

CANADIAN  
MALARTIC  
PARTNERSHIP



# 2021 SUSTAINABILITY REPORT

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## Sustainable Development

# CANADIAN MALARTIC PARTNERSHIP

The open-pit mine and the processing plant, built by Osisko Mining Corporation, went into commercial production in May 2011, with mining of the Canadian Malartic pit. In June 2014, Yamana Gold Inc. and Agnico Eagle Mines Limited acquired Osisko and formed Canadian Malartic Partnership to manage and operate the mine. Mining in the Barnat open pit began in 2020.

2021 marked a significant step for the development of the Malartic mining camp. In February of that year, Yamana Gold Inc. and Agnico Eagle Ltd. approved construction that transformed the underground Odyssey Project into the Odyssey Mine.

The publication of this report is part of Canadian Malartic Partnership's commitment to regularly update its stakeholders on its projects, activities and achievements aimed at advancing sustainability throughout the Company. This is the Partnership's first sustainability report comprising information on two entities: Canadian Malartic Mine and Odyssey Mine.

## ABOUT THIS REPORT

### Integrity and transparency

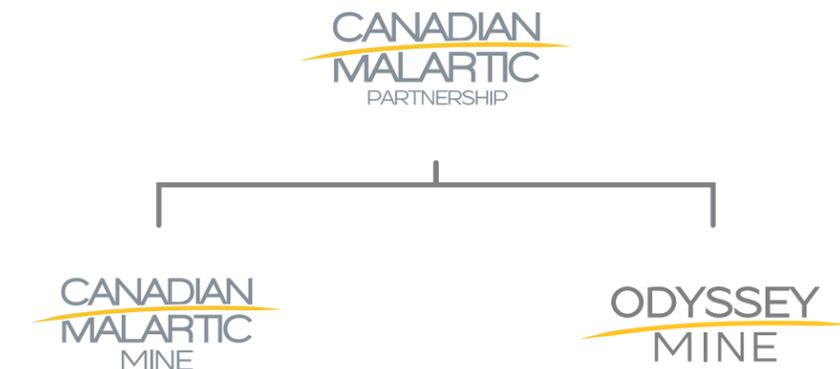
The Canadian Malartic Partnership (Partnership) team is responsible for preparing the 2021 Sustainability Report and ensuring the integrity of the information it contains.

The team believes that this information is a true reflection of its initiatives and its sustainability and social responsibility performance over the past year.

Company authorities responsible for the environment and sustainable development verified the contents of this report.

### We look forward to hearing from you

Help us improve our Sustainability Report or our social, economic and environmental performance practices by sending us your ideas, questions or comments to [relationscommunautaires@canadianmalartic.com](mailto:relationscommunautaires@canadianmalartic.com).



**Vision**

Canadian Malartic Partnership's vision is to build a strong organization with a business strategy that offers employees a workplace of choice, contributes to the host community's well-being and social development, and generates superior, long-term yields for its parent companies, Yamana Gold Inc. and Agnico Eagle Mines Limited, and their shareholders.

**Principles**

Our priorities are to ensure employee safety, engage in respectful dialogue, and work with the communities where we operate, while respecting the environment and adopting best practices.

# OUR VALUES, WHO WE ARE

Three core values guide our day-to-day actions and decisions. They are anchored in the way we do things and are literally WHO WE ARE.

**United**

We are a team of engaged people that leverages each member's diversity and strengths in order to build and unite on shared goals.

**Committed**

In order to find fulfillment and success, we share a determination to act by showing respect and dedication and by going above and beyond.

**Innovative**

We move out of our comfort zones in order to excel every day and find innovative solutions to the challenges we face.

UNITED  
COMMITTED  
INNOVATIVE

WHO WE **ARE**

# OUR STEPS TO SAFE OPERATIONS

We make a point of enforcing compliance with the three steps that guide the daily activities of every employee at our sites, no exceptions.



1 | Is it **safe** for employees?



2 | Does it **respect the environment and the community**?



3 | Once the first two steps have been confirmed, operations may **proceed**.

# 2021 SUSTAINABILITY REPORT DEVELOPMENT PROCESS

## Our inspiration: enforcing our Sustainable Development Policy and using our management tools

Sustainable operations are an integral part of our business strategy. We strive to create value for our parent companies and their shareholders while contributing to the prosperity of our employees and our host communities.

Our Sustainable Development Policy is implemented through the application of a management system for health and safety, the environment, and relations with our employees and host communities. It is true to our values and three steps to safe operations.

This report reflects our commitments and represents our accountability for the economy, health and safety, the environment, and the community, including our employees, in 2021.



The information presented in this document corresponds to numerous elements of our Sustainable Development Policy and the various management tools that guided and framed our operations in 2021, such as:

- Our Code of Ethics;
- The International Cyanide Management Code;
- Our Good Neighbour Guide;
- The *Towards Sustainable Mining (TSM)* initiative.
- Our Tailings Management Policy;
- Our Concern and Complaint Resolution Policy;
- Our Integrity Monitoring Policy; and
- Our Environmental Monitoring Program.

# A NOTE FROM MANAGEMENT

Not that long ago, we were looking to the future, whether to prepare mining in the Barnat pit or to assess projects, with a team that worked to bring an underground mine to life.

Certainly, 2021 enabled us to define the future and think big.

Canadian Malartic Mine's 2021 results are noteworthy. Annual gold production reached a record high, exceeding targets. But that's not all. The six millionth ounce of gold was poured in late 2021.

When our partners announced the construction of the Odyssey Mine, the site was nothing more than a vast expanse of snow. Ten months later, a 93-metre-high headframe was poured and a ramp was excavated down to a depth of 265 metres, illustrating progress towards what will be one of the country's largest underground gold mines.

The Odyssey Mine, whose life is expected to last through 2039, will give us the opportunity to maintain longer-term jobs and provide team members with significant career stability. The Partnership also plans to actively participate in the mining industry's technological development as it develops the Odyssey Mine.

This vision for the future also led Canadian Malartic Partnership to make organizational changes in order to improve efficiency and enhance our ability to deliver solid operational performance. Thus, the Partnership appointed Christian Roy to the position of General Manager, Canadian Malartic Mine, and Patrick Mercier to the position of General Manager, Odyssey Mine.

In 2021, the more than 2,300 workers on our sites applied our steps to safe operations. Furthermore, our values, adopted more than a year ago, are now seamlessly incorporated and enable us to achieve excellent health and safety results. And we continue to use ever-perfectible environmental performance best practices.

We met our commitments to our host community despite the public health environment related to COVID-19. I would like to take this opportunity to commend the citizens of Malartic and those on Des Merles Road in Rivière-Héva for taking the Compensation Program's postponement in stride at the start of the year. We also provided financial support to several organizations and initiatives supported by the public.

We ended the year in the middle of the fifth pandemic wave. While we did not suppress it, we were able to continue operations. And for that, I would like to thank our employees very much.

Happy reading!

**Serge Blais, Eng.**

*Vice President Operations*



## SUSTAINABLE DEVELOPMENT POLICY

Our Sustainable Development Policy was reviewed in 2021 in order to adapt and strengthen our commitments so that they reflect the new requirements set out in the management tools that guide our daily actions. This Sustainable Development Policy review is part of our process to review our ways of doing things in the framework of the continuous improvement processes for our systems.

Operating in a sustainable manner is an integral part of Canadian Malartic GP's (the "**Partnership**") business strategy. We strive to create value for our shareholders and partners while contributing to the prosperity of our employees and host communities. We believe that through on-going dialogue with our employees and stakeholders, a commitment to incorporating best available and applicable practices, including internal and external audits, and a strong focus on continuous performance improvement, we will obtain and maintain our social license to operate and ensure the sustainability of our activities. This Sustainable Development Policy is part of our core values and culture. It is implemented through the application of a management system for health and safety, the environment, as well as for relations with our employees and host communities, and translates into the commitments set out on the following pages.



## 1. Health and safety

We are committed to creating and operating a safe and healthy workplace by:

- a) Recognizing that all injuries, illnesses and fatalities are preventable and ensuring that the responsibility and accountability for safety is shared by the Partnership, employees, contractors, and business partners;
- b) Utilizing continuous risk assessment and mitigating controls to protect workers from hazards;
- c) Promoting health and wellness and establishing relevant programs;
- d) Providing appropriate health and safety training to our employees and contractors;
- e) Providing adequate resources and appropriate tools so employees and business partners can carry out their work safely and efficiently;
- f) Using sound engineering principles in the design and operation of our facilities;
- g) Preventing occupational illness and disease by ensuring that effective health and industrial hygiene programs are in place; and
- h) Maintaining a high level of emergency preparedness to manage the effects of unforeseen events.



## 2. Environment

We are committed to minimizing the effects of our operations on the environment and maintaining its viability and diversity for future generations by:

- a) Making efficient use of natural resources;
- b) Implementing measures to reduce the footprint of our activities and emissions;
- c) Implementing measures to reduce greenhouse gas emissions and combat climate change, as well as using energy efficiently;
- d) Managing tailings, waste rock and overburden to make sure they are safe for the long term and to ensure environmental protection;
- e) Integrating biodiversity conservation and land use planning considerations through all stages of business and production activities;
- f) Minimizing the use of fresh water and managing watershed related risks and opportunities to reduce cumulative impact on other users;
- g) Minimizing and mitigating risks in order to reduce potential impacts on the environment; and
- h) Rehabilitating our mining sites to ensure physical and chemical stability and, where possible, through progressive rehabilitation.





### 3. Employees and communities

We are committed to contributing, socially and economically, to the sustainable development of the communities where we operate and to maintaining fair and respectful relationships with our employees and host communities by:

- a) Treating our employees fairly and providing competitive working conditions;
- b) Ensuring that no discriminatory conduct is tolerated in the workplace and implementing a fair and non-discriminatory dispute settlement mechanism for our employees;
- c) Providing equal opportunity at all levels of the organization, supporting skill development, and valuing diversity;
- d) Providing a drug- and alcohol-free workplace;
- e) Building a long-term relationship with our host communities based on trust through open and transparent communication;
- f) Providing a confidential complaint reporting mechanism to report unethical, illegal or irresponsible behaviour;
- g) Contributing to the development of our host communities by creating jobs, promoting local purchases, and investing in local community projects that serve their long-term socio-economic viability;
- h) Upholding fundamental human rights and respecting the cultures, customs and values of all affected by our activities; and
- i) Working jointly with Indigenous people to establish a mutually beneficial, cooperative and productive relationship, based on an approach characterized by effective two-way communication, consultation and partnership.

## STAKEHOLDERS

This report is for all of our stakeholders. It provides an annual snapshot of our activities and is also a reference tool of choice.



Partnership and Contractor Employees

Malartic Citizens and Rivière-Héva citizens on Des Merles Road

Our Parent Companies' Current and Potential Investors

Municipalities and Governments

Community Partners

First Nations

Environmental Groups

Mining Industry Members

Suppliers

Media

Individuals and groups interested in our activities



Visit our Sustainable Development section

[canadianmalartic.com/en/sustainable-development/](https://canadianmalartic.com/en/sustainable-development/)



## Canadian Malartic Partnership



## 2021 PORTRAIT

Canadian Malartic Partnership (Partnership) is owned equally by Yamana Gold Inc. and Agnico Eagle Mines Limited. It manages and operates Canadian Malartic Mine, Canada's largest open-pit gold mine located in the Town of Malartic, in the heart of Quebec's Abitibi Gold Belt.

The Partnership also began construction of the underground Odyssey Mine, located about 3 km east of the entrance to the Town of Malartic. The mine will develop the continuity of the deposit in the Canadian Malartic and Barnat pits through four main mineralized zones at depth: East Gouldie, East Malartic, Odyssey North and Odyssey South. It will be one of Canada's largest underground gold mines.

Mining operations in the Barnat pit will enable Canadian Malartic Mine to continue operations until 2029. The Odyssey Mine is expected to last through 2039.

### MALARTIC MINING CAMP

Mining at Canadian Malartic Partnership's current property began in the early 1930s and continued for close to 50 years. Over time, four gold producers operated underground mines there:

- Canadian Malartic Gold Mines Limited
- East Malartic Gold Mines Limited
- Barnat-Sladen Mines Limited
- Malartic Gold Fields Limited



## GOVERNANCE

Canadian Malartic Partnership is a general partnership held directly and indirectly by Yamana Gold Inc. and Agnico Eagle Mines Limited. Each of these Canadian corporations, which are headquartered in Toronto, ultimately controls 50% of the Partnership's shares. Its activities are led by an eight-member management committee consisting of four members from each parent company.

For more information regarding financial reports:

-  Yamana Gold Inc.: [www.yamana.com](http://www.yamana.com); and
-  Agnico Eagle Mines Limited: [www.agnicoeagle.com](http://www.agnicoeagle.com)

Figure 1 - Canadian Malartic Partnership's Simplified Governance Structure



Because of this governance structure, no distinction is made between the Company, in the corporate sense, and its sites. This detail is important for compliance with the protocols of the Canadian Mining Association's *Towards Sustainable Mining* initiative, which makes a distinction between head office obligations and those of its facilities.

\* Daniel Paré, formerly Vice President, Operations, Eastern Canada, was appointed to the position of Vice-President, Quebec, following the merger of Agnico Eagle Mines and Kirkland Lake Gold.



