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Agnico Eagle Mines – Meliadine Mine

ICMC MINING OPERATIONS RE-CERTIFICATION SUMMARY AUDIT REPORT

Final report

AUGUST 6TH, 2026

EEM PROJECT NUMBER: 24EMA151

SUBMITTED TO:

International Cyanide Management Institute
1012 14th Street NW, Suite 825
Washington, DC 20005 USA

and

Meliadine Mine
P.O. Box 879
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LIST OF ABBREVIATIONS

ACG	Agnico Eagle Mines Construction Group
AWAR	All-weather access road
CAP	Corrective action plan
CCME	Canadian Council of Ministers of the Environment
CIL	Carbon in leach
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
CLO	Community liaison officer
CMDO	Cyanide management and decommissioning overview
CMMS	Computerized maintenance management system
CMP	Cyanide management plan
CN	Cyanide
CNt	Total cyanide
CO_2	Carbon dioxide
Code	International Cyanide Management Code
CP	Containment pond
CPVC	chlorinated polyvinyl chloride
E&I	Energy and Infrastructure Department
ECCC	Environment and Climate Change Canada
ECG	Electrocardiogram
EEM	EEM EHS Management Inc.
ER	Emergency response
ERP	Emergency response plan
ERT	Emergency response team
EWTP	Effluent water treatment plant
HCN	Hydrogen cyanide gas
HDPE	high-density polyethylene
IBC	Intermediate bulk container

ICAM	Incident Cause Analysis/ Assessment Method
ICMC	International Cyanide Management Code
ICMI	International Cyanide Management Institute
ICR	Intensive cyanide reactor
ICRP	Interim closure and reclamation plan
IIBA	Inuit Impact Benefit Agreement
ISO	International standards organization
JDE	JD Edwards enterprise resource planning software
JHA	Job hazard assessment
JTO	Job Task Observations
Kg	Kilogram
KHTP	Kivalliq Hunters and Trappers Organization
KIA	Kivalliq Inuit Association
Km	Kilometer
Km/hr	Kilometer per hour
KPI	Key performance indicator
MAC	Mining Association of Canada
MCMP	Meliadine crisis management plan
MDMER	Metal and diamond mine effluent regulations
MOC	Management of change
MS	Microsoft
MW	Megawatt
NaCl	Sodium chloride
NDT	Non-destructive testing
NIRB	Nunavut Impact Review Board
NWB	Nunavut Water Board
OHSC	Occupational health and safety committee
OMS	Operations, Maintenance and Surveillance

OSWG	On-site working group
PM	Preventative maintenance
PPE	Personal protective equipment
PPM	Parts per million
QA/QC	Quality assurance / quality control
RCMP	Royal Canadian Mounted Police
RMMS	Agnico Eagle Risk management and monitoring system
SCP	Spill contingency plan
SDS	Safety data sheet
SO_2	Sulphur dioxide
t/d	tonnes per day
TMS	Training management system
TSF	Tailings storage facility
TSM	Towards Sustainable Mining
ug/g	Microgram per gram
WAD	Weak acid dissociable
WO	Work order
WRSF	Waste rock storage facility
WSCC	Workers safety and compensation commission

1. OPERATION GENERAL INFORMATION

Name of Operation:	Agnico Eagle Mines – Meliadine Mine
Name of Facility Owner:	Agnico Eagle Mines Ltd.
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LOCATION DETAIL AND DESCRIPTION OF OPERATION

LOCATION AND CONTEXT

The Meliadine Mine site, which is 100% owned by Agnico Eagle Mines Limited (Agnico Eagle) is located in the Kivalliq region of Nunavut (Canada), approximately 25 km north of the hamlet of Rankin Inlet as shown on Figure 1. Meliadine operates as fly-in/fly-out operation, operates 24 hours/day 7 days/week and employees approximately 1600 full time workers (employees and contractors). The mine is accessible via the Rankin Inlet Aerodrome and an all-weather access road (AWAR). Equipment, fuel, and dry goods are transported on the annual sealift by barge to Rankin Inlet via Hudson Bay.

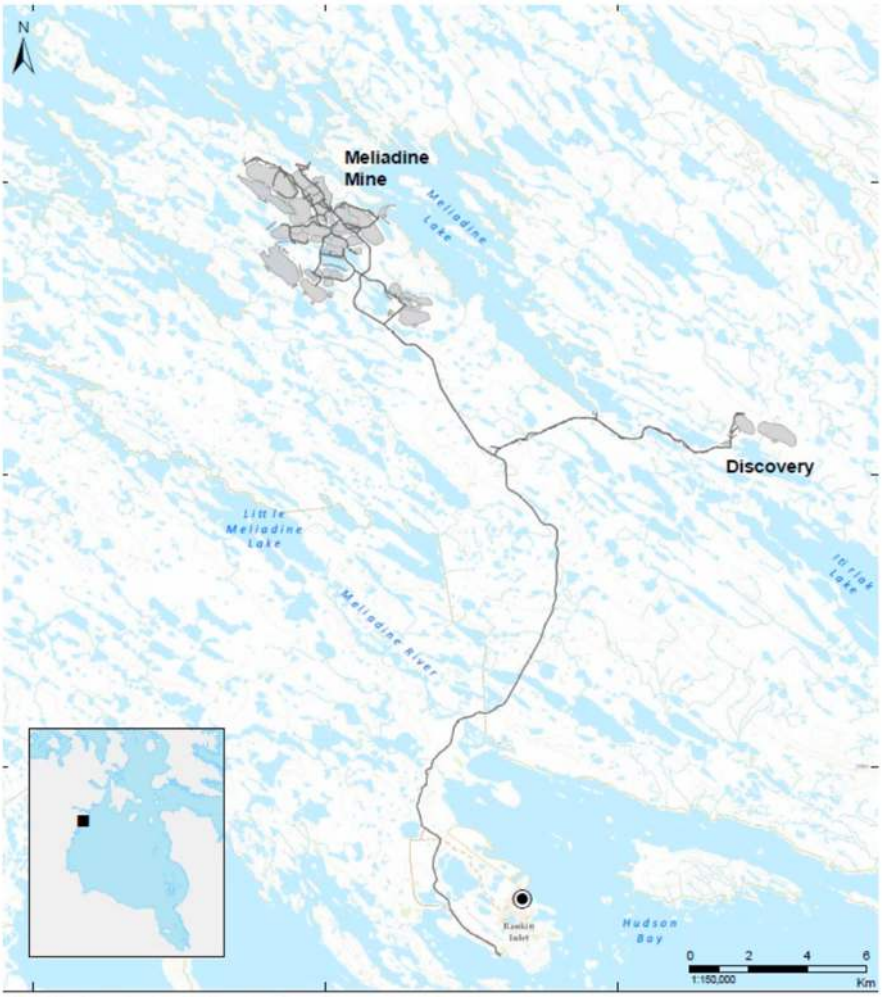


Figure 1 Meliadine mine site location (permitted project footprint)

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The mine began commercial production in May 2019 with an estimated life until 2031. Mining is carried out through several underground mining operations and open pits. The depth of permafrost in the area is estimated to be in the order of 360 to 495 m with the active layer ranging from about 1 m in areas with shallow overburden, and up to 3 m adjacent to the lakes. The spring ice melt (freshet) typically begins in mid-June and freeze-up returns in October.

GENERAL OPERATIONS OVERVIEW

The ore processing facility is centrally located relative to the mining site. The process plant employs a conventional gold circuit comprised of crushing, grinding, gravity recovery, cyanidation, and gold recovery in a carbon-in-leach circuit followed by cyanide destruction and filtration of the tailings prior to dry stacking. The main ore processing streams are continuous operations, while the carbon-handling and gold recovery circuits are batch operations. Figure 2 presents the Meliadine mineral processing flowsheet. The mine has a has a permitted milling rate of 8,500 t/d. Milling averaged approximately 4,700 t/d in 2021. The expansion of the process plant in 2024 aims to increase milling rates to 6,750 t/d. Figure 2 presents the Meliadine mineral processing flowsheet.

From the grinding circuit the grinding thickener underflow is sent to a pre-aeration tank into which process air is sparged to achieve sulphide oxidation, and lime is added for pH adjustment. The pre-aeration tank is followed by agitation carbon-in-leach (CIL) tanks in series. Leaching is performed using sodium cyanide, and pH is controlled with lime addition. A pressurized Zadra desorption system is used to recover gold from the carbon. The overflow from the stripping vessel consists of pregnant strip solution which is pumped to electrowinning cells. The stripped carbon is rinsed and transferred to the reactivation kiln. The tails from the CIL circuit are fed to a SO_2/Air process cyanide destruction plant that consists of two tanks in series. The tails from the cyanide destruction plant flow by gravity to a pump box from where they are pumped to a filtration plant that consists of recessed plate filter presses (three in operation, one standby). The filters reduce the moisture content of the filter cake below 15%to allow optimum compaction as dry tails. The filter cake is then transferred by a belt feeder to a storage building from where it is loaded onto load trucks and transported to a dry stacked tailings facility or to the paste backfill plant. The process plant also has an intense leach reactor circuit; however, this has not yet been put into service and there are no plans for putting it into service over the foreseeable future.

