Appendix 4

2018 Work Plan

AGNICO EAGLE

AMARUQ GOLD PROJECT

Right Of Way KVRW15F01
And
Quarry Permit KVCA15Q02

2018 Road Construction Work Plan

May 2018, Version 4

EXECUTIVE SUMMARY

Condition 11 of KIA Right of Way Lease KVRW15F01 for the Amaruq Gold Project states:

No Construction or other work, operations or activity may be conducted on the Land until a Work Plan or amended Work Plan has been approved by KIA. AEM shall deliver to KIA not later than January 1st of each year of the Term a workplan ("Work Plan") which shall include:

(i) A description of the activities on the Land that AEM proposes to perform in that year;

(ii) A description of the topographical features and any natural or manmade features, structures or works that may affected by AEM's Operations;

(iii) Socio-economic terms as contemplated by this lease;

(iv) Pursuant to Environmental Action Plan, a reclamation plan detailing the activities to be undertaken in that year and planned for the balance of the Term that includes, but not limited to, the proposed methods and procedures for the progressive:

1) *Removal of all structures, equipment, and other manmade debris;*
2) *Rehabilitation of the area;*
3) *Replacement of overburden and soil;*
4) *Grading of the area back to its natural contours; and*
5) *Re-establishment, to the extent possible, of flora; and*
6) *A report on the estimated costs of implementing the reclamation plan for the year and for the balance of the Term, in the form approved by KIA; and*
7) *Initiatives to be taken by AEM to implement the socio-economic provisions set out in section 16.*

This document presents the 2018 Annual Road Construction Work Plan for the Amaruq Gold Project and includes work completed under Lease KVRW15F01 and Quarry Permit KVCA15Q02. This is Version 4 of the Work Plan submitted to KIA in January 2018.

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SECTION 1 • INTRODUCTION

The Amaruq Exploration Property (Amaruq) is a 408-square kilometers site located on Inuit Owned Land (IOL), approximately 150 kilometers north of Baker Lake, and approximately 50 kilometers northwest of the Meadowbank mine. Agnico Eagle Mines Limited (Agnico Eagle) leased exploration rights to the Amaruq Exploration Property from Nunavut Tunngavik Incorporated in April 2013, and maintains an exploration camp at the site.

Accelerating development of the site by moving to year-round exploration activity is important to Agnico Eagle. As a result, on March 31 2015, Agnico Eagle applied to the NWB for a Type B exploration road license. Following a conformity determination by the Nunavut Planning Commission on July 16, 2015, Agnico Eagle received a positive screening decision from the Nunavut Impact Review Board (NIRB) on November 4, 2015 (file #11EN010) for the construction and operation of the Amaruq Exploration Access Road (AEAR). On November 9, 2015, the Nunavut Water Board (NWB) issued a Type B license (8BC-AEA1525) to construct the 64.1 kilometers road to connect the Vault Pit at Meadowbank to the Amaruq Exploration project.

