

Modern Slavery Statement

About this Statement

This Modern Slavery Statement is for the financial year ended December 31, 2022 for the following reporting entities: Kirkland Lake Gold Australia Pty Ltd. (“KLGA”) (ACN 136 505 587), NT Mining Operations Pty Ltd. (“NTMO”)(ACN 136 525 990), Kirkland Lake Gold Victorian Holdings Pty Ltd. (“KLGVBH”)(ACN 128 442 375) and Fosterville Gold Mine Pty Ltd. (“FGM”)(ACN 010 604 878). Each of KLGA, NTMO, NLGVH and FGM (collectively the “Companies”, “Company” have a registered office address at Level 33, 101 Collins Street, Melbourne, Victoria, Australia 3000.

The Companies are part of a larger corporate group under common control of Agnico Eagle Mines Limited (“Agnico”) which is a foreign entity registered under the laws of the Province of Ontario, Canada. This statement reflects the practices and processes in place for Agnico and its subsidiaries, including the Companies. When this Statement uses the terms “we” or “us” or “are”, it refers to Agnico and its subsidiaries, including the Companies (unless the context suggests otherwise).

The Statement was produced by members of the Companies and is filed on behalf of each of the Companies. The Statement was approved by the Board of Directors of KLGA. All members of the Board of Directors of NTMO, KLGVBH and FGM are also directors on the Board of Directors of KLGA. This Statement is for the financial year ended December 31, 2022 (“FY 2022”).

All dollar amounts referenced in this Statement, unless otherwise indicated, are expressed in United States dollars.

Modern Slavery Act Criteria

The reporting criteria required to be disclosed under the Act can be found in the following sections of this Statement.

Identify the reporting entity	Page 1
Describe the structure, operations and supply chains	Pages 2-3
Describe the risks of modern slavery practices in the operations and supply chains	Pages 3-6
Describe the actions taken to assess and address risks	Pages 6-10
Describe the process of consultation within the corporate group	Page 6-10
Describe how the effectiveness of the actions is assessed	Page 10

Partner of Choice Within the Mining Industry

The Companies are part of a larger corporate group headed by Agnico and represent Agnico’s operations in Australia. The Companies own and operate the Fosterville Mine, located in Victoria, Australia, and hold interests in properties in the Northern Territory which are under care and maintenance.

Underlying everything we do is a commitment to sustainable production. We are committed to operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families and our operating communities, and respecting the human rights, cultures, customs and values of those impacted by our activities.

The Fosterville Mine produced approximately 383,206 ounces in FY 2022. The Companies generated \$687 Million in gold revenue and contributed \$206 Million in payments to suppliers, \$70 Million in wages, and \$170 Million in royalties and taxes. The Companies have over 600 employees and 200 contractors. Our supply chain for our Australian operations is large and complex, with over 1,150 suppliers.

Approach to Modern Slavery

Modern slavery refers to situations in which persons are coerced to work using violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers, or threats of denunciation to immigration authorities. The International Labour Organization estimated there were 27.6 million people trapped in forced labour around the world in 2021, and that force labour has grown over the years. We believe everyone has the right to a life free from modern slavery and condemn all forms of severe exploitation for personal or commercial gain.

The Companies (by virtue of being part of the larger Agnico corporate group) have adopted a Sustainable Development Policy, which is premised on four key commitments:

1. Operate a safe and healthy workplace
2. Respect for the environment
3. Respect for Employees
4. Respect for Community

This approach, together with our policies respecting human rights, should help our stakeholders have confidence that we are producing gold responsibly.

Supply Chain

The Companies are involved in the business of exploring for gold, developing mines, mining gold-bearing material, processing material to extract gold, and transporting gold to refiners for sale. The Fosterville Mine consumes a variety of goods and requires many services to keep running, including electricity, fuel, lubricants, chemicals, grinding media, steel, piping, parts, fleet, drilling, blasting, safety wear and equipment, professional services and technical consultants.

