadowbank Conceptual Socio Economic Closure Plan Update.

10.3.2 Whale Tail Site§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 25: ***An executive summary in English and Inuktitut of all plans, reports, or studies conducted under this License.***

And

As required by NIRB Project certificate No.008 Item 9: ***The Proponent shall make significant monitoring results and/or summaries of significant results available in English, Inuinnaqtun, and Inuktitut, to the extent feasible.***

Appendix 4 includes an executive summary in English, French and Inuktitut for the following documents. A summary in Inuinnaqtun is also provided for reports or studies of interest:

- All monitoring and management plans listed in Section 10.2.4 above.
- Reports or studies submitted in 2025 for Whale Tail site:
  - 2025 Annual Open Pit Geomechanical Inspection Report;
  - 2025 Thermal Monitoring Report;
  - 2025 Mercury Monitoring Program Report;
  - 2025 Report on the Implementation of Measures to Avoid and Mitigate Serious Harm;
  - 2025 Groundwater Management Monitoring Report; and
  - 2025 Fish Habitat Offsets Monitoring Report;

Some reports detailed in Section 10.3.1 above apply to both Meadowbank and Whale Tail sites. Refer to this section for more details.

SECTION 11. MODIFICATIONS / GENERAL / OTHER

11.1 MODIFICATIONS§

11.1.1 Meadowbank Site§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 14: ***A summary of modifications and/or major maintenance work carried out on all water and waste related structures and facilities.***

In 2025, the final discharge point at Wally Lake was reinstated. Water was transferred from Vault Attenuation Pond to Wally Lake to control the inflows into the Vault Pit.

11.1.2 Whale Tail Site§

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 17: ***A summary of Modifications and/or major maintenance work carried out on all Water and Waste-related structures and facilities.***

In 2025, modifications were made to the FWTP pumps and piping to provide flexibility to allow for winter operations at a lower flow while maintaining continuous treatment and discharge to the Whale Tail South Lake.

11.2 MINE EXPANSION§

As required by NIRB Project Certificate No.004 Condition 29: R*eport to NIRB if and when [Cumberland] develops plans for an expansion of the Meadowbank Gold Mine, and in particular if those plans affect the selection of Second Portage Lake as the preferred alternative for tailings management.*

No new permitting activities for mine expansion were undertaken in 2025 for the Meadowbank Complex; however, one (1) Operational Notice that was submitted in 2024 continued into 2025 and is summarized below.

11.2.1 Meadowbank Mine: Development of TDS Site-Specific Water Quality Objective§

On August 22, 2024, Agnico Eagle submitted an operational notice for the development of a site-specific water quality objective (SSWQO) for total dissolved solids at the Meadowbank Mine.

Correspondence was provided by the NWB on May 28, 2025, regarding the approval the proposed SSWQO for TDS.

11.3 EXPLORATION WHALE TAIL SITE

11.3.1 Ongoing Exploration Programs

As required by NIRB Project Certificate No.008, Condition 64: ***Within its annual reporting, the Proponent is encouraged to include detailed updates on the status of ongoing exploration programs associated with the Project and associated implications for future phase developments of the Amaruq property. Status updates in fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.***

Diamond drilling completed by Agnico Eagle in 2025 on the Amaruq property included extension, conversion, and geotechnical work. This work was based out of the Whale Tail camp. The three (3) main objectives for the 2025 diamond drilling campaign were to:

1. Conduct extension drilling at Whale Tail Deep to de-risk the area by converting the existing mineral inventory into inferred mineral resources;

2. Conduct conversion drilling at Whale Tail Deep and IVR Underground to create indicated mineral resources; and

3. Conduct geotechnical drilling at IVR Open pit area and Whale Tail Deep to investigate rock quality and competency for upcoming mining projects;

The 2025 diamond drilling campaign included 64 diamond drill holes totaling 26,774.8 meters. Out of these 64 holes, 13 were abandoned and did not reach target.

An extension drilling campaign was performed at Whale Tail Deep (9 holes, 4,516.7 m). The objective was to eliminate the existing mineral inventory and to create inferred resource to this area. This de-risking campaign would help bring confidence to the presence and continuity of the mineralization.

A conversion drilling campaign was done at Whale Tail Deep, as well as IVR underground area. For Whale Tail Deep, a total of 24 holes for 10,057.6 m were drilled, with the main objective being to convert the inferred mineral resources into indicated mineral resources. This also helped to locate the position of the ore zone, allowing to plan for the upcoming developments in the area. For IVR, a total of 29 holes for 11322m were drilled. The main goal was also to convert the inferred mineral resources into indicated mineral resources.

Geotechnical drilling was also conducted as part of the 2025 campaign, for a total of 878.5 m. Two different areas were targeted, the first one being IVR open pit area. Two holes were performed to investigate the structural integrity of the pit walls in preparation for an upcoming pushback of the pit. The other area is at Whale Tail Deep, where selected conversion holes were extended to investigate the rock quality to the south of the current stopes, where future underground developments will be advanced.

The 2025 diamond drilling campaign consolidated underground mineral resources and reserves on the Amaruq deposit. Areas outside of the LOM were targeted, specifically at Whale Tail Deep area, to determine the potential for future mining, outside the LOM. The data collected during the 2025 drilling campaign contributed to our understanding of the Whale Tail and IVR deposits and helped refine the 3D geological model.

In 2025, Regional Exploration work continued on the Meadowbank Complex area between Whale Tail deposit and Baker Lake. Prospecting work was performed, notably on the Meadowbank River (4 days, 374 grab samples), Meadowbank (19 days shared between NTI-EA and CIRNAC leases, 469 grab samples), Anuraaqtuq (3 days, 210 grab samples), Greyhound (6 days, 385 grab samples) and Whitehills (1 day, 67 grab samples) properties. Lake sediment sampling occurred on Pipedream Lake (Meadowbank CIRNAC leases) and archeological assessment on selected areas of the Meadowbank property as well. Diamond drilling has also been completed on the NTI part of the Meadowbank Property

(3 ddh / 534m) and on the CIRNAC leases part (7 ddh / 2,199m). No exploration work is planned in 2026 for Regional Exploration in the Meadowbank Complex area.

11.4 INTERNATIONAL CYANIDE MANAGEMENT CODE

As required by NIRB Project Certificate No.004, Condition 28: ***Cumberland shall become a signatory to the International Cyanide Management Code, communicate this to shippers, and do so prior to Cumberland storing or handling cyanide for the Project.***

In 2014 Agnico Eagle received Substantial Compliance and in 2016 Full Compliance with International Cyanide Management Code (ICMC). Since 2016 Agnico Eagle has maintained this certification by completing self and third-party audits of ICMC principles and standards. The Meadowbank Complex and its Supply Chain conducted a third-party recertification audit in 2025 and were found to be fully complaint with the ICMC principles and standards at the time of writing this report. The full certification information can be found at: Agnico Eagle Mines Limited, Canada | The Cyanide Code. Like pervious years, the transport of cyanide in 2025 included a qualified nurse and an Emergency Response Team. The team was present during the movement of cyanide at the Baker Lake Marshalling Facility and escorted the convoy of cyanide up to the Meadowbank Site.

As part of the ICMC, Agnico Eagle is required to inform the communities of Baker Lake and Chesterfield of details regarding the cyanide shipping and transportation along the All-Weather Access Road, along with associated restrictions that apply to Hamlet residents regarding the usage of the AWAR. Early in the year, February 2025, Agnico Eagle organized in person information sessions in Chesterfield Inlet and Baker Lake. The cyanide and shipping information was presented and delivered to local community members via a community open house engagement. Participants were referred to Agnico Eagle Nunavut website where they can find Cyanide Transportation and Management pamphlet. In June 2025, Agnico Eagle held an in-person cyanide transportation information session in Baker Lake with community first responders. The session, led by Meadowbank representatives, covered details on cyanide transportation from Baker Lake to the mine site and associated safety procedures. The session fostered open discussion, with participants sharing comments and questions related to transportation logistics, communication protocols, and safety measures. Attendees included representatives from the Hamlet of Baker Lake, Baker Lake Health Centre, Baker Lake Hunters and Trappers Organization (HTO), RCMP, Baker Lake Fire Department, and the Kivalliq Inuit Association (KivIA), ensuring that all key community first responders and stakeholders were informed and prepared.

In addition to direct community engagement, Agnico Eagle continued to utilize digital outreach to keep the broader community informed. During cyanide transportation periods, the communities of Chesterfield Inlet and Baker Lake was kept informed through timely updates shared on the Meadowbank Complex Facebook page. Participants were also referred to the Agnico Eagle Nunavut website, where the Cyanide Transportation and Management pamphlet is available for public access.

11.5 INSPECTIONS AND COMPLIANCE REPORTS§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 23: ***A summary of actions taken to address concerns or deficiencies listed in the inspection reports and/or compliance reports filed by an Inspector.***

And

As required by NWB Water License 2AM-WTP1830 Schedule B, Item 26: ***A summary of actions taken to address concerns or deficiencies listed in the inspection reports and/or compliance reports filed by an Inspector.***

11.5.1 Crown-Indigenous Relations and Northern Affairs Canada[§]

CIRNAC Inspectors conducted one (1) site inspection of the Meadowbank Complex, covering the Meadowbank and Whale Tail Water Licenses (2AM-MEA1530 and 2AM-WTP1830) and NIRB Project Certificates (No.004 and No.008) on June 13 to 14, 2025. The purpose of this visit was to ensure compliance with the applicable terms. A summary is provided below, and the reports can be provided upon request.

For the Meadowbank Site (Water License 2AM-MEA1530), the inspection report for June 13 and 14 contained no instances of non-compliance, and outlined the following action items:

- Provide the committed plan for the repair/replacement of the NP1-NP-2 Culverts by July 18, 2025.

Following the reception of the report, Agnico Eagle initiated works on the required actions. Furthermore, Agnico Eagle provided a response to the CIRNAC Inspector on July 18, 2025 related to the June Inspection report, and provided a remediation summary on December 19.

As of this report, all required actions were completed.

For the Whale Tail Mine (Water License 2AM-WTP1830), the inspection report for June contained no instances of non-compliance, and no action items were required.

11.5.2 Environment and Climate Change Canada

ECCC conducted an inspection of Meadowbank, and Whale Tail sites on October 14 to 15, 2025. The planned inspection at the Baker Lake Marshalling Facility was cancelled due to weather conditions.

No inspection report was received following the inspection in October.

11.5.3 Kivalliq Inuit Association

KivIA conducted a site inspection at Meadowbank and Whale Tail on July 2 and July 3, 2025. No formal inspection report was received following the inspection. The KivIA Baker Lake Lands Officer patrolled the All-Weather Access Road and the Whale Tail Haul Road to review and ensure application of TEMP measures.

11.5.4 Nunavut Impact Review Board

The annual NIRB inspection of the Meadowbank and Whale Tail site was conducted from July 22 to 23, 2025, and the NIRB held a Community Information Meeting in Baker Lake on July 21, 2025. The inspection report was received on September 26, 2025.

The 2025 Site Visit was focused on overall updates to the site and items related to Project Certificates No. 004 and 008. Based on the observations made during this site visit, all Meadowbank and Whale Tail facilities in operation continue to be managed as per the Terms and Conditions of Project Certificate No. 004, Amendment 3 and Project Certificate No. 008, Amendment 1.

Find below a list of the main subjects that were discussed in the inspection report:

- Meadowbank Site
    - Re-covering of berm liners in the secondary containment berms at the fuel storage areas at the Baker Lake Marshalling Facility which was noted in 2022, 2023, and 2024.
- Whale Tail Site:
    - Re-covering of berm liners in the secondary containment berms at the fuel storage area at Whale Tail, similar to 2023, and 2024.

11.5.5 Hunter and Trapper Organization

HTO conducted surveys almost daily on the AWAR and WTHR during caribou migration.

11.5.6 Government of Nunavut

Representatives from the GN conducted a site visit to observe and participate in the caribou monitoring per the TEMP from October 28 to November 1, 2025.

11.5.7 Fisheries and Ocean Canada

DFO conducted one (1) site inspection at Baker Lake, Meadowbank and Whale Tail between June 14 and June 18, 2025. No inspection report was received.

11.5.8 Transport Canada Marine Safety and Security

Transport Canada did not conduct any inspection at Baker Lake, Meadowbank, or Whale Tail in 2025.

11.6 NON-COMPLIANCE ISSUES[§]

11.6.1 Meadowbank Site[§]

As required by NIRB Project Certificate No.004 Condition 4: ***Take prompt and appropriate action to remedy any noncompliance with environmental laws and regulations and/or regulatory instruments, and shall report any noncompliance as required by law immediately and report the same to NIRB annually.***

One (1) non-compliance related to the MDMER and Meadowbank Water License 2AM-MEA1530 regulation at Meadowbank occurred in 2025. This event was reported through to the GN Spill hotline and to the ECCC inspector and was included as part of the monthly NWB monitoring summaries. This non-compliance was associated with effluent discharge from East Dike to Second Portage Lake (ST-8 / ST-MMER-3):

- During the routine internal sampling of the East Dike Discharge (ST-8/ST-MMER-3) final discharge point on March 4, a sample was collected and brought back to the on-site Environment laboratory for analysis. During the analysis an elevated turbidity result was recorded. As a result, additional confirmatory samples were collected. The confirmatory samples also indicated turbidity was elevated. Due to the elevated turbidity readings, the discharge to the environment was stopped as a precaution and water was redirected into site water management infrastructure. Total Suspended Solids (TSS) samples were collected prior to and following the suspension of the discharge to Second Portage Lake and sent to an external laboratory for analysis. The original TSS result for the sample collected on March 4 was 32 mg/L and the re-analysis result was 30 mg/L, exceeding the maximum allowable grab sample concentration (30 mg/L) permitted by the Water License and MDMER but did not exceed the monthly maximum average TSS concentration of 15 mg/L. The cause of the spike in turbidity coincides with the resumption of water movement from seepage collection point A to seepage collection point B for discharge to the environment. Seepage collection point A had not been pumped in ~14 days, as the line was frozen due to a faulty heat trace cable. The follow up report associated to this GN spill number 2025-118 was submitted within 30 days of the incident and can be consult for more details.

11.6.2 Whale Tail Site§

As required by NIRB Project Certificate No.008 Item 6: ***The Proponent shall take prompt and appropriate action to remedy any occasion of non-compliance with environmental laws and regulations and/or regulatory instruments, and shall report any non-compliance as required by law immediately. A description of all instances of non-compliance and associated follow up is to be reported annually to the NIRB.***

There has been no (0) non-compliance at the Whale Tail site in 2025.

11.7 AWAR / WTHR ROAD USAGE REPORTS

11.7.1 Authorized and Unauthorized Non-Mine Use

11.7.1.1 *All-Weather Access Road*

As required by NIRB Project Certificate No.004 Condition 32a: ***Maintaining a gate and manned gatehouse at kilometre 5 of the Private Access Road.***

And

As required by NIRB Project Certificate No.004 Condition 32c: ***The posting of signs in English and Inuktitut at the gate, each major bridge crossing, and each 10 kilometres of road, stating that unauthorized public use of the road is prohibited.***

And

As required by NIRB Project Certificate No.004 Condition 32d: ***The posting of signs in English and Inuktitut along the road route to identify when entering or leaving crown land.***

And

As required by NIRB Project Certificate No.004 Condition 32g: ***Record all authorized non-mine use of the road, and require all mine personnel using the road to monitor and report unauthorized non-mine use of the road, and collect and report this data to NIRB one (1) year after the road is opened and annually thereafter.***

And

As required by NIRB Project Certificate No.004 Condition 33: ***Cumberland shall update the Access and Air Traffic Management Plan to: 1. Include an All-weather Private Access Road Management Plan, including a right-of-way policy developed in consultation with the KivIA, GN, INAC and the Hamlet of Baker Lake, for the safe operation of the all-weather private access road; and 2. To facilitate monitoring of the environmental and socio-economic impacts of the private road and undertake adaptive management practices as required, including responding to any concerns regarding the locked gates.***

And

As required by NIRB Project Certificate No.004 Condition 34: ***Cumberland shall, in consultation with the Hamlet of Baker Lake, KivIA, and the Royal Canadian Mounted Police, facilitate the hiring of a full-time road safety, search and rescue position to respond to safety matters arising from mine and unauthorized non-mine use of the all-weather private access road, including consulting with Baker Lake and Chesterfield Inlet Elders to incorporate Traditional Knowledge into search and rescue operations.***

And

As required by NIRB Project Certificate No.004 Condition 81: ***Beginning with mobilization, and for the life of the Project, Cumberland shall provide full 24 hour security, including surveillance cameras and a security office at the Baker Lake storage facility/marshalling area, and take all necessary steps to ensure the safe and secure storage of any hazardous or explosive components within the Hamlet of Baker Lake boundaries.***

The security department at the Meadowbank Complex maintains a fully staffed security gatehouse at Baker Lake on a 24/7 schedule. English and Inuktitut signs along the AWAR are present and indicate the Crown Land and IOL limit, the major bridges as well as reminder that unauthorized public use of the road is prohibited. The Security staff monitors the safety, traffic and security of all personnel and the public using the road. Agnico Eagle also has an emergency response team ready to respond to any incident that may occur on the AWAR. Agnico Eagle has several protocols and procedures in place to respond to emergencies.

Agnico Eagle procedures for non-mine uses of the road require that any local users report to the Baker Lake Gatehouse and sign a form that describes the safety protocol while on the road. The road is used primarily by local hunters using ATV's and snowmobiles. Daily records are kept. A summary of the non-mine authorized road use for 2025 is provided in Table 11-1. In 2025, 2,849 non-mine authorized road uses were recorded (drivers and passengers) compared to 2,737 in 2024. Table 11-2 below shows the ATVs and snowmobiles usage from 2012-2025.

Table 11-1 2025 Monthly AWAR ATVs and Snowmobile Usage Records

Month	Numbers of ATV's and Snowmobile (drivers and passengers)
January	0
February	0
March	34
April	0
May	136
June	691
July	318
August	376
September	629
October	359
November	306
December	0
Total	**2,849**

Table 11-2 2012-2025 AWAR ATVs and Snowmobile Usage Records

Year	Numbers of ATV's and Snowmobile (drivers and passengers)
2012	1,456
2013	1,958
2014	1,319
2015	2,366
2016	1,504
2017	1,715
2018	1,091
2019	2,163
2020	2,223
2021	3,079
2022	2,352
2023	3,143
2024	2,737
2025	2,849

Agnico Eagle's Project Certificate 004 was issued in 2006. Following the approval of the All-Weather Access Road in 2007, the Project Certificate was revised in 2009 to address concerns regarding access to the AWAR. Pursuant to Condition 33, Agnico Eagle prepared the Transportation Management Plan: All Weather Private Access Road in 2009. It was submitted and later approved by CIRNAC and GN. Therefore, no revision of the 2005 Access and Air Traffic Management Plan was undertaken. Agnico Eagle is of the opinion that the Transportation Management Plan replaced the Access and Air Traffic

Management Plan in 2009. The AWAR Transportation Management Plan was last updated in October 2022.

11.7.1.2 *Whale Tail Haul Road*

As required by NIRB Project Certificate No.008, Condition 31: ***The Proponent shall develop and implement a Road Access Management Plan and maintain traffic monitoring logs along the haul road between the Whale Tail Pit project and the Meadowbank mine. Where traffic exceeds levels predicted within the Environmental Impact Statement, the Proponent shall develop and implement appropriate modifications to its wildlife protection measures. The Road Access Management Plan shall be provided to the Nunavut Impact Review Board (NIRB) 90 days prior to operations commencing. An annual summary of the monthly maximum, minimum and average traffic levels shall be provided to the NIRB in the Proponent's annual report.***

And

As required by CIRNAC Road lease 66H/8-2-3 Condition 63: ***The lessee agrees to monitor and report unauthorized non-mine use of the road, and collect and report this data to the Minister, who shall make this report accessible to the Nunavut Impact Review board, one (1) year after the road is opened and annually thereafter.***

Agnico Eagle has provided and implemented the Whale Tail Haul Road Management Plan to meet Condition 31 of the NIRB Project Certificate No. 008. The Security staff monitors the safety, traffic and security of all personnel using the road. Table 11-3 below shows the traffic data for 2025 along the Whale Tail Haul Road. Total one-way traffic along the WTHR included 60,842 Long Haul, 4,850 medium equipment, and 2,247 light equipment vehicles, for a total of 67,939 vehicles. Total traffic along WTHR was lower than 2024 with 71,782 vehicles, but higher than 2021, 2022, and 2023 with 62,037, 61,070, and 65,973 vehicles, respectively. The higher traffic in 2021-2025 compared to 2020 (50,441 vehicles) may be explained in part by the reduced operation that occurred at the beginning of 2020 in response to the COVID-19 restrictions and the growth of the long-haul fleet to increase in hauling capacity. It should also be noted that traffic detailed above represents an entry on the WTHR and did not necessarily travel the entire WTHR.

Table 11-3 Whale Tail Haul Road 2025 Traffic Data

Month	Long Haul	Medium Equipment	Light Equipment	Total
January	4,914	339	159	**5,412**
February	4,990	231	95	**5,316**
March	5,038	458	263	**5,759**
April	1,444	169	173	**1,786**
May	2,952	302	250	**3,504**
June	6,896	372	136	**7,404**
July	6,524	682	179	**7,385**
August	6,356	467	213	**7,036**
September	6,148	449	159	**6,756**
October	6,042	444	194	**6,680**
November	5,050	624	186	**5,860**
December	4,488	313	240	**5,041**
Total	**60,842**	**4,850**	**2,247**	**67,939**

The haul road traffic volumes for the Mine are consistent with those applied to the Approved Project FEIS Volume 4, Appendix 4-B, Table 4-B-15 (Agnico Eagle, 2016). Table 11-4 below provides the FEIS daily vehicle traffic on the haul road based on an estimate that there will be traffic on the road 337 days in the year. In 2025, the WTHR was fully closed (i.e., 24-hour closure) on 43 days. On 64 days, the WTHR experience closures occurring for less than 24 hours, speed restrictions were applied on 20 days and traffic restriction on 33 days.

In order to make comparison to the FEIS, explosive trucks, fuel, cargo and oversize were categorized as medium equipment. Pickups and buses were categorized as light equipment. Based on data collected in 2025, total traffic values are in line with the FEIS predicted ranges. The annual daily average traffic was 167 for Long Haul, 13 for medium equipment and 6 for light equipment, for a total of 186, compared to the lower and upper bound of 83 and 226, respectively, for the FEIS (Table 11-5).

Table 11-4 FEIS Daily Vehicle Traffic on the Haul Road

Category	Lower 5%	Average	Upper 95%
Long Haul	64	154	173
Explosive	2	4	5
Fuel	1	2	4
Cargo	4	7	10
Pickup	12	20	26
Bus	0	2	4
Oversize	0	1	4

Table 11-5 2025 Annual Daily Average WTHR Traffic Comparison to Average FEIS

Category	Average FEIS	Lower – Upper FEIS	2025 Data
Long Haul	154	64-173	167
Medium Equipment	14	7-23	13
Light Equipment*	22	12-30	6
Total	**190**	**83-226**	**186**

**Also included other types of small vehicles like cube van, vacuum trucks, ambulance, etc.*

There is no non-mine use of the Whale Tail Haul Road by any local users as the road is closed for public use. Two traditional land use crossing locations were identified during IQ/TK workshops and following meetings with the Hunters and Trappers Organization, the first location has been set at KM 127 and is currently functional. Following consultation with HTO in 2019, it has been determined that subsequent locations are not needed for Traditional Land Use Crossings to be implemented along the WTHR.

Here are some specifications regarding the crossing:

- Haul traffic from the Whale Tail Mine to Meadowbank Mill will have the right-of-way;
- Traditional land users (i.e. hunters on ATVs or snowmobiles) crossing the Whale Tail Haul Road on identified ramps must yield to Haul Road traffic;
- Haul Road traffic approaching traditional land use crossings must be vigilant of the potential use by ATVs or snowmobiles;

- Hunters and traditional land users on snowmobiles or ATVs must stop, look both ways, and yield to traffic before crossing the road; and

- Traditional land use marked signs were installed on the haul road to warn haul trucks and other vehicles on the road to ensure users protection and safety of traditional land users on ATVs or snowmobiles.

In 2025, no incidents involving non-mine authorized use occurred. Agnico Eagle is confident that the current procedures and protocols provide for the safety of the local public while using the road either for hunting access or for general recreational opportunities.

11.7.2 Safety Incidents

As required by NIRB Project Certificate No.004 Condition 32e: ***Prior to opening of the road, and annually thereafter, advertise and hold at least one community meeting in the Hamlet of Baker Lake to explain to the community that the road is a private road with non-mine use of the road limited to approved, safe and controlled use by all-terrain-vehicles for the purpose of carrying out traditional Inuit activities.***

And

As required by NIRB Project Certificate No.004 Condition 32f: ***Place notices at least quarterly on the radio and television to explain to the community that the road is a private road with non-mine use of road limited to authorized, safe and controlled use by all-terrain-vehicles for the purpose of carrying out traditional Inuit activities.***

And

As required by NIRB Project Certificate No 008 Condition 66: ***The Proponent shall operate the Whale Tail haul road as a private access road, implement any reasonable measures to limit public access to the road, and develop strategies that account for unauthorized use. These measures must include, but are not limited to, the following:***

> ***a) The posting of signs in English and Inuktitut at the gate, each major bridge crossing, and each 10 kilometres of road, stating that public use of the road is prohibited;***
>
> ***b) Annually advertise and hold at least one community meeting in the Hamlet of Baker Lake to explain to the community that the road is restricted to mine use only;***
>
> ***c) Place local notices (e.g., radio, television, social media) at least quarterly to explain to the community that the road is restricted to mine use only;***
>
> ***d) Record all unauthorized non-mine use of the road, and require all mine personnel using the road to monitor and report unauthorized non-mine use of the road; and,***
>
> ***e) Develop management strategies to ensure public and operator safety in the event of unauthorized public use.***

On February 13, 2025, Agnico Eagle hosted a public meeting and a meeting with Hamlet representatives in Baker Lake, providing key updates on All-Weather Access Road and Whale Tail Haul Road safety

protocols. The discussion covered security measures, speed limits, and road usage restrictions, ensuring that community members had access to important information regarding transportation operations.

In addition to direct engagement, Agnico Eagle utilized digital outreach to broaden public awareness. Throughout 2025, 19 AWAR and WTHR related communications were shared on the Agnico Eagle Facebook page, offering timely updates and reinforcing key safety messages for the wider community.

11.7.2.1 *All-Weather Access Road*

As required by NIRB Project Certificate No.004 Condition 32h: ***Report all accidents or other safety incidents on the road, to the GN, KivIA [KIA], and the Hamlet immediately, and to NIRB annually.***

In 2025, there were five (5) environmental spills that occurred along the AWAR. Table 7-2 and Table 7-3 in Section 7.1.1 above provide details on these spills. These spills were managed and remediated appropriately according to Agnico Eagle's Spill Contingency Plan.

In 2025, there were eight (8) project-related wildlife mortalities along the AWAR. Five (5) Arctic Hare, two (2) Ptarmigan, and one (1) Arctic Ground Squirrels. All the incident/mortality reports can be found in 2025 Wildlife Monitoring Summary Report (Appendix 36). To continue avoiding further incidents, messages are continually provided to employees and contractors to reinforce the procedures for wildlife protection during road use. As well, reminders were given on reporting any issues or observations concerning wildlife to the AWAR road dispatch.

No incidents involving non-mine authorized use occurred in 2025.

11.7.2.2 *Whale Tail Haul Road*

As required by CIRNAC Road lease 66H/8-2-3 Condition 64: ***The lessee agrees to report any information received, including accidents or others safety incidents on the road, including the locked gates, to the minister, who shall make this information accessible to the GN, KIA a, the Hamlet of Baker Lake immediately.***

In 2025, there were twenty-four (24) environmental spills occurred along the Whale Tail Haul Road. Table 7-4 and Table 7-5 in Section 7.1.2 above provide details on each of these spills. All spills were managed and remediated appropriately according to Agnico Eagle's Spill Contingency Plan.

In 2025, there were six (6) project-related mortalities along the Whale Tail Haul Road. Two (2) Arctic Fox, two (2) Arctic Hare, one (1) Caribou and one (1) unidentified mammal assumed to be an Arctic Hare or an Arctic Fox. To avoid incidents, messages are continually provided to employees and contractors to reinforce the procedures for wildlife protection during road use. As well, reminders were given on reporting any issues or observations concerning wildlife to the Whale Tail Haul Road dispatch. All the incident/mortality reports can be found in 2025 Wildlife Monitoring Summary Report (Appendix 36).

No incidents involving non-mine authorized use occurred in 2025.

There have been no accidents to date involving mine related truck traffic and locals using ATV's/snowmobiles.

11.7.2.2.1 Road Closure

As required by CIRNAC Road lease 66H/8-2-3 Condition 65*: The lessee shall give notice of any closure of the road to the Minister and the reasons thereof, and post any notice of closure at the access point and along the road.*

There were no Whale Tail Haul Road closures in 2025 that may have impacted local usage as the road is not public. There were road closures in 2025 due to inclement weather and wildlife migration (Wildlife Monitoring Summary Report Appendix 36) at various intervals throughout the year. When these situations occurred, the road status was provided to all Agnico Eagle and contractor employees, the GN, KivIA and BLHTO with regular updates.

11.8 SHIPPING MANAGEMENT

As required by NIRB Project Certificate No.008, Condition 37: ***The Proponent shall maintain a Shipping Management Plan in coordination and consultation with applicable regulatory authorities and the Kivalliq Inuit Association, and the Hunters and Trappers Organizations of the Kivalliq communities. The updated plan should be submitted to the Nunavut Impact Review Board at least 90 days prior to the start to commencement of shipping activities, with subsequent updates submitted annually thereafter in the Proponent's annual report or as may otherwise be required by the NIRB.***

In 2025, Agnico Eagle followed the approved Shipping Management Plan (Version 5, March 2025).

11.8.1 Marine Shipping Routing

As required by NIRB Project Certificate No.008 Condition 38: ***The Proponent shall ensure that marine shipping activities avoid sensitive wildlife habitat and species along the shipping route and use a routing south of Coats Island as the primary shipping route, subject to vessel and human safety considerations. Confirmation that the requirements of this term and condition are being effectively implemented by shipping companies contracted by the Proponent should be submitted as part of annual reporting to the Nunavut Impact Review Board.***

And

As required by NIRB Project Certificate No.008 Condition 39: ***The Proponent shall ensure that, subject to vessel safety requirements, a setback distance of at least 500 metres is maintained from colonies and aggregations of seabirds and marine mammals during Project shipping transiting through Hudson Strait, Hudson Bay, and Chesterfield Inlet. Confirmation that the requirements of this term and condition are being effectively implemented by shipping companies contracted by the Proponent should be submitted as part of annual reporting to the Nunavut Impact Review Board.***

And

As required by NIRB Project Certificate No.004 Condition 41: ***Subject to vessel and human safety considerations, Cumberland shall require shippers carrying cargo to the Project through Chesterfield Inlet to follow the following mitigation procedures in the event that marine mammals are in the vicinity of the shipping activities:***

- ***Wildlife will be given right of way;***
- ***Ships will maintain a straight course, constant speed, and will avoid erratic behaviour; and***

- ***When marine mammals appear to be trapped or disturbed by vessel movements, the vessel will stop until the mammals have moved away from the area.***

For the sixth year, Agnico Eagle produced a joint MMSO report with Agnico Eagle Meliadine Mine. As the shipping company Groupe Desgagnés and Woodward ship dry cargo and fuel to Meadowbank and Meliadine and vessel could deliver at both sites during the same trip, it was determined that it will be efficient to report all the observations into the same report while ensuring that the requirement from both sites are clearly identified.

Similar to previous years, training materials continued to be delivered to the vessel crew prior to the shipping season. These training materials were developed to improve the MMSO data collection of shipping companies The training materials include poster for identification of common marines' species, detailed methods for marine mammal and seabird surveys (on moving vessels and stationary vessels), one-page fact sheet for marine mammal and seabird surveys, data sheets, summary brochure, and training videos. Training material was distributed before the 2025 shipping season. Agnico Eagle also held pre-shipping season training presentation and conducted monthly meetings with shipping compagnies to reinforce MMSO requirements and area of improvement in the data collection during the season. Mitigation procedures to follow along the shipping route and in the event that marine mammals are in the vicinity of the shipping activities are also part of the training material and pre-shipping meeting with the compagnies.

Compared to pre-2020 levels, vessel participation in MMSO surveys has increased. In 2025, 24 vessels serviced the mines between June and November: nine (9) for Meadowbank and seven (7) for Meliadine, while eight (8) serviced both. Datasheets were obtained from 21 of the 24 trips in 2025, providing a similar amount of data compared to previous years.

Results and discussion related to adherence to mitigation measures related to setback distance from sensitive habitats and to the vessel travel routes are provided in the 2025 Marine Mammal and Seabird Annual Report presented in Appendix 30.

11.8.2 Wildlife Monitoring on Vessel

As required by NIRB Project Certificate No.008 Condition 40: ***The Proponent shall develop and implement a ship-based marine mammal monitoring program, as part of a Marine Mammal Management and Monitoring Plan, in consultation with Fisheries and Oceans Canada, communities, and other interested parties. The Proponent shall report any accidental contact by project vessels with marine mammals or seabird colonies to applicable responsible authorities including Fisheries and Oceans Canada and Environment and Climate Change Canada. The Plan should be submitted to the Nunavut Impact Review Board at least 90 days prior to commencement of shipping activities, with subsequent updates submitted annually thereafter. Confirmation that the requirements of the Plan are being effectively implemented by shipping companies contracted by the Proponent should be provided with annual reporting.***

And

As required by NIRB Project Certificate No.004, Condition 36: E*nsure the placement of local area marine mammal monitors onboard all vessels transporting fuel or materials for the Project through Chesterfield Inlet.*

The Marine Mammal Management and Monitoring Plan is provided as Appendix A of the Shipping Management Plan (Version 5, March 2025).

In 2025, 97 moving transect and 115 stationary surveys for marine mammals with survey effort recorded were completed. There was a total of 21 marine mammal sightings (6 during surveys and 15 incidentally) during the 2025 shipping season, compared to 23 sightings (surveys and incidentally) in 2024. Between 2017 and 2025, the majority of marine mammal sightings were recorded in the Hudson Strait or near Marble Island and Chesterfield Inlet. The number of marine mammal sightings was too low to allow for density analysis to be conducted.

In 2025, 2,430 birds were recorded during moving vessel surveys. Among the 2,430 birds recorded, 28 different species were identified, with five (5) different species remaining unidentified. Seabird detectability and density were estimated using models that account for lower detectability of birds with greater distance from survey transects. Detectability estimates were mostly consistent between years, with the highest estimate in 2022, followed by 2025, and the lowest estimate in 2020. Differences in estimated density reflect variability in the effort and number of birds detected between years.

During stationary surveys in 2025, 369 seabird sightings were recorded, belonging to 15 identified species and three (3) unknown species. In 2025, the detection estimate for stationary seabird surveys was lower than in previous years.

In compliance with Project Certificate No. 004 Condition 36, local area marine mammal monitors have conducted a program of community wildlife observers on barges ferrying supplies between Helicopter Island and Baker Lake within Chesterfield Inlet since 2008. In 2020 and 2021, community members were not permitted to board vessels due to health and safety restrictions in place related to the COVID-19 pandemic. In 2025, Agnico Eagle hired two (2) local monitors from the community of Baker Lake for a total of 49 days. The presence of the local monitors onboard the vessels has increased in the last four (4) years. In 2022, Agnico Eagle hired three (3) local monitors from Baker Lake for a total on 22 days surveys. In 2023, Agnico Eagle had one (1) local wildlife observer from Baker Lake for a total of 27 days. In 2024, one (1) wildlife monitor from Chesterfield Inlet and one (1) from Baker Lake were on the vessels for a total of 37 days. The intent is to always have one local monitor on transiting vessel, and they overlap on schedule between 10 to 14 days. In 2025, local monitors observed wildlife on 439 occasions. There were 434 separate sightings of birds (a total of 2,701 individuals) and an additional five (5) incidental observations of muskox (112 individuals).

In 2025, Agnico Eagle continues effort in the recruitment of local monitors in compliance with Term and Condition 36. Recruitment is done with the Agnico Eagle's community agents to find reliable and available monitors that are willing to board the vessels for a significant time period, as the vessels are travelling back and forth from the Inlet to the Baker Lake community. Per previous years, recruitment from the community has always proved to be challenging as multiple candidates first accepted the proposed work but declined and/or changed their minds at the last minute or decide to un-board the vessel on short notice and did not want to pursue this type of work any further. Agnico Eagle starts the recruitment process for local monitor in advance of the shipping season based on estimated vessel arrival date in Baker Lake provided by the shipping company. Those dates are preliminary and are subject to change, for example, depending on the shipping route conditions or other reasons out of Agnico Eagle's control. Once local monitors are selected, the hiring process starts and booking of flight/accommodation, if needed, are completed. If there is delay in the vessel arrival in Baker Lake or if the local monitor decides

to not do the work anymore, the flexibility to hire someone else on a short notice is largely reduced, especially if flight and accommodation in Baker Lake are needed. While Agnico Eagle has good collaboration from the shipping company, it should also be noted that some vessels have no rooms to accommodate local MMSO monitor due to configuration of the vessel and they need to prioritize their employees onboard to ensure safe operations.

As established in 2020, in addition to community wildlife observers, the shipping companies continued to record marine wildlife sightings while vessels were travelling between Helicopter Island and Baker Lake to supplement the community observer effort.

No incidents with marine mammals or seabirds were reported for the 2025 shipping season.

Refer to the 2025 Marine Mammal and Seabird Annual Report presented in Appendix 30 for the complete results and discussion associated to marine mammal and seabird observations from the shipping vessels and local monitors.

For 2026, it is Agnico Eagle's intent to continue to hire local monitors in compliance with Term and Condition 36. Additional to the above and as an alternative to ensure data collection as per Condition 36, Agnico Eagle will continue to work with the shipping compagnies for the possibility to pursue in 2026, the marine mammal monitoring from Helicopter Island to Baker Lake infrastructures.

Agnico Eagle will continue to improve the effectiveness of the MMSO Program in compliance with Whale Tail Project Certificate No. 008 Term and Conditions 38, 39, 40 and Meadowbank Project Certificate No. 004, Term and Condition 36. As discussed in previous section, the training material that summarizes and simplifies both the Marine Mammal Management and Monitoring Plan and Shipping Management Plan has continued to show their effectiveness in 2025.

11.8.3 Notification to Communities

As required by NIRB Project Certificate No.008 Condition 41: ***The Proponent shall provide notification to communities regarding scheduled ship transits throughout the regional study area, including Hudson Bay and Chesterfield Inlet. The Proponent shall provide a summary of public consultation undertaken to address this term and condition in its annual report to the Nunavut Impact Review Board.***

In fulfillment of Condition 41 of NIRB Project Certificate No. 008, Agnico Eagle conducted in-person community notification and consultation sessions in Chesterfield Inlet on February 11, 2025, to inform community members and key stakeholders of scheduled ship transits throughout the regional study area, including Hudson Bay and Chesterfield Inlet.

Three separate meetings were held on the same day, targeting distinct community groups to ensure broad and inclusive notification. The first meeting was held with members of the Kivalliq Elders Advisory Committee (KEAC), including the Committee Chair, providing an opportunity for in-depth discussion and questions in a one-on-one community setting. The second meeting was conducted with the Chesterfield Inlet (Aqigiq) Hunters and Trappers Organization (HTO), where a presentation was delivered and questions and comments were addressed. The third meeting was held with the Hamlet of Chesterfield Inlet, including the Mayor and Senior Administrative Officer. A representative from the Fisheries and Oceans Canada (DFO) also participated virtually in this session.

Across all three sessions, Agnico Eagle provided updates on the 2025 sealift season operations and routing for both the Meadowbank and Meliadine operations, including a review of the 2024 sealift season. Presentations also covered the Marine Mammal and Seabird Observer program and cyanide transportation logistics. Additional operational and community relations topics were presented, including caribou migration updates, exploration activities, and community programs such as Inunnguiniq, Sanajiksanut, and Ikajuutiit. Questions and comments raised by attendees were recorded and addressed during each session.

These engagements demonstrate Agnico Eagle's continued commitment to transparent and timely community notification regarding scheduled ship transits, in accordance with the requirements of Condition 41.

11.8.4 Ingress/Egress of Ship Cargo

As required by NIRB Project Certificate No.004 Condition 37: ***Cumberland will contract only Transport Canada certified shippers to carry cargo for the Project, and will require shippers transporting cargo through Chesterfield Inlet to carry the most up-to date emergency response/spill handling equipment as recommended and accepted by the Government of Canada with the crew trained to deploy the equipment, including practice drills deploying spill equipment in remote locations within the Inlet.***

And

As required by NIRB Project Certificate No.004 Condition 38: ***Cumberland shall make every reasonable effort to minimize the number of ships and barges transporting cargo for the Project, and require shippers transporting cargo for the Project through Chesterfield Inlet to be operated in accordance with safe shipping management policies, including using Canadian Hydrographic Service published detailed marine charts and nautical instructions, and be fitted with modern state-of-the-art navigation equipment.***

And

As required by NIRB Project Certificate No.004 Condition 42: ***Cumberland shall ensure all fuel transfer operations take place in accordance with the Arctic Waters Pollution Prevention Act and relevant oil transfer guidelines.***

And

As required by NIRB Project Certificate No.004 Condition 82: ***Monitor the ingress/egress of ship cargo at Baker Lake and report any accidents or spills immediately to the regulatory agencies as required by law and to NIRB's Monitoring Officer annually.***

And

As required by NIRB Project Certificate No.004 Condition 43: ***Lightering activities at Helicopter Island are not approved, except in case of emergency only, and in such case Cumberland shall explain why all other methods were not practical, meaning technically, logistically, and financially not feasible.***

And

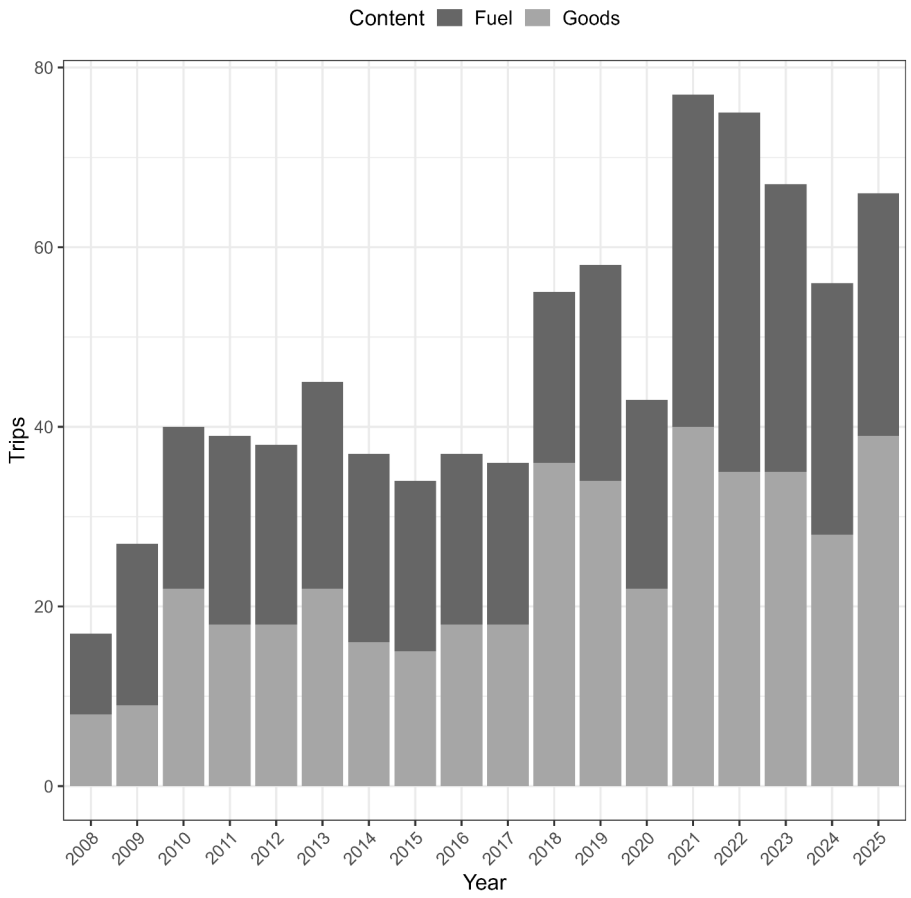
As required by NIRB Project Certificate No.008 Condition 43: ***The Proponent shall contract only certified vessels to carry cargo for the Project, and will ensure shippers are aware of the requirements of the Shipping Management Plan, the Risk Management and Emergency Response Plan, and the Oil Pollution Emergency Plan. Evidence of meeting the requirements of this term and condition should be submitted as part of annual reporting to the Nunavut Impact Review Board***

In 2025, Agnico Eagle did not observe any accidents or spills that occurred at Baker Lake during the Ingress/Egress of ship cargo.

Agnico Eagle continued to monitor the ingress/egress of ship cargo at Baker Lake and the results are summarized in Figure 16. Barge trips from Chesterfield Inlet in 2025 numbered 39 for general cargo and 27 for fuel. Trips were higher in 2025 compared to 2024, but lower than years 2021 through 2023.

Only certified vessels were hired to carry the cargo at Meadowbank Complex. Annual meetings were held with the dry cargo and fuel carriers to review the shipping and emergency plans. Per the Oil Pollution Emergency Plan and Oil Pollution Prevention Plan (OPEP/OPPP) (Appendix 25), an annual mock spill exercise is performed annually in Baker Lake as detailed in Section 7 above. Shipboard Marine Pollution Emergency Plans from the fuel shipping compagnie are also included as appendices of the OPEP/OPPP.

Figure 16 Barge Traffic (number of trips/year) Arriving in Baker Lake from Chesterfield Inlet Since 2008



11.8.5 Insurance

As required by NIRB Project Certificate No.004 Condition 45: ***"[Cumberland] shall carry, and require contracted shippers to carry adequate insurance to fully compensate losses arising from a spill or accident, including but not limited to the loss of resources arising from the spill or accident; any claims are to be reported to proper officials with a copy to NIRB's Monitoring Officer".***

All shipping contractors have insurance to fully compensate losses arising from a spill or accident, including but not limited to the loss of resources arising from spill or accident for all marine transport vessels and vehicles travelling on the AWAR and WTHR.

No claim was reported in 2025.

11.9 CONSULTATION, ENGAGEMENT AND COMMUNICATION§

As required by NWB Water License 2AM-MEA1530 Schedule B, Item 24: ***A summary of public consultation and participation with local organizations and the residents of the nearby communities, including a schedule of upcoming community events and information sessions.***

Throughout the year, a total of 254 engagements were conducted using a variety of communication methods tailored to specific objectives. Meetings formed the foundation of these interactions, encompassing both teleconferences and in-person meetings to ensure flexibility and accessibility across the vast geography of Nunavut. Key stakeholders included government entities such as the Government of Nunavut and the Hamlet of Baker Lake, which participated in regular discussions focused on community priorities, infrastructure, and program delivery. Inuit organizations, including the Kivalliq Inuit Association (KivIA) and Nunavut Tunngavik Inc. (NTI), were actively engaged to ensure alignment with Inuit values and priorities, often facilitated through the involvement of the IIBA Coordinator and KivIA Lands Department. Meetings with local leaders such as the Baker Lake Mayor, Senior Administrative Officer, and HTO representatives were particularly instrumental in understanding community needs and addressing emerging priorities. Partnerships were also strengthened with educational institutions like Nunavut Arctic College and Jonah Amitnaaq Secondary School, emphasizing workforce development and youth engagement initiatives. Additionally, local organizations including Abluqta Society and Catalyste+ contributed insights and guidance on community-focused projects. These meetings were essential for planning, gathering feedback, and driving decision-making across various community development initiatives and projects.

In addition to meetings, 27 events were organized to foster collaboration and raise awareness of ongoing initiatives. These events included career days, regional trade shows, elder counseling sessions, community feasts, training programs, and the landmark inauguration of the Inunnguiniq Wellness Cabin in Baker Lake — a culturally significant milestone that brought together elders, community members, and local organizations. These engagements provided a platform for sharing progress, building consensus, and celebrating shared achievements. Public meetings and open houses, totaling 26, served as a critical avenue for transparency and community involvement. These gatherings encouraged broad community participation by offering updates on projects, highlighting employment opportunities, and providing a forum for public feedback. Attendees included residents, community leaders, and representatives from Inuit organizations, with a strong emphasis on inclusivity, trust-building, and addressing concerns about the social and environmental impacts of development projects.

A total of ten (10) site tours played a vital role in providing stakeholders with direct exposure to Meadowbank and Meliadine Complex operational sites. These tours involved senior representatives from NTI, KivIA, the Hamlet of Baker Lake, CIRNAC, Nunavut Arctic College, and community members, showcasing on-ground activities, safety protocols, and operational transparency — including dedicated visits to support Meadowbank closure planning discussions. They also supported training and development initiatives by offering participants practical insights into operational environments.

A defining focus of 2025 community engagement was the Legacy Wheel consultation process, through which seven targeted workshops were held in Baker Lake engaging distinct community groups — including youth, women, men, elders, the Hamlet Council, the Baker Lake HTO, and local businesses and non-profits. These sessions, along with a feedback loop consultation held in December, were central to Meadowbank's post-mining and closure planning efforts, ensuring that community voices and Inuit Qaujimajatuqangit (IQ) principles remained at the heart of future planning decisions.

Overall, the 254 engagements conducted throughout the year reflected a strong commitment to fostering partnerships, ensuring transparency, and promoting community involvement. Stakeholders ranged from government officials and Inuit organizations to local communities and educational institutions. Central themes included advancing Meadowbank closure planning, aligning with Inuit Qaujimajatuqangit principles, and addressing community needs through collaborative and culturally grounded approaches. Virtual platforms were extensively utilized, enabling broader participation and reducing logistical barriers. This comprehensive and adaptive communication strategy ensured that all stakeholders' voices were heard, creating a collaborative environment conducive to achieving shared goals.

Refer to table in Appendix 44 for more information regarding the public consultation and participation with local organization and the residents of the nearby communities.

11.9.1 Chesterfield Inlet[§]

As required by NIRB Project Certificate No.004, Condition 39: ***Cumberland shall advertise and hold a community information meeting in Chesterfield Inlet to fully discuss the shipping program for the Project. Thereafter, Cumberland shall annually advertise and hold a community information meeting in Chesterfield Inlet to report on the Project and to hear from Chesterfield Inlet residents and respond to concerns. A consultation report shall be submitted to NIRB's Monitoring Officer within one month of the meeting.***

And

As required by NIRB Project Certificate No.004, Condition 40: ***Cumberland shall gather Traditional Knowledge from the local HTOs and conduct a minimum of a one-day workshop with residents of Chesterfield Inlet to more fully gather Traditional Knowledge about the marine mammals, cabins, hunting, and other local activities in the Inlet. Cumberland shall report to KivIA and NIRB's Monitoring Officer annually on the Traditional Knowledge gathered including any operational changes that resulted from concerns shared at the workshop.***

And

As required by NIRB Project Certificate No.008 Condition 42: ***The Proponent shall design monitoring programs to ensure that local users of the marine area along the shipping route have the opportunity to provide feedback and input in relation to monitoring and evaluating potential project-induced impacts and changes in marine mammal distributions. The Proponent shall demonstrate how feedback received from community consultations has been incorporated into the most appropriate mitigation or management plans. The Proponent shall provide a summary of public consultation undertaken to address this term and condition in its annual report to the Nunavut Impact Review Board.***

In fulfillment of Condition 39, Agnico Eagle conducted community information sessions in Chesterfield Inlet on February 11, 2025, and November 14, 2025, to report on the Project and provide residents with an opportunity to ask questions and raise concerns.

The February 11, 2025 community visit included separate in-person meetings with the Chesterfield Inlet (Aqigiq) Hunters and Trappers Organization (HTO) and the Hamlet of Chesterfield Inlet, including the Mayor and Senior Administrative Officer. A Fisheries and Oceans Canada (DFO) representative also attended the Hamlet meeting virtually. All sessions included presentations on the 2025 sealift season operations and routing, including a review of the 2024 sealift season, the MMSO program, cyanide transportation, caribou migration, and community programs. A public Open House was also held on the same date, welcoming 29 community members to engage in discussions about employment opportunities through Sanajiksanut, environmental initiatives, the Ikajuutiit Mentorship Program, and sealift operations. On February 27, 2025, Agnico Eagle conducted a follow-up debrief with the Chesterfield Inlet SAO to review the pre-shipping consultation visit, with the SAO expressing satisfaction with the engagement.

The November 14, 2025 visit included a second Open House welcoming 73 community members, where presentations were delivered in Inuktitut covering employment, community relations initiatives including the Breakfast Club of Canada partnership, the Kivalliq Elders Advisory Committee (KEAC), and general information about Agnico Eagle's Nunavut operations. A meeting was also held with the Hamlet of Chesterfield Inlet representatives to maintain the positive relationship, share operational updates, and respond to questions. Throughout the year, additional touchpoints with the Chesterfield Inlet SAO were maintained via teleconference to discuss the Community Initiatives Fund (CIF) agreement renewal and other community matters.

In fulfillment of Condition 40, Agnico Eagle conducted a Traditional Knowledge and Inuit Qaujimajatuqangit (TK/IQ) Collection Activity in Chesterfield Inlet on November 14, 2025, in collaboration with the Chesterfield Inlet (Aqigiq) HTO, local elders, community members, and the Kivalliq Elders Advisory Committee (KEAC).

Nine (9) participants attended and contributed to a mapping-based activity focused on gathering local knowledge about marine mammals, cabin locations, hunting and harvesting grounds and practices, wildlife, and community use of the waters and surrounding areas of Chesterfield Inlet. Notes from individual maps were compiled into a single digital record, and all additional information gathered during the session will be validated with participants and shared with Agnico Eagle's operations teams to inform relevant mitigation and management approaches.

This engagement reflects Agnico Eagle's ongoing commitment to integrating Traditional Knowledge into its operations and reporting findings.

In fulfillment of Condition 42, Agnico Eagle engaged local users of the marine area along the shipping route throughout 2025 to provide feedback and input on monitoring programs and potential project-induced impacts on marine mammal distributions.

Community consultation sessions held in Chesterfield Inlet on February 11, 2025, provided residents, HTO members, and elders with opportunities to raise concerns and provide input related to the marine shipping program and its potential environmental impacts. Key topics discussed included the Marine Mammal and Seabird Observer (MMSO) program and sealift operations and routing. The November TK/IQ Collection Activity further deepened this engagement by systematically gathering community knowledge about wildlife, marine mammals, and harvesting patterns in the Inlet, providing operationally relevant data to inform monitoring design and mitigation planning. Information gathered through these consultations, including feedback on marine mammal activity and community use areas, will be reviewed and incorporated into the most appropriate mitigation or management plans as applicable.

11.9.2 Hunters and Trappers Organizations[§]

As required by NIRB Project Certificate No.004, Condition 58: "*in consultation with Elders and the HTOs and subject to safety requirements, design the lighting and use of lights at the mine site to minimize the disturbance of lights on sensitive wildlife and birds*"

And

As required by NIRB Project Certificate No.004, Condition 68: *Cumberland shall, in consultation with Elders, local HTOs and the Meadowbank Gold Mine SEMC, demonstrate that they are working toward incorporating Inuit societal values into mine operation policies."*

In fulfillment of Conditions 58 and 68 of NIRB Project Certificate No. 004, Agnico Eagle maintained active and sustained engagement with local Hunters and Trappers Organizations throughout 2025 to support consultation on wildlife-sensitive operational practices and to demonstrate ongoing progress toward incorporating Inuit societal values into mine operation policies.

In-person meetings were held with the Baker Lake HTO on February 13, 2025, the Coral Harbour HTO (Aiviit) on February 12, 2025, and the Chesterfield Inlet (Aqigiq) HTO on February 11, 2025, as part of Agnico Eagle's annual pre-shipping community consultation tour. These sessions provided HTO representatives with comprehensive operational updates, including on caribou migration patterns, the MMSO program, and other wildlife-related topics, creating a meaningful platform for HTOs to raise concerns and provide feedback on operational practices that may affect sensitive wildlife and birds. Representatives from Fisheries and Oceans Canada (DFO) also attended the Baker Lake and Coral Harbour sessions virtually. On June 12, 2025, a Cyanide Information Session was held in Baker Lake with the HTO and other community first responders, further reinforcing Agnico Eagle's commitment to transparent communication on operational activities with potential environmental implications.

Engagement with the Baker Lake HTO Director, Mayor James Taipana, was maintained throughout the year via multiple teleconferences and in-person meetings covering a broad range of operational and community matters. Community concerns raised by the HTO were addressed promptly and respectfully, including the relocation of sea-cans that were restricting cabin access in Baker Lake, which was resolved to the satisfaction of the resident and HTO. In October 2025, Mayor Taipana was formally interviewed on

the community significance of the Inunnguiniq Wellness Cabin project — a community-driven initiative that Agnico Eagle supported from planning through construction — reflecting the integration of Inuit community priorities into operational and investment decisions. A visit to the Pageau Animal Sanctuary in May 2025 with Baker Lake HTO and Hamlet representatives further reinforced relationship-building and a shared commitment to land and wildlife stewardship values.

On November 14, 2025, the Chesterfield Inlet HTO participated in a Traditional Knowledge and Inuit Qaujimajatuqangit (TK/IQ) Collection Activity, during which nine participants shared knowledge about marine mammals, cabin locations, hunting and harvesting grounds, and local land use patterns. Information gathered will be validated with participants and shared with operations teams to directly inform relevant mitigation and management approaches, demonstrating the meaningful integration of Inuit knowledge into operational planning.

More specifically on Condition 58, lighting and use of lights are required for human safety. Light mitigation includes directing lighting downward where it does not affect human safety. Agnico Eagle continues to use motion activated light controls at the Mine site so that light is not emitted when rooms are empty of people. On November 12, 2025, Agnico Eagle tabled this item during a KEAC (Kivalliq Elder's Advisory Committee) meeting and community members did not raise any concerns about lighting issues at the Meadowbank Complex and appreciated Agnico Eagle efforts in ensuring managing this item to their satisfaction. Agnico Eagle feels as though this Term and Condition should be marked as completed.