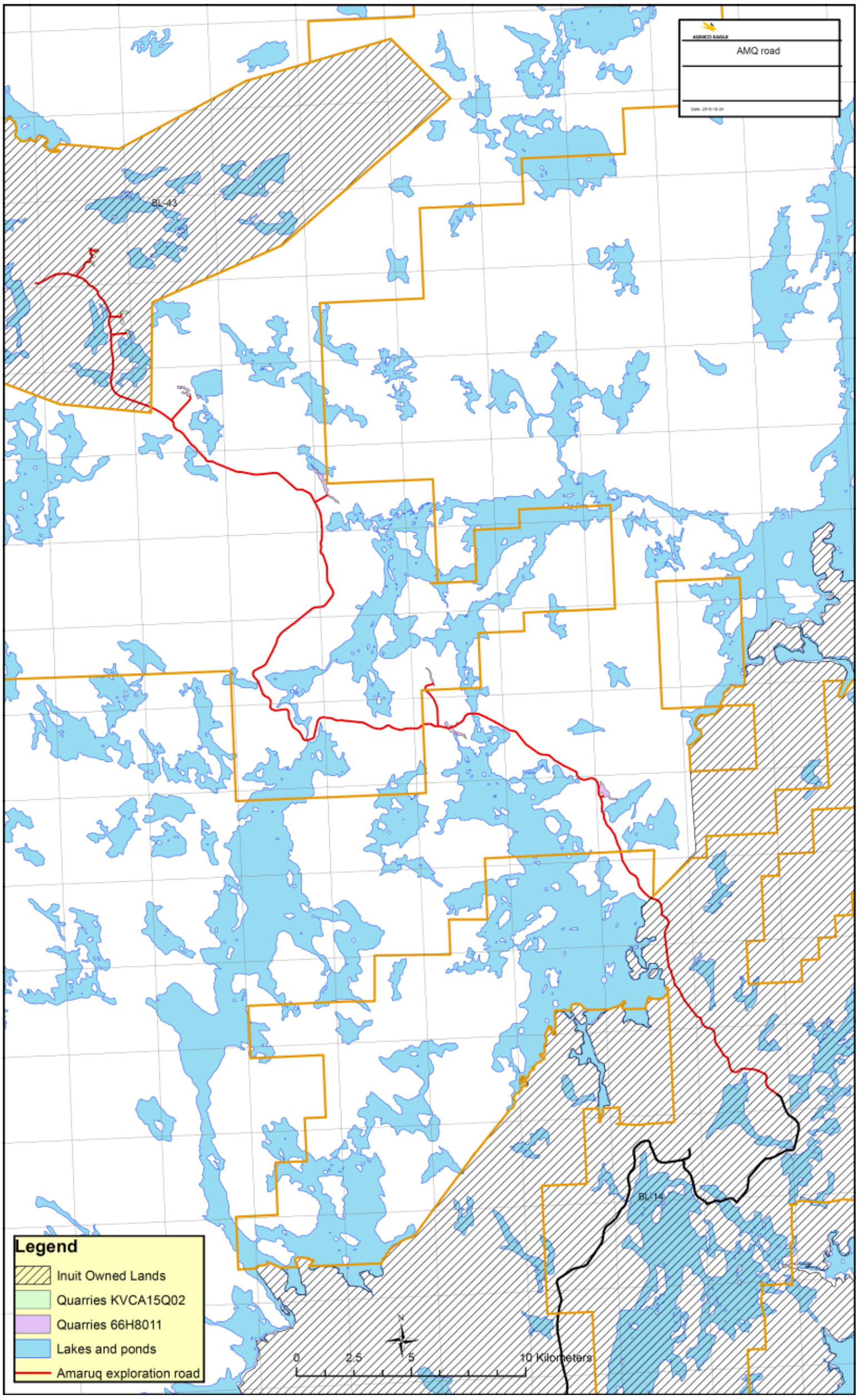
Construction of the 6.5m road is completed and it now connects the Meadowbank site to the Whale Tail project. On March 15, 2018, a site preparation Water License (2BC-WTP1819) was issued by the NWB to allow widening of the road to 9.5m.

SECTION 2 • LAND USE AUTHORIZATION

This 2018 Work Plan covers the proposed activities for the Amaruq Gold Project under AEAR Right of Way KVRW15F01 and Quarry Permit KVCA15Q02.

The AEAR is located on both Inuit Owned Lands (IOL) and Crown Lands and this Work Plan covers principally the part of the road located on IOL administered by the Kivalliq Inuit Association. See Figure 1 below for location of the AEAR located on IOL.

Figure 1: Amaruq Exploration Access Road Location



SECTION 3 • PERMITTING SUMMARY

The following Table 1 summarizes permits issued related to the AEAR.