Our goal is to ensure the communities in which we operate benefit from our presence. At every stage of our business, we utilize goods and services supplied by third parties. We look to support qualified local suppliers and contractors that have businesses in the regions in which we operate. We also work with large contractors to encourage the establishment of local facilities and partnerships to build local capacity and contribute to the local economy.

In FY 2022, the Companies had a total expenditure of \$260 Million, in relation to its operations in Australia.

Our Supply Chain

Exploration & discovery

- Drilling contractors
- Surveying
- Geology and geophysical contractors
- Earthmoving contractors
- Analytical laboratories
- Environmental consultants

Mining

- Underground development contractors
- Tires
- Cement
- Blasting consultants
- Explosives
- Mining communications
- Fleet, maintenance, parts and equipment
- Steel

Processing

- Maintenance contractors
- Lab services
- Grinding media and processing additives
- Chemicals

General

- Camp management
- Personal Protective Equipment and Clothing
- Power
- Fuels, lubricants
- Communication and IT
- Medical, health and safety
- Insurance
- Employee benefits
- Waste management
- Legal, Accounting, Engineering and other professional services
- Freight, Haulage
- Civil contractors

Identification and Assessment of Modern Slavery Risks

We acknowledge that the risk of modern slavery still exists in high-GDP countries, and that the prevalence is higher than many people realize, particularly within groups such as irregular migrants, the homeless, workers in the shadow or gig economy, and certain minorities. With a broad network of suppliers stretching around the world, each with their own vendor relationships, there is greater risk that modern slavery could exist within our supply chain, and we must be vigilant in identifying where there is the potential to cause or contribute to modern slavery activities.

We are committed to upholding fundamental rights as defined in the United Nations Universal Declaration of Human Rights (UDHR). This includes providing assurances that our operations will not support, benefit or contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law.

Operational and Supply Chain Risks

The Global Slavery Index ranks Australia as low risk jurisdictions, and mines within these countries are not considered to be high risk industries for modern slavery. The Fosterville Mine, however, does purchase products that are considered high risk and we do have suppliers in high-risk countries. We also understand that we can indirectly elevate modern slavery risks by placing unreasonable demands on suppliers. In making our procurement decisions, we assess supply chain risk based on geography, product, sector, and entity risks.

Geographic risks: Some countries may have high risks of modern slavery, including due to poor governance, weak rule of law, conflict, migration flows and socio-economic factors like poverty.

Products and services risks: Certain products and services may have high modern slavery risks because of the way they are produced, provided or used.

Sector and industry risks: Certain sectors and industries may have high modern slavery risks because of their characteristics, products and processes.

Entity risks: Some entities may have modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations.

As part of our initial review of our direct supply chain, we identified the countries from which we procure goods and services and compared those to the Global Slavery Index 2023 rankings of countries based on the estimated prevalence of modern slavery, to help assess where there might be potential risk of modern slavery with the companies with which we do business.

Geographic Risk Factors

Country of Supplier	Estimated Prevalence of Modern Slavery (Global Slavery Index 2023) – Estimated number of people in modern slavery per 1,000 population (higher the more prevalence of modern slavery)	Estimated number of people in modern slavery
Australia	1.6	41,000
Canada	1.8	69,000
United Kingdom	1.8	122,000
United States	3.3	1,091,000
Germany	0.6	47,000
New Zealand	1.6	8,000
Ireland	1.1	5,000

We also compared the types of products we purchase to the list of goods most at risk of being produced by modern slavery as set out in the Global Slavery Index 2023.