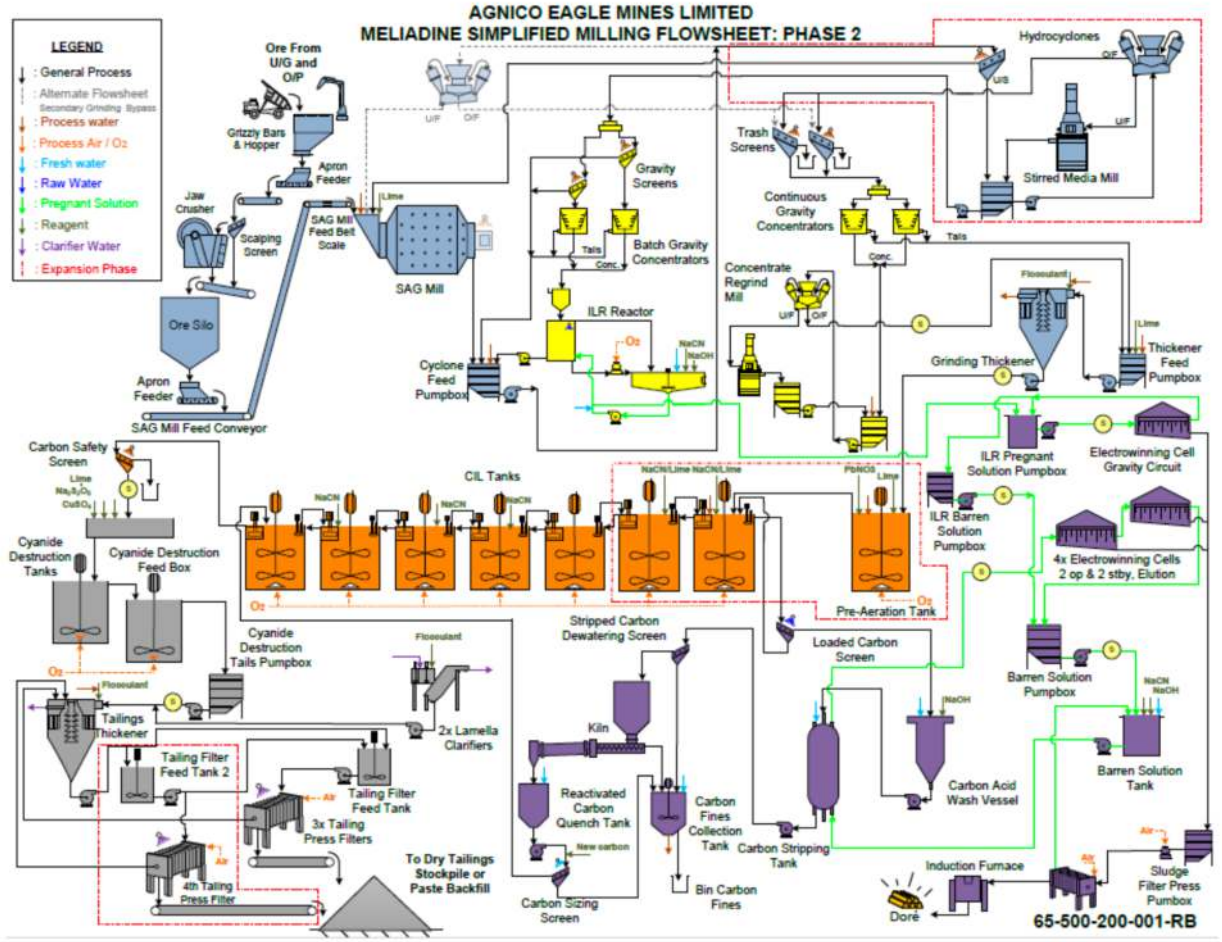


Figure 2: Meliadine mine mineral processing flowsheet

Cyanide used in the gold extraction process is purchased as solid cyanide briquettes packed in IBC boxes and transported in sealed shipping containers; 20 boxes per container. The cyanide shipping containers are trucked from the production plant to the Port of Bécancour, Quebec, then shipped to Rankin Inlet, from where it is trucked by Agnico Eagle to the mine site along the Rankin Inlet By-pass Road and AWAR.

TAILINGS AND WATER MANAGEMENT

The tailings storage facility (TSF) at Meliadine consists of dry stack tailings. Dry tailings produced in the mill at Meliadine are trucked to either the TSF or to the paste plant for use underground as backfill. The tailings are spread out at the TSF and compacted into thin lifts (maximum height 0.3 m) using a dozer and vibratory drum roller. This compaction is intended to promote runoff, reduce the potential for oxygen ingress and water infiltration, and maintain geotechnical stability. The Mine site is located within a region of continuous permafrost within

the Southern Arctic terrestrial ecozone; one of the coldest and driest regions of Canada. Dry tailings are placed in a manner that encourages freeze back and permafrost aggradation.

The TSF is designed to accommodate approximately 28.1 Mt of tailings and is constructed using a cell-by-cell approach to limit the active deposition area such that dust generation and surface erosion can be effectively managed, and progressive reclamation and closure of the TSF can be conducted during the mine's operational phase. The current cover system for the TSF includes a layer of waste rock on the slopes and a layered combination of waste rock and overburden on the crest.

The TSF is located on high ground west of the mill and east of Lake B7, as shown in Figure 3. The minimum setback distance from the edge of Lake B7 is approximately 150 m. Site contact water from the TSF is collected by the perimeter water management system located to the northwest and south of the TSF. Seepage and runoff from the TSF are collected within CP3 and directed for treatment in the facility's water treatment plant prior to discharge to Meliadine Lake.

It should be noted that currently the Code (June 2021) and Definition and acronyms document (June 2021) do not contain specific provisions for determining the status of dry stack tailings as a CN facility. Common practice by dry stack tailings operations has been to evaluate this according to tailings filtrate analyses as compared to the ICMC's limit for process solution (i.e., 0.5mg/L Weak Acid Dissociable Cyanide). Given that the filtrate solution contained in dry stack tailings is present as porewater and soil moisture, estimates of solution contained are considered conservative for the Meliadine facility as the tailings are placed with a moisture content of 15% to 18% to allow optimum compaction. This moisture subsequently freezes in the pores after placement and compaction and there is little opportunity for release and seepage.

The contact water quality and the water management structures for the TSF are monitored and assessed according to the facility's Water Licence during operation, closure and post-closure periods. Water quality from controlled discharge points around the TSF are monitored to confirm that drainage is performing as predicted and is not adversely affecting the environment and any seepage areas from the toe of the TSF are identified and monitored.

Ground conditions in the TSF are monitored to confirm permafrost conditions are being established as predicted. Thermistor data is monitored to determine thermal conditions within the TSF to confirm predicted permafrost aggradation.

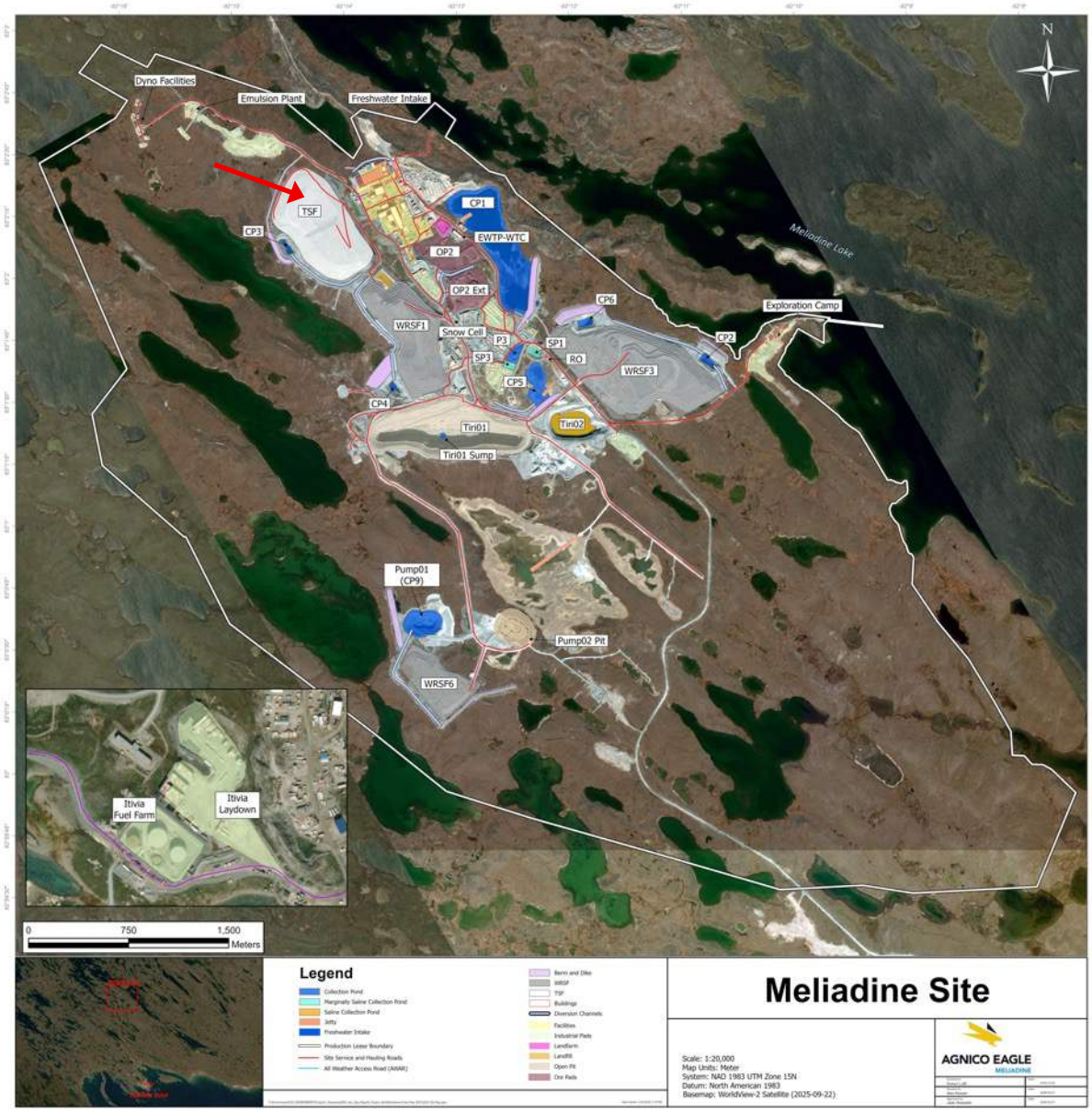


Figure 3: Location of the TSF (indicated by red arrow)

FACILITY CHANGES SINCE THE INITIAL CERTIFICATION AUDIT

The following material change occurred with regards to cyanide operations since the facility's initial certification:

- In late 2024, Agnico Eagle completed an expansion of the processing plant with the commissioning of a fourth filter press, three additional CIL tanks and a secondary

grinding vertical mill. The cyanide distribution line was extended into the expansion; and,

- During the site's initial certification, the following processes were not considered cyanide facilities as defined by the ICMC due to porewater in the dry tails going to the tailings storage facility and paste plant, and water from the filtration plant being returned to the process containing WAD cyanide concentrations consistently well below 0.5 mg/l: Clarifier Feed, Clarifier Water, and Process Water tanks, Grind circuit, Pre-Aeration Tank, Dry Tailings Stockpile (Church Building), Dry Tailings Storage Facility (TSF), and Paste Plant.

  Following the 2022 certification, analysis of the filtered tailings water showed an increase in WAD cyanide concentrations, exceeding 0.5 ppm. Investigations by the process plant team indicate that changes in chemical usage for process optimization since 2023 have contributed to this increase. As such, since 2023, the cyanide facilities at the Meliadine operation have been expanded to include:

  - Solid cyanide container storage area;
  - Reagent cyanide mixing/storage circuit (mix and distribution tanks);
  - Intensive Cyanide Reactor Circuit (out of service with no plan to operate in the near future due to the gravity circuit being not operational);
  - Carbon-in-Leach circuit (7 leach tanks);
  - Solution Strip Circuit and carbon reactivation kiln;
  - Cyanide Destruction circuit (2 tanks);
  - Tailings Filter Presses (4);
  - Clarifier Feed, Clarifier Water, and Process Water tanks;
  - Grind circuit;
  - Pre-Aeration Tank;
  - Dry Tailings Stockpile (Church Building);
  - Dry Tailings Storage Facility (TSF);
  - Paste Plant; and,
  - Associated pumps, piping, and secondary containments.

AUDITOR FINDINGS

AUDITOR FINDINGS

This operation is

☒ **in full compliance with**
☐ in substantial compliance
☐ not in compliance with

with the International Cyanide Management Code for mining operations.

Agnico Eagle experienced a Code compliance issue in 2023 related to the non-certified transport of cyanide from its non-operational Hope Bay Mine project in Nunavut to Bécancour, Quebec by ship and ultimately to the Meliadine Mine. Although the cyanide was originally sourced from certified producers and properly packaged, the initial land transport at the Hope Bay Mine project and maritime transport to Bécancour were conducted by non-certified carriers. This one-time transfer was not reported to the International Cyanide Management Institute (ICMI) within the required timeframe. Subsequent marine transport between Bécancour and Meliadine was conducted by a certified transporter.

The issue was identified following initiation of a cyanide code gap assessment conducted in May 2025. Agnico Eagle notified the ICMI in September 2025, and implemented corrective actions outlined in a correspondence to ICMI dated Nov. 18, 2025. These include tracking of all cyanide purchases and transfers, implementing corporate and site-level verification of procurement and transport, involving internal *ICMC specialists* during contract reviews, and issuing annual reminders on compliance requirements. These measures were reviewed during the current recertification audit and deemed sufficient to prevent recurrence. Further detail is provided in Standard of Practice 2.1.