Collectively, these engagements reflect Agnico Eagle's sustained commitment to consulting with local HTOs on wildlife-sensitive operational matters and working in active partnership with Inuit communities to incorporate Inuit societal values — consistent with Inuit Qaujimajatuqangit (IQ) principles — into mine operation policies, in accordance with the requirements of Conditions 58 and 68.

11.9.3 Community Outreach and Information Sharing[§]

In 2025, Agnico Eagle strengthened its engagement and communication efforts with the Hamlet of Baker Lake through a more structured and consistent approach. As part of the company's stakeholder engagement plan, the Community Relations Supervisor and the Senior Administrative Officer (SAO) of Baker Lake held monthly meetings to discuss new, ongoing, and pending items related to community–company collaboration. A total of nine (9) meetings were held in 2025, providing a regular forum to share updates, address concerns, and ensure alignment on key priorities. These meetings helped improve issue resolution timelines, enhance transparency, and support better coordination on community events and emerging needs.

To further expand outreach and improve access to information, Agnico Eagle distributed socio economic and environment pamphlets at community events and engagement sessions. These pamphlets provided residents with clear, accessible information on the social and environmental aspects of the Meadowbank Complex, summarizing key content presented in the Annual Report. This initiative helped broaden awareness and supported transparent communication with community members who may not engage through digital channels.

The 2024 Kivalliq Projects Socio-Economic and Environment Highlights is available in Appendix 46.

Agnico Eagle also continued its broader communication efforts with community groups and stakeholders in Baker Lake, maintaining open dialogue with youth, women, Elders, and other community subgroups. These efforts remain central to fostering meaningful participation and ensuring that community perspectives inform the company's ongoing activities in the region.

11.9.4 Elders and IQ Validation

Kivalliq Elders Advisory Committee (KEAC) – 2025 Summary Elder Engagement and Inuit Qaujimajatuqangit (IQ) Integration

Established in 2021, the Kivalliq Elders Advisory Committee (KEAC)/Akkiqtiit continued to serve as a vital bridge between Agnico Eagle's Nunavut operations and the communities it operates within. Comprised of 20 Elders from the communities of Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat, the KEAC provides Inuit Qaujimajatuqangit (IQ), Traditional Knowledge (TK), and Inuit Societal Values to inform Agnico Eagle's exploration, planning, workforce, wellness, operational, and closure activities. In 2025, the committee actively participated in 16 meetings, three (3) on-site counselling sessions, and seven (7) initiatives, with KEAC summaries presented to five (5) Hamlet councils and HTOs across the Kivalliq region.

On-Site Elder Counselling

Three Elder counselling sessions were held at Meadowbank Complex throughout 2025 conducted by KEAC members across multiple rotations. Sessions were held over tea, bannock, and country food in welcoming, culturally grounded settings, with individual sessions drawing between 20 and 30 employees. Employee feedback was consistently positive, and at the November Executive Meeting, Elders recommended expanding the program by inviting Elders from additional communities annually, recognizing the program's positive impact on worker morale.

IQ Integration into Operations and Planning

IQ was meaningfully integrated into key operational and planning processes in 2025. At the June Annual General Meeting, 15 of 20 KEAC members participated in the Meadowbank Closure Legacy Wheel Workshop, voting on community priorities and establishing the KEAC's own Legacy Wheel to guide post-mining planning. In December, four (4) Baker Lake Elders participated in the Legacy Wheel Feedback Loop validation session alongside 16 total participants, confirming that community priorities were accurately captured.

Inunnguiniq Cabin – Elder-Guided Site Selection

KEAC Elders played a direct role in the Inunnguiniq Wellness Cabin project, with four (4) Baker Lake Elders reviewing maps in June, followed by an on-the-land site visit in July that confirmed the cabin location at km 23. The cabin was inaugurated in October 2025 with Hamlet, HTO, and local business representatives in attendance, and stands as a tangible example of Elder knowledge shaping a lasting community legacy.

Reconciliation and External Recognition

In March 2025, four (4) KEAC delegates travelled to Toronto to participate in Agnico Eagle's Reconciliation Action Plan discussions, providing important cultural guidance on how reconciliation concepts translate within Inuit culture. KEAC IQ and Wildlife Advisor David Kritterdlik received the prestigious 2025 Skookum Jim Award at PDAC, recognizing his contributions to promoting Inuit values in the mining industry. KEAC members were also featured in Agnico Eagle's new podcast, The Arctic Edge, which launched in April 2025, and KEAC Chair Levinia Brown was featured in the Canadian Council for Indigenous Business Indigenous Business Report Magazine, reaching a national audience.

TK/IQ Collection and Community Engagement

KEAC members participated in the TK/IQ Collection Activity in Chesterfield Inlet in November, with nine (9) participants — including one (1) KEAC Elder — contributing local knowledge on marine mammals, cabin locations, and hunting grounds to inform operational monitoring and management. KEAC members also supported open houses and community events across the Kivalliq region throughout the year, helping deliver presentations in Inuktitut and collectively engaging over 700 community members across Arviat (160 attendees), Whale Cove (185 attendees), Chesterfield Inlet (73 attendees), and Rankin Inlet (305 attendees at the December Employment Information Session).

Governance and Reporting

Levinia Brown was elected KEAC Chair at the June AGM, where 15 of 20 members were in attendance. At the November Executive Meeting, an updated Terms of Reference was approved and a new three-member executive committee was confirmed: Levinia Brown (Chair), John Avaala (Vice-Chair), and Peter Aulatjut (Executive Member). KEAC 2024 engagement summaries were presented to Hamlet councils and HTOs across five (5) Kivalliq communities — Chesterfield Inlet, Coral Harbour, Baker Lake, Whale Cove, and Rankin Inlet — ensuring transparency and accountability to the communities the committee represents.

Refer to the full report in Appendix 46 for more detailed information.

11.9.5 Baker Lake[§]

11.9.5.1 *Community Meetings in Baker Lake*[§]

Throughout 2025, Agnico Eagle conducted sustained engagement with the community of Baker Lake, connecting with the Hamlet, the Baker Lake Hunters and Trappers Organization (HTO), local organizations, elders, youth, and the general public through meetings, site tours, open houses, events, and consultations.

Monthly meetings between the Community Relations Supervisor and the Baker Lake SAO ensured consistent dialogue on community priorities and ongoing files. Regular engagement with Mayor James Taipana addressed operational and community matters throughout the year, including the prompt resolution of community concerns such as the relocation of sea-cans restricting cabin access. On February 13, 2025, in-person sealift and operations update sessions were held with the Hamlet and Baker Lake HTO, covering sealift routing, the Marine Mammal and Seabird Observer (MMSO) program,

caribou migration, Meadowbank closure planning, and key community programs. A public Open House held the same day welcomed 27 community members for discussions on employment, environmental initiatives, and Meadowbank's future.

Agnico Eagle invested an estimated $100,000 to repair and reopen the Baker Lake public pool in 2025, directly responding to community feedback. The annual Festival by the Lake on August 23 served over 1,000 community members, and on August 20, 29 Hamlet Council members and community representatives participated in a site tour of the Amaruq operation — the first since its 2019 opening. Agnico Eagle also supported the demolition of the old building on Abluqta Society's lot and advanced planning for a new Abluqta building in partnership with local organizations.

On September 2, 2025, Agnico Eagle deployed a helicopter in support of a Baker Lake Search and Rescue operation, successfully transporting an injured hunter to the Baker Lake Health Centre within approximately two hours of the initial call.

In workforce development, 12 Baker Lake residents completed a 10-day Pre-employment Training Program with Ilitaqsiniq in November 2025, and 66 students from Jonah Amitnaaq Secondary School attended the sixth annual Baker Lake Career Day at Meadowbank on December 3, 2025.

The Legacy Wheel consultation process was a defining engagement of 2025, with seven community focus group workshops held in June engaging youth, women, men, elders, the Hamlet Council, the HTO, and local businesses. A validation session on December 2 welcomed 16 participants who confirmed the Legacy Wheel categories aligned with community priorities and provided cultural input, including the proposal to use a Qamutik as the design framework. The Inunnguiniq Wellness Cabin was inaugurated on October 23, following elder-guided site selection, with the Hamlet accepting ownership upon completion.

Collectively, these engagements reflect Agnico Eagle's commitment to responsive, inclusive, and culturally grounded community relations in Baker Lake, ensuring that community voices remain at the center of both operational and post-mining planning decisions.

The purpose and outcomes of the above engagement initiatives are summarized in Appendix 44.

11.9.5.2 *Site Tours for Baker Lake Residents*[§]

Community and Stakeholder Visits to the Meadowbank Complex in 2025

In 2025, the Meadowbank Complex welcomed five visits from community members, stakeholders, and regulatory representatives, reinforcing Agnico Eagle's commitment to transparency, relationship building, and meaningful engagement with local and regional partners.

On January 29, the Meadowbank Complex hosted a tour and meeting with site representatives, employees, and the newly appointed KivIA IIBA coordinator. The visit provided an opportunity for the coordinator to gain firsthand insight into site operations and begin building working relationships with the onsite team.

On April 2, the Mayor and Senior Administrative Officer (SAO) of Baker Lake visited the complex for a lunch with site management, a formal meeting, and an outside site tour — strengthening the relationship between Agnico Eagle and local municipal leadership.

On August 20, two separate visits took place. A group of 29 community members and Council representatives visited Amaruq for the day, touring the camp facilities in the morning, sharing lunch on site, and then visiting pit operations and the maintenance shop. On the return trip, the group stopped at Meadowbank for dinner before heading back to Baker Lake. The same day, representatives from KivIA and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) visited the Meadowbank Complex to observe the tailings storage facility (TSF) and water management infrastructure, discuss TSF closure planning, and address questions related to water management — an important engagement in the context of ongoing regulatory review.

On December 3, 66 students from grades 10 through 12 visited the Meadowbank Complex for an afternoon of career exploration. Students had the opportunity to meet with representatives from 14 departments and contractors to learn about Nunavut operations, career pathways, and future projects. They toured several areas of the complex, including the mine dispatch sector, maintenance shop, and ERT shop — providing young people from the community with a tangible connection to the employment and career opportunities available at Agnico Eagle.

11.9.6 Community Engagement Initiatives[§]

Community engagement and consultation initiatives that Agnico Eagle held or participated in during 2025 are summarized in Appendix 44.

11.9.6.1 *Community Coordinators Program*[§]

Agnico Eagle continued to strengthen its direct and meaningful engagement with communities across the Kivalliq Region through its Community Coordinators Program in 2025. This initiative ensures that Community Liaison Officers (CLOs) — both full-time and part-time — are present in key hamlets, including Rankin Inlet, Baker Lake, Arviat, Chesterfield Inlet, and Coral Harbour. These officers serve as trusted local points of contact, facilitating communication between Agnico Eagle and community members, while supporting employment, outreach, and engagement initiatives.

In 2025, CLOs were instrumental in ensuring that community members across the Kivalliq were informed about Agnico Eagle's operations, projects, and opportunities. Through regular presence in communities, CLOs provided timely updates on operational activities, connected residents with employment and training opportunities, and played a key role in supporting the delivery of open houses, employment information sessions, and community events throughout the year. Their local knowledge and relationships were essential in making engagement accessible, culturally appropriate, and responsive to community needs.

The CLOs' responsibilities continued to span several key areas in 2025, including supporting the Human Resources department in locating and recruiting employees, facilitating Inuit employment initiatives under the Meadowbank Complex IIBA, organizing and hosting information sessions on Agnico Eagle's projects and business opportunities, ensuring Hamlet Councils and key community stakeholders received timely

operational updates, and participating in community events, donation initiatives, and education programs across Nunavut.

The Community Liaison Officers' expanded presence across five communities has been instrumental in strengthening Agnico Eagle's community relationships and fulfilling obligations under the Nunavut Impact Review Board (NIRB) and Inuit Impact and Benefit Agreement (IIBA). Their work supports proactive communication, addresses community concerns in a timely manner, and reinforces Agnico Eagle's commitment to local partnerships, cultural respect, and long-term sustainability in the region.

The Community Coordinators Program remains a cornerstone of Agnico Eagle's Nunavut operations, ensuring that community voices are heard, employment opportunities are expanded, and mutual benefits are realized.

11.9.7 Communication

As required by NIRB Project Certificate No.008 Item 12: ***The Proponent shall establish a publicly-accessible Project-specific web portal or web page to make available in a central location all significant non-confidential monitoring and reporting information submitted to regulatory authorities pursuant to the Project Certificate and other territorial or federal permits issued for the Project. For clarity, posting on the Project-specific site does not replace any reporting obligation of the Proponent pursuant to the Project Certificate or any territorial or federal permit.***

Expanding Digital Engagement to Strengthen Community Communication

Since launching the Meadowbank Facebook page in 2018, Agnico Eagle has continued to strengthen its digital communication efforts to keep Kivalliq communities and employees informed about operational updates, employment opportunities, and community initiatives. Originally developed based on stakeholder recommendations, including input from the Kivalliq Socio-Economic Monitoring Committee, the platform has grown into a key channel for real-time engagement and information sharing.

Expanding Digital Engagement to Strengthen Community Communication in 2025.

In 2025, Agnico Eagle continued to strengthen its digital outreach across Nunavut, building on the progress made in previous years. Both the Meliadine and Meadowbank Complex Facebook pages demonstrated year-over-year improvements in visibility, content output, and community engagement. These platforms — created with input from regional partners including the Kivalliq Socio-Economic Monitoring Committee — continue to serve as accessible and reliable communication tools for operational updates, recruitment information, safety messaging, and community initiatives.

Throughout the year, Agnico Eagle provided regular updates on topics that matter most to Nunavummiut, including community office hours in Baker Lake employment information sessions and recruitment notices, business and procurement opportunities, Sanajiksanut Program promotions and training opportunities, sealift and cyanide transportation updates, AWAR, WTHR, and road safety reminders, caribou migration updates and road closures, and community development initiatives and cultural events. These updates helped ensure that communities remained informed and supported ongoing commitments to transparency and collaboration.

Meadowbank Complex Facebook Page

The Meadowbank Complex page continued to grow in both activity and reach, building on established connections with Kivalliq communities. Total posts increased modestly from 233 in 2024 to 235 in 2025. However, total impressions saw substantial growth, reaching 1,206,861 — up from 255,556 in 2024 — representing more than a four-and-a-half-times increase in visibility. The average engagement rate reached 10.08 percent, improving on the 2024 average of 9.53 percent.

As with Meliadine, community-centered stories drew the highest levels of engagement, and the Voices of Nunavut series was a consistent high performer that continued to build connection with local audiences. Paid posts supported peaks in visibility and engagement during June, August, November, and December. The Meadowbank Complex page showed steady and consistent growth across all major indicators.

Introduction of a New Instagram Channel

In addition to Facebook activity, Agnico Eagle created a new Instagram account in 2025 to broaden online communication and reach more community members — particularly younger audiences who prefer mobile-based visual content. Although the account was established in 2025, posting activity will begin in 2026. This addition will support Agnico Eagle's continued effort to provide timely updates, highlight community initiatives, and share stories that reflect work across Nunavut.

Expanding Reach Through the Agnico Eagle Nunavut Website

The Agnico Eagle Nunavut website continued to see growing traffic in 2025, with total views increasing to 20,681 from 18,478 in 2024, and unique visitors rising to 13,739 from 9,495 — a 45 percent increase in site visitors year over year.

The most visited pages in 2025 were the Homepage (11,677 views), Careers Page (2,118), Suppliers/Tenders Page (894), Inuit Beneficiary Page (515), Opportunity Landing Page (328), Meadowbank Complex Operations Page (321), Contact Us Page (304), News Page (289), and the Blog Page featuring "Successful Collaboration: Hope Bay Supports Environmental Remediation" (246), followed by the Meliadine Documents Page (237). The continued prominence of the Careers and Inuit Beneficiary pages reflects sustained community interest in employment opportunities and IIBA-related information.

To ensure ongoing public access to key documents, the Agnico Eagle Web Portal has been updated with the 2016 to 2025 Annual Reports, associated management plans, and other relevant documents. The portal will continue to be maintained with the latest reports and information, ensuring regular updates of all publicly required documents on an annual basis.

2025 marked a successful year of digital growth — with considerable increases in visibility, higher engagement rates, sustained posting activity, strong performance for community-focused content, continued success for the Voices of Nunavut series, effective use of paid amplification, and the creation of a new Instagram channel. Agnico Eagle continues to adapt its communication efforts to meet the evolving needs of Kivalliq communities, providing accessible, transparent, and relevant information that fosters stronger relationships and ongoing dialogue with the communities it operates alongside.

11.10 SOCIO-ECONOMIC MONITORING PROGRAM (SEMP, SEMC, SEMWG, SEMR)

11.10.1 Meadowbank and Whale Tail Sites

As required by NIRB Project Certificate No.004 Condition 63: ***the GN and INAC shall form a Meadowbank Gold Mine Socio-Economic Monitoring Committee ("Meadowbank SEMC") to monitor the socio-economic impacts of the Project and the effectiveness of the Project's mitigation strategies; the monitoring shall supplement, not duplicate, the monitoring required pursuant to the IIBA negotiated for the Project, and on the request of Government or NPC, could assist in the coordination of data collection and tracking data trends in a comparable form to facilitate the analysis of cumulative effects; the terms of reference shall focus on the Project, include a plan for ongoing consultation with KivIA and affected local governments and a funding formula jointly submitted by GN, INAC and [Cumberland]; the terms of reference shall be submitted to NIRB for review and subsequent direction within six (6) months of the issuance of a Project Certificate; [Cumberland] is entitled to be included in the Meadowbank SEMC.***

And

As required by NIRB Project Certificate No.004, Condition 64: ***[Cumberland] shall work with the GN and INAC to develop the terms of reference for a socio-economic monitoring program for the Meadowbank Project, including the carrying out of monitoring and research activities in a manner which will provide project specific data which will be useful in cumulative effects monitoring (upon request of Government or NPC) and consulting and cooperating with agencies undertaking such programs; [Cumberland] shall submit draft terms of reference for the socio-economic monitoring program to the Meadowbank SEMC for review and comment within six (6) months of the issuance of a Project Certificate, with a copy to NIRB's Monitoring Officer.***

And

As required by NIRB Project Certificate No 008, Condition 44: ***The Proponent is strongly encouraged to continue to participate in the work of the Kivalliq Socio-Economic Monitoring Committee along with other agencies and the communities of the Kivalliq region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kivalliq region as a whole. Information regarding the Proponent's efforts in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board***

And

As required by NIRB Project Certificate No.008, Condition 54: ***Proponent should ensure that the development of all project monitoring plans and associated reporting and updates are undertaken with active engagement of Kivalliq communities, land users, and harvesters. The Proponent should work with the Kivalliq Inuit Association, the local Hunters and Trappers Organizations and the Kivalliq Socio-Economic Monitoring Committee to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs for the Project. To the extent that the sharing of such information is consistent with, and not limited by, any confidentiality or other agreements, summaries addressing the Proponent's fulfillment of this term and condition should be included in the Proponent's annual report to the Nunavut Impact Review Board.***

The Socio-Economic Monitoring Program (SEMP) is a framework used to monitor and evaluate the various indicators, metrics, and units of measurement outlined in the Project Certificates. Agnico Eagle commits to reporting on the SEMP annually. In 2025, no changes were brought to the program.

The Socio-Economic Monitoring Working Group (SEMWG) traditionally included the Government of Nunavut (GN) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC); however, in 2020 the Kivalliq Inuit Association (KivIA) officially joined the SEMWG. The aim of this working group is to support Agnico Eagle's SEMP and the Kivalliq Socio-Economic Monitoring Committee (KvSEMC). In August 2025, Agnico Eagle held a planning teleconference with the SEMWG to receive comments and feedback in preparation for the upcoming KvSEMC meeting.

The Kivalliq Socio-Economic Monitoring Committee meets annually to present data and consider socio-economic impacts and benefits of mining projects on the Kivalliq region. Members of the KvSEMC include the Government of Nunavut (including specific departmental representation), the Government of Canada, the Kivalliq Inuit Association, Hunters and Trappers Organizations, community representatives, community organizations, and project owners. The Government of Nunavut chairs the KvSEMC. Feedback provided at the KvSEMC informs the final Socio-Economic Monitoring Report, and the KvSEMC can recommend additional monitoring priorities. In 2025, the KvSEMC meeting was held from November 25 to 27, where various stakeholders collaborated to discuss the socio-economic impacts and benefits of mining projects across the Kivalliq region.

The Socio-Economic Monitoring Report (SEMR) is the annual report on the SEMP. It is a comprehensive socio-economic monitoring report that contains project-level data (data collected by Agnico Eagle at each project site or regionally) and community-level data (data provided by or in communities), including data mandated by the Project Certificate. It was reviewed by the SEMWG prior to its submission, to allow those groups to provide insight. Agnico Eagle is appending the 2025 Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Report in Appendix 43.

11.10.2 Whale Tail Site Updates

As required by NIRB Project Certificate No.008, Condition 45: ***The Proponent shall work in collaboration with other socio-economic stakeholders including, the Government of Nunavut, Indigenous and Northern Affairs Canada, the Kivalliq Inuit Association, and communities of the Kivalliq region, to establish a socio-economic working group for the Project to develop and oversee a Kivalliq Projects AEM Socio-Economic Monitoring Program. The working group will develop a Terms of Reference, which outlines each member's roles and responsibilities with regards to, where applicable, project specific socio-economic monitoring throughout the life of the projects. The Proponent shall work with the other parties to use the updated Kivalliq Projects Socio-Economic Monitoring Program to monitor the predicted impacts outlined in the projects' respective environmental impact statements as well as regional concerns identified by the Kivalliq Socio-Economic Monitoring Committee. The Proponent shall work in collaboration with all other socio-economic stakeholders such as the Government of Nunavut, Indigenous and Northern Affairs Canada, Kivalliq Inuit Association, and the communities of the Kivalliq region in developing this program, which should include a process for adaptive management and mitigation in the event unanticipated impacts are identified. The Terms of Reference for this multi-party, multi-project Working Group are to be provided to the Nunavut Impact Review Board (NIRB) upon completion, and within one (1) year of issuance of the Project Certificate. The Proponent shall produce annual joint "AEM Kivalliq Projects" Socio-Economic Monitoring reports throughout the life of the Projects that are submitted to the NIRB and discussed with the wider Kivalliq Socio-Economic Monitoring Committee. Details of***

the Kivalliq Projects Socio-Economic Monitoring Program are to be provided to the NIRB upon finalization, and within one (1) year of issuance of the Project Certificate. Information regarding the Proponent's efforts in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.

And

As required by NIRB Project Certificate No.008, Condition 53: ***Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kivalliq Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, Rankin Inlet and Whale Cove). The details of this process will be captured in the terms of reference for the project specific Whale Tail Pit Socio-Economic Monitoring Committee. Summaries of this information should be included in the annual Whale Tail Pit socio-economic monitoring reports submitted to the Nunavut Impact Review Board and shared with the wider Kivalliq Socio-Economic Monitoring Committee throughout the life of the Project.***

And

As required by NIRB Project Certificate No 008, Condition 46: ***The Proponent should develop a Project-specific Whale Tail Pit Socio-Economic Monitoring Program designed to:***

- ***Monitor for project-induced effects, including the impacts predicted in the Environmental Impact Statement through indicators presented in the Whale Tail Pit Socio-Economic Monitoring Plan;***
- ***Reflect regional socio-economic concerns identified by the Kivalliq Socio-Economic Monitoring Committee (KivSEMC);***
- ***Work in collaboration with all other socio-economic stakeholders such as the Kivalliq Inuit Association, the Government of Nunavut, and Indigenous and Northern Affairs Canada, and the communities of the Kivalliq region to develop the program;***
- ***Include a process for adaptive management and mitigation to respond if unanticipated impacts are identified; and***
- ***Monitor the success of existing and newly implemented gender-specific initiatives to determine their success and why they were considered successful or to identify any challenges to their implementation.***

Details of the Whale Tail Pit Socio-Economic Monitoring Program should be submitted to the Nunavut Impact Review Board (NIRB) within one (1) year of issuance of the Project Certificate. The Proponent should produce annual Whale Tail Pit socio-economic monitoring reports throughout the life of the Project that are submitted to the NIRB and shared with the wider KivSEMC.

And

As required by NIRB Project Certificate No 008, Condition 50: ***The Terms of Reference for this multi-party, multi-project Working Group are to be provided to the Nunavut Impact Review Board (NIRB) upon completion, and within one (1) year of issuance of the Project Certificate. Details of the Kivalliq Projects Socio-Economic Monitoring Program are to be provided to the NIRB upon finalization, and within one (1) year of issuance of the Project Certificate. The Proponent shall produce annual joint "AEM Kivalliq Projects" Socio-Economic***

Monitoring reports throughout the life of the Projects that are to be submitted as part of the Proponent's annual report to the NIRB.

Refer to Section 11.10.1 above.

11.10.3 Socio-Economic Monitoring Report

As required by NIRB Project Certificate No.004, Condition 65: ***Cumberland shall include in its socio-economic monitoring program for the Meadowbank Project the collection and reporting of data of community of origin of hired Nunavummiut.***

And

As required by NIRB Project Certificate No.008, Condition 48: ***The Proponent is strongly encouraged to submit staff schedule forecasts that should, at a minimum, include the following:***

- ***Title of positions required by department and division;***
- ***Quantity of positions available by project phase and year;***
- ***Transferable skills, both certified and uncertified which may be required for, or gained during, employment within each position;***
- ***The National Occupational Classification code for each individual position.***

The Proponent should also identify and register all trades occupations, journeypersons, and apprentices working with the Project and make this information available to the Government of Nunavut to assist in delivery of training initiatives and programs. The Staff Schedule should be submitted to the Nunavut Impact Review Board six (6) months prior to each phase of the Project (construction, operations, closure).

And

As required by NIRB Project Certificate No.008, Condition 53: ***Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kivalliq Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, Rankin Inlet and Whale Cove). The details of this process will be captured in the terms of reference for the project specific Whale Tail Pit Socio-Economic Monitoring Committee. Summaries of this information should be included in the annual Whale Tail Pit socio-economic monitoring reports submitted to the Nunavut Impact Review Board and shared with the wider Kivalliq Socio-Economic Monitoring Committee throughout the life of the Project.***

And

As required by NIRB Project Certificate No.008, Condition 59: ***The Proponent is encouraged to work with the Kivalliq Inuit Association to establish cross-cultural training initiatives, which promote respect and consideration for the importance of Inuit Qaujimajatuqangit to the Inuit identity and to make this training available to Project employees and on-site sub-contractors. The Proponent should actively monitor the implementation of these initiatives, including the following items:***

- ***Descriptions of the goals of each program offered;***
- ***Language of instruction;***
- ***Schedules and location(s) of when each program was offered;***
- ***Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and***
- ***Completion rates for enrolled participants, noting Inuit and non-Inuit participation rates.***

Summaries of the cross-cultural training initiatives implemented by the Proponent in fulfilment of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.

And

As required by NIRB Project Certificate No.008, Condition 62: ***The Proponent should work with the Government of Nunavut to develop an effects monitoring program that identifies Project-related pressures to community infrastructure such as airport and transportation infrastructure, policing, health and social services, in Baker Lake and all the point-of-hire communities of the Kivalliq Region. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.***

The section below summarizes key Agnico Eagle's socio-economic reporting, related primarily to employment and training. For the full report on the Project's socio-economic monitoring, please refer to the Appendix 44.

Reports can also be viewed on the Socio-Economic Monitoring Committee website on Agnico Eagle's website.

11.10.3.1 *Workforce*

Agnico Eagle reports its workforce using two measures: headcount and Full-Time Equivalents (FTEs). Headcount refers to a snapshot of all active employees — both full-time and part-time — taken at year-end. FTEs represent the number of full-time positions based on actual hours worked. One FTE is equivalent to 2,184 hours worked per year, calculated based on the standard mine rotation schedule of 13 rotations per year, with each rotation consisting of 14 days at 12 hours per day (13 × 14 × 12 = 2,184). This standardized measure normalizes workforce calculations, allowing for consistent comparison across full-time, part-time, and seasonal positions.

As of December 31, 2025, Meadowbank and Whale Tail had 1,090 active Agnico Eagle employees by headcount, of whom 130 were Inuit. On an FTE basis, the site had 961 FTEs, of which 119 were filled by Inuit employees.

Contractor workforce figures are reported using FTEs only, given the cyclical nature of contractor work. In 2025, there were 834 contractor FTEs, of which approximately 33 were Inuit.

In total, there were 1,795 FTEs — comprising Agnico Eagle permanent, temporary, on-call, and student employees, as well as contractors — working at the site at the end of 2025.

Agnico Eagle defines job statuses as follows:

- Permanent employee: an employee whose position is not tied to a short-term project and is expected to be required throughout the life of mine.
- Temporary employee: an employee whose position will not continue beyond a specified period.
- On-call employee: an employee with an undefined contract who is called upon as needs arise. On-call employees are expected to transition into temporary or permanent positions as they become available.

11.10.3.1.1 Employment Demographics for Nunavut Based Employees

Table 11-6 shows the employment demographics for community of hire by headcount.

Table 11-6 Home Communities of Agnico Eagle Inuit Employees (by headcount)

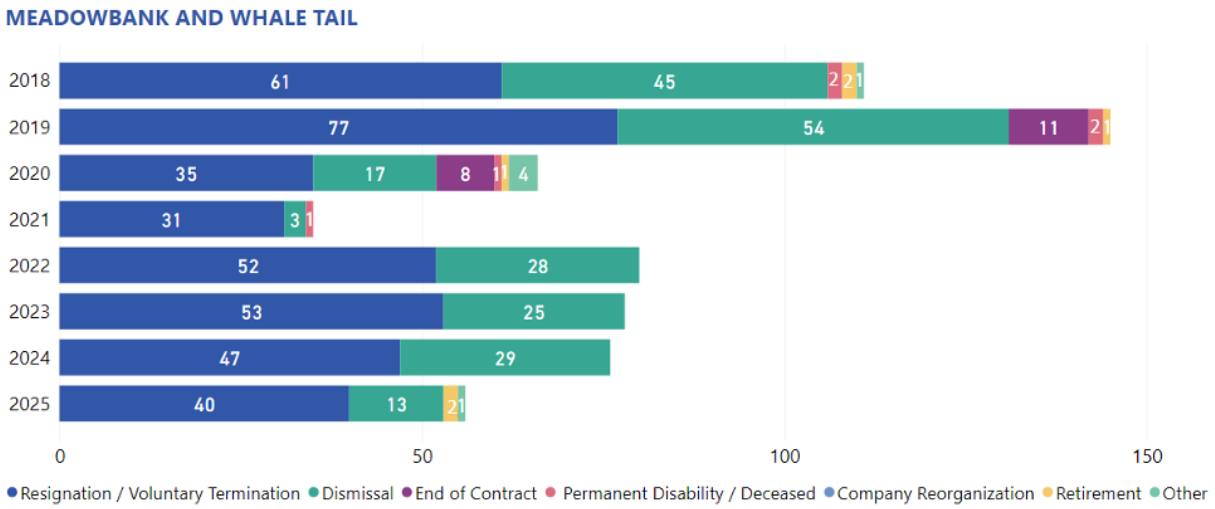
Community of Hire	2023 Agnico Eagle headcount	2024 Agnico Eagle headcount	2025 Agnico Eagle headcount
Arviat	33	24	19
Baker Lake	123	91	72
Naujaat	5	3	3
Rankin Inlet	5	4	3
Chesterfield Inlet	3	3	2
Whale Cove	2	2	1
Coral Harbour	2	0	1
Kitikmeot	0	2	2
Qikiqtani	0	1	1
Outside of Kivalliq	24	30	25
Total	**197**	**160**	**129**

Agnico Eagle pays for the transportation of all Kivalliq-based employees from their home community to the mine for each work rotation. For employees coming from Arviat, Chesterfield Inlet, Rankin Inlet and/or Whale Cove, Agnico Eagle has a service contract with Calm Air to transport employees by charter plane from Rankin Inlet directly to and from the Meadowbank mine airstrip. For employees coming from Coral Harbour and/or Naujaat, a commercial ticket is bought from their home communities to the Baker Lake airport. Once in Baker Lake, they are transported by bus to and from the mine site via a daily ride similar to employees coming from Baker Lake. For all other employees not located in the Kivalliq region, transportation is provided from Mirabel and Val-d'Or via a charter flight operated by Nolinor Aviation.

11.10.3.1.2 Employee Retention

Figure 17 provides a breakdown of Inuit turnover (employees who leave Agnico Eagle's employment each year) by reason for leaving for Meadowbank/Whale Tail.

Figure 17 Breakdown of Inuit Turnover 2018-2025



In 2025, 56 Inuit employees departed from Meadowbank/Whale Tail, a notable 26% decrease from the 76 departures recorded in 2024. Of these, 42 were resignations or voluntary departures, while the remaining 14 were dismissals.

Understanding Reasons for Voluntary Departure

Agnico Eagle conducts one-on-one exit interviews to gather qualitative information on the common reasons employees choose to leave. Among the 42 voluntary departures at Meadowbank/Whale Tail in 2025, the reported reasons were:

- Family situation (11)
- Other (10)
- Moving to another job (6)
- Not liking the job (6)
- Not liking camp life and/or missing family (3)
- Conflict with an employee or supervisor (3)
- Lack of access to child support (3)

Family-related factors — including family situation, missing family, and lack of access to child support — collectively accounted for 17 of the 42 departures (40%), making this the most significant category driving voluntary turnover. This highlights the challenges that remote, rotation-based work presents for employees with caregiving responsibilities and strong family ties in their home communities. Workplace-related factors, including dissatisfaction with the job and interpersonal conflict, accounted for 9 departures (21%), while 6 employees (14%) left to pursue other employment opportunities.

Inuit Employee Turnover Compared to Non-Inuit

The turnover rate for Inuit employees at Agnico Eagle projects remains consistently higher than that of non-Inuit employees. At Meadowbank/Whale Tail, Inuit employee turnover decreased from 42% in 2024 to 37% in 2025, while non-Inuit turnover remained relatively stable, rising slightly from 7% to 8% over the same period. Despite the improvement, the gap remains significant — Inuit turnover in 2025 was still more than four times that of non-Inuit employees. This persistent disparity underscores the unique barriers Inuit employees face, including the demands of camp-based work, distance from family and community, and cultural adjustment.

11.10.3.1.3 Counselling and Treatment Programs

Addressing Turnover Through Employee Well-Being and Culturally Grounded Support

Employee retention remains a key priority for Agnico Eagle's Nunavut operations, and the company recognizes that turnover is driven by a complex set of factors — including isolation from family and community, cultural disconnect in the workplace, and the mental health demands of fly-in, fly-out work in remote northern settings. In 2025, Agnico Eagle continued to expand its comprehensive wellness and cultural programming across both Meadowbank and Meliadine as a direct strategy to improve employee retention by fostering a work environment where employees feel supported, culturally respected, and connected to community — both on site and at home.

Cultural Programming

Research consistently shows that employees who feel a sense of belonging and cultural connection in their workplace are more likely to remain. Agnico Eagle's cultural programming is designed to create that connection — particularly for Inuit employees working on their traditional lands — by embedding Inuit culture, language, and traditions into the fabric of daily site life.

The Meadowbank Complex hosted 16 cultural awareness activities in 2025, focused on cultural learning, traditional food sharing, and community connection. Highlights included Nunavut Day celebrations featuring locally hunted caribou prepared on site, with Agnico Eagle staff serving the meal as part of the festivities. National Indigenous Peoples Day caribou feasts were held on June 20 at Whale Tail and June 21 at Meadowbank, with caribou and bannock prepared by Susan Toolooktook and Martha from Baker Lake.

Throughout the year, employees had opportunities to engage with traditional skills and cultural practices, including Sewing Nights beginning in February, soapstone carving sessions held in May at both Meadowbank and Whale Tail, and Country Food Nights hosted in July where employees were invited to share traditional foods.

Truth and Reconciliation Month programming in September featured a Zen Room with Indigenous art and resources, movie nights screening *The Grizzlies*, a Purple Saxifrage Reflection Portrait to prompt reflection on reconciliation, and a live broadcast presentation by Elder Eddy Bear to both Meadowbank and Whale Tail on September 30. On-site Elder counselling sessions were also provided by KEAC Elders in March and October, which included access to country food as part of the support offering.

Spouse Visit Program

Separation from family is consistently cited as one of the most significant factors contributing to employee turnover at remote mine sites. Agnico Eagle's Spouse Visit Program directly addresses this challenge by inviting employees' partners to experience the work environment firsthand — strengthening the connection between home and site life and helping families better understand and support the demands of fly-in, fly-out work.

At Meadowbank, 26 spouses participated — 11 during the Christmas period (December 23–26) and 15 during the New Year period (December 30 – January 2, 2026). Each visit lasted four days and took place at both Meadowbank and Amaruq, with dedicated activity schedules at each site. Activities included site tours, a gold pour and Process Plant visit, Underground training and tours, Open Pit visits, and tours of various departments including the kitchen, warehouse, Maintenance Shop, and Powerhouse. The Christmas group also took part in a site-wide Gingerbread House activity.

Mental Health Support

Mental health challenges — including stress, isolation, and difficulty adjusting to rotational work schedules — are significant drivers of employee turnover in remote mining operations. Agnico Eagle's investment in mental health programming is designed to intervene early, reduce stigma, and ensure employees have multiple pathways to access support before challenges escalate to the point of departure.

Meadowbank continued to prioritize mental health awareness and support in 2025. Two mental health-related courses were offered to key personnel: Mental Health First Aid (MHFA) and The Working Mind, equipping employees with practical tools for recognizing and responding to mental health challenges and crises on site. Monthly communications on mental health topics were distributed throughout the year to promote ongoing awareness, and Agnico Eagle continued to collect statistics on mental health-related visits at the site clinic to inform programming and support needs.

To enhance access to care, Agnico Eagle supported employees in arranging telepsychology and counselling services, provided private on-site space for telehealth appointments, and conducted acute mental health assessments as needed. Recognizing the importance of ongoing connection and support, a Sunday evening support group was also established, creating a safe and confidential space for workers to share experiences, seek guidance, and access mental health resources outside of regular work hours — a proactive measure aimed at building the peer networks and sense of community that help employees feel less isolated and more committed to staying.

Employee Assistance Program

Agnico Eagle's Employee Assistance Program (EAP) was accessed 58 times in 2025, a decrease from 92 uses in 2024 and 110 in 2023. While reduced utilization may reflect a number of factors, Agnico Eagle continues to monitor usage trends and adapt its support systems to ensure employees have accessible, responsive resources available when needed. The expanded mental health programming introduced across both sites in 2025 — including Mental Health First Aid courses, The Working Mind training, telepsychology services, and the newly established Sunday evening support group at Meliadine — may be contributing to earlier intervention and broader access to support through multiple channels beyond the EAP alone.

Together, these programs represent a comprehensive, retention-focused approach to employee well-being — one that addresses the root causes of turnover by building cultural belonging, strengthening family connections, and ensuring that mental health support is accessible, proactive, and woven into daily site life. By investing in the whole person — not just the worker — Agnico Eagle is creating the conditions for employees to not only stay, but to thrive across its Nunavut operations.

11.10.3.1.4 Summer Student Employment Program

Agnico Eagle is committed to empowering the next generation of Nunavummiut by providing hands-on work experience, career development, and exposure to the mining industry through its summer employment programs. By fostering early engagement with students, strengthening ties with educational institutions, and creating direct pathways to employment, the company is helping to build a skilled and informed workforce for the future.

Recognizing the need for proactive outreach, Agnico Eagle has taken deliberate steps to strengthen interest in its summer employment programs by collaborating with Nunavut Sivuniksavut (NS), Nunavut Arctic College (NAC), community leaders, and regional education initiatives. These engagements serve to educate, inspire, and connect students with real-world opportunities in the mining sector.

Building Stronger Partnerships with Nunavut Sivuniksavut (NS)

Agnico Eagle attended the celebration of the NS 40th anniversary, which provided multiple opportunities to interact with students and introduce them to Agnico Eagle's Nunavut operations and life at camp, summer employment and internship opportunities, and potential long-term career paths across various fields. The event generated strong interest, with multiple students engaging in active discussions and expressing enthusiasm for summer internships. Information was also shared about Agnico Eagle's participation in the Indigenous Career Fair in Ottawa in January 2026, where upcoming summer employment opportunities will be available.

Delivering Meaningful Summer Employment in 2025

Through these efforts, Agnico Eagle welcomed a total of seven (7) summer students in 2025, providing them with direct exposure to operations and professional development opportunities across several departments and locations. Of the seven (7), four (4) students were placed within Meadowbank Complex:

- One student in Baker Lake, supporting Community Relations
- Two students at Meadowbank, supporting the Process Plant

- One south-based student, supporting Community Relations (Social Performance)

Agnico Eagle remains dedicated to offering meaningful work experiences while ensuring that employment opportunities are structured, safe, and aligned with operational needs. The company has implemented clear eligibility requirements to maintain workplace safety and accessibility: students must be 18 years or older to work at mining sites, and students 16 years or older may work in Baker Lake or Rankin Inlet offices.

By taking a proactive approach to student engagement, Agnico Eagle is not only creating employment opportunities but investing in the long-term sustainability of Nunavut's workforce. Through direct engagement with students, internship opportunities, and strengthened partnerships with educational institutions, the company is helping to build career pathways that extend well beyond summer employment. Looking ahead, Agnico Eagle will continue working closely with Nunavut Sivuniksavut, Nunavut Arctic College, regional training organizations, and community leaders to empower the next generation of Inuit professionals.

11.10.3.2 *Training*

Agnico Eagle's Training Management System (TMS) and the Learning Management System (LMS) tracks and reports on training activities. The list of training provided can be found in Appendix 45.

11.10.3.2.1 Pre-employment training (Sanajiksanut Program)

Agnico Eagle remains committed to supporting Inuit employment and career development through the Sanajiksanut Program, which facilitates access to job opportunities, provides targeted training, and strengthens recruitment efforts. While recognizing the unique challenges associated with employment in remote regions, Agnico Eagle continues to collaborate with community partners and Inuit organizations to enhance its approach in a way that aligns with both community needs and operational requirements.

The Sanajiksanut Program is built around four key principles that guide Agnico Eagle's efforts in expanding Inuit workforce participation:

- Partnership with Ilitaqsiniq (Nunavut Literacy Council): Agnico Eagle collaborates with Ilitaqsiniq to integrate community-based training into its recruitment process. The pre-employment training program, designed by Inuit for Inuit, is delivered by an Inuit instructor, ensuring that training aligns with local needs and cultural values.

- Inuit Workforce Planning: Recruitment planning is conducted alongside operational teams to ensure Inuit employment opportunities are identified and supported within the company's workforce strategy.

- Recruitment Process Enhancements: To increase accessibility, Agnico Eagle has adapted communication channels to better reach Inuit candidates, ensuring they receive timely job opportunity updates.

- Mining Awareness and Career Outreach: The program works to engage younger generations through career awareness initiatives in Kivalliq schools and colleges, promoting long-term interest in the mining industry.

In 2025, Agnico Eagle continued its community-based approach to recruiting and hiring Inuit employees across the Kivalliq region through the following initiatives:

Step 1: Expanding Access Through Employment Information Sessions

Agnico Eagle organized employment information sessions across the Kivalliq region to provide clear guidance on job opportunities and application processes. In 2025, 21 sessions were conducted across six Kivalliq communities, reaching 1,335 Inuit participants—a significant increase from 492 participants across 20 sessions in 2024. Sessions were held in Rankin Inlet (5 sessions, 430 participants), Arviat (4 sessions, 264 participants), Baker Lake (183 participants), Chesterfield Inlet (129 participants), Coral Harbour (72 participants), and Naujaat (50 participants).

Some sessions were impacted by logistical challenges including weather conditions, accommodation availability, and Community Liaison Officer scheduling. Where sessions were affected, efforts were made to reach candidates through alternative engagement methods.

Step 2: Online Application Process Facilitated by Employment Information Sessions

To support job applications, Agnico Eagle provides localized assistance through Community Liaison Officers stationed in Kivalliq communities. CLOs and the Sanajiksanut Coordinator offer one-on-one support to job seekers, both in-person and remotely. A digital application tool also allows candidates to submit their information through a simple online form accessible via QR code.

Step 3: Building Job Readiness Through Pre-Employment Training

Agnico Eagle supported seven pre-employment training programs in 2025, fully facilitated by Ilitaqsiniq. A total of 47 participants successfully completed training across six communities: Baker Lake, Rankin Inlet (2 sessions), Coral Harbour, Naujaat, Chesterfield Inlet, and Whale Cove. These programs align with pilimmaksarniq—a core Inuit value emphasizing skill-building through learning experiences—ensuring that participants develop both technical and workplace skills to support long-term employability.

These programs align with pilimmaksarniq—a core Inuit value that emphasizes skill-building through learning experiences—ensuring that participants develop both technical and workplace skills to support long-term employability.

Step 4: Nunavut Labour Pool Hiring

Agnico Eagle maintains a Labour Pool List that tracks candidates who have completed the Sanajiksanut Program and are eligible for employment with the company or its contractors. In 2025, 142 new Inuit employees were hired through the Nunavut Labour Pool, an increase from 105 hires in 2024. Hiring was distributed as follows: Meadowbank (84 hires—74 Agnico Eagle, 10 contractors), and Nunavut Services Group (9 hires).

Together, these efforts demonstrate the continued effectiveness of Agnico Eagle's recruitment pipeline in connecting Kivalliq community members with employment opportunities at mine sites. The Sanajiksanut Program continues to adapt based on ongoing feedback from community partners and evolving operational priorities. Agnico Eagle remains committed to supporting workforce development initiatives that help facilitate job readiness and career growth for Nunavummiut.

11.10.3.2.2 Training Hours

The following categories of training are available:

- Mandatory: Mandatory training related to compliance with the Nunavut Mine Act, as well as training that is mandated according to Agnico Eagle Health and Safety policies. Many of these training sessions are offered via e-learning prior to employee's arrival on site;

- General: Training activities required at a departmental level and covers many employees working in different departments. General training includes training on light duty equipment as well as enterprise software systems and cross-cultural training;

- Specific: Focused on developing individual competencies related to a specific position. This training qualifies individual workers for promotion following their progression through the Career Path. These training programs are provided by in classroom (theory) learning as well as practical (one-on-one) learning; and

- Emergency Response Training for certain individuals to assist and help in a variety of emergency situations.

Table 11-7 provides the training hours provided to Agnico Eagle employees at Meadowbank and Whale Tail (excluding contractors) in 2025.

Table 11-7 2025 Training hours

Type of Training	Inuit	Non-Inuit	Total
Mandatory	669	11,115	11,784
General	222	6,052	6,052
Specific	3842	6,972	10,814
Education	38	0	38
Specific Practical Evaluation	120	48	168
Specific Primary Evaluation	3	0	3
ERT	492	6,650	7,142
Total	**5,164**	**30,837**	**36,001**

11.10.3.2.3 Training Programs

11.10.3.2.3.1 E-Learning

Before coming to an Agnico Eagle site for the first time, newly hired employees must complete their Mandatory Training online, which consists of six modules: General Induction, WHMIS, Fire Suppression, Job Hazard Analysis and Work Card, Spill Response, and Occupational Health and Safety (Personal

Protective Equipment, Ladder Safety, Surface Standard Operating Procedure). The General Induction chapter provides general information about Agnico Eagle and working life at the mines, waste management, as well as information on the IIBAs and archaeological awareness. The e-learning training material is available in English, French, and Inuktitut.

In 2025, the Mandatory Training program and TMS tools remained in place with no significant changes. The focus continued on maintaining consistent delivery and compliance across both sites.

11.10.3.2.3.2 Cross-Cultural

Cultural Awareness Training in 2025: Scaling Impact and Expanding Reach

Training delivery continued at both sites, reinforcing the company's commitment to ensuring that all personnel working on Inuit lands develop a meaningful understanding of Inuit culture, values, and perspectives. The Cross-Cultural Training is offered to all new employees and achieved a completion rate of 100% in 2025. At Meadowbank, 75 Agnico Eagle employees completed a total of 263 hours of training, alongside 53 contractors who completed 186 hours.

By the end of the training, participants are able to define cultural competence and describe why it matters at Agnico Eagle; explain what colonization is and identify action that support decolonization today; recognize their role in Agnico Eagle’s commitment to social responsibility and respectful engagement; identify key Inuit values that connect with Agnico Eagle’s culture and ways of working; and apply the four components of cultural competence to build respectful and collaborative relationships.

To further expand the program's reach and accessibility, Agnico Eagle partnered with Nova Concept to develop an e-learning version of the Cultural Awareness training, with an expected launch in Q2 2026. The e-learning module preserves the core elements that have made the in-person sessions so well received, including the videos Beneath the Surface and Rhoda's Dream – Burying the Baby. It also introduces a powerful new video montage in the Inuit Qaujimajatuqangit (IQ) values section, featuring Elders sharing the meaning and continued relevance of IQ values in their own words. Development has progressed smoothly, and once launched, the training will be mandatory for all employees and must be completed by all new hires prior to beginning work at Agnico Eagle.

This next phase represents a pivotal step in making cultural awareness training not only a workplace requirement, but a lasting part of the company's commitment to reconciliation, inclusion, and respect for Inuit knowledge and ways of life.

11.10.3.2.3.3 Career Paths

Career Path Program in 2025: Strengthening Pathways for Inuit Employee Advancement

Building on the comprehensive review initiated in 2024, Agnico Eagle continued to refine and strengthen its Career Path program in 2025, ensuring that Inuit employees have clearer, more accessible pathways to advance within the company.

At Meadowbank, significant changes were made to the Underground (UG) department career path. Most notably, the UG Trainee program was restructured so that new trainees are now hired directly by Agnico Eagle, rather than through the contractor CMAC. This shift represents an important step in strengthening Agnico Eagle's direct investment in Inuit workforce development. The trainee program itself was also expanded from two full rotations (308 hours) to three full rotations (462 hours), providing new trainees with additional time to safely acquire the skills, equipment knowledge, and procedural understanding required to work in an underground environment. All other career path programs at Meadowbank remained largely unchanged.

These enhancements reflect Agnico Eagle's ongoing commitment to the program's core objective: achieving 100% internal promotions for Inuit employees and ensuring that structured, meaningful career development opportunities continue to grow across its Nunavut operations.

11.10.3.2.3.4 Trainee Programs

Training Programs in 2025: Building on Progress Across Sites

Agnico Eagle continued to invest in targeted training programs in 2025, equipping Inuit employees with the skills and certifications needed to advance into operational roles across its Nunavut operations. Building on the training efforts of 2024, several programs saw structural improvements, expanded offerings, and stronger alignment with operational needs.

Underground Trainee Program: In 2025, the Underground Trainee Program at Meadowbank underwent a significant transformation. New recruits are now hired directly by Agnico Eagle, replacing the previous model of hiring through CMAC and transferring trainees upon program completion. The program was also extended from two rotations (308 hours) to three full rotations (462 hours), providing trainees with additional time to safely develop the skills, equipment knowledge, and procedural understanding required for underground work. One cohort of three trainees commenced in early Q4 of 2025, and all three remain actively enrolled with successful completion expected in Q1 2026.

Haul Truck Trainee Program: The 42-day (504-hour) program continued at Meadowbank in 2025, with one cohort of four trainees beginning training in Q4. Three trainees remain in the program and are expected to complete successfully in early 2026.

Long Haul Truck Trainee Program: No trainees were enrolled in the Long Haul Truck Trainee Program at Meadowbank in 2025. As noted in previous years, identifying suitable candidates for this specialized program remains a challenge.

Process Plant Trainee Program: No trainees were enrolled in the Process Plant Trainee Program at Meadowbank in 2025.

Agnico Eagle remains committed to strengthening its training programs as a key driver of Inuit employment and career advancement. The structural improvements made in 2025 — from direct hiring of underground trainees to fixed scheduling and program extensions — reflect a continued focus on setting employees up for long-term success in skilled operational roles

11.10.3.2.3.5 Apprenticeship Program

Apprenticeship Program in 2025: Continued Growth in Skilled Trades Development

Building on the momentum of 2024, Agnico Eagle's Apprenticeship Program continued to support Inuit employees in developing skilled trades expertise across its Nunavut operations. In 2025, the program supported seven apprentices — a notable increase from the previous year — reflecting the company's sustained investment in long-term career development for Inuit employees.

At Meadowbank, two apprentices are currently enrolled in the Heavy Duty Equipment Technician (HDET) stream. One apprentice achieved a significant milestone in 2025, completing his HDET Level 3 journeyperson certification and subsequently returning to work in his home community — a meaningful example of the program's broader contribution to building skilled capacity within Inuit communities. One apprentice is currently at HDET Level 1 and is scheduled to attend trade school in April 2026.

The Apprenticeship Program remains a vital pathway for Inuit employees to gain industry-recognized certifications and hands-on technical experience, contributing to both individual career growth and the long-term development of a skilled Inuit workforce across Agnico Eagle's operations

11.10.3.2.3.6 Adult Educator

Adult Educator Program in 2025: Rebuilding Momentum for Continued Growth

Agnico Eagle's Adult Educator program experienced a period of transition in 2025. A full-time Adult Educator was based at both the Meadowbank Complex and Meliadine from January through early June, continuing to provide academic support and guidance to Inuit employees pursuing career advancement. The position remained vacant from June through October, creating a temporary gap in programming.

In November, a new Adult Educator joined the team, bringing a strong foundation of relevant experience to the role, including a Bachelor of Education and extensive background in the trades, with prior work as a trade school instructor across multiple disciplines. His practical understanding of skilled trades education positions him well to support employees across Agnico Eagle's various training and apprenticeship streams. In December, he visited Northwestern Polytechnic in Grande Prairie, Alberta, where he connected with support staff and met with apprentices currently attending technical training — strengthening the relationship between Agnico Eagle's onsite support and the institution delivering trades education.

As the new Adult Educator settles into the role, 2026 will focus on building familiarity with the RISE program and actively promoting enrollment across all branches, ensuring that Inuit employees are aware of and supported in accessing the academic resources available to them. With a strong candidate now in place, Agnico Eagle is well positioned to restore full programming and build on the progress made in previous years.

11.10.3.2.3.7 Emergency Response Team (ERT) training

Emergency Response Team in 2025: Sustained Growth and Readiness

Building on a strong year that culminated in an international first-place finish in Colombia, Agnico Eagle's Emergency Response Team at the Meadowbank Complex continued to strengthen its capacity and preparedness in 2025.

By year-end, the ERT had grown to 128 active Emergency Responders across Surface and Underground operations — an increase from 115 in 2024 — including seven Inuit members, one more than the previous year. This steady growth reflects ongoing efforts to expand the team's depth and encourage broader participation, including from Inuit employees.

Training remained a central focus throughout the year. The Meadowbank Complex delivered several basic emergency response courses to onboard new members and maintained weekly training for both Underground and Surface responders. Training exercises covered a wide range of emergency scenarios, including cyanide mock scenarios, Underground mock training, and table-top exercises — ensuring that responders are prepared to handle diverse and complex situations with confidence. In total, the ERT logged 10,848 hours of training in 2025, comprising 492 hours from Inuit Agnico Eagle employees, 6,650 hours from non-Inuit Agnico Eagle employees, and 3,706 hours from contractors.

Agnico Eagle also continued to test its teams in competitive settings, participating in the NMHSF Mine Rescue Competition in Yellowknife — maintaining the company's visible commitment to emergency preparedness excellence at the regional level.

The ERT remains a cornerstone of Agnico Eagle's safety culture, and the continued growth in team membership, training investment, and competitive participation underscores the company's dedication to ensuring its operations are equipped to respond to any emergency with skill and efficiency.

11.11 GENERAL SOCIO-ECONOMIC PROVISIONS

11.11.1 Whale Tail Site

11.11.1.1 *Staff Schedule*

As required by NIRB Project Certificate No.008, Condition 48: ***The Proponent is strongly encouraged to submit staff schedule forecasts that should, at a minimum, include the following:***

- ***Title of positions required by department and division;***
- ***Quantity of positions available by project phase and year;***
- ***Transferable skills, both certified and uncertified which may be required for, or gained during, employment within each position;***
- ***The National Occupational Classification code for each individual position.***

The Proponent should also identify and register all trades occupations, journeypersons, and apprentices working with the Project and make this information available to the Government of Nunavut to assist in delivery of training initiatives and programs. The Staff Schedule should be submitted to the Nunavut Impact Review Board six (6) months prior to each phase of the Project (construction, operations, closure).

Construction Phase staff schedules have been sent to NIRB on May 2, 2018 and Operations Phase staff schedules have been sent to NIRB on April 25, 2019 with an updated Version on June 25, 2019 (Appendix 54 of the 2019 Annual Report).

11.11.1.2 *Semi-Annual Call with Regulators*

As required by NIRB Project Certificate No.008, Condition 49: ***The Proponent shall make best efforts to collaborate with the Government of Nunavut's Career Development Officer, Regional Manager of Career Development, and Director of Career Development. Semi-annual calls, at a minimum, should be initiated by the Proponent to address:***

- ***Hiring procedures and policies***
- ***Issues regarding employee recruitment and retention***
- ***AEM policies regarding career pathways and opportunities for advancement***
- ***Internal and/or partnered training and development of employees***
- ***Long-term labour market plans to facilitate training in communities***

Summary information addressing the Proponent's fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.

Agnico Eagle is committed to building strong partnerships with the Government of Nunavut's Department of Family Services to advance workforce development, apprenticeship training, and career awareness across the region. Through ongoing in-person engagements, these collaborations align Agnico Eagle's workforce needs with government-supported training and employment programs, ensuring that Nunavummiut gain meaningful access to careers in the mining industry.

Engagements and Key Outcomes in 2025

In April 2025, an in-person meeting was held in Iqaluit with three Government of Nunavut representatives and Agnico Eagle to discuss the possibility of Agnico Eagle delivering certifications for standardized trades, the National Youth Mining Career Awareness Strategy, challenges and opportunities within the Apprenticeship Program, the Government of Nunavut's Mine Training Strategy, and a potential partnership with Skills Canada for career awareness initiatives.