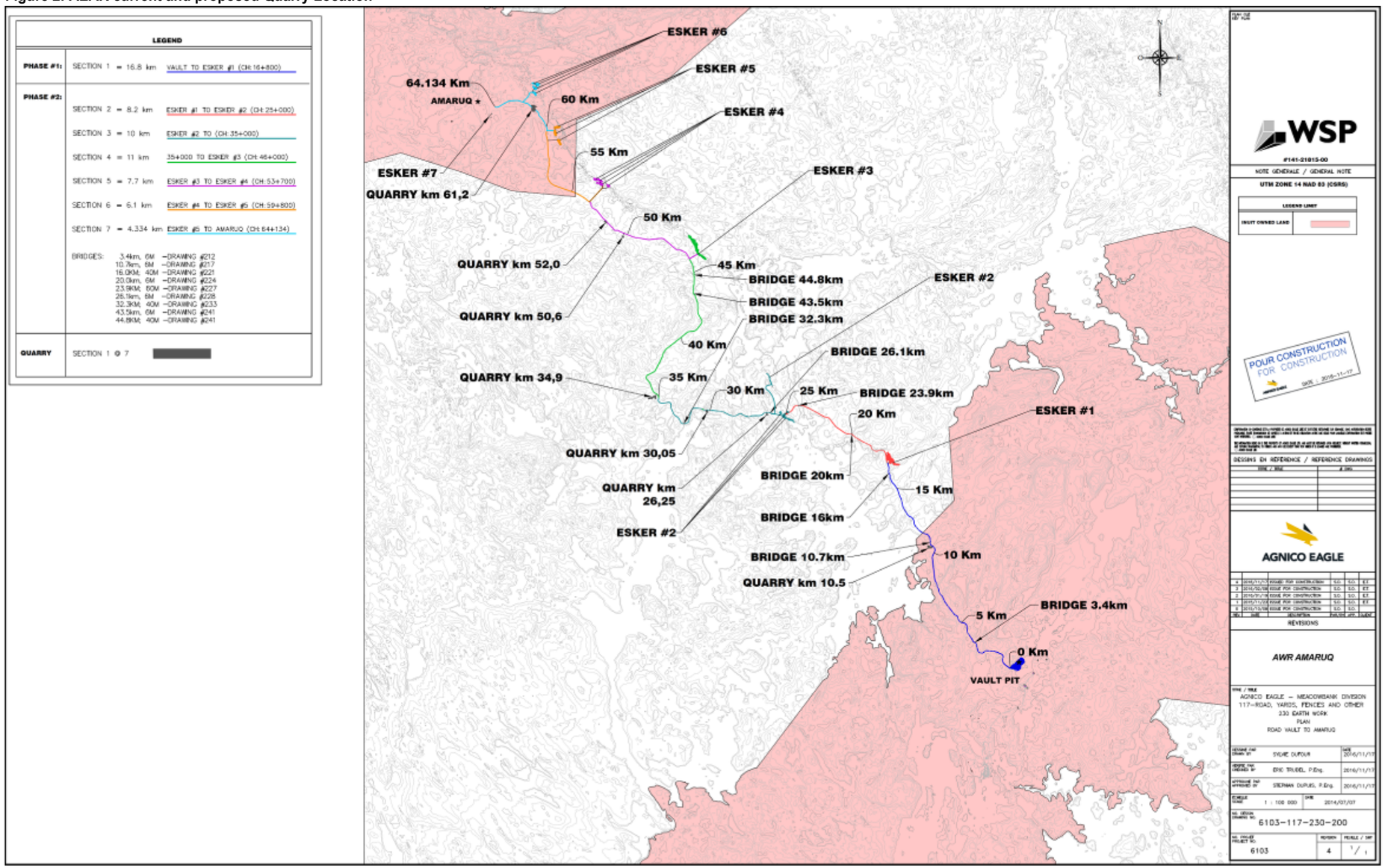
The road is an important link to fuel and supplies for the advancement of the Amaruq Exploration project. With the 6.5 m width road, it allows Agnico Eagle to conduct year round exploration drilling at the Amaruq exploration project, to continue to drill the inferred deposit and to begin building an exploration ramp in 2018.