## OUR OPERATIONS

### Canadian Malartic Mine

In 2021, Canadian Malartic Mine (CMM) gold production was up 25% compared to 2020. The main reason for this increase is that operations continued uninterrupted, unlike in 2020 when they were cut back to a minimum for three weeks at the start of the COVID-19 pandemic.

Even with the hygiene and prevention measures implemented to fight COVID-19, the commitment and dedication of employees working on the Canadian Malartic Mine site helped us exceed the production target set in late 2020 by 2%. Tonnes of ore extracted increased 10% from a year ago.

- 22 million tonnes of ore processed at the plant; and
- 714,784 ounces of gold produced.

On December 27, 2021, Canadian Malartic Mine poured its six millionth ounce of gold since its plant opened in 2011.



### Odyssey Mine

Construction of the Odyssey Mine is proceeding apace.

Major construction milestones reached in 2021:

- **Ramp Excavation**

Ramp excavation, which began in December 2020, is well underway. A depth of 265 metres was reached on December 31, 2021. Estimated ramp depth after ten years of excavation is 1,800 metres.

The ramp will be used to lower equipment and haul ore to the surface once the Odyssey South Zone is brought into production in 2023.

- **Headframe Pour**

The 93-metre-high headframe concrete pour, a crucial step, required 4,000 m<sup>3</sup> of concrete delivered by more than 570 concrete trucks and the insertion of slightly more than 2 million iron rods. This incredible teamwork went on day and night, from September 30 until October 19, 2021.

- **New Odyssey Mine Access Opened**

During the summer of 2021, a new access was built to the Odyssey Mine and a left turn lane was added to Malartic-bound Highway 117. Both will facilitate access to the mine and enhance road user safety.

### Decree Amendment

Another application to amend the decree was filed with the Québec Ministry of the Environment and the Fight against Climate Change (MELCC) in February 2021, in order to authorize expansion of previously known underground mineralized zones. At the time of writing this report, the request to amend the decree was still awaiting approval.



On October 27, 2021, the Partnership was presented with the Discovery of the Year Award at the Québec Mineral Exploration Association's (QMEA) virtual 2021 Xplor Convention, in recognition of the discovery of the Odyssey Mine's East Gouldie Zone in September 2018. The discovery of this mineralized zone at depth has significantly changed the Odyssey Project by ensuring its economic viability.

## OUR MINING COMPLEXES

Figure 2 - Ore Processing

- 1- Ore extracted from Canadian Malartic and Barnat pits and Odyssey Mine in 2023
- 2- Primary ore crushing
- 3- Secondary ore crushing
- 4- Auxiliary dumping site used to feed the conveyor
- 5- Ore taken by conveyor to the stockpiling zone
- 6- Ore stack
- 7- Ore grinding
- 8- Leaching process
- 9- Gold extraction process
- 10- Gold pour
- 11- Gold bar extracted from mould and cleaned

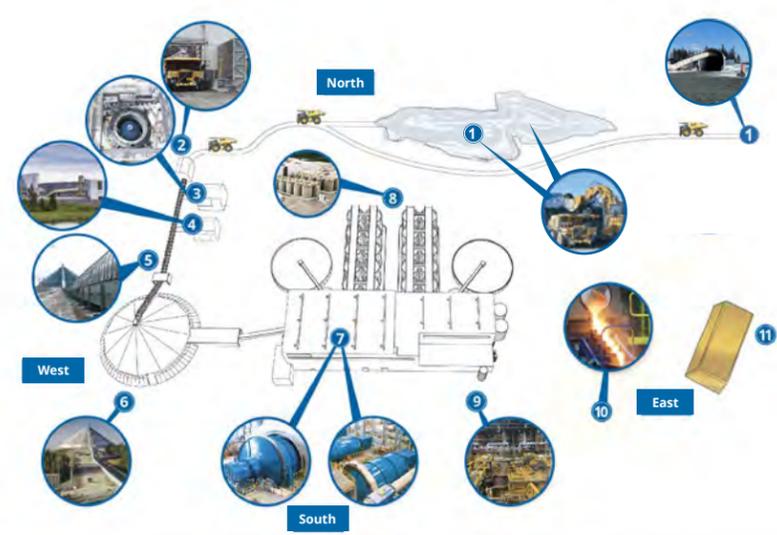


Figure 3 - Canadian Malartic Mining Complex



- A- Crushing Zone
- B- Ore Stockpiling Zone
- C- Ore Processing Plant
- D- Tailings Pond
- E- Administrative Building and Garage
- F- CMM Pit
- G- Barnat Pit
- H- Surface Waste Rock Pile

Figure 4 - Modelization of the Odyssey Mining Complex



- A- Service Ramp Portal
- B- Paste Backfill Plant
- C- Administrative Buildings and Main Dryer
- D- Headframe
- E- Winch Building
- F- Waste Rock and Ore Silos
- G- Mechanical Shop

## 2021 FINANCIAL OVERVIEW

For the purposes of this report, Canadian Malartic Partnership represents, on the one hand, all employees working on the Canadian Malartic Mine and Odyssey Mine sites, and, on the other hand, employees working specifically in the management teams for both mines. In the next section, all are referred to as the Partnership.

As one of the largest private sector employers in the Vallée-de-l'Or RCM, the Partnership has an economic responsibility that takes shape through several development and contribution levers.

**Table 1 - Direct Economic Value\* Generated and Distributed by the Canadian Malartic Partnership in 2021**

Expenditure Item	Amount
Earnings	\$1,630,420,000
Operating Costs	\$905,368,000
Payroll and Benefits	\$131,000,000

**Table 2 - Payments Made to Governments in 2021 (municipal, provincial and federal)**

Expenditure Item	Amount
Mining taxes	\$123,400,000
Payroll taxes (paid by employer)	\$8,873,000
Payroll taxes (paid by employees)	\$36,777,000
Municipal taxes	\$3,431,000
School taxes	\$94,000

\* All amounts in this report are expressed in Canadian dollars.



The Extractive Sector Transparency Measures Act (ESTMA) introduces reporting and transparency obligations for the Canadian extractive sector and contributes to global efforts against corruption in the sector. CMM complies with these Government of Canada requirements. ESTMA reports are available in the Documentation section of our website.



## MAJOR PLAYER IN LOCAL ECONOMIC DEVELOPMENT

### LOCAL GOVERNANCE

In 2021, the Partnership's Management Teams were Quebec teams through-and-through, and 87% of their members live in the Abitibi-Témiscamingue region.

The June 1, 2021, organizational changes mean that the Partnership now consists of three management teams: one for Canadian Malartic Mine, one for the Odyssey Mine and one consisting of the teams providing services for both mines.

Together, the three teams have a total of 37 people, of which 16% are women. The total percentage of women working for the Partnership is 14%.

Our Management Teams care about the region's issues and needs. They implement management practices to ensure that the Partnership remains a key partner in local and regional economic development.

## A LEADING EMPLOYER

We are committed to contributing to the sustainable development of the community where we operate.



**3-g: Contribute to the development of our host communities by creating jobs, promoting local purchases, and investing in local community projects that serve their long-term socio-economic viability.**

The number of Partnership employees continues to increase. At Canadian Malartic Mine, this increase was mainly because some contractor employee positions were converted to CMM employee positions and because new management positions were created in 2021.

Ramp drilling by contractor employees at the Odyssey Mine began in late 2020. In 2021, no hourly-rated employee had been directly hired for the mine.

### A total 898 Partnership employees

This number does not take into account 1,440 contractor employees.

*In 2021, there were more than 2,300 full-time employees at our sites.*



### New partnership hires: recruitment increased in 2021\*

- 122 new hires compared to 85 in 2020.
- 26% women hired compared to 21% in 2020.
- 60 staff departures in 2021 compared to 43 in 2020.
- 18- to 29-year-olds accounted for the largest portion of new hires, 59, or 48%.
- Those between 30 and 49 years of age accounted for the second-largest group, at 43.4%.

\* 2020 data included Canadian Malartic Mine employees only.

It should be noted that 38 of the 59 management employees at the Odyssey Mine requested to be transferred from Canadian Malartic Mine. The Partnership wishes to retain its workforce and enable its employees to advance within the organization, which is why it held information sessions in January 2022 for both hourly-rated and management employees on the transfer process to the Odyssey Mine.

**93% of new hires come from Abitibi-Témiscamingue.**

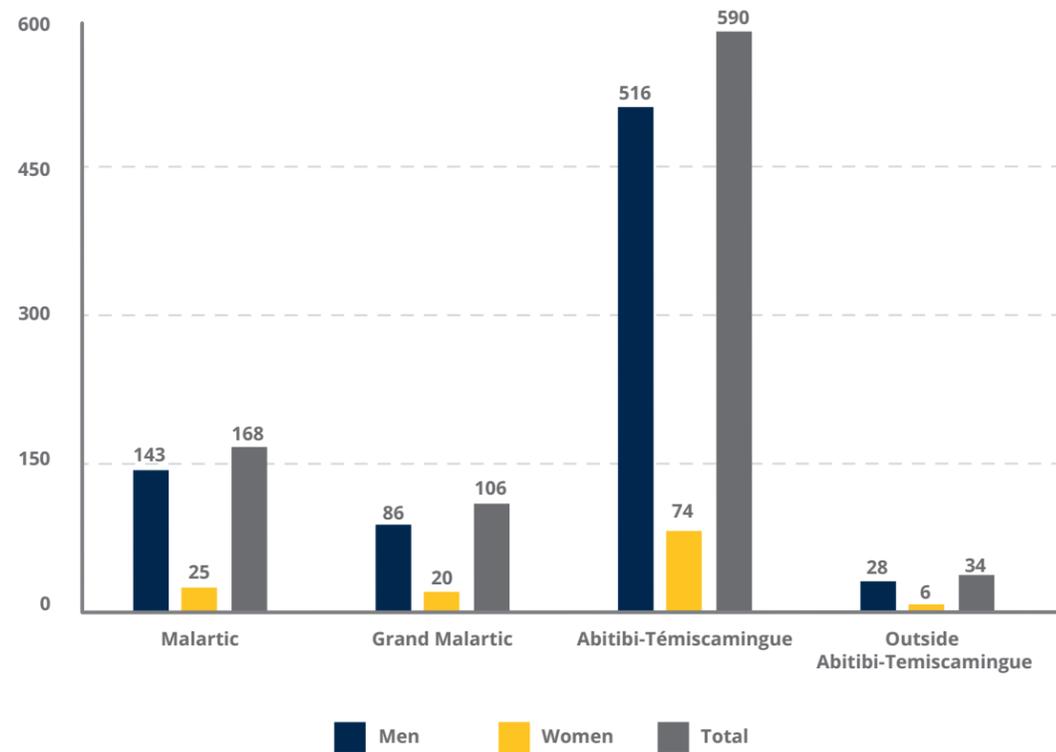


In 2021, we continued to implement several measures to encourage our new employees to settle in Malartic.

- Reimbursement of accommodation costs between time of hiring and the purchase of a residence in Malartic.
- Support finding housing.
- Reimbursement of moving expenses and notary fees.

Local and regional employment is one of the main benefits that we hope to maximize. The majority of our employees come from the region, and more than one hundred call Malartic home.

**Figure 5 - Geographical Distribution of Partnership Employees in 2021**



## AN INDISPENSABLE BUSINESS PARTNER

We are proud that we were able to continue to contribute to Abitibi-Témiscamingue’s economy during the second year of the pandemic. We also remained resolved to contribute to Malartic’s and the region’s social and community development and to be part of a dynamic and healthy living environment.

### Investing locally

#### Canadian Malartic Mine

- \$422 M spent in Abitibi-Témiscamingue.
- 528 suppliers in the region.
- \$107 M worth of contracts awarded to Malartic suppliers.

#### Odyssey Mine

- \$77 M spent in Abitibi-Témiscamingue.
- 204 suppliers in the region.
- \$5.5 M worth of contracts awarded to Malartic suppliers.

We favour suppliers who own a business in the region, provided they are competitive with the market and meet our needs.

*The Partnership was presented with the  
“Contribution to Economic Development” award at  
the Gala de l’Entreprise de la Chambre de commerce de Val-d’Or.*

## Community Investment and Research and Development

**Close to \$1.7 M**

In 2021, close to \$1.7 M was invested in charitable donations, sponsorships, community infrastructure, a beautification campaign, support for population services, and funding for research and development.



Support of \$50,000 granted by the *Fonds Essor Canadian Malartic* to the organization *Besoin d'aide 24/7* for the construction of a crisis center in Malartic, the first in the region.



### Visit our sections

[canadianmalartic.com/en/about-us/canadian-malartic-mine/](http://canadianmalartic.com/en/about-us/canadian-malartic-mine/)

[canadianmalartic.com/en/about-us/odyssey-mine/](http://canadianmalartic.com/en/about-us/odyssey-mine/)

## Health and Safety at work

**We are committed to creating and operating a safe and healthy workplace.**

A sustainable development policy becomes truly meaningful in its day-to-day application. We make a point of enforcing compliance with the three steps that guide the daily activities of every employee at the mine site.



**1 |**

Is it **safe** for employees?



**2 |**

Does it **respect the environment and the community**?



**3 |**

Once the first two steps have been confirmed, operations may **proceed**.

The following pages provide a summary of actions taken in 2021 with respect to our Sustainable Development Policy.