In June 2025, a follow-up meeting was held in Iqaluit with two Government of Nunavut representatives and Agnico Eagle to discuss Apprenticeship Week, ongoing challenges and opportunities in the Apprenticeship Program, the expansion of the Trades, Awareness, Skills, Knowledge (TASK) Week program in Rankin Inlet, and recognition of the existing Underground Training Program.

Through these ongoing engagements, Agnico Eagle continues to play a proactive role in workforce development, ensuring that Nunavummiut receive the support, training, and employment opportunities needed to pursue careers in mining. By aligning with the Government of Nunavut's workforce strategies, Agnico Eagle is contributing to the long-term economic sustainability and career growth of local communities while reinforcing its commitment to investing in local talent and fostering a skilled workforce for the future.

11.11.1.3 *Listing of Formal Certificates and Licenses*

As required by NIRB Project Certificate No.008, Condition 52: ***The Proponent should develop and maintain an easily referenced listing of formal certificates and licenses that may be acquired via on-site training or training during project employment. The listing shall indicate which of these certifications and licenses would be transferable to a similar job site within Nunavut. The initial listing should be provided to the Nunavut Impact Review Board within six (6) months of the Project Certificate being issued. Updates to the list should be included in the Proponent's annual reports submitted to the Nunavut Impact Review Board and shared with the wider Kivalliq Socio-Economic Monitoring Committee throughout the life of the Project.***

In 2023, Agnico Eagle offered employees a "skills passport" to demonstrate transferrable skills. In July, Agnico Eagle met with Mining Industry Human Resources Council (MiHR) to discuss the various initiatives that would grant Agnico Eagle's internal training a national accreditation and the employees a skills passport. Some of these programs were;

- The Canadian Mining Certification Program which was designed to certify trainee graduates and experienced Inuit operators. This was implemented by getting our Trainers certified to be "Workplace Assessors."; and

- The Canadian Mining Recognition Program was created to recognize Agnico Eagle's in-house training programs.

In October 2023, Agnico Eagle decided not to pursue this option for several reasons such as;

- Lack of buy-in from the industry: only 1,800 registered profiles in the database after 10 years of existence; and

- Volume of work required to undertake this project and direct benefits for local workforce.

Agnico Eagle aims to explore more accessible options such as issuing a passport from TMS (in-house training and hours of operations at Agnico Eagle would be recognized in the industry) and conducting an assessment/recognition of skills via School of Mines/Ecole des Mines.

In 2024, the Skills Passport program was temporarily suspended due to staff shortages. Agnico Eagle intends to resume the program in 2025 with allocated funding in place.

A new initiative has been developed to ensure skills are properly assessed and accredited. Under this initiative, Inuit employees are sent to Quebec's School of Mines in Abitibi to enhance, assess, and certify their skills. Additionally, Agnico Eagle has implemented the Ontario Common Core for all trainees in the Underground Program, ensuring their registration with the Ministry of Ontario.

The listing of formal certificates and licenses was sent to NIRB on December 14, 2018. There have not been any updates since the last submission. The list can be found in Appendix 59 of the 2018 Annual Report.

11.11.1.4 *LMA and IWBS*

As required by NIRB Project Certificate No.008, Condition 50: ***The Proponent will report the results of its Labour Market Analysis (LMA) and Inuit Work Barrier Study (WBS) to the Kivalliq Socio-Economic Monitoring Committee upon completion in 2018, which should integrate the findings into its ongoing work identifying gaps between the Kivalliq labour market and mining market needs, and how to activate latent labour pool in the Kivalliq region to maximize labour "capture" from mining for the region. The Proponent shall report the results and implications of the LMA and WBS within its first year's Annual Report to the Nunavut Impact Review Board (NIRB), and show how the results have been integrated into an updated Socio-Economic Monitoring Plan for the Whale Tail Pit Project.***

In 2023, the Employment and Culture Committee (ECC), comprising representatives from KivIA and Agnico Eagle, signed a Memorandum of Understanding (MOU) on updates to the Kivalliq Labour Market Analysis (KLMA) as part of IIBA obligations. Recognizing the need for a more effective timeline, the ECC recommended to the Implementation Committee that the KLMA cycle be adjusted to a three-year schedule. This change would allow sufficient time for comprehensive analysis, stakeholder collaboration, and the development of actionable workforce strategies.

In early 2023, the IC approved the ECC's recommendation, aligning the KLMA timeline with the IIBA's three-year review process. As a result, the KLMA was completed in 2024, ensuring that workforce projections and planning efforts remain aligned with broader regional economic and labour force trends.

The KLMA serves as a strategic tool to:

- Assess the regional workforce composition and trends;
- Forecast future labour market shifts and influencing factors; and
- Develop collaborative workforce strategies between Agnico Eagle and KivIA to strengthen Inuit participation in mining opportunities.

The executive summary of the KLMA findings is provided in Appendix 51 of the 2024 Meadowbank Complex Annual Report, outlining key insights and recommendations for workforce development in the Kivalliq region.

11.11.1.5 *Health Committee*

As required by NIRB Project Certificate No.008, Condition 58: ***The Proponent is encouraged to form a subcommittee which includes Government of Nunavut representatives to reach consensus decisions on health related issues that the Proponent or the Government of Nunavut bring forward (e.g. programs and services to address sexually transmitted infections, a process for the treatment and transport of workers that may require medical services beyond that which the mine provides, monitoring and reporting on the impacts of the Project on health services within the potentially impacted communities and particularly, Baker Lake. etc.). Information regarding the Proponent's fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.***

And

As required by NIRB Project Certificate No.008, Condition 60: ***The Proponent shall engage with the Government of Nunavut to develop a process to ensure that any conditions first treated at the mine site and requiring ongoing care is appropriately accommodated in a timely manner at community health centres as required. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.***

In fulfillment of Conditions 58 and 60 of NIRB Project Certificate No. 008, Agnico Eagle continued its efforts in 2025 to engage with the GN Department of Health to advance discussions on health-related matters, including the coordination of care for workers requiring ongoing medical services beyond what the mine site provides, and the broader monitoring of project impacts on health services in Baker Lake and surrounding communities.

Building on files initiated in 2024, Agnico Eagle made multiple attempts throughout 2025 to coordinate a meeting with the GN Health Department to continue these discussions. Despite repeated outreach efforts, Agnico Eagle did not receive a response from the GN Health Department, and a meeting was not successfully convened during the reporting period.

Agnico Eagle remains committed to fulfilling the requirements of Conditions 58 and 60 and will continue to pursue engagement with the Government of Nunavut Health Department in 2026 to establish a collaborative process for addressing health-related issues and ensuring the appropriate and timely accommodation of workers requiring ongoing care at community health centers.

11.11.1.6 *Home Ownership*

As required by NIRB Project Certificate No.008, Condition 61: ***The Proponent, in collaboration with the Government of Nunavut and the Nunavut Housing Corporation, is encouraged to investigate measures and programs designed to assist Project employees with pursuing home ownership or accessing affordable housing options in the Kivalliq region. The Proponent should provide access to financial literacy, financial planning, and personal budgeting as part of the regular Life Skills Training and/or Career Path Program. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.***

Agnico Eagle recognizes that housing accessibility is a key factor in supporting the long-term stability and well-being of its workforce in Nunavut. In alignment with Project Certificate Requirement 61, the company has engaged in collaborative discussions with the Government of Nunavut and the Nunavut Housing Corporation to explore measures that support home ownership and access to affordable housing for employees in the Kivalliq region.

In 2025, Agnico Eagle formalized a partnership with the Nunavut Housing Corporation, which included supporting the "Nunavut 3000" initiative and completing the shipping of 20 home units—10 to Rankin Inlet and 10 to Baker Lake. Discussions are ongoing to extend this partnership for future years.

Agnico Eagle is also in preliminary discussions on the potential impact of housing accessibility on workforce retention. These early conversations aim to assess housing-related factors that may influence long-term employment stability for Inuit workers, while considering broader regional workforce dynamics.

To help employees navigate financial planning and home ownership, Ilitaqsiniq's pre-employment curriculum includes training in financial literacy, personal budgeting, and financial planning. This program

equips new hires with fundamental financial skills that contribute to long-term economic stability and housing readiness.

While challenges related to housing availability, affordability, and funding structures remain, Agnico Eagle continues to collaborate with the Government of Nunavut, the Nunavut Housing Corporation, and other stakeholders to explore practical solutions that align with both community needs and project goals.

11.12 STATUS OF COMMITMENTS

11.12.1 Meadowbank Site

As required by NIRB Project Certificate No.004, Condition 1: ***The commitments in this Final Hearing Report as Appendix A: Cumberland's1 Commitments from the Final Hearing, are incorporated herein and must be met. In the event of a conflict between Appendix A and the Terms and Conditions of the Project Certificate, the Terms and Conditions of the Project Certificate prevail.***

An up-to-date listing of the status of implementation for commitments, made during the NIRB Final Hearings, and applicable to operation phase is provided in Appendix 1.

11.12.2 Whale Tail Site

As required by NIRB Project Certificate No.008, Condition 68: ***The Proponent shall maintain an up-to-date listing of the status of implementation for its commitments made during the Nunavut Impact Review Board's (NIRB) assessment of the Whale Tail Pit Project Proposal and the Whale Tail Pit Expansion Project Proposal through engagement of parties and active monitoring of associated implementation.***

The Proponent shall provide a status report on the implementation of all its commitments within three (3) months of issuance of the Project Certificate for the Whale Tail Pit Expansion Proposal and annually thereafter within its annual report to the NIRB.

An up-to-date listing of the status of implementation for commitments made during the NIRB assessment is provided in Appendix 2.

SECTION 12. POST-ENVIRONMENTAL ASSESSMENT MONITORING PROGRAM (PEAMP) – EVALUATION OF IMPACT PREDICTIONS

As required by NIRB Project certificate No.008 Item 11: ***The Proponent shall maintain the Environmental Impact Statement and the environmental monitoring programs developed for the Project, with predictions updated as new baseline data is collected. If the results of monitoring programs necessitate updates to effects predictions, the Proponent shall update the associated management programs and plans as required to address or reflect the updated assessment of effects.***

12.1PURPOSE

According to Appendix D of Meadowbank's NIRB Project Certificate No. 004, the Post-Environmental Assessment Monitoring Program (PEAMP) is a conceptual program designed "*to work as an instrument of the proponent's overall monitoring efforts and should provide feedback to the NIRB and other agencies regarding ongoing project monitoring*." The goal of the PEAMP is to provide the NIRB and other regulatory agencies information on how actual environmental and socioeconomic effects of the Meadowbank mine site compare to impacts predicted in the Final Environmental Impact Statement (FEIS; Cumberland, 2005).

The objectives of the PEAMP as specified in Appendix D of the Project Certificate are to:

a) Measure the relevant effects of the project on the ecosystemic and socioeconomic environment(s). These effects may be measured through biophysical and socioeconomic monitoring programs undertaken by the Proponent or by other means as described in the Project Certificate;
b) Assess the accuracy of the predictions made within the FEIS;
c) Evaluate the effectiveness of project monitoring procedures and plans;
d) Identify impacts requiring additional mitigation or adaptive management; and
e) Provide relevant data and information to support regional monitoring initiatives where feasible.

Based on comments and discussions with NIRB in 2017 - 2019, Agnico Eagle revised the PEAMP at that time to also address the following NIRB recommendations more specifically:

1) Include a discussion that references the baseline and previous years' monitoring data and identifies any trends for each valued ecosystem component where an effect has been observed. Include this information in table and graphic format in order to clearly demonstrate what is being observed; and

2) Identify instances where original and/or amended impact predictions can no longer be supported based on project experience to date and include an analysis of the effectiveness of management and mitigation strategies currently employed.

Beginning in 2019, Agnico Eagle extended the PEAMP to include the Whale Tail Mine. Measured impacts are compared to those described in the FEIS for the Whale Tail Pit Project and the FEIS Addendum for the Whale Tail Pit – Expansion Project, as appropriate.

12.2 PEAMP EVALUATION

To fulfill Items A through D described in Appendix D of the Meadowbank Project Certificate No. 004, and in support of NIRB Recommendations 1 and 2 described above, a PEAMP evaluation has been carried out for each valued ecosystem (VC/VEC) or socioeconomic component (VESC) identified in the FEIS documents for the Meadowbank Mine and the Whale Tail Mine (Cumberland, 2005; Agnico Eagle, 2016; Agnico Eagle, 2018). A conceptual model of the PEAMP evaluation process is provided in Figure 18. This process involves five components, described below. After an initial review of the FEIS to identify and summarize impact predictions for the current project phase (Part 1), Parts 2 – 5 are repeated on an annual basis to form the evaluation.

Part 1: For each VC, predicted residual impacts are summarized for the current project phase. Residual impacts are those occurring after planned mitigation measures are implemented (a summary of the FEIS-planned mitigation measures for each VC is provided Part 5, along with a description of implementation in the current monitoring year). Only predicted residual impacts for which monitoring was recommended in the FEIS are summarized, since the PEAMP program focuses on evaluating monitoring results in relation to impact predictions.

Part 2: For each predicted residual impact, current-year results of the associated monitoring programs are reviewed and summarized. Future results will be added to these tables to ensure historical trends can be observed, even when predicted impacts are not exceeded in a given year.

Part 3: When current monitoring results do not support an impact prediction (i.e. current-year measured impacts are outside of the range of predicted impacts), a trend analysis is conducted to review baseline and all monitoring data to date. A discussion of those results is provided.

Part 4: Previously-reported trend analyses are updated, regardless of current year monitoring results. In this way, discussions and trend analyses will be presented in the PEAMP moving forward for all instances where impact predictions have historically been exceeded on one or more occasions. This period of trend analysis within the PEAMP will be limited to five years post-exceedance to limit redundancy in reporting, unless there is a specific rationale for extended review. Historical trends are generally included in individual monitoring reports, and those appendices will be referenced in cases where results have historically (more than 5 years ago) exceeded impact predictions.

Part 5: Effectiveness of the monitoring programs in evaluating impact predictions is discussed. A summary of the FEIS-planned mitigation measures for each VC is provided, along with a description of implementation in the current monitoring year. Where monitoring results indicate that impact predictions can no longer be supported, a description will be provided of the proposed adaptive management approaches.

It should be noted that the monitoring programs as described in the FEIS were developed at a conceptual level to assist in evaluating the overall potential impacts of the project. These were supporting documents in the FEIS and assisted in informing predictions, establishing regulatory limits, and forecasting management and mitigation actions to assist in the impact prediction process. Monitoring plans and sampling locations have since undergone changes and revisions to reflect actual mine operations. These differences are taken into account and identified when making comparisons to FEIS predictions.

Figure 18 Conceptual model of the PEAMP evaluation process

1. Review Impact Predictions

Summarize EIS impact predictions for which monitoring was recommended.

Example:

Impact	Cause	Prediction
Altered water levels	- Discharge - Consumption - Seepage	133.1 – 133.9 masl (annual avg)

2. Review Monitoring Results

For each impact prediction, review current-year measured impacts.

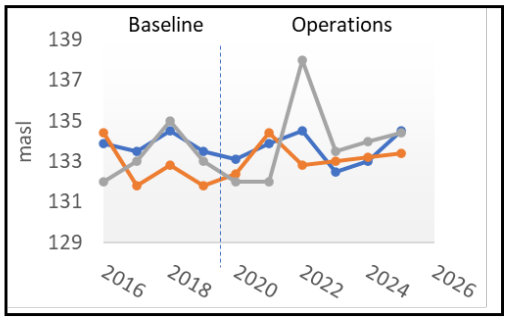
Example:

2025 Measured Impact
134.1 masl (annual avg)

3. Conduct Trend Analysis

When an impact prediction is exceeded, review all monitoring data collected to date.

Example:

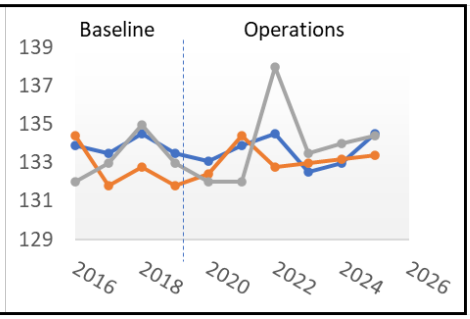


4. Update Previous Trend Analyses

For 5 years afterwards, clearly demonstrate whether exceedances continue to occur.

Example:

2022 Measured Impact
135.1 masl (annual avg)



5. Adaptive Management

Where trend analyses indicate impact predictions can no longer be supported, review mitigation & monitoring and discuss plans for adaptive management.

Example:

Current Mitigation & Monitoring
- Discussion of current mitigation.
- Discussion of current monitoring.

Adaptive Management
- Discussion of adaptive management actions to be implemented.

12.3 SUMMARY OF IMPACTS

A summary of the predicted potential impacts for the Meadowbank Mine with references to the FEIS (Cumberland, 2005) are provided in Table 12-1.

A summary of the predicted potential impacts (primary effect pathways) for the Whale Tail Mine with references to the Project FEIS or FEIS Addendum (Agnico Eagle, 2016 or 2018) are provided in Table 12-2. Primary effect pathways are those pathways likely to result in a measurable change to measurement indicators that could contribute to residual effects on a VC relative to the Baseline Case or guideline values. Any change in quantitative impact predictions for the Meadowbank Mine as a result of Whale Tail Mine development is described in the PEAMP evaluation sections below.

Table 12-1 Summary of FEIS VECs, potential impacts, and references for impact predictions for the Meadowbank Mine

VEC	Summary of Potential Impacts	Reference (in Cumberland, 2005)
Surface water quantity	Reduced water level and flow in receiving lakes	FEIS, Section 4.21.2.3 FEIS App B, Table B4
Surface water quality	Contamination of receiving lakes	FEIS, Section 4.21.2.3 FEIS App B, Table B5 FEIS App E FEIS - WQ
Fish populations	Direct impacts through blasting. Indirect impacts through habitat changes.	FEIS, Section 4.21.2.7 FEIS App B, Table B13
Fish habitat	Direct impacts through habitat destruction or alteration. Indirect impacts through introduction of contaminants.	FEIS, Section 4.21.2.7 FEIS App B, Table B14
Vegetation (wildlife habitat)	Removal of plant cover, abrasion/grading, salt, dust, grey water release	FEIS, Section 4.21.2.4 FEIS App B, Table B6
Ungulates	Habitat loss, mortality	FEIS, Section 4.21.2.5 FEIS App B, Table B7
Predatory mammals	Habitat loss, mortality	FEIS, Section 4.21.2.5 FEIS App B, Table B8
Small mammals	Habitat loss, mortality	FEIS, Table 4.24 FEIS App B, Table B9
Raptors	Habitat loss, mortality	FEIS, Section 4.21.2.6 FEIS App B, Table B10
Waterfowl	Habitat loss, ingestion of contaminants, mortality	FEIS, Section 4.21.2.6 FEIS App B, Table B11
Other breeding birds	Habitat loss, mortality	FEIS, Section 4.21.2.6 FEIS App B, Table B12
Air Quality	Contamination of aquatic environment by dust. Contamination of terrestrial environment by dust. Poor air quality. Odours may attract scavengers. Production of greenhouse gases, other gaseous contaminants and particulate matter.	FEIS, Section 4.21.2.2 FEIS App B, Table B2
Noise	General disturbance of wildlife as a result of regular noises (behavioural changes, displacement). Reduced habitat effectiveness.	FEIS, Section 4.21.2.2 FEIS App B, Table B3
Permafrost	Thaw instability. Changes in permafrost depth in various areas (increase/decrease).	FEIS, Section 4.21.2.1 FEIS App B, Table B1

VEC	Summary of Potential Impacts	Reference (in Cumberland, 2005)
	Ice entrapment in tailings/reclaim.	
Traditional Ways of Life (personal and community)	Reduced access to land. Reduction in traditional activities including harvesting. Undervaluing traditional ways and loss of knowledge.	FEIS Section 4.21.4.4 FEIS App B, Table B15
Employment, Training, and Business Opportunities	Financial expenditures of $23 million annually for 10 years. Employment of at least 60 workers. Goods and services contracts for local businesses. Overall increased economic activity, including indirect and induced effects. Increased capacity of local labour force to participate in formal economy. Increase in interest of school on part of youth. Increased individual, family, and community wellness.	FEIS Section 4.21.4.3 FEIS App B, Table B15
Wellness (personal and community)	Poor financial decision making. Increased income disparity. Increased public health and safety risks. Stress from rotational employment. Increased traffic accidents and emergencies. Disturbance by project activities.	FEIS Section 4.21.4.5 FEIS App B, Table B15
Infrastructure and social services	Shortage of housing and other infrastructure. Increased demand for social services.	FEIS Section 4.21.4.6 FEIS App B, Table B15
Sites of heritage significance	Potential degradation of historically significant sites.	FEIS Section 4.21.4.7 FEIS App B, Table B15
Contributions to economy of Nunavut and Canada	$92M annually during operations phase.	FEIS Section 4.21.4.8

Table 12-2 Summary of VCs and primary effects pathways (potential impacts) assessed in the FEIS Addendum for the Whale Tail Pit – Expansion Project

VC	Primary Effect Pathways (Volume 3, Appendix 3-C)	Reference (in Agnico Eagle (2018), unless indicated)
Surface Water Quantity	Project footprint, which will physically alter watershed areas and drainage patterns, may change downstream discharge, water levels, and channel/bank stability in streams, and affect water quality, fish habitat, and fish	Section 6.3.3.1
	Dewatering of lakes may change discharges, water levels, and channel/bank stability in receiving and downstream waterbodies, and affect water quality, fish and fish habitat	
	Alteration of watershed flow paths may change flows, water levels, and channel/bank stability in diverted and receiving waterbodies, and affect water quantity, water quality, fish and fish habitat	
Water Quality	Project footprint, which will physically alter watershed areas and drainage patterns, rates and quantities of diverted non-contact water to new watersheds, change downstream flows through flooding and dewatering, water levels, channel/bank stability in streams, and disturb lakes and may affect water quality and sediment quality	Section 6.2.3
	Water management activities (dams, drainage, diversion, discharge, and dewatering) that will alter natural drainage paths and create a reservoir may cause a change in mercury cycling and bioaccumulation	
	Activities from construction activities and mining operations (e.g.,	

VC	Primary Effect Pathways (Volume 3, Appendix 3-C)	Reference (in Agnico Eagle (2018), unless indicated)
	equipment, vehicles, buildings, open-pit mining, blasting) can create fugitive dust emissions and subsequent dust deposition may cause a change in water quality	
	Activities from construction activities and mining operations (e.g., equipment, vehicles, buildings, open-pit mining, blasting) can alter air and dust emissions (including Sulphur dioxide, nitrogen oxides, and particulate matter) and subsequent deposition may cause a change in water quality	
	Release of treated mine effluent (including sources from sewage, WRSF pond, and attenuation pond contact) may cause changes to surface water quality and sediment quality (i.e., nutrient and metal concentrations) in Mammoth Lake in operations and closure.	
	Dewatering of waterbodies may change flows, water levels, channel/bank stability, and water quality (e.g., suspended sediments, nutrients, metals) in receiving and downstream waterbodies.	
Hydrogeology & Groundwater	(No primary pathways were identified)	NA
Fish and Fish Habitat	The construction of the Northeast, Whale Tail, and Mammoth dikes, Whale Tail, and IVR Pit and WRSF for the Expansion Project, dewatering of the diked area in Lake A17 (Whale Tail Lake) and Lake A16 (Mammoth Lake), (and dewatering and use of Lake A53 as the IVR Attenuation Pond for the Expansion Project, will result in the direct loss or alteration of fish habitat.	Section 6.5.4.2.2
	The construction of the North-East, Whale Tail, and Mammoth dikes will alter access to tributary streams and lakes (i.e., habitat connectivity) in the LSA, and may result in habitat loss for Lake Trout, Arctic Char, and Round Whitefish.	FEIS Volume 6, Section 6.5.3.2.2 (Agnico Eagle, 2016)
	During the construction and operations of the Whale Tail, Mammoth, and WRSF dikes, water diversions will result in a reduction of water levels in Lake A16 (Mammoth Lake) and downstream locations, affecting fish and fish habitat.	Fish and Fish Habitat Section 6.5.4.2.2. and Surface Water Hydrology Section 6.3.3.1.2.2
	Water diversions for the Whale Tail and Northeast dikes during construction and operations will flood tributary lakes and streams, and will result in the alteration of habitat	FEIS Volume 6, Section 6.5.3.2.2 (Agnico Eagle, 2016) Whale Tail Pit Fish Habitat Offsetting Plan, Table B-2
	The dewatering of the diked area in Lake A17 (Whale Tail Lake) and Lake A16 (Mammoth Lake), and smaller waterbodies in the northeast area for the Expansion Project, will result in the removal and subsequent mortality of fish from the area during the proposed fish-out	Section 6.5.4.2.2
	Release of treated mine effluent (including sources from sewage, WRSF pond, and attenuation pond contact) may cause changes to surface water quality and sediment quality (i.e., nutrient and metal concentrations) in receiving environment lakes in operations and closure.	FEIS Volume 6, Section 6.4.3.3 (water & sediment) and Section 6.5.3.3.2 (lower trophic levels & fish) (Agnico Eagle, 2016) and Section 6.5.4.3
Terrestrial Wildlife and Birds	**Ungulates and Upland Birds:** Sensory disturbance from vehicles, on-site equipment, human presence and vibrations, can change the amount of different quality habitats, and alter wildlife movement and behaviour	Section 5.5.3
	Ungulates and Upland Birds: Direct loss and fragmentation of wildlife habitat from the Project footprint	

VC	Primary Effect Pathways (Volume 3, Appendix 3-C)	Reference (in Agnico Eagle (2018), unless indicated)
	Ungulates: Barriers to migration, which may affect population connectivity and distribution	
	Upland and Waterbirds: Destruction of nests and flooding from construction activities including increased flows or water levels can increase risk of mortality to individual birds, which can affect population sizes	
Noise	Noise emissions from vehicles on the haul road can increase ambient noise levels.	Section 4.4.3
	Noise emissions from mining equipment can increase ambient noise levels. Blasting can result in ground vibration and increase ambient noise levels.	
Air Quality and Climate	**Air Quality**: Vehicle emissions and fugitive dust from traffic on the haul road can affect air quality	Section 4.4.3
	Air Quality: Blasting, stationary and mobile combustion sources, and fugitive dust from mining activities in the Whale Tail Pit can affect air quality.	Section 4.4.3
	Climate: Additional 3 years of processing and use of supporting infrastructure at the Meadowbank mine site and the existing AWAR for delivery of materials can produce greenhouse gas emissions that contribute to climate change	Whale Tail Site: FEIS Addendum Section 4.2.3.1 Meadowbank Mill: FEIS Section 4.2.3.1 (Agnico Eagle, 2016)
Vegetation, Terrain, Permafrost & Soils	**Vegetation:** Physical loss of plants and vegetation communities due to project footprint or alteration of drainage patterns.	Section 5.4.3
	Vegetation: Dewatering of lakes and diversion of water may change downstream flows and water levels, affecting permafrost, soils, vegetation, and wildlife habitat	
	Vegetation: Air emissions, dust deposition, or chemical contamination on terrain, soils, and vegetation can potentially change the quality and/or chemical properties of soil and affecting vegetation. Dust deposition may cover vegetation and lead to physical and/or physiological damage.	
	Soil: Physical loss or alteration of terrain and soil from the Project footprint, impacting vegetation and available wildlife habitat.	Section 5.3.3.1
	Soil: Soil disturbance, stockpiling and transport can change physical, biological, and chemical properties of soils. Site clearing, contouring, excavation and decommissioning can cause admixing, compaction, and soil erosion and change soil quality.	
	Terrain and Soil: Physical changes, including degradation to the permafrost, terrain and soils in the area of the mine site footprint and supporting infrastructure (i.e., haul roads)	
	Terrain and Permafrost: Open Pit mining result in physical loss or permanent alteration of terrain, soils, and permafrost within the mined out areas. Permafrost degradation and retreat due to excavation of open pits and potential groundwater inflows to the open pit during operations if depth extends below the base of permafrost.	
	Permafrost: Underground mining resulting in physical loss or permanent alteration of permafrost within the mined out areas. Permafrost degradation and retreat due to excavation of the mined out areas coupled with the inflow of groundwater to the underground operations, as the proposed underground operation will extend below the permafrost.	
Heritage Sites	(No primary pathways identified)	NA
Traditional Land Use	**Wildlife Harvesting**: Project activities may affect continued	FEIS Section 7.3.3.2

VC	Primary Effect Pathways (Volume 3, Appendix 3-C)	Reference (in Agnico Eagle (2018), unless indicated)
	opportunities for traditional wildlife harvesting	(Agnico Eagle, 2016)
	Fishing: Project activities Primary may affect continued opportunities for traditional fishing	Section 7.3.2.1.2
	Plant Gathering: Project activities may affect continued opportunities for traditional plant harvesting	FEIS Section 7.3.3.2 (Agnico Eagle, 2016)
	Culturally Important Sites: Project activities may affect continued opportunities for the use of culturally important sites	FEIS Section 7.3.3.2 (Agnico Eagle, 2016)
	Marine Resource Harvesting: Project activities may affect continued opportunities for traditional marine resource harvesting	Section 7.3.2.1.5
Socio-Economics	The Project will contribute to territorial economic activity via expenditures, procurement and Gross Domestic Product contributions	Appendix 7-B, Section 7-B-1.4.2
	The Project will contribute to government revenues through the payment of taxes and royalties	
	The Project will contribute to local business development through procurement and contacting	
	The Project will result in direct, indirect and induced employment opportunities	Appendix 7-B, Section 7-B-1.4.3
	The Project will result in direct, indirect and induced incomes	
	The Project will provide training opportunities for its workforce	
	The Project will contribute to community education	
	Project incomes may enhance individual and community wellness by providing access to education, nutritious food, and recreation, and by reducing poverty	Appendix 7-B, Section 7-B-1.4.4
	The Project may enhance individual and community wellness by continuing community contributions and the IIBA	
	The Project will continue existing individual and family wellness programming (e.g., EFAP)	
	The Project may improve health and safety awareness amongst employees, their families, and their communities	
	The Project may result in accidental injury or emergencies	
	Project incomes may adversely affect family and community cohesion through social ills (e.g., substance abuse, sexual misconduct, family violence, crime)	
	Project incomes may exacerbate income inequality, social disparity, and, potentially, related conflict in families and crime in communities	
	Project rotational employment may adversely affect family and community cohesion related to extended time away from family and community	
	Population growth and demographic change	Appendix 7-B, Section 7-B-1.4.5
	Change in demand for and availability of housing	
	Change in demand for and capacity of services and infrastructure	

12.4 MEADOWBANK PEAMP EVALUATION

For each Meadowbank Mine VC, the completed PEAMP evaluation is presented in Sections 12.4.1 – 12.4.6, below, according to the six (6) categories of assessment included in the FEIS (Aquatic Environment, Wildlife and Terrestrial Environment, Noise Quality, Air Quality, Permafrost, and Socio-Economics).

12.4.1 Aquatic Environment

Key mine development activities that were identified as having the potential to result in changes to the aquatic receiving environment for the Meadowbank Mine include: East Dike construction (2008), Bay-Goose Dike construction (2009-10), Vault Dike construction (2013), dewatering of lakes and impoundments (2009-2011, 2013, 2016), effluent discharge (2012 to present), and dust-generating activities (e.g., roads, tailings storage, rock crushing, blasting, hauling; generally 2008 to present, though blasting ceased in 2019).

Within the FEIS, impacts to the aquatic environment potentially caused by these activities are described for water quantity, water quality, and fish/fish habitat. Predicted and measured residual impacts for each of these VCs are described below.

12.4.1.1 *Water Quantity*

12.4.1.1.1 Parts 1 & 2: Summary of Predicted and Measured Residual Impacts

A summary of predictions for impacts to surface water quantity (Cumberland, 2005; Table B4.2) and the assessed accuracy of these predictions in 2018 - 2025 (measured impacts) is provided in Table 12-3. Monitoring for water quantity is conducted according to the NWB Water License. Cells are highlighted in grey when measured impacts exceed predictions for the current year. Historical trend analyses and discussions are provided for all water level observations in Section 12.4.1.1.2, since impact predictions were generally qualitative.

Table 12-3 Meadowbank Mine: Predicted and measured impacts to water quantity during the Operations period

Note: Potential impacts to surface water quantity as described in Cumberland, 2005; Table B4.2. All monitoring for water quantity is conducted as per the NWB Water License. Measured impacts exceeding or potentially exceeding predictions in the last 5 years are discussed in Section 12.4.1.1.2.

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Causes*)	**Proposed Monitoring**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
Altered (reduced) water levels in Third Portage Lake *1 - Potentially high seepage rates (from lakes into pits); Water diverted from Second Portage Lake drainage into TPL* *2 - Freshwater consumption (Third Portage Lake)* *3 - Discharge from Portage Attenuation Pond*	1 - Monitor pit seepage rates; Monitor discharge volumes of non-contact water	No change in lake level (FEIS modeled baseline range = 133.82 – 134.19 masl)	Third Portage Lake levels monitored	2018 2019 2020 2021 2022 2023 2024 2025	See Figure 19 for measured water levels; *FEIS prediction exceeded but no change over time - see discussion, Section 12.4.1.1.2.*
	2 - Monitor freshwater use	NWB Water License 2AM-MEA1530 Part E, Item 1: 4,935,000 m^3	Freshwater use monitored	2018 2019 2020 2021 2022 2023 2024 2025	1,027,159 m^3 2,229,589 m^3 2,182,836 m^3 1,113,897 m^3 1,029,571 m^3 886,803 m^3 1,003,965 m^3 572,480 m^3
	3 - Monitor discharge volumes and timing	458,400 m^3/yr (max)	Discharge volumes monitored	2018 2019 2020 2021 2022 2023 2024 2025	No discharge
Altered water levels in Second Portage Lake *Potentially high seepage rates (from lakes into pits);*	Monitor pit seepage rates Monitor discharge volumes of non-contact water	Minor effect on lake level (baseline = 133.1 masl)	Lake levels monitored	2018 2019 2020	See Figure 20 for measured water levels; *FEIS prediction not quantitative – see discussion, Section*

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Causes*)	**Proposed Monitoring**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
Non-contact water diverted from Second Portage Lake drainage				2021	*12.4.1.1.2*
				2022	
				2023	
				2024	
				2025	
Increased water levels in Wally Lake *Discharge from Vault Attenuation Pond*	Monitor discharge rates	Minimal increase in water levels. Average annual discharge: ~456,450 m^3	Monitored discharge rates and lake levels	2018	No discharge.
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	720,993 m^3
				All	See Figure 21 for measured water levels. *FEIS water level prediction not quantitative – see discussion, Section 12.4.1.1.2*
Altered water levels in Turn Lake *Discharge from Phaser Lake to Turn Lake for water management purposes during mining of Vault Pit* *Note: This pathway no longer applied as of 2015, with an updated water management strategy for Vault Pit operations. See discussion in text below.*	Monitor outflows at Turn Lake	No significant impact	Turn Lake water levels (2019+)	2018	See Figure 22 for measured water levels; *FEIS prediction not quantitative – see discussion, Section 12.4.1.1.2*
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	

12.4.1.1.2 Parts 3 & 4: Discussion

Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here.

12.4.1.1.2.1 Changes in Lake Levels

FEIS Prediction:

Third Portage Lake - no change in lake levels (modeled range = 133.82 – 134.19 masl)

Second Portage Lake – minor change in lake levels

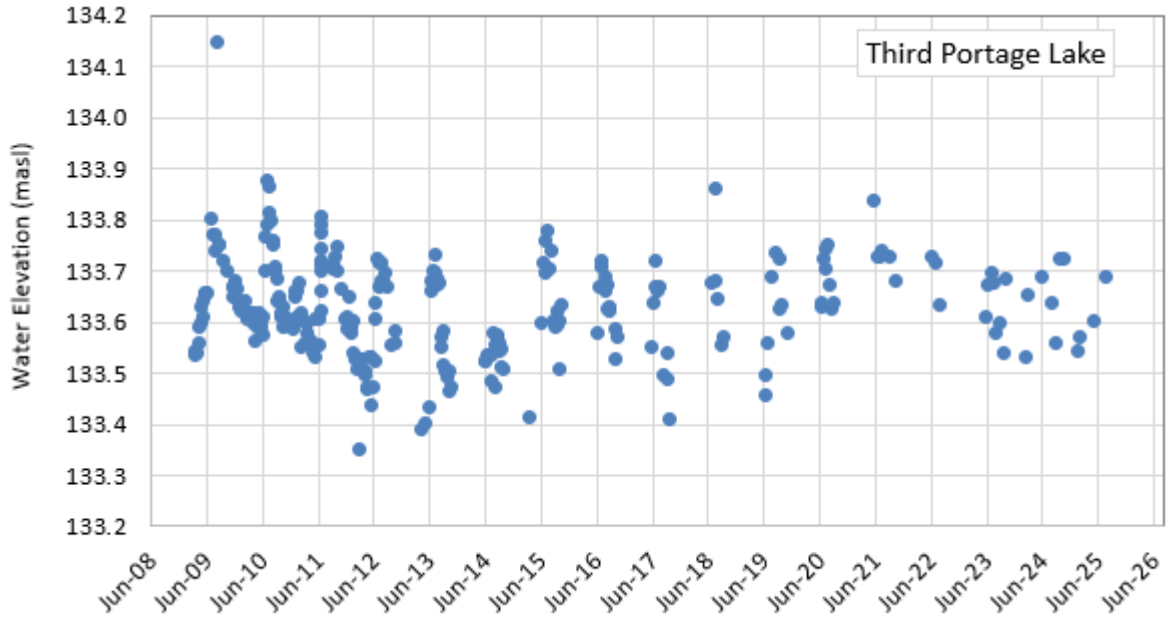
Wally Lake – minor change in lake levels

Turn Lake – no significant impact

Discussion:

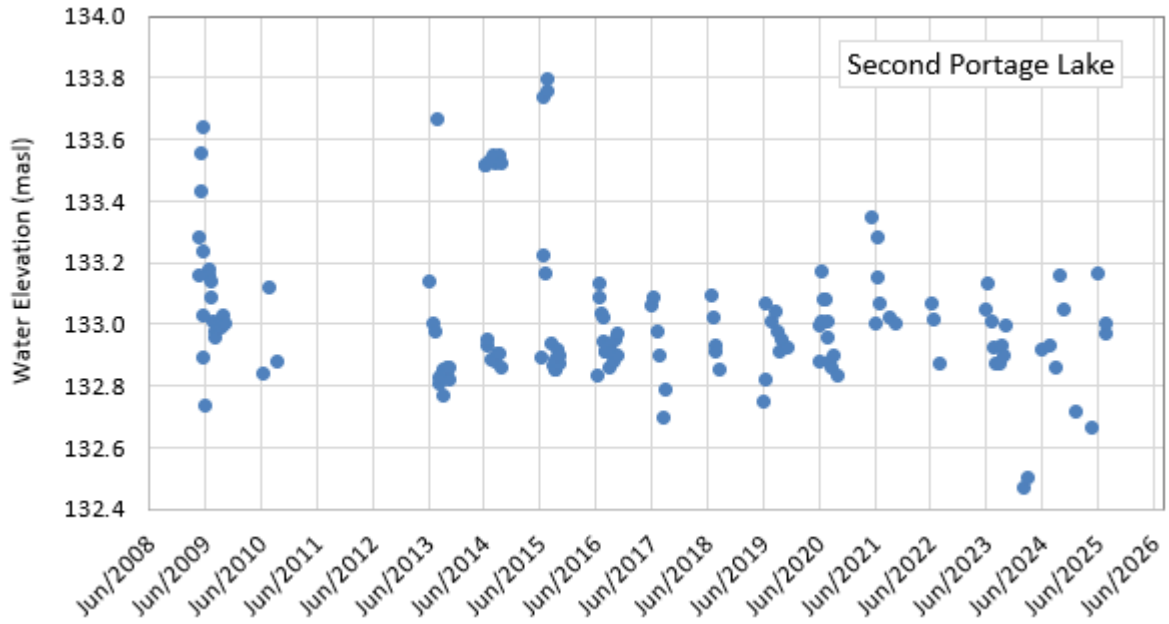
Third Portage Lake: FEIS hydrological modeling predicted the natural range of water levels in Third Portage Lake to be 133.82 – 134.19 masl, and the impact assessment indicated that this range would not be exceeded (Physical Environment Impact Assessment Report, 2005). Although these values accounted for 1-in-100 year precipitation or drought events, water levels were already below this range prior to any significant freshwater consumption or discharge, when monitoring began on March 14, 2009 (133.54 masl). Pumping rates of freshwater from Third Portage Lake have remained well within license limits, and water levels do not appear to have changed significantly since monitoring began (2009; see Figure 19). Therefore, the Project does not appear to be having a significant impact on lake levels. Rather natural variation in baseline water levels may not have been accurately defined in the initial impact assessment

Figure 19 Measured Water Levels in Third Portage Lake



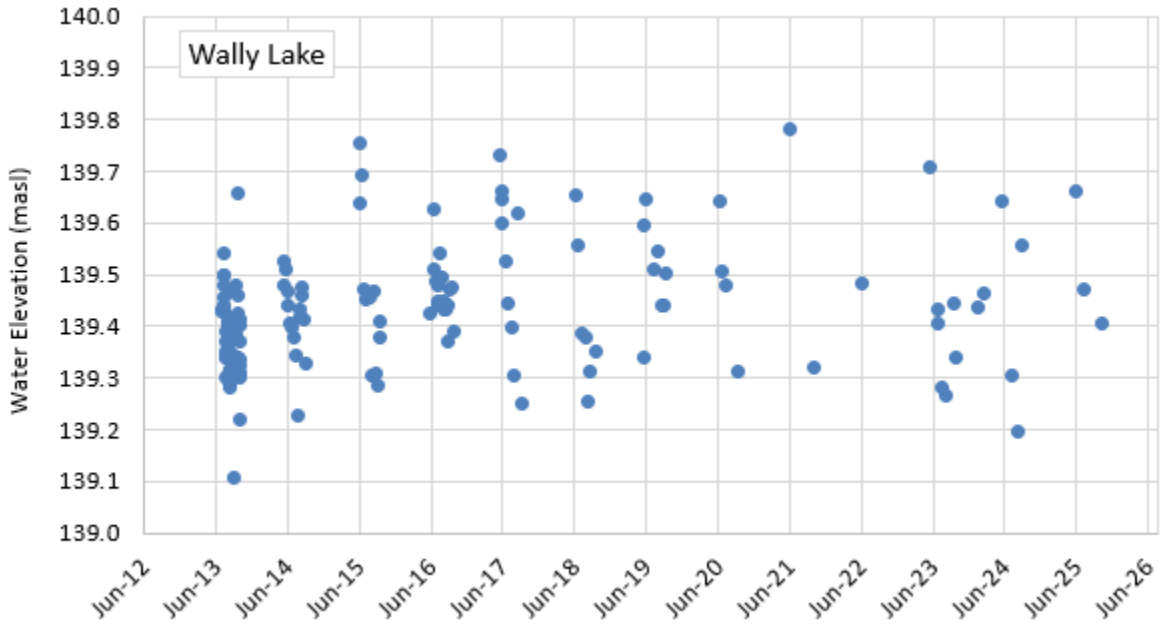
Second Portage Lake: For Second Portage Lake, the FEIS predicted a “minor” effect on water levels. Since that prediction is not quantitative, historical measurements are reviewed here to identify any apparent trends. Although only one measurement of baseline water levels in Second Portage Lake was reported from 2005 in the FEIS (133.1 masl), measured water levels have remained within this range since consistent monitoring began in 2009 (Figure 20).

Figure 20 Measured Water Levels in Second Portage Lake



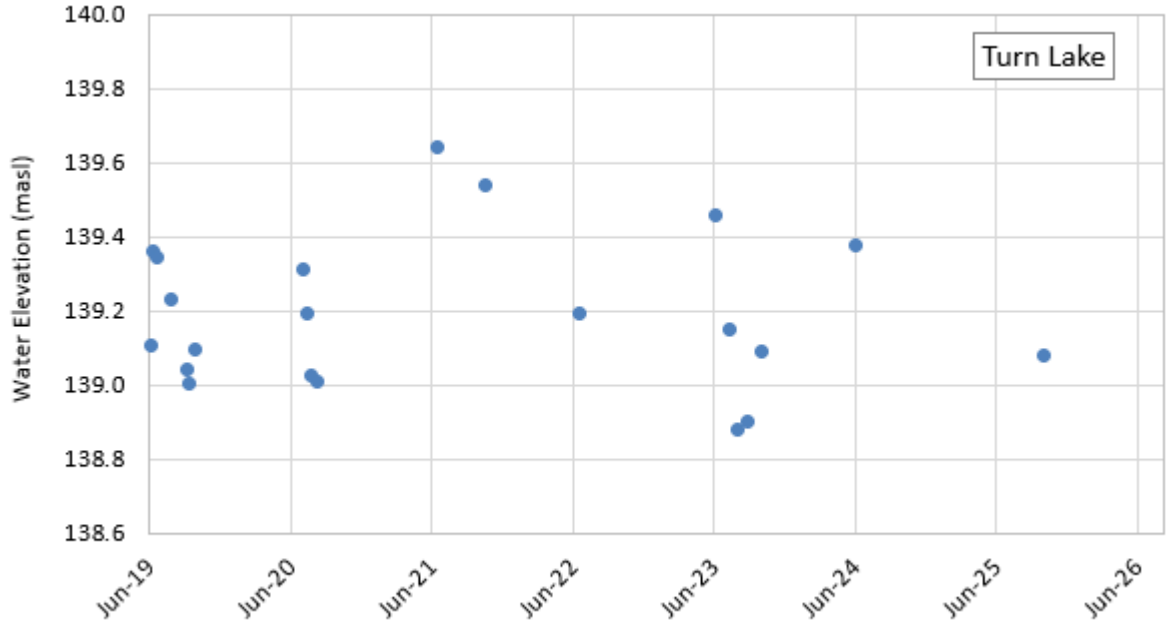
Wally Lake: In 2025, discharge to Wally Lake exceeded the predicted annual average. However, since effluent has not been discharged to Wally Lake for many years, this is not considered a significant departure from predictions. For effects to For Wally Lake, the FEIS predicted a “minimal” increase in water levels. Since that prediction is not quantitative, historical measurements are reviewed here to identify any apparent trends. No baseline measurements are available for Wally Lake, but since monitoring was required to begin in 2013, no clear upward or downward trends are observed (Figure 21).

Figure 21 Measured Water Levels in Wally Lake



Turn Lake: In the Meadowbank FEIS (Cumberland, 2005) water management plans called for discharge from Phaser Lake to Turn Lake during mining of the Vault Pit. No significant impacts on water levels in Turn Lake were anticipated, but monitoring of outflows was recommended. However, in 2015, a FEIS Addendum was submitted to NWB as part of the permitting process for the Vault Pit expansion into Phaser Lake. Under that mine and water management plan, discharge to Turn Lake was no longer required, eliminating the potential residual impact of that activity and requirements for monitoring in Turn Lake. However, in 2019, following recommendation from CIRNAC regarding the 2018 Annual Report, Turn Lake water level monitoring in the next open water season was completed, reported and compared to predictions. No baseline water levels were provided in the 2005 FEIS or 2015 FEIS Addendum for Turn Lake so 2019 was the first year for which measurements are available (Figure 22). Similar water levels have been observed since that time.

Figure 22 Measured Water Levels in Turn Lake



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12.4.1.1.3 Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management

Effectiveness of Monitoring

Although FEIS predictions for changes to surface water quantity were rarely quantitative, Agnico Eagle continues to assess receiving environment water levels in lakes for which impacts were evaluated. Monitoring programs are therefore considered effective.

Effectiveness of Mitigation

A summary of the FEIS-planned mitigation measures for surface water quantity along with a commentary on implementation in the current year is provided in Table 12-4. Mitigation measures related to water quality and fish and fish habitat are provided in Sections 12.4.1.2 and 12.4.1.3, respectively.

Since no exceedances of FEIS predictions, baseline values, or updated license limits (where applicable) occurred, existing mitigation measures are considered to be effective as designed.

Table 12-4 Meadowbank Mine: FEIS-designed mitigation measures to reduce impacts of the project to water quantity and commentary on current implementation.

Planned Mitigation Measure (Cumberland (2005), Section 4.24.2.5)	Implementation (2025)
Reducing the intake of fresh water from the neighbouring lakes by recycling and reusing water where practicable	**Yes** - Meadowbank continues to recycle reclaim water for mill usage.

Adaptive Management

Since existing mitigation measures are considered to be effective as designed, no adaptive management measures are proposed.

12.4.1.2 *Water Quality*

12.4.1.2.1 Parts 1 & 2: Summary of Predicted and Measured Residual Impacts

Aspects of the mine that were identified in the FEIS as potentially leading to significant impacts on water quality during operations (Cumberland, 2005; Table B5.2) are summarized in Table 12-5, along with results of the monitoring programs aimed at assessing these impacts. This assessment focuses on comparing current measured effects with predicted impacts described in the Physical Environment Impact Assessment Report (2005) for receiving environment water quality. Associated monitoring programs are the Core Receiving Environment Monitoring Program (CREMP) and effluent monitoring under the MDMER.

The 2025 CREMP Report (Appendix 26) provides a comprehensive assessment of water quality monitoring for the receiving environment, with analysis of inter-annual trends, and a comparison to site-specific trigger values and FEIS predictions. Those results are summarized and referenced here. Complete results of effluent monitoring under the MDMER are provided in Section 8.3.1 above.

Overall, the FEIS predicted a “low” impact on the receiving environment water quality, which was designated by <1x change in CCME Water Quality Guidelines for the Protection of Aquatic Life (CWQG), and no exceedances of MDMER/NWB Water License criteria. Monitoring results are compared to those predictions in Table 12-5 below. If exceedances occurred, cells are highlighted in grey, and a discussion is provided in Section 12.4.1.2.2.

In addition, annual mean Meadowbank CREMP water chemistry results were compared to the maximum whole-lake average water quality modelling predictions for Third Portage, Second Portage, and Wally Lakes made in the FEIS (see 2025 CREMP report; Appendix 26). Any exceedances of these specific model predictions are noted in Table 12-5, and a full discussion is provided in Section 12.4.1.2.2.

Table 12-5 Meadowbank Mine: Predicted and measured impacts to water quality during the Operations period

Note: Potential impacts as described in Cumberland (2005); Table B5.2 and the Physical Environment Impact Assessment Report (2005) for receiving environment water quality. Monitoring for water quality is conducted according to the CREMP and MDMER/NWB Water License monitoring. CWQG = CCME Water Quality Guidelines for the Protection of Aquatic Life. Measured impacts exceeding or potentially exceeding predictions in the last 5 years are discussed in Section 12.4.1.2.2.

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
Impaired Wally Lake water quality *Vault attenuation pond effluent discharge; dike leaching*	Effluent and receiving environment monitoring	CREMP results <CWQG except arsenic and cadmium.	CREMP	2018 2019 2020 2021 2022 2023 2024 2025	CREMP results all <CWQG
		Measured lake water concentrations within FEIS model predictions	CREMP	2018 2019 2020 2021 2022 2023 2024 2025	Some exceedances of specific model predictions but still “low” significance of impact - see discussion Section 12.4.1.2.2.1
		Effluent <MDMER criteria	Effluent monitored under MDMER, NWB Water License	2018 2019 2020 2021 2022 2023 2024	No effluent discharged to Wally Lake.
				2025	All effluent <MDMER and NWB Criteria
Impaired Second Portage Lake water quality *Portage Attenuation pond effluent discharge; dike leaching (East Dike seepage)*	Effluent and receiving environment monitoring	CREMP results <CWQG except cadmium	CREMP	2018 2019 2020 2021 2022 2023 2024 2025	CREMP results all <CWQG
		Measured lake water concentrations within FEIS model predictions	CREMP	2018 2019 2020	Some exceedances of specific model predictions but still “low” significance of impact - see discussion Section 12.4.1.2.2.1

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
				2021	
				2022	
				2023	
				2024	
				2025	
		Effluent <MDMER criteria	Effluent monitored under MDMER, NWB Water License	2018	All effluent <MDMER and NWB Criteria
				2019	
				2020	
				2021	Two samples (17.5 and 16 mg/L) > monthly mean limit for TSS (15 mg/L)
				2022	One sample (49 mg/L) > grab sample limit for TSS (30 mg/L)
				2023	All effluent <MDMER and NWB Criteria
				2024	
				2025	One result (32 mg/L) > grab sample limit for TSS (30 mg/L), but re-analysis of this sample (30 mg/L) met the limit
				Results are not considered a significant departure from FEIS predictions – discussed in Section 12.4.1.2.2.2	
Impaired Third Portage Lake water quality *Portage Attenuation pond effluent; dike leaching*	Effluent and receiving environment monitoring	CREMP results <CWQG except cadmium	CREMP	2018	CREMP results all <CWQG
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
		Measured lake water concentrations within FEIS model predictions	CREMP	2018	Some exceedances of specific model predictions but still “low” significance of impact - see discussion Section 12.4.1.2.2.1
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
		Effluent <MDMER criteria	Effluent monitored under MDMER, NWB Water License	2018	No effluent discharge to Third Portage Lake.
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	

12.4.1.2.2 Parts 3 & 4: Discussion

Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here.

12.4.1.2.2.1 FEIS Model Predictions for Water Quality

FEIS Prediction: Receiving environment concentrations <CCME water quality guidelines; "low" magnitude of effects.

Discussion: As described in the 2018 - 2025 CREMP Reports, a number of measured parameters have exceeded quantitative FEIS water quality model predictions when individual values and/or annual means are compared directly to those values. However, results are also compared to the FEIS-predicted magnitude of impacts ("Low: concentrations are < 1x the CCME Water quality guideline (WQG)"). Where CREMP monitoring results have exceeded quantitative FEIS water quality model predictions but did not exceed CCME water quality guidelines, CREMP thresholds, or otherwise determined adverse effects levels (as detailed below), they were still considered to have a "low" magnitude of impact, consistent with general FEIS predictions.

Similar to previous years, parameters with annual means exceeding concentrations predicted in the FEIS water quality model in 2025 were: hardness, total and bicarbonate alkalinity, fluoride, and ionic compounds (calcium and magnesium). Results for these parameters in comparison to FEIS predictions are discussed in Section 4.3.4 of the CREMP Report (Appendix 26), and summarized below.

The parameters that exceeded FEIS predictions in 2025 have done so regularly since at least 2018, when this evaluation method began. All historical results for these constituents are shown in Figures 23 and 24 below, from the 2025 CREMP Report (Appendix 26). With the exception of fluoride, these water quality constituents do not have effects-based water quality thresholds (e.g. CCME Water Quality Guidelines for the Protection of Aquatic Life). However, a thorough review of the literature (2019 CREMP Report, Appendix J) suggests that the observed concentrations of these parameters are well below levels of concern for aquatic life. In addition, the measured concentration of fluoride in 2025 met the CREMP threshold (<1x CCME WQG). Therefore, following the intent of the FEIS magnitude ratings, these constituents would be considered consistent with a "low" magnitude of impact, because measured values regularly exceed baseline concentrations but are below concentrations associated with adverse effects.

Additional historical exceedances of FEIS predictions for the annual mean have included chloride and sulphate (2020 only). Historical results for these parameters are provided in the 2024 CREMP Report, and are not discussed further here since trends did not extend beyond 2020.

Figure 23 Concentrations (mg/L) of major ions including total calcium (Ca.T), magnesium (Mg. T), and fluoride (F. T) in water samples from Meadowbank study lakes since 2006

Note: Figure from the 2025 CREMP Report, Appendix 26.