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Name of Facility	Signature of Lead Auditor	Date

AUDITOR INFORMATION

Audit Company:	EEM EHS Management 505, boul. René-Lévesque West Suite 1106 Montréal (Québec) Canada H2Z 1Y7
Lead auditor and Mining Technical Expert Auditor:	Ross Szwec
E-mail:	ross@eem.ca
Date(s) of Audit:	November 20th to 24th, 2025
Auditor signature:	

AUDITOR ATTESTATION

I attest that I meet the criteria for knowledge, experience, and conflict of interest for a Cyanide Code Certification Audit Lead Auditor, established by the International Cyanide Management Institute and that and that the auditor meets the applicable criteria established by the International Cyanide Management Institute for Code Verification Auditors.

I attest that this Detailed Audit Findings Report accurately describes the findings of the re-certification audit. I further attest that the re-certification audit was conducted in a professional manner in accordance with the International Cyanide Management Code Mining Operations Verification Protocol and using standard and accepted practices for health, safety, and environmental audits.

PRINCIPLE 1 – PRODUCTION AND PURCHASE

Encourage responsible cyanide manufacturing by purchasing from manufacturers that operate in a safe and environmentally protective manner.

Standard of Practice 1.1	*Purchase cyanide from certified manufacturers employing appropriate practices and procedures to limit exposure of their workforce to cyanide, and to prevent releases of cyanide to the environment.*

The operation is

☒ **in full compliance with** **with Standard of Practice 1.1**

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☐ in substantial compliance
☐ not in compliance with

Basis for the finding:

- Meliadine is in Full Compliance with Standard of Practice 1.1, requiring the operation purchase cyanide from [ICMI] certified manufacturers employing appropriate practices and procedures to limit exposure of their workforce to cyanide, and to prevent releases of cyanide to the environment.
- Meliadine exclusively purchases its sodium cyanide from Covoro Mining Solutions Canada Company, a Draslovka company. According to the Supply Contract, the supplier is responsible for maintaining compliance with the Cyanide Code per the ICMI and that any deviations from use of a certified supply chain needs to be communicated in writing and approved by the Buyer prior to use by the supplier.
- Sodium cyanide is supplied from Draslovka's Memphis, Tennessee production facility. This facility has been certified to the cyanide Code since 2006. Its most recent re-certification was issued in May 2023.
- In September 2023, Agnico Eagle transferred sodium cyanide that was present at it Hope Bay project to the Meliadine Mine. The cyanide at Hope Bay was originally purchased during the period 2019-2021 by the mine's previous owner TMAC Resources Inc., who was not a signatory to the Code, from a certified manufacturer (Draslovka) and from chemical supplier Quadra Group (a chemical distributer who sourced the sodium cyanide from certified producer, Hebei Chengzin Co. Ltd.). In total, 144,000kg of cyanide was transferred from Hope Bay to Meliadine.

PRINCIPLE 2 - TRANSPORTATION

Protect communities and the environment during cyanide transport.

Standard of Practice 2.1	*Require that cyanide is safely managed through the entire transportation and delivery process from the production facility to the mine by use of certified transport with clear lines of responsibility for safety, security, release prevention, training and emergency response.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 2.1**
☐ not in compliance with

Basis for the finding:

- Meliadine is in Full Compliance with Standard of Practice 2.1, requiring that cyanide be safely managed through the entire transportation and delivery process from the production facility to the mine by use of certified transport with clear lines of responsibility for safety, security, release prevention, training, and emergency response.
- The cyanide supply contract between Agnico Eagle and Draslovka specifies that delivery for the Meliadine Mine occurs at the Port of Bécancour, Quebec, where title and risk transfer to Agnico Eagle. Draslovka must ensure production and transport comply with the International Cyanide Management Code (ICMC). Cyanide transport from Draslovka's Memphis plant is covered by certified U.S. and Canadian supply chains, while transport from Bécancour to Rankin Inlet falls under Agnico Eagle's Meadowbank certification, and transport from Rankin Inlet to the Meliadine Mine is covered by Meliadine's certification.
- In 2023, Agnico Eagle transferred 144,000 kg of sodium cyanide from the inactive Hope Bay Mine to Bécancour by ship and ultimately to Meliadine. Although the cyanide was originally sourced from certified producers and properly packaged, the initial land transport at the Hope Bay Mine project and maritime transport to Bécancour were conducted by non-certified carriers. This one-time transfer was not reported to the International Cyanide Management Institute (ICMI) within the required timeframe. Subsequent marine transport between Bécancour and Meliadine was conducted by a certified transporter.
- The issue was identified during a gap assessment initiated in May 2025. Agnico Eagle notified the ICMI on September 13, 2025, and implemented corrective actions outlined in a correspondence to ICMI dated Nov. 18, 2025. These include tracking all cyanide purchases and transfers in JD Edwards (JDE), implementing corporate and site-level verification of procurement and transport, the inclusion of cyanide orders and transfers to site in the scope of facility-level audits, involving an « ICMC specialist » during contract reviews, and issuing annual reminders on compliance requirements. These measures were reviewed during the current recertification audit and deemed sufficient to prevent recurrence.

PRINCIPLE 3 – HANDLING AND STORAGE

Protect workers and the environment during cyanide handling and storage.

Standard of Practice 3.1	*Design and construct unloading, storage and mixing facilities consistent with sound, accepted engineering practices, quality control/quality assurance procedures, spill prevention and spill containment measures.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 3.1**
☐ not in compliance with

Basis for the finding:

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- Meliadine is in Full Compliance with Standard of Practice 3.1, requiring that the design and construction of cyanide unloading, storage and mixing facilities are consistent with sound, accepted engineering practices, quality control/quality assurance procedures, spill prevention and spill containment measures.
- Cyanide is received in solid, briquette form.
- Cyanide is stored in locked sea containers on a gravel pad in a dedicated and restricted storage area about 1 km from the main mine facilities with the nearest water body about 350 m away. The area is gated, signed, and accessible only to authorized warehouse personnel. The containers are placed on a raised gravel pad designed to prevent standing water and reduce the risk of cyanide contacting water in case of spills. The area is also surrounded by an earth berm and underlain by permafrost to limit potential environmental migration.
- Cyanide briquettes are packaged in 1,000 kg IBCs with moisture-resistant bags and wooden crates inside of the sealed marine containers. The containers are inspected upon delivery.
- The cyanide mixing and storage facility is a three-level structure in the process plant, with a dispensing hopper on the upper level, a 20 m^3 mixing tank on the middle level, and a 30 m^3 distribution tank on the ground floor. Drainage flows through containment areas designed to hold 141% of the largest tank. The facility was engineered by WSP Group Canada and verified by Agnico Eagle engineers.
- Since the initial 2022 certification, the only change has been the replacement of the main cyanide distribution pipeline with thicker schedule-80 pipe (instead of schedule-40) due to corrosion issues. The new pipe was installed in October 2022 and includes an epoxy coating and paint for added protection.
- When needed, sea containers are transported to the mill under controlled procedures. Before unloading, containers are ventilated and checked for hydrogen cyanide gas. Cyanide boxes are then moved into the process plant and stored on a dedicated engineered steel rack near the mixing area, with storage limited to 11 containers (three batches). The engineered storage rack that is raised off of the floor and covered to prevent potential water exposure from floor washing or spills, or from condensate dripping from the ceiling or overhead piping.
- The cyanide mixing and distribution tanks are connected to a ventilation system that exhausts outside the plant and includes a flow switch alarm for insufficient airflow. Fixed HCN monitors are installed at key points, and operators must also use portable HCN monitors when working in the area.
- The cyanide mixing procedure requires operators to verify tank levels before mixing. Mix and distribution tanks have alarmed ultrasonic level detectors that report to both the mix plant console and control room, with auto-shutdown functions and sump pump interlocks to prevent overfilling. Operators maintain radio contact with the control room during mixing. High-level alarms undergo monthly preventative maintenance, including checks of transducers, transmitters, wiring, power supply, and display accuracy.
- The cyanide mix and distribution tanks are housed in dedicated concrete containments in the process plant. The mix tank is on an upper floor within an epoxied containment basin, above the distribution tank, so any seepage would be captured by the lower tank's

containment. The distribution tank basin includes a sump with an automatic pump to return any spillage to the tank and has a capacity of 42.13 m³, enough to hold 141% of the largest tank.

- Site access is tightly controlled: only trained personnel can enter the cyanide storage area or the process plant. Cyanide is stored separately from incompatible materials in in the storage area and at the process plant.

Standard of Practice 3.2	*Operate unloading, storage and mixing facilities using inspections, preventive maintenance and contingency plans to prevent or contain releases and control and respond to worker exposures.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance
☐ not in compliance with

with Standard of Practice 3.2

Basis for the finding:

- Used cyanide containers, packaging, and personal protective equipment are collected in a dedicated dumpster near the process plant. Cyanide wastes are spraypainted with a red «X» to identify them as contaminated with cyanide. In extreme weather or when wildlife is present, wastes are temporarily stored in a flagged area inside the plant. When full, the dumpster is taken to a burn pit located at a waste rock storage facility and the wastes are systematically incinerated, with facility personnel notified in advance.
- During mixing, empty cyanide bags are using a freshwater fed rinse arm in the hopper that is controlled by a valve placed away from the hopper to reduce splash exposure. Bags are rinsed until the rinse water turns from red/pink to clear. At the time of the audit, a timed valve was on order and will be installed and trials will be run to determine adequate rinse time to further ensure consistency in the empty bag rinse process.
- Once all the cyanide IBCS have been removed from a marine container, the interior of the sea can is inspected to ensure it is clean. In the event of residue, procedure MEL-PRP-PRO-590.1 - Cyanide Cleanup is followed.
- Dedicated cyanide tools are available and stored in a locked cabinet at the cyanide mix hopper. The tools have been painted orange to identify their use only for cyanide and are cleaned after use prior to storing.
- Procedures are in place to ensure safe mixing tank operations including water level adjustments and ventilation before mixing cyanide solutions. Regular inspections and maintenance cover tanks, containment structures, valves, and instrumentation.
- A procedure provides detailed instruction on safely moving marine containers from the cyanide storage area to the process plant to minimize risk of cyanide release or exposure. The procedure includes verification of sea cans prior to transport, use of an escort during

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transport, speed and traffic control, and use of a predetermined route to the plant. The sodium cyanide mixing procedure limits the telehandler (used to move boxes from the container into the process plant) to moving a maximum of one box at a time and stresses the care needed to ensure the forks do not puncture the box with the telehandler forks. Pre-operational checks are also required for all lifting equipment prior to their use. Logbooks of pre-operational checks are maintained on each piece of equipment.

- A maximum of 15 cyanide bags (3 batches) are allowed in the process plant and are stored on a dedicated and engineered steel rack (6) and on the mix floor (5).
- All tasks require proper PPE. Mixing must involve two workers: one performing the mix, the other observing from a safe distance without entering the red-barricaded mixing area and calling for help in the case of an emergency.
- After mixing, all surfaces and personal protective gear are washed to remove cyanide residues. Detailed cleanup procedures cover spills during transfer and mixing processes.
- Specific purchase conditions of current cyanide supply contract require the seller to add red dye to the sodium cyanide. The dye is contained in a water-soluble dye packet that is placed on top of the cyanide in each IBC package.