As a result, Agnico Eagle applied on November 30, 2016 to NPC, for his conformity review, an amendment to the Nunavut Water Board Type B 8BC-AEA1525 to include 6 additional quarries (Q 10+500; Q 26+250; Q 30+050; Q 34+900; Q 50+600; and Q 52+00;) located immediately adjacent to the approved AEAR. Quarry 10+500 is the only located on IOL. The proposed quarries are composed of non-potentially acid draining/ non-metal leaching (NPAG/ML) material, are small in size, are within the previously assessed local study area of the approved AEAR, and are in locations that avoid impacts to archaeological and cultural sites. No significant environmental impacts are predicted as a result of adding these additional quarries to the construction and operation of the AEAR. Please refer to figure 2 below for eskers and quarries location.

Table 1: Authorizations summary

License Number	Details	Work authorised	Issued by	Status
KVCA15Q02	AEAR Borrow Pit Lease	Borrow Pits on IOL (Eskers 5&6)	KIA	Being renewed
KVCA15Q01	AEAR Borrow Pit Lease	Borrow Pit on IOL (Esker 7)	KIA	Active
KVRW15F01	AEAR Right of Way	Road on IOL	KIA	Active
11EN010	NIRB Screening Decision	Exploration works and AEAR	NIRB	Active
N2015F0026	AEAR Land use permit	Road on Crown Land	INAC	Active
66H/8-02-1	AEAR Right of Way	Road on Crown Land	INAC	Active
66H/8-02-2	AEAR Quarry Lease	Quarry on Crown Land	INAC	Active
8BC-AEA1525	AEAR Water License	Water usage on AEAR	NWB	Active
2BC-WTP1819	Whale Tail Pit and Haul Road Water License	Site preparation	NWB	Active
11-HCAA-CA7-00006	AEAR Letter of Advice	AEAR implementation of mitigation measures to avoid impacts to fish and fish habitat	DFO	Active

Figure 2: AEAR current and proposed Quarry Location



Footnote: On this figure, only Eskers 1-7 are fully approved for material removal.

SECTION 4 • PROPOSED ACTIVITIES AND DETAILS

Planned construction activities for 2018 for the AEAR include:

- Widening of the entire road from 6.5m (actual width) to 9.5m.
- Construction of the road's sub-foundation as well as the top layer with 0-20mm aggregates. Work will be performed between March and October 2018 with permitted Eskers and Quarry material. In 2018, Agnico Eagle is planning to use 25,000 m^3 of material from Esker 5 and 5,000 m^3 from Esker 6.
- Culverts and erosion protection will be installed or extended as per plans and specifications or Engineer recommendations.
- Turn around bays will be constructed each 100m for the safety of workers.
- Work will be performed by Agnico Eagle's Mine Operations personnel and equipment.