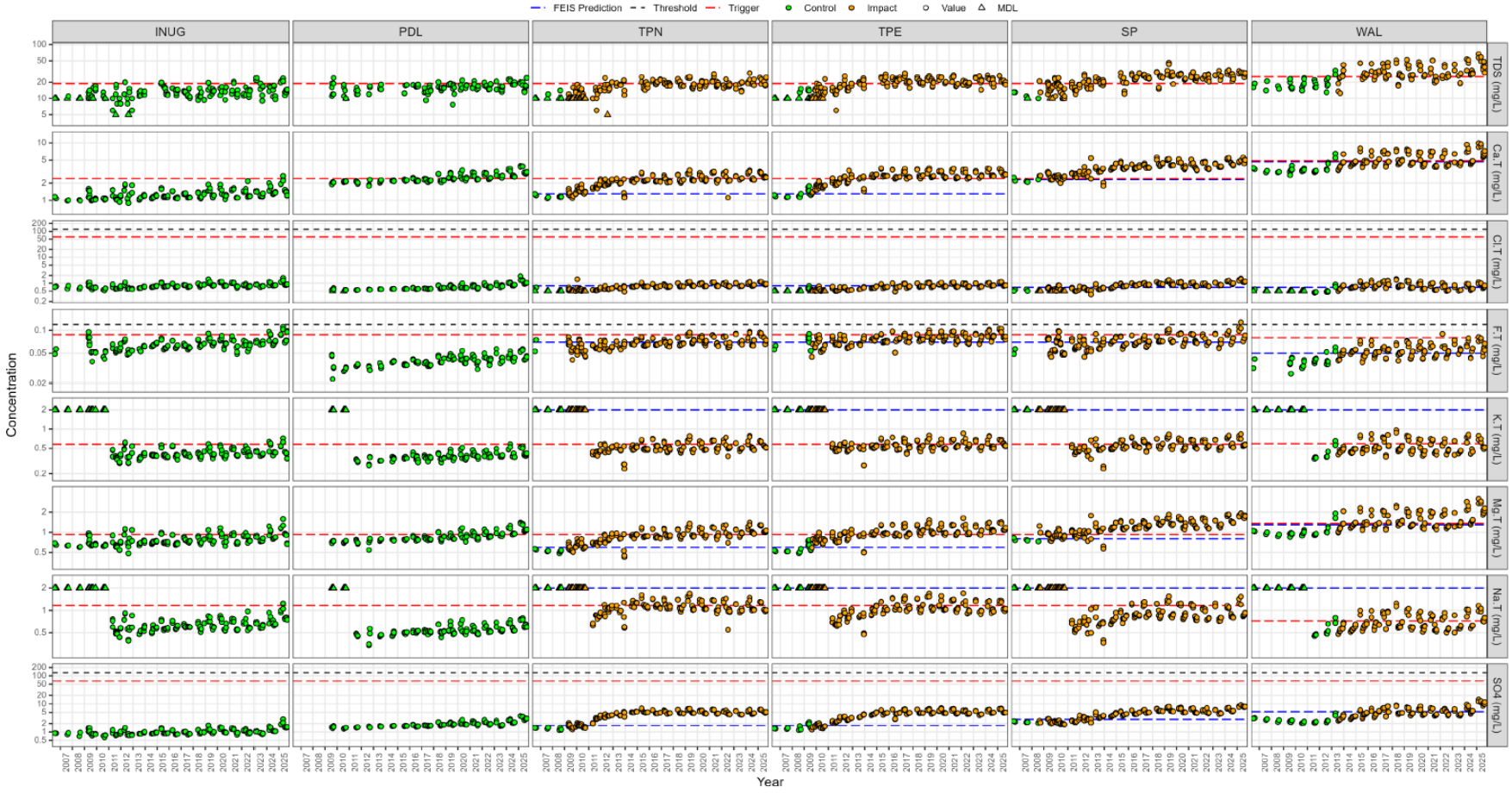
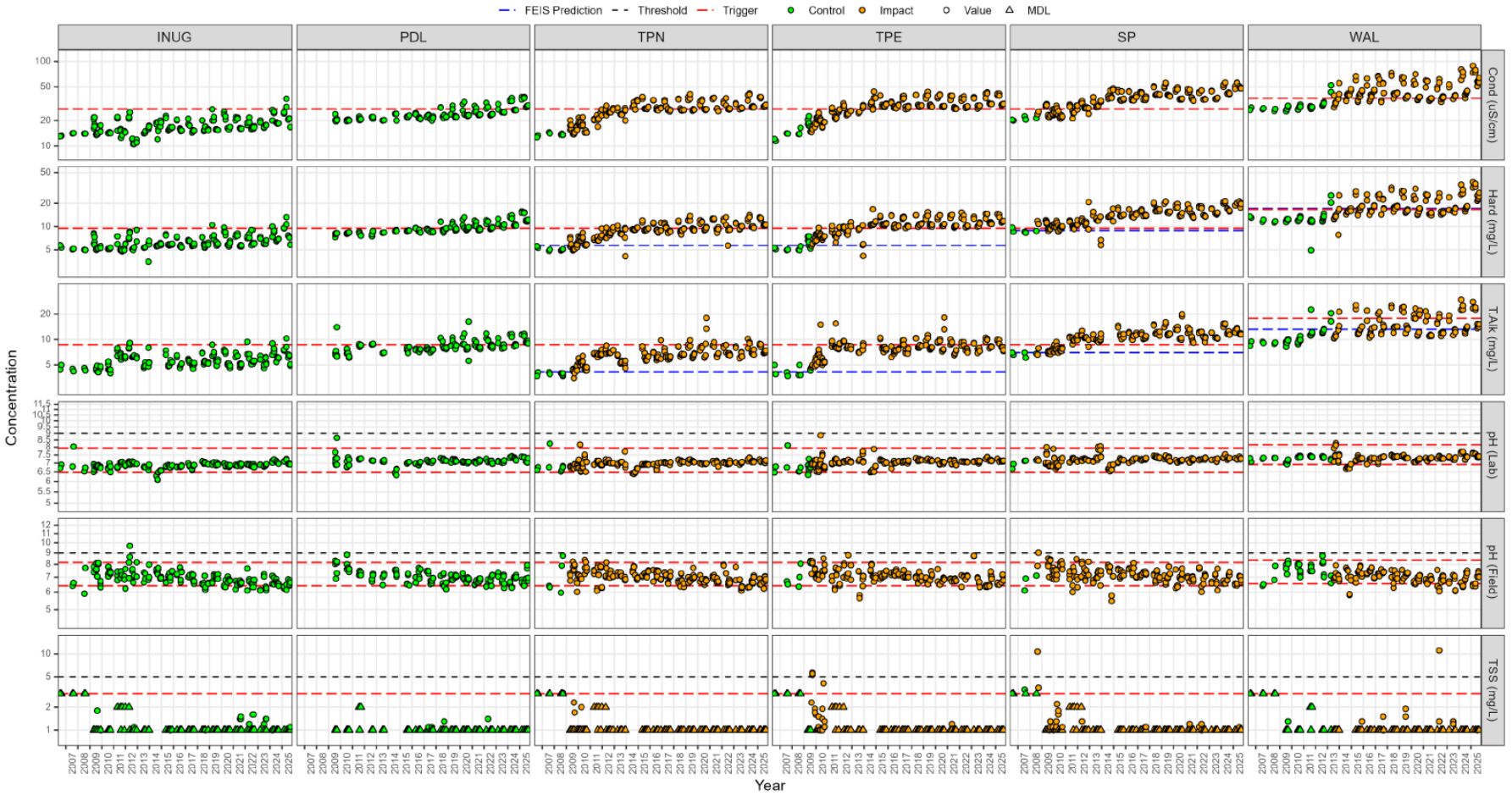


Figure 24 Concentrations (mg/L) of conventional parameters including hardness and alkalinity (mg/L) in CREMP water samples from Meadowbank study lakes since 2006

Note: Figure from the 2025 CREMP Report, Appendix 26.



12.4.1.2.2.2 Effluent Monitoring Results

Discharge of collected East Dike lake-water inflows (seepage) as effluent (station ST-8/ST-MMER-3) to Second Portage Lake occurred in 2025. A single TSS result (32 mg/L) exceeded the MDMER/NWB grab sample limit (30 mg/L), but the re-analysis of the sample (30 mg/L) met the limit, and the limit for the monthly mean (15 mg/L) was also met. All other results were in compliance with NWB Water License and MDMER criteria.

Based on the infrequency of MDMER TSS exceedances (four samples since at least 2018), and since the receiving environment triggers for TSS have been met historically for this location in Second Portage Lake (2025 CREMP Report, Appendix 26), these results are not considered a significant departure from impact predictions.

12.4.1.2.3 Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management

Effectiveness of Monitoring

Based on the results in Table 12-5, current monitoring programs are able to address all FEIS impacts for which monitoring was recommended (i.e. monitoring is considered effective).

Effectiveness of Mitigation

A summary of the FEIS-planned mitigation measures for surface water quality, along with a commentary on implementation in 2025 is provided in Table 12-6. Mitigation measures related to water quantity, and fish and fish habitat are provided in Sections 12.4.1.1 and 12.4.1.3, respectively, though some overlap may occur.

Although some CREMP water quality results have exceeded quantitative FEIS predictions, results remain consistent with the FEIS-predicted “low” significance rating. Therefore, current mitigation measures are considered effective in limiting impacts on water quality to those predicted.

Table 12-6 Meadowbank Mine: FEIS-designed mitigation measures to reduce impacts of the project to water quality, and commentary on current implementation

Planned Mitigation Measure (Cumberland (2005), Section 4.24.2.5)	Implementation (2025)
Implementing measures to avoid the contact of clean runoff water with areas affected by the mine or mining activities	**Yes** – Water Quality and Flow Monitoring Plan
Collecting, transporting, and treating mine water, camp sewage, and runoff water that comes into contact with project activities, as necessary	**Yes** – Water Quality and Flow Monitoring Plan
Managing potentially acid-generating or metal-leaching materials	**Yes** – Operational ARD-ML Sampling and Testing Plan
Monitoring quality of discharges	**Yes** – Water Quality and Flow Monitoring Plan
Adjusting management practices if monitoring results indicate discharge quality does not meet discharge criteria	**Yes** – Water Quality and Flow Monitoring Plan
Winter culvert installation	**N/A** – No construction in 2025
Sediment control (e.g. use of geotextile for Baker Lake marine barge landing facility)	**Yes** – Freshet Action Plan, Erosion Management Plan, Site Inspections
Use of riprap to stabilize shorelines around culverts and anchor pipes	**N/A** – No construction in 2025
Treatment of effluent discharge	**Yes** – Water Quality and Flow Monitoring Plan
Discharge only during open water, not under ice (Attenuation Pond discharge to Third Portage Lake)	**N/A** – Portage Attenuation Pond discharge is no longer occurring

Adaptive Management

Based on the results, no changes to current mitigation measures for water quality are planned at this time.

12.4.1.3 *Fish and Fish Habitat*

12.4.1.3.1 Parts 1 & 2: Summary of Predicted and Measured Residual Impacts

In addition to water quality and quantity, monitoring programs were developed to address the predicted residual impacts of mining activities to fish and fish habitat. These are primarily guided by Fish Habitat Offsetting Plans and No Net Loss Plans and associated aquatics monitoring (e.g. CREMP, Habitat Compensation Monitoring Plan, Blast Monitoring Plan). Results of these programs are summarized in relation to FEIS predictions for impacts to fish and fish habitat (Cumberland, 2005; Table B13.2) in Table 12-7, below.

Note: Two pathways that are no longer relevant have been removed in Table 12-7 beginning in 2023. 1 - Impacts of nutrients in treated sewage release is no longer evaluated, since sewage has always been directed to the tailings storage facility, and not to the receiving aquatic environment. 2 – Potential impairment of fish passage at AWAR stream crossings was evaluated following construction, from 2008 – 2011. Migrations were not impeded, and the program was concluded at that time in consultation with DFO.

Table 12-7 Meadowbank Mine: Predicted and measured impacts to fish and fish habitat during the Operations period

Notes: Potential Impacts according to Cumberland (2005); Table B13.2. Measured impacts exceeding or potentially exceeding predictions in the last 5 years are discussed in Section 12.4.1.3.2.

NM = not required to be measured. CWQG = Canadian Council of Ministers of the Environment Water Quality Guidelines for the Protection of Aquatic Life. NNLP= No Net Loss Plan. HCMP = Habitat Compensation Monitoring Plan. AEMP = Aquatic Effects Monitoring Program.

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Prediction**	**Monitoring Program**	**Year**	**Measured Impact**
Loss/ impairment of fish habitat *1 - Construction of temporary and permanent in-water features (e.g. TSF, dikes, pits).* *2 - Construction of barge facility in Baker Lake*	1 - Monitoring of compensation features per NNLP inc. dike "pore water" (interstitial water) quality, periphyton growth, fish use).	Dikes will provide a medium for lower trophic growth; habitat for non-spawning life functions except Goose Island dike where spawning may occur.	Structure, interstitial water quality, periphyton growth, fish use under HCMP	2018	NM
				2019	Compensation features appear to be functioning as intended (continuing periphyton growth, fish presence around dikes). Interstitial water quality not assessed.
				2020	NM
				2021	Compensation features appear to be functioning as intended (water quality <CWQG; continuing periphyton growth; fish presence around dikes).
				2022	NM (program complete)
				2023	
				2024	
				2025	
	2 - Annual monitoring of Baker Lake shoreline stability and integrity (proposed 2016)	Negligible impact	CREMP monitoring at Baker Lake barge dock	2018	No impacts of barge activity on water quality, sediment quality, phytoplankton, benthic invertebrates observed to date.
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
Reduced fish egg survival *1 - Metals and particulates from dike leachate* *2 - Metals and particulates from effluent* *3 - Metals and particulates from road dust*	1 - Targeted studies under AEMP ("pore water" (interstitial water) sampling during year 1	Dissolved metals may reduce fish egg survival and larval development during overwinter incubation.	Dike interstitial water quality under HCMP	2018	NM
				2019	
				2020	
				2021	Dike leachate (interstitial water quality) <CWQG
				2022	NM (program complete)
				2023	
				2024	
				2025	
	2 - MDMER monitoring	Effluent <MDMER regulations	Effluent monitoring according to MDMER, NWB Water License	2018	Effluent < MDMER
				2019	

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Prediction**	**Monitoring Program**	**Year**	**Measured Impact**
4 - Blasting				2020	
				2021	Effluent <MDMER except April & May (marginal exceedance for TSS)
				2022	Effluent < MDMER except single TSS grab sample
				2023	Effluent <MDMER
				2024	
				2025	Effluent < MDMER except single TSS grab sample
				See discussion, Section 12.4.1.2.2.2	
	3 - Whole-lake water quality under CREMP	Negligible ecological effect, <CWQG except cadmium (TPL), and arsenic and cadmium (Wally Lake)	CREMP	2018	CREMP results <CWQG
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
	4 - Blast monitoring	Most blasts < DFO overpressure guideline (50 kPa); all blasts < PPV guideline (13 mm/s)	Blast monitoring	2018	All blasts < DFO overpressure guideline and PPV guideline
				2019	
				2020	NM – no blasting
				2021	
				2022	
				2023	
				2024	
				2025	All blasts < DFO overpressure guideline and PPV guideline
Mortality of fish and fish eggs *1 - Blasting* *2 - Worker fishing in project area, despite no-fishing policy* *3 - Increased fishing in area due to AWAR* *4 - Accidental spills (e.g. fuel)*	1 - Blast monitoring	Most blasts will not exceed DFO overpressure guideline (50 kPa); no exceedances of PPV guideline (13 mm/s)	Blast monitoring	2018	All blasts < DFO overpressure guideline and PPV guideline
				2019	
				2020	NM – no blasting
				2021	
				2022	
				2023	
				2024	
				2025	All blasts < DFO overpressure guideline and PPV guideline
	2 - Staff interviews	Not defined	Policy (workers are not allowed to bring fishing equipment; luggage inspection occurs)	2018	No recreational fishing
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Prediction**	**Monitoring Program**	**Year**	**Measured Impact**
				2025	
	3 - Creel survey	Not defined	Creel surveys as part of Hunter Harvest Surveys (resumed 2021)	2018 2019 2020	NM
				2021 2022 2023 2024 2025	No increase in fishing pressure due to AWAR or WTHR
	4 - Event-based monitoring; spill emergency response plan	Not defined	Spill Contingency Plan	2018 2019 2020 2021 2022 2023 2024 2025	*Impacts not defined in FEIS so not suitable for PEAMP evaluation. See Section 7 for spills reporting.*
Fish stress, behavioral changes, avoidance *1 - Increased concentrations of dissolved metals and TSS from dust* *2 - Increased concentrations of dissolved metals and TSS from effluent discharge*	1 - Whole-lake water quality monitoring under CREMP	Negligible ecological effect; <CWQG except cadmium (TPL), and arsenic and cadmium (Wally Lake)	CREMP	2018 2019 2020 2021 2022 2023 2024 2025	CREMP results <CWQG; no mine-related exceedance of TSS trigger.
	2 - MDMER monitoring	Effluent < MDMER criteria	Effluent monitoring according to MDMER, NWB Water License	2018 2019 2020	Effluent < MDMER
				2021	Effluent <MDMER except April & May (marginal exceedance for TSS)
				2022	Effluent < MDMER except single TSS grab sample
				2023 2024	Effluent < MDMER
				2025	Effluent < MDMER except single TSS grab sample
				See discussion, Section 12.4.1.2.2.2	
Impaired lower trophic levels (incl. loss of phytoplankton, periphyton and benthos)	1 - Targeted studies under AEMP ("pore water" sampling; periphyton	Dike faces will provide a medium for periphyton growth	Interstitial water quality under HCMP	2018 2019 2020	NM

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Prediction**	**Monitoring Program**	**Year**	**Measured Impact**
1 - Leaching of metals (from dikes) *2a - Sedimentation through dust/particulate dispersion (road dust, wind dispersal, terrain disturbance) and* *2b - Effluent discharge*	sampling) during year 1			2021	Dike leachate (interstitial water quality) <CWQG
				2022	NM (program complete)
				2023	
				2024	
				2025	
	2a - Water quality monitoring through CREMP	Negligible ecological effect; CREMP results <CWQG except cadmium (TPL), and arsenic and cadmium (Wally Lake)	CREMP (water quality, sediment, and lower trophic level monitoring)	2018	CREMP results <CWQG and no mine-related impairment of phytoplankton, benthic invertebrate communities. The CREMP sediment threshold for Cr was exceeded in Third Portage Lake. See discussion, Section 12.4.1.3.2.
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
	2b - MDMER monitoring for effluent	Settling of TSS and altered sediment chemistry may impact benthos.	Effluent monitoring according to MDMER, NWB Water License	2018	Effluent < MDMER
				2019	
				2020	
				2021	Effluent <MDMER except April & May (marginal exceedance for TSS)
				2022	Effluent < MDMER except single grab sample
				2023	Effluent < MDMER
				2024	
				2025	Effluent < MDMER except single TSS grab sample
				See discussion, Section 12.4.1.2.2.2	

12.4.1.3.2 Parts 3 & 4: Discussion

Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here.

12.4.1.3.2.1 Exceedance of CREMP sediment thresholds

FEIS Prediction: Sedimentation (and altered sediment chemistry) through dust/particulate dispersion (road dust, wind dispersal, terrain disturbance) and effluent discharge would result in negligible ecological effect on lower trophic levels.

Discussion: To date, Meadowbank Mine CREMP monitoring results have indicated no mine-related negative effects on lower trophic levels in the receiving environment.

Historically, however, CREMP results have indicated mine-related increases in chromium in sediment for one receiving environment location (TPE). As a result, targeted studies assessing the ecological significance (potential for impact to lower trophic levels) of chromium increases in TPE occurred in 2015, 2018, and 2019. At the conclusion of the 2019 studies, results were determined to clearly demonstrate that the increase in sediment chromium at TPE is not adversely affecting the benthos at TPE (i.e. there is negligible ecological effect on lower trophic levels, and FEIS predictions are not being exceeded). No further targeted studies are planned at this time other than annual monitoring of the benthos community as part of the routine CREMP, along with annual sediment grab samples and a sediment coring program every 3 years. A complete description of the targeted chromium investigation is provided in the 2019 CREMP Report.

For reference, historical results for chromium in sediment at TPE and benthic invertebrate abundance are shown in Figures 25 and 26, from the 2023 and 2025 CREMP reports, respectively. Sediment chemistry was last analyzed in 2023, and the CREMP trigger value was exceeded, with a statistically significant difference from baseline/reference. However, the mean chromium concentration was lower than observed in 2017 and 2020. As described in the 2023 CREMP Report, chromium concentrations at this location are considered to have stabilized, and current conditions do not pose risks to benthos.

Analyses of benthic invertebrate communities (e.g. abundance, taxa richness) in 2025 indicated no statistically significant changes at Third Portage Lake locations relative to baseline/reference conditions.

Figure 25 Total chromium (mg/kg) in sediment samples (grabs and cores) from Meadowbank project lakes since 2006

Note: Figure from the 2023 CREMP Report (most recent year for sediment analysis). The red dashed line is the CREMP trigger value.

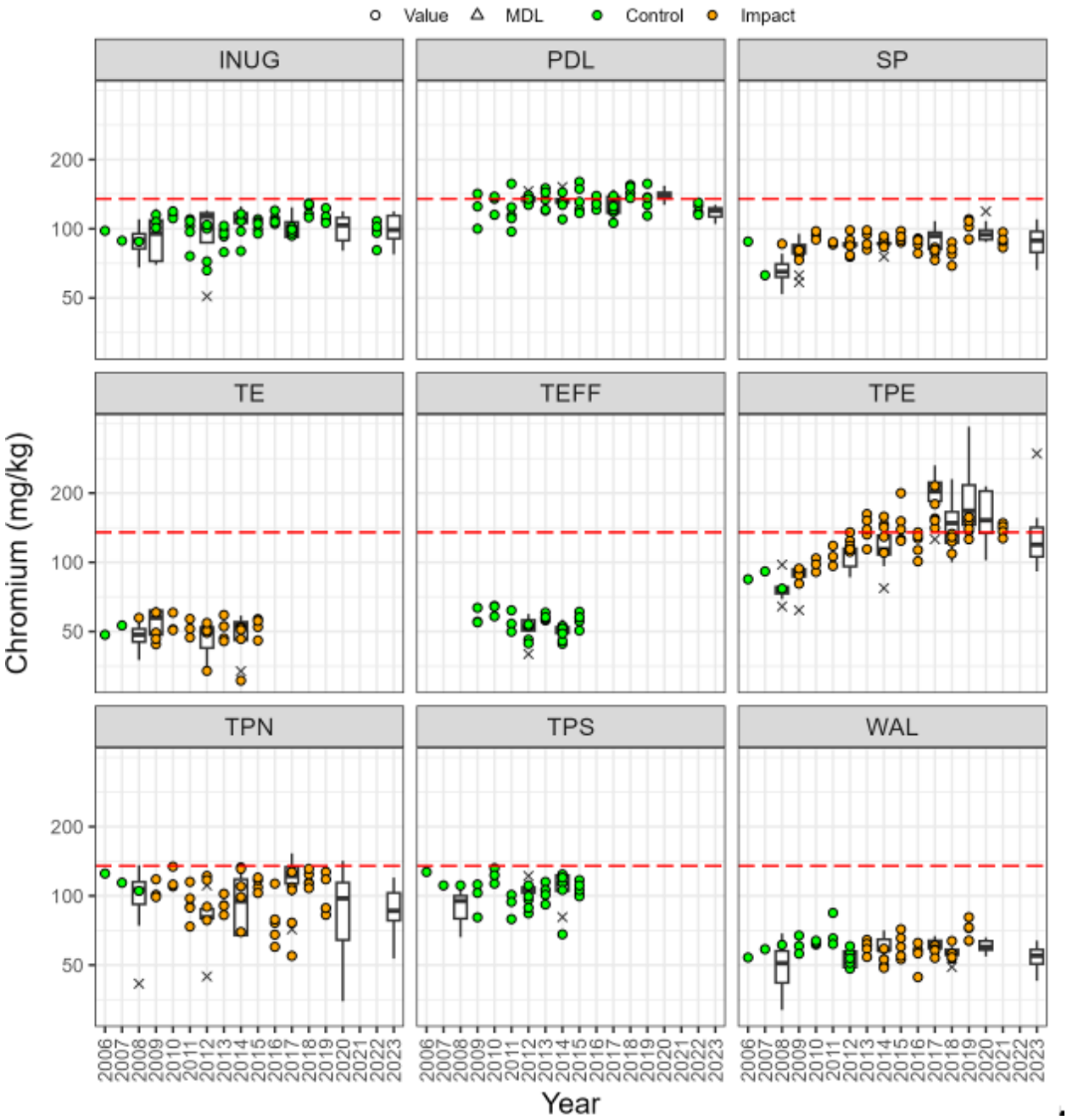
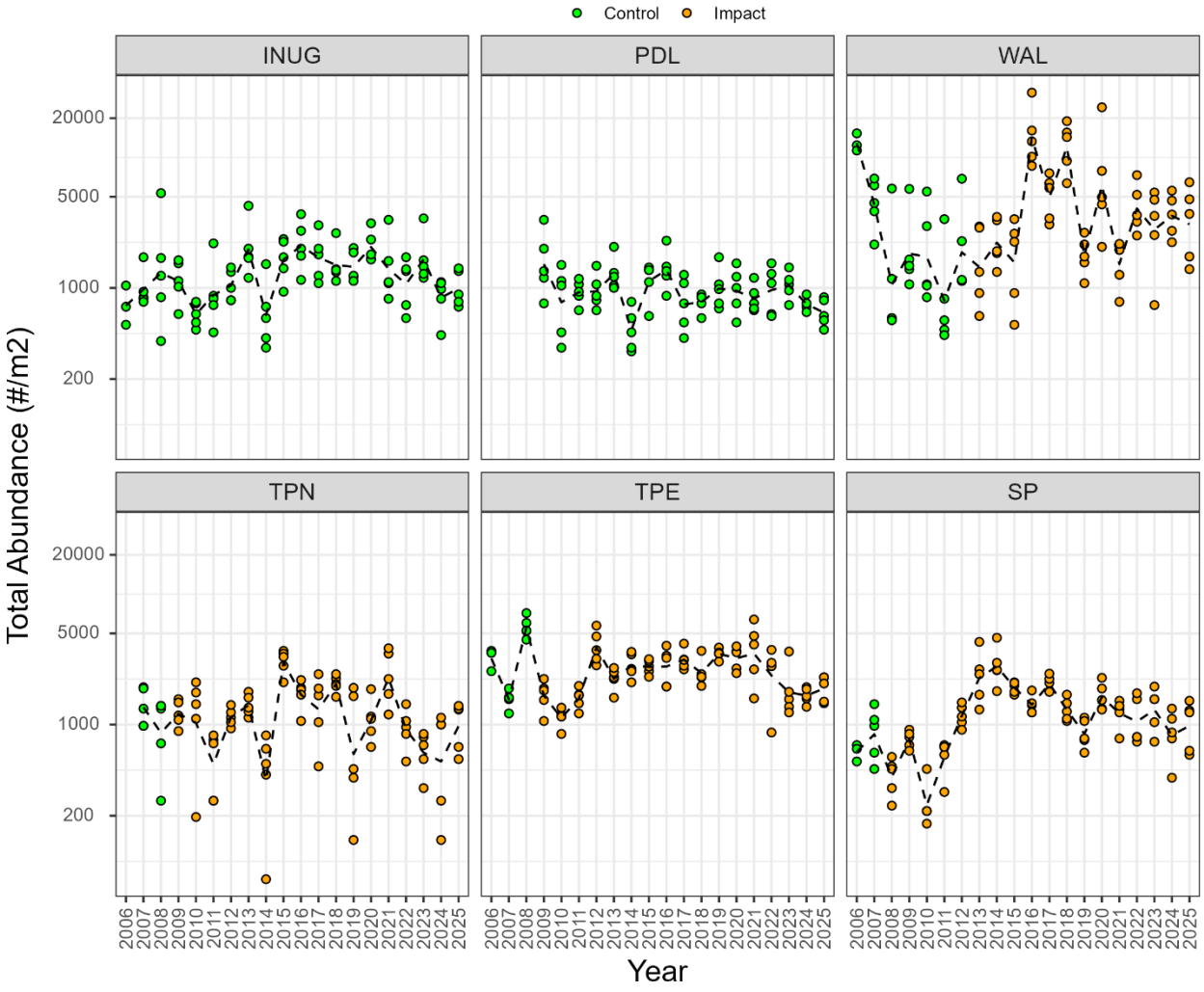


Figure 26 Benthic invertebrate total abundance (#/m^2) from Meadowbank project lakes since 2006

Note: Figure from 2025 CREMP Report (Appendix 26).



12.4.1.3.3 Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management

Effectiveness of Monitoring

In 2025, monitoring programs were able to address all potential causes of impacts identified in the FEIS (i.e. monitoring was considered effective), except worker fishing.

While the FEIS proposed staff interviews to assess any fishing being conducted despite a strict no-fishing policy onsite, in practice it has become evident that interviews are not required. To the best of knowledge, no cases of fishing by workers in contravention to the policy have ever been observed or reported. Despite the lack of formal monitoring, it is clear that this is not a significant source of potential impacts to area fish populations.

Effectiveness of Mitigation

A summary of the FEIS-planned mitigation measures related to fish and fish habitat, along with a commentary on implementation in 2025 is provided in Table 12-8. Mitigation measured specifically related to water quantity and water quality are provided in Sections 12.4.1.1.3 and 12.4.1.2.3, respectively, though some overlap may occur.

Based on the above review and discussion of predicted and measured impacts, current mitigation measures for fish and fish habitat are considered effective in restricting project impacts to the range of predictions

Table 12-8 Meadowbank Mine: FEIS-designed mitigation measures to reduce impacts of the project to fish and fish habitat, and commentary on current implementation

Planned Mitigation Measure (Cumberland (2005), Section 4.24.2.5)	Implementation (2025)
Winter culvert installation	**N/A** – None constructed in 2025
Sediment control (e.g. use of geotextile for Baker Lake marine barge landing facility)	**Yes** – Freshet Action Plan, Erosion Management Plan, Site and Road Inspections
Use of properly sized screens for freshwater intake	**N/A** – None constructed in 2025
Use of riprap to stabilize shorelines around culverts and anchor pipes	**N/A** – None constructed in 2025
Modification of the external surface of containment dikes	**N/A** – None constructed in 2025
Enhancement and improvement of connecting channels between lakes to enhance fish movement	**N/A** – No longer planned under updated DFO Fisheries Act Authorization NU-03-0191.3 (2013)
Treatment of effluent discharge	**Yes** – Water Quality and Flow Monitoring Plan
Discharge only during open water, not under ice (Attenuation Pond discharge to Third Portage Lake)	**N/A** – Portage Attenuation Pond discharge is no longer occurring
Construction of fish habitat compensation features (according to DFO Fisheries Act Authorization NU-03-0191.3, 2013)	**Yes** – Habitat Compensation Monitoring Plan

Adaptive Management

Based on these results, no specific adaptive management actions are planned for 2026.

12.4.2 Vegetation, Terrestrial Wildlife, and Birds

12.4.2.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

The 2025 Wildlife Monitoring Summary Report (Appendix 36) provides a complete assessment of wildlife monitoring programs including a comparison to monitoring thresholds detailed in the Terrestrial Ecosystem Management Plan and FEIS impact assessment (Cumberland, 2005), where available. Results are summarized here in the PEAMP format.

For each terrestrial VC, a summary of predicted impacts and the accuracy of those predictions (observed impacts) as determined through various monitoring programs conducted under the TEMP is provided in Table 12-9. Thresholds for the implementation of adaptive management, as developed in the TEMP were used in this comparison because most impact predictions in the Terrestrial Ecosystem Impact Assessment of the FEIS (Cumberland, 2005) were qualitative only. The TEMP is developed in consultation with the TAG, and thresholds represent quantitative measurement endpoints that trigger management action. It is noted that many thresholds relate to impacts for the Meadowbank Complex as a whole (Meadowbank and Whale Tail Mines combined). These cases are identified in Table 12-9.

Under the TEMP, the following FEIS-identified potential impacts have not had quantitative monitoring thresholds since at least 2019, so have been removed from the PEAMP Table 12-9 below, since this evaluation focuses specifically on comparison of monitoring results with FEIS predictions or monitoring thresholds. The implementation of monitoring and mitigation related to these potential impacts continues to be discussed in the Wildlife Monitoring Summary Report (Appendix 36).

- Small mammals: Project-related mortality (caused by vehicular or air traffic collisions, falling into pits, TSF or other means);
- Small mammals: Habitat losses (caused by mine site footprint, pits, roads, water management and collection systems);
- Raptors: Healthy prey populations (caused by mine site footprint, dust and exhaust, noise (road, airstrip, mine site, Baker Lake barge area);
- Other breeding birds: Project-related mortality (vehicle collisions); and
- Other breeding birds: Changes in breeding bird populations (PRISM and BBS surveys were re-instated in 2022, but there are no mine-related thresholds for these programs, as determined in consultation with ECCC).

In addition, since the decision tree model replaced the single-value threshold for sensory disturbance to caribou beginning in 2019, the associated monitoring dataset and presentation of those results has been restricted to the Wildlife Summary Report. This decision tree stipulates several layers of site-specific quantitative thresholds that trigger management action. As determined through annual group size threshold calculation, specified numbers of caribou at certain distances from the project trigger management action. Since that dataset is complex and the response (management action) for any given decision-tree threshold exceedance is established, this program is discussed in the Wildlife Summary Report only.

Table 12-9 Meadowbank Mine: Predicted and measured impacts to terrestrial VECs during the Operations period

*Note: Potential impacts according to Cumberland (2005). All monitoring programs are elements of the TEMP and predictions/thresholds and monitoring results are presented in the Wildlife Monitoring Summary Report (Appendix 36). NM = not required to be measured in the identified year. NA = no threshold or impact no longer required to be assessed. *Mine site permitted area (footprint) has changed over time with approved extensions, and a change in land type classifications occurred beginning in 2024, resulting in adjustments to area calculations. Measured impacts exceeding or potentially exceeding impact predictions/thresholds in the last 5 years are further discussed in Section 12.4.2.2.*

FEIS Assessment			Operations Phase		
Potential Impact *(Potential Cause)*	**Proposed Monitoring**	**TEMP Threshold or *FEIS Prediction***	**Monitoring Program**	**Year**	**Measured Impact**
VEGETATION (WILDLIFE HABITAT)					
Habitat Loss *Mine site footprint, pits, roads, water management and collection systems*	Pit and mine-site ground surveys, Mapping, GIS Analysis	2018 & 2021 Permitted Area + threshold: Mine Site: 1532 ha + 5% AWAR: 455 ha + 5%	Pit and mine-site ground surveys, Mapping, GIS Analysis	2018	Mine Site - 1,129 ha; AWAR – 173 ha
				2019	NM
				2020	NM
				2021	Mine Site – 1,129 ha; AWAR – 180 ha
		2024* Permitted Area + threshold*: Mine Site: 1531 ha + 5% AWAR: 456 ha + 5%		2022	NM
				2023	NM
				2024	Mine Site – 1,113 ha; AWAR – 184 ha
				2025	NM
Habitat Degradation by Contamination *Dust from roads, TSF, airstrip*	Vegetation and Soil Samples (SLRA)	*No excess mine-related risk (or measured concentrations <screening values)*	Vegetation and Soil Samples (SLRA)	2018	NM
				2019	NM
				2020	NM (2020 assessment postponed to 2021)
				2021	No excess mine-related risk (or measured concentrations <screening values)
				2022	NM
				2023	NM
				2024	No excess mine-related risk (or measured concentrations <screening values)
				2025	NM
UNGULATES					
Project-related Mortality *Mine-related activities*	Pit and mine-site ground surveys	N/A	Pit and mine-site ground surveys, Incidence reports	2018	None
				2019	
				2020	

FEIS Assessment			Operations Phase		
Potential Impact *(Potential Cause)*	**Proposed Monitoring**	**TEMP Threshold or *FEIS Prediction***	**Monitoring Program**	**Year**	**Measured Impact**
(e.g., falling into pits, tailing, sludge or other means)			(Collision Reporting System)	2021 2022 2023 2024 2025	
Project-related Mortality *Vehicular collisions*	Pit and mine-site ground surveys, Incidence reports	Two individuals per year (caribou, muskox) (Meadowbank Complex total)	Road surveys; Pit and mine-site ground surveys, Incidence reports (Collision Reporting System)	2018 2019 2020 2021 2022 2023 2024 2025	None None 1 caribou mortality None None 1 muskox mortality 1 caribou mortality 1 caribou mortality
Habitat Loss and Degradation *Mine site footprint, pits, roads, water management and collection systems*	Pit and mine-site ground surveys, Mapping, GIS Analysis	2018 & 2021 High Suitability Habitat Permitted Area + threshold: Growing: 531 ha + 10% Winter: 407 ha + 10% 2024* High Suitability Habitat Permitted Area + threshold: Growing:34 ha + 10% Winter: 664 ha + 10% *Note: Meadowbank Mine Site values, excludes AWAR*	Pit and mine-site ground surveys, Mapping, GIS Analysis	2018 2019 2020 2021 2022 2023 2024 2025	Growing – 372 ha; Winter – 280 ha NM NM Growing – 372 ha; Winter – 280 ha NM NM Growing – 20 ha; Winter – 366 ha NM
Hunting by Baker Lake Residents *Improved access to*	Hunter Harvest Study	< 20% increase of historical harvest activities within the RSA; no significant impact to	Hunter Harvest Study	2018 2019 2020	NM Threshold not exceeded (<20% increase in harvest in RSA)

FEIS Assessment			Operations Phase		
Potential Impact *(Potential Cause)*	**Proposed Monitoring**	**TEMP Threshold or *FEIS Prediction***	**Monitoring Program**	**Year**	**Measured Impact**
hunting along the AWAR		herds		2021	
				2022	
				2023	
				2024	
				2025	
Exposure to Contaminated Water or Vegetation *Consumption of contaminated dust deposited on vegetation*	Vegetation and Soil Samples (SLRA)	*No excess mine-related risk (or measured concentrations <screening values)*	Vegetation and Soil Samples (SLRA)	2018	NM
				2019	NM
				2020	NM (2020 assessment postponed to 2021)
				2021	No excess mine-related risk (or measured concentrations <screening values)
				2022	NM
				2023	NM
				2024	No excess mine-related risk (or measured concentrations <screening values)
				2025	NM
PREDATORY MAMMALS					
Project-related Mortality *Mine-related mortality (falling into pits, TSF or other means)* *Vehicular collisions*	Pit and mine-site ground surveys, road surveys, Incidence reports	Two individuals of the same species in a year (grizzly bear, wolf, wolverine) (Meadowbank Complex total)	Pit and mine-site ground surveys, Road surveys, Incidence reports	2018	One wolverine and one wolf dispatched
				2019	One wolverine dispatched
				2020	One wolverine dispatched, one wolverine vehicle collision
				2021	One wolverine dispatched
				2022	One wolverine dispatched, one wolverine vehicle collision
				2023	Three wolverine and three wolves dispatched
				2024	One wolverine vehicle collision
				2025	Three wolves dispatched
Sensory Disturbance to Denning Predators *Blasting, vehicles, and ground personnel near active dens*	Active den site surveys (WT FEIS)	1 den failure	Den site surveys	2018	No dens observed or monitored
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	

FEIS Assessment			Operations Phase		
Potential Impact *(Potential Cause)*	**Proposed Monitoring**	**TEMP Threshold or *FEIS Prediction***	**Monitoring Program**	**Year**	**Measured Impact**
SMALL MAMMALS					
Exposure to Contaminated Water or Vegetation *Consumption of contaminated dust deposited on vegetation*	Vegetation and Soil Samples (SLRA)	*No excess mine-related risk (or measured concentrations <screening values)*	Vegetation and Soil Samples (SLRA)	2018	NM
				2019	NM
				2020	NM (2020 assessment postponed to 2021)
				2021	No excess mine-related risk (or measured concentrations <screening values)
				2022	NM
				2023	NM
				2024	No excess mine-related risk (or measured concentrations <screening values)
				2025	NM
RAPTORS					
Disturbance of Nesting Raptors *Noise and Activity*	Active Nest Monitoring	One nest failure per year (Meadowbank Complex total)	Road surveys; Pit and mine site ground surveys; Incidental wildlife reporting; Dedicated raptor nest surveys	2018	No confirmed mine-related nest failures. *Mine-related impacts on nest occupancy (population impacts) were additionally evaluated through the Arctic Raptors research program until 2024. Further discussion is provided in Section 12.4.2.3*
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
Project-related Mortality *Vehicle collisions*	Road/Ground Surveys, Incidence reports	One mortality per year (Meadowbank Complex total)	Road surveys, Incidence reports	2018	None
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
WATERBIRDS					
Disturbance of Nesting Waterfowl *Noise and Activity; dewatering*	Waterfowl Nest Surveys	One nest failure per year (Meadowbank Complex total)	Waterbird Nest Surveys (through 2019); Pit and mine site ground surveys	2018	Threshold not exceeded
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	

FEIS Assessment			Operations Phase		
Potential Impact *(Potential Cause)*	**Proposed Monitoring**	**TEMP Threshold or *FEIS Prediction***	**Monitoring Program**	**Year**	**Measured Impact**
				2025	
Habitat Loss and Degradation *Mine site footprint, pits, roads, water management and collection systems*	Ground Surveys, Mapping, GIS Analysis	2018 & 2021 High Suitability Habitat Permitted Area + threshold: 417 + 10%	Ground Surveys, Mapping, GIS Analysis	2018	274 ha
				2019	NM
				2020	NM
				2021	274 ha
		2024* High Suitability Habitat Permitted Area + threshold: 200 ha + 10%		2022	NM
				2023	NM
		Note: Meadowbank Mine Site values, excludes AWAR		2024	151 ha
				2025	NM
Exposure to Contaminated Water or Vegetation *Mine site dust; Secondary containment structures and tailings storage facilities*	Vegetation and Soil Samples (SLRA)	*No excess mine-related risk (or measured concentrations <screening values)*	Vegetation and Soil Samples (SLRA)	2018	NM
				2019	NM
				2020	NM (2020 assessment postponed to 2021)
				2021	No excess mine-related risk (or measured concentrations <screening values)
				2022	NM
				2023	NM
				2024	No excess mine-related risk (or measured concentrations <screening values)
				2025	NM
				2025	
Project-related Mortality *Vehicle collisions* *Mine site-related mortality*	Road Surveys, Incidence reports, Pit and mine-site ground surveys	One individual per year (Meadowbank Complex total)	Road Surveys, Incidence reports (Collision Reporting System), Pit and mine-site ground surveys	2018	Two Long-tailed ducks found dead onsite. Last discussed in 2022 Annual Report
				2019	None
				2020	
				2021	
				2022	
				2023	
				2024	Six Long-tailed duck mortalities through mid-flight collision with building.
				2025	None

FEIS Assessment			Operations Phase		
Potential Impact ***(Potential Cause)***	**Proposed Monitoring**	**TEMP Threshold or** ***FEIS Prediction***	**Monitoring Program**	**Year**	**Measured Impact**
OTHER BREEDING BIRDS					
Habitat Loss and Degradation *Mine site footprint, pits, roads, water management and collection systems*	Pit and mine-site ground surveys, Mapping, GIS Analysis	2018 & 2021 High Suitability Habitat Permitted Area + threshold: 736 ha + 10%	Pit and mine-site ground surveys, Mapping, GIS Analysis	2018	594 ha
				2019	NM
				2020	NM
				2021	594 ha
		2024* High Suitability Habitat Permitted Area + threshold over prediction: 533 ha + 10%		2022	NM
				2023	NM
		Note: Meadowbank Mine Site values, excludes AWAR		2024	313 ha
				2025	NM
Exposure to Contaminated Water or Vegetation *Mine site dust*	Vegetation and Soil Samples (SLRA)	*No excess mine-related risk (or measured concentrations <screening values)*	Vegetation and Soil Samples (SLRA)	2018	NM
				2019	NM
				2020	NM (2020 assessment postponed to 2021)
				2021	No excess mine-related risk (or measured concentrations <screening values)
				2022	NM
				2023	NM
				2024	No excess mine-related risk (or measured concentrations <screening values)
				2025	NM

12.4.2.2 *Parts 3 & 4: Discussion*

Where impacts are exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here. In 2025, only the threshold for project-related mortality of predatory mammals was exceeded. This threshold was additionally exceeded one other time in the past 5 years (2023).

In 2024, the threshold for waterbird mortality was exceeded for the Meadowbank Mine.

Both of these are discussed below

1. **Project-related Mortality of Waterbirds (2024)**

TEMP Threshold: One mortality per year (Meadowbank Mine and Whale Tail Mine combined).

Discussion: In 2024, a small group of ducks flew into the side of the Mill building in between Mill Door B and Mill Door C (Meadowbank Mine site). One of the seven birds survived. These were originally believed to be black scoters but afterwards were identified as long-tailed ducks. As per the migratory bird regulation, ECCC was emailed at the time of the mortality. At the Whale Tail Mine, there were no project related mortalities for waterbirds. No project-related mortality for waterbirds occurred in 2025.

2. **Project-related Mortality of Predatory Mammals (2023, 2025)**

TEMP Threshold: Mortality of two individuals of the same species per year (grizzly bear, wolverine, or wolf) (Meadowbank Mine and Whale Tail Mine combined).

Discussion: In 2023, six incidents of project-related mortality for predatory mammals occurred at the Meadowbank Complex, including three wolves and three wolverines. These mortalities occurred when animals were required to be dispatched following unsuccessful deterrence actions. In 2025, three wolves were required to be dispatched after deterrence actions were unsuccessful.

In all cases, animals were dispatched due to habituation and health and safety concerns, and destruction permits were first issued by a GN Wildlife Officer. In response to these occurrences in 2023 and 2025, reminder notices were sent to all mine crews regarding the presence of wildlife, waste management procedures, and requesting all sea cans and doorways be closed.

12.4.2.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

As discussed in Section 12.4.2, some monitoring requirements have been eliminated in the TEMP since the FEIS was developed, in consultation with regulators (e.g. habitat loss for small mammals). Based on the results in Table 12-9, current TEMP monitoring programs are able to address all other FEIS impacts for which monitoring was recommended (i.e. monitoring is considered effective).

Effectiveness of Mitigation

FEIS-planned mitigation measures to limit impacts of the Project on terrestrial wildlife were originally described in the Terrestrial Ecosystem Management Plan (Version 1, October 2005), a component of the Project FEIS (Cumberland, 2005). This plan is regularly updated, and a mitigation audit is a component of the current plan. The audit is included in the Wildlife Monitoring Report annually ("Accuracy of Impact Predictions") and similar to the PEAMP, consists of an evaluation of:

- What mitigation was implemented;
- Which mitigation is perceived or shown to be effective;
- Whether new mitigation has been implemented in response to new issues; and
- Whether some mitigation is redundant or unnecessary.

In 2025, all required monitoring and mitigation measures were conducted according to the TEMP and protocols agreed with the TAG. In the context of the PEAMP evaluation, mitigation is considered effective if impact predictions (or in this case, TEMP thresholds) are not being regularly exceeded. Since few thresholds have been exceeded historically and without consistent causation, mitigation is considered effective overall in restricting impacts of the Project to those predicted or otherwise permitted.

Adaptive Management

In response to mortality of predatory mammals in 2023 and again in 2025, reminders were sent to all departments regarding wildlife procedures, and related existing TEMP management measures were emphasized. Furthermore, due to the increase in wildlife observation around the landfill, towards the end of summer 2023, it was decided to relocate and compact the waste present within the landfill. The new landfill location minimizes exposed waste, reducing possible wildlife attractants. Agnico Eagle has also implemented QR codes for reporting wildlife on site to help increase awareness and help focus monitoring and management efforts in wildlife management at site.

In addition, Agnico Eagle works continually with the TAG to update the TEMP in efforts to continually improve terrestrial monitoring, mitigation, and reporting. The last revision was submitted in March, 2025 (Version 9).

12.4.3 Noise

12.4.3.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

While noise emissions were predicted in the FEIS for many mine site sources, a significant environmental effect of noise (potentially, disturbance of wildlife; reduced habitat effectiveness) requiring monitoring was determined in association with pit development, tailings handling, and the mill (Cumberland, 2005; Table B3.2). Monitoring sites were established around the site and along access roads, as described in the current Noise Monitoring and Abatement Plan.

FEIS predictions for ambient noise levels at the Project (Cumberland, 2005 – Noise Impact Assessment) are indicated in Table 12-10 with results of annual noise surveys (measured ambient sound levels) conducted since 2018 when this PEAMP evaluation process began.

It is noted that while noise modeling for FEIS purposes determines a single sound pressure level produced by a specified combination of Project-related activities at a given location under certain assumed atmospheric conditions, in reality, measured noise levels vary over time, depending on contributions from background sources, wind direction, ground cover, irregular or occasional activities, etc. While most Meadowbank FEIS noise predictions were not specifically time-averaged, they were assumed to be constant over the course of a day, and they are primarily compared here to the measured 24-h L_{eq}. This value represents the average sound pressure level produced by all sources during a 24 h period, under various climatic conditions including wind speeds and direction. While data is filtered in keeping with standard methods to minimize the range of weather conditions represented (see Noise Monitoring Report, Appendix 37), these differences in the derivation of model-predicted values and measured noise levels are recognized, and this evaluation is considered a screening-level comparison for the purposes of noise management, and not a comprehensive validation of FEIS model predictions.

Since the potential impacts of Project-related noise were all identified as wildlife disturbance, the accuracy of noise-related predictions is also monitored through the terrestrial environment monitoring programs, as discussed in Section 12.4.2.

To date, measured ambient noise levels have only exceeded FEIS predictions as a result of infrequent events excluded from standard noise modeling (aircraft flyovers). However, since this does occur from time to time, a discussion and historical trend analysis is provided in Section 12.4.3.2.

Table 12-10 Meadowbank Mine: Predicted and measured ambient sound levels during the Operations period

*Notes: Potential Impacts according to Cumberland, 2005; Table B3.2. All monitoring is conducted under the Noise Monitoring and Abatement Plan. *Predicted values are estimated from sound level contour plots in Cumberland (2005) – Noise Impact Assessment. **For the R5 location, FEIS predictions specify the maximum modelled 1-h Leq value. "-" Indicates no data point or invalid survey. In each year, attempts are made to obtain a minimum of two valid surveys for each monitoring station. Surveys are invalidated for a variety of reasons (see Noise Monitoring Report, Appendix 37). Measured impacts exceeding or potentially exceeding predictions in the last 5 years are discussed in Section 12.4.3.2.*

FEIS Assessment				Operations Phase			
Potential Impact	Proposed Monitoring	Monitoring Station	Model Prediction (dBA)*	Year	Measured Impact $L_{eq,\ 24\text{-}h}$ (dBA)		
					Survey 1	Survey 2	Survey 3
Moderate and high noise levels from blasting, drilling, TSF berm construction and material handling will disturb wildlife and result in reduced habitat effectiveness.	Monitor noise levels (and behavioural responses of wildlife)	R1	58-63	2018	37.2	43.4	-
				2019	47.6	-	-
				2020	35.5	37.2	-
				2021	35.8	36.7	-
				2022	45.6	-	-
				2023	33.6	42.3	40.5
				2024	-	-	-
				2025	32.2	34.7	-
		R2	58-63	2018	40.7	37.5	-
				2019	36.8	34.1	-
				2020	32.0	-	-
				2021	48.5	44.2	-
				2022	34.6	-	-
				2023	46.7	49.6	-
				2024	46.0	-	-
				2025	46.5	48.0	-
		R3	49-53	2018	38.8	-	-
				2019	38.9	-	-
				2020	34.0	39.4	-
				2021	36.1	37.4	-
				2022	-	-	-

FEIS Assessment				Operations Phase			
Potential Impact	Proposed Monitoring	Monitoring Station	Model Prediction (dBA)*	Year	Measured Impact $L_{eq,\ 24\text{-}h}$ (dBA)		
					Survey 1	Survey 2	Survey 3
				2023	42.0	41.4	-
				2024	33.3	34.2	-
				2025	45.0	32.9	-
		R4	58-63	2018	57.3	36.7	-
				2019	-	-	-
				2020	34.3	32.1	-
				2021	34.0	-	-
				2022	34.0	-	-
				2023	33.4	39.3	-
				2024	36.5	-	-
				2025	44.2	38.2	40.4
		R5	Max 1 h L_{eq} = 57**	2018	All 1 h L_{eq} <57	(1 of 22 $L_{eq\ 1\text{-}h}$ > 57 dBA)	-
				2019	All 1 h L_{eq} <57	(1 of 32 $L_{eq\ 1\text{-}h}$ > 57 dBA)	-
				2020	All 1 h L_{eq} <57	All $L_{eq\ 1\ h}$ <57	-
				2021	-	-	-
				2022	All 1 h L_{eq} <57	-	-
				2023	All 1 h L_{eq} <57	(2 of 44 $L_{eq\ 1\text{-}h}$ > 57)	-
				2024	All 1 h L_{eq} <57	(1 of 31 $L_{eq\ 1\text{-}h}$ > 57)	-
				2025	All 1 h L_{eq} <57	(1 of 42 $L_{eq\ 1\text{-}h}$ > 57)	-

12.4.3.2 *Parts 3 & 4: Discussion*

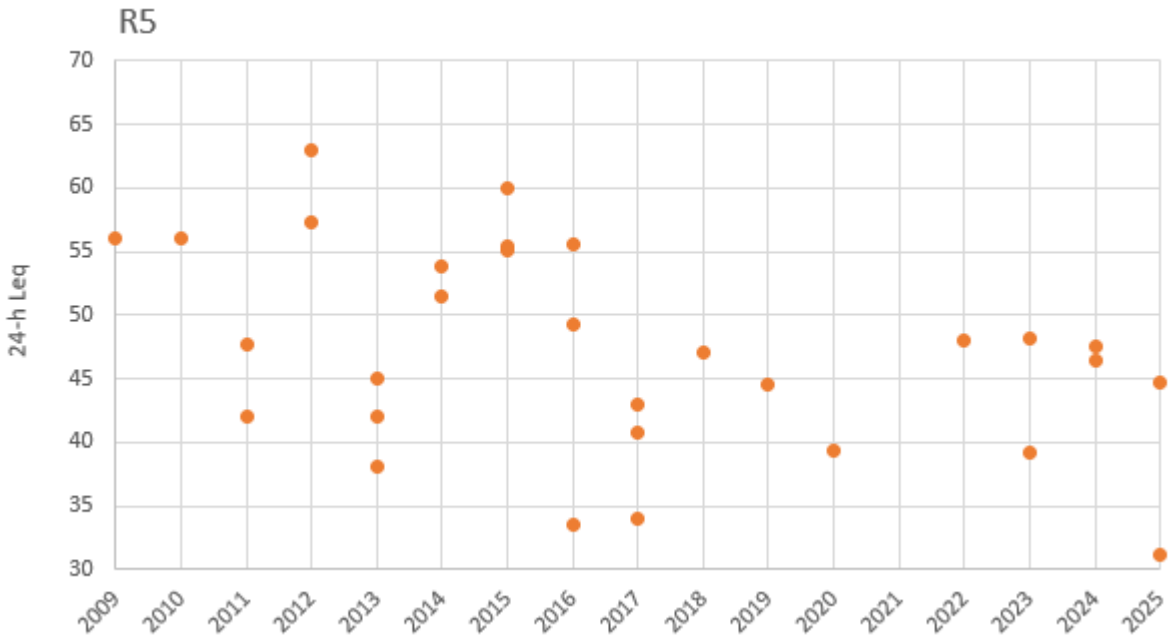
Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here.

12.4.3.2.1.1 Noise Levels at R5

***FEIS Prediction*:** For station R5, FEIS predictions specified that one-hour L_{eq} values would not exceed 57 dBA.

***Discussion*:** In 2018, 2019, 2023, 2024, and 2025 this prediction was exceeded for one or two hours within the datasets. In all cases, peaks above 57 dBA were short in duration (max. 1 – 2 peaks per hour, lasting less than 3 min). Sound recordings have been reviewed and peaks were determined to be caused by helicopter or aircraft flyovers. These were not included in FEIS noise models (standard) because of their infrequent occurrence and short duration. Helicopters are only used onsite during the summer months, and also regularly used for exploration activities, so may not have been related to operations. These survey results are therefore not specifically considered to have exceeded impact predictions. Sound profiles for each year with and without the aircraft influence are discussed in individual monitoring reports. In addition, 24-h L_{eq} measurements since 2009 are reviewed to understand if any trends towards increasing noise levels above FEIS predictions are occurring. Results for all stations are provided in the Noise Monitoring Report (Appendix 37) and results for R5 are shown in Figure 27. From this review, there is no clear trend towards increasing sound levels above FEIS predictions at any noise monitoring station.

Figure 27 Historical 24-h Leq values for monitoring station R5 at the Meadowbank Mine



Note: No valid surveys were obtained in 2021 despite three attempts, primarily due to weather outside of acceptable conditions

12.4.3.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

Based on the results in Table 12-10, the current noise monitoring program is able to address all FEIS predictions for ambient noise levels. Monitoring is therefore considered effective.

Effectiveness of Mitigation

FEIS-planned mitigation measures to limit impacts of the Project on area noise levels were originally described in the Air Quality and Noise Management Plan (October 2005). This plan was most recently updated in December 2018. A summary of the mitigation measures in place to ensure impacts to area noise levels are minimized is provided in Table 12-11, with a commentary on implementation in 2025.

Since no consistent exceedances of FEIS predictions has occurred, existing mitigation measures are considered to be effective.

Table 12-11 Meadowbank Complex: Mitigation measures described in the Noise Abatement and Monitoring Plan to reduce impacts of the project on area noise levels, and implementation in 2025

Noise Source	Planned Mitigation Measure (Noise Abatement and Monitoring Plan, December 2018)	Implementation (2025)
Whale Tail Haul Road Construction and Widening	Operate construction equipment within specification and capacity (i.e. don't overload machines)	**N/A** – No WTHR construction occurred
	Adequate equipment maintenance	
	Avoid operating numerous pneumatic tools at the same time, and spread operation throughout working periods	
	Avoid prolonged idling	
	If blasting is required, preference for daytime blasting	
Road traffic (mine site, AWAR) and Haul Roads operation	During maintenance, check that noise abatement devices are in good order (e.g., brakes, exhaust mufflers, engine hoods)	**Yes** – Maintenance logs
	Enforce speed limits	**Yes** – AWAR Transportation Management Plan, WTHR Management Plan
	Use shallow slopes for haul road	**N/A** – No construction occurred
	Educate truck drivers about the characteristics of diesel engines (i.e., that the flat torque characteristic allows ascending an incline in a higher gear, which is a less noisy operation)	**Yes** – SOP and best practices
	Keep road surfaces in good repair to reduce tire noise	**Yes** – AWAR Transportation Management Plan, WTHR Management Plan, Road Inspection
	Avoid prolonged idling	**Yes** – No Idling Policy
	Avoid trucking operation during night time on access road, when possible	**Yes** – When possible
Air traffic (Meadowbank)	Avoid low altitude flights (not lower than 610 m in sensitive bird/wildlife areas), except on take-off and landing	**Yes** –Terrestrial Ecosystem Monitoring Plan
	Restrict air traffic to daytime hours except for emergencies	**Yes** – Ongoing

Noise Source	Planned Mitigation Measure (Noise Abatement and Monitoring Plan, December 2018)	Implementation (2025)
Impact equipment (pile drivers, jack hammers, drills, pneumatic tools)	Avoid operating numerous pneumatic tools at the same time, and spread operation throughout working periods	**Yes** – Best practices
Stationary equipment (compressors, generators, pumps)	Keep equipment in good condition	**Yes** – Maintenance logs, best practices
Blasting	Use delays, both surface and down hole	**Yes** – Blast Monitoring Program
	Preference for daytime blasting	**Yes** – Blast Monitoring Program, best practices
	Blasting in depressed pits (normal production practice)	**Yes** – Blast Monitoring Program, best practices
Outdoor material handling equipment (crushers, concrete mixers, cranes)	Place crushers in sheltered/enclosed locations if possible	**Completed**
	Maintain equipment in good working condition	**Yes** – Maintenance logs, best practices
	Turn equipment off when not in use if practicable	**Yes** – No Idling Policy, best practices
Earth moving equipment (trucks, loaders, dozers, scrapers)	Aim to restrict equipment age so only newer, more efficient machinery will operate onsite	**Yes** – Maintenance logs
	Operate equipment within specification and capacity (i.e., don't overload machines)	**Yes** – Maintenance logs
	Use noise abatement accessories such as sound hood and mufflers	**Yes** – Maintenance logs
Primary plant facilities (gyratory primary crusher, SAG mill, ball mill, power plant)	Provide building with walls absorbing noise	**Completed**
	Maintain equipment on a regular basis, replace worn parts, lubricate as required	**Yes** – Preventive maintenance
	Provide diesel plant units with efficient intakes and exhaust silencers	**Completed**
	Use conveyor system with low noise output, paying particular attention to rollers	**Completed**
	Enclose conveyors where necessary	**Completed**
Utilities and services	Ensure that a rotating biological contactor treatment system operates quietly	**Completed**
	Dump solid waste behind barriers	**N/A**

Adaptive Management

Since measured ambient noise levels have only exceeded FEIS predictions as a result of infrequent events excluded from standard noise modeling (aircraft flyovers) and there are no clear trends towards increasing noise levels around the Meadowbank Mine, no adaptive management actions are planned based on this PEAMP analysis.