PRINCIPLE 4 – OPERATIONS

Manage cyanide process solutions and waste streams to protect human health and the environment.

Standard of Practice 4.1	*Implement management and operating systems designed to protect human health and the environment including contingency planning and inspection and preventive maintenance procedures.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 4.1**
☐ not in compliance with

Basis for the finding:

- The facility has no heap leach operations.
- During initial certification, several processing areas were not classified as cyanide facilities because cyanide concentrations in filtered water and porewater were very low (WAD cyanide consistently below 0.05 mg/L). These included the grind circuit, clarifier and process water tanks, pre-aeration tank, dry tailings stockpile and storage facility, and paste plant. After the 2022 certification, filtered tailings water showed increased WAD cyanide concentrations, exceeding 0.5 ppm and averaging 1.96 ppm with a maximum of 8.6ppm in 89 samples collected between January 9th, 2022, to April 20th, 2025. Investigations indicated that changes in chemical usage since 2023 contributed to this

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increase. Investigations indicated that changes in chemical usage since 2023 contributed to this increase. As a result, these previously excluded areas were reclassified as cyanide facilities, along with other existing cyanide-related infrastructure such as cyanide storage, mixing and distribution systems, the carbon-in-leach circuit, strip circuit, cyanide destruction circuit, and associated equipment.

- The site manages cyanide operations through numerous procedures under Agnico Eagle's Risk Management and Monitoring System (RMMS). This system follows a Plan-Do-Check-Act framework aligned with ISO 14001 and ISO 45001 standards and supports compliance with multiple industry initiatives. Procedures are periodically updated to reflect operational changes, such as those resulting from the 2024 Phase II process plant expansion.
- Facility operating plans and procedures incorporate regulatory requirements and the International Cyanide Management Code. The mine operates under a Nunavut Water Board Type A Water Licence which regulates construction and operation of mine facilities, including the tailings storage facility (TSF), water management, waste handling, environmental discharge quality, monitoring, reporting, financial security, and water balance updates. The licence also limits the operation's freshwater withdrawal.
- Agnico Eagle determined that maintaining WAD cyanide below 15 mg/l in the detoxification tanks, reduced free cyanide, which is capable of reaction, to almost zero and thereby ensuring protection of wildlife and surface water quality.
- The operation has implemented comprehensive plans and procedures to ensure the safe and environmentally sound management of cyanide facilities, outlining task scope, hazards, PPE, tools, training, and work instructions. Process plant inspections are conducted daily and recorded in operator e-reports. Monthly inspections of cyanide infrastructure are conducted following the cyanide line inspection procedure, covering tanks, containment systems, piping, pumps, valves, and related equipment. Mill operators also conduct shift-based inspections of tanks, piping, pumps, valves, and containments, supplemented by the Agnico Eagle Work Card program and routine preventative maintenance, including weekly eyewash/shower checks and monthly area inspections. Records of inspections and corrective actions are maintained and tracked through work orders.
- Work area inspections are performed by each worker through the Agnico Eagle Work Card program before and during tasks, ensuring safe conditions, hazard clearance, and emergency preparedness. Work cards are reviewed and signed by supervisors and periodically audited by Health and Safety counselors following the annual inspection calendar.
- Any deficiencies are recorded in shift reports, and unresolved issues generate work orders in the JD system, where cyanide-related items receive the highest priority. Additionally, a preventative maintenance program within the JD Edwards system schedules routine inspection and servicing of critical cyanide-related equipment. Maintenance planners and process managers review work orders daily until completion.
- Monthly field visits ("Boots in the Field") by managers allow direct observation, interaction with employees, and identification of improvement opportunities.
- The Tailings Storage Facility (TSF) and other geotechnical structures are inspected daily, weekly, and annually, with monitoring of tailings placement, compaction, dust,

instrumentation, and erosion. Observations are logged and discussed with the Geotechnical Specialist, weekly inspections are recorded on TSF forms, and annual geotechnical inspections cover the TSF and associated water management structures. Ponds and impoundments are maintained and inspected to ensure available freeboard, integrity of surface water management infrastructures, and maintenance of the water balance. Monitoring and surveillance are set out in the OMS manual for the Tailings Storage Facility.

- Meliadine uses a formal Management of Change (MOC) process to assess risks, notify stakeholders, and approve operational changes, including any affecting cyanide. Departments track MOCs in a Registry of Changes, with completed forms stored in Microsoft Teams. The Health and Safety and Environment departments must review all cyanide-related changes.
- The Compliance Specialist audits all departments annually (since 2023) to verify MOC completion, progress, adherence to procedures, record quality, and naming conventions. MOC is also assessed during internal management system audits.
- Control plans define safe operating criteria for process circuits, including corrective actions when processes go out of control. The *Tailings Storage Facility (TSF) OMS manual* sets threshold criteria for monitoring deviations and required mitigation actions, while water monitoring is managed through the *Environmental Management and Protection Plan* and the *Water Management Plan*.
- Temporary or long-term closure of cyanide facilities is guided by the *Interim Closure and Reclamation Plan* and *Cyanide Management Decommissioning Overview*. These detail procedures for securing chemicals, managing water, maintaining minimal staffing, continuing environmental monitoring, and, for long-term closures, flushing cyanide-contacted plant areas through the detoxification system. Temporary cessation would also involve situational planning by the crisis management team.
- Cyanide tanks are checked monthly for corrosion, rust, warping, pitting, leaks, and salt buildup. Inspections cover tanks, secondary containment, piping, pumps, valves, flanges, supports, and signage. Operators conduct shift-based work area checks, supported by a corrosion control plan managed by an external, corrosion control specialist. Preventative maintenance includes annual inspections and periodic non-destructive testing, with recommendations based on equipment specifications.
- Secondary containment is inspected for structural integrity, presence of fluids, and capacity while pipelines, pumps, and valves are inspected for deterioration, leakage, corrosion, salt buildup, structural support, labeling, flow direction, overheating, and noise, with preventative maintenance programs in place.
- The process plant minimizes residual cyanide. Weekly analysis results of solution collected from the clarifier feed distribution box from January 9th, 2022, to April 20th, 2025, which is representative of the porewater quality in the tailings filtrate after detox, shows WAD cyanide averaging 2.4 ppm over 90 samples collected during that period with a maximum value of 8.6ppm. This moisture subsequently freezes in the pores after placement and compaction and there is little opportunity for release and seepage. As such, the potential impact to wildlife from cyanide is therefore not considered an issue. A wildlife monitoring program tracks sightings and mortalities, with reports saved in an Intelex database and shared with authorities

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- During the audit, good housekeeping, absence of corrosion or leaks, proper lockouts, and clear labeling were observed, supporting the conclusion that inspection and maintenance programs effectively maintain cyanide facilities within design parameters.
- Meliadine has a preventative maintenance (PM) program for critical cyanide-related equipment, including machinery, tanks, pumps, valves, and sensors, managed through the JD Edwards (JDE) CMMS. The system schedules PMs based on time, equipment hours, or corrective needs, tracks maintenance history, generates work orders with hazard, PPE, and tool requirements, and prioritizes cyanide-related work.
- Maintenance planning is handled by electrical and mechanical planners, with daily meetings to review work order backlogs and ensure completion. The plant has 15 millwrights, supplemented by contractors for specialized tasks like NDT or corrosion control. Work orders are detailed with annotations, sketches, photos, and attached procedures to guide safe and proper execution, and KPIs monitor maintenance performance.
- Due to its remote Arctic location, Meliadine generates its own power using a power plant with five 5.6 MW Wartsila V12 engines and two backup generators, supported by full-time mechanics and a Wartsila contractor. The plant uses load shedding and a blackout call list to prevent outages, and all critical cyanide management equipment is housed within the process plant's concrete containment.
- The operation has no tailings pipelines or process ponds, reducing dependence on power to prevent releases, and diesel-powered pumps with spares and a backup generator at the paste plant ensure continued operation of essential systems.
- Preventative maintenance and back-up equipment are in place for pumps used in Containment Ponds 1 and 3.

Standard of Practice 4.2	*Introduce management and operating systems to minimize cyanide use, thereby limiting concentrations of cyanide in mill tailings.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance
☐ not in compliance with

with Standard of Practice 4.2

Basis for the finding:

- Cyanide use in the leach circuit is carefully monitored and controlled. Online analyzers (Cyanoprobes) provide real-time measurements with twice-per-shift titrations validating results. Cyanide addition is manually controlled. The process maintains a minimum pH of 10.5 via an automatic lime control loop, and ore blending is used to stabilize feed quality and minimize cyanide consumption.
- Automation improvements are planned, including electromechanical probes and an automated cyanide addition system to optimize cyanide use. The mine is also investigating

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GlyCat™ technology, which combines glycine with cyanide for gold recovery and could reduce cyanide consumption by up to 30% if successful.

Standard of Practice 4.3	*Implement a comprehensive water management program to protect against unintentional releases.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 4.3**
☐ not in compliance with

Basis for the finding:

- Meliadine operates a probabilistic GoldSim water balance model to manage contact water infrastructure, estimate pumping requirements, and track contaminant transport over the life of the mine and during closure. The model is updated at least annually with historical data, communicates results to authorities, and incorporates 30-year climate change scenarios.
- Since summer 2025, seepage has been included in the model and is directed to containment ponds 1 and 3. Six piezometers, installed in August 2024 on the northwest and southwest sides of the TSF, monitor seepage and confirm that water from the TSF does not enter surrounding areas; measurements are taken 2–3 times per year. The active permafrost layer reaches approximately 1.5 m depth during summer. The water balance model is continually updated to reflect mine evolution and expansion projects.
- The facility does not operate heap leach operations; the TSF is a dry-stack system with tailings placed at 15–18% moisture, which freezes after compaction, minimizing seepage. Collection ponds are designed to handle a 1:100-year, 24-hour storm without discharging to the environment.
- The water balance model uses local and on-site weather data (precipitation, evaporation, and radiation), accounts for runoff, infiltration, freezing/thawing, and evaporation, and has included solution seepage since summer 2025, which is directed to containment ponds 1 and 3. Six piezometers, installed in 2024, monitor seepage, with measurements 2–3 times per year; the active permafrost layer is about 1.5 m deep.
- The model is used to manage pond levels and freeboard to prevent unauthorized discharge, including defining maximum operating levels for containment pond 1. It also considers water treatment capacity for extreme precipitation events and predicts water quality trends over time.
- The operation does not use process ponds, and the tailings facility is a dry stack. Any run-off or seepage from the TSF dry stack flows to either containment pond (CP) 3 or 1. The collection ponds are designed to retain a run-off from a 1:100-year, 24-hour storm without discharge to the environment and maximum operating levels are established.

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- Inspection and monitoring activities are conducted and include weekly inspections of the TSF and collection ponds, and daily manual pond level surveys to ensure integrity of the TSF, maintain the water balance, and prevent overtopping of ponds and unplanned discharges to the environment. Water level measurements are conducted by a dedicated water measurement team. Each pond has its own operational criteria and draft OMS manual while the dikes (DCP1 and DCP5) have a dedicated an OMS manual.
- Weather data for the site is updated using measurements from Rankin Inlet and Baker Lake airports and an on-site weather station, which is annually calibrated and maintained by Cambell Scientific. The station records radiation hours, temperatures, and precipitation, feeding this information directly into the water balance model, with QA/QC applied to ensure data accuracy.

