

Doing the right thing

Nunavut Mining Symposium 2023
Iqaluit, Nunavut

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Agnico Eagle



AGENDA

1 **Nunavut Workforce Challenges**

2 **How Agnico Eagle Raises the Bar**

3 **Building on Success**



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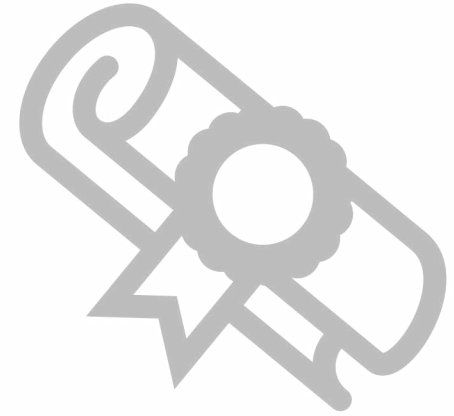
Training

- Lack of skilled Inuit workforce available.
- Attraction of Inuit workforce in the mining industry.
- Motivate candidates in Apprenticeship programs (study in southern Canada).
- High cost of delivering programs in house.
- Difficulty to access funding.

The time is now to ensure that support and pathways toward skilled, well-paying jobs are in place for the largest generation of Nunavut youth that will enter the workforce in the coming decade.

As part of our IIBA obligations, we have committed **\$3.6 million** in training yearly. Over the past decade, **we have consistently doubled this amount**, demonstrating our unwavering commitment to creating a better future for the Nunavut workforce.

The private sector cannot achieve this alone and need the support of like-minded partners who share our vision.



Agnico Eagle has been operating in Nunavut for the past **16 years**.

We believe in **“Doing the right thing”**

- Priority to offer career development opportunities in communities in which we operate.

The past three years gave us a **unique opportunity** to take a step back and re-consider and re-define our approach on Inuit Employment.

Inuit Employment Growth Project

1

RECRUITMENT

- Increase career opportunities for Inuit through a strategic workforce planning and proactive recruitment strategies.
- Sanajiksanut and Education Initiatives.

2

DEVELOPMENT

- Increase Inuit development opportunities across all levels.
- Review and improve training programs that will optimize the development of Inuit workforce.

3

RETENTION

- Wellness program and Focus on Traditional Knowledge- Inuit Qaujimajatuqangit initiatives.
- Camp Life Initiatives.



Education Initiatives

To empower the future workforce of Nunavut, Agnico Eagle is deploying various education initiatives to raise their mining awareness and future job possibilities knowledge

- TASK Week;
- School visits;
- Mine site visits;
- Career Day - Mining Matters;
- Community summer camp;
- Career Awareness program;
- Life skills program;



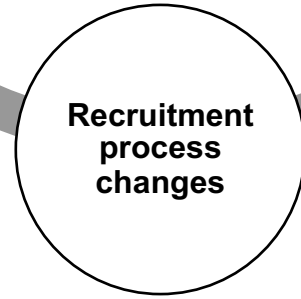
Sanajiksanut



**Mining
awareness**



**Inuit
workforce
planning
exercise**



GUIDING PRINCIPLES

- **Community-Based Approach**
- **Increase interest in working in mining**
- **Facilitate access to employment for Inuit**
- **Align Inuit recruitment with operational needs**



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WHAT MOTIVATES US TO DO THE RIGHT THING

Our goal is to inspire and provide opportunities to our employees and to the youth – the future of Nunavut workforce – **to build their own legacy within their communities.**



**Dedication
Motivation
Hard Work**

115

**Successful graduates from
internal Trainee programs
since 2016**

24

**Expected Trainee Graduates
for 2023**

9

**Successful graduates from apprenticeship
programs sponsored by Agnico Eagle
since 2012 (T=36)**



Ashton Kadjuk

- Ashton Kadjuk's career path is the perfect example of the Pairing Program.
- He started with CMAC at Meliadine in December 2016, going on 2 years and he is now working for Agnico Eagle as an Underground Supervisor.
- He was freed up from his function to be paired 100% of his time with a supervisor to learn the job after only a few months, and Ashton was granted the supervisor job.



Crystle Kalaserk

- Crystle’s career path is the perfect example of the “*Learning on the job*” progression.
- She started with the Community Relations team.
- She joined the HR Team as HR Agent,
- After success in her position, she was promoted to HR Counselor position.
- Last year, Crystle raised her hand to join the Sanajiksanut team as Talent Acquisition Specialist.



Najuk Kusugak

- Najuk graduated as a Heavy Equipment mechanic apprentice, supported by Agnico Eagle.
- Worked as Heavy Equipment mechanic for 6 years.
- Suffered a severe work-related injury.
- Trained and promoted as Maintenance Supervisor.
- Accepted a position to Site Services Supervisor to further his development.
- Recently joined the Community Relations team as Advisor.
- Najuk supports all current and future apprentices in their work-study journey.
- Plays a key role in our **Inuit Employment Growth** project.
- His story inspires other Inuit to persevere in their career development



OPTION 1



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**WHO'S READY TO WRITE
THEIR OWN SUCCESS STORY?**

**WE BELIEVE IN
DOING THE RIGHT THING**



OPTION 2



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**WHO'S THE NEXT
SUCCESS STORY?**

**FOCUSED ON
DOING THE RIGHT THING**



OPTION 2



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Thank You

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