12.4.4 Air Quality

12.4.4.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

In order to estimate potential impacts of the Project on air quality, modeling exercises were conducted as a component of the original project FEIS to determine emission rates and dispersion of various criteria air

contaminants from different sources (Air Quality Impact Assessment, Cumberland, 2005)[5]. This included modeling the emissions of three size fractions of suspended particulates ($PM_{2.5}$, PM_{10} and TSP) originating from the TSF, WRSF, and ore stockpile, for 24 h and annual averaging times. Deposition rates for dust from these sources were also calculated ($g/m^2/30d$). Maximum ground level concentrations were described in the FEIS document for all size fractions, and figures from dispersion modelling were provided for TSP and deposition rates (Air Quality Impact Assessment, Cumberland, 2005). In addition, modeling was conducted for criteria pollutants (CO, NO_2, SO_2, PM_{10}, and $PM_{2.5}$) emitted from the power plant and mobile sources for 1h, 24h and annual averaging times, and dispersion modelling figures were provided for these analyses.

The monitoring program for air quality recommended in the Meadowbank FEIS included only static dustfall, which is being continuously monitored at four locations around the mine site. In addition, Agnico Eagle conducts monitoring of TSP, PM_{10}, $PM_{2.5}$ and NO_2, in accordance with the current Air Quality and Dustfall Monitoring Plan. Carbon monoxide and sulphur dioxide are not required to be monitored as part of the program developed by Agnico Eagle in consultation with regulatory agencies.

Based on available FEIS modelling results, the following predicted values were able to be compared to measured values: NO_2 (annual average), $PM_{2.5}$ (annual and 24-h average), and PM_{10} (24 h average). Monitoring results for these parameters are considered adequately comparable to FEIS predictions, since modelling included all reasonably significant emission sources for these parameters. FEIS predictions for TSP and dust deposition (30 d rate) are not suitable for comparison to field measurements (i.e. monitoring results) since only emissions from three specific point sources were required to be modeled (TSF, WRSF, ore stockpile). For reference, all historical results for TSP and dustfall monitoring are provided in the 2025 Air Quality and Dustfall Monitoring Report (Appendix 38).

Even for those measured parameters which are compared here to FEIS predictions (NO_2, $PM_{2.5}$, PM_{10}), it should be noted that while field monitoring captures emissions from all mine-related sources, as well as background sources, the FEIS presents modeled outputs from combinations of specific sources as described above. Therefore, accuracy of these quantitative predictions is not specifically assessed through field monitoring. However, if measured concentrations or deposition rates are lower than predicted values, it can be concluded that FEIS predictions are not being exceeded. In some cases, as described below, measured or estimated background concentrations were able to be added to predicted values to improve the comparison. The following specific methods were used:

- Modeled values for suspended particulates ($PM_{2.5}$ and PM_{10}) were obtained for the two monitoring locations (DF-1 and DF-2) from the FEIS Air Quality Impact Assessment Figures 6.2 – 6.24. PM_{10} values were derived from Figures 6.7 and 6.8, based on references in the text (Table 6.1), although these figures are labelled as SP. Model values for a TSF size of 960x560m were used in the comparison.

- A recent impact assessment for the Whale Tail site at Meadowbank calculated background values for $PM_{2.5}$ of 6.7 and 3.6 $\mu g/m^3$ for 24-h and annual averaging times, respectively (Whale Tail Pit FEIS, Appendix 4-A). No background data was available for other size classes of

[5] As part of the FEIS for the Whale Tail Project (Agnico Eagle, 2016), qualitative assessments were performed to predict potential changes to modeled impacts that would occur from the extended use of the Meadowbank site infrastructure (mill and AWAR), but changes were not quantified.

suspended particulates, but these $PM_{2.5}$ values were added to predicted concentrations of $PM_{2.5}$ and PM_{10} for the comparison, since $PM_{2.5}$ forms a subset of PM_{10}.

- It is noted that for NO_2, modeling results were only provided in the FEIS for the maximum predicted ground-level concentration, which occurred adjacent to the power plant. The closest NO_2 monitoring station (DF-2) is at a distance of approximately 1 km southwest (cross-wind) from this location.

Table 12-12 summarizes the predicted residual impacts to air quality and results of the FEIS-comparable monitoring conducted in 2018 - 2025.

Note: One potential impact has been removed from Table 12-12 beginning in 2023. Generation of dust during placement of dike material is no longer evaluated, since dike construction has been complete since 2011. In addition, GHG emissions are assessed collectively for the Meadowbank and Whale Tail sites in Section 12.5.4.

Table 12-12 Meadowbank Mine: Predicted and measured impacts to air quality during the Operations period

*Note: Potential impacts and model predictions according to Cumberland (2005) - Air Quality Impact Assessment. *Predicted ground level maximum for monitoring location; with addition of background values, as described above in Section 12.4.4.1. Monitoring is conducted according to the Air Quality and Dustfall Monitoring Plan. Measured impacts exceeding or potentially exceeding predictions in the last 5 years are further discussed in Section 12.4.4.2.*

FEIS Assessment			Operations Phase		
Potential Impacts	**Proposed Monitoring**	**Key Model Predictions***	**Monitoring Programs**	**Year**	**Measured Values**
Generation of dust from exposed lake sediment after dewatering	Static dustfall	Annual average NO_2 (DF-2 location): 4.97 ppb $PM_{2.5}$ (24 h avg.) DF-1: 26.7 µg/m^3 DF-2: 16.7 µg/m^3 $PM_{2.5}$ (annual avg.) DF-1: 4.6 µg/m^3 DF-2: 4.1 µg/m^3 PM_{10} (24 h avg.) DF-1: 46.7 µg/m^3 DF-2: 26.7 µg/m^3	NO_2 and suspended particulates	2018	Annual average NO_2: <4.97 ppb Suspended Particulates: Predictions rarely exceeded; See figures and discussion, Section 12.4.4.2.1
				2019	
Generation of dust and gases from blasting, excavation etc. of pits				2020	
				2021	
Generation of dust from material deposited on waste rock pile or tailings				2022	
				2023	
Generation of dust and emissions from use of roads and airstrip				2024	
				2025	
Generation of dust and emissions from frequent activity by service vehicles accessing staging facility (AWAR)		< Vault Haul Road results	Static dustfall transects	2018	< Vault Haul Road results; See discussion, Section 12.4.4.2.2
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	

12.4.4.2 *Parts 3 & 4: Discussion*

If air quality impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here.

12.4.4.2.1 $PM_{2.5}$ and PM_{10}

Historically (Figures 28 to 30), occasional results for 24-h average $PM_{2.5}$ and PM_{10} have exceeded FEIS predictions. These are largely associated with a structure fire in 2022, and a wildfire event in 2025. In both of those years, annual average $PM_{2.5}$ also exceeded the FEIS prediction. Since all occurrences are isolated events and annual averages have not exceeded regulatory guidelines to date (Figure 28), results are not considered to represent a trend towards increasing air quality concerns beyond FEIS predictions. In addition, and as described in Section 12.4.4.1, FEIS predictions only include emissions from specific Project-related sources, so individual samples may be expected to exceed these values as a result of localized events (mine-related or otherwise), as has occurred occasionally.

Figure 28 Arithmetic mean of the measured 24-h average concentrations of PM2.5 annually, and FEIS-modeled maximum annual average concentrations of PM2.5 for monitoring stations DF-1 and DF-2 at the Meadowbank Mine

Note: Results shown here for 2022 include influence of a structure fire, and results for 2025 include influence of a wildfire event. The complete discussion is presented in the Air Quality and Dustfall Monitoring Report, Appendix 37.

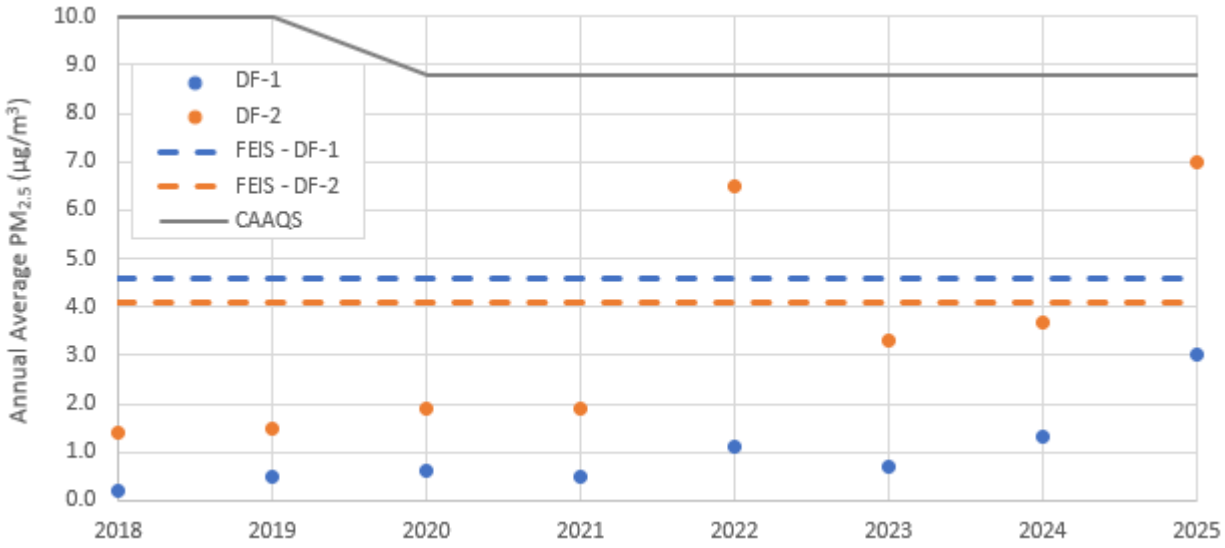


Figure 29 Measured 24-h average concentrations of PM2.5 at Meadowbank Mine monitoring stations DF-1 and DF-2, and the FEIS-modeled maximum predicted concentrations for these locations, for specified Project-related sources (see description in text)

Note: The FEIS prediction for DF-1 is approximately equivalent to the current CAAQS.

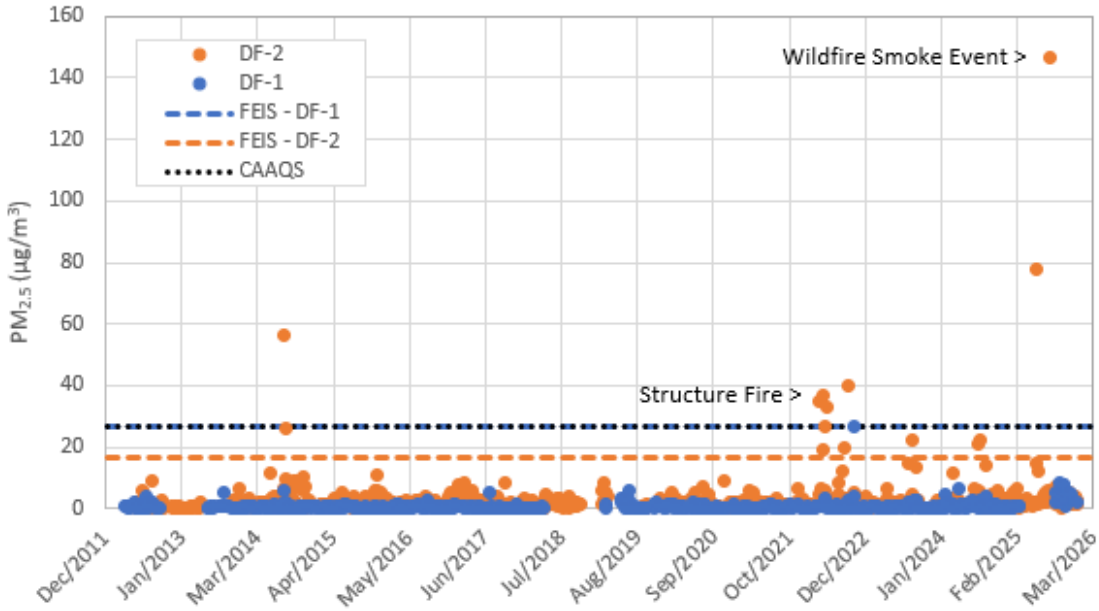
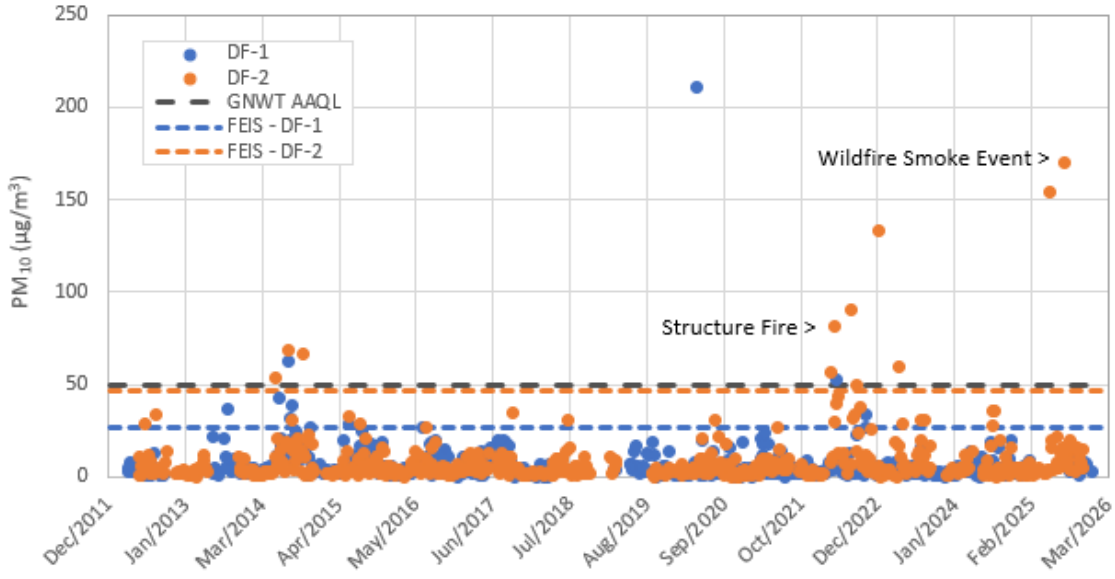


Figure 30 Measured 24-h average concentrations of PM10 at Meadowbank Mine monitoring stations DF-1 and DF-2, and the FEIS-modeled maximum expected concentrations for these locations for specified Project-related sources (see description in text)



12.4.4.2.2 AWAR Dustfall

In their *2018-2019 Annual Monitoring Report for the Meadowbank Gold Project and the Whale Tail Pit Project*, the NIRB requested a discussion of whether the predictions in the FEIS may have potentially underestimated the amount of dust produced on the mine site, including along the All-Weather Access Road (AWAR). In the 2019 Annual Report, Agnico Eagle provided this review of FEIS modelling, and supplemental comparisons of dustfall results. While the full discussion is not re-visited here, the comparison of Vault Haul Road dustfall and AWAR dustfall is carried forward along with 2025 results.

Within the FEIS, air quality modeling was completed for the Vault Haul Road. That modeling indicated that the worst-case level of air pollution (mainly due to fugitive dust) would be in the range of, or less than, air quality objectives. Since traffic rates along the AWAR were predicted to be lower than the Vault Haul Road, air quality modeling was not specifically conducted for the AWAR - i.e., impacts of the AWAR on air quality were assumed to be lower than impacts of the Vault Haul Road. To validate this assumption of the FEIS, dustfall monitoring results from the Vault Haul Road area were compared with those collected along the AWAR, to determine whether air quality impacts (as measured through this FEIS-recommended monitoring method) are similar.

Dustfall results for DF-4 (500 m west of the Vault Haul Road) and the most comparable location with respect to the AWAR (km 18 and 78; 300 m west of the road) are provided in Figure 31. The following differences in sample collection methods are kept in mind while interpreting this data:

- Samples collected along the Vault Haul Road are collected on a 2 m stand (ASTM method), while those collected historically (prior to 2020) along the AWAR were at ground level, due to logistical constraints. As described in the 2019 Air Quality and Dustfall Monitoring Report, results for ground level samples have always been higher than results for associated samples at 2-m height;

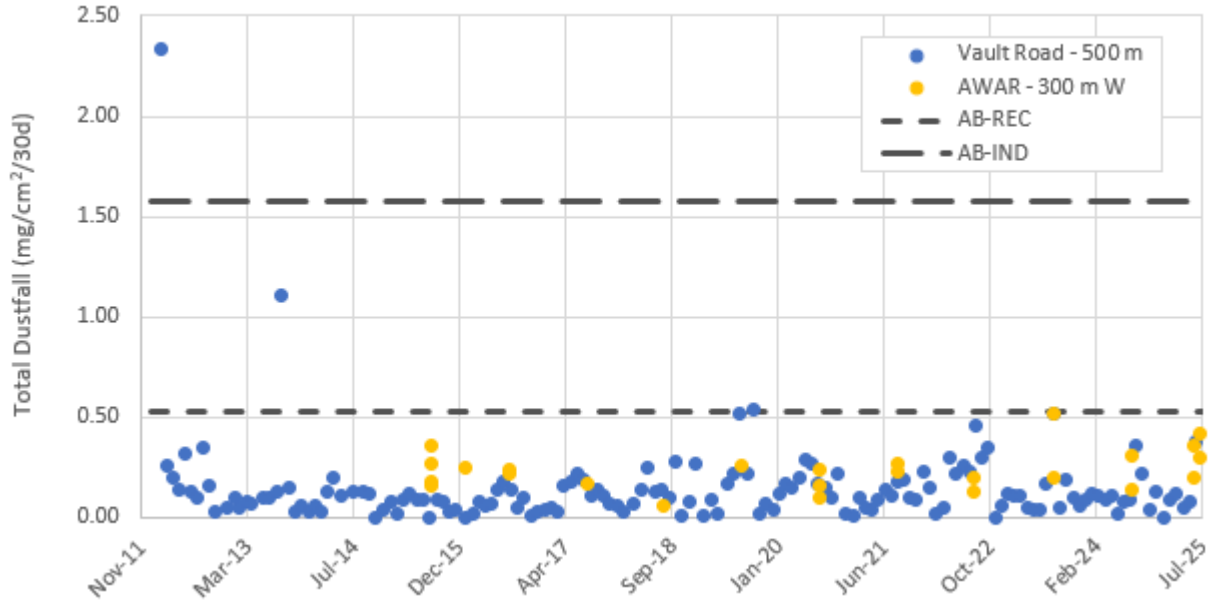
- Samples collected along the Vault Haul Road are at a distance of approximately 500 m from the road, while those used in this comparison for the AWAR are at a distance of 300 m. No samples have been collected at 500 m from the AWAR, and results at 300 m are expected to provide a conservatively high comparison; and

- Results for the AWAR are only available for the summer season, when higher traffic rates and dry road conditions prevail. These results can therefore be considered peak values, and averages based on these are likely inflated compared to the true annual average.

Despite these differences which generally result in a very conservative comparison of dustfall rates between the Vault Haul Road location and AWAR samples, measured dustfall rates in both locations are historically similar. These results suggest that the FEIS assumption of lower air quality impacts along the AWAR as compared to the Vault Haul Road was valid.

Figure 31 30-d rates of total dustfall measured at monitoring station DF-4 (500 m west of the Vault Haul Road) and along the AWAR (km 18, 78; 300 m west)

Note: Alberta Environment dustfall guidelines for recreational areas (AB-Rec) and industrial areas (AB-Ind) are shown for comparative purposes. These guidelines relate to nuisance or aesthetic concerns.



12.4.4.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

As described in Section 12.4.4.1, only a subset of quantitative FEIS air quality model predictions are suitable for comparison to monitoring results, and a variety of caveats are applicable, as discussed. However, the air quality monitoring program at the Meadowbank Mine was designed in consultation with regulators (ECCC) for the purpose of monitoring changes in ambient air quality at the site and for comparisons to regulatory guidelines, and is therefore considered effective as designed. A complete analysis of air quality monitoring results in comparison to regulatory criteria is provided in the 2025 Air Quality and Dustfall Monitoring Report (Appendix 38).

Effectiveness of Mitigation

A summary of the planned mitigation measures for air quality (per Air Quality and Noise Management Plan, 2005) is provided in Table 12-13, along with a commentary on current implementation.

As described in the Air Quality and Dustfall Monitoring Report (Appendix 38), monitoring thresholds were established within the current Air Quality and Dustfall Monitoring Plan to confirm effectiveness of existing mitigation. For the Meadowbank Mine, thresholds relate to dustfall measurements for onsite and AWAR locations. In 2025, two monthly samples collected across all four year-round monitoring stations marginally exceeded this threshold. Given the high variability in dustfall samples, occasional results above the threshold are not considered indicative of trends requiring changes in dust mitigation

measures. Mitigation to limit dust generation for the Meadowbank Mine is therefore considered to have been effective overall in 2025.

Table 12-13 Meadowbank Mine: FEIS-designed mitigation measures to reduce impacts of the project on area air quality, and commentary on current implementation

Emission Source	Planned Mitigation Measure (Cumberland (2005) - Air Quality and Noise Management Plan)	Implementation (2025)
Plant Production Facilities	Select the diesel power plant engines with low NOx emissions to prevent ozone formation and with low hydrocarbon emissions to lower GHG emissions	**N/A**
	Use low sulphur content diesel fuel to mitigate SO2 emissions	**Yes** - Use of summer fuel
	Collect and vent any process emissions (flotation, CIP circuit, carbon treatment, gold refining, and cyanide detoxification) into the atmosphere	**Yes** - All process enclosed in the mill facility except leach tank
	Design all stacks using good engineering practice (including accessible sampling ports and adequate height) to ensure the required dispersion to meet ambient air quality objectives	**Yes** - Design to meet engineering practice
	Implement fleet maintenance program to ensure that all diesel-powered equipment will operate efficiently, thereby reducing air emissions	**Yes** - Preventive maintenance per manufacture recommendation
	Install dust filters at the primary crusher building and at fine grinding facilities (SAG mill and ball mill) and provide dust suppression equipment (dust covers, sonic sprays, etc.)	**Yes** - Filter installed at major dust generating equipment
	Install enclosure of feed conveyor to avoid fugitive emissions during windy weather	**Yes** - All conveyers are enclosed
	Provide crushed ore stockpile enclosure to limit any dust to indoor environment	**Yes** - Enclosed in a dome
Transportation	Impose vehicle speed limit on Vault haul road to mitigate fugitive dust and reduce engine emissions	**Yes** - Speed limit enforcement on Vault Haul Road and AWAR
	Apply dust suppressants (water, calcium chloride) to haul and service roads during dry weather to mitigate fugitive dust	**Yes** - AWAR Transportation Management Plan, Air Quality and Dustfall Monitoring Plan
	To reduce vehicle emissions, do not let motors idle, except when necessary	**Yes** - No idle policy
	Upgrade road-surfacing materials using local coarse rocky aggregates	**Yes** – AWAR Transportation Management Plan
Blasting & Waste Disposal	Limit blasting to calm days or use delay blasting technique; natural mitigation to take place when mining pits are from 85 to 175 m below the ground level; ore and waste to be coarse run-of-mine muck not prone to generating excessive dust	**Yes** – Blast Monitoring Program
	Cover dewatered tailings with non-potentially acid-generating (non-PAG) aggregates to control wind erosion	**Yes –** Progressive reclamation was ongoing in the TSF, including placement of a cover
Miscellaneous	Provide pressure valves to control fuel vapour fugitive emissions from the storage tanks	**Yes** - Installed at all locations
	Use water spray instead of pneumatic flushing while cleaning equipment and working areas when temperature is above the freezing point	**Yes** - All machine cleaning is done inside shop (wash bay)
	Use site-generated mineral material (dirt, aggregate, etc.) to cover disposed solid waste at the waste dump	**Yes** - Waste dump is located in the Portage Waste Rock Facility and is covered with waste rock created by mining activities, Mine Waste

Emission Source	Planned Mitigation Measure (Cumberland (2005) - Air Quality and Noise Management Plan)	Implementation (2025)
		Management Plan
	Select waste incinerator with build-in emission control system (secondary combustion chamber, catalytic converter, etc.) and install a stack to disperse emissions to concentrations below ambient air quality objectives	**N/A –** Incinerator dismantled
	Apply vegetation cover on stripped areas and long-term stockpiles	**N/A** - Natural revegetation to occur during the reclamation phase. Revegetation option to be considered in the Final Closure and Reclamation Plan.

Adaptive Management

Since current mitigation is considered to have been effective, no changes to management actions with regards to ambient air quality are planned for 2026 for the Meadowbank Mine as a result of this PEAMP analysis.

12.4.5 Permafrost

12.4.5.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

A summary of predicted residual impacts to permafrost (after mitigation), as described in the FEIS (Cumberland, 2005; Table B1.2), and results of monitoring being conducted to assess the accuracy of these predictions is provided in Table 12-14 below. A complete description of monitoring results is provided in the 2025 Geotechnical Inspection Report (Appendix 7), which reviewed instrument data for the 2024-2025 period.

In general, degradation of permafrost was predicted in association with the construction of mine buildings, and development of permafrost was predicted in association with dikes, TSF, and WRSF construction. Predictions are typically related to closure-phase impacts. Therefore, results of monitoring to date are presented here to demonstrate progress, but validity of the prediction (i.e. whether or not the prediction is supported by the monitoring data) cannot be determined at this time.

Table 12-14 Meadowbank Mine: Predicted and measured impacts to permafrost for the Meadowbank site

Note: Predicted impacts according to Cumberland, 2005, Table B1.2. Measured impacts according to the 2025 Geotechnical Inspection Report (Appendix 7).

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Prediction**	**Monitoring Program**	**Year**	**Measured Impacts**
Permafrost aggradation and stabilization of new active layer in dikes *(Dike design)*	Monitor ground temperatures; monitor slopes; monitor sub-permafrost pore pressures (tailings dike)	Net increase in permafrost distribution and/or decrease in ground temperatures.	Ground temperature monitoring (thermistors)	2018	East Dike, Bay-Goose Dike, South Camp Dike: similar to historical trends, partially frozen foundations. Vault Dike: frozen foundation Central Dike: similar to historical trends, partially frozen foundation SD1&2: frozen foundations; SD3,4,5: partially frozen foundations; Stormwater Dike: partially frozen foundation
				2019	
				2020	East Dike, Bay-Goose Dike, South Camp Dike: similar to historical trends, partially frozen foundations with cooling trends at edges of seepage zones. Vault Dike: frozen foundation Central Dike: similar to historical trends, partially frozen foundation SD1&2, 4&5: frozen foundations; SD3: partially frozen foundations; Stormwater Dike: partially frozen foundation
				2021	
				2022	
				2023	
				2024	
				2025	
Permafrost changes in Second Portage Lake (2PL) NW arm area *(Dewatering, reclaim and attenuation pond filling, and tailings deposition)*	Representative monitoring of ground temperatures; assessment of anticipated ice entrapment (i.e. ground ice development)	Net increase in permafrost distribution and/or decrease in ground temperatures	Thermistor monitoring in TSF (thermistors NC-T1, NC-T2, NC-17-01 through 08)	2018	Thermistors indicate tailings are not completely frozen.
				2019	Thermistors indicate tailings are not completely frozen. Freezeback and progression of freezing front is occurring in the North Cell in sections not entirely frozen. Data are showing quicker freezeback than anticipated
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
Permafrost changes in Third Portage Lake (TPL) north central shoreline and Portage Pit area	Assessment of suspected ground ice development in conjunction with permafrost aggradation. Assessment of ground ice content of select shoreline	Net increase in permafrost distribution and/or decrease in ground temperatures	None	2018	General increase in permafrost aggradation due to structures; permafrost is developed in part of the Portage Pit and Goose Pit walls, under the Goose Dike.
				2019	
				2020	
				2021	
				2022	
				2023	

FEIS Assessment			Operations Phase		
Potential Impact (*Potential Cause*)	**Proposed Monitoring**	**Key Model Prediction**	**Monitoring Program**	**Year**	**Measured Impacts**
(Portage pit development)	polygons.			2024	
				2025	
Permafrost changes in waste rock area *(Construction of waste rock facility)*	Internal and foundation temperatures to be monitored	Fall, winter and spring placement will continue to bury the natural ground surface and permafrost will aggrade into the waste rock where a new and temporary active layer will form. Placement of lifts on natural ground in the summer may continue to cause temporary and localized deepening of the active layer, warming of near surface permafrost and possible subsidence, particularly in low lying areas.	Thermistor monitoring of internal and foundation temperatures	2018	Frozen ground conditions under the Portage WRSF for all thermistor locations. Rockfill temperature below 0 °C for at least 10m above ground surface for all instruments. Decreasing trends in active zone depth are recorded at most thermistor locations. Temperature trends in the structure are becoming more consistent with predicted temperature over time.
				2019	
				2020	
				2021	
				2022	
				2023	Frozen ground conditions under the Portage WRSF for all thermistor locations. Rockfill temperature below 0 °C for at least 10m above ground surface for all instruments. Variable active layer thickness, influenced by annual temperature trends in most instruments as well as long-term permafrost aggradation.
				2024	
				2025	
Potential settlement of buildings *(Loss of permafrost under heated structures)*	Ground temperature measurements where there is a need to monitor foundation temperatures	Net decrease in permafrost distribution and/or increase in ground temperatures	None	2018	No ground temperature measurements have been undertaken at or near buildings on site. To date there has been no observed thawing of foundations.
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	
Permafrost changes below pipelines *(Stabilization of permafrost temperature and active layer thickness)*	Monitor pipeline alignment for potential permafrost degradation	Minor any undifferentiated net gain or loss of permafrost	None	2018	No ground temperature measurements but no observations of thawing due to pipelines.
				2019	
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	

12.4.5.2 *Parts 3 & 4: Discussion*

Permafrost conditions continue to be monitored, but since final impact predictions relate to the closure/post-closure phase, no commentary on potential exceedances is made at this time.

Nevertheless, to help demonstrate the current status towards achieving these predictions, historical trends for all thermal monitoring results are provided in the 2025 Thermal Monitoring Report (Appendix 19).

12.4.5.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

Based on Table 12-14, all FEIS predictions for which monitoring was recommended are being addressed through current programs. Monitoring is therefore considered effective.

Effectiveness of Mitigation

A summary of the planned mitigation measures for permafrost during the current operations phase of the project (FEIS Physical Environment Impact Assessment Report (2005), Table C.2) along with implementation in 2025 is provided in Table 12-15. Mitigation measures proposed for operations-phase components which have already occurred (e.g. dewatering) or those associated with design-phase planning are not included.

Table 12-15 Meadowbank Mine: Mitigation measures described in the FEIS to reduce impacts of the project on permafrost, and commentary on current implementation

Project Component	Planned Mitigation Measure (Cumberland 2005, Appendix B - FEIS Section 4.24.2.4)	Implementation (2025)
Waste Rock Storage	Schedule placement of waste rock on thaw-sensitive polygons during winter months, possibly in conjunction with proactive measures to enhance ground chilling prior to placement (e.g. snow removal and/or compaction); use flatter side slopes	**N/A -** Portage WRSF no longer active Annual geotechnical inspection completed by third party Annual revision of the Waste Rock and Tailings Management Plan
Tailings Storage Facility	Management of ice entrapment	**Yes -** Follow up done on ice entrapment and best practices
Ditches (roads, airstrip, contact water)	Silt fences as required to manage sediment loss; rock aprons as required to slow the rate of thaw penetration and stabilize the underlying soils	**N/A -** Silt fences not required as of yet
Freshwater intake & pipeline	Use insulated pipe with heat tracing; elevate pipeline across thaw sensitive terrain	**Yes -** Insulated pipe and elevated (freshwater line)
Discharge facilities & pipeline	Use insulated pipe with heat tracing; elevate pipeline across thaw sensitive terrain	**Yes -** Insulated pipe and elevated
Non-contact diversion facilities	Silt fences as required to manage sediment loss; rock aprons as required to slow the rate of thaw penetration and stabilize the underlying soils	**N/A -** Silt fences not required as of yet
Vault access road culverts (Turn Lake)	Maintenance, as required, to restore smooth grade where thaw settlement is a problem; avoid culverts in areas susceptible to thaw settlement	**N/A -** No maintenance as yet required

Adaptive Management

No changes to permafrost monitoring or management programs are planned in 2026, based on this PEAMP analysis.

12.4.6 Socio-Economic Impacts

A comprehensive assessment of socio-economic indicators, comparison to FEIS predictions, and review of management/mitigation measures is provided in the 2025 Socio-Economic Monitoring Report (Appendix 43) and summarized here in the PEAMP format. Since, in many cases, is it not possible to distinguish impacts of the Meadowbank mine from those of the Whale Tail mine, the PEAMP evaluation is combined for this sector.

12.4.6.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

Based on results of the 2025 Socio-Economic Monitoring Report, the accuracy of Project impacts as predicted in the FEIS documents (Cumberland, 2005 - Table B15.2; Golder, 2018) is assessed for each identified valued socio-economic component in Table 12-16, below. When specific impact predictions are not being met, further discussion is provided in Section 12.4.6.2.

Table 12-16 Summary of FEIS predictions for VSECs, observed trends, and interpretation of monitoring results in comparison to FEIS predictions

Note: FEIS predictions from Cumberland, 2006; Golder, 2018. Measured impacts that are trending in a negative manner outside of predictions are further discussed in Section 12.4.6.2.

Sector and Overarching FEIS Prediction	Metric	2025 Overview	Specific FEIS Prediction	Accuracy of the FEIS Prediction
1. Employment	**1.1 Total project employment (Agnico Eagle & contractors)**			
MEADOWBANK: "The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit" (Cumberland Resources, 2006, p. 120) **WHALE TAIL:** "The Expansion Project will create direct, indirect and induced employment opportunities." (Golder Associates, 2018, p. 9)	**Project employment (permanent, temporary & contractor)**	Employment at Meadowbank / Whale Tail increased by 3.4% in 2025 to 1,938. Contractors account for 44% of employment at Meadowbank/Whale Tail.	MEADOWBANK "It is expected that the construction phase workforce will average 160 and peak at 310, and the operation phase workforce is estimated at 370." (Cumberland Resources, 2006, p. 119) WHALE TAIL "Direct average operational employment is expected to be 1,166 positions." (Golder Associates, 2018, p. 9)	MEADOWBANK – Prediction is exceeded WHALE TAIL – Prediction is exceeded
	1.2 Project Inuit employment (Agnico Eagle and contractors)			
	Project employment (Inuit & non-Inuit) *Inuit FTEs* *Inuit FTE rate*	Inuit employment at Meadowbank / Whale Tail decreased in 2025 to 119 FTEs (a decrease of 26 FTEs over 2024 levels). Inuit employment as a percentage of total employment was 12% in 2025, a decrease from 13% in 2024.	MEADOWBANK – none WHALE TAIL (inc. contractors) *"Excluding the final year of operations when Project employment ramps down, direct average operational employment is expected to be 1,166 […] Of these, nearly half (491 or 42%) are expected to be filled by Nunavummiut, the majority of which are employed at the Meadowbank Mine and will move over to the Expansion Project."* (Golder Associates, 2018, p. 9)	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is not supported
	Project contractor employment (Inuit & non-Inuit) *Inuit FTEs* *Inuit FTE rate*	At Meadowbank / Whale Tail, Inuit contractor employment increased by 3 FTEs to 33 FTEs in 2025. Inuit FTE for contractors was 4% in 2025, the same as in 2024.		
	1.3 Project employment by Kivalliq community			
	Project employment by Kivalliq community (Inuit & non-Inuit)	The number of Kivalliq-based employees at Meadowbank/Whale Tail generally trended downward year over year, decreasing by 19% (24 employees) in 2025, to 104 employees. In 2025, 71% (74) of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake.	MEADOWBANK – none WHALE TAIL Baker Lake is expected to fill 3 management jobs, 16 skilled jobs, 187 semi-skilled jobs, and 66 entry level jobs, for a total of 272 jobs (Golder Associates, 2018, p.10-11).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is not supported
	Project contractor employment by Kivalliq community (Inuit & non-Inuit)	In 2025, 20 contractor employees were hired from Kivalliq communities (down from 23 in 2024), of whom 11 were from Baker Lake.		
	1.4 Employee turnover			
	Agnico Eagle Inuit turnover by reason **Turnover rates (Inuit & non-Inuit)** *Inuit rates* *Non-Inuit rates* **Turnover rate by Kivalliq community**	Resignation / voluntary departures accounted for the majority (40 or 71%) of reasons for turnover among Agnico Eagle Inuit employees in 2025. In 2025, there were 56 departures, down from 76 in 2024. Inuit turnover rates at Meadowbank / Whale Tail decreased from 42% in 2024 to 37% in 2025. Turnover rates for non-Inuit employees increased from 7% in 2024 to 8% in 2025. By community, turnover rates increased for Arviat, Coral Harbour and Whale Cove, and decreased in other communities.	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – Cannot be determined WHALE TAIL – TBD Cannot be determined
2. Gender	**2.1 Gender-specific initiatives**			
None	**Overview and assessment of gender-specific initiatives**	Agnico Eagle is continuing to develop its policy and programs to encourage greater gender equality. At present, 13 programs are active.	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – TBD (cannot be determined at this time) WHALE TAIL – TBD (cannot be determined at this time)
	2.2 Project employment by gender			
	Project and contractor employment (gender; Inuit & non-Inuit) – FTE	Agnico Eagle employed 92 female FTEs at Meadowbank / Whale Tail in 2025, down from 152 in 2024. Female contractor FTEs at Meadowbank / Whale Tail increased to 73 in 2025, up from 54 in 2024	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
	Project and contractor employment (gender; Inuit & non-Inuit) – rate	The proportion of Agnico Eagle female employment at Meadowbank / Whale Tail decreased from 14% in 2024 to 10% in 2025. The proportion of female contractor employment at Meadowbank / Whale Tail increased from 7% in 2024 to 9% in 2025.		
	2.3 Project employment by gender and skill level			
	Agnico Eagle female employment by skill level	For Meadowbank / Whale Tail, 32 female employees were in management & professional roles (compared to 58 in 2024), 12 in skilled positions (compared to 18 in 2024), 27 in semi-skilled positions (compared to 51 in 2024), and 21 in unskilled positions (compared to 26 in 2024).	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
	Proportion of skills levels held by female employees	In 2025, female employees held 34% of all unskilled jobs (down from 37% in 2024). In all other categories, females held less than 15% of available positions in 2025: 14% in management and professional (compared to 20% in 2024), 9% in semi-skilled (compared to 12% in 2024), and 5% in skilled (compared		

Sector and Overarching FEIS Prediction	Metric	2025 Overview	Specific FEIS Prediction	Accuracy of the FEIS Prediction
		to 7% in 2024).		
3. Income	**3.1 Income paid to projects' Inuit employees**			
MEADOWBANK: "The potential impacts of increased income are considered of high magnitude, positive, long-term and of high significance, particularly to those individuals and their families who are able to benefit. It is expected that overall community effects, moderate in significance, are likely to be most experienced in Baker Lake, as most direct employment will occur here." (Cumberland Resources Ltd., 2006, p. 121) **WHALE TAIL:** "The Expansion Project will generate direct, indirect and induced incomes." (Golder Associates, 2018, p. 12)	**Income paid to Agnico Eagle project Inuit employees**	Total income paid to Meadowbank /Whale Tail Inuit employees (excluding contractors) in 2025 was $15.7M (compared to $18.2M in 2024).	MEADOWBANK "Direct project wages paid to people in Kivalliq Region, primarily Baker Lake, could exceed $4M annually." (Cumberland Resources, 2006, p. 121). WHALE TAIL "During operations, the Expansion Project is projected to generate $421.1 million (cumulatively) in direct labour income in Nunavut, and $509.3 million in total territorial labour income." (Golder Associates, 2018, p. 12)	MEADOWBANK – Prediction is exceeded WHALE TAIL – Cannot be determined
	3.2 Income by Kivalliq community			
	Income paid to Agnico Eagle project Inuit employees by community (excluding contractors)	In 2025, Inuit employees from Baker Lake received the largest share of income at Meadowbank/Whale Tail ($8.3M), followed by Arviat ($2.4M) and other Kivalliq communities.	MEADOWBANK The Meadowbank FEIS makes no specific predictions regarding changes in the median income of Kivalliq communities but does predict that Baker Lake will experience the most positive effects of increased income. "Direct project wages paid to people in Kivalliq Region, primarily Baker Lake, could exceed $4 M annually." (Cumberland Resources, 2006, p. 121). WHALE TAIL – none	MEADOWBANK – Prediction is supported WHALE TAIL – Cannot be determined
	Median employment income of tax filers by Kivalliq community	Baker Lake and Rankin Inlet have had the highest median incomes in the Kivalliq region up to 2017, but more recent data is unavailable.		
4. Education and Training	**4.1 Investment in education-based initiatives**			
MEADOWBANK: "The potential impacts of education and training are considered of medium magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit." (Cumberland Resources Ltd., 2006, p. 121) **WHALE TAIL:** "The Expansion Project will provide workforce training and support community education" (Golder Associates, 2018, p. 12).	**Agnico Eagle investments in education-based initiatives**	In 2025, Agnico Eagle made $608,100 in contributions to education-based initiatives, an increase of +1% from $578,300 in 2024	MEADOWBANK "Cumberland and KIA will address the need for a broader based project education and training initiatives [sic] to assist those who wish to develop skills that will position them for project employment." (Cumberland Resources Ltd., 2006, p. 121) WHALE TAIL "The Expansion Project will provide workforce training and support community education" (Golder Associates, 2018, p. 12)	MEADOWBANK – Prediction is supported WHALE TAIL – Prediction is supported
	Enrolment in Agnico Eagle summer student program (Inuit & non-Inuit)	In 2025, Agnico Eagle had: two (2) Summer Students at Meadowbank with the Process Plant Department and Environment Department; one (1) in Baker Lake with the Community Relations Department; one (1) in Rankin Inlet with the Community Relations Department; one (1) south-based with the Community Relations Department (Social Performance); one (1) in Rankin Inlet with the Permitting Department; and two (2) at Meadowbank with the Environment Department through the Marine Mammal & Seabird Observer (MMSO) program (a total of 8 in 2025 and 3 in 2024).	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – TBD (cannot be determined at this time) WHALE TAIL – TBD (cannot be determined at this time)
	4.2 Secondary school graduation by region			
	Secondary school graduation rate by region	Secondary graduation rates by region were not available at the time of writing. This metric was supplemented with data on the number of graduates in the Kivalliq region. There were 115 graduates in the Kivalliq region in 2024, up from 75 in 2023. Updated 2025 data were not available at the time of PEAMP preparation.	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
	4.3 Project training and education			
	Agnico Eagle investments in mine training and education initiatives Average specific training hours (Inuit & non-Inuit) Participation in career and skills programs Inuit Participation in pre-apprenticeship and apprenticeship programs by type	Agnico Eagle has upheld its commitment to workforce development by maintaining a minimum annual investment of $3.6 million (with $4.1M spent in 2025) plus a $500,000 investment in mine training and education in accordance with the IIBA. Specific training provided at Meadowbank /Whale Tail for Inuit employees increased from 25 hours in 2024 to 32 hours in 2025 and decreased from 10 hours in 2024 to 8 hours in 2025 for non-Inuit employees. There were three (3) trainees in the Underground Trainee Program, and four (4) trainees were enrolled in the Haul Truck Trainee Program. In 2025, there were two (2) Inuit apprentices (both in Heavy Duty Technician), compared to 3 in 2024.	MEADOWBANK "Cumberland and KIA will address the need for broader based project education and training initiatives to assist those who wish to develop skills that will position them for project employment" (Cumberland Resources Ltd., 2006, p. 121). WHALE TAIL "The Project will continue the workforce training programs in place at Meadowbank Mine" (Golder Associates, 2018, p. 12).	MEADOWABNK – Prediction is supported WHALE TAIL – Prediction is supported
	4.4 Project employment by skill level			
	Agnico Eagle Inuit employees by skill level **Agnico Eagle FTE/employment by skill level (Inuit & non-Inuit)**	In 2025, the number of Inuit employees (i.e., headcount) in unskilled roles decreased to 54 from 66 in 2024, in semi-skilled roles to 73 from 91 in 2024, and in skilled roles to 1 from 2 in 2024. Numbers in management and professional roles increased from 1 in 2024 to 2 in 2025; Inuit employees continue to be underrepresented in higher-skilled positions. FTE Agnico Eagle employment by skill level: • Unskilled (49 Inuit and 6 non-Inuit) • Semi-skilled (68 Inuit and 323 non-Inuit) • Skilled (1 Inuit and 250 non-Inuit) • Management and professional (1	MEADOWBANK – none WHALE TAIL "As Nunavummiut employees achieve further training and education, it is expected that they will be better poised to advance to more skilled positions as they arise, thereby increasing representation of Nunavut residents in the skilled, professional and management employment categories" (Golder Associates, 2018, p. 12). Total composition of employment includes 154 entry level jobs, 493 semi-skilled jobs, 323 skilled jobs, and 202 professional and management jobs. Workers from Nunavut are expected to fill 154 entry level positions,	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is partially supported

Sector and Overarching FEIS Prediction	Metric	2025 Overview	Specific FEIS Prediction	Accuracy of the FEIS Prediction
		Inuit and 262 non-Inuit)	305 semi-skilled positions, 29 skilled positions, and 4 management positions (Golder Associates, 2018, p. 10-11).	
	4.5 Trade certificates / apprenticeships in Nunavut			
	Trade certificates / apprenticeships by community	In 2025, Nunavut Arctic College (NAC)'s Kivalliq Campus and the Sanatuliqsarvik Nunavut Trades Training Centre delivered several trades and apprenticeship programs, including: • Skilled Trades Worker Program - 24 student participants • Electrical Apprenticeship (Level 2) - 2 student participants • Housing Maintainer Apprenticeship (Level 2) - 4 student participants • Oil Heat System Technician Apprenticeship (Level 3) - 3 student participants In 2025, 25 students graduated from NAC's industry training programs, such as Class 1, Class 2, and Class 3 driver training courses.	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
5. Contracting and Business Opportunities	**5.1 Contract expenditures**			
MEADOWBANK: "The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit." (Cumberland Resources Ltd., 2006, p. 120) **WHALE TAIL:** The Project will generate "continued local economic activity" (Golder Associates, 2018, p. 6). "The Expansion Project will sustain local business development and contracting" (Golder Associates, 2018, p. 8).	**Contract expenditures on NTI-registered businesses** *NTI expenditures* *Proportion NTI*	In 2025, Meadowbank/Whale Tail procurement from NTI-registered businesses reached $530M, up from $461M in 2024. NTI expenditures, as a proportion of total spend, decreased to 65% in 2025 from 69% in 2024.	MEADOWBANK "With continuing preferential contracting, local business participation in the project is expected to grow with time." (Cumberland Resources Ltd., 2006, p. 7) WHALE TAIL "…about $271 million procured from Nunavut-registered companies. Of this, roughly 84% ($223 million) will be through Kivalliq-registered businesses… [of which] …67% is expected to accrue to those in Rankin Inlet, with 32% accruing to those in Baker Lake." (Golder Associates, 2018, p. 19)	MEADOWBANK – Prediction is supported WHALE TAIL – Prediction is partially supported
	NTI-registered business expenditures by Nunavut community	Procurement from NTI-registered businesses (across all Projects) increased in 2025 to $70M in Baker Lake ($48M in 2024), $629M in Rankin Inlet ($602M in 2024), and $67M in Arviat ($43M in 2024). Other NTI spending also increased, reaching $174M in 2025 ($131M in 2024).		
	Contract expenditures on Nunavut-based businesses *Nunavut-based expenditures* *Proportion Nunavut-based*	Meadowbank / Whale Tail contract expenditures on Nunavut-based businesses (including NTI-registered businesses) increased to $649M in 2025 from $498M in 2024. As a proportion of total expenditures, this increased from 75% in 2024 to 79% in 2025.		
	Project contract expenditures on Nunavut-based businesses by business location	Meadowbank / Whale Tail contract expenditures at Baker Lake businesses increased to $45M in 2025 from $33M in 2024.		
6. Health and Safety	**6.1 Health and safety training**			
MEADOWBANK: "Health and safety of workers and the population at large is subject to legislation and perhaps more importantly to best practices. Health and safety training also has applications in personal life – workers often not only use new health and safety training on-the-job, but also at home in the course of daily tasks." (Cumberland Resources Ltd., 2006, p. 126) **WHALE TAIL:** "The Expansion Project may improve worker and public health and safety." (Golder Associates, 2018, p. 13)	**Average mandatory training hours provided to Agnico Eagle employees (Inuit & non-Inuit)**	Mandatory training hours at Meadowbank / Whale Tail remained at 12 hours in 2024 and 2025 for Inuit employees and increased from 26 hours in 2024 to 28 hours in 2025 for non-Inuit employees.	MEADOWBANK – none WHALE TAIL "The Expansion Project may improve worker and public health and safety." (Golder Associates, 2018, p. 13)	MEADOWBANK – TBD (cannot be determined at this time) WHALE TAIL – Prediction is supported
	6.2 Health and safety on-site			
	Visits by project employees to Agnico Eagle clinic for work-related and other reasons	Visits per FTE by Agnico Eagle employees to Meadowbank / Whale Tail on-site clinics went up from 5.6 in 2024 to 6.0 in 2025 for non-work-related visits and remained at 0.8 in 2024 and 2025 for work-related visits.	MEADOWBANK – none WHALE TAIL While the Expansion project's planned activities are expected to yield an overall positive effect on worker and public health and safety, there remains "potential risks associated with accidents and emergencies." (Golder Associates, 2018, p. 13)	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is supported
	Project combined lost-time and light duty accident frequency (per 200,000 person-hours)	The project combined lost-time and light-duty accident frequency increased from 0.37 in 2024 to 0.45 in 2025.		
7. Population Demographics	**7.1 Employee Migration**			
MEADOWBANK: "The potential impacts of migration are complex and are likely to have both positive and negative components, but of low magnitude. Any effects of migration are long term but are likely to be low significance. It is not likely that migration to any other community than Baker Lake would be significant." (Cumberland Resources Ltd., 2006, p. 126) **WHALE TAIL:** "Expansion Project employment opportunities could spur migration to Baker Lake and Rankin Inlet…dependent on scale of speculative migration." (Golder	**Project Agnico Eagle Inuit employees residing outside Nunavut** *Total Inuit employees* *Proportion of Inuit employees residing outside Nunavut*	At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut decreased from 29 in 2024 to 25 in 2025. As a proportion of total Inuit employees, Inuit employees residing outside of Nunavut represented 19% in 2025, up from 18% in 2024.	MEADOWBANK The Meadowbank FEIS suggests that in-migration of Southerners to Baker Lake would be the primary concern. WHALE TAIL "Project employment opportunities could spur migration to Baker Lake and Rankin Inlet." (Golder Associates, 2018, p. 15).	MEADOWBANK – Prediction is not supported WHALE TAIL – Prediction is not supported
	Project contractor Inuit employees residing outside Nunavut *Total Inuit contractors* *Proportion of Inuit contractors residing outside Nunavut*	At Meadowbank / Whale Tail, Inuit contractors residing outside Nunavut worked 6.3 FTEs. As a proportion of total Inuit contractors, Inuit employees residing outside of Nunavut represented 19% in 2025, down from 21% in 2024.		
	7.2 Population estimates in Kivalliq communities			
	Population estimates in Kivalliq communities (Inuit & non-Inuit)	Data regarding Inuit and non-Inuit residents in Rankin Inlet and Baker Lake has not been available since 2016.	MEADOWBANK "It is not likely that migration to any other community than Baker Lake would be	MEADOWBANK – Prediction is not supported

Sector and Overarching FEIS Prediction	Metric	2025 Overview	Specific FEIS Prediction	Accuracy of the FEIS Prediction
Associates, 2018, p. 18)	*Estimates in communities* *Annual percent change*	Based on population estimates of Kivalliq communities, historical data on population change show notable annual variations without clear trends at the community level. From 2024 to 2025 (the most recent year available), population levels increased in Arviat, Coral Harbour, Naujaat, and Whale Cove, remained stable in Baker Lake, and declined in Chesterfield Inlet and Rankin Inlet.	significant," but does not provide any specific predictions on changes to populations in Kivalliq communities. (Cumberland Resources, 2006, p. 126) WHALE TAIL "Project employment opportunities could spur migration to Baker Lake and Rankin Inlet." (Golder Associates, 2018, p. 15).	WHALE TAIL – Prediction is not supported
8. Community Infrastructure and Services	**8.1 Use of GN health services**			
MEADOWBANK: "The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery." (Cumberland Resources Ltd., 2006, p. 128) **WHALE TAIL:** "Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet." (Golder Associates, 2018, p. 17-18).	**Kivalliq community health centre visits per capita** **Employees referred to community health care centre for personal or work-related reasons** **Incidents requiring use of GN health services**	Recent 2023 and 2024 data show that per-capita health centre visits across Kivalliq communities have returned to pre-pandemic levels, ranging from 4-7 visits per capita per year and remaining consistent with historical patterns. In 2025, there were 0 personal and 1 work-related referrals to community health care centres at Meadowbank / Whale Tail, a decrease from 8 personal and 11 work-related referrals in 2024. The number of incidents requiring GN health services at Meadowbank / Whale Tail decreased from 6 in 2024 to 3 in 2025.	MEADOWBANK "Increased employment and business opportunities will result in increased income, a measure of economic security, capacity building that will contribute to employability over the long term, and improved self-image of employees and their families. This could result in reducing dependence on government social services." (Cumberland Resources Ltd., 2006, p. 128) WHALE TAIL "Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet … [including] healthcare services." (Golder Associates, 2018, p. 17)	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
	8.2 Use of public infrastructure			
	Estimates of use of public physical infrastructure directly related to Project (airports, port, meeting facilities, roads)	2025 estimates of use for this infrastructure directly related to Meadowbank are as follows: • Flights: 266 charter passenger flights, 24 cargo flights and 52 Kivalliq flights. • Airport: The use of Baker Lake Airport to access commercial flights from January to November 2025. • Shipments: Two (2) Barges received in Baker Lake, four (4) Full Vessels and four (4) shared with Meliadine (total volume of 157,000m^3). • Community Infrastructure: Information on the use of Baker Lake Community Centre was not available Other: The use of other Nunavut airports to access commercial/chartered flights, including no flights from January to November. In November and December, this included chartered flights to Coral Harbour, Naujaat, Arviat, and Rankin Inlet, as well as commercial flights to Whale Cove and Chesterfield Inlet..	MEADOWBANK "The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery" (Cumberland Resources Ltd., 2006, p. 128). WHALE TAIL "Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet" (Golder Associates, 2018, p. 17).	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
	8.3 Social assistance			
	Per capita social assistance expenditures by Kivalliq community **Percentage of households receiving social assistance by Kivalliq community**	Data for per-capita social assistance expenditures and the percentage of households receiving social assistance have not been available since 2018. The newly available dataset provides individual-level records from 2018 to 2024, showing that the share of the population receiving social assistance has generally declined across most Kivalliq communities, with recent levels ranging from 17% to 37% of the total population receiving social assistance, and with Rankin Inlet showing greater year-to-year fluctuation than other communities while still exhibiting an overall downward trend.	MEADOWBANK "The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery." (Cumberland Resources Ltd., 2006, p. 128) WHALE TAIL – none	MEADOWBANK – Prediction is supported WHALE TAIL – Cannot be determined
9. Individual and Community Wellness	**9.1 Agnico Eagle's Programs**			
MEADOWBANK: "Individual and community wellness is intimately associated with potential impacts on traditional ways of life as discussed above. In addition, however, individual decisions on the use of increased income, household management in relation to rotational employment, migration, public health and safety, disturbance particularly during the construction phase, and Cumberland's support for community initiatives are being negotiated in the IIBA are [sic] the other drivers that have the potential to effect [sic] individual and community wellness." (Cumberland Resources Ltd., 2006, p. 123) **WHALE TAIL:** "The Expansion Project is not expected to change the impacts on community health and cohesion stemming from additional incomes predicted in the Approved Project FEIS, including Substance abuse, Sexual	**Agnico Eagle wellness programs offerings & utilization by project employees and community members**	Agnico Eagle has various initiatives to support individual and family wellness, including wellness programs for on-site employees, mental health support, first aid training, preventive health outreach (e.g., vaccination programs), spouse visits during the holidays, and mental health awareness and support. Agnico Eagle supports the Inunnguiniq Initiative, a $5M investment supporting community mental health, through: - development of a new community wellness cabin in Baker Lake to expand mental health program delivery capacity in Nunavut; - $2.5M donation to Breakfast Club of Canada; - $2.5M donation to The Arctic Rose Foundation.	MEADOWBANK – none WHALE TAIL "The Expansion Project continues the benefits [positive wellness effects] to communities predicted in the Approved Project FEIS" (Golder Associates, 2018, p. 18).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is supported
	9.2 Perceptions of health & wellness			
	Self-reported effect of project on health & wellness	The 2025 Inuit and Nunavummiut Employment Survey results show that, while most personal relationships have remained stable among respondents, many worried about their families when on-site, felt lonely, and/or worried about keeping their jobs. Many also struggled with their financial situation, often struggled to pay bills and debts on time	MEADOWBANK – none WHALE TAIL "Project incomes [and rotational employment] may affect family and community health and cohesion." (Golder Associates, 2018, p. 14-15).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is supported
	9.3 Criminal violations			
	Criminal violations per hundred people by community	In 2024, the latest year for which data was available at the time of writing, crime rates across the Kivalliq region averaged 34	MEADOWBANK – none WHALE TAIL	MEADOWBANK – Cannot be determined