Standard of Practice 4.4	*Implement measures to protect birds, other wildlife and livestock from adverse effects of cyanide process solutions*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 4.4**
☐ not in compliance with

Basis for the finding:

- The tailings facility is a dry stack operation. The operation does not have any open water in tailings storage facilities, process ponds, or leach facilities. There are therefore no open solution ponds or water bodies where WAD cyanide exceeds 50 mg/l. The only surface water body that has a potential to be impacted by cyanide is containment pond CP3, which collects seepage and run-off from the TSF, and containment pond CP1, which collects run-off contact water from the mine infrastructure areas that includes the process plant and run-off from the TSF.
- The results of WAD cyanide analysis on monthly samples collected from CP3 (Water Licence monitoring station MEL-20) and CP1 (Water Licence monitoring station MEL-12) during the open-water season since 2022 show concentrations to be below 0.5ppm.

Standard of Practice 4.5	*Implement measures to protect fish and wildlife from direct and indirect discharges of cyanide process solutions to surface water.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 4.5**
☐ not in compliance with

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Basis for the finding:

- Contact water from the operation and TSF runoff/seepage is directed via channels and berms to collection ponds.. All water from the collection ponds is treated in the effluent water treatment plant which has sufficient capacity to handle extreme precipitation events, including a 1:100-year spring freshet.
- Water from the underground mine is saline and stored in an exhausted pit (Tiri 2 pit) until it can be treated prior to discharge to Itivia Harbour via a dedicated water transport pipeline. The pipeline has not yet been commissioned; discharge to sea is anticipated to begin in 2027. Reverse osmosis is used to treat marginally saline runoff water captured within the site water management infrastructure that would otherwise be directed to the Tiri 2 pit. Permeate water from the reverse osmosis treatment is directed to CP1, and brine is directed to the Tiri 2 pit.
- CP3 and other surface contact water collection pond waters are directed to CP1. Waters from CP1 are treated by the EWTP before discharge into Meliadine Lake. The design capacity of the EWTP is sufficient to ensure that CP1 can manage the surface contact water from the entire site for a 1:100 wet year spring freshet, or a 1:2 mean year spring freshet in combination with a 1:1,000 return 24-hour extreme rainfall.
- Cyanide monitoring shows that cyanide concentrations in the containment ponds, which are downgradient from the mine, and the final discharge to Meliadine Lake are consistently below 0.5 ppm WAD CN and below 0.022 mg/L free CN since 2022. Underground water sampling also shows total and WAD cyanide consistently well below 0.5 ppm.
- Downstream aquatic monitoring at eight additional stations, located between 6 and 15 km from the mine, shows free cyanide concentrations below 0.022 mg/L since at least 2019.
- There are no indirect discharges to surface water from the operation. Cyanide in the process plant and storage yard is fully contained, and any potential seepage from the dry-stack TSF is captured by the site's water management infrastructures. The TSF, underlain by permafrost, is designed to freeze back as tailings (15–18% moisture) are placed, with thermistors monitoring freeze-back rates.
- The 2025 Annual Geotechnical Inspection confirms that tailings placement follows design protocols, perimeter berms are stable, ground temperatures are monitored, tailings are well below 0°C, and no permafrost degradation or geotechnical concerns were observed.
- There have been no indirect discharges from the operation that have caused cyanide concentrations in surface water to rise above levels protective of a designated beneficial use for aquatic life.

Standard of Practice 4.6	*Implement measures designed to manage seepage from cyanide facilities to protect the beneficial uses of groundwater.*

The operation is

☒ **in full compliance with** **with Standard of Practice 4.6**

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☐ in substantial compliance
☐ not in compliance with

Basis for the finding:

- There is no groundwater with beneficial use in the vicinity of the mine. In addition, groundwater in the area is saline and is not considered a valued environmental component.
- Meliadine is located in a continuous permafrost area, with an active layer ranging from about 1–3 m and permafrost depths estimated between 360 and 495 m, allowing the TSF to be designed without a liner. Seepage is limited to periods when the active layer thaws and is controlled using berms, dikes, channels, sumps, and containment ponds, directing water for treatment prior discharge to Meliadine Lake to ensure beneficial uses are protected.
- To monitor potential seepage, six piezometers were installed in 2024 to track groundwater conditions around the TSF to monitor that no uncontrolled seepages are resulting from the TSF. In addition, the mine conducts an Aquatic Effects Monitoring Program, including toxicity testing, to comply with the Metal and Diamond Mining Effluent Regulations and to monitor for potential effects on aquatic life downgradient of the operation and protect aquatic life.
- Due to the harsh climate, shallow seasonal melt layer, and naturally saline groundwater, groundwater at the site is not considered a beneficial resource. Saline mine water is collected in the Tiri 2 pit, and although a pipeline to Rankin Inlet has been built for ocean discharge, it has not yet been used due to sufficient storage capacity. Monitoring since 2022 shows total, free, and WAD cyanide in underground mine water are well below 0.5 ppm.
- Surface runoff and seepage are captured in containment ponds CP1 and CP3, where water quality monitoring shows total cyanide below 0.5 mg/L and free cyanide below 0.022 mg/L, meeting the limits established by the Metal and Diamond Mining Effluent Regulations and the site water licence.
- Tailings from the TSF are also sent to the paste plant to be mixed with cement for underground backfill. Agnico Eagle studies show that maintaining WAD cyanide below 15 mg/L in the detox tanks reduces free cyanide to nearly zero, minimizing environmental and operational risk.
- A tailings sampling program monitors WAD cyanide levels: samples are collected each shift and analyzed on-site, with biweekly samples sent to SGS Canada Inc. (solid) and Bureau Veritas Labs (liquid). Since January 2022 to April 2025, the results show cyanide to be <10 ug/g WAD and <0.05 ug/g free cyanide in the solid tailings and an average of 2.5 ppm WAD CN in tailings filtrate water that makes up 15% to 18% of the filter pressed tailings. Any residual reactive cyanide remaining in the tailings are neutralized and diluted by the addition of cement and fresh water at the paste plant. This is demonstrated based on monthly analysis of mine waters, collected between January 2022 and February 2026 at the 200 level that show a maximum WAD CN concentration of 0.15 ppm with an average of 0.019 ppm.

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Standard of Practice 4.7	*Provide spill prevention or containment measures for process tanks and pipelines.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 4.7**
☐ not in compliance with

Basis for the finding:

- All cyanide tanks, pipelines, and process circuits are located in dedicated concrete containment areas within the process plant, with floors and sumps designed to capture spills. Primary cyanide circuits, including the mixing tanks, CIL tanks, pre-aeration tank, carbon strip circuit, cyanide destruction tanks, and tailings filtration, have their own containments. Other tanks holding process water or low cyanide concentrations are located within the main plant foundation containment where spills flow to sumps and are pumped back to the process. All spills and wash water are safely returned to the process.
- The facility conducts daily operator inspections, monthly preventative maintenance, and integrity checks of containments, including probes in concrete and core inspections. Observations show containments are clear, walls and floors are in good condition, and engineering drawings confirm all cyanide tanks are installed on concrete pads providing competent secondary containment. There are no cyanide process tanks without secondary containment.
- All cyanide mixing, storage, and process tanks are located within concrete containment areas within, or drain into, the process plant basement area. The process plant is divided into nine (9) separate areas with the primary cyanide circuits located within their own dedicated containments. Other tanks in the plant that may contain process water with low concentrations of cyanide are not provided with their own containment but are within the plant basement main containment area. Any spills in this area would flow to sumps and be pumped back to the process.
- Containment studies conducted for the initial process plant construction and for the 2023 Phase II expansion indicate that the dedicated containment areas and plant basement catchment area have the capacity to contain at least 110% of the volume of the largest tank in the respective area including piping draining back to tanks.
- All cyanide pipelines are located with concrete containment within the process plant, with leaks directed to containment sumps or the basement containment for return to the process. There are no buried cyanide lines, and lines are routed to avoid walkways or work areas.
- Cyanide lines undergo shift and monthly inspections for deterioration, leakage, corrosion, and proper labeling. In March 2022, non-destructive inspection found some external corrosion on the primary cyanide line. Although internally safe, Agnico Eagle replaced the entire primary line, completing installation in October 2022, upgrading pipe thickness (Schedule 40 → Schedule 80) and applying epoxy coating and paint.

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- All cyanide mixing, storage, and solution tanks are made of carbon steel. Most cyanide pipelines and piping components are also carbon steel, with some HDPE and CPVC used for carbon transfer lines in the CIL and carbon strip areas. These materials are compatible with cyanide and high-pH conditions.

Standard of Practice 4.8	*Implement quality control/quality assurance procedures to confirm that cyanide facilities are constructed according to accepted engineering standards and specifications.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 4.8**
☐ not in compliance with

Basis for the finding:

- The Meliadine Gold Mine Project was managed by Agnico Eagle Construction Group (ACG), which oversaw construction, process design criteria, QA/QC, and commissioning readiness. WSP Canada handled detailed engineering design, including the 2024 Phase II mill expansion and the 2022 TSP Cell 2. Various contractors carried out construction work, while Agnico Eagle Operations completed commissioning. Engineering and construction oversight of cyanide facilities is conducted by third parties, including programs to ensure material suitability and proper earthworks.
- Quality assurance and control were managed by ACG, with support from external firms for civil, mechanical, electrical, instrumentation components. ACG also conducted inspections for off-site fabrication. Completed plant areas were certified before commissioning, and all final documentation was transferred to Agnico Eagle Operations. Construction documentation for the 2024 Phase II mill expansion appears complete, while TSF construction is ongoing.
- Water management structures (ponds, berms, channels, TSF) are regulated under the Water Licence, requiring detailed Construction Summary Reports within 90 days of completion. These reports document design rationale, construction methods, QA/QC, and any deviations. Tetra Tech designed these water management structures, while Agnico Eagle managed construction. Reports and monthly performance updates track inspections, material data, and conditions.
- Quality assurance and control (QA/QC) was conducted during construction and equipment installation to ensure compliance with engineering specifications, codes, and material standards. Red-line drawings are kept documenting any modifications to the original construction design.
- Complete design, engineering drawings, construction plans, QA/QC records, and as-built drawings are maintained Agnico Eagle's SharePoint database. At project handover, Agnico Eagle Operations received all documentation, including vendor documents and as-built drawings, covering general arrangement, process flow, and instrumentation and piping diagrams.