Figure 3: Esker 5 location

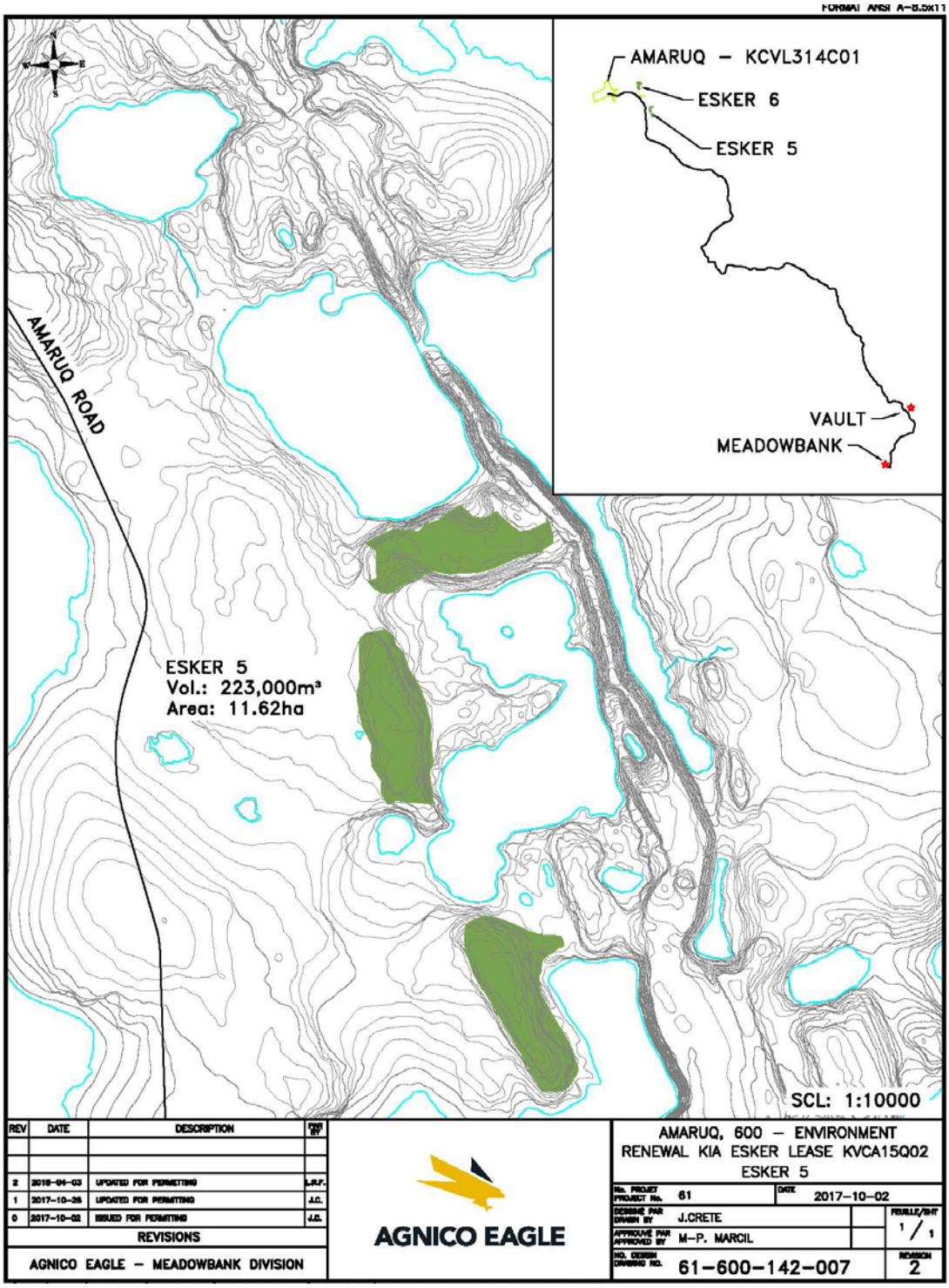