Sector and Overarching FEIS Prediction	Metric	2025 Overview	Specific FEIS Prediction	Accuracy of the FEIS Prediction
misconduct, Family violence, Crime, Income disparity, Social disparity." (Golder Associates, 2018, p. 14) "Expansion Project-induced in-migration could increase demand for housing in Baker Lake and Rankin Inlet… dependant on scale of speculative migration." (Golder Associates, 2018, p. 18)	**Criminal violations per hundred people by type and community** *Baker Lake* *Rankin Inlet* *Chesterfield Inlet*	violations per 100 people, a slight drop from 37 in 2023. Crime rates tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher crime rates since 2018, generally trending upward and exceeding historical averages. In 2024, mischief, assault, and disturbing the peace were the most common violations in Rankin Inlet, Baker Lake, and Chesterfield Inlet.	"Project incomes may affect family and community health and cohesion [crime]." (Golder Associates, 2018, p. 14).	WHALE TAIL – Cannot be determined
	9.4 Health centre visits			
	Kivalliq community health centre visits by reason	Kivalliq community health centre data (2003-2024) show long-term declines in respiratory and infectious disease visits in both Baker Lake and Rankin Inlet, while post-2020 patterns are dominated by General Medical Examination visits, reflecting a focus on disease elimination programs and shifts in service coding. Post-2020 data are not directly comparable to earlier years.	MEADOWBANK "The potential public health and safety impacts of the project, of unknown magnitude, are negative, and, because there is such high impact at the individual level in the event that a risk is realized, the effects must be considered long term and of high significance." (Cumberland Resources Ltd., 2006, p. 126) WHALE TAIL "Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet [health care]." (Golder Associates, 2018, p. 17).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is not supported
	9.5 Housing			
	Persons on waitlist for public housing by community	In 2024 (the most recent year available), 1,224 people were on a public housing waitlist in the Kivalliq region, representing a 5% increase over 2023 demand.	MEADOWBANK – none WHALE TAIL "Project-induced in-migration could increase demand for housing in Baker Lake and Rankin Inlet" (Golder Associates, 2018, p. 16).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is not supported
	Housing needs by community as a percentage of housing stock	In 2024 (the most recent year available), Kivalliq communities with the highest needs are Arviat (90%), Baker Lake (75%), Rankin Inlet (65%), Coral Harbour (62%), Naujaat (61%), and Whale Cove (51%) (all rated as critical), and Chesterfield Inlet (26%, rated as having comparatively less severe need).		
	Number of people in core housing need by type and community	An investigation of unsuitable, inadequate, or unaffordable housing conditions confirms the general worsening of housing conditions in Kivalliq communities in 2021. More recent data is not available.		
	Self-reported home ownership aspirations by community	In the 2025 Inuit and Nunavummiut Employment Survey, 75% of respondents indicated they wished to own a home in the last 12 months, and 84% want to buy a house/condo in the future.		
	9.6 Food security			
	Self-reported concerns on food availability by community	The 2025 Inuit and Nunavummiut Employment Survey showed that almost three-quarters of respondents (73%) worried about food running out, a slight decrease from 2024 (75%).	MEADOWBANK – none WHALE TAIL "Regular incomes can help lift or keep people out of poverty; provide access to nutritious food." (Golder Associates, 2018, p. 20).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is supported
	Cost of the Revised Northern Food Basket (RNFB)	Up-to-date information on the RNFB is not available.		
	Agnico Eagle investments in food security initiatives	Agnico Eagle continues to make notable efforts to reduce food insecurity in the Kivalliq Region, and in 2025, invested $762,200 in food security initiatives. Agnico Eagle's Meadowbank Complex also supported community food programs in 2025, including assistance to the Abluqta Food Bank for storage upgrades, relocation needs, facility demolition, and the preparation and distribution of more than 140 food hampers for Elders and community members in need.		
	9.7 Suicide			
	Suicides per 10,000 people by region	Based on the updated Nunavut suicide dataset (2000-2024), suicide remains a territory-wide crisis, with the Kivalliq region showing year-to-year fluctuations comparable to other Nunavut regions. GN and Nunavut Tunngavik Inc. reaffirmed the territory's suicide crisis in 2025 after Nunavut recorded 32 deaths in 2024, consistent with its ten-year average. Information for 2025 was not available at the time of PEAMP preparation.	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
10. Culture and Traditional Lifestyle	**10.1 Perceptions of culture and traditional lifestyle**			
MEADOWBANK: "There is potential for both negative and positive impacts, of any magnitude, on traditional ways of life, which could be of high significance. Any net impact, since it would be an impact of cultural change, would be long term and continue beyond the life of the project. The impact would be experienced primarily in Baker Lake." (Cumberland Resources Ltd., 2006, p. 123) **WHALE TAIL:** "Rotational employment can […] have negative effects on cohesion,	**Self-reported effect of project on overall communities and on cultural and traditional activities**	According to the 2025 Inuit and Nunavummiut Employment Survey, Inuit employees indicated that Agnico Eagle had a positive impact (47%), a neutral impact (49%), and a negative impact (4%) on their community. The results show mixed changes in employees' participation in cultural activities compared to 2024: 8% reported participating more in traditional activities, 45% stated their participation had not changed, and 47% reported decreased participation. All respondents participated in some form of traditional and cultural activities in the last 12 months.	MEADOWBANK – none WHALE TAIL "Rotational employment can […] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values" (Golder Associates, 2016, p. 12).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is supported
	10.2 Culture and traditional lifestyle			
	Population identifying Inuktitut as their mother tongue, by Kivalliq community	The proportion of the population that identified Inuktitut as their mother tongue declined in all communities from 2006 to 2021.	MEADOWBANK "The project will not significantly restrict access to, or productivity of lands used for traditional activity." (Cumberland Resources	MEADOWBANK – Cannot be determined WHALE TAIL –

Sector and Overarching FEIS Prediction	Metric	2025 Overview	Specific FEIS Prediction	Accuracy of the FEIS Prediction
taking workers away from their communities and families for extended periods of time, and can erode traditional values" (Golder Associates, 2018, p. 12)	**Number of Agnico employees identifying Inuktitut as their first language**	The number of Agnico Eagle Inuit employees at Meadowbank / Whale Tail with Inuktitut as a first language fell from 69 (43%) in 2024 to 63 (48%) in 2025.	Ltd., 2006, p. 122) WHALE TAIL "Rotational employment can […] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values" (Golder Associates, 2018, p. 12).	Cannot be determined
	Self-reported effect of project on use of Inuktitut	The 2025 Inuit and Nunavummiut Employment Survey results confirmed that it is important to Inuit employees to speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, 16% of respondents reported speaking Inuktitut less at home as a result of working at the mine.		
	Use of AWAR by community	There was an increase in the use of the Meadowbank AWAR from 2,737 in 2024 to 2,849 in 2025.		
	Number of consultations with Elder's Advisory Committee on integrating Inuit knowledge	In 2025, KEAC played an active role in shaping community and environmental initiatives, participating in 16 meetings, seven (7) initiatives, and eight (8) on-site counselling sessions, for a total of 31 engagements		
	Agnico Eagle investments to support community and traditional activities	In 2025, $84,000 was invested in supporting traditional community activities, an increase from $47,100 in 2024.		
	10.3 Country food use at project			
	Country food kitchen usage	The country kitchen is accessible year-round, and tea and bannock are occasionally served in the cafeteria; usage is not tracked.	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK – Cannot be determined WHALE TAIL – Cannot be determined
	Country food night events attendance	There were two (2) country food nights hosted in 2025, compared to five (5) in 2023 and 2024. Attendance is not tracked.		
11. Nunavut Economy	**11.1 Royalties and taxes**			
MEADOWBANK: "The economic impacts on the economy of Nunavut, of high magnitude, are positive over the medium term and of high significance, particularly during the construction phase." (Cumberland Resources Ltd., 2006, p. 129) **WHALE TAIL:** "The Expansion Project will continue to contribute to territorial economic activity." (Golder Associates, 2018, p. 7)	**Project payments, royalties and taxes**	In 2025, for Meadowbank / Whale Tail, payments from taxes, royalties, and IIBA commitments to the NTI and KIA increased from $151.9M in 2024 to $354.8M in 2025.	MEADOWBANK – none WHALE TAIL "The Project's operational government revenue impact from taxes is projected to be approximately $307 million, of which 14% ($41.5 million) would accrue to Nunavut." (Golder Associates, 2018, p. 8).	MEADOWBANK – Cannot be determined WHALE TAIL – Prediction is supported
	11.2 Trade Balance			
	Nunavut trade balance	In 2024, the trade deficit was $912M, up from $695M in 2023. Information for 2025 was not available at the time of PEAMP preparation	MEADOWBANK – none WHALE TAIL – none	MEADOWBANK– Cannot be determined WHALE TAIL – Cannot be determined
	11.3 Nunavut GDP			
	Nunavut GDP (all industries), Nunavut GDP (mining, quarrying and oil & gas)	Nunavut's GDP has been trending upward since 2010. In 2024, mining accounted for approximately $1,520M or 37% of total GDP ($4,155M). Information for 2025 was not available at the time of PEAMP preparation.	MEADOWBANK – "The results indicate that during the construction phase, the project would contribute $120.3 M to the GDP of Nunavut … During the operations phase, the annual contribution to GDP would be $35.5M…" (Cumberland Resources, 2006, p. 119) WHALE TAIL "During operations, the Expansion Project will represent a contribution to the territorial economy, with total annual GDP contributions of $100 million to $120 million annually." (Golder Associates, 2018, p. 7)	MEADOWBANK – Prediction is supported WHALE TAIL – Prediction is partially supported

12.4.6.2 *Parts 3 & 4: Discussion*

For each metric with a specific FEIS prediction that is not supported (as identified in Table 12-16), a trend analysis and discussion is provided here from the 2025 Socio-Economic Monitoring Report (Appendix 43). That report further provides trend analyses and discussions for every metric assessed in Table 12-16, above.

12.4.6.2.1 Project Inuit Employment (Agnico Eagle and Contractors)

A complete discussion of this issue is provided in Section 1.2 of the 2025 SEMR (Appendix 43), as summarized below.

FEIS Prediction:

> MEADOWBANK – none
>
> WHALE TAIL (inc. contractors) – “Excluding the final year of operations when Project employment ramps down, direct average operational employment is expected to be 1,166 […] Of these, nearly half (491 or 42%) are expected to be filled by Nunavummiut, the majority of which are employed at the Meadowbank Mine and will move over to the Expansion Project.” (Golder Associates, 2018, p. 9)

Discussion: Trends in Agnico Eagle and contractor employment numbers are provided in Figures 32 and 33.

In 2025, Inuit employment across Agnico Eagle's Kivalliq operations totalled 341 FTEs — 226 FTEs from Agnico Eagle's direct Inuit employees and 115 FTEs from contractors' Inuit employees — out of a combined workforce of 3,325 total FTEs.

At Meadowbank/Whale Tail, Agnico Eagle's direct Inuit workforce represented 12% of the total employee base (119 FTEs) in 2025, compared to 13% (145 FTEs) in 2024 — a year-over-year decrease of 26 FTEs. Contractor Inuit FTEs held steady at 4% (33 FTEs), a modest increase of three FTEs from 30 in 2024. Combined, Inuit employees and contractors accounted for 152 FTEs, or an 8% Inuit FTE rate at Meadowbank/Whale Tail. This continues to fall below the FEIS prediction of 491 Inuit positions, representing a projected 42% Inuit workforce for the Whale Tail operation.

Since 2022, Agnico Eagle has tracked missed work hours for Inuit employees as part of a retention initiative rooted in inuuqatigiitsiarniq, with the goal of better supporting employee well-being and work-life balance. In 2025, missed hours at Meadowbank/Whale Tail equated to 27.3 Inuit FTEs, an improvement from 33.7 FTEs in 2024. Missed hours continue to represent a disproportionately larger share relative to overall Inuit workforce representation, with common reasons including illness, unplanned absences, and family obligations — all of which continue to affect annual Inuit FTE totals.

The 2024 KLMA, building on its 2021 iteration, reaffirms that Inuit remain underrepresented across the Kivalliq Projects workforce. A key finding is that many qualified Inuit are already employed elsewhere in the region, meaning that competing for the same talent pool yields limited net gains. The KLMA therefore recommends that recruitment efforts focus on younger Inuit — particularly recent and near-term graduates from high school, college, or university — as well as those who are unemployed, underemployed, or not yet actively participating in the labour force. The analysis also highlights that barriers beyond formal qualifications remain significant, including willingness and ability to work rotational schedules, family and community responsibilities, language, and workplace perceptions. Addressing

these barriers requires a coordinated approach spanning recruitment, pre-employment preparation, training, and retention.

The Sanajiksanut program continues to be central to Agnico Eagle's efforts to connect Inuit community members with employment at the mine site. The program supports community-based information sessions, on-site training initiatives, job-specific recruitment processes, and direct support for contractors in their own Inuit recruitment efforts. A distinctive strength of the Sanajiksanut model is that the team is made up of Inuit hiring Inuit, which helps reduce cultural barriers and creates a more respectful and inclusive experience from first contact through to employment. The process begins with community engagement — through employment information sessions and career days — where team members learn about individuals' work experience and interests and match them to suitable opportunities. All applicants are contacted to verify their information, review their profiles, and discuss career goals, with follow-up calls every three months to maintain an active and current candidate list.

Since the program's implementation, Agnico Eagle has hired 572 Inuit employees through the Sanajiksanut process. In 2025 alone, 142 Inuit were hired of which 84 at Meadowbank Complex/Whale Tail.

Figure 32 Project Agnico Eagle Employment (Inuit & non-Inuit)

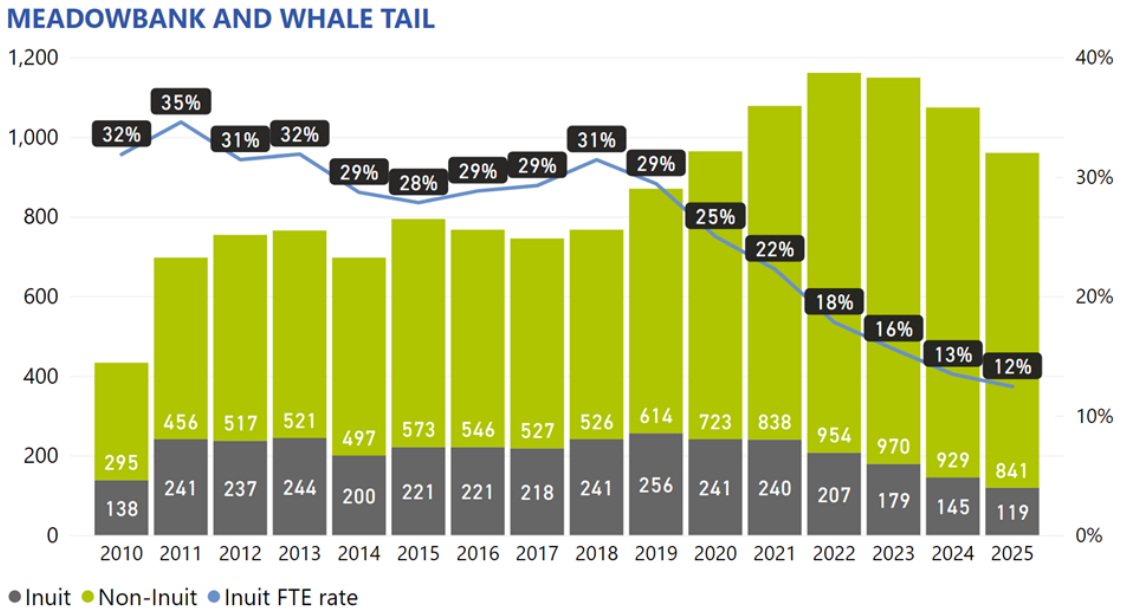
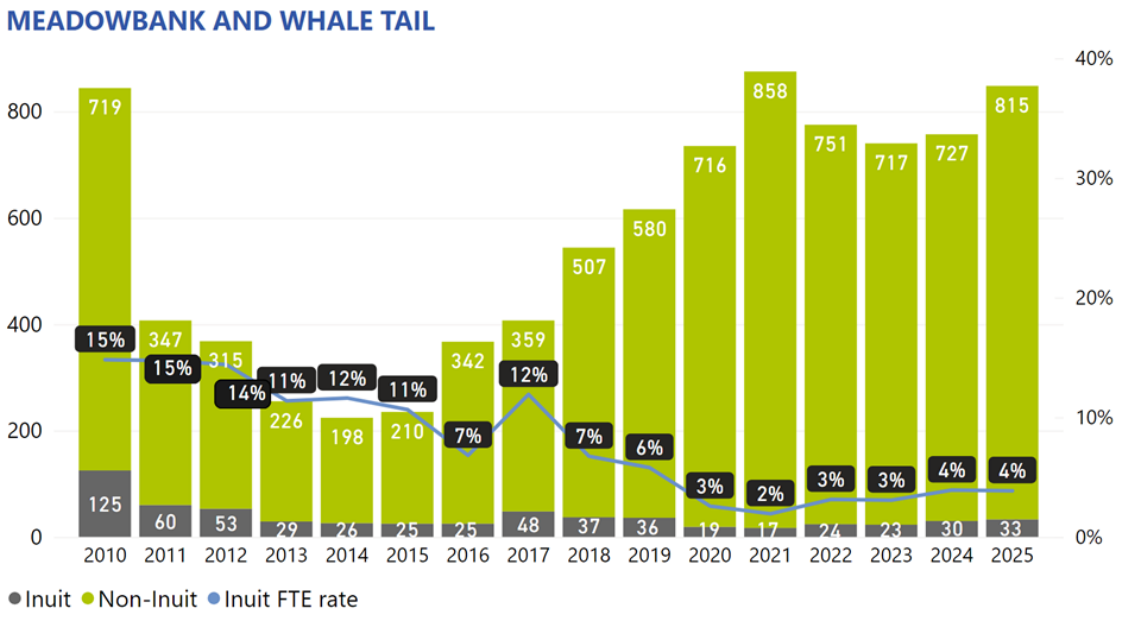


Figure 33 Project Contractor Employment (Inuit & non-Inuit) [6]



12.4.6.2.2 Project Agnico Eagle Employment by Kivalliq Community

A complete discussion is provided in Section 1.3 of the 2025 SEMR (Appendix 43), and the issue is summarized below.

***FEIS Prediction*:**

> MEADOWBANK – none
>
> WHALE TAIL – The FEIS estimates Baker Lake is expected to fill 3 management jobs, 16 skilled jobs, 187 semi-skilled jobs, and 66 entry level jobs, for a total of 272 jobs (Golder Associates, 2018, p.10-11)

Discussion: Agnico Eagle continues to prioritize workforce development through sustained investment in training, education, and career advancement programs. At the Meadowbank Complex and Meliadine Mine, a wide range of in-house trainee programs and apprenticeship pathways have been implemented to increase Inuit representation in skilled and leadership roles.

Since 2017, Agnico Eagle has invested an additional $1 million annually in support of achieving a minimum 50% Inuit employment target. This investment is split equally — $500,000 directed to KivIA for regional training and development initiatives, and $500,000 spent directly by Agnico Eagle. As of December 31, 2023, Agnico Eagle's cumulative contribution to KivIA under this commitment reached $2.5 million. In addition to this, Agnico Eagle maintains a minimum annual training investment of $3.6 million in mine training and education as required under the IIBA. In 2025, total training expenditure at

[6] Due to data availability, post 2017 Meadowbank / Whale Tail contractor data and all Meliadine contractor data represent full time equivalents (FTEs), derived based on person-hours worked. The remainder of data points (Meadowbank 2010 to 2016) represent the number of employees as a snapshot at one time of year. Trends between these years should be interpreted with caution.

Meadowbank/Whale Tail reached $4,136,991, exceeding the minimum threshold and reflecting Agnico Eagle's continued commitment to Inuit workforce development.

To develop a pool of skilled and semi-skilled Inuit employees, Agnico Eagle has introduced several targeted training programs:

Underground Trainee Program

In 2025, the Underground Trainee Program at Meadowbank underwent a significant restructuring. Trainees are now hired directly by Agnico Eagle, replacing the previous model in which trainees were engaged through CMAC and transferred upon completion. The program was also extended from two rotations (308 hours) to three full rotations (462 hours), providing additional time to build safer operational practices and stronger comprehension of the equipment, systems, and procedures required for underground work. One cohort of three trainees commenced in early Q4 2025; all three are ongoing and expected to complete the program in early 2026.

Haul Truck Trainee Program

Meadowbank enrolled four trainees in the Haul Truck Trainee Program in 2025 through one cohort that began in Q4 2025. Three of the four trainees remain in the program and are expected to complete successfully in early 2026. One trainee did not complete the program.

Process Plant Trainee Program

There were no Process Plant trainees at Meadowbank in 2025. In 2025, the Training and Process Plant Departments launched a revised Process Plant Career Path, which now provides earlier access to two operator positions, creating clearer and faster pathways for Inuit employees looking to advance in this area.

Pre-Apprenticeship and Apprenticeship Program

The Pre-Apprenticeship and Apprenticeship Program combines on-the-job learning with in-school technical instruction, enabling Inuit employees to obtain trade certification over a three- to four-year period. Graduates can challenge their Certificate of Qualification to become a Gold Seal Journeyperson and, where applicable, challenge their Red Seal Exam. Trades currently supported include millwright, electrician, heavy-duty equipment technician, welder, housing maintainer, plumber, oil heating systems technician, and underground electrical trades.

At Meadowbank, two apprentices advanced in Heavy Duty Equipment Technology (Level 2) in 2025. By the end of 2025, Meadowbank had two active apprentices, compared to a peak of 18 territory-wide in 2018, reflecting the broader decline in the program since federal funding changes.

Career Path Program

Agnico Eagle's Career Path Program outlines the incremental steps employees must complete to advance in their chosen career, with the objective of achieving 100% internal promotion for Inuit and eliminating the need to recruit external candidates for positions within the program. In 2025, Meadowbank implemented improvements to the Career Path for the Underground Department, aligning directly with the restructured Underground Trainee Program. The transition to direct Agnico Eagle hiring for new underground trainees is a key outcome of this updated Career Path.

Despite Agnico Eagle's investments, systemic barriers continue to impact the representation of Inuit in higher-skilled and leadership positions. Key challenges identified in the Kivalliq Labour Market Analysis (KLMA) and other regional studies include:

- Education and Skill Gaps: Limited access to quality math and science education, lower high school graduation rates, and gaps in foundational skills hinder eligibility for technical training programs. High absenteeism and limited training resources at site also create obstacles to internal advancement;

- Family and Community Responsibilities: Many Inuit employees balance work with caregiving roles and community obligations, making rotational work schedules more difficult to sustain; and

- Housing and Infrastructure Challenges: Overcrowding, limited housing options, and high costs of living further reduce the flexibility and stability needed for long-term employment.

Agnico Eagle recognizes these ongoing barriers and is working to address them through targeted programs and partnerships. While progress is steady, enhancing Inuit participation in skilled and leadership roles will require continued collaboration, long-term investment, and community-led solutions.

12.4.6.2.3 Employee Migration and Population Estimated in Kivalliq Communities

A complete discussion of this issue is provided in Appendix 43 (Section 7.1) as summarized below.

***FEIS Prediction*:**

Employee Migration:

> MEADOWBANK - The Meadowbank FEIS suggests that in-migration of Southerners to Baker Lake would be the primary concern.
>
> WHALE TAIL – Project is not expected to generate employment-driven migration." (Golder Associates, 2016, 3-C-38)

Population estimated in Kivalliq communities:

> MEADOWBANK- "It is not likely that migration to any other community than Baker Lake would be significant," but does not provide any specific predictions on changes to populations in Kivalliq communities. (Cumberland Resources, 2006, p. 126)
>
> WHALE TAIL - "Project employment opportunities could spur migration to Baker Lake and Rankin Inlet." (Golder Associates, 2018, p. 15)

***Discussion*:** Agnico Eagle monitors the movement of employees into- and out of Nunavut.

In 2025, the number of Agnico Eagle Inuit employees at Meadowbank/Whale Tail who resided outside Nunavut decreased to 25, down from 29 in the previous year. From 2015 to 2020, this number remained relatively stable, except for a peak of 28 in 2021, likely due to extended site access restrictions for Nunavummiut employees during the COVID-19 pandemic.

Overall, the movement of both Inuit and non-Inuit employees into and out of Nunavut, and between Baker Lake and Rankin Inlet, remains minimal. In 2025, ten Inuit employees relocated outside of Nunavut, a

figure that, while small, reflects the broader socio-economic factors that can influence an individual's decision to leave the territory. Employment at Agnico Eagle's Kivalliq Projects provides Inuit workers with income and skills that may facilitate relocation outside the territory. Other factors, such as Nunavut's housing shortage, lower cost of living elsewhere in Canada, and greater access to services, educational and job opportunities, may also contribute to out-migration.

Research supports that Inuit out-migration is influenced by a complex set of interconnected factors. Nunavut faces one of the most severe housing crises in Canada; more than 60% of Nunavummiut rely on public housing, 45% of which is overcrowded, as documented by the Auditor General of Canada. These conditions can push residents to seek more stable living arrangements elsewhere. The ITK Inuit Nunangat Housing Strategy (2019) further notes that in 2016, over half (51.7%) of Inuit in Inuit Nunangat lived in crowded housing, compared to just 8.5% of non-Indigenous Canadians (Inuit Tapiriit Kanatami, 2019). At the same time, urban centres serve as significant pull factors; the Inuit population is increasingly urban, with more than 3,000 Inuit living in Ottawa alone, reflecting a growing movement toward cities offering greater access to post-secondary education, specialized healthcare, and expanded employment markets. Together, these factors suggest that out-migration among Inuit is not solely an employment phenomenon but reflects broader quality-of-life considerations that extend beyond the workplace.

12.4.6.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

Existing monitoring programs are able to address most FEIS predictions (Table 12-16), so these monitoring measures are considered to be effective. In some cases, existing monitoring programs (mainly those run at the community- or territory-level) cannot specifically determine the impact of Agnico Eagle's operations on observed changes. Namely these metrics include health centre visits, social assistance use, and health and safety awareness among families and communities.

Effectiveness of Mitigation

A summary of the planned mitigation measures for socio-economic impacts for the Meadowbank operations phase (per FEIS, Appendix B, Table B.15-2) along with implementation in 2025 is provided in Table 12-17.

A summary of the planned mitigation measures for socio-economic impacts for the Whale Tail construction and operations phase (per FEIS, Volume 3, Table 3-C-8, Table 3-C-9, Table 3-C-10) along with implementation in 2025 is provided in Table 12-18.

Overall, the only potentially significant departures from FEIS predictions identified in Section 12.4.6.1 are regarding Project Inuit employment, and Project employment by skill level. Agnico Eagle continues to recognize and address these gaps through management and mitigation initiatives such as the investment in training programs, introduction of Career Path programs, and support from Adult Educator and others initiatives, which are described in the 2025 SEMR.

Table 12-17 Mitigation measures described in the Meadowbank Project FEIS to reduce impacts of the project on socio-economic VECs (sub-headings in italics), and implementation in 2025

Planned Mitigation Measure (FEIS, Appendix A, Table B.15-2)	Implementation (unless indicated, reference to 2025 Socio-Economic Monitoring Report, Appendix 43)
Employment, training, and business opportunities	
Preferential employment and contracting	**Yes** - See Section 1.1, 5.1 and "Existing Management and Mitigation"
Preferential hiring	**Yes** - See Section 1.1, 5.1 and "Existing Management and Mitigation"
Preferential procurement	**Yes** - see Section 5.1
Education and training initiatives	**Yes** – Section 4
Education initiatives directed at specific concern around youth and their future in a mixed economy	**Yes** – Section 4.1 and 4.2 and "Existing Management and Mitigation"
Traditional ways of life	
Allowing use of project winter road to traditional land users	**Yes** – Section 10.2
Income and workforce management practices that value and provide opportunity for traditional activity	**Yes** – Section 3
Workforce management and community initiatives in support of traditional activity	**Yes** – Section 10
Individual and community wellness	
Assistance to individuals experiencing problems and their families, zero tolerance policies	**Yes** – Section 9
Short rotations	**Yes** – Inuit Workforce Barriers and Strategies (IWBS) report (Appendix 61 of the 2018 Annual Report)
Workforce management best practice, including codes of conduct, rotation to point of hire, etc.	**Yes** – Inuit Workforce Barriers and Strategies (IWBS) report (Appendix 61 of the 2018 Annual Report)
Driver training, public education to reduce potential for traffic accidents	**Yes** - Driver training is part of Mandatory Training, public education to reduce potential for traffic accidents is done through annual AWAR public meetings
Operations best practice to minimize emergencies, emergency response planning in the event of an emergency	**Yes** – e.g. Emergency Response Team (ERT) Training, Crisis Management Plan, Emergency Response Plan
Support for community wellness initiatives	**Yes** – Section 9
Infrastructure and social services	
Employment at good wages	**Yes** – Section 1 and 3
Avoidance of sites of heritage significance, protocol in place in event that new sites are identified	**Yes** – Archaeology Management Plan: Always conduct archeology studies or consultation of previous archaeology studies before construction to confirm present or not of heritage sites. Mitigation measure to be implemented as per the consultant recommendation and Government of Nunavut

Table 12-18 Mitigation measures described in the Whale Tail FEIS to reduce impacts of the project on socio-economic valued components (sub-headings in italics), and implementation in 2025

Note: Excludes environmental design features, as these are a component of completed design plans and not ongoing mitigation. TEMP = Terrestrial Ecosystem Management Plan.

Planned Mitigation Measure (FEIS Table 3-C-1)	**Implementation (2025)**
Heritage Sites	
Complete heritage assessment for the Project footprint to identify archaeological sites present.	**Yes** –Archeology Management Plan - Always conduct archeology studies or consultation of previous archaeology studies before construction to confirm present or not of heritage sites. Mitigation measure to be implemented as per the consultant recommendation and Government of Nunavut.
Alter or adjust the location of a Project component or activity to fully avoid impacts on culturally important sites such as graves; otherwise mitigate and conduct heritage resource surveys in accordance with the GN department of Culture and Heritage.	
For archaeological sites that will be adversely affected by the Project, and where more passive mitigation strategies (e.g., capping, relocation) are not viable for those locations, preservation by systematic recording (i.e., excavation or documentation) is an option.	
Complete additional heritage baseline assessment for any changes to the Project footprint in areas considered to have potential to contain heritage resources.	
Agnico Eagle will mark the perimeter of heritage sites to be avoided with flagged stakes or similar, will erect “no work zone” signage, and, if in a potentially high traffic area, will erect snow fencing or similar barrier to prevent entry. Agnico Eagle will monitor condition of site barriers.	**N/A**
Agnico Eagle will include no work areas on project drawings.	**Yes** – Archaeology Management Plan
Provide awareness training for Agnico Eagle and Contractors that includes general guidelines for the appropriate response to the inadvertent discovery of known or suspected archaeological materials.	**Yes** – Archaeology Management Plan
Traditional Land Use – Wildlife Harvesting	
Surveys of proposed granular sources for dens and nests will take place prior to construction.	**Yes** – TEMP
Wildlife will have the right-of-way and vehicle traffic will be minimized according to the TEMP. Maximum speed limits of 50 km/hr will be enforced.	**Yes** – TEMP
Traffic volumes will be managed and roads closed when large numbers of caribou are present, in consultation with the HTO, GN, and KIA according to the TEMP.	**Yes** – TEMP
All employees will be provided with wildlife environmental awareness training.	**Yes** – TEMP
Drivers will be alerted when caribou are observed near the haul road.	**Yes** – TEMP
Littering and feeding of wildlife will be prohibited.	**Yes** – TEMP
Employees will be notified when caribou, muskox and predatory mammals are observed in the local study area.	**Yes** – TEMP
Land will be cleared outside the breeding season (June 1 to August 1). Mitigation to reduce impacts to nesting birds will be discussed with Environment Canada.	**Yes** – TEMP
All spills will be immediately reported, cleaned up and/or isolated from the receiving environment. Ready access to emergency spill kits. Regular maintenance of equipment to reduce oil leakage. Training in refueling procedures for site staff. Hazardous materials and fuel will be stored according to regulatory requirements.	**Yes** - Detailed mitigation is provided in the Emergency Response Plan, Hazardous Materials Management Plan, Whale Tail Haul Road Management Plan and Spill Contingency Plan.
Monitoring for bird nesting activity. Birds showing nesting activity will be discouraged from nesting and roosting on site infrastructure.	**Yes** - Detailed mitigation is described in the TEMP.
Attenuation Ponds will be monitored for use by water birds. Deterrents will be used if required. Attenuation Ponds will be monitored for water quality.	**Yes** - Detailed mitigation is described in the TEMP.
Enforce no hunting, trapping, harvesting or fishing policy for employees and contractors. Hunter harvest survey, consistent with the Meadowbank Mine will continue. Access to the Project will be controlled (gated at Meadowbank); Restricting public vehicle access beyond km 85 of Meadowbank All-weather Access Road. All efforts will be made to enforce a no shooting zone for the public along the road and around the Project site.	**Yes** - Detailed mitigation is provided in the Whale Tail Haul Road Management Plan, Interim Closure Plan and Reclamation Plan and TEMP.
Any PAG or high metal leaching waste rock will be segregated at source and placed into designated areas within waste rock storage facilities to control acid generating reactions and the migration of contaminants. Leachate from the waste rock piles will be monitored and controlled and not released to the natural environment.	**Yes** - Detailed mitigation is provided in the Operational ARD-ML Sampling and Testing Plan, Landfarm Design and Management Plan, Landfill Design and Management Plan, and Mine Waste Rock and Tailings Management Plan, Air Quality and Dustfall Monitoring Plan, Road Management Plan, Water Management Plan, AEMP, CREMP and the TEMP.
Traditional Land Use – Fishing	
Best management practices for erosion and sedimentation control (e.g., ground cover, silt fences and curtains, runoff management), where needed.	**Yes** – Water Management Plan
Quarries will be inspected on a regular basis to monitor water ponding, particularly at spring melt; when there is flow from a quarry that could enter a waterbody, a water quality sample will be collected and analyzed.	**Yes** – Water Quality and Flow Monitoring Plan, Road Management Plan
The dike will be constructed using non- potentially acid-generating rock or low potential for metal leaching material	**Yes** – Construction Design Report, ARD-ML Sampling and Testing Plan
In-stream works will be constructed in winter, when possible, to avoid increased TSS and turbidity, and changes to water and sediment quality.	**Yes** - Best practices
Mining staff will not be allowed to hunt or fish while on their work rotation; Agnico Eagle will develop and enforce “no hunting, trapping, harvesting or fishing policy” for employees and contractors, which will be consistent with the Meadowbank Mine.	**Yes**
Runoff and seepage from the Project site will be diverted to sumps and attenuation ponds (and treated if required), prior to release.	**Yes** – Water Management Plan, Water Quality and Flow Monitoring Plan
Water quality in attenuation ponds will be monitored and managed such that the discharge meets discharge limits.	**Yes** – Water Quality and Flow Monitoring Plan
Any potentially acid generating (PAG) or high metal leaching waste rock will be segregated at source and placed into designated areas within the waste rock storage facility.	**Yes** – Operational ARD-ML sampling and testing plan, Waste rock management plan
Traditional Land Use – Plant Gathering	
Implement the spill plan for potential chemical spills, including hydrocarbons.	**Yes** - Spill Contingency Plan
Best management practices for erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks, sloping of banks), where needed.	**Yes** – Erosion Management Plan, Freshet Action Plan, Site/Road inspection
Use of non-acid generating materials for road bed and fills.	**Yes** – Operational ARD-ML sampling and testing plan
Implement dust control measures on mine roads, when required, including enforcing speed limits.	**Yes** – Air Quality and Dustfall Monitoring Plan, Road Management Plan
Road surfaces will be maintained through grading and the addition of granular material.	**Yes** – Road Management Plan, Best practices
Equipment and vehicles will comply with relevant non-road emission criteria at that time of purchase.	**Yes**
Waste rock management procedures developed for potentially problematic waste rock/overburden material. Implement the Mine Waste Rock and Tailings Management Plan.	**Yes** - Mine Waste Rock and Tailings Management Plan.
Hazardous materials and fuel will be stored according to regulatory requirements to protect the environment and workers.	**Yes** – Hazardous Management Plan
Adherence to the AWAR and Whale Tail Pit Haul Road Dustfall Monitoring Plan (Appendix B of the TEMP).	**Yes** – Air Quality and Dustfall Management Plan
Traditional Land Use – Culturally Important Sites	
See measures listed under Heritage Resources, above.	**N/A**
Provide ongoing consultation with the community of Baker Lake (specifically Elders	**Yes**

Planned Mitigation Measure (FEIS Table 3-C-1)	**Implementation (2025)**
and the HTO Members), and provide opportunities for participation in heritage resource surveys and mitigation measures.	
Best Management practices for controlling equipment noise emissions, including: • Use of silencers on all trucks • Enforcing speed limits • Regular maintenance will be implemented for equipment and vehicles	**Yes** – Noise monitoring and abatement plan
Implement the mitigation measures outlined in the Noise Monitoring and Abatement Plan that was developed for the Meadowbank mine site in 2009 (Agnico Eagle 2009) and refined in 2013 (Agnico Eagle 2013).	**Yes** – Noise monitoring report
Traditional Land Use Access	
The haul road will be closed to the public. Access to the Project will be controlled (gated at Meadowbank); Restricting public vehicle access beyond km 85 of Meadowbank All-weather Access Road.	**Yes** – Road management plans
Enforce no hunting, trapping, harvesting or fishing policy for employees and contractors.	**Yes**
Hunter harvest survey, consistent with the Meadowbank Mine will continue.	**Yes** - TEMP
Agnico Eagle will work with local wildlife harvesters to ensure the preferred ATV and snowmobile crossing areas are well identified for both hunters and operators on the road.	**Yes** – HTO/Elders consultation
Socio-Economics	
Use of existing Meadowbank Mine workforce.	**Yes**
Continue existing training initiatives for the Project's workforce.	**Yes** – See 2025 Socio-Economic Monitoring Program Report
Housing out-of-area workers in on-site camp; Fly-in/fly-out to and from Kivalliq communities	**Yes**
Continue social management approach identified in the Socio-Economic Management and Monitoring Plan (Appendix 8-E.6).	**Yes**
Implement noise and air quality mitigations including: Adherence to the • Air Quality Monitoring Plan. • Enclosures are used to reduce fugitive emissions at the processing facility. • Adherence to the Incinerator Waste Management Plan •Adherence to the AWAR and Whale Tail Pit Haul Road Dustfall Monitoring Plan (Appendix B of the TEMP). • Best Management practices for controlling equipment noise emissions, including use of silencers on all trucks • Enforcing speed limits. • Regular maintenance will be implemented for equipment and vehicle.	**Yes**- Air and Noise monitoring reports

Adaptive Management

No adaptive management actions are planned based on this evaluation. Existing management and mitigation measures related to VSECs, as described in the 2025 SEMR (Appendix 43), are considered sufficient to effectively achieve the predictions for Meadowbank and Whale Tail.

That said, Agnico Eagle continuously review these measures to ensure their ongoing effectiveness and applicability. These include our recruitment process, the Sanajiksanut Program, Cross-Cultural Training, and trainee and apprenticeship programs — all designed to ensure participants receive the education and support needed to succeed. Youth recruitment initiatives are also ongoing, including career awareness events, TASK Week, and school-based engagement activities.

12.5 WHALE TAIL PEAMP EVALUATION

For each valued component (VC) in the FEIS Addendum for the Whale Tail Pit – Expansion Project (Agnico Eagle, 2018), a summary of the primary effects pathways that were evaluated is provided in Section 12.3, above. The completed PEAMP evaluation for residual effects associated with those pathways is presented in Sections 12.5.1 – 12.5.6, below.

VCs in this FEIS Addendum include Climate, Air Quality, Noise, Permafrost, Terrestrial Environment (vegetation, wildlife and birds), Aquatic Environment (surface water quantity, surface water quality, hydrogeology and groundwater, fish and fish habitat), Heritage Resources, Traditional Land Use, and Socio-Economics. These are generally the same VCs as identified and assessed for the original Meadowbank FEIS (Cumberland, 2005). For two (2) VCs (hydrogeology and groundwater, heritage resources) no primary effects pathways or residual impacts were identified. For the remaining VCs, predicted residual impacts and measured residual impacts are examined here.

12.5.1 Aquatic Environment

Key mine development activities that were identified as having the potential to result in changes to the aquatic receiving environment for the Whale Tail Mine include: Whale Tail and Mammoth Dike construction, dewatering of Whale Tail Lake – North Basin and the IVR area waterbodies, effluent discharge, and dust generated through onsite activities including roads.

Within the Project FEIS Addendum (Agnico Eagle, 2018), aquatic environment VCs are water quantity, water quality, and fish/fish habitat. Predicted and measured residual impacts for each of these VCs are described below.

12.5.1.1 *Water Quantity*

12.5.1.1.1 Parts 1 & 2: Summary of Predicted and Measured Residual Impacts

A summary of predictions for impacts to surface water quantity (FEIS Addendum, Section 6.3, as summarized in Table 3-C-5) and the accuracy of these predictions in each monitoring year (measured impacts) are provided in Table 12-19. Monitoring for water quantity is conducted according to the NWB Water License. Cells are highlighted in grey when measured impacts deviate from predictions for the current year. In general, supplemental discussion of trends in relation to predictions is provided for water levels in Whale Tail Lake, Kangislulik Lake, and Nemo Lake.

Note: Flooding and water level monitoring related to the Northeast Diversion is no longer applicable under the Whale Tail Expansion Project, and was removed in 2024. The last discussion for this impact was provided in the PEAMP Section of the 2020 Meadowbank Complex Annual Report.

Table 12-19 Whale Tail Mine: Predicted and measured impacts to surface water quantity

Note: Primary effect pathways with residual impacts according to FEIS Addendum (Agnico Eagle, 2018), Table 3-C-5. Monitoring for water quantity is conducted according to the site's Water Quality and Flow Monitoring Plan and Water Management Plan. Measured impacts exceeding or potentially exceeding predictions in the last 5 years are discussed in Section 12.5.1.1.2.

FEIS Assessment			Construction and Operations Phase		
Primary Effect Pathways	**Proposed Monitoring**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
Project footprint, which will physically alter watershed areas and drainage patterns, may change downstream discharge, water levels, and channel/bank stability in streams, and affect water quality, fish habitat, and fish	Monitoring of flows and water levels at key locations All piped and/or pumped discharges to waterbodies will be monitored continuously Climate monitoring, including continuous measurements of rainfall and temperature, will be performed to allow validation of the hydrological model, assessment of seasonal conditions and to provide input to water management. Whale Tail Haul Road Management Plan	**Whale Tail South water level** Dewatering (2019): peak 155.7 masl Operations (2020+): 156.0 masl	Lake levels monitored	2019 2020 2021 2022 2023 2024 2025	Variable around predictions. See discussion, Section 12.5.1.1.2.1
Dewatering of lakes may change discharges, water levels, and channel/bank stability in receiving and downstream waterbodies, and affect water quality, fish and fish habitat		**Kangislulik Lake water level** Dewatering (2019): Slight decrease from baseline Operations (2020+): Slight increase from baseline	Lake levels monitored	2019 2020 2021 2022 2023 2024 2025	Variable around predictions. See discussion, Section 12.5.1.1.2.2
		Nemo Lake water level Operations (2020+): Similar to or slight decrease from baseline	Lake levels monitored	2019 2020 2021 2022 2023 2024 2025	Nemo Lake levels similar to baseline. See discussion, Section 12.5.1.1.2.3
Alteration of watershed flow paths may change flows, water levels, and		**Whale Tail Lake dewatering discharge volume**	Dewatering effluent	2019 2020	4,940,198 m^3 741,620 $m^{3\wedge}$

FEIS Assessment			Construction and Operations Phase		
Primary Effect Pathways	**Proposed Monitoring**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
channel/bank stability in diverted and receiving waterbodies, and affect water quantity, water quality, fish and fish habitat		Total discharge will occur in 2019, with a volume of 4,643,712 m^3	volume monitored	2021+	No discharge. Dewatering complete in 2020.
		Freshwater withdrawal (Nemo Lake) FEIS Operations Phase (2020+): 125,143 m^3/year NWB Water License 2AM-WTP1830: 209,544 m^3	Freshwater intake volumes monitored	2019	50,559 m^3
				2020	43,252 m^3
				2021	67,816m^3
				2022	75,408 m^3
				2023	81,986 m^3
				2024	108,617 m^3
				2025	82,320 m^3

12.5.1.1.2 Parts 3 & 4: Discussion

Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here.

12.5.1.1.2.1 Whale Tail Lake Water Levels

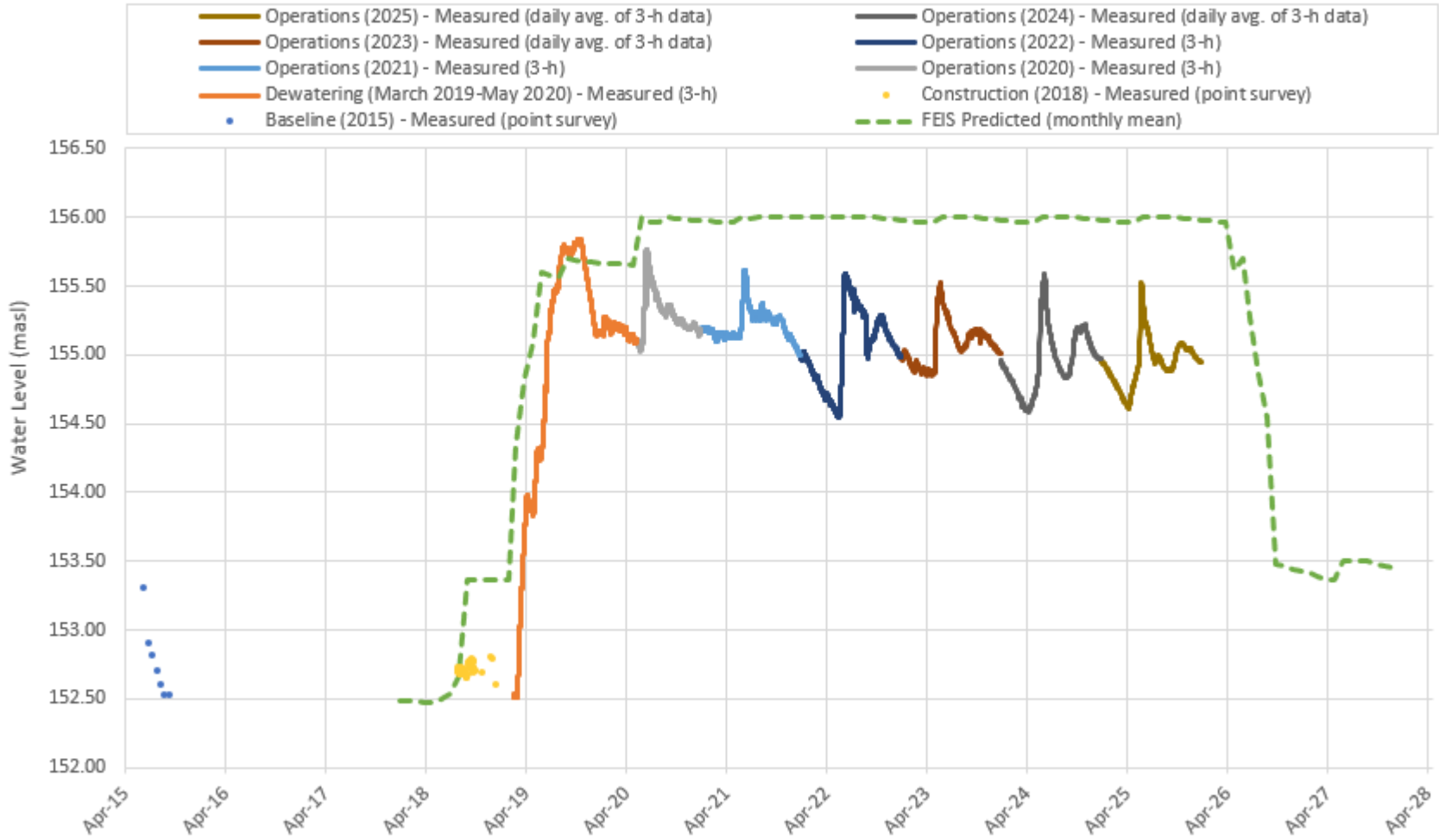
Water levels in Whale Tail Lake South Basin as measured from 2019 - 2025 using piezometric data are shown in Figure 34, below, along with measurements during the construction phase (2018; measured by GPS survey), available baseline measurements (2015), and FEIS Addendum predictions (from FEIS Appendix 6-F). It is noted that FEIS-predicted water levels were calculated as monthly timesteps in a mean annual water balance, whereas measured water levels are assessed every three (3) hours. Measured values may therefore be expected to vary around the prediction, due to both inter-annual climate variability and scale of measurement.

Due to record rainfall, peak water levels in 2019 exceeded predictions in July (up to 155.8 masl), but did not reach the maximum predicted final flood level of 156.0 masl, which was planned to occur in 2020. Following discussions with NWB, Agnico Eagle pumped non-contact water from the Whale Tail South flood zone directly to Kangislulik Lake beginning in October, 2019. This activity temporarily substituted for the passive flow which now (since freshet 2020) occurs through the South Whale Tail Channel (SWTC).

Beginning in 2020, water levels in Whale Tail South were lower than FEIS Addendum models, which predicted a mean level of 156.0 masl would be maintained throughout the operations period. This change follows an amendment to the final design of the South Whale Tail Channel, which decreased the channel inlet invert elevation, in order to reduce peak water levels against the Whale Tail Dike. Since construction of the channel (2020) water levels measured at the Whale Tail Dike have remained between approximately 154.55 and 155.75 masl over the course of any given year

Figure 34 Measured and Predicted Water Levels in the Whale Tail South Flood Zone

Note: Predicted water levels from FEIS Addendum for the Whale Tail Pit Expansion Project (Agnico Eagle, 2018), Appendix 6-O, Table D-14.



12.5.1.1.2.2 Kangislulik Lake Water Level

Water levels in Kangislulik Lake as measured primarily throughout the open water seasons of 2018 (construction period) and 2019 (dewatering period) by GPS survey are shown in Figure 35 along with available baseline measurements (2015), 2020+ piezometer results, and FEIS predictions for the operations period (months of June – September, annually; from data in FEIS Addendum Section 6.3.3.1.4.2 and ERM, 2020-App. I).

As shown in Table 12-20, FEIS predictions (Agnico Eagle, 2016 - Appendix 6-E) indicated that mean monthly water levels in Kangislulik Lake would decline up to 12 cm below baseline values during the dewatering phase. Predictions for the operations phase were updated in the FEIS Addendum (Section 6.3.3.1.4.2, Table 6.3-3) and indicated that mean monthly water levels may increase up to 5 cm from baseline.

Median, low-flow year, and high-flow year modeled baseline water levels were provided in ERM (2020) – Appendix I, facilitating comparison to FEIS Addendum predictions for changes. Low-water thresholds for ensuring non-measurable residual impacts to fish habitat are also provided in that document. In ERM (2020), predicted water levels were compared to modeled baseline water levels for a low-flow year, as well as modeled baseline median water levels values minus 10%, and the water elevation change associated with a 10% under-ice withdrawal volume (for Kangislulik Lake, median water level minus 0.34 m, as shown in Figure 57).

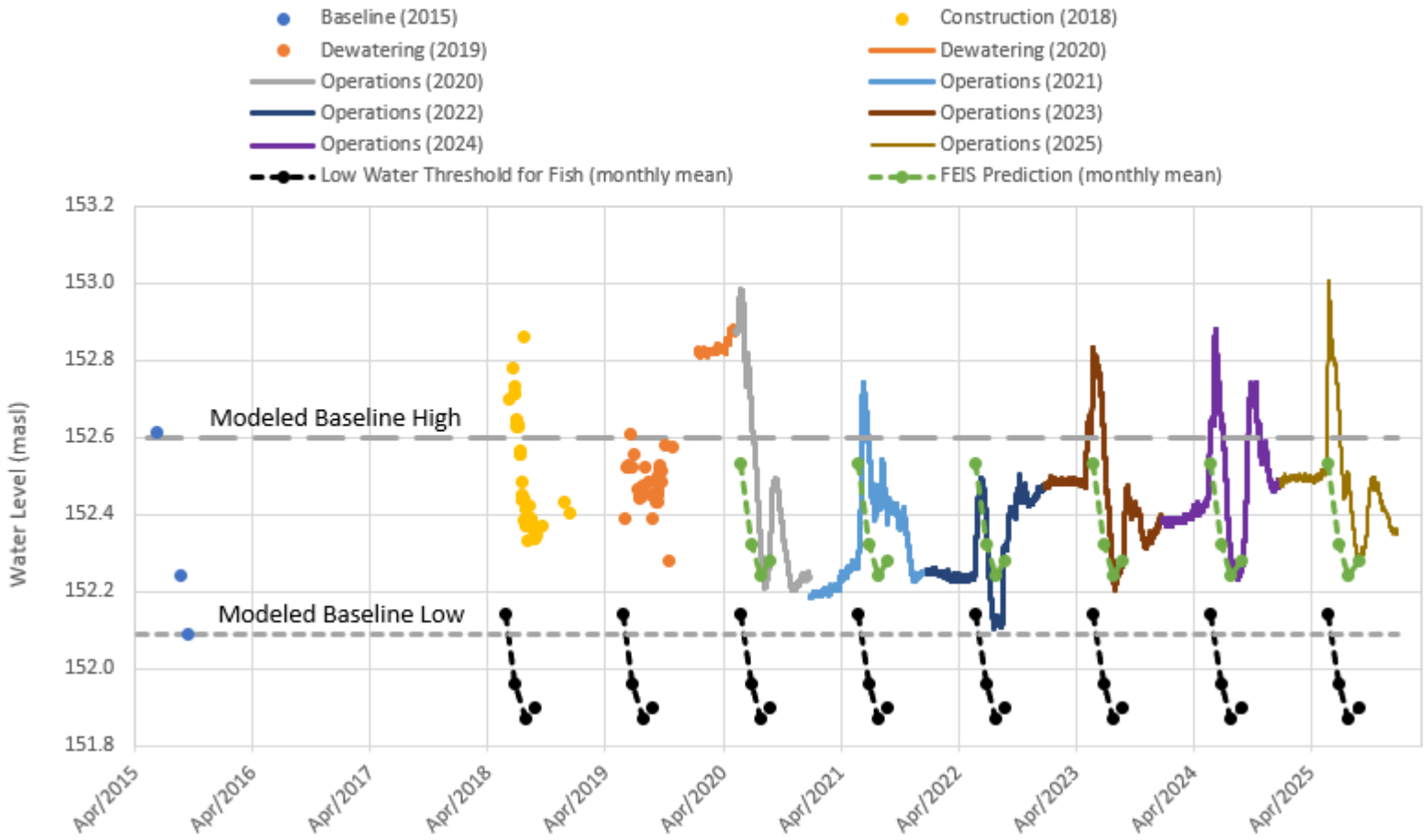
In 2020, 2021, 2023, 2024, and 2025 measured water levels were similar to or higher than predicted monthly means, and in 2022, measured water levels were similar to or slightly lower than predicted monthly means. The late-summer drop in water levels recorded at Kangislulik Lake in 2022 was anecdotally observed in area reference lakes as well and likely represents natural inter-annual variability. To date, water levels have not declined below measured baseline values or impact thresholds for fish.

Table 12-20 Predicted change in water levels from baseline in Kangislulik Lake during the construction and dewatering phases operations phase, and closure phase under mean monthly discharge scenarios

Project Phase	Year (approx.)	June	July	August	September	October
Construction (m)*	2018	-0.16	-0.16	-0.11	-0.14	-0.13
Dewatering (m)*	2019	-0.12	-0.04	-0.05	-0.09	-0.10
Operations (m)**	2020 – 2026	+0.05	+0.02	+0.03	+0.04	+0.03
Closure (m)**	2026+	-0.20	-0.20	-0.14	-0.14	-0.13
**Agnico Eagle (2016), Appendix 6-E* ***Agnico Eagle (2018), Section 6.3.3.1.4.2, Table 6.3-3*						

Figure 35 Operations-Phase FEIS Predictions and Measured Water Levels in Kangislulik Lake

Note: FEIS predictions are the monthly mean for June to September, annually; from data in Agnico Eagle (2018), Section 6.3.3.1.4.2 and ERM, (2020), App. I. Low water threshold for fish from App. I of ERM (2020) (median baseline water level minus 0.34 m). Monitoring results from 2015 – 2019 are by GPS survey, and results for 2020+ are piezometric data (3-h intervals).

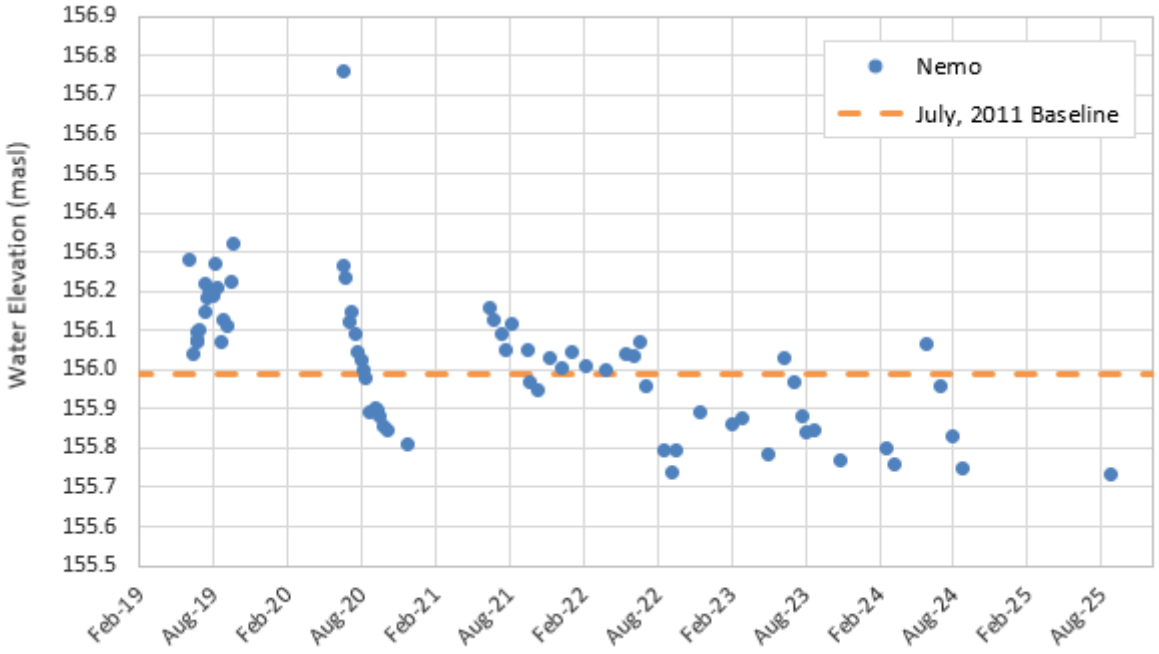


12.5.1.1.2.3 Nemo Lake Water Levels

In the FEIS Addendum (Agnico Eagle, 2018), expected changes to Nemo Lake water levels as a result of planned freshwater intake and surface water diversions were assessed. During the operations phase, mean monthly water levels were expected to remain similar to baseline values in May and decrease by 0.07 m in June, 0.09 m in July, 0.08 m in August, 0.07 m in September, and 0.04 m in October, from the baseline values. Measured water levels are shown in Figure 36. Since only a single baseline water level estimate is available (from July, 2011 imagery – C. Portt and Associates, 2018), a quantitative comparison to FEIS Addendum predictions of change is not feasible. However, water levels have generally remained similar to baseline.

