

Agnico Eagle Detour Lake Mine Psychological Health & Safety

April 2025



WHY PSYCHOLOGICAL HEALTH AND SAFETY IS CRUCIAL

- A psychologically healthy and safe workplace is one that works to prevent harm to employee psychological health and promotes psychological wellbeing. With employee mental health being one of the most important issues facing employers today, Agnico Eagle has prioritized its employees to create a culture of safety.
- A workplace with a positive approach to psychological health is better able to attract, retain, and improve engagement.
- Recent research suggest that 70% of people feel their manager has more of an impact on their mental health than their therapist or doctor. This adds additional pressures for people in leadership roles.
- With mental stress claims at 35% of short-term disability cases, we recognize the importance of having a psychologically safe work culture to promote safe and healthy discussions where the belief is that nobody will be punished or humiliated for speaking up.

1 in 5 people in Canada lives with a mental illness each year



WHAT WE ARE DOING:

- Increase mental health awareness in the workplace
- Developed a Psychological Health and Safety Policy
- Employee Peer Support Program
- Access to a Mental Health and Addictions Consultant
- Increase in training for personnel deemed to be in roles that have a higher likelihood of managing mental health
 - Mental Health First Aid
 - Applied Suicide Intervention Training
 - Empathetic Leadership
 - Trauma Informed Leadership
 - Substance Abuse Disorder

WHAT WE ARE DOING:

Substance Use Rehabilitation Program

- Support employees who disclose problematic substance use.
- Referral is made to a mental health professional who will administer an assessment to determine appropriate services.
- Once an employee has completed treatment, we will then help initiate their return to work by ensuring appropriate supports are in place to reduce the risk of relapse and increase their likelihood for success.



WHAT WE ARE DOING:

Employee Peer Support Program

- A peer support program provides a safe place for an employee who is struggling to speak with someone who has experienced a similar issue.
- The role of the peer supporter is to help encourage and guide an individual to reach out for effective help, promote hope, and recovery.
- Consists of trained qualified employees to assist other employees who are struggling with mental health challenges or illnesses.
- This support is embedded in a trusting relationship between a person who is currently struggling and the peer supporter whose own personal history allows them to have an understanding.
- It is an overall approach to psychological health and safety in the workplace.

THE JOURNEY

WHAT WE ARE DOING:

Employee Peer Support Program: DIG DEEP

- Dig Deep is a peer support program geared towards assisting the site.
- We aim to be an ear for the employees to listen when needed
- We aim to be a voice for those who need guidance in seeking resources
- We aim to build trust



BUILDING THE TEAM

With any program geared towards assisting a group of Individuals, it requires Trust to be developed!

- We do this by carefully selecting our volunteers.
- We ensure there is support from each volunteer's department.
- There is an application process that requires an interview with the program leads.
- Confidentiality agreement.
- Ongoing opportunities for professional development and training.



WHAT WE ARE DOING:

Employee Peer Support Program: Dig Deep

- Specific training provided to volunteers by a Psychological Health and Wellness Consultant and Expert Trainer.
- Key training objectives include:
 - Defining the peer's role.
 - Understanding responsibilities and ethics in peer support.
 - Motivational interviewing techniques.
 - Closing sessions effectively.
 - Mental health awareness.
 - Managing stress and anxiety.
 - Addressing depression and grief.
 - Crisis intervention.
 - Recognizing suicidal risk.
 - Emergency interventions.
 - Referral and service pathways.
 - Self-care and protection for caregivers.





TRAINING

Volunteers are trained in the "Big 3":

- Mental Health First Aid
- ASIST (Applied Suicide Intervention Skills Training)
- Peer Support

Upon successful completion of the Big 3 the individual will receive a gold hard hat, which is the color reserved specifically for trained members of the team.





OUTREACH AND INVOLVEMENT

Outreach objectives include:

- Presence at toolboxes
- Bus wrap
- Volunteer Canvassing
- Various site activities