**1-a: Recognize that all injuries, illnesses and fatalities are preventable and ensure that the responsibility and accountability for safety are shared by the Partnership, employees, contractors, and business partners.**

**1-b: Utilize continuous risk assessment and mitigate controls to protect workers from hazards.**

**1-e: Provide adequate resources and appropriate tools so employees and business partners can carry out their work safely and efficiently.**

# COMBINED FREQUENCY

Worker health and safety are priorities for the Partnership and a constant challenge. The combined frequency rate is a performance indicator and shows the number of work incidents resulting in lost time or the temporary assignment of Partnership and contractor employees for every 200,000 hours worked.

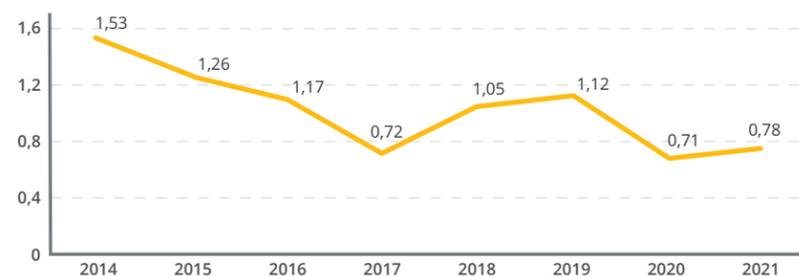
The combined frequency rate allows us to assess the overall health and safety performance of both our facilities and, to some extent, the effectiveness of our control measures. Ultimately, any injury, no matter how minor, should be avoided.

## Canadian Malartic Mine

Canadian Malartic Mine ended 2021 with a combined frequency of 0.78, meaning that the team's performance exceeded the target set at the beginning of the year.

- 2021 target: 0.91
- Actual combined frequency: 0.78

Figure 6 - Change in Health and Safety Combined Frequency at CMM, 2014 to 2021



- A total of 258 events were reported in 2021, down from 262 in 2020.
- Fourteen accidents resulted in lost time or temporary assignments in 2021, compared to 13 in 2020.

In 2021, the number of hours worked at Canadian Malartic mine decreased 2% from the previous year, due in part to the completion of overburden stripping at the Barnat pit.

In 2021, the number of hours worked amounted to more than 3.5 million hours. The number of on-site employees in 2021 was essentially the same as in 2020.



## Odyssey Mine

The Odyssey Mine's combined frequency for 2021 includes infrastructure development and construction. The mine ended the year with a combined frequency of 0.79, easily surpassing the target set at the beginning of the year.

- 2021 target: 3.25
- Actual combined frequency: 0.79

The high target set at the beginning of the year was based on the outcome of various construction projects completed in recent years at comparable companies. The excellent performance in 2021 is the result of a combination of several determinants, including team members' commitment and know-how and compliance with our three steps to safe operations, which have been in place for several years at the Partnership.

- A total of 45 events were reported in 2021.
- Four accidents resulted in lost time or temporary assignments in 2021.

# A PREVENTIVE HEALTH AND SAFETY PROGRAM FOR ALL EMPLOYEES

Our Preventive Health and Safety Program, which also applies to the Odyssey Mine's construction site, aims to eliminate or control hazards to the health, safety and physical well-being of employees at their source. Among other things, we conduct job safety analyses, apply the Supervision Formula, and make preventive observations.

The objectives of the Preventive Health and Safety Program are to:

- Structure and organize the prevention approach;
- Identify and assess risks and select preventive measures;
- Suggest work methods (procedures, standards and guidelines) and prevention tools to protect worker health and safety;
- Protect workers exposed to specific risks by setting standards;
- Maintain personal and collective protective equipment;
- Make workplaces safe; and
- Train and inform Partnership and contractor employees about the risks involved in their work.

All events of actual or potential moderate or high severity are investigated, including close calls and unsafe conditions.

A prevention program will eventually be developed for mining operations at the Odyssey Mine. In the meantime, the basic principles already in force at Canadian Malartic Mine also apply to the Odyssey Mine, including the Supervision Formula and onboarding, which are well established.



## 1-c: Promote health and wellness and establish relevant programs.

### COMITÉ SANTÉ ET MIEUX-ÊTRE



Canadian Malartic Mine's *Comité santé et mieux-être* acts as a change agent by promoting good work-life balance and work environment practices.

Close to ten employees from various mine departments sit on the Committee, which encourages healthy living by inviting employees to partake in local or regional activities or team nutritional challenges. A similar committee will eventually be established at the Odyssey Mine.

The Committee curtailed its activities over the past two years due to the public health environment. For example, in 2021, it installed vending machines with healthier meal and snack options at both mining sites.

The Committee promoted online fitness course offerings that provided potential discounts, as the fitness room on the Canadian Malartic Mine site could not be used.

1-d: Provide appropriate health and safety training to employees and contractors.

## MAIN HEALTH AND SAFETY ACTIVITIES

### Odyssey Mine

The construction of a new mine comes with numerous health and safety challenges, such as managing the many trade contractors at the different sites, implementing workforce training and applying our three steps to safe operations.

From the outset, we wanted to establish our expectations and make no compromises when it comes to basic health and safety rules, such as compliance with the Prevention Program. Our team's presence in the field builds mutual trust with our contractors.



### Awareness

Employee awareness-raising aims to increase employees' knowledge of their health and safety rights and responsibilities.

Awareness activities were stepped up in 2021. More official health and safety meetings were held at CMM: 843 across all departments, up from 700 in the previous year.

The goal of raising contractor employee awareness is to familiarize them with our three steps to safe operations and to ensure they comply with the Partnership's policies. Awareness-raising is carried out through a specific committee on health and safety issues

that brings together Canadian Malartic Mine contractors every two months.

A total of 57 official health and safety meetings on underground operations were held across all departments at the Odyssey Mine in 2021. Construction meeting frequency fluctuated throughout the year with the number of contractors required on site. Almost 80 contractor meetings were held in 2021.

Contractor meetings, like all employee meetings, were held in smaller groups in compliance with COVID-19 measures, including physical distancing.



### Je m'engage Campaign

A major campaign to encourage workers to adopt best health and safety practices continued in 2021. Themed "Je m'engage", the long-term campaign, introduced in 2020, was first initiated at Canadian Malartic Mine and highlighted various prevention tools. It was subsequently adapted as a reminder of certain ground rules and practices.

The campaign relied mostly on supervisors' support and workers' commitment. The following topics were addressed in 2021 and also promoted at the Odyssey Mine:

*Je m'engage – Mon cell, je m'en passe!*

*Je m'engage – J'inspecte mes équipements*

*Je m'engage – J'inspecte mon espace de travail*



At its June 2021 Annual General Meeting, the Québec Mining Association presented its first Distinction Awards. The Partnership was honoured with an award in the *Communications-Marketing category* for its *Je m'engage* awareness campaign, in recognition of the importance of encouraging workers to adopt best health and safety practices.





### Campaign on Using Prevention Tools

Every year, several hundred contractor employees join our teams during four planned ore processing plant shutdowns at Canadian Malartic Mine. Historically, about 30% of this pool of employees arrive on site for the first time.

Starting with the September 2021 planned shutdown, the use of six prevention tools was promoted to ensure the health and safety of all workers. The campaign, which features a different tool for each shutdown, will continue into 2022. These are the featured tools:

1. Memo (Guide on Key Rules)
2. Work permits
3. Decision tree for falling objects
4. Job Safety Analysis
5. Basic slinging plan
6. Job card



### Training

Slightly more than 2,160 employees received departmental introductory health and safety training at Canadian Malartic Mine in 2021. Contractor employees accounted for slightly more than 91% of trainees, due, among other things, to contractors' employee turnover rate and to the fact that several contractor employees had been assigned to planned ore processing plant shutdowns.

Just over 400 Odyssey Mine employees received the same training. In addition, the mine rescue team, established at the outset of ramp development in 2020, was given seven mining rescue training sessions.

Furthermore, all people who want access to the mine site had to take training on COVID-19 measures in person or online.



### Inspections

Partnership and contractor employees and their supervisors make daily equipment and workplace inspections using the job card. When an employee's job card includes a note about a given health and safety irregularity, the supervisor ensures that the comments are followed up and that the situation is monitored.



### Site Visits by Management

To demonstrate their commitment and leadership on occupational health and safety and in order to better understand employees' work environments and maintain a dialogue, the Management Teams, including supervisory teams, take part in inspections that mainly involve site visits. These visits also drive the improvement of practices, in particular as regards establishing relevant standards and procedures, implementing corrective measures and verifying the effectiveness of the measures put in place.

In all, the Management Team conducted 81 inspections at Canadian Malartic Mine in 2021, in addition to several compliance inspections at the Odyssey Mine. All were conducted in compliance with COVID-19 prevention measures.

## 1-f: Use sound engineering principles in the design and operation of our facilities.



We operate our facilities with the utmost rigor and in compliance with applicable laws and regulations, such as the *Mining Act* and the *Regulation respecting occupational health and safety in mines*.

Internal and external audits are conducted to ensure that best practices are applied in our various areas of activity.

Finally, our team includes 36 employees specifically associated with engineering in our mines' various departments. We also collaborate with several consulting engineering firms for the design of several facilities.

## 1-g: Prevent occupational illness and disease by ensuring that effective health and industrial hygiene programs are in place.

### HEALTH AND SAFETY COMMITTEE

Canadian Malartic Mine's Health and Safety Committee brings together the Company's workers and management to promote collaboration. It combines employees' practical knowledge, managers' overall vision and the Company's general procedures. It advises managers, management and teams. The Committee meets about ten times a year. Hybrid committee meetings were held in 2021, with some members attending in person and others online.

The Health and Safety Committee also fully complies with section 1-e of our Sustainable Development Policy.

The Odyssey Mine construction site has its own committee, better known as the Job-site Committee, which is provided for in the *Safety Code for the construction industry* and holds meetings every two weeks. It is composed of contractor and mine management representatives. Topics addressed include all work areas and decisions made may be included in the prevention program.



**1-h: Maintain a high level of emergency preparedness to manage the effects of unforeseen events.**

## EMERGENCY RESPONSE PLANS

There is an Emergency Response Plan (ERP) for each mining site. Each provides a framework for managing potential risks to health, safety, the environment or property during our mines' operating phase. For each risk of accident, possible causes are identified and preventive control measures are proposed. Appropriate emergency measures are developed to ensure diligent, decisive and timely action in the event of a disaster.

In addition, we have an agreement with the Town of Malartic to share staff and equipment and to help each other in the event of an incident. This collaboration was officially established in an agreement signed in 2017.

The ERPs are updated twice yearly. For preventive purposes, three drills were held in 2021 for the following situations:

- Hydrogen peroxide leak (Canadian Malartic Mine)
- Cyanide leak at the ore processing plant (Canadian Malartic Mine)
- Underground fire (Odyssey Mine)

The ERP was implemented at Canadian Malartic Mine in January 2021, in response to a blasting mat fire. No employees were injured and no equipment was affected.

## CRISIS MANAGEMENT AND COMMUNICATIONS PLANS

There are also Crisis Management and Communications Plans for each facility. They serve as a working tool for management and executives who have a role to play in any potential media or communications crisis management situation in which we could be involved.

The plans apply to any crisis that has, or could have, a significant impact on the organization as a whole. As part of the year's organizational changes, a specific plan was developed for Canadian Malartic Partnership in case an event's impact reaches beyond one of our operations or affects our offices in the Town of Malartic, for example.

Canadian Malartic Mine's crisis unit met twice in 2021 for simulations on a tailings pond spill and a cyanide leak at the plant. It was also called upon during a fire at the Canadian Malartic pit.

The Crisis Management and Communications Plans are updated at least once yearly.

## COVID-19: CONTINUITY

COVID-19 continued to pose a risk and was an integral element of ongoing operations management. Our Hygiene and Prevention Measures Plan, implemented in spring 2020, remained in place.

Adjustments were made throughout the year, based on the level of the pandemic, in accordance with guidelines issued by Public Health and the *Commission des normes, de l'équité et de la santé et de la sécurité du travail* (CNESST). All employees were kept abreast of the situation through regular communications.

Our Plan was designed to provide a safe workplace for all workers on our sites and all neighbouring communities. More than 80 measures, grouped in ten target areas, continued to apply successfully.

**Figure 7 - Target Areas of the Partnership's Hygiene and Prevention Measures Plan**

Crisis management	Individual protection
Triage and access limitations	Eliminating potential contact
Isolation measures	Awareness and communication
Cleaning and disinfecting	Infirmery and health unit
Physical distancing	Community relations

### CMM'S on-site screening lab

The 2020 commissioning of our screening lab directly at the Canadian Malartic Mine site turned out to be a win-win. The lab allowed us to protect workers and respond quickly to specific situations. It also enables us to be more efficient and, when required, to increase the testing frequency of Partnership and contractor employees.

There were four COVID-19 pandemic waves in Québec in 2021. Our prevention measures were adjusted based on their intensity.



## HEALTH AND SAFETY SUCCESSES

### 25 CMM supervisors receive a QMA recognition award

The Québec Mining Association (QMA) highlighted industry workers' OHS efforts. Twenty-five Canadian Malartic Mine supervisors were recognized for achieving, along with their teams, between 50,000 and 550,000 consecutive hours of work without a lost-time accident, turning in the best performance in Quebec and reaching the highest level ever at the mine.