Figure 36 Measured water levels in Nemo Lake

Note: A single baseline water level estimate from July, 2011 imagery is available and water levels may be expected to vary about that point.



12.5.1.1.3 Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management

Effectiveness of Monitoring

Although FEIS recommendations for monitoring related to surface water quantity were not always specific, and comparisons of measured results to quantitative FEIS predictions was not always feasible, the monitoring programs being implemented at the Whale Tail Mine are able to measure changes in receiving environment water levels in key locations. Monitoring programs are therefore considered effective as designed.

Effectiveness of Mitigation

A summary of the FEIS-planned mitigation measures for surface water quantity along with a commentary on implementation in 2025 is provided in Table 12-21. This summary excludes Environmental Design Features, which are incorporated into construction plans but are not ongoing mitigation measures included in this annual review.

Since water levels are generally within the range of FEIS predictions accounting for design changes, baseline levels, and/or above low-water thresholds for fish, existing mitigation measures are considered effective at this time.

Mitigation measures related to water quality and fish and fish habitat are provided in Sections 12.5.1.2.3 and 12.5.1.3.3, respectively.

Table 12-21 Whale Tail Mine: FEIS-designed mitigation measures to reduce impacts of the project to water quantity during the construction and operations phases, and commentary on current implementation

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Section 3, Table 3-C-5)	Implementation (2025)
Mine Infrastructure Footprint (e.g. open pits, site roads, access roads)	Best management practices for erosion and sedimentation control (e.g., ground cover, silt fences and curtains, runoff management), where needed.	**Yes** – Erosion Management Plan, Freshet Action Plan, Site inspections
Site Water Management: Dewatering of Project Footprint Lakes to Downstream Receiving Lakes	Pumped discharge will be directed to the lake environment, and not directly to outlets, to attenuate flow changes.	**Yes** – Water Management Plan
	If feasible, pumped discharge to the receiving environment will cease during the winter.	**N/A** - No lake dewatering occurred
Site Water Management: Watershed Modification by Diversion of Water	Best management practices for erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks, sloping of banks), where needed.	**Yes** – Erosion Management Plan, Freshet Action Plan
	Where practical, natural drainage patterns will be used to reduce the use of ditches or diversion berms.	**Yes** – Construction design reports
General construction and operation of the Whale Tail Haul Road	Where deemed appropriate, use of staggered culvert configuration, and removal of snow at the culvert inlet and outlet prior to the freshet to promote drainage during spring thaw and freshet.	**Yes** – Freshet Action Plan
	Inspection prior to spring melt period to identify build-up of snow or ice, and take remedial action.	**Yes** – Freshet Action Plan, Road inspections
	Regular inspection of the road to identify any areas where ponding of water along the road represents a risk, and installing additional culverts or drains to alleviate the risk.	**Yes** – Freshet Action Plan, Road Inspection
Open Pits	Mined-out pit flooding will be augmented by active freshwater diversion active flooding will reduce the period required to flood the pits, and the period of time with increased hydraulic gradients between waterbodies.	**Yes** – Water Management Plan
Existing Meadowbank Infrastructure	See Meadowbank site PEAMP for water quantity	-

Adaptive Management

Since mitigation measures are considered to have been effective, no additional adaptive management measures for water quantity are proposed for 2026 at this time, based on results of the above PEAMP analysis.

12.5.1.2 *Water Quality*

12.5.1.2.1 Parts 1 & 2: Summary of Predicted and Measured Residual Impacts

A summary of predictions for primary effects pathways and residual impacts to surface water quality (FEIS Addendum, Section 6.2, as summarized in Table 3-C-6) and the accuracy of these predictions to date (measured impacts) are provided in Table 12-22.

To assess potential impacts of the Whale Tail Mine on water quality, site-wide water quality modeling was conducted for the full suite of parameters (nutrients, metals, major ions) for the operations and closure phases as part of the FEIS Addendum (Agnico Eagle, 2018). Water quality predictions were developed for locations within the mine footprint (attenuation ponds, flooded Whale Tail Pit, flooded IVR Pit) and the downstream receiving environment (Kangislulik Lake, Lake A15, Lake A12, Lake A76, Downstream Node 1, and Downstream Node 2) (FEIS Addendum Table 6.2-3 and Figure 6.2-1).

This PEAMP evaluation focuses on a comparison of general water quality predictions for effluent and receiving environment locations with monitoring results from the Water Quality Monitoring Plan for Dike Construction and Dewatering, the Water Quality and Flow Monitoring Plan, and the Core Receiving Environment Monitoring Program (CREMP). Water quality monitoring results for onsite locations are not specifically included in this review, since any discharge from those locations to the receiving environment is assessed under the above (effluent monitoring).

Given the inherent uncertainties associated with the FEIS Addendum water quality modelling exercise, the predicted concentrations are identified by the modellers to be order-of-magnitude estimates (FEIS Addendum Section 6.2.3.3.1). This uncertainty is considered in comparisons of annual water quality monitoring data with FEIS predictions.

The 2025 CREMP Report (Appendix 26) provides a comprehensive assessment of water quality monitoring for the receiving environment, with analysis of inter-annual trends, and a comparison to site-specific trigger values and FEIS predictions. For 2020 onwards, monthly measured concentrations for each parameter in Whale Tail South and Kangislulik Lake are compared to water quality predictions in the 2018 Whale Tail FEIS Addendum. These are the only downstream lakes for which both model predictions and monitoring results are available. In the 2019 CREMP/PEAMP assessments, model results were only available for Kangislulik Lake, according to the 2016 FEIS.

Exceedances of FEIS water quality model predictions are noted in Table 12-22, and a full discussion is provided in Section 12.5.1.2.2.

Table 12-22 Whale Tail Mine: Predicted and measured impacts to surface water quality

Note: Primary effects pathways according to Agnico Eagle (2018) Section 3, Table 3-C-6. ^Proposed monitoring for the various effects pathways was detailed across a suite of programs, as indicated (i.e. monitoring programs may address more than one pathway). Measured impacts exceeding or potentially exceeding predictions associated with each program within the last 5 years are further discussed in Section 12.5.1.2.2.

FEIS Assessment			Construction and Operations Phase		
Primary Effects Pathways	**Proposed Monitoring^**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impacts**
Project footprint, which will physically alter watershed areas and drainage patterns, rates and quantities of diverted non-contact water to new watersheds, change downstream flows through flooding and dewatering, water levels, channel/bank stability in streams, and disturb lakes and **may affect water quality and sediment quality**	Dike Construction and Monitoring Plan (FEIS Addendum – Construction Phase only)	Dewatering effluent: <NWB criteria (FEIS Addendum Section 6.2.3.3.2.1)	Water Quality Monitoring Plan for Dike Construction and Dewatering	2019	Dewatering effluent: Four exceedances for TSS occurred (discussion provided in 2019 - 2023 PEAMP)
				2020	Dewatering effluent: < NWB criteria
Water management activities (dams, drainage, diversion, discharge, and dewatering) that will alter natural drainage paths and create a reservoir may cause a **change in mercury cycling and bioaccumulation**				2021 2022 2023 2024 2025	N/A (no lake dewatering)
Activities from construction activities and mining operations (e.g., equipment, vehicles, buildings, open-pit mining, blasting) can create fugitive dust emissions and subsequent dust deposition may cause a **change in water quality**	CREMP	Quantitative FEIS water quality model predictions (FEIS Addendum, Appendix 6-H)	CREMP	2019 2020 2021 2022 2023 2024 2025	Water quality results to date are consistent with the predicted magnitude of impact (*low* or *medium*). See discussion, Section 12.5.1.2.2
Activities from construction activities and mining operations (e.g., equipment, vehicles, buildings, open-pit mining, blasting) can alter air and dust emissions (including sulphur dioxide, nitrogen oxides, and particulate matter) and subsequent deposition may cause **a change in water quality**		Total Mercury WTS: 5.21 ng/L KAN: 8.43 ng/L (Appendix G of the 2021 CREMP Report)	Mercury Monitoring Plan	2019	Not measured (see 2019 CREMP Report)
				2020 2021 2022 2023 2024 2025	WTS: <5.21 ng/L MAM: <8.43 ng/L
Release of treated mine effluent (including sources	Water Quality and	Effluent <NWB		2019	Effluent <NWB criteria

FEIS Assessment			Construction and Operations Phase		
Primary Effects Pathways	**Proposed Monitoring^**	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impacts**
from sewage, WRSF pond, and attenuation pond contact) may cause **changes to surface water quality and sediment quality (i.e., nutrient and metal concentrations)** in Kangislulik Lake in operations and closure.	Flow Monitoring Plan	criteria (FEIS Addendum Section 6.2.3.3.2.1)	Water Quality and Flow Monitoring Plan	2020	
				2021	
				2022	Effluent < NWB criteria except one sample and the monthly mean for total arsenic in April (discharge to WTS) – see discussion, Section 12.5.1.2.2
				2023	Effluent <NWB criteria
				2024	
Dewatering of waterbodies may **change** flows, water levels, channel/bank stability, and **water quality (e.g., suspended sediments, nutrients, metals)** in receiving and downstream waterbodies.				2025	

12.5.1.2.2 Parts 3 & 4: Discussion

Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), or require further explanation, a discussion is provided here.

12.5.1.2.2.1 Core Receiving Environment Monitoring Program Results

FEIS Prediction: Within the receiving environment, impact predictions in the form of water quality models are available for Kangislulik Lake (2019 onwards), and Whale Tail South (WTS; 2020 onwards). Overall, FEIS analysis predicted the magnitude of potential effect on water quality in each of the lakes would be *low* (<1x CCME Water Quality Guidelines for the Protection of Aquatic Life) for all parameters with CCME guidelines, except for total phosphorus which was *medium* (1 to 10x CCME WQGs).

Discussion: In the 2025 CREMP Report (Appendix 26), monthly mean results for water quality parameters were screened against FEIS Addendum monthly predictions for Kangislulik Lake and WTS. As described in Section 6.4.3.3.1 of the FEIS Addendum, these model predictions are estimated to be accurate within an order of magnitude (10x). Results are also screened against CREMP trigger values (generally set at the 95th centile of baseline data), and CCME WQG to evaluate any changes in predicted magnitudes of potential effects.

In 2025, annual measured mean concentrations for total alkalinity, TDS, lithium, and the ionic compounds calcium, potassium, magnesium, and sodium exceeded both the CREMP trigger value (annual) and monthly FEIS predictions. However, measured concentrations of all parameters met CCME WQG, where available, and no measurements exceeded the 10x range of model prediction uncertainty.

Historically, individual samples for nitrate, manganese and zinc have exceeded the 10x range of prediction uncertainty for specific monthly predictions in WTS (March and May, 2020 and/or 2021, August 2024). A single individual sample has exceeded 10x the FEIS monthly prediction in Kangislulik Lake, for sulphate (May, 2024). However, neither CREMP trigger values (for annual means) nor CCME WQG have been exceeded for any of these parameters.

Overall, following the intent of the FEIS magnitude ratings, results overall would be considered consistent with the predicted magnitudes of impact (“low” or <1x CCME WQG, or otherwise determined adverse effects levels; except for TP which was predicted at 1 - 10x CCME WQG, or a medium magnitude of impact).

12.5.1.2.2.2 Effluent Monitoring Results

FEIS Prediction: Effluent concentrations <MDMER criteria

Discussion: Historically, a single exceedance of MDMER criteria occurred for the Whale Tail South discharge location (April, 2022, for total arsenic). Since arsenic results declined below NWB/MDMER effluent limits after the single exceedance was recorded, this was considered to have been an isolated event and no additional measures were required, outside of identified corrective measures at the time of the event.

Discharge from the Whale Tail/IVR Attenuation Ponds occurred through each of the Whale Tail South and Kangislulik Lake diffusers periodically throughout 2025. Effluent samples were collected weekly for water chemistry analysis and comparison to NWB Water License limits (stations ST-WT-2a and ST-WT-24) and

MDMER criteria (station ST-MDMER-8 and ST-MDMER-11). Complete results are provided in Sections 8.5.2.2 and 8.3.2. All results met NWB Water License and MDMER criteria.

12.5.1.2.3 Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management

Effectiveness of Monitoring

Based on the results in Table 12-22 and discussed above in Section 12.5.1.2.2, current monitoring programs are able to address all FEIS impacts for which monitoring was recommended (i.e. monitoring is considered effective).

Effectiveness of Mitigation

A summary of the FEIS-planned mitigation measures for surface water quality, along with a commentary on implementation in 2025 is provided in Table 12-23. Since receiving environment water quality to date is within the range of FEIS predictions (specific monthly values or predicted magnitude of effects), and any exceedances of effluent quality limits have been isolated, existing mitigation measures are considered effective at this time.

Mitigation measured related to water quantity, and fish and fish habitat are provided in Sections 12.5.1.1.3 and 12.5.1.3.3, respectively, though some overlap may occur.

Table 12-23 Whale Tail Mine: FEIS-designed mitigation measures to reduce impacts of the project on surface water quality during the construction and operations phases, and commentary on current implementation

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Section 3, Table 3-C-6)	Implementation (2025)
Whale Tail Pit Infrastructure Footprint (e.g. open pits, site roads, access roads)	Erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks, sloping of banks), where needed.	**Yes** – Erosion Management Plan, Freshet Action Plan
	Regular road inspections to check for ponding.	**Yes** – Freshet Action Plan, Road Inspections
	Monitoring during activities and use of adaptive management where necessary.	**Yes** – Site inspections, Adaptive Management Plan
	Pumped water from the dewatered waterbodies will be directed through properly designed structures to the lake environment, and not to lake outlets, to prevent erosion in the receiving waterbodies and to attenuate flows.	**N/A** - No dewatering occurred
	During dewatering activities, TSS will be monitored, and if necessary, treated before release downstream.	**N/A** - No dewatering occurred
Site Water Management (drainage and diversions)	Water that does not meet discharge criteria will be treated prior to discharge into Kangislulik Lake.	**Yes** – Water Management Plan
	A Water Management Plan has been developed and describes designs to reduce changes to local flows, drainage patterns, and drainage areas (adherence to Water Management Plan).	**Yes** – Water Management Plan
	Use of turbidity curtains during dike construction to limit disturbance to lakes and waterbodies	**N/A** - No dike construction occurred
	Monitoring during activities and use of adaptive management where necessary.	**Yes** – Water Management Plan, Adaptive Management Plan
	Use of the Dewatering Dikes, Operations, Maintenance and Surveillance Manual	**Yes** – Dewatering Dike OMS

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Section 3, Table 3-C-6)	Implementation (2025)
	developed by Agnico Eagle.	
Earthworks: Drilling, blasting and excavation (includes Quarry/Borrow Pit) and Crushing activities for the haul road and Whale Tail Pit development	Where possible, stockpiling of rock and fill from quarries and borrow sites will be placed such that surface water is not diverted through the piles with runoff to surface waterbodies; drainage from quarries will not flow directly into any waterbodies or watercourses.	**Yes** – Mine Waste Rock Management Plan
	When there is seepage from a quarry that could enter a waterbody, a water quality sample will be collected and analyzed.	**Yes** – Mine Waste Rock Management Plan, Whale Tail Haul Road Management Plan, Site inspections
	Quarries will be inspected on a regular basis to monitor water ponding, particularly at spring melt.	**Yes** – Freshet Action Plan, Site inspections
	Best management practices for erosion and sediment control.	**Yes** – Erosion Management Plan
Site Water Management along the road (seepage and runoff)	Use of non-acid generating material at any watercourse crossings. Testing will verify lack of acid rock drainage and metal leaching potential. Testing will continue on new sources identified for road building.	**Yes** – Operational ARD-ML sampling and testing plan
	Road contact water will be monitored during construction.	**N/A** – No construction occurred
Mining and supporting infrastructure for the Whale Tail Mine and haul road	Implement dust control measures, if needed on mine roads.	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan
	Equipment and vehicles will comply with relevant non-road emission criteria at the time of purchase	**Yes**
	Enforcing speed limits (maximum speed 50 km/h) to suppress dust production.	**Yes** – Whale Tail Haul Road Management Plan, Road logs
	If deemed necessary through monitoring, dust from roads will be managed through use of dust suppressant.	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan
	The running surface of the road will be maintained thereby reducing the generation of dust.	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan
	Adherence to the Air Quality and Dustfall Monitoring Plan	**Yes** – Air Quality and Dustfall Monitoring Plan
	Most personnel arriving at or leaving the site will be transported by bus, thereby reducing the amount of traffic (and dust).	**Yes**
	Construction equipment and trucks will be equipped with industry-standard emission control systems.	**Yes**
	Exhaust emissions from non-road vehicles will be managed through regular and routine maintenance of vehicles.	**Yes** - Maintenance logs
	SO2 emissions from non-road vehicles and stationary equipment will be reduced through the use of low emission diesel fuel.	**Yes**
	Adherence to existing air quality monitoring plan to detect changes in air quality	**Yes** – Air Quality and Dustfall Monitoring Plan
	Adherence to water quality monitoring and adaptive management in the CREMP to detect	**Yes** - CREMP

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Section 3, Table 3-C-6)	Implementation (2025)
	changes in water quality	
Dike Construction	Erosion and sediment control measures will be implemented during dike construction, where appropriate (e.g., installation of silt curtains for turbidity control)	**N/A** – No dike construction occurred
	The dike will be constructed using non-potentially acid-generating rock or low potential for metal leaching material	**N/A** – No dike construction occurred
	Adherence to the Water Quality Monitoring and Management Plan for Dike Construction and Dewatering, including installation of turbidity curtains and monitoring.	**N/A** – No dike construction occurred
Development of Supporting Infrastructure for Whale Tail Mine and the haul road	Best management practices for erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks), where needed to limit disturbance to lakes.	**Yes** – Erosion Management Plan, site inspection
	In-stream works will be constructed in winter, when possible, to avoid increased TSS and turbidity, and changes to water and sediment quality.	**N/A** – No in-water construction occurred
	Where applicable, construction runoff will be captured and managed to minimize suspended solids.	**N/A** – No construction occurred near water
	Regular road inspections to check for ponding.	**Yes** – Freshet Action Plan, Whale Tail Haul Road Management Plan, Road and Site Inspections
Mine Site Operations and Maintenance, including the use of existing infrastructure at Meadowbank Mine and the haul road	Best management practices for erosion and sediment control (e.g., silt curtains, runoff management) will be implemented, as needed to limit disturbance to lakes.	**Yes** – Freshet Action Plan, Erosion Management Plan, site inspection
	Water Management Plan is approved and adhered to at existing facilities and Water Management Plan specific to the Whale Tail Pit areas has been developed and these plans have considered the containment and management of contact site water	**Yes** – Water Management Plan
	Runoff and seepage from the Project site will be diverted to sumps and attenuation ponds (and treated if required), prior to release	**Yes** – Water Management Plan
	Water quality in attenuation ponds will be monitored and managed such that the discharge meets discharge limits	**Yes** – Water Management Plan
	Any potentially acid generating (PAG) or high metal leaching waste rock will be segregated at source and placed into designated areas within the waste rock storage facility	**Yes** - Mine Waste Rock Management Plan, Operational ARD-ML sampling and testing plan
	Adherence to the Operational ARD/ML Testing and Sampling Plan and the Mine Waste Rock and Tailings Management Plan	**Yes** - Operational ARD/ML Testing and Sampling Plan
Construction and operation of roads	Regular road inspections to check for ponding	**Yes** – Freshet Action Plan, Whale Tail Haul Road Management Plan, Road and Site Inspections
	Removal of snow at the culvert inlet prior to freshet.	**Yes** – Freshet Action Plan,
Development of Supporting Infrastructure for Whale Tail Pit and the haul road	Regular inspection of the road to identify any areas where ponding of water along the road represents a risk, and installing additional	**Yes** – Freshet Action Plan

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Section 3, Table 3-C-6)	Implementation (2025)
	culverts to alleviate the risk.	
Site Water management: Seepage and Runoff	A Water Management Plan has been developed and describes the containment and management of contact water on-site	**Yes** – Water Management Plan
	Seepage will be captured at sumps and diverted to the Attenuation Pond.	**Yes** – Water Management Plan
	Facility discharge water will be monitored for water quality, and treated as required, prior to discharge	**Yes** – Water Management Plan
	Performance of the dikes will be monitored and appropriate remediation applied, if required	**Yes** – Water Management Plan
Fuel Storage and use (includes Chemical and Hazardous material Storage and Explosives Storage Area)	The Spill Contingency Plan will be implemented, including ready access to an emergency spill clean-up kit for cleaning up any spills.	**Yes** – Spill Contingency Plan
	Hazardous materials and fuel will be stored according to regulatory requirements to protect the environment and workers and will be stored at the Meadowbank Mine.	**Yes** – Hazardous Management Plan
	Storage tanks (e.g., fuel, engine oil, hydraulic oil, and waste oil and coolant) will be double walled, or located in lined and bermed containment areas	**Yes** – Best practices, site inspection
	Hazardous wastes will be temporarily stored at Whale Tail Pit and then transported to the Meadowbank Mine in appropriate containers to prevent exposure until they are shipped off site to an approved facility.	**Yes** – Hazardous Management Plan
	Individuals working on site and handling hazardous materials will have appropriate training (e.g. WHMIS)	**Yes** – Hazardous Management Plan
	Soils from petroleum spill areas will be deposited at the Meadowbank Mine Landfarm	**Yes** – Landfarm Management Plan
	Equipment will be re-fueled, serviced, or washed away from the watercourse crossings	**Yes** – Best practices
	Fuel, lubricants, hydraulic fluids, and other chemicals will be stored at least 31 m away from the high water mark of any waterbody.	**Yes** – Hazardous Materials Management Plan
	Construction equipment will be regularly maintained	**Yes** – Maintenance logs
	Emergency spill kits will be available wherever toxic materials or fuel are stored and transferred	**Yes** – Spill Contingency Plan
	Enforced speed limits	**Yes** – Whale Tail Haul Road Management Plan, road logs
Mining Activities and Water Management	Adherence to Water Management Plan	**Yes**
	Treated sewage will be piped to the attenuation pond	**Completed**
	Water quality in attenuation ponds will be monitored and managed such that the discharge entering Kangislulik Lake meets Type A Water License discharge limits. If water quality does not meet discharge limits, it will be circulated and re-treated.	**Yes** – Water Management Plan
	Other applicable design features and mitigation, as outlined in the Interim Closure and Reclamation Plan	**Yes** - Interim Closure and Reclamation Plan
Water Management Infrastructure, including existing infrastructure that will be used the Meadowbank Mine site, the haul	Manage pumping rates so total annual discharge from Whale Tail and Nemo Lake does not drop below the 10-year dry condition	**Yes** – Water Management Plan
	Water withdrawal rate(s) will be controlled to	**Yes** – Water Management

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Section 3, Table 3-C-6)	Implementation (2025)
road, and the Whale Tail Pit	avoid effects on the source water lake(s).	Plan
	Capture and reuse site water to reduce freshwater requirements	**Yes** – Water Management Plan
	During dewatering activities, TSS will be monitored, and if necessary, treated before release downstream	**N/A** – No dewatering occurred
	Pumped water from the dewatered waterbodies will be directed through properly designed structures to the lake environment, and not to lake outlets, to prevent erosion in the receiving waterbodies and to attenuate flows.	**N/A** – No dewatering occurred
	Erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks, sloping of banks), where needed	**Yes** – Construction design reports, Erosion Management Plan, Freshet Action Plan, site inspection
Open Pits	Groundwater inflow to the pits or other dewatered areas will not be directly released to local watersheds	**Yes** – Groundwater Management Plan
	All pit water will be pumped to the Attenuation Pond for management and treated prior to release	**Yes** – Water Management Plan
	Mined-out pit flooding will be augmented by freshwater diversion	**Yes** – Water Management Plan

Adaptive Management

Since no exceedances of FEIS predictions occurred for water quality programs in 2025, no new adaptive management measures are planned at this time based on this PEAMP analysis.

12.5.1.3 *Fish and Fish Habitat*

12.5.1.3.1 Parts 1 & 2: Summary of Predicted and Measured Residual Impacts

The FEIS for the Whale Tail Mine assessed potential direct and indirect impacts to fish and fish habitat as a result of Project activities. Residual impacts were associated with dewatering dike construction, lake dewatering, water diversion (flooding), pit re-flooding, and effluent discharge. A summary of predictions for residual impacts to fish and fish habitat (FEIS Volume 6, Section 6.5, as summarized in Volume 3, Table 3-C-7; FEIS Addendum Section 6.5, as summarized in Table 3-C-7) and the accuracy of these predictions to date (measured impacts) is provided in Table 12-24. Results are from a variety of monitoring plans (e.g. CREMP, Water Quality and Flow Monitoring Plan, Fish Habitat Offsets Monitoring Plan/Habitat Compensation Monitoring Plan, etc.) as indicated in the FEIS.

Note: Effects pathways associated with the Northeast Flood Zone are excluded from this table beginning in 2023, since this area was dewatered in 2020 to permit construction of the IVR Pit and previously predicted impacts are no longer applicable. Beginning in 2024, effects associated with zooplankton are also removed, since zooplankton monitoring has been previously discussed and demonstrated not to be statistically feasible due to extreme natural variability.

Table 12-24 Whale Tail Mine: Predicted and measured impacts to fish and fish habitat during the construction and operations period

Note: Primary pathways according to Agnico Eagle (2016 and 2018) Tables 3-C-7. Effects Pathways added for the Whale Tail Pit Expansion Project (from Agnico Eagle, 2018) are in italics. ^FEIS-proposed monitoring for these pathways was a suite of programs, including the CREMP, Water Quality and Flow Monitoring Plan, and the Fish Habitat Offsets Monitoring Plan. Measured impacts exceeding or potentially exceeding predictions in the last 5 years are discussed in Section 12.5.1.3.2.

FEIS Assessment		Construction and Operations Phase		
Primary Effects Pathways^	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
Construction-related direct loss or alteration of fish habitat.	Areas (ha) of loss specified in FEIS and Fish Habitat Offsetting Plan for Whale Tail Pit (March, 2018)	As-built Reports for Mammoth and Whale Tail Dike	2019	NA – will be part of final net gain calculations reported under the Fish Habitat Offsets Monitoring Plan after construction of offsets.
			2020	
			2021	
	Areas (ha) of loss specified in FEIS Addendum and Fish Habitat Offsetting Plan for Whale Tail Pit Expansion Project (June, 2020)	As-built Reports for IVR Pit, WRSF, Attenuation Pond	2022	
			2023	
			2024	
			2025	
Flood-related habitat alterations (WTS and tributary streams/lakes).	*Operations phase:* +3.5m to 156 masl, resulting in 131 ha of flooding, access to new habitat and potential increase in population productivity. (Not assumed to provide offsetting habitat until after construction of the permanent sills)	Water level monitoring & surface area calculation Fish Habitat Offsets Monitoring Plan	2019	NA – flooding not complete in 2019 (peak 155.84 masl)
			2020	Annual range of approx. 154.55 – 155.75 masl, and approx. 117 ha of flooding at peak. See full discussion, Section 12.5.1.3.2 Since the flood zone is not considered offsetting habitat prior to permanent sill construction, final flood zone habitat area will be calculated at that time.
			2021	
			2022	
			2023	
			2024	
			2025	
Fish-out related mortalities (WT Lake and IRV area lakes)	***Whale Tail Lake estimated loss:*** 870 kg or 3,346 fish ***IVR area waterbodies estimated loss:*** 197.9 kg	2018 Whale Tail Lake Fishout Report 2020 Whale Tail Expansion Project Fishout Report	2019	*Whale Tail Lake loss:* 776.6 kg or 3,078 fish
			2020	*IVR area waterbodies loss:* 69.8 kg
			2021+	NA (fishouts complete in 2020)
Habitat fragmentation – fish passage eliminated between Whale Tail and Kangislulik Lake	Isolated population above the barrier, potential minor effect on abundance of VEC fish species (not quantified)	None	2019	NM - While this effects pathway was likely mitigated with construction of the South Whale Tail Channel (which connects the Whale Tail flood zone with Kangislulik Lake and is
			2020	
			2021	
			2022	

FEIS Assessment		Construction and Operations Phase		
Primary Effects Pathways^	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
			2023	passable to fish), it is also not considered feasible to specifically evaluate the incremental impacts of this altered habitat connectivity on large-bodied fish populations in this area, amidst the variety of other mine-related physical changes (e.g. flooding) and with limited quantitative baseline data on fish movements between lakes.
			2024	
			2025	
Reduced water levels in Kangislulik Lake and downstream locations during some project phases.	No measurable residual impacts to fish (App. I - 2020 Fish Habitat Offsetting Plan for the Whale Tail Pit Expansion Project)	Water level monitoring	2019	Kangislulik Lake levels have not declined below baseline or below low-water thresholds for fish. See discussion, Section 12.5.1.3.2
			2020	
			2021	
			2022	
			2023	
			2024	
			2025	
Release of treated mine effluent (including sources from sewage, WRSF pond, and attenuation pond contact) may change trophic status in Kangislulik Lake, *Whale Tail Lake, and downstream waterbodies* in operations and closure.	**Total phosphorus:** WTS: Oligotrophic (4 – 10 ug/) through 2022, and mesotrophic (10-20 µg/L) from 2022 – 2028, to a max. of 20 µg/L (2026). KAN: Increase from oligotrophic (<10 ug/L) in 2019 to meso-eutrophic in 2021 (max. of 29 µg/L) and back to mesotrophic from 2022 - 2029.	CREMP	2019	Within predictions.
			2020	Some exceedances of specific monthly predictions. Average concentrations within or below predicted trophic range.
			2021	
			2022	
			2023	
			2024	Within predictions.
			2025	
	Phytoplankton: Increase in phytoplankton biomass and possibly altered species composition in Kangislulik Lake, Whale Tail Lake, A15, A12, A76 and potentially further downstream to DS1.	CREMP (comparisons to baseline/reference)	2019	Significant increase in biomass for WTS. No change in taxa richness.
			2020	No significant changes in biomass. Significant reduction in taxa richness in WTS.
			2021	Significant increase in biomass for A20. No change in taxa richness.
			2022	No significant differences in biomass or taxa richness.
			2023	Significant increase in biomass in WTS and A20. No significant change in taxa richness.

FEIS Assessment		Construction and Operations Phase		
Primary Effects Pathways^	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
			2024	No significant differences in biomass. Significant decrease in taxa richness (KAN, A76, (and NEM)).
			2025	No significant differences in biomass or taxa richness.
	Benthic Invertebrates: Possible delayed increase in benthic invertebrate abundance and biomass.	CREMP	2019	No mine-related changes in benthic invertebrate abundance and/or richness.
			2020	
			2021	
			2022	Statistically significant increases in abundance and/or richness at some near-field lakes.
			2023	
			2024	
			2025	
		EEM Biological (Kangislulik Lake)	2019	N/A
			2020	Significant increase in density below critical effect size (KAN)
			2021	N/A
			2022	N/A
			2023	Significant increase in density at effluent exposure area.
			2024	N/A
			2025	N/A
	Forage Fish: Possible increase in forage fish abundance.	Fish Habitat Offsetting Plan	2019	Research study underway. Final results expected in 2026.
			2020	
			2021	
			2022	
			2023	
			2024	
			2025	
	Large-bodied Fish: Possible minor increase in growth and reproduction rates for large-bodied fish (not measurable).	EEM Biological (Kangislulik Lake)	2019	N/A
			2020	No difference in key effect indicators for lake trout
			2021	N/A
			2022	N/A
			2023	No differences in key effect indicators above critical effect size for lake trout
			2024	N/A
			2025	N/A
		FHOMP (Whale Tail Lake)	2019	N/A
			2020	N/A
			2021	N/A

FEIS Assessment		Construction and Operations Phase		
Primary Effects Pathways^	**Key Model Predictions**	**Monitoring Program**	**Year**	**Measured Impact**
			2022	N/A
			2023	Increased lake trout density, growth rate, and recruitment compared to baseline/reference
			2024	N/A
			2025	N/A

12.5.1.3.2 Parts 3 & 4: Discussion

Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), or for pathways where further details are warranted (especially where predictions were not quantitative), a discussion is provided here.

12.5.1.3.2.1 Whale Tail South Flooding

FEIS Prediction: FEIS (2016) predictions indicated that during operations, water levels in Whale Tail South would increase in elevation by 3.5 m (from 152.5 to 156.0 masl) and increase in surface area from 369 ha to 513 ha, resulting in 144 ha of flooding (Volume 6, Section 6.5.3.2). Refined water level modelling in the FEIS Addendum predicted 148.5 ha of flooding at elevation 156.0 masl (FEIS Addendum, Appendix 6-F, Table 6-F-1). The resulting impacts on fish were only assumed to occur at the individual level (access to new habitat). No population-level changes were assumed as a result of this additional aquatic habitat.

Within the Fish Habitat Offsetting Plan for Whale Tail Pit (March, 2018), the calculated expansion of aquatic habitat during operations was 131 ha, which is smaller than FEIS calculations. This is due to differences in assumed baseline water levels (152.5 masl in the FEIS, 153.02 masl in the offsetting plan). Although a potential increase in fish population productivity during the operations phase was noted in this Plan, the flooded terrestrial zone was not assumed to provide fish habitat for offsetting purposes until after drawdown to +1 m above baseline (154.02 masl, from a baseline of 153.02 masl), during the closure phase. This drawdown was planned to occur from 2022 – 2026, and the permanent flooded habitat would occur in Whale Tail Lake only.

No change to these assumptions was presented in the Whale Tail Pit Expansion Project's Fish Habitat Offsetting Plan (ERM, 2020), except the drawdown would not begin until 2026, but would still be completed within the same year. Under this plan, a sill will be constructed between Lake A18 and Whale Tail Lake (South Basin) to maintain some of the flooding in upstream areas. The new permanent water level throughout this area would be 155.3 masl, which is 1.3 m above baseline in A18 (as measured using July 2011 imagery).

Discussion: Measured water levels in the Whale Tail South flood zone to date are shown in Section 12.5.1.1.2.1. To help preserve integrity of the Whale Tail Dike, construction designs for the South Whale Tail Channel were changed prior to construction in early 2020. The inlet invert elevation was decreased and as a result, operational water levels in the Whale Tail South area have been lower than the FEIS prediction of 156.0 masl (generally 154.55 – 155.75 masl during any given year since 2020). These water levels correspond to a terrestrial flood zone range of approximately 50 - 117 ha (FEIS Addendum, Appendix 6-F, Table 6-F-1) which is 14 – 81 ha smaller than the 2018 offsetting plan calculation for the operations period (131 ha). However, as noted above, no offsetting habitat was associated with temporary operations-phase flooding, and the assumptions for permanent habitat creation (post-closure habitat) in both the 2018 and 2020 offsetting plans are still expected to be met once a permanent sill is constructed to maintain water levels at the specified elevation in Lake A18.

12.5.1.3.2.2 Kangislulik Lake and Downstream Water Levels

FEIS Predictions: FEIS and FEIS Addendum predictions indicated that "*during the construction and operation of the Whale Tail, Mammoth, and WRSF dikes, water diversions will result in a reduction of water levels in Kangislulik Lake and downstream locations, affecting fish and fish habitat*" (FEIS Addendum, Section 6.5.4.3). The predicted change in water levels is summarized above in Section 12.5.1.1.2.2 (Kangislulik Lake Water Level). Discharges and water levels were expected to be slightly reduced at Lake A15, and changes were not expected to be measurable at Lake DS1, so the evaluation focused on Kangislulik Lake. Modelled declines in water levels during the construction and closure phases (up to 0.2 m reduction in mean monthly lake level) were predicted to result in a "*moderate effect to population abundance and distribution*" of VC fish species.

However, as part of offset planning for the Whale Tail Pit Expansion Project (Appendix I in ERM, 2020), potential impacts of water level changes in Kangislulik and downstream lakes on fish habitat were assessed in more detail. Predicted water levels were compared to modeled baseline water levels for a low-flow year, as well as modeled baseline median water levels values minus 10%, and finally, the water elevation change associated with a 10% under-ice withdrawal volume (for Kangislulik Lake, median water level minus 0.34 m – low flow threshold for fish, as shown in Section 12.5.1.1.2.2). Based on this comparison, predicted changes (including up to a 20 cm decline in Kangislulik Lake water levels during the closure phase) were expected to have *"a low probability of detectable residual impacts on the downstream aquatic ecosystem"*. Monitoring of water levels in Lake A16 (Kangislulik Lake), and if required, in Lakes A12, A15, and A76 during closure was recommended to confirm predictions.

Under the existing water management strategy and as described in the Project FEIS Addendum – Whale Tail Pit Expansion Project (December, 2018; Section 6.3.3.1.4, Table 6.3-3), no flow reduction is predicted for Kangislulik Lake and downstream lakes under the current Operational Phase of the Project. During this Project phase, there is no significant water storage onsite and no diversion of water out of the Whale Tail watershed. While the inflow location for Whale Tail Lake to Kangislulik Lake has changed from the eastern inlet to the constructed South Whale Tail Channel, all flows still fully report to Kangislulik Lake. The combined effect of all permitted Operational Phase project activities (including effluent discharge to Whale Tail South and Kangislulik Lake) is a minor increase in mean monthly water levels for Kangislulik Lake (up to +5 cm above baseline was predicted) during this Project phase.

Discussion: Although no decline in water levels is predicted for the current operations phase, and monitoring was not specifically recommended until the closure phase, Agnico Eagle has measured water levels in Kangislulik Lake since 2018.

Monitoring by GPS survey occurred in 2018 – 2019, at which time piezometers were installed in the Mammoth Dike with 3-h data logging. These measured water levels along with FEIS predictions for the operations period (months of June – September, annually; from data in FEIS Addendum Section 6.3.3.1.4.2 and ERM, 2020-App. I), modeled baseline low flow conditions (ERM, 2020), and the identified low flow threshold for fish (median water level minus 34 cm for June – September; ERM, 2020 – App. I) are shown in Section 12.5.1.1.2.2.

In 2020, 2021, 2023, 2024, and 2025, measured water levels were similar to or higher than predicted monthly means, and in 2022, measured water levels were similar to or slightly lower than predicted monthly means. The late-summer drop in water levels recorded at Kangislulik Lake in 2022 was

anecdotally observed in area reference lakes as well and likely represents natural inter-annual variability. To date, water levels have not declined below measured baseline values or impact thresholds for fish.

12.5.1.3.2.3 Lake Ecosystem Productivity

Since residual impacts on fish and fish habitat due to changes in lower trophic levels were predicted, but those predictions were not quantitative, a discussion is provided here.

FEIS Predictions: FEIS-predicted impacts to fish and fish habitat during the operations period were associated with changes in lower trophic levels, and these stem from a predicted increase in nutrient concentrations due to effluent discharge. As a result of effluent inputs, increased phytoplankton biomass and possibly altered species composition was predicted but not quantified for Kangislulik Lake, Whale Tail Lake, A15, A12, A76 and potentially further downstream to DS1. An increase in zooplankton populations was predicted, along with a potentially delayed increase in benthic invertebrate abundance and biomass. Finally, an increase in forage fish abundance was identified, with a possible minor increase in growth and reproduction rates for large-bodied fish (not measurable).

Discussion: For this effects pathway, impact predictions were primarily planned to be evaluated by tracking total phosphorus measurements under the CREMP.

For Kangislulik Lake, phosphorus concentrations were predicted to increase briefly beyond the CCME mesotrophic range (10 - 20 µg/L) during the operations phase, to a maximum of 29 µg/L (in 2021; Figure 37). Measured concentrations of total phosphorus in Kangislulik Lake are shown in Figure 38, and have remained below predictions to date with the exception of a few individual samples.

For Whale Tail South, concentrations in 2019 – 2022 were predicted to be in the oligotrophic range, or 4 – 10 µg/L, followed by a period in the mesotrophic range during operations (2022 – 2028; 10 – 20 µg/L). Peak concentrations were expected to reach a maximum of 20 µg/L, in 2026 (Figure 37). Predicted and measured values to date are shown in Figure 38. While some measured concentrations of total phosphorus have exceeded monthly FEIS predictions in WTS (particularly in 2020), this has not occurred since 2023, and all average concentrations have remained within predicted trophic levels to date.

Figure 37 Predicted concentrations of phosphorus for various receiving environment locations

Note: From FEIS Addendum for Whale Tail Pit Expansion Project (Agnico Eagle, 2018) – Appendix 6-H, Section 4.1.3.

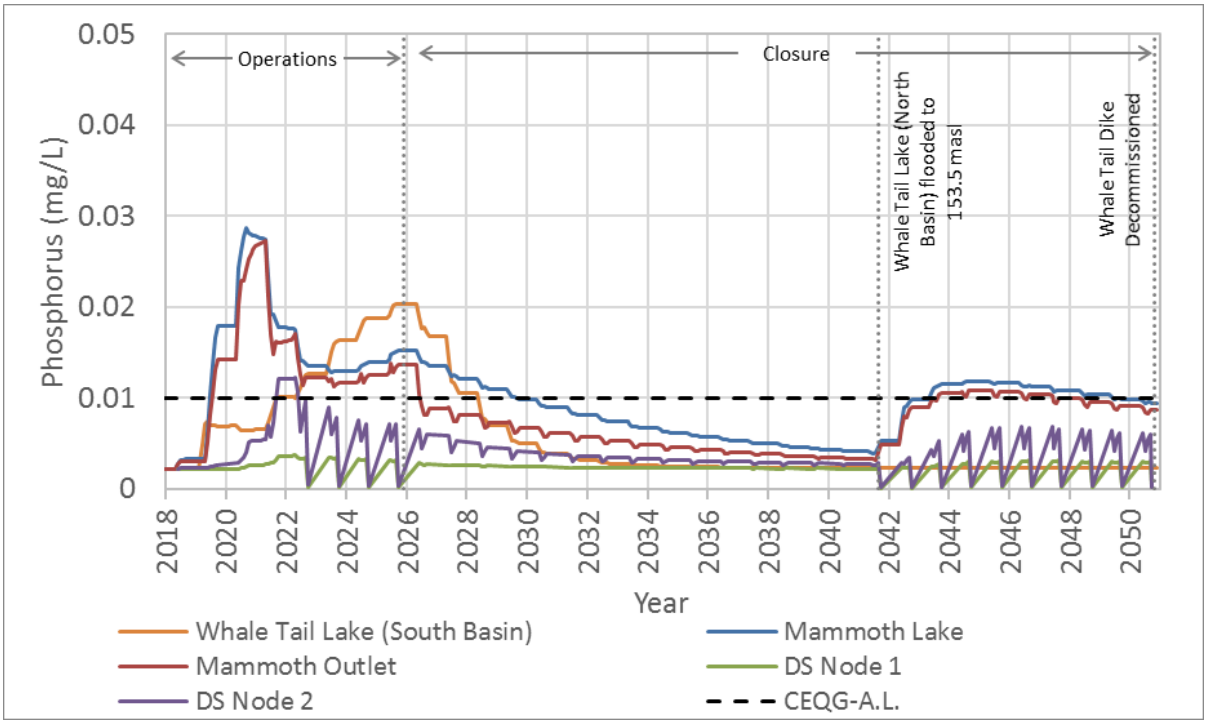
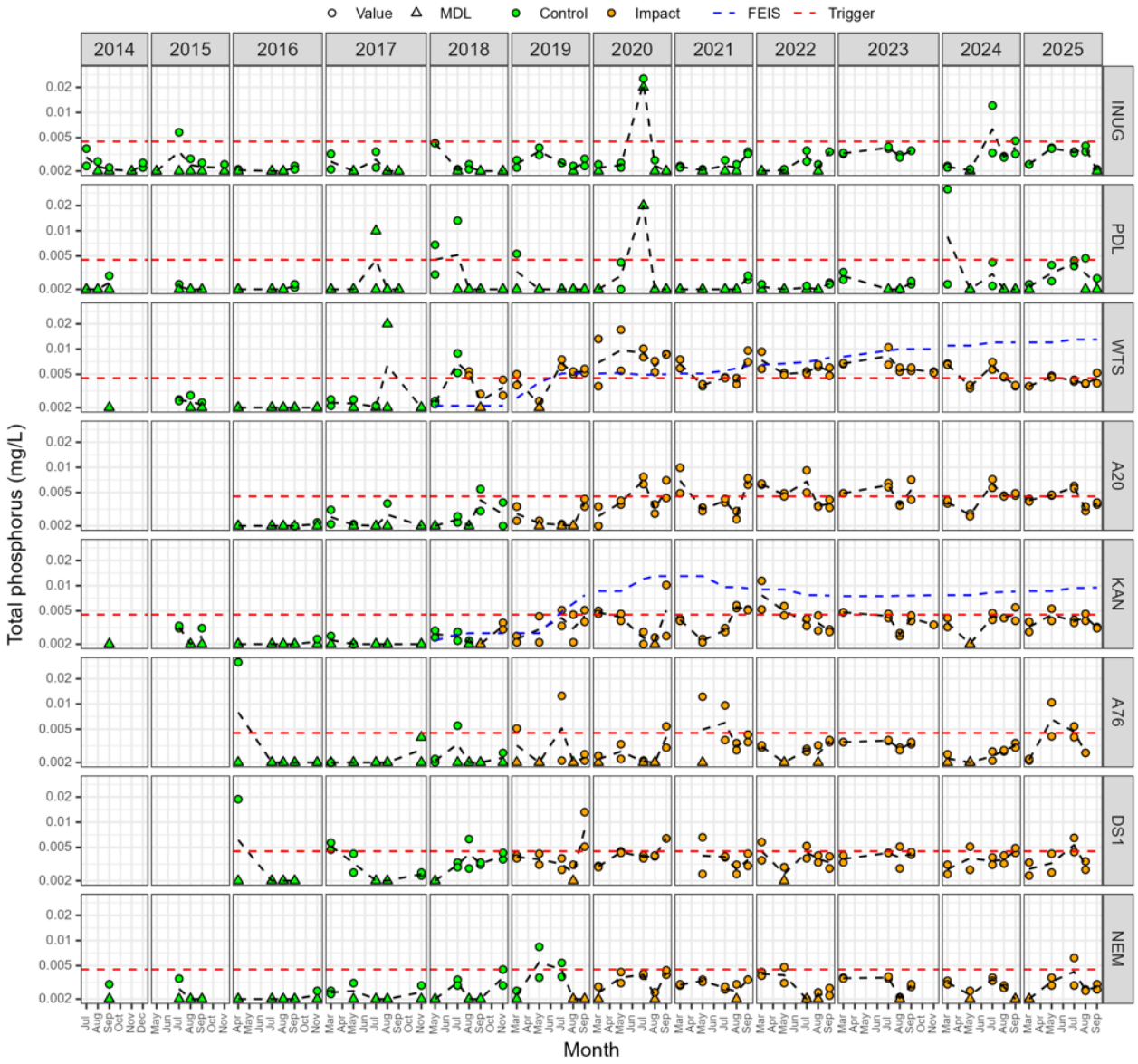


Figure 38 Total phosphorus in water samples from Whale Tail study area lakes since 2014

Note: From 2025 CREMP Report, Appendix 26.



FEIS predictions for subsequent changes to lower trophic levels, primary producers, and fish were not quantitative but were predicted as possible effects of nutrient inputs. While monitoring for these impacts was not specified in the FEIS, Agnico Eagle does evaluate potential mine-related changes to phytoplankton communities and benthic invertebrate communities through the CREMP program. Forage fish populations are evaluated through an academic research study under the Whale Tail Pit Fish Habitat Offsetting Plan (C. Portt & Associates, 2018). Effluent-related impacts to both forage and large-bodied fish populations are evaluated through the Environmental Effects Monitoring requirement of MDMER legislation, and large-bodied fish populations in Whale Tail Lake were evaluated through the Fish Habitat

Offsets Monitoring Plan. Results of those programs to date are discussed and integrated in the 2025 AEMP Report (Appendix 28; Section 3.3.1.3), and summarized below in relation to FEIS predictions.

Phytoplankton monitoring through the CREMP suggests enrichment (increase in biomass) occurred for several years, but has now stabilized. No pervasive mine-related impacts to phytoplankton taxa richness have been identified. While increases in benthic invertebrate abundance and taxa richness have also been observed (as predicted), these changes are currently evaluated as potentially in part mine-related. An investigation of cause is proposed as part of the regular EEM program for 2026. Analyses of data for small-bodied fish populations continue, but current results suggest they are present in Whale Tail and Kangislulik Lakes at rates no lower than reference. A potential increase in abundance was identified in the FEIS for this metric. EEM indicators for large-bodied fish evaluated in 2020 and 2023 (relationships in length, weight, age, gonad weight, liver weight) did not differ above critical effect sizes between Kangislulik Lake and one or both reference lakes. However, in the FHOMP-related evaluation of lake trout ("*An Assessment of the Effect of Increased Water Elevations on Indicators of the Productivity of the Lake Trout (Salvelinus namaycush), Relative to Baseline and Reference Lakes at the Whale Tail Mine*" – C. Portt and Associates and Kilgour and Associates, April 30, 2024), both density and growth rates were higher in Whale Tail flood zone lakes compared to baseline/reference (data collected intermittently between 2015 – 2023). These impacts were considered most likely due to increased nutrients in flood zone lakes, and are expected to be temporary.

Overall, nutrient concentrations have increased at near-field lakes where effluent is released (Kangislulik Lake, Whale Tail South). Terrestrial contributions post-flood are also considered likely inputs to observed changes in nutrients in recent years for both lakes, since they are connected via the South Whale Tail Channel. Changes have generally been within the range of or less than FEIS predictions.

12.5.1.3.3 Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management

Effectiveness of Monitoring

Based on the results in Table 12-24, existing monitoring is able to effectively address all FEIS predictions for changes to fish and fish habitat, with the exception of predicted potential increases in zooplankton (discussed in the 2019 PEAMP) and impacts of altered habitat connectivity between Whale Tail and Kangislulik Lakes (discussed in Table 12-24).

Effectiveness of Mitigation

A summary of the FEIS-planned mitigation measures related to fish and fish habitat, along with a commentary on implementation in 2025 is provided in Table 12-25. Mitigation measured specifically related to water quantity and water quality are provided in Sections 12.5.1.1.2 and 12.5.1.2.2, respectively, though some overlap may occur.

Based on the above review and discussion of predicted and measured impacts, current mitigation measures for fish and fish habitat are considered effective in restricting project impacts to the range of predictions.

Table 12-25 Whale Tail Mine: FEIS-designed mitigation measures to reduce impacts of the project to fish and fish habitat, and commentary on current implementation

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Table 3-C-7)	Implementation (2025)
Mine infrastructure footprint	Best management practices for erosion and sedimentation control (e.g., ground cover, silt fences and curtains, runoff management), where needed.	**Yes** – Erosion Management Plan, Freshet Action Plan
Site water management (road infrastructure) and Whale Tail Haul Road operation	Where possible, in-stream works will be constructed in winter when watercourses are frozen. In-stream works will be conducted according to DFO timing windows to avoid critical periods for fish.	**N/A** – No construction in fish-bearing watercourses occurred
	Mining staff will not be allowed to hunt or fish while on their work rotation; Agnico Eagle will develop and enforce “no hunting, trapping, harvesting or fishing policy” for employees and contractors, which will be consistent with the Meadowbank Mine.	**Yes** – Policy in effect
	Watercourses will be inspected upstream and downstream of the crossings for, erosion, scour, and flow blockages	**Yes** – Road Inspection, Erosion Management Plan, Freshet Action Plan
	Regular inspection of the road to identify any areas where ponding of water along the road represents a risk, and installing additional culverts or drains to alleviate risk, where required.	**Yes** – Road Inspection, Erosion Management Plan, Freshet Action Plan
	Rock aprons at culvert inlets and outlets will provide erosion protection and prevent localized erosion from concentrated high velocity flows above the peak 1:10 year rainfall event.	**Yes** – Design Reports
	Use of staggered culvert configuration, and removal of snow at the culvert inlet and outlet prior to the freshet to promote drainage and increased conveyance of flow during spring thaw and freshet.	**Yes** – Road Inspection, Freshet Action Plan
Earthworks: Drilling, blasting and excavation (includes Quarry/Borrow Pit) and Crushing activities	Only the required amount of explosive will be used as necessary for the amount of rock or borrow material to be blasted	**Yes** – Blast Monitoring Program
	Applicable guidelines for set-back distances and quantities of explosives will be followed.	**Yes** – Blast Monitoring Program
	Where possible, stockpiling of rock and fill from quarries and borrow sites will be placed such that surface water is not diverted through the piles with runoff to surface waterbodies; drainage from quarries will not flow directly into any waterbodies or watercourses.	**Yes** - Mine Waste Rock Management Plan
	Borrow and rock quarry activity will be at least 31 m from the high water mark of any waterbody	**Yes** - Mine Waste Rock Management Plan, Whale Tail Haul Road Management Plan
	Borrow pits and quarry will be excavated and sloped for positive drainage	**Yes** - Mine Waste Rock Management Plan, Whale Tail Haul Road Management Plan
	Quarries will be inspected on a regular basis to monitor water ponding, particularly at spring melt.	**Yes** - Mine Waste Rock Management Plan, Whale Tail Haul Road Management Plan, Road Inspections, Freshet Action Plan
	Drainage from borrow pits and quarry will not flow directly into any waterbodies or watercourses.	**Yes** - Mine Waste Rock Management Plan, Whale Tail Haul Road Management Plan
	When there is ponded water in the rock quarry or borrow pits that could enter a waterbody or watercourse, a water quality sample will be collected and analyzed, and the results used to determine appropriate mitigation measures (e.g., prevent runoff from entering waterbody or watercourse).	**Yes** - Mine Waste Rock Management Plan, Whale Tail Haul Road Management Plan
	To avoid and mitigate Serious Harm to Fish, Agnico Eagle will continue to adhere to blasting requirements and will continue to use practices consistent with those used at the Meadowbank Mine. Agnico Eagle will engage with DFO, when required.	**Yes** – Blast Monitoring Program
	Use of non-acid generating material at watercourse crossings; testing will verify lack of acid rock drainage and metal leaching potential.	**Yes** - Mine Waste Rock Management Plan
	Any PAG or high metal leaching waste rock will be segregated at source and placed into designated areas within the waste rock storage facilities.	**Yes** - Mine Waste Rock Management Plan
General Construction /Decommissioning Activities	Best management practices for erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks), where needed to limit disturbance to lakes and streams.	**Yes** - Freshet Action Plan, Erosion Management Plan, Site Inspections
	In-stream works will be in winter, when possible, to avoid increased TSS and turbidity, and changes to water quality	**N/A** – No in-water construction occurred
	Where applicable, runoff from construction / decommissioning activities will be captured and managed to minimize suspended solids (e.g., discharged into an attenuation pond to settle out suspended sediments)	**Yes** – Construction Design Reports, Erosion Management Plan, Freshet Action Plan, Site Inspections
	Where possible, in-stream works will be constructed in winter when watercourses are frozen. In-stream works will be conducted according to DFO timing windows to avoid critical periods for fish.	**N/A** – No in-water construction occurred
	Bridge abutment installation will span majority of the active channel (i.e., outside of the high-water mark), and if feasible, construction will occur in winter	**N/A** – No bridge installation occurred
	Disturbed areas along the streambanks will be stabilized and allowed to revegetate upon completion of work	**Yes** – Streambanks allowed to revegetate
Site Water Management	A Surface Water Management Plan will be implemented	**Yes** – Water Management Plan
Dike Construction / Decommissioning causing release of sediment	Use of the Dewatering Dikes, Operations, Maintenance and Surveillance Manual developed by Agnico Eagle.	**N/A** – No dike construction or decommissioning occurred
	Best management practices for erosion and sedimentation control (e.g., ground cover, silt fences and curtains, runoff management), where needed.	**N/A** – No dike construction or decommissioning occurred
	During summer construction, turbidity curtains will be installed near the portion of the alignment where dike construction will occur, which is an approach demonstrated at other northern mining projects	**N/A** – No dike construction or decommissioning occurred
	Non- potentially acid generating, chemically inert material (i.e., granite) will be used to construct the dike to prevent leaching of metals into water.	**N/A** – No dike construction or decommissioning occurred
	Turbidity monitoring will be conducted at designated locations throughout open water and under-ice conditions, within and outside of the zone of the turbidity curtains. In the event that TSS concentrations approach monitoring thresholds, a review of local conditions and activities will be conducted.	**N/A** – No dike construction or decommissioning occurred
General mining activities and use of vehicles causing fugitive dust & other air emissions	Implement dust control measures, if needed on mine roads.	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan
	Equipment and vehicles will comply with relevant non-road emission criteria at the time of purchase	**Yes**
	Enforcing speed limits (maximum speed 50 km/h) to suppress dust production.	**Yes** – Whale Tail Haul Road Management Plan, Road logs
	If deemed necessary through monitoring, dust from roads will be managed through use of dust suppressant	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan
	The running surface of the road will be maintained thereby reducing the generation of dust.	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan
	Adherence to the Air Quality and Dustfall Monitoring Plan	**Yes** – Air Quality and Dustfall Monitoring Plan
	Most personnel arriving at or leaving the site will be transported by bus, thereby reducing the amount of traffic (and dust).	**Yes**
	Adherence to water quality monitoring and adaptive management in the CREMP to detect changes in water quality	**Yes** - CREMP

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018), Table 3-C-7)	Implementation (2025)
	Construction equipment and trucks will be equipped with industry-standard emission control systems.	**Yes**
	Compliance with regulatory emission requirements will be met.	**Yes**
	Exhaust emissions from non-road vehicles will be managed through regular and routine maintenance of vehicles	**Yes** – Maintenance logs
	SO_2 emissions from non-road vehicles and stationary equipment will be reduced through the use of low emission diesel fuel.	**Yes**
Waste Rock Storage Areas and Stockpiles	A Water Management Plan has been developed and describes the containment and management of contact water on-site.	**Yes** – Water Management Plan
	Contact water will be monitored and managed through the Storage and Attenuation Ponds. The IVR Diversion will divert clean runoff from the upper watershed of the IVR Pit to the Nemo Lake watershed.	**Yes** – Water Management Plan
	Seepage will be captured at sumps and diverted to the Attenuation Pond.	**Yes** – Water Management Plan
	Facility discharge water will be monitored for water quality, and treated as required, prior to discharge	**Yes** – Water Management Plan
	Performance of the dikes will be monitored throughout their construction and operating life.	**Yes** – Water Management Infrastructure OMS
Site Water Management	Manage pumping rates so total annual discharge from Whale Tail and Nemo Lake does not drop below the 10-year dry condition	**Yes** – Water Management Plan
	Water withdrawal rate(s) will be controlled to avoid effects on the source water lake(s).	**Yes** – Water Management Plan
	Capture and reuse site water to reduce freshwater requirements	**Yes** – Water Management Plan
	Pumped water from the dewatered lakes will be directed through properly designed structures to prevent erosion in the receiving waterbodies	**Yes** – Water Management Plan
	Pumped discharge will be directed to the lake environment, and not directly to outlets, to attenuate flow changes	**Yes** – Water Management Plan
	Best management practices for erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks, sloping of banks), where needed	**Yes** – Water Management Plan
	Water Management Plan will be implemented	**Yes** – Water Management Plan
	A fish-out of the diked area of Whale Tail and Kangislulik lakes, and smaller waterbodies in the northeast area for the Expansion Project, will be conducted before and during dewatering phase; the fish-out plan will be designed and implemented in consultation with DFO and local Inuit communities, and will consider recommendations in Tyson et al. (2011).	**N/A** - Fishout complete
	Appropriately sized fish screens, which meet DFO guidelines, will be fitted to pumps to limit fish access and to limit fish entrained to the smaller species and life stages	**N/A** – No freshwater intakes were installed
	Runoff and seepage from the Project site will be diverted to sumps and the attenuation pond (and treated if required) prior to release.	**Yes** – Water Management Plan
	Water quality in attenuation ponds will be monitored and managed such that the discharge meets discharge limits.	**Yes** – Water Quality and Flow Monitoring Plan, Water Management Plan
	Potential acid generating rock and metal leaching waste rock will be segregated at source and placed into designated areas within waste rock locations	**Yes** - Mine Waste Rock Management Plan
Fuel Storage and use (includes Chemical and Hazardous material Storage and Explosives Storage Area)	The Spill Contingency Plan will be implemented, including ready access to an emergency spill clean-up kit for cleaning up any spills	**Yes** - Spill Contingency Plan
	Hazardous materials and fuel will be stored according to regulatory requirements to protect the environment and workers and will be stored at the Meadowbank Mine.	**Yes** – Hazardous Management Plan
	Storage tanks (e.g., fuel, engine oil, hydraulic oil, and waste oil and coolant) will be double walled, or located in lined and bermed containment areas	**Yes** – Hazardous Management Plan
	Hazardous wastes will be temporarily stored at Whale Tail Pit site and then transported to the Meadowbank Mine in appropriate containers to prevent exposure until they are shipped off site to an approved facility	**Yes** – Hazardous Management Plan
	Individuals working on site and handling hazardous materials will have appropriate training (e.g. WHMIS)	**Yes** – Hazardous Management Plan
	Soils from petroleum spill areas will be deposited at the Meadowbank Mine Landfarm	**Yes** – Landfarm Management Plan
	Equipment will be re-fueled, serviced, or washed away from the watercourse crossings.	**Yes** – Best practices
	Fuel, lubricants, hydraulic fluids, and other chemicals will be stored at least 31 m away from the high water mark of any waterbody.	**Yes** – Hazardous Materials Management Plan
	Construction equipment will be regularly maintained	**Yes** – Maintenance Logs
	Emergency spill kits will be available wherever toxic materials or fuel are stored and transferred	**Yes** – Spill Contingency Plan
	Enforced speed limits	**Yes** – Whale Tail Haul Road Management Plan, road logs
Mining Activities and Water Management – effluent release	Adherence to Water Management Plan	**Yes** – Water Management Plan
	Runoff and seepage from the Project site will be diverted to sumps and the attenuation pond	**Yes** – Water Management Plan
	Treated sewage will be piped to the attenuation pond	**Completed**
	Water quality in Attenuation Ponds will be monitored and managed such that the discharge entering Kangislulik Lake, Whale Tail Lake, or the alternative discharge locations (Lake 1 or Lake 5) meets discharge limits. If water quality does not meet discharge limits, it will be circulated and re-treated.	**Yes** – Water Management Plan, Water Quality and Flow Monitoring Plan

Adaptive Management

Since existing mitigation measures are considered effective at this time, no adaptive management actions are planned as a result of this 2025 PEAMP evaluation

12.5.2 Vegetation, Terrestrial Wildlife, and Birds

12.5.2.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

The 2025 Wildlife Monitoring Summary Report (Appendix 36) provides a complete assessment of wildlife monitoring programs including a comparison to monitoring thresholds detailed in the Terrestrial Ecosystem Management Plan and impacts predicted in the FEIS for the Whale Tail Pit Project (Agnico Eagle, 2016) and FEIS Addendum for the Whale Tail Pit Expansion Project (Agnico Eagle, 2018). Results are summarized here in the PEAMP format.