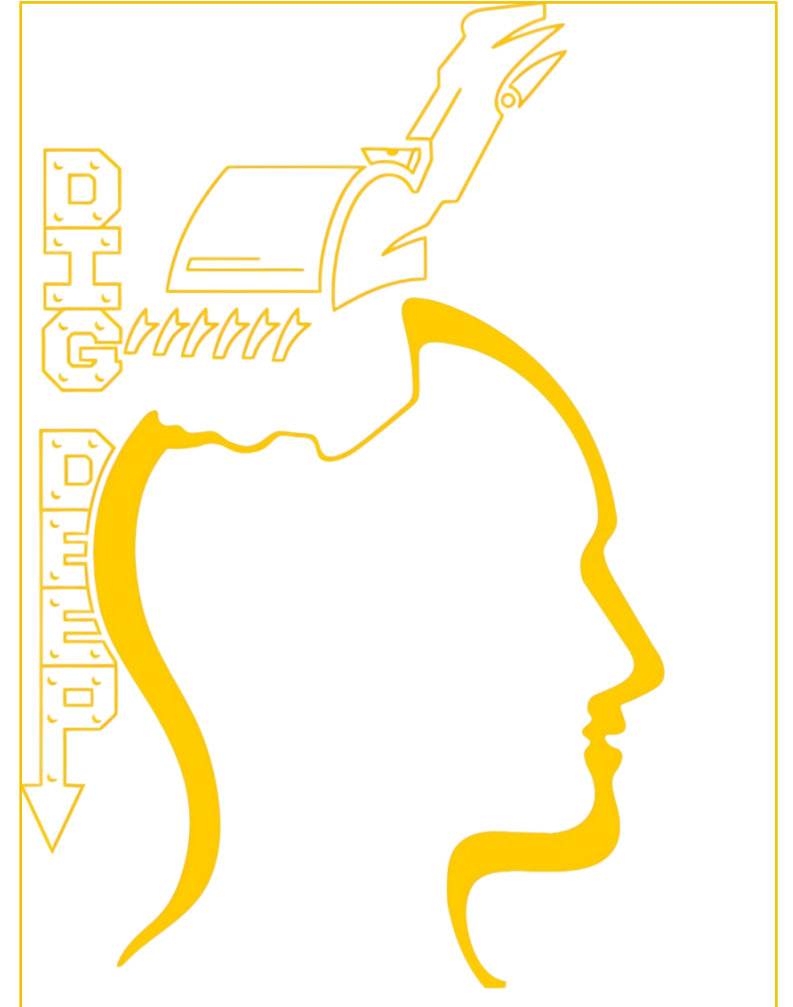


HOW WE REDUCE STIGMA



AGNICO EAGLE

- Normalizing conversations surrounding mental health and addiction.
- Continuous professional development opportunities to ensure our volunteers are up-to-date with best practices.



WHAT WE ARE DOING:

Mental Health and Addictions Consultant Role

- Regulated Health Care Professional (Psychotherapist)
- Providing on-site psychoeducation, and referral services
- Navigating and networking with further community support services
- Provide support and guidance to peer support program, Dig Deep
- Lead our training at site pertaining to:
 - Mental Health First Aid
 - ASIST
 - Leadership education around M/H and Addictions and how to identify and react to situations before they become a crisis

WHAT WE ARE DOING:

Supervisor Toolbox

- Upskilling Supervisors with the tools necessary to support a psychologically safe workplace.
- Conducting assessments to determine training needs and providing/developing training based on these needs.
- Some training includes:
 - Mental Health First Aid
 - Asist
 - Empathetic and Trauma Informed Leadership
 - Mental Health in the Workplace: How to Navigate as a Leader
 - Emotional Intelligence
 - Substance Use Disorder

WHAT WE ARE DOING:

Great Place To Work Survey

Detour Lake Mine

RESULTS – 10 MOST FAVORABLE



DIMENSION	STATEMENT	2023 RESULT (% FAVORABLE)	2022 RESULT (% FAVORABLE)	BENCHMARK (AEM <u>AS A WHOLE</u>)
<u>Customized</u>	I know how to reach out to report an incident of discrimination/harassment in this organization.	88%	89%	+2
Pride: Corporate Image	I'm proud to tell others I work here.	87%	90%	+4
Customized	Discriminatory/Harassment behaviors are not tolerated at this organization.	87%	89%	0
Fairness: Justice	People here are treated <u>fairly regardless</u> of their sexual orientation.	86%	88%	-2
Respect: Caring	This is a physically safe place to work.	85%	90%	-1
Managerial Index	I can be myself with my team.	85%	87%	-1
Pride: Team	When I look at what we accomplish, I feel a sense of pride.	83%	86%	+2
Pride: Corporate Image	I want to work here for a long time.	83%	84%	+3
Camaraderie: Hospitality	When you join the organization, you are made to feel welcome.	83%	84%	0
Pride: Corporate Image	I would strongly endorse my organization to friends and family as a great place to work.	82%	-	+4

MESSAGE AND APPROACH TO OUR WORKFORCE

Creating a psychologically safe and healthy work environment for all.



ONGOING AGENDA

- Continue to offer services and support for our workers and families
- Ongoing training and development of peer support volunteers
- Work to remove the stigma surrounding addictions and mental health
- Work to make the Agnico workplace safe and open to all conversation
- Ensure people continue to understand that “not feeling ok is ok”
- Provide training to all levels of leadership



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