These awards aptly summarize the importance of applying the first of our three steps to safe operations, health and safety, that structure the work all Partnership workers perform on a daily basis.



### MESURES PRÉVENTIVES ACTUELLEMENT EN VIGUEUR CONTRE LA COVID-19



Procédure de triage



Lavez-vous les mains souvent



Gardez une distance de 2 m minimum



Éternuez dans votre coude



Jetez vos mouchoirs



Évitez les poignées de main



Le port du masque de procédure est OBLIGATOIRE EN TOUT TEMPS.

À l'intérieur, obligatoire en tout temps, même à votre poste de travail, à moins que vous soyez seul dans un bureau fermé.  
À l'extérieur, obligatoire en tout temps, à moins que vous soyez seul ou à plus de 2 m de distance de vos collègues.



Télétravail obligatoire



Les salles de réunion sont ouvertes, mais la distanciation de 2 m doit être respectée. Privilégier les rencontres virtuelles.



Lavage des mains obligatoire avant et après utilisation des équipements communs

SUJET À CHANGEMENT SANS PRÉAVIS.



**CMM honoured at the Cnesst Grands Prix**

Olivier Brousseau, Health and Safety Superintendent, Canadian Malartic Mine, took top honours in the *Leader* category at the November 21 virtual Grands Prix held by the *Commission des normes, de l'équité et de la santé et de la sécurité du travail* (Cnesst).

The award underscores Brousseau's contribution to field work coordination during planned processing plant shutdowns and to the engagement of several teams that were already highly involved in prioritizing everyone's health and safety every day.



**Visit our Health and Safety section**

[canadianmalartic.com/en/health-and-safety/](http://canadianmalartic.com/en/health-and-safety/)

*Environment*



**We are committed to minimizing the effects of our operations on the environment and to maintaining its viability and diversity for future generations.**

Our Environment Team is divided into three large sectors: operations monitoring and environmental compliance, tailings and water management, and mine reclamation.

Annual investments are made in order to meet our various environmental obligations. For example:

- We carry out sound monitoring with our partners at Soft dB, which allows us to identify, in real time, whether the sounds measured come from the mine or from the surrounding sound environment.
- Inventories of biodiversity and wetlands are carried out in order to minimize the impacts on the environment. Significant sums have been paid in financial compensation for the loss of wetlands.

**Table 3 - Environmental Investment by the Partnership**

<b>Environmental Investment</b>	<b>2020</b>	<b>2021</b>
Environmental protection	\$17,126,000	\$19,439,000
Environmental management	\$20,850,000	\$22,409,000
Environmental infrastructure	\$17,012,000	\$30,075,000
Waste management and water purification and treatment	\$3,862,000	\$3,107,000

2-a: Make efficient use of natural resources.

2-f: Minimize the use of fresh water and manage watershed related risks and opportunities to reduce cumulative impact on other users.

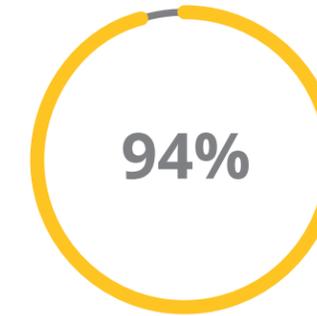
## WATER USE

We comply with laws and regulations in force regarding mining on our sites. In this context, water management is an important issue that includes the following main aspects.

Below are the water sources used at our sites:

Table 4 - Water Use in 2021, by Source

Source	Use
<b>Canadian Malartic Mine</b>	
Southeast Basin, which collects runoff from the site and the tailings pond	Ore processing.
Former underground mine shafts	Mainly sent to the polishing pond and released into the environment. A small amount is used for ore processing.
Johnson Basin, fed by the Raymond Creek	A reserve in case of fire or a back-up source of water should there be a supply issue with the other water sources.
Barrette Well	Dust control in the Barrette crusher sector.
Potable water from the municipal water system	Solely used for human consumption. It is discharged into the municipal sewage system.
<b>Odyssey Mine</b>	
Potable water supply well	Solely used for showers and sinks. It is discharged into the wastewater treatment system.
Northeast Basin, which collects surface water from the Odyssey Mine area and underground dewatering water	Mainly reused for various needs at the Odyssey Mine.



Percentage of water used at ore processing plant that was sourced from the Southeast Basin by recirculation in 2021.

### Water Consumption

The following table shows the amount of water withdrawn from each source for our operations. These amounts are calculated using flowmeters, with the exception of the water system, whose volume is recorded each month by water meters.

Table 5 - Change in Water Withdrawals in Cubic Metres, 2015 to 2021

Source	2015	2016	2017	2018	2019	2020	2021
<b>Canadian Malartic Mine</b>							
Southeast Basin (a)	12,302,620	12,105,308	11,177,309	11,251,593	11,596,204	11,828,273	13,362,271
Water pumped from former underground shafts (b)	6,088,486	5,794,634	7,051,392	6,595,691	6,347,448	4,788,944	7,927,568
Johnson Basin	124,724	68,347	52,696	221,119	320,244	418,813	558,661
Barrette Well (dust control in the Barrette sector)	2,694	12,602	9,601	12,039	10,681	8,168	10,257
Potable water from the municipal water system	23,057	30,836	32,283	47,324	29,096	26,488	27,578
<b>Odyssey Mine</b>							
Potable water	-	-	-	-	-	723	4,663
Underground Dewatering	-	-	-	-	-	2,791	92,595
<b>TOTAL</b>	<b>18,541,581</b>	<b>18,011,727</b>	<b>18,323,281</b>	<b>18,127,766</b>	<b>18,303,673</b>	<b>17,074,200</b>	<b>21,983,593</b>

(a) The Southeast Basin is the main source of water for ore processing.

(b) A portion of the water is used for spraying as part of dust control.

### Water Returned to the Environment

In 2021, 1,872,280 cubic metres of effluent from the Canadian Malartic Mine site was discharged into Raymond Creek.

The management of water discharged into our final effluent is a constant concern for the Partnership. To do this, we have equipped ourselves with monitoring tools and an organizational structure so that the water discharged into final effluent complies with the requirements of government authorities.

Water samples are taken several times a year and sent to an external laboratory for analysis. In order to minimize environmental impacts, the Partnership maximizes the recirculation of water on site for its operational needs.

## 2-b: Implement measures to reduce the footprint of our activities and emissions.

# ENVIRONMENTAL COMPLIANCE: A CONSTANT PRIORITY

Canadian Malartic Mine received four notices of non-compliance in 2021: two for blasting operations and two for non-compliance with conditions set out in our authorizations. The Odyssey Mine received two notices for non-compliance with conditions set out in our authorizations. We continue to work towards best practices. Respecting the environment and our host community is a constant priority and we intend to continue to operate to that end.

Environmental compliance results were excellent in 2021.

- Air Quality<sup>1</sup>: 100% compliant with Quebec air quality standards since May 2015.
- Noise<sup>2</sup>: 100% compliant with applicable noise limits under municipal by-laws and the *Environment Quality Act* since October 2016.
- Water<sup>3</sup>: 100% compliant with the standards in effect since February 2013.
- Blasting: 99.3% compliant with Quebec blasting standards.
  - Vibration: 100%
  - NOx emissions: 99.3%
  - Overpressure: 100%

Canadian Malartic Mine's Engineering team closely monitors blasting results. Any non-compliance must be reported to the Québec Ministry of the Environment and the Fight Against Climate Change (MELCC). Where appropriate, such non-compliance will be analyzed in depth in order to identify likely causes and quickly implement corrective measures. Should blasting operations exceed our more stringent internal standards, they will also be analyzed in order to improve our practices.

After operating for more than ten years on the outskirts of the Town of Malartic, Canadian Malartic Mine has acquired world-class expertise in mine blasting in an urban setting. Its blasting notices and results are posted on our website.

<sup>1</sup>Pursuant to the *Clean Air Regulation*. From May 8, 2015 to December 31, 2021.

<sup>2</sup>Pursuant to municipal by-laws and the *Environment Quality Act*. From October 15, 2016 to December 31, 2021.

<sup>3</sup>Compliance with applicable standards on the discharge of water into final effluent. From February 12, 2013 to December 31, 2021



# A RANGE OF IMPACT MITIGATION SOLUTIONS

The Good Neighbour Guide, described in the Community section of this report, includes an action plan to prevent, manage and mitigate the impacts of Canadian Malartic Mine's operations by targeting noise, air quality and blasting (vibration and overpressure).

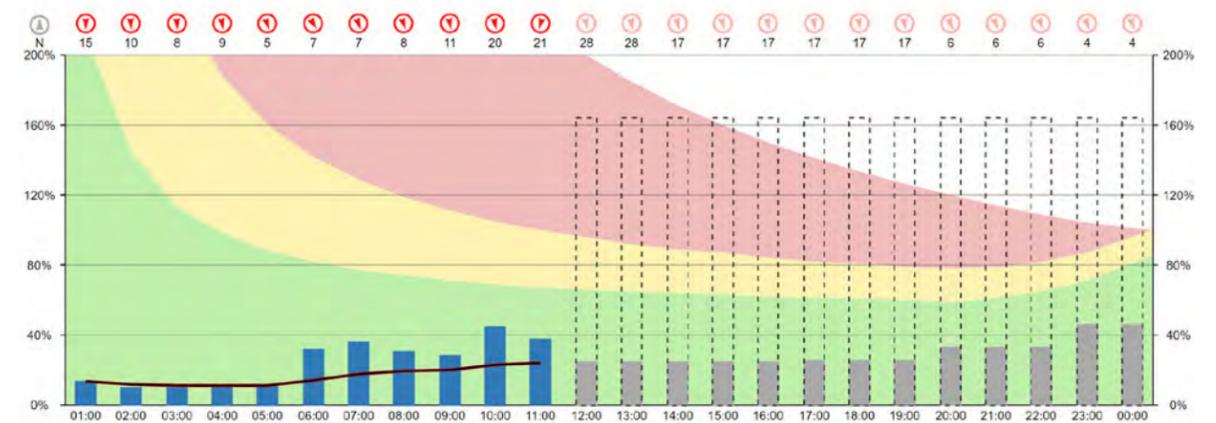
## AIR QUALITY

Air quality is a constant concern, as is noise. Several tools are used to constantly measure air quality in the Town of Malartic:

- **Three stationary measuring stations** to inform the CMM team of particle levels in real time. The locations are approved by the MELCC. The stationary measuring stations measure total particles, fine particles, some metals and nitrogen dioxide.
- **A mobile station** for real-time data on particle levels near work being done on the Malartic Extension Project.
- **Dust prediction software** developed by CMM to monitor the change in air quality in the Town of Malartic and predict concentrations.

*Equipment downtime totalled 6,501.6 hours  
in 2021 in order to meet particle concentration standards.*

Figure 8 - Dust Prediction Software



### Mechanisms for managing the conformity

- 1) **Activity planning to ensure compliance**, mainly with a predictive tool that uses historical data and that was developed to predict emissions over a 24-hour period.
- 2) **An automatic notification system** that notifies CMM personnel by email when measurements reach 80% of the levels permitted by the standards.
- 3) **On-site assessment by each department**, after a notification is received, to determine if operations in their respective sectors are creating dust.
- 4) **A dynamic map** can be used to show the location and identify potential dust sources in real time.
- 5) **Effective mitigation measures**, including spraying dust with water and, if necessary, completely shutting down equipment when dust levels approach the levels permitted by the air quality standard.

# NOISE

Numerous measures have been implemented to manage and reduce noise that may be created by Canadian Malartic Mine's activities.

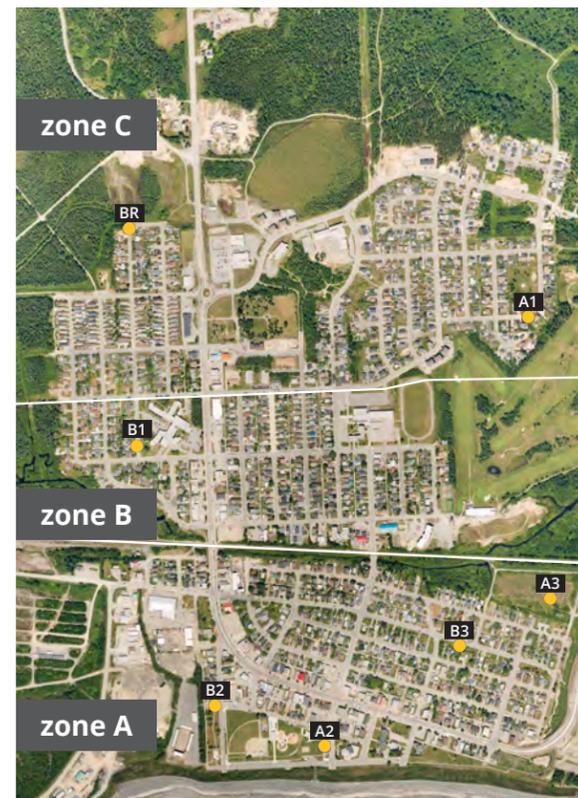
Our main measurement tools are:

- **Four stationary acoustic stations** installed in four different MELCC-approved locations throughout the Town of Malartic.
- **A dynamic acoustic map** for the real-time identification of predominant noise generated by equipment, based on wind direction and speed.
- **Real-time tracking software** connected to the mobile stations to interpret measurements.