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Standard of Practice 4.9	*Implement monitoring programs to evaluate the effects of cyanide use on wildlife, and surface and groundwater quality.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance
☐ not in compliance with

with Standard of Practice 4.9

Basis for the finding:

- As required by its Water Licence, Agnico Eagle prepares multiple environmental management plans at Meliadine, including the Environmental Management and Protection Plan, Water Management Plan, Groundwater Management Plan, Aquatic Effects Monitoring Plan, Terrestrial Environment Monitoring Plan, Wildlife Protection and Response, and QA/QC Plan. The environmental monitoring program includes:
    - Regulated monitoring to ensure compliance with discharge limits (e.g., Water Licence, Metal and Diamond Mining Effluent Regulations); and,
    - Non-regulated monitoring to track trends and support operational decision-making purposes.
- Aquatic monitoring follows licence schedules with QA/QC protocols and can be adjusted by inspectors or the licensee with approval. The Environmental Department uses a Sampling Calendar in MS Teams to schedule, track, and document sampling, analysis, laboratory use, and results. All monitoring is guided by established sampling procedures.
- The Meliadine Environmental Department includes 2 general supervisors, 2 supervisors with environmental degrees, and 4 technicians, operating on a 14/14 rotation. Environmental programs were developed collaboratively with government and consultants, with the Water Management Plan reviewed annually. Plan updates are handled by qualified staff and approved by experienced supervisors. Compliance monitoring for surface water and cyanide analysis in tailings is conducted through accredited laboratories.
- The facility has detailed plans and procedures for environmental sampling which covers sampling methods, preservation, labeling, QA/QC, and shipping. Sampling locations, frequency, and parameters are defined in the Environmental Management and Protection Plan and Water Monitoring Plan, which are updated periodically to meet Water Licence requirements. Cyanide analyses are tracked via Chain-of-Custody Forms in an online portal. A QA/QC Plan ensures proper sample handling, with duplicates and blanks collected according to procedures and the annual Sampling Calendar—typically, one duplicate per ten samples and at least 10% of annual samples. QA/QC status is tracked monthly in an Excel file.
- Agnico Eagle uses Water Sampling Field Sheets to record each sampling event, including sample identification, location, date/time, field measurements (temperature, conductivity, dissolved oxygen, pH, turbidity), weather, sample type, and relevant observations.

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Completed sheets are kept in hard copy and digitally scanned. The facility is currently transitioning to fully online forms.

- Surface water monitoring is conducted according to the Water Licence and regulatory requirements as well as internal monitoring requirements, with winter freeze-up limiting sampling frequency. Monthly samples from containment ponds CP1 and CP3, and weekly discharge samples from the effluent water treatment plant, show total and free cyanide consistently below 0.5 mg/L and 0.022 mg/L. It is therefore the auditors' opinion that the current monitoring frequency is adequate to characterize the medium being monitored and to identify changes in a timely manner.
- Wildlife monitoring is conducted year-round under the Terrestrial Environment Management and Monitoring Plan, including wildlife mortality reporting.
- It is the auditors' opinion that the current water and wildlife monitoring frequencies are adequate to identify any issues and implement changes in a timely manner.

PRINCIPLE 5 – DECOMMISSIONING

Protect communities and the environment from cyanide through development and implementation of decommissioning plans for cyanide facilities.

Standard of Practice 5.1	*Plan and implement procedures for effective decommissioning of cyanide facilities to protect human health, wildlife, livestock, and the environment.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 5.1**
☐ not in compliance with

Basis for the finding:

- The interim closure and reclamation plan (ICRP), updated by Agnico Eagle in March 2025, outlines closure and restoration of all mine and support facilities, with closure scheduled for 2031. The Cyanide Management Decommissioning Overview (CDMO) details decommissioning of cyanide facilities, covering health and safety, environmental, and operational steps, including stock reduction, decontamination, remediation, and monitoring, with costs including a 15% contingency. A full cyanide decommissioning management plan will be developed 18 months before shutdown, finalized 6 months prior, and include a risk assessment in the final year to identify hazards and required controls.
- The CDMO provides a 36-month conceptual schedule for decommissioning cyanide equipment and areas after operations shutdown. Pre-decommissioning actions include a risk assessment, updates to emergency response and safety procedures, contract management, staff induction/training, and preparation of a detailed plan. Cyanide decommissioning actions are planned within the first year. Appendix A of the CDMO shows

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the interim cyanide schedule, while Appendix I of the ICRP presents an integrated schedule for all operational, closure, and post-closure activities.

- Cyanide decommissioning procedures are reviewed at least every five years, or sooner if there are material changes affecting reclamation liability or cyanide facility decommissioning. Agnico Eagle's management of change process incorporates closure considerations for cyanide facilities. A Final Closure and Remediation Plan must be submitted at least 12 months before the planned mine closure in 2031, with closure activities scheduled between 2032 and 2034.

Standard of Practice 5.2	*Establish a financial assurance mechanism capable of fully funding cyanide-related decommissioning activities.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 5.2**
☐ not in compliance with

Basis for the finding:

- Agnico Eagle is required to maintain a security as a condition of the Water Licence.
- Closure cost estimates for Meliadine are calculated using the Crown-Indigenous Relations and Northern Affairs Canada RECLAIM model (Version 7.0), a standardized tool to estimate government costs if the operator defaults, ensuring a "polluter pays" approach. The latest cyanide-related decommissioning cost, prepared in July 2025, includes a 15% contingency.
- Agnico Eagle reviews and updates closure cost estimates at least every five years or as needed to reflect operational changes. The original estimate for Meliadine was prepared by SNC Lavalin in 2019, and the latest cyanide-related decommissioning cost revision was completed in July 2025, presented in Appendix B of the facility's Cyanide Management Decommissioning Overview.
- Under the Nunavut Water and Nunavut Surface Rights Tribunal Act and Meliadine's Water License, Agnico Eagle must maintain a determined global security amount, with 50% held by CIRNAC and 50% by the Kivalliq Inuit Association per the Security Management Agreement. The Water License allows the Board to periodically review and adjust the security. Letters of credit and regulator acceptance letters confirm that the financial security is in place and current.

PRINCIPLE 6 – WORKER SAFETY

Protect workers' health and safety from exposure to cyanide.

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Standard of Practice 6.1	*Identify potential cyanide exposure scenarios and take measures as necessary to eliminate, reduce and control them.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 6.1**
☐ not in compliance with

Basis for the finding:

- Health and safety at Meliadine is managed through the facility's Prevention Program, which follows Agnico Eagle's Health and Safety Policy and uses a risk-based approach to manage hazards, including cyanide. Risk identification, supervision communication, and Job Hazard Analysis are used to control high-risk and non-routine tasks, supported by procedures, permits, and training when hazards cannot be eliminated. Agnico Eagle has implemented a Cyanide Management Plan and related procedures for transport, mixing, operations, maintenance, and spill response. Since the previous certification, improvements have been made to reduce exposure risks during cyanide mixing, and internal audits of cyanide related procedures and tasks introduced in 2025 are now conducted regularly with supervisor participation, worker feedback, and records maintained in MS Teams.
- Cyanide-related process plant procedures follow a standard template outlining required personal protective equipment, tools and materials, and necessary training. Safe work practices are reinforced through the Work Card system under the Supervision Formula, supported by chemical awareness and cyanide-specific training and daily toolbox meetings. Supervisors issue work cards, conduct at least two shift visits to verify safe practices, and both workers and supervisors sign off to confirm safe execution. A "red box" on the card allows workers to report unresolved health, safety, or environmental concerns, which supervisors must address. The effectiveness of the Work Card program is verified through bi-annual audits.
- Health and safety input from operators and maintenance staff is gathered through procedure review committees, daily toolbox meetings, the Work Card process, departmental safety meetings, and OHSC meetings. Task-specific procedures are revised collaboratively by supervisors and workers, reviewed by the health and safety department, finalized with worker and supervisor input, and signed off by the mill general supervisor before being uploaded to the Intelex document management system.

Standard of Practice 6.2	*Operate and monitor cyanide facilities to protect worker health and safety and periodically evaluate the effectiveness of health and safety measures.*

The operation is

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☒ **in full compliance with**
☐ in substantial compliance
☐ not in compliance with

with Standard of Practice 6.2

Basis for the finding:

- Meliadine's process plant operating plans include a Cyanide Management Plan, a mixing procedure, a CIL Control Plan, and a Cyanide Destruction Control Plan to manage potential HCN gas generation. pH control is critical: cyanide mixing targets pH ≥11 (maintained with lime and caustic soda), the CIL circuit targets 10.5–10.9, and the pre-oxidation tank targets 7.5–9.0. Fixed HCN gas monitors at the mix and distribution tanks are linked to alarms in the control room. Automated samplers continuously monitor pH throughout cyanide handling, including the carbon stripping and destruction circuits, where lime addition maintains pH 8–9 to safely destroy cyanide. Operational procedures ensure safe cyanide use and prevent HCN gas generation.
- Agnico Eagle has identified areas in the process plant with potential HCN gas exposure, including cyanide mixing, CIL, carbon stripping, and cyanide destruction. Critical HCN locations in the mixing area—distribution tank, mixing tank, and dispensing hopper—have fixed monitors. Additional detectors are installed throughout the CIL circuit, acid wash vessel, cyanide destruction area, and refinery. Alarm levels are set for pre-alarm, high, and high-high levels, with slightly higher thresholds for cyanide destruction exhaust fans. During mixing, operators wear full-face respirators and Tychem suits with sealed gloves and boots, and access to the area is restricted by red tape, with staff trained in safe cyanide handling.
- In addition to fixed Dräger PointGuard HCN detectors, process plant operators and maintenance staff use Industrial Scientific GasBadge® Pro portable HCN monitors, managed by the health and safety department. Fixed detector alarm levels are pre-alarm 2.5 ppm, high 4.7 ppm, high-high 10 ppm, with higher thresholds for cyanide destruction exhaust fans; portable monitors alarm at 4.7 ppm. The Mill General Evacuation Procedure directs responses: pre-alarms are investigated with work continuing, high alarms trigger local evacuation, and high-high alarms or multiple high readings trigger a full plant evacuation, reinforced by strobe lights and audible alarms.
- Portable HCN monitors are stored in a dedicated cabinet near the operator dressing room, serving as a charging and calibration station. Portable monitors are bump-tested at least once per shift and replaced every two years. The docking system is internet-connected for automatic malfunction detection. Portable monitors calibrated per manufacturer recommendations, with records stored in the Industrial Scientific database. Fixed HCN monitors are inspected and calibrated monthly by the Surface Electrical and Instrumentation teams, exceeding the manufacturer's six-month recommendation, with calibration records maintained electronically at the process plant.
- Meliadine posts cyanide warning signage at key locations, including process plant entrances, cyanide mixing areas, barren solution tanks, cyanide waste containers, and storage areas, with additional signs available for the Itivia laydown area. Signage, in English and Inuktitut, communicates cyanide hazards, required PPE, access restrictions, and prohibitions on eating, drinking, and smoking.

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- Each box of cyanide arrives with a water-soluble red dye pod placed on top of the cyanide pellets. The dye is dispersed as the cyanide is mixed.
- Emergency showers and eyewash stations are strategically located in the process plant, supplied with heated water, alarmed, and connected to the control room Human Machine Interface. They are inspected monthly and tested before critical tasks, such as cyanide mixing. Portable Diphoterine bottles for chemical decontamination are available and verified monthly. Fire safety relies on dry chemical extinguishers, inspected monthly, with all fire suppression systems (hoses, pumps, extinguishers) maintained and inspected in-house and externally through certified providers. Defective extinguishers are managed through the warehouse, with frequent replacement due to corrosion.
- All piping and tanks that may contain cyanide solutions are clearly labeled with cyanide signs, orange paint, and flow direction indicators. Induction and cyanide awareness training explain this color-coding system to workers for safe identification of cyanide-containing equipment.
- Meliadine uses Paratox Safety Data Sheet (SDS) management software to provide online access to up-to-date Safety Data Sheets in English and French at operator workstations throughout the mill. The sodium cyanide SDS includes first aid information, and paper copies are also available at the health clinic.
- Meliadine is required to report and investigate all workplace incidents, including accidents, near misses, and work refusals, with systematic investigations for all cyanide-related incidents. Investigations involve affected parties, witnesses, supervisors, management, health and safety staff, subject matter experts, and corporate leadership, and corrective actions aim to prevent recurrence. Incidents are recorded and tracked using Intelex, with reports filed to the Nunavut WSCC for recordable events. Review of 15 cyanide-related events from January 2023 to July 2025 showed all were adequately addressed and closed.