Product Risk Factors

Products most at risk of modern slavery	Source countries	Products purchased directly by the Companies (but not necessarily from the noted countries)
Bricks	Afghanistan, Myanmar, Cambodia, China, India, Nepal, North Korea, Pakistan, Russia	
Garments and clothing accessories	Argentina, Brazil, China, India, Malaysia, Thailand, Vietnam, Bangladesh	✓
Fish	China, Ghana, Indonesia, Thailand, Taiwan	
Cotton	Benin, Burkina Faso, China, Kazakhstan, Pakistan, Tajikistan, Turkmenistan	✓
Gold	Democratic Republic of the Congo, Korea, Democratic People's Republic of (North Korea), Peru	
Timber	Brazil, North Korea, Peru, Russia	
Carpets	India, Nepal, Pakistan	
Coal	China, North Korea, Pakistan	
Cattle	Bolivia, Brazil, Niger, Paraguay, South Sudan	
Sugarcane	Bolivia, Brazil, Myanmar, Dominican Republic, Pakistan	
Rice	Myanmar, India, Mali	
Cocoa	Côte d'Ivoire, Nigeria, Ghana	
Electronics (Laptops, computers,	China, Malaysia	✓

Products most at risk of modern slavery	Source countries	Products purchased directly by the Companies (but not necessarily from the noted countries)
and mobile phones)		
Palm Oil	Indonesia, Malaysia	
Textiles	China, Malaysia	
Brazil nuts/chestnuts	Bolivia, Peru	
Coffee	Brazil, Côte d'Ivoire	
Diamonds	Angola, Sierra Leone	
Embellished textiles	India, Nepal	
Shrimp	Myanmar, Thailand	
Stones	India, Nepal	
Thread/Yarn	China, India	
Solar Panels	China	

We identified that we regularly purchase electronic devices and equipment with electronic components, and that risks in the cotton and garment industries could have implications for personal protective equipment and clothing used at the Fosterville Mine.

Mitigating and Controlling Modern Slavery Risks

Sustainability Principles

We believe that being socially responsible is essential to our operating and financial success, and we are committed to integrating and promoting sustainability in all facets of our business. This includes producing gold in a safe, environmentally and socially responsible manner.

The Companies, as part of its wider corporate group, uses a risk management and monitoring system (RMMS) as the foundation for managing the commitments made in its Sustainable Development Policy and under international initiatives, principles, codes and programs to which we adhere. The RMMS is aligned to the ISO 14001 Environmental Management System and the ISO Occupational Health and Safety Management System.

Underlying our commitment to sustainability is our support of the internationally recognized best practices and frameworks noted below, with which we comply. These not only demonstrate our commitment to high standards of ESG performance, but also to allow external stakeholders to hold us accountable.

Towards Sustainable Mining

The Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) initiative promotes best practices in environmental protection, energy and climate change management, community engagement, safety and health. The Companies, along with its wider corporate group, are committed to applying the TSM protocols at all of its operations including the Fosterville Mine in Australia.

Conflict-Free Gold Standard

The Companies, along with its wider corporate group, understand that operating responsibly and maintaining the trust of its stakeholders requires that we demonstrate that the gold we produce has been extracted in a manner that does not fuel unlawful armed conflict, nor contribute to serious human rights abuses or breach international law. Therefore, Agnico has adopted and implemented the World Gold Council's (WGC) Conflict-Free Gold Standard (CFGS).

Responsible Gold Mining Principles

In 2019, the WGC launched the *Responsible Gold Mining Principles (RGMPs)* as a framework that set out clear expectations for consumers, investors and the downstream gold supply chain as to what constitutes responsible gold mining. These principles aim to address key environmental, social and governance concerns for the gold mining sector.

Voluntary Principles

The Voluntary Principles on Security and Human Rights (VPSHRs) guide companies in maintaining the safety and security of their operations within an operating framework that ensures respect for human rights and fundamental freedoms.

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a universal set of 17 goals and 169 targets aimed at eliminating poverty, protecting the environment and providing a shared blueprint for peace and prosperity for people and the planet, now and into the future. Agnico and its subsidiaries, including the Companies, support the SDGs and look for meaningful ways to contribute to their achievement.

Workplace Disclosure Initiative

The Workplace Disclosure Initiative aims to improve corporate transparency and accountability on workforce issues, provide companies and investors with comprehensive and comparable data, and help increase the provision of goods worldwide. Agnico and its subsidiaries, including the Companies, participated for the first time in 2022.

More information on Agnico's sustainability efforts and guiding principles can be found in its Sustainability Report(s) available on its website.