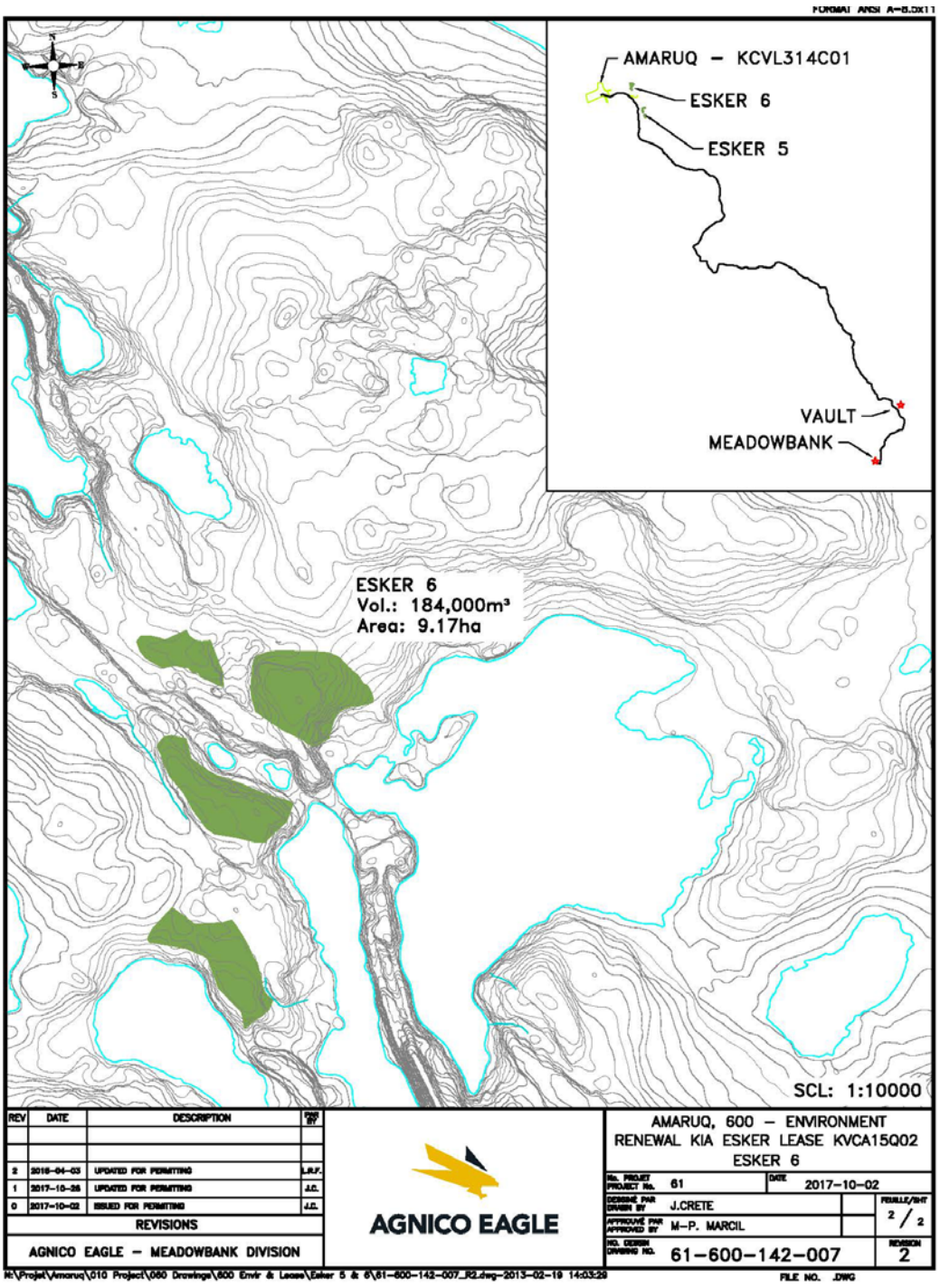