Standard of Practice 6.3	*Develop and implement emergency response plans and procedures to respond to worker exposure to cyanide*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 6.3**
☐ not in compliance with

Basis for the finding:

- Meliadine maintains eight Cyanokits (hydroxocobalamin) at the health clinic and provides additional kits to the Rankin Inlet medical clinic for the annual cyanide transport event. Cyanide poisoning treatment follows a medical procedure approved by a medical doctor. The mine health clinic is staffed 24/7 with two registered nurses and is equipped with defibrillators, oxygen, resuscitators, and first aid equipment. Automated defibrillators and emergency oxygen are also available at key locations. Process plant operators carry two-

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way radios and are trained to call "Code 1" in emergencies, with a 24/7 dispatch system recording caller information, location, and incident type.

- Equipment and Cyanokits at the clinic are verified monthly by nurses, while electronic medical devices (IV pumps, monitors, ECG, vitals machines) are inspected annually by a biomedical engineering firm. Medications are checked monthly for expiry and replenished as needed, and non-controlled medications/equipment for medevac or transport are kept in a "to-go" case inspected monthly. Ambulance and emergency response equipment, including oxygen cylinders, self-contained breathing apparatus, automated external defibrillators, and stretchers, are also verified monthly by the emergency response team.
- An 11-page procedure for responding to cyanide exposure, prepared by the Health and Safety Department, approved by Agnico Eagle's Medical Director, and reviewed by site nurses provides detailed information on cyanide exposure routes, symptoms and effects, important safety considerations for responders, medical treatment and Cyanokit administration. Response procedures are provided for dermal, ocular, ingestion and inhalation exposures and include protection of response personnel, and decontamination and initial treatment of the victim.
- The site operates a fully equipped, 24/7 on-site health clinic staffed with at least two registered nurses and supported remotely by a public health physician for cyanide exposure. A trained emergency response team is available 24/7. Seasonal cyanide transport from Itivia Beach to the mine includes a nurse and Emergency Measures Counselor, ensuring the convoy has medical and emergency response capabilities.
- Meliadine's Medevac Procedure outlines roles and responsibilities for nursing staff, the Meliadine assigned physician, the Kivalliq Regional physician on call, the Emergency Measures Counselor, and Keewatin Air Dispatch for medical evacuations. It also provides guidance for escorting the exposed worker and coordinating follow-up with Nunavut authorities, family, or designated contacts.
- The Rankin Inlet Kivalliq Region Health Centre cannot manage severe cyanide exposure, so medical air evacuation is reserved for extreme cases. The decision to evacuate rests with the Kivalliq Regional Physician, in consultation with Meliadine staff. Evacuations follow protocols under the Nunavut Public Health Administration and may involve transfer to Winnipeg Health and Science Centre, the nearest facility capable of treating severe cyanide exposure. Local clinics in Rankin Inlet or Churchill, Manitoba, lack equivalent capability. Cyanide treatment training is provided by a site nurse before annual cyanide transport or upon request.

PRINCIPLE 7 – EMERGENCY RESPONSE

Protect communities and the environment through the development of emergency response strategies and capabilities.

Standard of Practice 7.1	*Prepare detailed emergency response plans for potential cyanide releases.*

The operation is

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☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 7.1**
☐ not in compliance with

Basis for the finding:

- Meliadine has developed and implemented a comprehensive emergency response plan (ERP). The ERP is further supported by the Cyanide Management Plan, the Spill Contingency Plan, and the Crisis Management Plan.
- Meliadine has comprehensive emergency response plans (ERP, CMP, and SCP) that address a wide range of cyanide-related scenarios, including HCN gas releases, spills during mixing or transport, fires, and equipment failures (pipes, valves, tanks). Detailed procedures outline response actions, PPE requirements, cleanup, and safe transport practices. Due to the site's design—dry-stacked tailings, no tailings ponds, and contained cyanide systems within the process plant—many large-scale release scenarios (e.g., pond overtopping, seepage, or cyanide destruction failure) are considered low risk or not applicable. The operation includes independent power generation with backup systems, minimizing risks from outages. Water management systems (containment ponds and treatment) ensure cyanide levels remain low, and permafrost conditions further limit seepage risks.
- Due to its remote location, Meliadine manages all cyanide-related emergencies internally, with limited reliance on external responders. Cyanide transport avoids the Rankin Inlet community via a bypass road and follows controlled procedures from Itivia Beach to the mine. Emergency response and spill management are addressed through the ERP, CMP, and SCP, including detailed procedures for transport incidents, spill cleanup, PPE, and safe handling. On-site transport from storage to the process plant is conducted over short distances using reach stackers, following a defined route in the Traffic Management Plan based on risk assessment.
- The emergency response procedures for cyanide-related incidents at the mine and associated transport sites are outlined in the ERP, SPC, CMP, and related plans. Key points include:
    - Personnel Safety & Notification: Site personnel must be cleared to muster points during emergencies, and community notification procedures are provided.
    - Medical Response: First aid, oxygen, and cyanide antidote are administered in case of exposure, with antidotes given only by on-site nurses as per MEL-HSH-PRO-2007.
    - Spill Response: The Spill Contingency Plan emphasizes stopping leaks if safe, with procedures for land, water, and ice/snow releases.
    - Preventive & Corrective Measures: Each ERP scenario details response actions, air quality monitoring, remediation, and emergency investigation. Preventing future releases is managed through the incident management process and corrective actions.
- Meliadine dry stacks mining residues and there are no tailings ponds. The tailings OMS manual describes potential failure mode scenarios and consequences related to stack slope

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failure, their causes and required surveillance, and actions to be taken should a failure occur.

Standard of Practice 7.2	*Involve site personnel and stakeholders in the planning process.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 7.2**
☐ not in compliance with

Basis for the finding:

- The ERP is developed internally by mine management and the emergency response team (ERT) and is updated regularly. It is submitted annually to local authorities (Rankin Inlet Fire Department, RCMP, health clinic). Annual refresher sessions are held for key stakeholders in preparation for the cyanide transport season. Meliadine manages all cyanide-related emergencies internally without involving external responders or the community. The Spill Contingency Plan (SCP) is reviewed annually by Nunavut regulators, with no cyanide-related comments since 2022. The ERP is updated based on stakeholder input, including the addition of new emergency scenarios such as security incidents.
- Meliadine maintains a strong community relations program, including a Rankin Inlet office and regular engagement with local authorities, organizations, and Indigenous groups. This collaboration led to the 2018 construction of the Bypass Road to reduce risks from transporting cyanide, fuel, explosives, and equipment. Although the mine is 30 km from the hamlet, potential spills could affect local fishing, so Meliadine has a robust ERP and cyanide transport procedures, including effective communication protocols with the community.
- Due to its remote location, Meliadine manages all cyanide-related emergencies internally and does not rely on external ERTs, except for extended scenarios over 24 hours where other mines may provide relief. The Rankin Inlet Fire Department is not expected to deploy for Meliadine as this could compromise its ability to protect the hamlet's citizens and infrastructures. In medical emergencies, Meliadine nurses consult a provincial Agnico Eagle physician, then coordinate with the Kivalliq Regional Physician and Keewatin Air Dispatch for air evacuation to a hospital if needed.
- Meliadine maintains regular communication with territorial agencies, hamlet representatives, and other Nunavut mine operators through annual reporting to NIRB, NWB, and the Chief Inspector of Mines/WSCC. The ERP is regularly updated, including stakeholder contacts and emergency air evacuation procedures. Cyanide activities and local land use have not changed significantly since 2019, so the ERP, updated in November 2025, is considered current.

Standard of Practice 7.3	*Designate appropriate personnel and commit necessary equipment and resources for emergency response.*

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The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 7.3**
☐ not in compliance with

Basis for the finding:

- The Meliadine ERP and CMP provide detailed organizational structures and clearly define roles and responsibilities for emergency and crisis management teams, including alternates due to 14/14 rotations. The Emergency Measure Counselor manages ERT training and ensures readiness through annual training, drills, and regulatory-compliant exercises, including cyanide scenarios. Emergency call-out procedures, personal protective equipment, and extensive emergency response equipment are outlined, with maintenance and inspections tracked in the "ERT Inventory & Inspection Master.xlsx" file. Cyanokits and other medical supplies are stored properly and maintained by the health clinic nurse. The ERP also details mutual aid agreements with other Nunavut mines, medical evacuation procedures, and required communications with health authorities, while Rankin Inlet community organizations have no operational role aside from Public Health authorization for air evacuation.
- Only the Kivalliq Regional Physician, under Nunavut Public Health authority, has a role in the ERP for authorizing air medical evacuations. The ERP is regularly updated and annually submitted to local authorities, with stakeholders informed about All-Weather Access Road closures during cyanide transport and given annual refresher presentations. Mutual aid agreements among Nunavut mines focus on underground mine rescue exercises, which do not involve cyanide incidents.

Standard of Practice 7.4	*Develop procedures for internal and external emergency notification and reporting.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 7.4**
☐ not in compliance with

Basis for the finding:

- The ERP, CMP, and SCP provide comprehensive contact information for mine management, Agnico Eagle corporate, medical services, law enforcement, government agencies, spill response, aviation, and other relevant parties. The Cyanide Management Plan outlines external reporting requirements to the International Cyanide Management Institute, Nunavut authorities, and WSCC, including timelines for reporting cyanide incidents. The Spill Contingency Plan defines reportable releases and assigns the environment superintendent responsibility for notifying internal and external authorities. All plans are updated at least annually to keep contact information current.

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- The ERP provides contact information for notifying the Rankin Inlet community via local organizations such as police, fire, ambulance, and public health. The Meliadine Crisis Management Plan (MCMP) is linked to Agnico Eagle's Corporate Crisis Management Plan, which includes national media contacts. The Manager on Duty coordinates between the emergency response and crisis management teams, oversees the Crisis Management Centre, and, along with designated spokespersons and human resources, communicates with stakeholders, the affected community, and media during an emergency.
- The Cyanide Management Plan and Spill Contingency Plan require notifying the International Cyanide Management Institute (ICMI) within 24 hours of any Significant Cyanide Incident, with detailed investigation results provided within 7 days. Notifications are coordinated by the Corporate Sustainability Team, following ICMI definitions and timelines. No cyanide spills have triggered ICMI notification since operations began, though a non-certified cyanide transport event occurred in 2023 and was formally reported to ICMI in September 2025. Corrective actions to prevent re-occurrence were implemented and subsequently verified during Meliadine's mining operations recertification audit which occurred from November 20th to 24th, 2025. The corrective actions were found to be, in the auditor's judgement, sufficient to prevent re-occurrence.