Corporate Governance over Sustainability Matters

Good oversight and governance strengthen our accountability, enhances our sustainability performance and helps uphold our core values to operate in an ethically responsible manner. This is why Agnico had adopted clear policies regarding ethical conduct and adherence to strict human rights protection standards, and publicly disclosed information on our practices and payments. These policies apply to all of Agnico's wholly owned subsidiaries, including the Companies.

Sustainability is integrated at all levels at Agnico – its Board of Directors, executive management, and operational levels. Agnico's governance structure creates clear lines of accountability, gives the company the flexibility to adapt to unforeseen circumstances, and ensures sustainable practices are considered in all aspects of our business.

At the executive level, corporate oversight and implementation of the sustainability program are the direct responsibility of one executive officer – the Executive Vice-President of Operational Excellence who reports directly to the President & CEO. The corporate sustainability team is responsible for overseeing our sustainability strategy, and, in collaboration with the operations

and corporate teams, for setting and implementing goals, and measuring progress against key performance indicators.

At the operational level, processes are in place to ensure that sustainable development matters, including risk assessment and mitigation, are integrated into the day-to-day management of our business. The general managers for each operation is responsible at the site level for the implementation of our RMMS, adherence to our Sustainable Development Policy and continuous improvement toward our sustainability goals.

Agnico's Code of Business Conduct and Ethics outlines the standards of ethical behaviour we expect from our people and those working on our behalf around the world. The Code applies to all directors, officers, employees and agents, including those of the Companies, and commits them to conducting business in accordance with all applicable laws, rules, and regulations to the highest ethical standards.

Security and Human Rights

Human rights risks can impact our core operations, supply chain, communities, society and government in the regions where we operate. Agnico's Executive Vice-President Operational Excellence is the executive responsible for human rights due diligence. The sustainability senior management team is directly responsible for overseeing the application of the human right's due diligence in their respective disciplines. Mine general managers are responsible for ensuring Agnico's commitments to human rights are upheld at site. Human rights risks are cross-disciplinary and therefore are also managed throughout the Agnico organization in areas such as health, safety and security, environmental management, human resources, procurement, community and Indigenous relations.

Agnico's policy commitments to human rights are included in its Sustainable Development Policy. Our Code of Business Conduct and Ethics demands that concern for the personal dignity and individual worth of every person be an indispensable element in the standard of conduct of employees and directors. Agnico's Supplier Code of Conduct, whether they are suppliers of services or goods, demands that suppliers uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. Protection of human rights is managed through Agnico's RMMS which incorporates the Responsible Gold Mining Principles (RGMP), Towards Sustainable Mining (TSM) protocols, and the Voluntary Principles on Security and Human Rights (Voluntary Principles or VPSHRs). In 2022, Agnico conducted a gap analysis between its RMMS and the VPSHRs to ensure the former explicitly addresses all VPSHR requirements and covers practices ongoing at Agnico's sites, including the Fosterville Mine.

Agnico and its subsidiaries, including the Companies, ensure the protection of human rights by:

- Actively communicating our approach and expectations to all stakeholders, including suppliers
- Engaging with stakeholders to understand the impacts of our activities and working with them to optimize benefits and limit negative impacts
- Implementing effective grievance mechanisms
- Providing human rights training
- Promoting our expectations of suppliers through the Supplier Code of Conduct

Procurement Process and Considerations

We have a responsibility to understand and manage the risks present in our diverse and dynamic supply chain and to ensure we work only with suppliers who share our values. Strengthening human rights due diligence in our supply chain is crucial to advancing our corporate sustainability commitments, contributing to the VPSHR and making mining work. Agnico expects that suppliers uphold the highest standards of human rights and treat their workers and contractors with dignity and respect.

Before including a potential supplier in a tender process, Agnico and its subsidiaries (including the Companies) conducts a prequalification assessment to ensure the supplier is capable of meeting our high standards, including with regards to the supplier's ESG practices. In appropriate circumstances, Agnico may ask potential suppliers detailed questions to gain a deeper understanding of the supplier's company culture, or to address particular issues or concerns, including modern slavery risks.