Below are two examples of noise-reduction measures taken in 2021:

- Completely shut down equipment when the noise level approaches the limits indicated in municipal noise by-laws and the ministerial authorizations issued to CMM.
- Erect soundproof walls at both CMM mobile crushing sites in order to reduce the noise that might be generated by crushing operations.

**Figure 9 - Location Map of CMM's Air Quality Stations and Stationary Sound Monitoring Stations**



A: Stationary Air Quality Stations

B: Stationary Acoustic Stations

**Equipment downtime totalled 4,188.4 hours in 2021  
in order to meet noise standards**

**10,690 hours**

**Total number of equipment downtime hours when air quality and noise levels approached the limits indicated in the applicable standards**

# BLASTING

Canadian Malartic Mine is authorized to perform two blasting activities per day, 365 days a year: between 11 a.m. and noon and between 3 p.m. and 4 p.m. The permitted blasting length is 15 seconds.

In 2021, blasting operations in the Canadian Malartic and Barnat pits were as follows:

- 292 blasts
- On 210 days, one blast was performed
- On 41 days, two blasts were performed

Several planned blasts were cancelled, mainly due to wind blowing towards the Town of Malartic.

The blasting notices and results are available on our website: [canadianmalartic.com/en/blasting-notice-and-results/](http://canadianmalartic.com/en/blasting-notice-and-results/)





**2-c: Implement measures to reduce greenhouse gas emissions and combat climate change, as well as use energy efficiently.**

## ENERGY AND CLIMATE CHANGE

Various energy sources are used for our operations, including:

- Electricity supplied by Hydro-Québec is mainly used to operate the plant, pumping systems and production equipment, including hydraulic shovels.
- Fuel is used for our equipment fleet.

### Greenhouse gases

Based on an annual inventory taken under the *Towards Sustainable Mining* (TSM) initiative of the Canadian Mining Association (CMA), as well as under the *Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere*, diesel consumption accounts for more than 95% of GHG emissions produced by our operations. The following activities require the most diesel: production drilling, the loading of 793F trucks, and hauling.

Targets are set each year in order to improve our performance, such as reducing the number of litres of fuel used per tonne loaded at Canada Malartic Mine. All targets set in 2021 were reached, with the exception of our transportation intensity factor due to operations in the Barnat pit that increase the distance trucks have to travel.

### Electrification Plan

Advances in mining equipment electrification continue apace. The Partnership plans to purchase electric equipment for Odyssey Mine operations provided it is equivalent to fuel-powered equipment in terms of safety, performance and cost. An electrification plan complete with a strategy for replacing diesel equipment with electric equipment has been developed.

### Greenhouse Gas Emissions Estimate

The Partnership voluntarily joined the *Cap-and-trade system for greenhouse gas emission allowances* in 2019. Voluntary membership in this system required a few changes to the way our emissions are calculated in order to comply with the system's requirements, hence the increase in GHG emissions associated with explosives and coolants since 2019.

**Table 6 - Estimate of the Greenhouse Gas Emissions and Precious Metals Production for the Canadian Malartic Partnership, 2015 to 2021**

Emission Sources	CO <sub>2</sub> Equivalent (tonnes)						
	2015	2016	2017	2018	2019	2020	2021
Production (gold and silver, in ounces)	1,172,525	1,264,975	1,315,630	1,570,620	1,511,183	1,263,831	1,294,865
<b>Direct Sources<sup>1</sup></b>							
Mobile equipment	135,198	145,859	169,461	202,247	208,092	190,768	198,574
Gas combustion by fixed equipment	7,961	8,230	8,580	8,936	8,805	8,067	7,683
Diesel combustion by fixed equipment	7,843	3,476	4,194	5,987	8,260	8,353	8,752
Propane combustion by fixed equipment	165	171	98	47	59	211	687
Use of explosives, sodium carbonate and coolants	11	10	9	8	3 251	3 058	3 587
<b>TOTAL</b>	<b>151,178</b>	<b>157,745</b>	<b>182,342</b>	<b>217,225</b>	<b>228,467</b>	<b>210,457</b>	<b>219,283</b>
<b>Indirect Sources<sup>2</sup></b>							
Electricity purchased from Hydro-Québec	1,590	1,627	1,639	874	874	1,100	1,025
<b>TOTAL</b>	<b>152,768</b>	<b>159,372</b>	<b>183,981</b>	<b>218,099</b>	<b>229,341</b>	<b>211,557</b>	<b>220,308</b>
<b>Tonnes of emissions per ounce of gold and silver</b>	<b>0.13</b>	<b>0.12</b>	<b>0.14</b>	<b>0.14</b>	<b>0.15</b>	<b>0.17</b>	<b>0.17</b>

<sup>1</sup> **Direct sources** were calculated by multiplying volumes of fuel consumed by the emission factors provided in the Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere, Schedule A-2, available at: [www.environnement.gouv.qc.ca/air/declar\\_contaminants/](http://www.environnement.gouv.qc.ca/air/declar_contaminants/)

<sup>2</sup> **Indirect sources** were calculated by multiplying the total kilowatt hours consumed by the conversion factors provided by Environment Canada in the following table: Electricity Generation and GHG Emission Details for Quebec (2018).

# MATERIALS MANAGEMENT

## SPILLS

The Partnership's operations can cause two types of accidental spills:

- Contact or process water/slurry spills (water that has been in contact with mine tailings in tailings accumulation sites or cyanide-containing process water/slurry from the plant); and
- Heavy equipment leaks in the mine's various mining operations sectors.

### Number of spills\*

**2020: 299**

**2021: 381**

\* Spills of 20 litres or more

### Spill volume (in cubic metres)

**2020: 179 m<sup>3</sup>**

**2021: 69 m<sup>3</sup>**

The Canadian Malartic Partnership continued its work in 2021 in order to target actions to be prioritized and implemented to reduce the number of accidental spills from heavy equipment.

Every spill is cleaned up and recovered to ensure there is no impact on the environment. In addition, rock and contaminated soil are excavated and sent to an authorized treatment site.

In 2021, no major impact or contamination was observed beyond the footprint of our mining facilities, such as in waterways.



## RECYCLING

As part of its sustainable development approach, the Partnership constantly seeks to extend the life cycle of the materials it uses.

**Table 7 - Amount of Residual Materials Generated, 2015 to 2021 by the Partnership**

Type of Waste	Amount Generated (tonnes)						
	2015	2016	2017	2018	2019	2020	2021
Residual materials, including landfilled and recycled materials	3,137	3,915	8,949	15,644	5,383	11,484	11,600
Residual hazardous materials	1,213	1,098	2,546	1,069	806	604	653

For the characterized hazardous materials reported in the table above, the Partnership generated:

- 724,000 litres of waste oil treated by an authorized company.
- 2,607 tonnes of solid sludge disposed of off-site at an authorized processing centre.
- 854 tonnes of landfilled materials.

No hazardous waste was exported.

**Table 8 - Recycled Volumes by Material, 2015 to 2021 by the Partnership**

Type of Material	Amount Recycled (tonnes)						
	2015	2016	2017	2018	2019	2020	2021
Wood	409	458	458	516	663	461	504
Paper and plastic	154	182	170	212	131	114	95
Metal and wire	999	1,405	1,004	1,189	1,445	7,022	6,692
Tires (Recyc-Québec)	170	28	110	8	97	89	51
Oversize tires	920	1,059	386	1,623	1,226	954	1,114
Rubber	142	412	3,482	4,928	77	283	394
Worn blasting mats	n/a	n/a	2,980	6,684	1,105	1,929	1,894
IT and communication	n/a	n/a	2	n/a	1,4	2,6	1,9
<b>TOTAL</b>	<b>2,794</b>	<b>3,544</b>	<b>8,592</b>	<b>15,160</b>	<b>4,745</b>	<b>10,855</b>	<b>10,746</b>

### Where do residual materials go?

- Non-recyclable residual materials → Landfill sites
- Hazardous residual materials → Authorized treatment sites in Quebec
- Recyclable residual materials → Recycling centres

**2-d: Manage tailings, waste rock and overburden to make sure they are safe for the long term and to ensure environmental protection.**

# MANAGEMENT OF TAILINGS, WASTE ROCK AND OVERBURDEN

## Tailings, waste rock and overburden

Rock mining generates waste of which a portion is reused to limit above-ground piles.

Rock mining generates:

1. Overburden, or barren or non-ore material that overlies and must be removed to gain access to minable grade material (top layer of soil);
2. Waste rock, or rock that has been mined but contains too little ore to warrant treatment; and
3. Mine tailings, or the processed ore from which metals of interest have been extracted.

**Table 9 - Total Amounts of Overburden, Tailings and Waste Rock extracted in 2021**

Type of Material	Volume in tonnes
Overburden mined	2,340,731
Thick tailings placed in surface tailings containment	22,260,390
Waste rock reused in tailings dam construction	11,690,405
Waste rock reused in other construction	667,179
Waste rock placed on surface waste rock piles	38,848,383

## Tailings Management

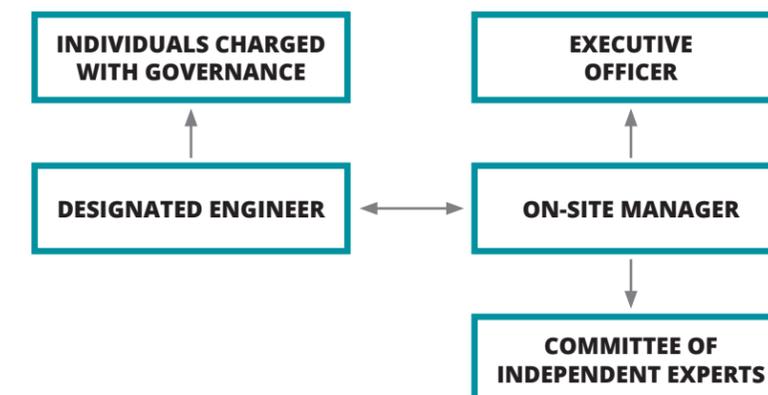
As a responsible manager and in connection with its owners' practices to sustainably and responsibly manage its operations and facilities, the Partnership is committed to working safely and with respect for the environment, while contributing to the prosperity of its employees, their families and its host communities.

Our Operation, Maintenance and Surveillance Manual for Tailings and Water Management Facilities is the main tool that implements the Tailings Management Policy. The manual undergoes a formal review as part of the TSM initiative, as it is Indicator 5 of the *Tailings Management Protocol*. It is an integral part of the *Tailings Management System*, which contains, among other things, emergency response and preparedness plans, risk management plans, and quality assurance management plans.

In 2021, implementation of a strong tailings management governance framework continued, in accordance with the Canadian Mining Association's *Guide to the Management of Tailings Facilities* in order to reach an AA Level for all performance indicators in the *Tailings Management Protocol*. This framework more clearly assigns the roles and responsibilities for managing tailings and critical infrastructure. Specific management responsibilities have been assigned to an on-site manager, an independent designated engineer, an executive officer, and those charged with governance for each parent company. In addition, a committee of independent experts has been established to review practices and monitor tailings and infrastructure management. These actors met on several occasions in 2021 to review various on-going tailings and retaining infrastructure management matters.

For more information on CMM's tailings pond, go to [agnicoeagle.com](http://agnicoeagle.com) to view Agnico Eagle's 2021 Tailings Summary Report in the Sustainability section.

**Figure 10 - Tailings Management Governance Framework**





**2-e: Integrate biodiversity conservation and land use planning considerations through all stages of business and production activities.**

# BIODIVERSITY AND ENVIRONMENTAL PROTECTION

In 2017, we launched our Biodiversity Conservation Plan following on the Mining Association of Canada's 2015 *Biodiversity Conservation Management Protocol*. It is the result of a vast consultation of 15 communities of interest, including the *Association forestière de l'Abitibi-Témiscamingue* (AFAT), the Abitibiwinni (Pikogan) First Nation Council, the Town of Malartic and *ÉcoMalartic*.

The Biodiversity Conservation Plan has numerous objectives. In addition to consolidating existing actions, we want to structure its long-term approach by defining key directions and implementing new actions.

## Key directions of the biodiversity conservation plan

### Target 1 - Protect and restore ecosystems

- Direction 1: Take ecosystems into account during all phases of project planning.
- Direction 2: Minimize impacts on biodiversity.
- Direction 3: Help maintain or restore biodiversity.

### Target 2 - Develop tools for maintaining biodiversity

- Direction 4: Develop coaching and training tools to inform, train and educate stakeholders.
- Direction 5: Collaborate and share knowledge with the community.

### Target 3 - Acquire knowledge

- Direction 6: Implement tools to promote the acquisition of information on the sites.
- Direction 7: Take part in research projects.



A wildlife sound repellent system was installed in spring 2021 at the tailings pond, thus ensuring the safety of animals such as moose whose habitat is the forest south of the tailings pond.

In addition, the Partnership continues to be involved in the NSERC-UQAT Industrial Research Chair on northern biodiversity in a mining context and in various biodiversity research projects.

**2-g: Minimize and mitigate risks in order to reduce potential impacts on the environment.**

## ENVIRONMENTAL MONITORING PROGRAM

Our teams work together to ensure compliance with all regulatory requirements and the Partnership’s environmental commitments.