For each wildlife VC, a summary of residual predicted impacts and the accuracy of those predictions (observed impacts) as determined through various monitoring programs conducted under the TEMP is provided in Table 12-26. Thresholds for the implementation of adaptive management, as developed in the TEMP were used in this comparison because most impact predictions in the Terrestrial Ecosystem Impact Assessment of the FEIS (Agnico Eagle, 2016) and FEIS Addendum (Agnico Eagle, 2018) were qualitative only. The TEMP thresholds were developed in consultation with the TAG, and represent quantitative measurement endpoints that trigger management action.

Table 12-26 below presents residual impacts that relate to the Whale Tail Mine alone. Results for all additional TEMP monitoring endpoints have thresholds that were developed for the Meadowbank Complex as a whole, and these results are described in the Meadowbank Mine PEAMP evaluation, Section 12.4.2.

The following primary pathways do not have monitoring thresholds in the TEMP or quantitative impact predictions, and are therefore not included in this PEAMP evaluation. Monitoring and mitigation measures associated with these potential impacts continue to be implemented according to the TEMP (e.g. caribou management decision tree, remote camera program, PRISM/BBS program), and results of those programs are described in the Wildlife Monitoring Summary Report (Appendix 36).

- Wildlife Habitat: Loss or alteration of local flows, drainage patterns (distribution), and drainage areas from the Project footprint and haul road that can cause changes to vegetation;
- Ungulates: Sensory disturbance from vehicles, on-site equipment, human presence and vibrations, can change the amount of different quality habitats, and alter wildlife movement and behaviour;
- Ungulates: Barriers to migration, which may affect population connectivity and distribution; and
- Upland breeding birds: Sensory disturbance from vehicles, on-site equipment, human presence and vibrations, can change the amount of different quality habitats, and alter wildlife movement and behaviour.

Table 12-26 Whale Tail Mine: Predicted residual impacts to terrestrial environment and wildlife VCs during the construction and operations period

*Note: Primary effect pathways according to Agnico Eagle (2016) Volume 5, and updated to reflect Agnico Eagle (2018), Section 5.4 and 5.5 as indicated. All monitoring programs are conducted as components of the TEMP, and thresholds/predictions and measured impacts are reported in the annual Wildlife Monitoring Summary Report (Appendix 36). NM = not required to be measured in the identified year. *Mine site permitted area (footprint) has changed over time with approved extensions, and a change in land type classifications occurred beginning in 2024, resulting in adjustments to area calculations.*

FEIS Assessment			Construction and Operations Phase		
Effect Pathway	**Proposed Monitoring**	**TEMP Threshold or *FEIS Prediction***	**Monitoring Program**	**Year**	**Measured Impact**
VEGETATION (WILDLIFE HABITAT)					
Direct loss and fragmentation of vegetation habitat from the Project footprint	TEMP	2021 Permitted area + threshold: 1505 ha + 5%	Ground Surveys, Mapping, GIS Analysis	2019	NM
		2024* Permitted area + threshold: 1584 ha +5% (Whale Tail Site and WTHR)		2020	NM
				2021	775 ha
				2022	NM
				2023	NM
				2024	844 ha
				2025	NM
Dust deposition on vegetation from haul roads and mining activities (air emissions, dust deposition, or chemical contamination on terrain, soils, and vegetation can potentially change the quality and/or chemical properties of soil and effecting vegetation)	TEMP	*Prediction (Proponent Response to IRs for the Whale Tail Pit Expansion Project FEIS Addendum, "Human Health and Ecological Risk Assessment – Whale Tail Pit Expansion Project" – Golder, May 2019):* All soil concentrations <CCME guidelines or max. baseline + 10%. All water concentrations <screening values.	Screening Level Risk Assessment	2019	NM
				2020	NM (2020 assessment postponed to 2021)
				2021	All soil concentrations <CCME guidelines or max. baseline + 10%, or exceedances not mine-related. All water concentrations <screening values.
				2022	NM
				2023	NM
				2024	All soil concentrations <CCME guidelines or max. baseline, or exceedances not mine-related. All water concentrations <screening values.
				2025	NM
UNGULATES					
Direct loss and fragmentation of wildlife habitat from the Project footprint	Ground Surveys, Mapping, GIS Analysis	2021 High Suitability Habitat Permitted Area + threshold: Growing: 56 ha + 10%; Winter: 1057 ha + 10%	Ground Surveys, Mapping, GIS Analysis	2019	NM
				2020	NM
				2021	Growing – 21 ha; Winter – 561 ha
		2024* High Suitability Habitat Permitted Area + threshold: Growing: 58 ha +10%; Winter:1116 ha + 10%		2022	NM
				2023	NM
				2024	Growing – 22 ha; Winter – 614 ha
				2025	NM
Hunting by Baker Lake Residents	Hunter Harvest Study	No increase in harvest from WTHR RSA	Hunter Harvest Study, Satellite collar program	2020	No trend towards increased harvest due to WTHR
				2021	
				2022	
				2023	
				2024	
				2025	Increased harvest but trend not established. To be determined in subsequent years.
PREDATORY MAMMALS *N/A (See Table 12-9)*	-	-	-	-	-
SMALL MAMMALS *N/A (See Table 12-9)*	-	-	-	-	-
RAPTORS *N/A (See Table 12-9)*	-	-	-	-	-
WATERBIRDS					
Destruction of nests and flooding from construction activities including increased flows or water levels can increase risk of mortality to individual birds, which can affect population sizes	None	*Prediction (FEIS Section 5, Table 5.5-11): Total 89 nests displaced (waterbirds and upland birds)*	Trent University/ECCC migratory bird deterrent studies (2018 – 2020)	2019	31 – 50 nests lost through flooding
				2020	
				2021	
				2022+	NA – Program Complete
UPLAND BREEDING BIRDS					
Destruction of nests and flooding from construction activities including increased flows or water levels can increase risk of mortality to individual birds, which can affect population sizes	None	See Waterbirds section, above.	Trent University/ECCC migratory bird deterrent studies (2018 – 2020)	2019	See Waterbirds section, above.
				2020	
				2021	
				2022	
				2023	
				2024	
				2025	

12.5.2.2 *Parts 3 & 4: Discussion*

Where impacts are exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here. To date, no thresholds have been exceeded.

12.5.2.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

Based on the results in Table 12-26, current TEMP monitoring programs are able to address all FEIS impacts for which TEMP monitoring was recommended (i.e. monitoring is considered effective).

Effectiveness of Mitigation

See Section 12.4.2.3 for discussion of the mitigation audit, completed as a component of the TEMP and reported in the Wildlife Monitoring Summary Report (Appendix 36).

In the context of the PEAMP evaluation, mitigation is considered effective if impact predictions (or in this case, TEMP thresholds) are not being exceeded. Therefore, since no TEMP thresholds were exceeded (Table 12-26) in 2025, mitigation for these impacts is considered effective.

Adaptive Management

Management recommendations are summarized in the PEAMP for the Meadowbank Mine, above (Section 12.4.2.3).

12.5.3 Noise

12.5.3.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

In the initial Whale Tail FEIS (Agnico Eagle, 2016), noise impacts were modeled and assessed for three primary pathways: construction of the Whale Tail Haul Road, operation of the Whale Tail Haul Road, and operation of the Whale Tail Pit. In the FEIS Addendum for the Whale Tail Pit Expansion Project (Agnico Eagle, 2018), no new primary pathways were identified but updated noise modeling for the Project incorporated new activities (haul road widening, surface and underground mine operations) and modeling approaches (modeling for the full length of the haul road during operation). Modeling reflected mining activities during the year 2022, which was planned to be the year of highest production for the Project, and anticipated highest sound emissions.

In the FEIS noise assessment, modeled Project sound levels at the local study area (LSA) boundary were compared with Permissible Sound Levels (PSLs) from AER Directive 038 (40 dBA night-time, 50 dBA daytime) to provide a reference for Project impacts. However, residual impacts were not specified or classified as significant or non-significant because noise does not have an assessment endpoint. Any potential effects associated with the primary pathways are captured in the assessment of potential effects to other VCs (e.g. wildlife and the aquatic environment).

As described in the Noise Monitoring and Abatement Plan, noise monitoring stations have been established around the mine site and along the Whale Tail Haul Road to evaluate ambient noise levels on

an annual basis. For the purposes of this PEAMP, measured sound levels in those locations are compared to model predictions from the FEIS Addendum (Agnico Eagle, 2018). In accordance with noise mitigation measures listed in the FEIS Addendum (Volume 3, Appendix 3-C, Table 3-C-1 and see below Table 12-27), periodic far-field monitoring is also conducted to confirm adherence with the PSL.

Table 12-27, below, compares FEIS predictions for area sound levels with the results of noise monitoring conducted under the current Noise Monitoring and Abatement Plan. For all monitoring stations, FEIS predictions were derived from the maximum sound emissions scenario: summertime, haul road widening plus surface and underground operations (Agnico Eagle, 2018 - Volume 4, Figure 4.4-3). Measured background sound levels (Agnico Eagle, 2016 - Volume 4, Appendix 4-D) were added to all predictions.

It is noted that while noise modeling for FEIS purposes determines a single sound pressure level produced by a specified combination of Project-related activities at a given location under certain assumed atmospheric conditions, in reality, measured noise levels vary over time, depending on contributions from background sources, wind direction, ongoing or punctual activities, etc. While FEIS predictions are not specifically time-averaged, they are compared here to the 24-h L_{eq} calculated from monitoring results, which represents the average sound pressure level produced by all sources over the course of a day, under varying climatic conditions including wind speeds and direction. This evaluation is therefore considered a screening-level comparison for the purposes of noise management, and not a comprehensive validation of specific FEIS model predictions.

Table 12-27 Whale Tail Mine: Predicted and measured ambient noise levels

Note: FEIS predictions (2020+) identified from sound level contour plots in Agnico Eagle (2018); Section 4, Figure 4.4-3 plus measured background levels (Agnico Eagle, 2016; Appendix 4-D). Value for 2019 is from Agnico Eagle (2016); Volume 4). ^FEIS-proposed monitoring for these pathways was described in the Noise Abatement and Monitoring Plan, which continues to be implemented. "-"Indicates no data point or invalid survey. In each year, attempts are made to obtain a minimum of two valid surveys for each monitoring station, except R12 (only required in 2022). Surveys are invalidated for a variety of reasons (see yearly Noise Monitoring Report, Appendix 37).

FEIS Phase			Construction & Operations Phase			
Primary Effect Pathways^	Monitoring Station	Max. Model Prediction (dBA)	Year	Measured Values $L_{eq,\ 24\text{-}h}$ (dBA)		
				Survey 1	Survey 2	Survey 3
Noise emissions from vehicles on the haul road can increase ambient noise levels.	R6	2019: 50.0 2020+: 42.5	2019	41.8	-	-
			2020	33.1	28.2	-
			2021	-	34.2	-
			2022	33.4	-	-
			2023	35.4	40.0	-
			2024	29.2	34.8	-
			2025	32.3	35.5	-
	R7	40.4	2019	-	-	-
			2020	36.8	-	-
			2021	37.9	-	-
			2022	-	-	-
			2023	37.8	31.1	-
			2024	35.5	-	-
			2025	38.3	38.7	-
Noise emissions from mining equipment can increase ambient noise levels. Blasting can result in ground vibration and increase ambient noise levels.	R8	45.1	2019	-	-	-
			2020	32.8	-	-
			2021	39.3	40.6	41.4
	R8a (replaced R8 after 2021)	40.4	2022	29.5	-	-
			2023	38.2	22.7	-
			2024	34.8	35.9	36.6
			2025	36.2	35.5	-
	R9	45.1	2019	-	-	-
			2020	35.5	30.9	-
			2021	39.8	35.5	-
	R9a	45.1	2022	34.0	-	-

FEIS Phase			Construction & Operations Phase			
Primary Effect Pathways^	Monitoring Station	Max. Model Prediction (dBA)	Year	Measured Values $L_{eq,\ 24\text{-}h}$ (dBA)		
				Survey 1	Survey 2	Survey 3
	(replaced R9 after 2021)		2023	37.2	30.7	-
			2024	33.5	33.5	-
			2025	38.0	31.2	-
	R10	50.0	2019	-	-	-
			2020	-	-	-
			2021	41.3	-	-
	R10a (replaced R10 after 2021)	40.4	2022	29.9	-	-
			2023	33.5	31.8	-
			2024	33.4	37.3	31.1
			2025	32.7	-	-
	R11	50.0	2019	-	-	-
			2020	38.8	34.7	-
	R11a (replaced R10 after 2020)	50.0	2021	37.4	35.0	-
			2022	-	-	-
			2023	37.5	38.8	-
			2024	36.3	27.4	-
			2025	37.1	39.7	-
PSL check	R12	35	2019	-	-	-
			2020	-	-	-
			2021	-	-	-
			2022	31.0	-	-
			2023	-	-	-
			2024	-	-	-
			2025	34.0	30.6	-

12.5.3.2 *Parts 3 & 4: Discussion*

Where impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion will be provided here.

To date, measured 24-h L_{eq} values have not exceeded FEIS-modeled maximum sound levels for near-site locations, or the PSL at the local study area boundary.

12.5.3.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

The noise monitoring program that was implemented in 2025 at the Whale Tail Mine was conducted in accordance with the approved Noise Monitoring and Abatement Plan, which was designed in conjunction with the FEIS Addendum's noise impact assessment. This monitoring program is therefore considered effective as designed.

Effectiveness of Mitigation

FEIS-planned mitigation measures to limit impacts of the Project on area noise levels were described in the FEIS Addendum Volume 3, Table 3-C-1 and the associated Noise Monitoring and Abatement Plan for the Project. This Plan includes noise mitigation measures for both the Meadowbank and Whale Tail Mines, and implementation of the planned abatement measures in the current year is detailed in Section 12.4.3.

Since measured ambient 24-h noise levels have not exceeded FEIS maximum model predictions, existing mitigation measures are considered to be effective.

Adaptive Management

No adaptive management actions are planned based on this evaluation, since the monitoring program is able to effectively measure ambient area noise levels and all planned mitigation practices are in place.

12.5.4 Air Quality and Climate

12.5.4.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

In the Whale Tail Mine FEIS documents, residual impacts were not classified for air quality as a VC, because air quality does not have an assessment endpoint, only measurement endpoints (i.e., comparison to relevant ambient air quality guidelines or standards). Any potential effects associated with the primary pathways are captured in the assessment of potential effects to, and residual impact classifications for, other VCs. Nevertheless, quantitative predictions were made in relation to air quality guidelines, so the validity of those predictions is assessed here, where feasible using results from the approved Air Quality and Dustfall Monitoring Plan.

In order to estimate potential impacts of the Project on air quality, modeling exercises were conducted as a component of the FEIS Addendum to determine emission rates and dispersion of various criteria air contaminants (CACs) from different Project sources (Agnico Eagle, 2018; Section 4). Air quality

dispersion modelling was then conducted to predict maximum plus background concentrations of CACs at the Property boundary, and for a representative stretch of the Whale Tail Haul Road. Associated monitoring was recommended and is conducted according to the Air Quality and Dustfall Monitoring Plan.

For the Whale Tail Haul Road, dust deposition is measured over three transects using static dustfall collectors that are deployed in the field for a 30-d period. Dustfall onsite is also measured in this manner. Due to differences in particle sizes collected by static dustfall monitors (typically < 0.85 mm) and those assessed through air quality emissions and dispersion modelling (typically < 30 µm), comparisons to FEIS predictions for dust deposition are considered screening-level comparisons only. Since dustfall canisters collect particles across a much wider range of sizes than included in standard modeling, they are very likely to measure higher rates of total dustfall than those specified in the FEIS, especially in close proximity to sources (e.g. roadways). However, if measured dustfall is lower than predicted dustfall, model results can be verified as conservative. To improve the comparison, maximum measured background rates of static dustfall in this area during baseline studies (0.27 mg/cm^2/30d) are added to FEIS predicted deposition rates (see current Air Quality and Dustfall Monitoring Report in Appendix 38 for further details).

For the Whale Tail Mine, concentrations of suspended particulates are assessed using automated filter-based air samplers, which measure concentrations of suspended particulates over a 24-h period every 6 days. Again, field-measured suspended particulate matter concentrations are considered appropriate for comparison with model predictions for screening purposes only, for various reasons. For example, models incorporate emissions from specific sources, under set meteorological conditions, and terrain considerations. Further, much like dustfall, differences in size fractions between modeled and measured values are a consideration for TSP. Finally, for the Whale Tail Mine, the suspended particulate monitoring station is located near the centre of project activity, close to sources and adjacent to various buildings where power is available, and model results in these conditions are generally considered particularly variable from field measurements, compared to assessments at the property line or further receptor locations. As a result, total suspended particulate monitors at the Whale Tail Mine are most appropriate for assessing trends over time and comparisons to management thresholds, rather than specific modelled impact predictions.

Onsite concentrations of NO_2 by volume (ppb) are analyzed over one-month periods using a passive sampling device provided by an accredited laboratory. A continuous (active) NO_2 monitoring station was installed in 2021, sited in consultation with ECCC.

For reference, all data handling methods and results for air quality and dustfall monitoring are provided in the 2025 Air Quality and Dustfall Monitoring Report (Appendix 38), along with comparisons to regulatory guidelines, FEIS predictions, and historical measurements.

Impact predictions associated with these air contaminants and monitoring locations are summarized in Table 12-28, along with monitoring results to date. Measured impacts exceeding or potentially exceeding predictions are shaded grey and further discussed in Section 12.5.4.2.

Note: One effect pathway was removed from Table 12-28 beginning in 2023 since it is evaluated under the Meadowbank PEAMP – "Additional 3 years of processing and use of supporting infrastructure at the Meadowbank mine site and the existing AWAR for delivery of materials can continue to affect air quality".

Table 12-28 Whale Tail Mine: Predicted and measured impacts to air quality and climate

*Note: Primary pathways according to Agnico Eagle (2016 and 2018) Tables 3-C-1. ^FEIS-proposed monitoring was described in the Air Quality and Dustfall Monitoring Plan, which continues to be implemented. *2019 measurements are compared to predictions from the FEIS for the Whale Tail Pit Project (Agnico Eagle, 2016) and 2020+ measurements are compared to predictions from the FEIS Addendum for the Whale Tail Pit – Expansion Project (Agnico Eagle, 2018), with addition of background values described in text above. Predictions for 24-h average TSP & PM10 are open-ended (> 120 µg/m^3 or >50 µg/m^3) and therefore are not compared to measured values. Measured impacts exceeding or potentially exceeding predictions are discussed in Section 12.5.4.2.*

FEIS Assessment		Construction & Operations Phase	
Primary Effect Pathways^	**Key Model Predictions***	**Year**	**Measured Values**
Vehicle emissions and fugitive dust from traffic on the haul road can affect air quality	2019 Max. deposition (mg/cm^2/30d): 25 m: 1.46 100 m: 0.83 300 m: 0.53 1000 m: 0.38	2019	25 m: 8.04 100 m: 2.24 300 m: 1.42 1000 m: 0.46
	2020+ Max. deposition (mg/cm^2/30d): 25 m: 3.67 100 m: 2.17 300 m: 0.86 1000 m: 0.38	2020	25 m: <3.67 100 m: <2.17 300 m: <0.86 1000 m: <0.38
		2021	25 m: 10.08 100 m: <2.17 300 m: <0.86 1000 m: <0.38
		2022	25 m: 10.93 100 m: <2.17 300 m: 1.26 (*not mine-related*) 1000 m: <0.38
		2023	25 m: 13.17 100 m: <2.17 300 m: <0.86 1000 m: <0.38
		2024	25 m: 7.6 100 m: <2.17 300 m: <0.86 1000 m: <0.38
		2025	25 m: 4.1 100 m: <2.17 300 m: <0.86 1000 m: <0.38
Blasting, stationary and mobile combustion sources, and fugitive dust from mining activities in the Whale Tail Pit can affect air quality.	2019 NO_2: 4.4 ppb (annual avg)	2019	1.46 ppb
	2020+ NO_2: 8 - 16 ppb	2020	1.29 ppb

FEIS Assessment		Construction & Operations Phase	
Primary Effect Pathways^	**Key Model Predictions***	**Year**	**Measured Values**
	(annual avg)	2021	1.66 ppb
		2022	2.17 ppb
		2023	2.00 ppb
		2024	1.77 ppb
		2025	2.32 ppb
	Annual average TSP: 30 - 45 µg/m^3	2020	35.0 µg/m^3
		2021	24.3 µg/m^3
		2022	64.9 µg/m^3
		2023	37.1 µg/m^3
		2024	41.7 µg/m^3
		2025	39.2 µg/m^3
	24-h $PM_{2.5}$: 21 - 28 µg/m^3	2020	< 28 µg/m^3
		2021	
		2022	
		2023	Max: 31 µg/m^3
		2024	Max: 36 µg/m^3
		2025	< 28 µg/m^3 (Max. 146.4 µg/m^3 during wildfire event)
	Annual average $PM_{2.5}$: 5 – 7.5 µg/m^3	2020	1.44 µg/m^3
		2021	1.82 µg/m^3
		2022	3.9 µg/m^3
		2023	4.5 µg/m^3
		2024	3.7 µg/m^3
		2025	6.2 µg/m^3
Greenhouse gas emissions from the Project can contribute to climate change.	2019: Whale Tail Site: 64.2 kt $C0_2e$/yr Meadowbank Mill: 180 kt CO_2e/yr	2019	195,564 t CO_2e total
	2020+: Whale Tail Site: 164.2 kt $C0_2e$/yr Meadowbank Mill: 180 kt CO_2e/yr	2020	225,385 t CO_2e total
		2021	243,893 t CO_2e total
		2022	249,362 t CO_2e total
		2023	253,808 t CO_2e total
		2024	269,123 t CO_2e total
		2025	(reported June 2026)

12.5.4.2 *Parts 3 & 4: Discussion*

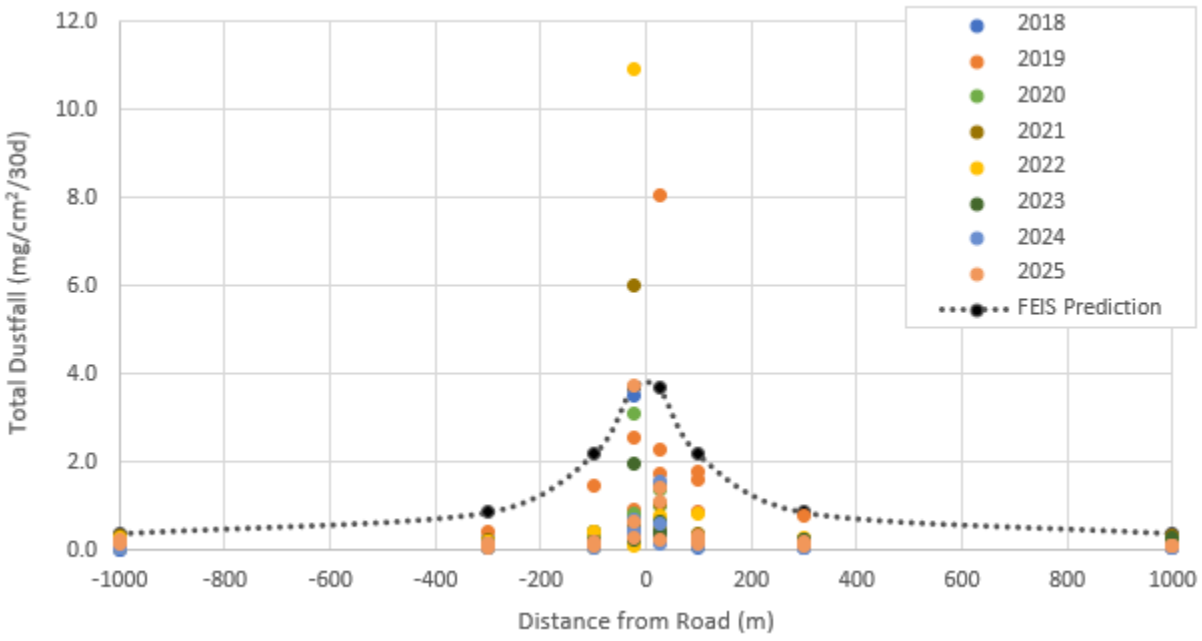
Where air quality impacts are exceeded or potentially exceeded based on monitoring results (as identified in Parts 1 & 2, above), a discussion is provided here.

12.5.4.2.1 Whale Tail Haul Road Dustfall

Since 2021, one or two samples across all three transects and sampling dates have exceeded specific FEIS predictions for dust deposition. This has occurred only at the 25 m distance. The overarching FEIS prediction that maximum deposition rates would decline below 0.53 mg/cm^2/30 d within 500 m of the road has been met in all monitoring events. As discussed above, field dustfall monitoring represents a very conservative comparison to FEIS predictions, particularly in close proximity to sources such as in this case, so the isolated exceedances that have occurred to date are anticipated. Historical results for August (the time period with the driest conditions and generally highest rates of traffic) are shown in Figure 39.

Figure 39 Total dustfall rates (mg/cm^2/30d) for all samples collected in August along the Whale Tail Haul Road to date

Note: 2018 and 2019 data was collected at ground level, while all 2020+ samples were collected on stands. Negative distances represent the east side of the road, and positive distances represent the west side. FEIS Prediction values are from the FEIS Addendum Appendix 4C, Table 4-C-24 (Agnico Eagle, 2018).



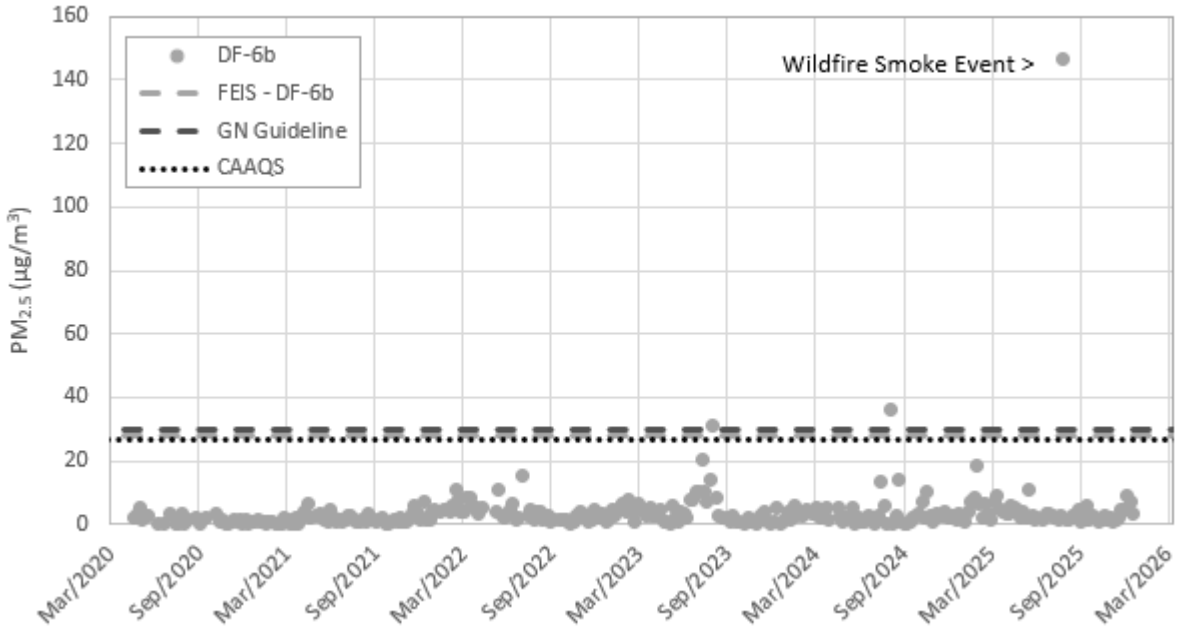
12.5.4.2.2 Total Suspended Particulates

Annual average TSP measured at Whale Tail Mine onsite location DF-6b (65 µg/m^3) in 2022 exceeded the maximum FEIS Addendum prediction for this location (45 µg/m^3). As discussed above, TSP monitoring provides a conservative comparison to model predictions, due to a variety of differences in methodology. The DF-6b monitoring station is located near the centre of the project footprint (adjacent to and downwind of the camp facility), so it is likely that measured suspended particulate concentrations were influenced by larger particle sizes, potentially from nearby construction activities, that are not included in air quality modelling. Typically, modeled TSP only includes particles with an aerodynamic diameter <30 µm, whereas Partisol TSP units are not size-selective. It is noted that annual average TSP did not exceed the GN regulatory guideline, and FEIS Addendum predictions were not exceeded for other size fractions. In the FEIS Addendum, 2022 was planned to be the year of highest production, and the increase in measured particulate may have been caused by a general rise in site activity. Onsite air quality management measures were planned to be reviewed to help minimize future emissions. Results since that time (2023 - 2025) have remained below the FEIS prediction for the annual average.

12.5.4.2.3 PM2.5

In each of 2023 and 2024, a single particulate sample at the Whale Tail Mine monitoring station exceeded the FEIS Addendum prediction for $PM_{2.5}$. In 2025, a single sample exceeded the prediction, but it was during a known wildfire event. Historical results are shown in Figure 40. As described in Section 12.5.4.1, field monitoring results are expected to differ from model estimates in some portion of field samples due to various differences in modeling assumptions and measurement methods. These are considered to have been localized events, and not a significant deviation from FEIS predictions.

Figure 40 Measured 24-h average concentrations of $PM_{2.5}$ at Whale Tail Mine monitoring station DF-6b, and the FEIS-modeled maximum expected concentration for this location, for specified sources (see description in text).



12.5.4.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

In 2025, all monitoring recommended in the FEIS to assess air quality impacts was conducted according to the Air Quality and Dustfall Monitoring Plan.

Overall, it is considered difficult to compare air quality model outputs with specific monitoring results. Air quality modelling is a statistical exercise which captures the maximum and average concentrations expected from an emissions source, under specific meteorological conditions, and terrain factors. Additionally, air quality modelling considers only the sources in the model which typically does not include transboundary transport or other background sources of contaminants.

However, air quality monitoring at the Whale Tail Mine is able to effectively measure ambient concentrations of CACs, and compare with regulatory guidelines and management thresholds. When field-measured values are lower than model results, those predictions can be confirmed as conservative.

Effectiveness of Mitigation

A summary of the planned mitigation measures for air quality during the construction and operations phases is provided in Table 12-29, along with a commentary on current implementation.

As described in the Air Quality and Dustfall Monitoring Report (Appendix 38), monitoring thresholds were established within the Air Quality and Dustfall Monitoring Plan to confirm effectiveness of existing mitigation. Thresholds relate to dustfall and suspended particulate measurements. In 2025, thresholds for the Whale Tail Mine and Haul Road were met (described in Section 12.5.4.2.1), so existing mitigation (Table 12-29) is considered to have been effective.

Table 12-29 Whale Tail Mine: FEIS-designed mitigation measures to reduce impacts of the project on area air quality and climate, and commentary on current implementation

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018) Volume 3, Table 3-C-1)	Implementation (2025)
General construction, operations, and decommissioning activities associated with the Whale Tail Pit and the haul road; and Mining of the Whale Tail Mine	All vehicles will adhere to the 50 km/h speed limit.	**Yes** – Whale Tail Haul Road Management Plan
	Regular maintenance will be implemented for equipment and vehicles.	**Yes** – Maintenance logs
Upgrading of the haul road from the Whale Tail Mine to the Meadowbank Mine	Implement dust control measures, if needed on mine roads.	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan
	Equipment and vehicles will comply with relevant non-road emission criteria at the time of purchase.	**Yes**
	Regular maintenance will be implemented for equipment and vehicles.	**Yes** – Maintenance logs
Traffic on the haul road from the Whale Tail Mine to the Meadowbank Mine	Watering of roads and enforcing speed limits to suppress dust production.	**Yes** – Air Quality and Dustfall Monitoring Plan, Whale Tail Haul Road Management Plan

Project Activity	Planned Mitigation Measure (Agnico Eagle (2018) Volume 3, Table 3-C-1)	Implementation (2025)
	Equipment and vehicles will comply with relevant non-road emission criteria at the time of purchase	**Yes**
	Regular maintenance will be implemented for equipment and vehicles	**Yes** – Maintenance logs
Construction of the Whale Tail Mine	Best Management practices for controlling fugitive dust from construction activities	**Yes** – Best practices
	Equipment and vehicles will comply with relevant non-road emission criteria at the time of purchase	**Yes**
	Regular maintenance will be implemented for equipment and vehicles	**Yes** – Maintenance Logs
Mining of the Whale Tail Mine	Watering of pit roads and enforcing speed limits to suppress dust production.	**Yes**
	Equipment and vehicles will comply with relevant non-road emission criteria at the time of purchase.	**Yes**
	Regular maintenance will be implemented for equipment and vehicles.	**Yes** – Maintenance logs
	Enclosures are used to reduce fugitive emissions at the processing facility	**Yes** – Mine site design
	Adherence to the Incinerator Waste Management Plan	**N/A** – No incinerator onsite

Adaptive Management

Thresholds were met in 2025, so no further adaptive management actions are planned based on this PEAMP analysis.

12.5.5 Soil, Terrain, and Permafrost

12.5.5.1 *Parts 1 & 2: Summary of Predicted and Measured Residual Impacts*

Although primary pathways of effects were identified for soil, terrain, and permafrost, no residual impact predictions were made because soil, terrain, and permafrost do not themselves have measurable effects endpoints. Any potential effects associated with the primary pathways for soil, terrain, and permafrost are captured in the assessment of the potential effects to, and residual impact classifications for other VCs.

12.5.5.2 *Parts 3 & 4: Discussion*

N/A – residual impacts are not measured for permafrost directly. Potential effects are captured in the assessment of other VCs.

12.5.5.3 *Part 5: Effectiveness of Monitoring and Mitigation, and Adaptive Management*

Effectiveness of Monitoring

Soil, terrain, and permafrost conditions will be continuously monitored and inspected during all phases of the Project to ensure the effectiveness of the design criteria. Where required, adaptive management strategies will be implemented. Full details on management plans and monitoring for the waste rock pile, dewatering of the dikes, and haul road are provided in the Waste Rock Management Plan, Water Management Plan, and Whale Tail Haul Road Management Plan, respectively.

However, since no predictions were made with respect to residual impacts of permafrost directly, these programs are not designed to validate any predictions. Rather, impacts of permafrost are measured through measurement indicators for other VCs and effectiveness of those monitoring programs are assessed in the relevant sections of this report.

Effectiveness of Mitigation

A summary of the planned mitigation measures for permafrost according to the FEIS Volume 3, Table 3-C-2 is provided in Table 12-30, along with a commentary on current implementation. Similarly, planned mitigation measures for soil and terrain are provided in Table 12-31, along with current implementation. If impacts to other VCs are occurring beyond FEIS predictions and those effects are potentially due to impacts on soil, terrain, or permafrost, this record of mitigation can be reviewed. For the purposes of this annual review, the mitigation summary does not include Environmental Design Features, which are incorporated into construction plans but are not ongoing mitigation measures.

Table 12-30 Mitigation measures described to reduce impacts of the project on permafrost during the construction and operations phases, and commentary on current implementation.

Note: Whale Tail FEIS (Table 3-C-2). Mitigation measures listed here do not include Environmental Design Features that are factored into construction plans.

Project Activity	Planned Mitigation Measure (FEIS Table 3-C-2)	Implementation (2025)
Mine infrastructure footprint	Implement slope stability criteria to manage erosion.	**Yes** - Slopes were designed and built to angle of repose to minimize erosion. Slopes were built using properly graded material to minimize erosion.
	Best management practices for erosion and sedimentation control (e.g., silt curtains, runoff management, armouring of banks, sloping of banks), where needed.	**Yes** - Silt curtains not required as of yet. Infrastructure was designed and built with erosion and sedimentation control as needed (such as channels and dikes).
Earthworks: Drilling, blasting, grading, trenching, excavation and backfilling, crushing activities, and dike construction	Minimize footprint areas for stripping and removal of material. Use appropriately designed structural fill and thickness to maintain and promote permafrost conditions.	**Yes** - All footprint areas were minimized as much as possible. Fill thicknesses were designed with maintaining permafrost in mind.
	Where possible, stockpiling of rock and fill from quarries and borrow sites will be placed such that surface water is not diverted through the piles.	**Yes** - Stockpiles were placed in areas away from surface water flow. Location planning for stockpiles considers the topography and watersheds.
	Minimum setback distance of 31 m from the ordinary high water mark of waterbodies.	**Yes** - The minimum setback distance of 31m from the high water mark was respected.
	Thick drifted snow greater than 1 m thick will be removed before the road fills are placed.	**Yes** - Snow removal took place before any fill was placed.
	Minimize depth of excavations to limit impact on active layer.	**Yes** - Excavation of any kind was avoided when possible and the depth was minimized as much as possible.
	Monitoring of the Whale Tail Dike will be undertaken to understand the hydraulic and thermal behaviour of the dike during filling of Whale Tail (South Basin)	**Yes** - Regular instrument monitoring continues.
	Minimize depth of quarrying to limit impact on active layer. Maximum quarry depths of 3 m are currently planned.	**Yes** - Quarry depths were limited as much as possible.
	Appropriate design of quarry walls to promote stability, and to minimize annual slope degradation.	**Yes** - All quarry walls were designed and built to slope angles that would minimize slope degradation.
	Appropriate design of quarries to manage water and minimize ponding of water within the quarries which would result in a deeper active layer.	**Yes** - All quarries were designed and built with floors sloped to promote drainage.
	Where possible, stockpiling of rock and fill from quarries and borrow sites will be placed such that surface water is not diverted through the piles with runoff to surface waterbodies.	**Yes** - Stockpiles were placed in areas away from surface water flow. Location planning for stockpiles considers the topography and watersheds.
	Drainage from quarries will not flow directly into any waterbodies or watercourses	**Yes -** It was ensured that drainage from quarries would not go into any waterbodies or watercourses.
	Submission of all design drawings to the Nunavut Water Board for approval, prior to construction.	**Yes** - Design drawings were submitted to the Nunavut Water Board for approval prior to construction, as needed.
Mine Site Facilities Construction	Where possible, use thaw-stable road fills for construction.	**Yes** - Very few options are available for road fills but placement and design are always done with maintaining permafrost in mind.
	Road fill material will be placed directly over the existing soil layer without cutting, stripping, or grubbing to avoid disturbing the subgrade soils.	**Yes** - Road fill material was always placed directly over the existing soil layer.
	Placement of the road construction materials during winter will minimize disturbance to the permafrost.	**Yes** - Roads were constructed during the winter whenever possible.
	Thick drifted snow greater than 1 m thick will be removed before the road fills are placed.	**Yes** - Snow removal took place before any road fill was placed.
	Stockpile snow on thaw-stable materials, or in areas that are insensitive to thaw settlement.	**Yes** - Snow was placed in designated snow dump areas.
Mine Site Operations and Maintenance, including use of existing facilities and AWAR	Use appropriate drainage and water diversion structures to minimize water ponding during thaw.	**Yes** - Water ponding was minimized through pumping during the spring thaw.
	Stockpile snow on thaw-stable materials.	**Yes** - Snow was placed in designated snow dump areas.
	Use snow fencing where appropriate to minimize snow clearing requirements.	**Yes** - Snow fencing was not required yet.
	Annual road maintenance as required.	**Yes** - All roads are maintained and inspected frequently.
	Continue to use appropriate facilities management methods to reduce the amount of ice trapped within the facility.	**Yes** - At the Meadowbank TSF tailing deposition planning was done to reduce ice entrapment as much as possible.
	Use appropriate deposition planning (i.e., tailings placed in layers to promote freezing).	**Yes** - During in-pit deposition, one deposition point is used in each pit. The method of tailings discharge ensures that ice forms on the wall but not within the tailings body in the pit.
	Where possible begin construction during winter months, when active layer is frozen.	**Yes** - Starting construction of the WRSF and stockpiles was planned for winter months whenever possible.
Waste Rock Storage Areas and Stockpiles	Place waste rock in lifts to promote freezing of pile.	**Yes** - Waste rock was always placed in lifts to promote freezing.
	Use appropriate water management methods to avoid water ponding and to control high volume potentially erosive flows.	**Yes** - Water ponding and erosive flows were minimized through pumping during the spring thaw.
Water Management Infrastructure	Manage snow accumulation locally.	**Yes** - Snow removal was performed according to a plan with designated snow dump areas.
	Regular inspection of the road to identify any areas where ponding of water along the road represents a risk, and installing additional culverts or drains to alleviate the risk.	**Yes** - Regular inspection of the road was performed to identify the spots where water may pond or was ponding. Culverts were inspected and if they were frozen or plugged they were fixed. If culverts could not be fixed they were replaced.
	Pumped discharge to receiving lake will only occur while water quality discharge criteria are met.	**Yes** - Frequent testing of all water pumped to the receiving environment was performed. If water quality discharge criteria were not met the water was treated by the WTP and only pumped once the criteria were met.
	Pumped discharge will be directed to the lake environment, and not directly to outlets, to attenuate flow changes.	**Yes** - Pumped discharge was only directed to approved area and not directly to outlet.
	Shoreline areas susceptible to extensive erosion will be addressed by appropriate erosion protection measures, mitigation measures based on adaptive management, or a combination of both, to reduce erosion and associated re-suspension of fine sediment.	**Yes** - Water management was planned and executed in order to avoid causing erosion on shorelines. Examples include using sunken diffusers, discharging water only on boulder pads, and discharging water to lakes at low enough rates to prevent quick rises in water elevation.
	Use appropriate back filling methods for the placement of fill material. Initial permafrost retreat that may occur during the placement of backfill may be replaced by permafrost re-establishing within the backfilled areas.	**Yes** - Fill material was placed in thin lifts and compacted to promote the establishment of permafrost.
Open Pits	Water inflows to the pit will require sumps and be pumped to the Attenuation Pond.	**Yes** - Water inflows to the pit were directed to sumps and pumped to approved location (Whale Tail and IVR Attenuation Ponds).

Project Activity	Planned Mitigation Measure (FEIS Table 3-C-2)	Implementation (2025)
	Insulate water lines as they produce heat and can thaw adjacent frozen ground.	**N/A**
Underground Mining	Water inflows to the underground excavations will require sumps and be pumped to the Attenuation Pond.	**Yes** - Underground water inflows are pumped to the Groundwater Storage Pond (GSP).
	Appropriate operations and maintenance procedures in place for the operation of the fuel tank farm.	**Yes** - To prevent fuel spills procedures were put in place to safely operate the fuel tank farm. These procedures include fuel spill protocols, inspections, and maintenance practices.
Fuel Storage and use (includes Chemical and Hazardous material Storage and Explosives Storage Area)	Appropriate re-fueling areas and procedures to minimize and capture spills.	**Yes** - All re-fueling areas are equipped with safeguards to prevent and capture spills. Re-fueling procedures are in place and employees are trained how to re-fuel before operating vehicles.
	Implement the spill plan for potential chemical spills, including hydrocarbons.	**Yes** - Spill plans are in place for all types of chemical, including hydrocarbon, spills. Employees are trained on how to apply the spill plan to their work.
	Minimize ground disturbance.	**Yes** - Ground disturbance was minimized as much as possible.
Waste Management: Landfill, Landfarm, Sewage Treatment	Use appropriate waste management methods to operate the facilities within the proposed waste rock piles, to promote permafrost growth.	**Yes** - Waste management methods are in place and followed closely to promote permafrost growth, including the creation of small sub-landfills which are encapsulated by waste rock. Inspections and surveys are performed to ensure the landfill is being constructed properly.

Table 12-31 Additional mitigation measures (beyond those in Table 12-30 above) to reduce impacts of the project on soil and terrain during the construction and operations phases, and commentary on current implementation

Note: FEIS Addendum for the Whale Tail Pit Expansion Project (Table 3-C-2). Mitigation measures listed here do not include Environmental Design Features that are factored into construction plans.

Project Activity	Planned Mitigation Measure (FEIS Addendum Table 3-C-2)	Implementation (2025)
Mine Infrastructure Footprint (e.g. open pits, site roads, access roads)	Locating borrow sites as close to the haul road as practical.	**Yes**
	Minimizing borrow areas by using suitable waste rock (e.g., Vault Pit waste rock) to the greatest extent practicable	**Yes**
	Avoid new disturbances by using existing ones where possible	**Yes**
Earthworks: Drilling, blasting, grading, trenching, excavation and backfilling, crushing activities, and dike construction	Most of the overburden will be placed in the Waste Rock Storage Facility, except for a small amount used in operations, which will only be temporarily stockpiled. Overburden will be piled at the base of the Whale Tail WRSF and surrounded with waste rock to stabilize the material and then all the overburden stockpiled in the Whale Tail WRSF will be eventually covered with waste rock.	**Yes** - Mine Waste Rock Management Plan
	Erosion control practices on steep slopes to limit wind and water erosion.	**Yes** – Site inspection, design construction, best practices.
Mine Site Facilities Construction	Use of non-acid generating material for road construction.	**Yes** - Operational ARD/ML Testing and Sampling Plan, design construction.
Mine Site Operations and Maintenance, including use of existing facilities and AWAR	Implement dust control measures on mine roads, when required.	**Yes** - Air Quality and Dustfall Monitoring Plan.
	Road surfaces will be maintained through grading and the addition of granular material.	**Yes** - Air Quality and Dustfall Monitoring Plan.
	Equipment and vehicles will comply with relevant non-road emission criteria at that time of purchase.	**Yes**
	Use of non-acid generating materials for road bed and fill.	**Yes** - Operational ARD/ML Testing and Sampling Plan, design construction.
	Enforcing speed limits will assist in reducing dust emissions.	**Yes**
	Implement the spill plan for potential chemical spills, including hydrocarbons.	**Yes** – Spill Contingency Plan.
	Adherence to the Air Quality and Dustfall Monitoring Plan.	**Yes** - Air Quality and Dustfall Monitoring Plan.
	Complete a Wildlife Screening Level Risk Assessment every 3 years.	**No** –Last assessment performed in 2024. None needed in 2025.
	Water Management Plan is approved and adhered to at existing facilities and Water Management Plan specific to the Whale Tail Pit areas has been developed and these plans have considered the containment and management of contact site water.	**Yes** – Water Management Plan
	Natural construction materials will be tested before they are used to confirm that they are not potential acid draining or potential sources of metal leaching.	**Yes -** Operational ARD/ML Testing and Sampling Plan
Waste Rock Storage Areas and Stockpiles	(see Fish and Fish Habitat section, above)	**N/A**
Water Management Infrastructure	(see Water Quantity, Water Quality, and Fish and Fish Habitat sections above).	**N/A**
Fuel Storage and use (includes Chemical and Hazardous material Storage and Explosives Storage Area)	(see Water Quality section above)	**N/A**

Adaptive Management

Adaptive management consists of changes to permafrost, soil and terrain mitigation methods in response to results of monitoring programs which indicate exceedances or potential exceedances of impact predictions. In this case, the validity of impact predictions related to permafrost, soil and terrain are measured through effects on other VCs. If impacts to other VCs are exceeding predictions as a result of permafrost changes, adaptive management will be considered and reported here.

No adaptive management has been required to date.

12.5.6 Archaeology, Traditional Land Use, and Socio-Economics

Since, in many cases, is it not possible to distinguish impacts of the Meadowbank project from those of the Whale Tail project on Archaeology, Traditional Land Use, and Socio-Economics, the PEAMP evaluation is combined for this section and provided under Section 12.4.6.

12.6 Contributions to Regional Monitoring

In fulfillment of Item E in Appendix D of the Project Certificate, a description of Meadowbank's investments in regional monitoring initiatives, academic research studies and ongoing data sharing programs is provided in Table 12-32. These are programs in addition to publication of compliance-related onsite monitoring results. They contribute to the general advancement of environmental management in the North, and help ensure continued optimization of environmental mitigation and monitoring programs at Meadowbank Complex and elsewhere.

Table 12-32 Contributions of the Meadowbank Complex to regional monitoring initiatives, academic research studies, and ongoing data sharing programs

Program Type	Program Title	Contribution/Program Summary	Dates
Multi-Stakeholder Advisory Groups	Terrestrial Advisory Group	To reach consensus on research projects, needs for future monitoring and research, gain approval and ensure consistent endpoints of success, a Terrestrial Advisory Group (TAG) was created. Example of projects completed/ongoing (zone of influence (ZOI) study, caribou behaviour study, snow study, blast study, camera study)	2017 - present
	Meadowbank Fisheries Research Advisory Group	Created to oversee the implementation of fisheries research projects related to offsetting for Whale Tail Pit, the Meadowbank Fisheries Research Advisory Group (MFRAG) meets annually and provides a forum for input and recommendations on these studies. Members are: DFO, HTO, KivIA, appointed external advisor, and Agnico Eagle.	2019 - present
Regional Monitoring Studies	GN Caribou Collaring Program	Meadowbank continues to contribute to the GN DOE caribou collaring program which started in 2008. Seven deployments, with a total of 117 collars, have been completed in the area around Baker Lake since Agnico Eagle became involved in the collaring program. In 2017, Agnico Eagle finalized discussions with the GN and entered into a renewed Memorandum of Understanding to commit to another term contribution in support of the regional GN caribou monitoring program. Wildlife branch in directing the implementation, data analysis and management of caribou populations in the Kivalliq region. Agnico Eagle signed a data sharing agreement with the GN DoE in March 2023, regarding the caribou satellite-collaring program, which includes data collected within the Meadowbank Complex RSA. The collaring program is owned and manage by the GN, and Agnico Eagle supports as required. With the agreement, Agnico Eagle receives daily collared-caribou maps, which helps guide operational decision in the Meadowbank Complex. The data of the collared caribou was used in various studies in 2023 and 2024, including an update to the Caribou Migration Timing Analysis, and a review of caribou herd ranges.	MOU: 2008 –March 2020 DSSA: March 2023- present
Academic Research Programs	Whale Tail Complementary Measures Suite	Suite of six (6) research programs related to fish and fish habitat in the Meadowbank region. Included in Agnico Eagle's Fish Habitat Offsetting Plan for the Whale Tail Mine. Projected total contributions from Agnico Eagle of $1.6 M. Further information in: Fish Habitat Offsetting Plan for Whale Tail Mine, Appendix C (May, 2018).	2018 – 2034 (est).
	Baker Lake Wastewater Study	Industry partner in NSERC CRD project "Validating Environmental and Human Health Improvements Associated with Wastewater Treatment Upgrades in Arctic Communities". Total contributions from Agnico Eagle of $590,000.	2019 – 2026
	Arctic Raptors	Collaboration with Dr. Alastair Franke/Arctic Raptors to conduct annual raptor monitoring at the Meadowbank and Meliadine sites. The Arctic Raptors program has been monitoring raptor populations in the Arctic since the 1980s.	2015 – 2024
	Migratory Bird Ecology and Effectiveness of Deterrents	As part of commitments made during the permitting process for Whale Tail Mine, Agnico Eagle funded and facilitated a study on effectiveness of deterrents for minimizing impacts of flooding on nesting waterbirds in the Whale Tail area (Dr. Erica Nol, Trent University; Dr. Paul Smith, ECCC). Total contributions from Agnico Eagle are $120,000 plus in-kind support. As part of these contributions, Agnico Eagle has also agreed to support a study on ecology and nest site selection factors for area waterbirds (Dr. Erica Nol, Trent University). Finally, results of these studies will also contribute to the ArcticNet funded study "Modernizing Ecosystem Monitoring to Support Sustainable Development in the Eastern Canadian Arctic" (Dr. Paul Smith, ECCC; Dr. Christina Semeniuk, University of Windsor). This project uses advanced technology to track birds' movements across the Eastern Arctic, and behaviour in relation to human development and disturbance. Results will inform environmental impact mitigation efforts by industry, and simultaneously, contribute to national and international efforts to conserve Arctic biodiversity.	2018 – 2021
Other Information Sharing Programs	DFO Fishout Database	Agnico Eagle contributes raw data files from all fishout programs to DFO's Fishout Database.	2009 – 2020 (last fishout program)

SECTION 13. REFERENCES

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RECLAIM Version 7.0 workbook (March 2014) has been used for this estimate, as per the Guidelines for Closure and Reclamation Cost Estimates for Mines, issued by Indigenous and Northern Affairs Canada, Mackenzie Valley Land and Water Board and the Government of the Northwest Territories (INAC, MVLWB, GNWT, 2017).

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