In assessing whether to award a contract, we consider various environmental, social and governance (ESG) factors, such as environmental performance, local and Indigenous sourcing, treatment of employees (including modern slavery risks), health and safety, compliance, and governance. All suppliers are expected to respect human rights, rights to life, liberty, security and safety of persons in their own supply chains.

If the decision is made to use a supplier, a contract is entered into which requires (among other things) that the supplier complies with our policies and standards, including adherence to our Supplier Code of Conduct. Agnico's Supplier Code of Conduct sets the minimum level of responsible business conduct and commitment to corporate responsibility expected from those wishing to do business with, or on behalf of, Agnico and its subsidiaries, including the Companies. The Supplier Code of Conduct includes express requirements that the supplier must uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. Suppliers must not employ children below the minimum legal age where work is performed and in any event, no worker shall be employed who is under the age of 15. The Code of Conduct expressly prohibits forced labour in any form. Failure to adhere to the Code of Conduct may be grounds for terminating the supplier relationship. We monitor ongoing compliance and performance as part of our contract administration and take corrective action where necessary.

Agnico and its subsidiaries engage with suppliers formally and informally, as appropriate to the circumstances, which may include onsite visits, requests for information and structured meetings. Engaging directly with suppliers provides insight into the experience of workers helps validate information supplied. Whenever issues are identified, we establish a plan to address the issue and monitor progress. Findings from engagements may also be used to inform and improve future due diligence assessments.

If a potential risk of modern slavery is identified, we will work with suppliers to develop a unique mitigation workplan based on the specific circumstance, which can include regular reporting and audits, supplier due diligence on supply chain (measures to identify, prevent, mitigate, account for how it is addressed), policies, programs and training, and a remediation process. Agnico recognizes that simply terminating a relationship with a supplier may not help to address the risks identified, so we are prepared to work with suppliers to determine the appropriate corrective actions and to monitor those actions until both parties agree that the risk of modern slavery is being appropriately mitigated. If a supplier refuses or fails to demonstrate reasonable and timely

efforts to implement agreed corrective actions required to operate in accordance with our Supplier Code of Conduct, or if we suspect a supplier is violating any laws, we are prepared to terminate the supplier relationship.

To date, we have not identified potential modern slavery risks with any of our suppliers.

Assessing Effectiveness of our Actions

Continuous improvement and ongoing review and assurance of our effectiveness in the management of modern slavery will be guided by and in accordance with our RMMS. The intent of the RMMS is to combine all related management processes into one system, providing a framework for planning, implementing, measuring performance and evaluating our efforts and commitment across the business to manage risks.

By integrating risk management, including with respect to modern slavery risks, into the company's operations and strategic planning, we are able to track performance against plan and regularly assess both compliance with set objectives and whether we are achieving intended results.

Agnico evaluates the effectiveness of its human rights policies and commitments by completing an annual report for all its active mining operations, including the Fosterville Mine. Agnico conduct regular security and human rights assessments for each of its mining operations to identify and manage risks relevant to the organization.

Supplier surveys can also be an effective tool to identify potential risks in our supply chain that may not otherwise be apparent through our tendering and supplier onboarding processes. We anticipate that increasing the use of these surveys as we continue to advance our program will result in identifying additional risks within our supply chain for follow up.

Agnico has several channels through which any person can report incidents with human rights implications including a confidential ethics hotline, employee grievance mechanisms, and community grievance mechanisms. We encourage our employees and business partners to report concerns regarding modern slavery risks through these mechanisms, though to date we have not received whistleblower reports or other complaints relating to modern slavery or other human rights abuses at our operations or in our supply chain. Should such complaints ever arise, we would work closely with the suppliers to fully, appropriately and quickly resolve issues within their workforce, and the complaint and grievance mechanisms would aid in tracking success.

By tracking our performance on employee education, supplier risk assessments, supplier surveys, and compliance with any mitigation plans, we will be able to assess the effectiveness of our efforts in addressing modern slavery risks.