To this end, our Environment Team carries out numerous strict monitoring activities, targeting, for example:

- air quality;
- water quality;
- vibration and overpressure; and
- sound.

The Partnership adheres to various national and international mining industry standards in all its activities. It also takes part in research projects aimed at developing and continuously improving practices in such areas as:

- biodiversity;
- noise management;
- tailings management;
- water management; and
- site restoration.

## TOWARDS SUSTAINABLE MINING

We have complied with the principles of the Mining Association of Canada’s (MAC) *Towards Sustainable Mining (TSM)* initiative since 2016. Participation in the *TSM* initiative shows a commitment to acting responsibly and adopting social, economic and environmental practices that are aligned with our stakeholders’ priorities and values.

The following *TSM* protocols have been incorporated into our operations:

- Biodiversity Conservation;
- Aboriginal and Community Outreach;
- Crisis Management and Communications Planning;
- Energy and GHG Emissions Management;
- Tailings Management;
- Water Management; and
- Safety and Health Management.

Companies’ results are externally verified by an independent third party every three years. The Partnership’s 2020-2021 results underwent an external verification in 2021 that validated performance levels, which were at least A for all indicators. To view the externally verified *TSM* results, go to: [mining.ca/companies/canadian-malartic/](https://mining.ca/companies/canadian-malartic/)

**Table 10 - 2020 CMM’s External TSM Verification Results**

Protocols	Results
Biodiversity Conservation	AA - AAA
Energy and GHG Emissions Management	A
Tailings Management	AA
Water Management	A - AA
Aboriginal and Community Outreach	AAA - AA
Safety and Health Management	A - AAA
Crisis Management and Communications Planning	YES

## INTERNATIONAL CYANIDE MANAGEMENT CODE

On June 14, 2021, the Canadian Malartic Partnership obtained certification from the International Cyanide Management Institute, through our voluntary membership in the International Cyanide Management Code, which enables us to enhance the safe management of cyanide at the site. The Cyanide Code focuses exclusively on the safe management of cyanide that is produced, transported and used for the recovery of gold and silver. It also includes requirements related to financial assurance, accident prevention, emergency response, training, public reporting, stakeholder involvement and auditing procedures.

Certification reports are available on the International Cyanide Management Code website: [cyanidecode.org/](https://cyanidecode.org/)





**2-h: Rehabilitate our mining sites to ensure physical and chemical stability and, where possible, through progressive rehabilitation.**

## SITE RESTORATION

Studies and field tests are conducted, in collaboration with the Research Institute on Mines and Environment (RIME) of the *Université du Québec en Abitibi-Témiscamingue* and Polytechnique Montréal, in order to select a strategy to reuse mine waste to restore the site, rather than use natural material, like clay, sand, and gravel, brought in from outside.

Construction of cells to test the efficacy of four possible coverage options were finalized in December 2020. The cells include an organic layer for vegetation, a key aspect of erosion and moisture control.

Performance data were collected from the test cells in 2021 and will be collected over the coming years. They will guide decisions on the ground cover plants that will eventually be planted over the entire tailings pond.

On December 31, 2021, the Government of Quebec held \$165.1 M in trust (based on the 2015 Restoration Plan) to ensure the safe and timely closure of the Canadian Malartic mine site once mine operations have ceased. An updated Restoration Plan, filed in December 2020, was still being analyzed in 2021.

The Odyssey Mine site's restoration plan was approved on September 3, 2021, and slightly more than \$13 M is held in trust to cover restoration costs for the entire site.



**Visit our Sustainable Development section**

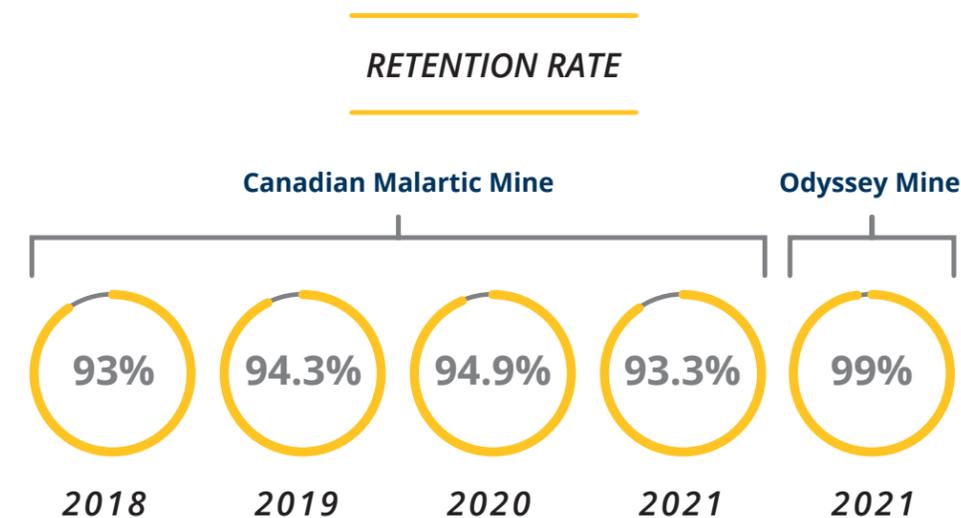
[canadianmalartic.com/en/sustainable-development/](https://canadianmalartic.com/en/sustainable-development/)

## Employees

We are committed to a fair and respectful relationship with our employees.

**3-a: Treat our employees fairly and provide competitive working conditions.**

The Partnership provides a dynamic work environment and excellent employment conditions in order to attract and retain its workforce.



The Human Resources teams at the Canadian Malartic and Odyssey Mines developed a strategic talent acquisition plan to make the mines more attractive employers and to optimize recruitment and retention. The plan, which focuses on our employer brand, the intern/applicant experience, and onboarding, among other things, includes participation in various recruitment activities. As well, a major brand image campaign was launched in spring 2021 to increase our visibility in the region and to better support our recruitment activities.



# EMPLOYEE BENEFITS

## Employer and Employee Contributions and Economic Contributions

In 2021, the entry-level wage at Canadian Malartic Mine was \$32.03 for hourly-rated employees and \$24.04/hour for management employees. By comparison, Quebec's minimum wage was \$13.50/hour on December 31, 2021.

- Average annual wage (hourly-rated employees and management employees): \$145,880 in insurable earnings, including night and weekend shift premiums, and employer RRSP, share purchase, and group insurance contributions.
- Payroll and benefits for all of the Partnership's employees: More than \$131 M.

## Meetings with Management

We value close, transparent relationships between employee teams and management. Open and respectful dialogue with our employees is fostered in many ways: regular meetings with supervisors, health and safety meetings, meetings with management, the engagement survey, the Health and Safety Committee and the *Comité bonne entente* are some examples.

In addition, management meets with workers throughout the year in order to provide them with a portrait of our operations and performance. Four such meeting periods were held in 2021, in compliance with the health measures in place: the first, in April; the second, in June as part of the organizational change announcement; and the third and fourth in the fall, when Canadian Malartic Mine and Odyssey Mine general managers met with their respective teams at the Meglab Theatre in Malartic.



## Insurance and Assistance

Generous life, disability and health insurance, including dental care and vision and medical consultation plans, is provided to permanent, full-time employees.

Since well-being is part of overall health, employees must also select one of the two following options each year:

- A health spending account to cover medical expenses not covered by the group insurance plan; or
- A personal expense account to cover fitness or artistic/cultural development activities or equipment.

## Work-life Balance

Everyone has personal responsibilities, and we understand that our employees value a work-life balance. That is why we offer them, among other things, the ability to work on a 5-2/4-3\* schedule or a 4-3\*\* schedule.

Management employees have control over their work schedules and may choose to work from 7 a.m. until 3 p.m., for example.

\* 5 days on, 2 days off, followed by 4 days on and 3 days off.

\*\* 4 days on, 3 days off (for plant employees only).



**3-c: Provide equal opportunity at all levels of the organization, support skill development, and value diversity.**

## TRAINING

The Company's success is closely tied to its team's strength and motivation. The Partnership sees training as a means for employees to excel in their current duties and prepare to possibly take on other responsibilities.

The Partnership invested \$1.3 M in training in 2021, which is similar to last year's amount and includes wages, training costs and related costs.

The number of employee training hours edged upwards from a year ago, but targeted fewer employees. In 2020, all employees were given training on COVID-19 measures applied by our sites.

- Employees received a total of 15,141 hours of training, up from 14,600 hours in 2020.
- More than 767 employees, including students and interns, received training in 2021.

### Annual Vacation

Employees accumulate vacation credits from their first day of work and can use them immediately.

A winter vacation bonus has been introduced to encourage employees to take vacations throughout the year.

### Share Purchase Plan

All full-time employees are eligible for the Employee Share Purchase Plan (SPP), which enables them to earn income tied to the market value of shares in both parent companies. The Partnership's contribution is equal to 50% of employees' contributions. Employees' maximum contribution is 10% of their annual base salary.

### Retirement Plan

All our permanent employees are automatically eligible for our retirement plan. The Company's contribution is greater than employees' contributions, and the maximum joint contribution is 11% of an employee's salary.

All permanent Partnership employees are covered by their retirement plan.

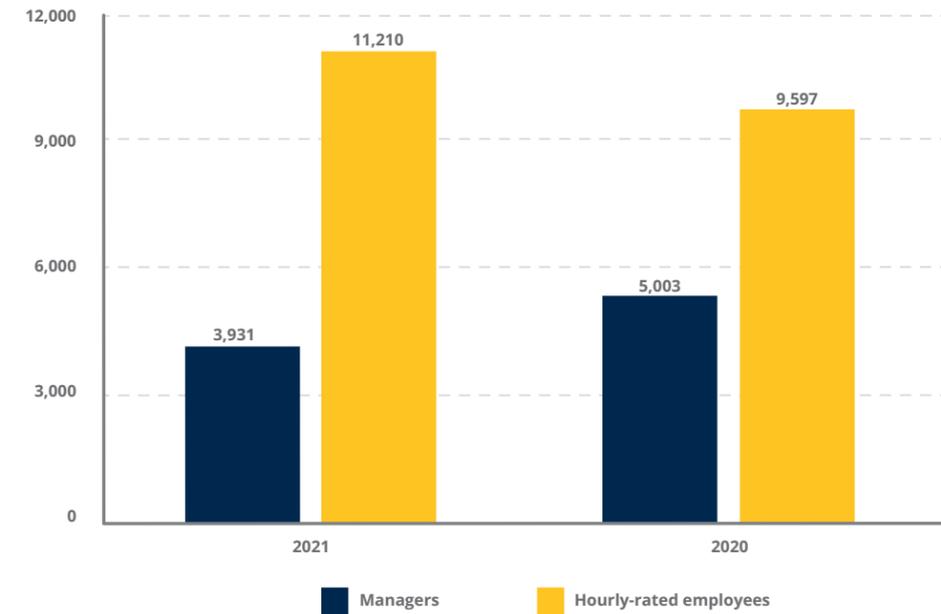
### Employee Assistance Program

The Partnership also provides its employees with a free and confidential assistance program. The outside consultation service is for employees and members of their family who are struggling with personal, professional, financial or health problems.





**Figure 11 - Training Hours Accumulated**



The average number of training hours per employee increased compared to 2020 for both management and hourly-rated employees.

**Figure 12 - Average Number of Training Hours per Employee**

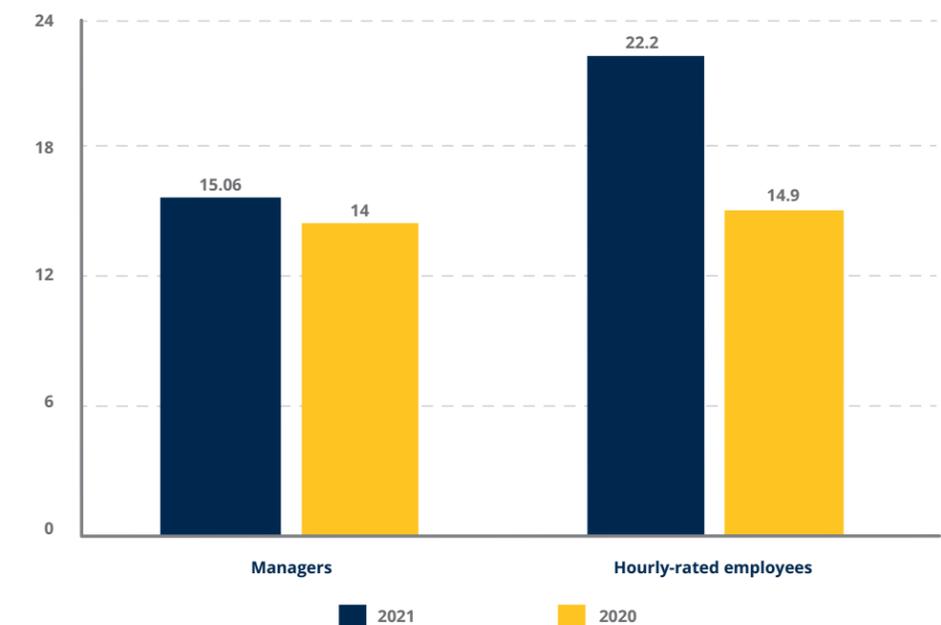
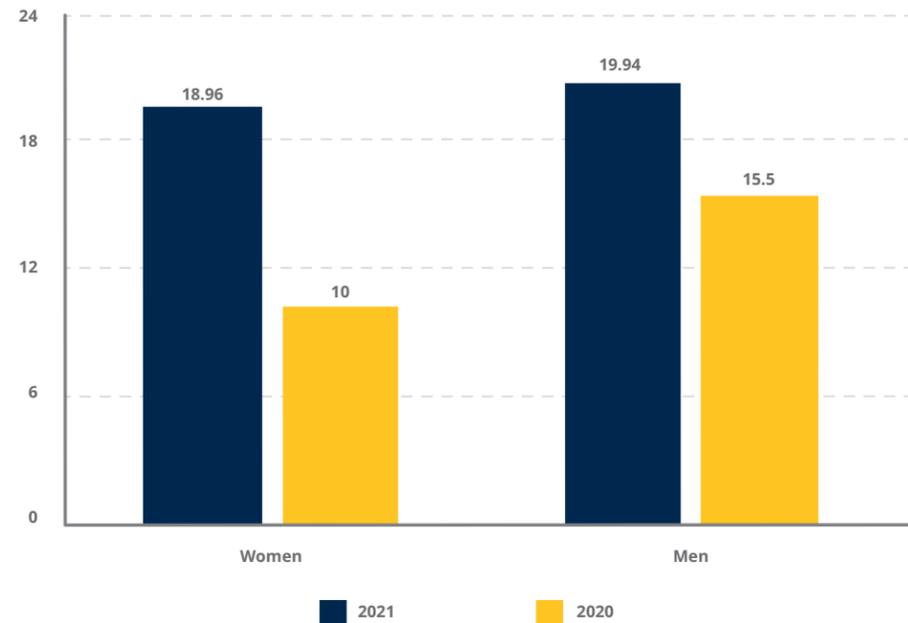