Figure 4: Esker 6 location



2018 PLANNED MONITORING

The Road Management Plan will be updated to reflect all of the new survey/program to be implementing prior, during and after construction and during the road operation and submitted as part of the 2017 Annual Report. The Emergency Response and Spill Contingency Plan will be update once the road is complete and functional.

4.1 WILDLIFE MONITORING

4.1.1 Raptor Nest Surveys

As part of the weekly road and quarry inspection, Agnico Eagle will conduct a raptor nest survey. The results of these surveys will be provided in the 2018 Annual Report.

4.1.2 Caribou Satellite-Collaring Program

Agnico Eagle is assisting the GN in a Caribou satellite-collaring program within the Meadowbank Regional Study Area (RSA). Information on the status and location of various herds that use the RSA at different times of the year is an important component of on-going monitoring and management efforts at the mine site and along the AWAR. The collaring program was initiated in May 2008 with subsequent deployments in November 2009, April 2011, April 2013, April of 2015 and May 2016. This program will continue in 2018. These collaring data will be used to assist Agnico in anticipating large herds passing near the AEAR and contribute to appropriate management decisions.

4.1.3 Checklist Surveys and Wildlife Logs

On the AEAR, noteworthy wildlife sightings are recorded in an on-site wildlife log. These data will be tabulated at the end of each year and included in the Annual Report. Meadowbank and Amaruq employees are also encouraged to record wildlife sightings on a daily basis. A monthly wildlife report is sent to the GN-DOE along with the Meadowbank wildlife reporting.

4.1.4 Wildlife Monitoring Program

Agnico Eagle implemented a monitoring program to record on a systematic basis the prevalence of wildlife seen along the road. The program will focus on caribou, muskoxen, bears, wolves, migratory birds, and raptors. The program consists of a ground survey of wildlife observed along the road. A weekly frequency presence and it will be increased to twice a week during the caribou migration periods. The survey is a log type of wildlife observation; estimate of numbers, and nearest kilometer marking along the road. The data would be aggregated and presented in the 2018 annual report.

4.2 WASTE MANAGEMENT

Waste management procedures will be in accordance with the practices already in place at the Meadowbank Mine and the Amaruq Exploration site. Details of these practices are contained in the Meadowbank "Incinerator Waste Management Plan" and "Hazardous Materials Management Plan" which were previously submitted to the KIA as part of the Type A Water License renewal process. The following is a summary of the management practices for the waste that will be created during the road construction:

- Putrescible waste such as paper, food packaging, and foodwaste will be incinerated at the Meadowbank mine.
- Untreated wood will be incinerated or disposed of in the landfill at the Meadowbank mine.
- Scrap metal and used tires will be stocked in containers at the Meadowbank mine and transported to southern facilities to be recycled.
- Non-hazardous, solid "inert" waste (plastics, glass, etc.) will be disposed of in the Meadowbank mine landfill.
- All hazardous wastes and waste items that cannot be incinerated or landfilled will be securely packaged at the Meadowbank mine and sent to a proper treatment facility in the south.
- Prior to disposal, the hazardous waste will be properly packaged, labeled, stored and manifested in a Transportation of Dangerous Goods (TDG) approved shipping container; the container will have the appropriate hazardous waste labels.

4.3 ARCHEOLOGY

Archaeological investigations were conducted by Nunami Stantec in 2014, 2015, 2016 and 2017 to assess the archaeological sites. The archaeological sites found during this investigation will be protected or mitigated by the archeologist as guided by the directions of the GN's Territorial Archeologist on a site by site basis.

If any new potential archaeological site is identified during the operation of any borrow pit, work will stop, a professional archaeologist will be consulted, and Culture and Heritage will be informed of the discovery.

4.4 BLAST MONITORING

A blast monitoring program will be develop and submitted to KIA and INAC. This blast monitoring program will be similar to the one we have for the Meadowbank Mine Site. The program will monitor blasting peak particle velocity and overpressure in the receiving environment and ensure that Agnico uses the specific charge weight/delay/set back necessary to meet DFO requirements. This blast monitoring program will be included in the Road Management Plan and provide with the 2018 Annual Report. Results of blast monitoring will be submitted in the annual report.

A Water Quarry Management Plan will be also submitted in the annual report.

4.5 ARD / ML LEACHING MONITORING

Initial testing of borrow pit materials was completed in 2014 and found, “The esker samples show no potential to generate acid drainage.” Further, based on criteria devised by MEND 2009, “…all samples are classified as non-acid generating”.

Leach tests of the esker samples was carried out on samples collected from Eskers 1 to 6 inclusive. Metal concentrations did not exceed the Metal Mining Effluent Regulations criteria. There were exceedances of Canadian Environmental Quality Guidelines (CEQG) for the protection of aquatic life for some samples. The parameters are namely As, Cu, and Pb. It was found that: “Exceedances in leachates from laboratory tests do not necessarily imply non-compliance of contact water quality. The quality of drainage water will depend on a number of factors that are difficult to reproduce in static leach test such as the SFE test, including, but not necessarily limited to, material exposure, drainage patterns and site climate, which affect the ratio of leaching solution to solid material and water-rock contact time. Rather the results discussed underline the propensity of the till material to release metals in dissolved form when in contact with water.