Standard of Practice 7.5	*Incorporate remediation measures and monitoring elements into response plans and account for the additional hazards of using cyanide treatment chemicals.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 7.5**
☐ not in compliance with

Basis for the finding:

- Agnico Eagle is responsible for response and remediation of solid or liquid cyanide releases, with external contractors only used for hazardous waste disposal. The Spill Contingency Plan (SCP) and Cyanide Management Plan provide detailed procedures for cleanup on land, water, snow, ice, or indoors, including recovery, decontamination, and safe disposal of contaminated materials. Soil and debris can be reused in the grinding circuit or disposed off-site in approved containers. Environmental monitoring follows the Cyanide Spill Sampling Plan to ensure remediation endpoints are met. In case of drinking water contamination, Meliadine maintains an on-site bottled water inventory and can arrange potable water delivery via Rankin Inlet airport within two days if needed.
- The Spill Contingency Plan prohibits adding chemicals or neutralizing agents to cyanide spills near drainage systems or water bodies to prevent environmental impact. It also lists specific prohibited substances, including strong oxidizers and acids, for both solid and liquid cyanide spills.
- The Spill Contingency Plan establishes an Event Monitoring program to guide site-specific monitoring after accidental cyanide releases, tailored to spill type and location. The

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program, coordinated with the Environment Superintendent, follows the Cyanide Spill Sampling Plan (MEL-ENV-PRO-1048) and relevant procedures for water and soil sampling. Monitoring ensures compliance with Water Licence, MDMER, CCME, and Nunavut environmental guidelines, with all samples analyzed by accredited laboratories using specified analytical methods.

Standard of Practice 7.6	*Periodically evaluate response procedures and capabilities and revise them as needed.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 7.6**
☐ not in compliance with

Basis for the finding:

- The current Meliadine ERP (November 2025) is the 25th version, with five updates since 2021, and is reviewed at least annually or more often for legal compliance and continuous improvement. The Spill Contingency Plan (SCP, version 16, March 2025) has had six updates since 2022, with contact information reviewed yearly. The Crisis Management Plan (MCMP, last updated August 2025) is updated at least annually, within two months of new team members joining, and resource lists are updated every six months.
- Meliadine conducts all emergency response internally, except for medical evacuations. Annual mock drills for both mining operations and cyanide transport are required, evaluated for scenario difficulty, plan adequacy, training effectiveness, and notification procedures. The Spill Contingency Plan ensures all ERT members are trained in emergency resources and response methods, with four hours of quarterly spill response training and simulation exercises. Since 2022, mock cyanide drills have included sea can drops, reach stacker accidents, and cyanide exposure scenarios, with records maintained in Intelex. Additional annual drills for other chemical and petroleum hazards are also conducted. Cyanide drills cover the entire cyanide emergency response process from initial emergency callout notification (i.e., Code 1 callout) through to the close-out of the response process (i.e., post-mortem debrief).
- The Intelex system tracks incidents, corrective actions, and mock drills. A review of 15 cyanide-related incidents between January 2023 and July 2025 found all adequately addressed, resulting in operational improvements (e.g., valve relocation, PPE verification) but no changes to the ERP. Debriefs from four mock cyanide drills between September 2023 and July 2025 also led to minor operational feedback, with none requiring ERP changes. Annual drills are planned in the health and safety calendar.

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PRINCIPLE 8 – TRAINING

Train workers and emergency response personnel to manage cyanide in a safe and environmentally protective manner.

Standard of Practice 8.1	*Train workers to understand the hazards associated with cyanide use.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 8.1**
☐ not in compliance with

Basis for the finding:

- Meliadine provides comprehensive cyanide training for all personnel, contractors, and consultants who may be exposed on site. The Chemical Awareness training, delivered online before arrival and managed by an external consultant, covers cyanide properties, hazards, exposure routes and symptoms, safe handling, PPE, and emergency response procedures. In addition, task-specific in-person training is provided for activities such as cyanide mixing, grinding and reagent circuits, maintenance, transport, and industrial vehicle operation, combining theory and field practice, with exams requiring a 70% pass grade.
- Mandatory refresher training at Meliadine is required annually for task-specific cyanide training and every three years for Chemical Awareness, for all employees, contractors, and consultants who may be exposed. The refresher uses the same content as the initial training and includes a theoretical exam. Supervisors track training status via the Training Management System and the "Training chart," receive notifications of upcoming refresher requirements, and ensure their teams complete training before expiry.
- Training records for Chemical Awareness and the cyanide task trainings are compiled and recorded electronically in the TMS. A verification of training records was made for selected employees and were found to be complete.

Standard of Practice 8.2	*Train appropriate personnel to operate the facility according to systems and procedures that protect human health, the community and the environment.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 8.2**
☐ not in compliance with

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Basis for the finding:

- Meliadine follows Agnico Eagle's corporate training approach, based on the "Training Formula" (guidelines for trainer attitude and teaching techniques) and the "Process Plant Career Path" for nine operator positions. Each position has defined qualifications, training checklists, 4 hours of theoretical training, ~336 hours of practical training, and specific cyanide task awareness modules. Training includes procedure-specific modules, daily assessments recorded by trainers, and final evaluations in consultation with supervisors. Maintenance and transportation staff also receive cyanide safety training.
- Cyanide-related training combines awareness material and operating procedures, reinforced through supervised practical exercises. Process plant trainers conduct practical assessments using standardized evaluation forms, where failure to apply safety controls results in automatic failure. Operating procedures specify all necessary safety elements, for example, PPE, securing mixing areas, ensuring ventilation prior to cyanide handling, etc.
- General site induction is delivered online, while cyanide-related task training is conducted in person by qualified trainers. Meliadine currently employs two process plant trainers and two trainee trainers, all selected for technical expertise, and teaching skills. All hold "Train the Trainer" certification.
- All employees receive training and competency assessment before performing tasks involving cyanide, with shadowing until fully competent. The "Process Plant Career Path" has been updated: previously a minimum of 2,000 hours in a position was required for promotion, but now advancement is based on assessed competence and operational needs rather than time in position.
- Meliadine provides refresher training on cyanide management in two ways: annual Cyanide Task Training for operators and maintenance personnel, and Chemical Awareness refresher every three years for process plant staff (yearly for cyanide transport operators), including theoretical in-class sessions with tests. Additionally, daily Work Cards completed by workers and supervisors support ongoing oversight, allowing discussion of cyanide risks as part of the company's Supervision Formula for health and safety management.
- Meliadine's training procedure ensures cyanide training effectiveness through quizzes (70–80% passing grade), supervised field task evaluations, and practical exercises, such as actual cyanide mixing. Supervisors reinforce training via the daily Work Card process and monthly random Job Task Observations (JTOs), with standard forms completed to document performance.
- Meliadine's Training Management System (TMS) tracks individual training records, including course name, grade, date, trainer, training hours, and expiry. Training materials, both online and in-class, are stored in the TMS under "People Development." The TMS is designed to support both the Meliadine and Meadowbank gold mine projects in Nunavut. Worker training records are maintained during and beyond an individual's period of employment.

Standard of Practice 8.3	*Train appropriate workers and personnel to respond to worker exposures and environmental releases of cyanide.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 8.3**
☐ not in compliance with

Basis for the finding:

- Workers involved in cyanide handling, production, maintenance, and transport are trained to respond to accidental releases, including using decontamination methods and calling a Code 1 to alert the emergency response team. Non-routine or higher-risk tasks may require a Job Hazard Assessment before response. Training references the Cyanide Clean-Up procedure and includes guidance on operator and maintenance crew actions, with process plant operators trained in cyanide decontamination and first aid administered by emergency personnel.
- The Emergency Response Team (ERT) follows five core training modules—rope rescue, first aid, hazmat, firefighting, and underground medical/small fire—along with mandatory Chemical Awareness and cyanide decontamination training. Hazmat training also covers spill response equipment use, and ERT members participate annually in cyanide sea can transport from Itivia landing to the mine.
- The mine is largely self-reliant for cyanide-related emergencies due to its remote location. While mutual aid agreements exist with other Nunavut mining operations, outside emergency response teams (ERTs) would assist only for incidents lasting over 24 hours. The Rankin Inlet Fire Department does not respond on-site but is informed of cyanide transport schedules and temporary road closures during cyanide shipments.
- The mine's emergency response team is trained to handle cyanide spills at the plant, on nearby roads, and during transport. For life-threatening cyanide exposure, Agnico Eagle must coordinate with the Kivalliq Regional Physician-on-call to approve medical air evacuation. Such evacuations from Rankin Inlet are directed to the Winnipeg Health and Science Centre in Manitoba, the closest facility equipped for severe cyanide cases, following established provincial-territorial protocols.
- At Meliadine Mine, mandatory "Chemical Awareness" refresher training occurs every 3 years, and "Cyanide Task Training" occurs annually, both covering responses to cyanide exposures and releases. This training applies to all employees and transport contractors involved in cyanide handling. ERT members must also complete 48 hours of annual training, including a hazmat module, with all training records maintained for government review. Refresher courses include a quiz to ensure understanding.
- Meliadine's training management system tracks individual employee records, including ERT members. Records show course name, completion status, date, trainer, expiration (if any), and training hours. Training materials, covering all topics, are stored on the server or in the training management system under "People Development."

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PRINCIPLE 9 – DIALOGUE AND DISCLOSURE

Engage in public consultation and disclosure.

Standard of Practice 9.1	*Promote dialogue with stakeholders regarding cyanide management and responsibly address identified concerns.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 9.1**
☐ not in compliance with

Basis for the finding:

- The Meliadine Mine operates under the NIRB framework and its Inuit Impact Benefit Agreement, requiring ongoing engagement with local stakeholders. This is supported by community offices in Rankin Inlet and Chesterfield Inlet, where a Community Liaison Officer manages communication, mainly through radio, Facebook, and formal committees such as the On-Site Working Group.
- The mine collaborates with various local organizations and uses the Tusaajugut (We're Listening), the formal Nunavut Community Communication System to address concerns, including those related to cyanide transport. Issues raised by stakeholders are addressed with mitigation measures.
- Additional engagement includes shipping tours, annual cyanide information sessions, and open discussions with the community. All interactions are documented in Borealis software and communicated in English and Inuktitut, with engagement activities reported in annual reports.

Standard of Practice 9.2	*Make appropriate operational and environmental information regarding cyanide available to stakeholders.*

The operation is

☒ **in full compliance with**
☐ in substantial compliance **with Standard of Practice 9.2**
☐ not in compliance with

Basis for the finding:

- Meliadine developed a four-page document (in English and Inuktitut) explaining the Cyanide Management Code, cyanide management at the mine, including its use, transport, risks, and safety measures. Available online and in print at community liaison offices, the document has remained unchanged since 2021. It encourages stakeholders to raise questions or concerns through the Tusaajugut system or directly at local liaison offices.

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- In addition to written materials, Meliadine communicates cyanide management verbally during meetings, shipping tours, and annual information sessions with stakeholders such as local hunters, trappers, and residents. Meetings in Rankin Inlet are facilitated by the Community Liaison Officer, who can translate when needed. To reach illiterate community members, the mine uses verbal communication, including local radio, while written communications are reviewed and adapted for clarity before publication.
- Meliadine is legally required to report cyanide-related accidents and incidents to the Nunavut WSCC, with these reports becoming public under the Access to Information and Protection of Privacy Act. Spill information is also shared with NIRB via annual reports, and monthly reports on cyanide incidents are sent to NWB, CIRNAC, and KIA.
- Beyond regulatory requirements, Agnico Eagle includes cyanide incident data in its corporate Sustainability Report, tracking six key criteria such as off-site releases, health effects, environmental impacts, regulatory reporting, and exceedances. Since Meliadine began operations, only minor, contained cyanide incidents have occurred, with no events triggering public reporting under the ICMI code for the re-certification period (i.e., 2022. 2023, 2024, and 2025).