Figure 13 - Average Number of Training Hours by Gender



The average number of training hours increased between 2020 and 2021, both among women and men. Women were given an average of almost 19 hours of training in 2021, up from 10 hours in 2020. Men were given an average of close to 20 hours of training in 2021, up from 15.5 hours in 2020.

#### In-house development program for candidates to the engineering profession (CEP)

The Partnership makes it easy for employees, including candidates to the engineering profession (CEP), to integrate into their new work environment. The 24-month CEP Development Program at Canadian Malartic Mine allows CEPs to work in the geotechnical, drilling-blasting, planning and mining operations departments, giving them a clear picture of the various aspects of their work and enabling them to find a job that fits their career goals. Four employees benefited from the program in 2021. One CEP employee is a member of the team at the Odyssey Mine.

## INTERNSHIPS AND SUMMER JOBS

In cooperation with various educational establishments, the Partnership offers internship opportunities to students enrolled in vocational, college or university studies. Partners are numerous:

- **Universities:**
  - Université du Québec en Abitibi-Témiscamingue
  - Laval University
  - École de technologie supérieure
  - Polytechnique Montréal
  - University of Sherbrooke
  - McGill University
  - University of Toronto
  - Université du Québec en Outaouais
  - University of Ottawa
- **Colleges:**
  - Cégep de l'Abitibi-Témiscamingue
  - Cégep de Thetford
- **Vocational Schools:**
  - Centre de formation professionnelle Val-d'Or
  - Centre de formation professionnelle Lac-Abitibi
  - Centre Polymétier de Rouyn-Noranda



The COVID-19 situation was a factor that led to a change in our approach that enabled us to maintain our relationships with educational and training establishments and recruit qualified employees.

Most recruitment events were part of career days held at various vocational centres, CEGEPs and universities. The Partnership also supported university-level academic competitions through sponsorships.

Four in-person events were held: the Montreal National Job Fair, the Lac Simon Job Fair, and in November 2021, speed jobbing at the *Cégep de l'Abitibi-Témiscamingue* for three specific programs. Lastly, we gave a presentation on the Odyssey Mine to ore extraction students at the *Centre de formation professionnelle Val-d'Or*.

Unfortunately, the pandemic made it impossible to organize industrial visits for CEGEPs and universities. It is important to note that no internships or student jobs were compromised by the situation.

Intern and student onboarding and training methods were again adjusted. Depending on student arrival dates and the public health environment, some groups completed their training online while others took hybrid training. In-person training groups were smaller in order to respect physical distancing.

In addition to giving presentations on its operations at various schools, the Partnership offers summer jobs and internships, particularly to employees' children, which are an opportunity for students to familiarize themselves with the work environment and develop a network of contacts.

Under our Cooperation Agreement with four First Nations, we adapted, together with the Kitci-Amik Regional Adult Education Centre in Lac Simon, mine road use training given by the Harricana Vocational Training Centre.

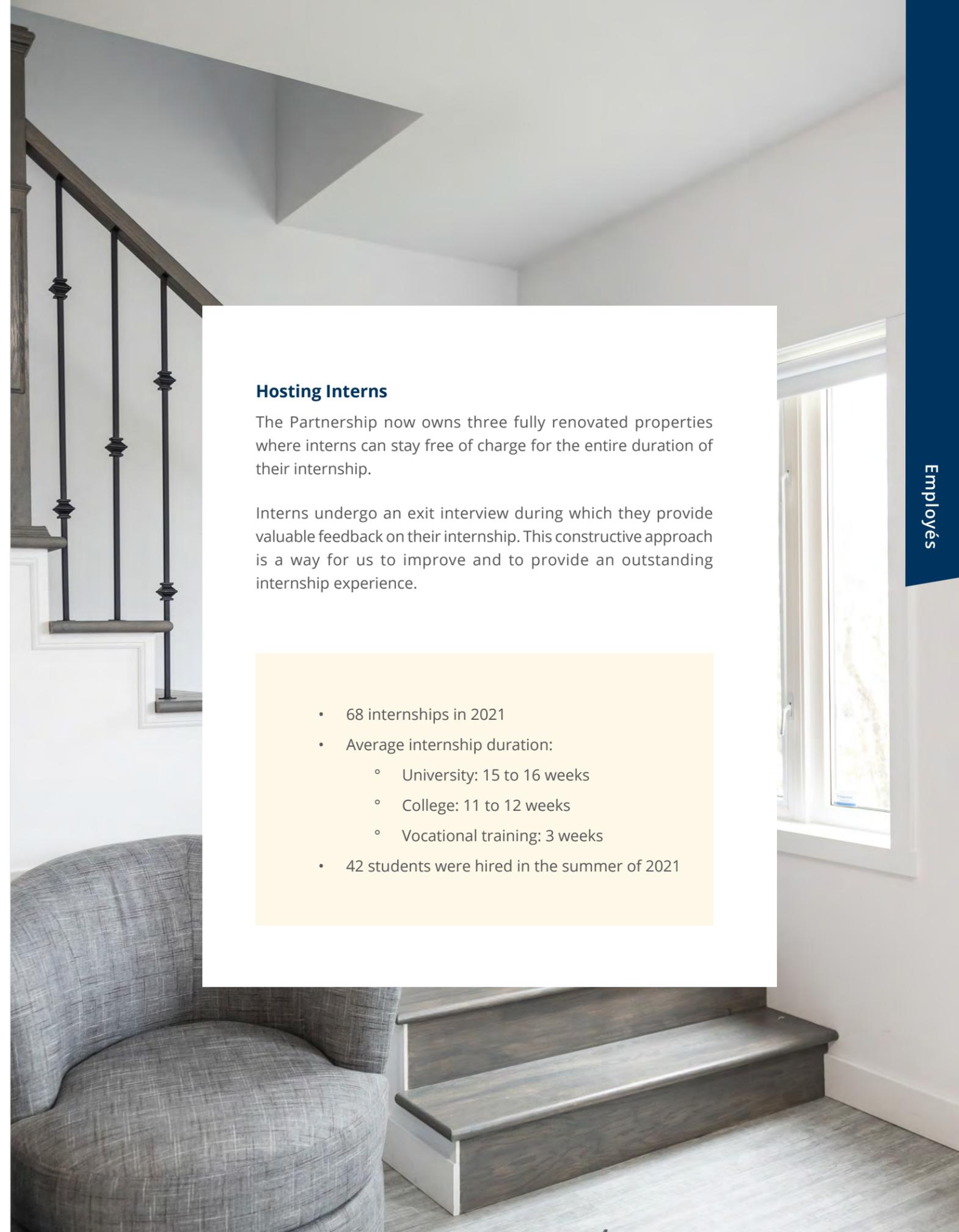


### Hosting Interns

The Partnership now owns three fully renovated properties where interns can stay free of charge for the entire duration of their internship.

Interns undergo an exit interview during which they provide valuable feedback on their internship. This constructive approach is a way for us to improve and to provide an outstanding internship experience.

- 68 internships in 2021
- Average internship duration:
  - University: 15 to 16 weeks
  - College: 11 to 12 weeks
  - Vocational training: 3 weeks
- 42 students were hired in the summer of 2021



## TEAM ENGAGEMENT

A new employee survey that was to be conducted in 2020 was held in fall 2021. The employment-related results are being used to develop an action plan. Focus groups will be held in 2022. The goal remains to maintain or exceed the level of engagement.

While the survey results are still being analyzed, the general feeling is extremely positive. The employee satisfaction rate is very high and employees take great pride in working for the Partnership. The survey response rate was an astounding 94%.

## RETIREMENT PREPARATION

We offer a voluntary retirement preparation training program to employees of 50 years and over and their partners. The program includes a financial component and a psychological component.

Training was postponed until 2022 due to COVID-19.



**3-b: Ensure that no discriminatory conduct is tolerated in the workplace and implement a fair and non-discriminatory dispute settlement mechanism for our employees.**

**3-f: Provide a confidential complaint reporting mechanism to report unethical, illegal or irresponsible behaviour.**

## STRONG POLICIES

We are committed to fighting all forms of discrimination based on gender, age, nationality and culture and rely on our Hiring Policy and Policy on Preventing Harassment, Discrimination and Violence in the Workplace. Furthermore, there is no wage disparity between men and women, as the principle of pay equity is applied.

## CODE OF ETHICS

Canadian Malartic Partnership's Code of Ethics covers several aspects of section 3-b of our Sustainable Development Policy. Under the Code, all executives and employees are required to make an annual commitment by signing the appropriate form.

Furthermore, third parties, whether they are individuals or companies, must also undertake to follow the provisions; promote the goals, measures, objectives and principles set forth in the Code; and take all measures that are necessary to implement the Code in their work environment.

## COMITÉ BONNE ENTENTE

Canadian Malartic Mine's Comité bonne entente (CBE – Harmony Committee) is a forum for sharing that aims to improve the understanding of hourly-rated employees' concerns and to work collaboratively to improve and maintain good labour relations. It is an advisory mechanism that leads to concrete action to resolve the issues reported or to improve human resources management and the workplace. The CBE consists in ten management representatives and eight

hourly-rated employee representatives who are elected by colleagues in the sector they represent.

The CBE held ten meetings in 2021, including one in-person meeting, four virtual meetings and one hybrid meeting.

A similar committee will eventually be established at the Odyssey Mine, once hourly-rated employees are hired.

## INTEGRITY MONITORING

We apply the principles of the Partnership's Integrity Monitoring Policy, which includes, among other things, an internal mechanism for reporting questionable practices.



3-d: Provide a drug- and alcohol-free workplace.

## ALCOHOL, DRUG AND MEDICATION POLICY

All employees have signed a form to undertake to fully comply with our Alcohol, Drug and Medication Policy. Measures are also taken to keep these substances off our sites.

In fall 2021, management used a stronger approach and held, as it did in 2020, a zero tolerance operation on site with the assistance of a private firm and a drug-sniffing dog.

Finally, employees were given reminders during health and safety meetings and all new employees signed the Policy as soon as they were hired.



Visit our Jobs section

[canadianmalartic.com/en/jobs/](https://canadianmalartic.com/en/jobs/)

## Community



We are committed to contributing to the social, community and economic development of our host community and neighbouring communities and to a fair and respectful relationship with them.

3-e: Build a long-term relationship with our host communities based on trust through open and transparent communication

## MANY TOOLS AND FORUMS FOR DIALOGUE

Communication challenges over the past two years as a result of the COVID-19 pandemic did not prevent us from maintaining open and transparent communication with our many stakeholders: Malartic citizens and Rivière-Héva citizens on Des Merles Road, our employees, contractor employees, suppliers, community partners, municipalities and governments, First Nations, the media, mining industry members, and any group interested in our activities.

In 2021, we published newsletters, news releases, advertising, citizen memos and other printed material. We regularly updated our website to keep our stakeholders informed. We were also very active on social media, making nearly a hundred posts more than in 2020.

The Partnership uses all these tools to provide information on its activities, answer stakeholder questions, and remind everyone of the many means by which they can communicate with it.

### HIGHLIGHTS

- More than **90** communications sent to citizens and various external stakeholders.
- Close to **20** different communication media used.
- **227** publications on our social media platforms.

We issued four newsletters for the residents of Malartic in 2021. Among other things, the newsletters highlighted our performance in 2020, our environmental initiatives, progress made on the construction of the Odyssey Mine, and our community involvement achievements.



## COMMUNITY RELATIONS OFFICE

The Partnership's efforts to promote good neighbourliness with our host community include the Community Relations Office where our team has worked for more than five years to inform citizens and gather their feedback and concerns.