The marginality of exceedances for some parameters is discussed and that they are not expected to be a concern to receiving water quality. Additionally, water quality monitoring will be carried out in confirming that the road building materials are not negatively affecting nearby water quality. Agnico put a procedure in place: AMQ-ENV-PRO-Borrow Pits ARD Sampling.

However, to confirm that the best available road building materials are being used in constructing the road, additional measures will be used while the quarries and borrow pits are operational. Visual examinations of the quarry/borrow material for sulphur species and additional testing for ARD/ML will be conducted during construction of the roads.

Rock will be tested for ARD and metal leaching. The Meadowbank assay lab will prepare a certain quantity of representative samples to be sent for analysis to an external lab. External lab analysis will include ABA, Bulk Metal, WRA and SFE. Results from the accredited lab will be sent to Environment coordinator for record. Comparison of the Assay lab versus External lab results will be done to ensure compliance or any major differences between both laboratories.

If ARD/ML materials are found, these materials will not be used for construction and the area will be covered with a minimum two meter thick layer of non-acid generating borrow material to encapsulate it below the active layer.
The ARD / ML Leaching monitoring program will be detailed in the Road Management Plan and submitted with the 2018 Annual Report.

4.6 WATER QUALITY MONITORING

A complete water quality monitoring will be carried once the road in constructed to confirm that the road building materials and new structures erected are not negatively affecting nearby water quality. During construction a Freshet and Incident Action Plan will also be implemented.

While ARD/ML testing is a measure to avoid using questionable road building materials, water quality monitoring of seeps from borrow pits provides information on possible impacts on the environment should the water reach any nearby water bodies. A buffer of at least 31 m of undisturbed land is maintained between borrow pits and water bodies, and best management practices will prevent direct drainage. However, any significant seeps originating from the borrow pits that are likely to reach receiving waters will be sampled and analyses for a full suite of water

quality parameters. Any problematic water will be directed away from water bodies, or held if possible. If necessary, silt curtains will be used to control suspended sediments in water seeping from the borrow pits.

Although erosion is not expected to originate from water flow from borrow pits, any evidence of erosion will be repaired by placing rip-rap over the affected area, and measures will be taken to reduce the velocity of the water with, for example, silt curtains and/or small dikes.

All details related to the above monitoring will be added in the Road Management Plan and submitted with the 2017 Annual Report.

4.7 DUST SUPPRESSION

The amount of dust generated along a road is dependent on the dryness of the road surface, the number of vehicles, weight and speed, and maintenance of the driving surface. Regular grading of the road combined with the addition of granular material to the driving surface will be needed. This will improve road safety and also reduce the amount of dust. Dust will also be mitigated by maintaining posted speed limits.

In areas or times identified by the Agnico Eagle road supervisor as being prone to high dust levels, where safe road visibility is impaired, or in areas where dust deposition is impacting fish habitat and/or water quality, the road supervisor will arrange mitigation measures as appropriate. This could involve actions such as grading of the road surface, placement of new coarser topping, and/or watering of the road surface. However, if there are safety concerns, chemical dust suppressants will be only used as a last resort and only in accordance with the Environmental Guidance for Dust Suppression published by the Government of Nunavut Department of Environment (GN 2014).

SECTION 5 • APPLICATION OF INUIT IMPACT AND BENEFIT AGREEMENT

In carrying out the activities described in this Work Plan, Agnico will comply with the terms and conditions of the Meadowbank and Whale Tail IIBAs.

SECTION 6 • RECLAMATION PLAN

Agnico Eagle has submitted to regulators a Conceptual Closure and Reclamation Plan. This plan will be updated once the AEAR is completed (widening completed) and ready for operation or if a major change from the initial design in encounter. The updated plan will then be submitted to regulators for approvals.