The Community Relations Office temporarily closed for a second year in a row, from January 4 to February 8, 2021, due to COVID-19. When the Office reopened, programs that had been suspended, including compensation under the Good Neighbour Guide, were resumed. Forms were processed remotely, given the public health environment.

This new approach was found to be more flexible and meets the needs of many citizens who were no longer required to make an appointment to have their file processed.

This hybrid method will be offered for future claim periods.

# MANAGEMENT OF COMPLAINTS AND CONCERNS

Our Concern and Complaint Resolution Policy meets the objective of preserving — as much as possible — the quality of life of Malartic residents and Rivière-Héva residents on Des Merles Road and to ensure harmonious cohabitation between the mine and its neighbours. The policy helps to frame and clarify methods for resolving and handling complaints and concerns sent to the Partnership.

While Our Concern and Complaint Resolution Policy has thus far been used to process complaints and concerns related to Canadian Malartic Mine, it will now include operations at the Odyssey Mine, slated to start production in 2023.

Diligent management of complaints and concerns is vital to good relations between our operations and the host community and neighbouring communities.

The procedure includes fast response and careful follow-ups to each complaint or concern received. Each complaint is also entered into a register, while maintaining complainant confidentiality. Complaints are also forwarded to the Québec Ministry of the Environment and the Fight Against Climate Change (MELCC).

Five complaints regarding operations at Canadian Malartic Mine were received in 2021, down from 13 in 2020. The decrease is due mainly to a significant drop in reported incidents of vibration and overpressure caused by blasting at Canadian Malartic Mine.



**Table 11 - Type and Number of Complaints Received by Canadian Malartic Mine in 2021**

Event	Quarter			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
Vibration and overpressure	1	0	1	2
Noise	0	0	0	0
Dust	0	0	0	0
Other	1	0	0	0
<b>Total per quarter</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>
<b>Total</b>	<b>5</b>			

Complaints and concerns can be forwarded to the Community Relations team:

- In person, at the Community Relations Office: 1041 Royale Street, Malartic
- By telephone: 819 757-2225, ext. 3425
- By email: [relationscommunautaires@canadianmalartic.com](mailto:relationscommunautaires@canadianmalartic.com)



# COMITÉ D'ÉCHANGES ET DE SUIVI CANADIAN MALARTIC

## A Committee Serving the Community

The *Comité d'échanges et de suivi Canadian Malartic* (CES-CM) is a choice forum for exchanges between the Partnership and the community that promotes good neighbourliness in Malartic.

The Partnership received approval from its partners to build the Odyssey Mine on February 11, 2021. Since the *Mining Act* requires mining operators to establish a monitoring committee for each mining lease, the Partnership was required to file an application with the Québec Ministry of Energy and Natural Resources (MERN) for authorization to expand the CES-CM's mandate to cover operations at the Odyssey Mine. The Partnership's application was accepted, as monitoring activities at both mines are similar and synergies will be created between their facilities.

The proposed changes to the Committee's operating rules and mandate were submitted to, and approved by, members at the third CES-CM meeting on October 5, 2021.



## The CES-CM's mandate:

- Create a forum for dialogue and information sharing between the Partnership, individuals and organizations affected by the Partnership's activities, specifically those at the Canadian Malartic and Odyssey Mines, and ensure that everyone is represented and given an opportunity to express their points of view;
- Develop a shared, comprehensive and nuanced understanding of the environmental, social and economic impacts and issues related to activities at Canadian Malartic Mine and the Odyssey Mine;
- Relay information from the CES-CM's activities to organizations and citizens; and
- Make recommendations to the Partnership in order to influence and enhance its practices, suggest joint solutions and maximize benefits for the community.

For a second year in a row, the public health environment compelled the CES-CM to conduct most of its business remotely. Three of the four scheduled meetings were virtual. The CES-CM ended the year with an in-person meeting, much to the pleasure of members and contacts.

## Meetings focused on:

- Presenting the Odyssey project;
- Information and consultation process – Tailings Pond;
- Restoration of the Canadian Malartic Mine site; and
- Local economic benefits.

The CES-CM's meeting minutes and 2021 annual report (in French only) are available on its website: [canadianmalartic.com/en/monitoring-committee/](http://canadianmalartic.com/en/monitoring-committee/).

# CANADIAN MALARTIC MINE'S GOOD NEIGHBOUR GUIDE CELEBRATES FIVE YEARS

Canadian Malartic Mine's Good Neighbour Guide celebrated its fifth anniversary on September 1, 2021. The Guide aimed to ensure that the community was involved in improving CMM's practices to ensure good neighbourliness in Malartic. Since then, the average buy-in rate of citizens is 94%. The Guide's development was made possible by the exceptional contribution of the community, the Town of Malartic, the Canadian Malartic Monitoring Committee, and groups and organizations interested in our activities.

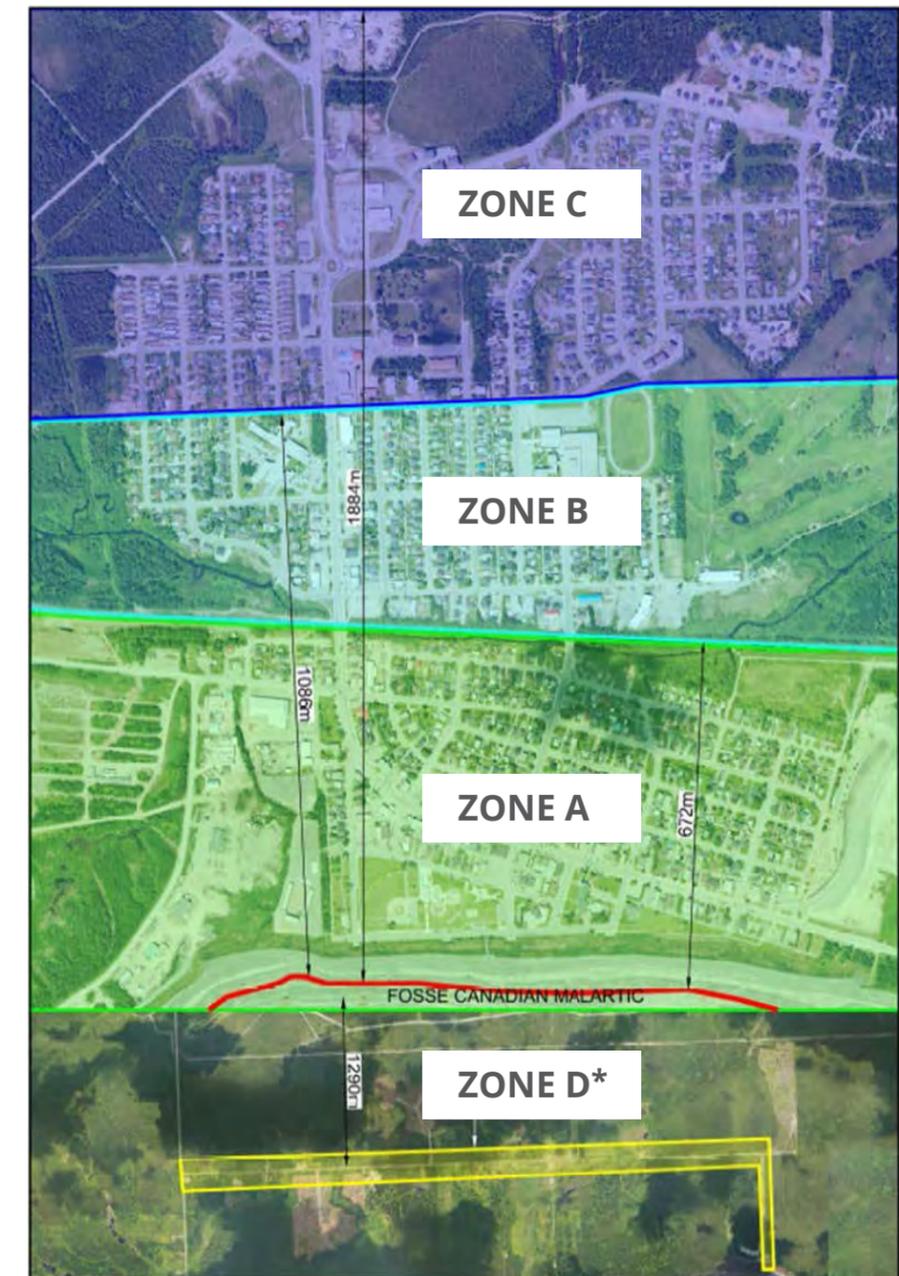
The Guide includes:

- A compensation program relating to the impacts and inconvenience caused by Canadian Malartic Mine operations;
- Guidelines governing the acquisition of principal residences in Malartic;
- Guiding principles on the resale of properties acquired by the Partnership; and
- Impact prevention, management and mitigation measures.

While we again had to adapt during COVID-19 by extending the registration period for the Compensation Program set forth in the Good Neighbour Guide, we were able to meet all our commitments to our host community.



Figure 14 - Map of Compensation Areas, 2020



\* For existing residences and those along Des Merles Road in Rivière-Héva.

## COMPENSATION PROGRAM

The buy-in rate of the Compensation Program for 2020 among citizens of Malartic and those on Des Merles Road in Rivière-Héva is proof that the Good Neighbour Guide is deeply entrenched in the community.

### Compensation program results for 2020

- 94% buy-in.
- \$2.7 M paid out to citizens of Malartic and those on Des Merles Road in Rivière-Héva.
- More than \$18.8 M has been paid in compensation since the implementation of the Good Neighbour Guide in 2016.



## PROGRAM TO RESELL RESIDENCES ACQUIRED

The Good Neighbour Guide sets out guidelines on the acquisition of residences in Malartic that were implemented in 2016. The program aims to purchase residences from homeowners who want to move out of the southern sector, which is the closest to the mine. While the program's registration period ended on November 9, 2020, the process to purchase residences from registered homeowners continued, bringing the number of homes acquired to a total of eight for 2021.

A program to resell the homes, some of which were renovated, in order to revitalize the neighbourhood and encourage new families to purchase them has been in effect since May 2018. Anyone wishing to purchase a property in Malartic is eligible for the program. A total of twelve residences were sold in 2021.

**2021: 8 residences acquired and 12 residences sold**

**From the program's inception until December 31, 2021:  
65 residences have been acquired and 53 have been sold**

## IMPACT MITIGATION EQUIPMENT

The Good Neighbour Guide also includes mitigation measures that are implemented to reduce impacts that could be caused by Canadian Malartic Mine's mining operations, including noise and dust.



### Examples of mitigation measures

The screening mound at the Canadian Malartic pit, commonly referred to as the "green wall", mitigates noise and dust generated by mining operations. It is 15 metres high and 1.3 km long, and was extended 722 metres to the east in 2019 as part of operations in the Barnat pit.



Trucks spray ore with water before it is loaded into production trucks and also spray roads to reduce dust emissions.



## REVITALIZATION PROGRAM

Under the terms of the out-of-court settlement reached in fall 2019 by the Canadian Malartic Partnership and the applicant in the class action, residential and commercial building owners in Malartic's southern neighbourhood were able to use the new Revitalization Program, whose registration period was in the summer of 2020.

The Revitalization Program promotes home renovation and aims to conserve and enhance Malartic's built heritage. It will help to improve the living environment, thus fulfilling the Partnership's commitment to take an active role in revitalizing this neighbourhood.

Investment in this program will total \$1.5 M over two years. At the end of 2021, **close to \$894,000 had been spent**, mostly at **three suppliers in Malartic**.

**3-g: Contribute to the development of our host communities by creating jobs, promoting local purchases, and investing in local community projects that serve their long-term socio-economic viability.**

## COMMUNITY SUPPORT

### VARIED INTERVENTIONS TO ADDRESS THE COMMUNITY'S NEEDS

For several years, we have been genuinely committed to contributing to the social, community and economic development of our host community and the region. We provide financial support to several non-profit organizations and development stakeholders as well as to a host of initiatives carried out by the public. We have many tools:

1. Donations and sponsorships
2. Community involvement
3. Research and development
4. *Fonds Essor Canadian Malartic*
5. *ÉcoMalartic*

In 2021, we continued to honour our commitment to be part of a dynamic and healthy living environment, providing nearly \$1.7 M for community investment and research and development.

***\$1.7 M for community investment and research and development***



## DONATIONS AND SPONSORSHIPS

We continue to invest in several local and regional projects as part of our commitment to drive the community's growth.

We contribute to the community's social and cultural vitality by providing financial support to various organizations whose programs or projects are consistent with our focus areas, namely, art and culture, education, health, sports and environmental protection, and that have a positive impact in their community.

The COVID-19 pandemic once again had a significant impact on the activities of many organizations in the region. Cognizant of their needs, the Partnership continued its efforts by financially supporting several organizations in Malartic and the region. Here are some examples:



Since 2019, the Partnership has been a partner of Fun Sport Canada, which organizes sports activities in Algonquin communities in the Val-d'Or region for youth who stay in school. Our annual \$2,500 contribution supported sports programs for youth aged 6 to 14 in the Lac Simon and Kitcisakik communities.



In April 2021, the Partnership made an \$80,000 donation to the Hospital Foundations of Amos, La Sarre, Rouyn-Noranda, and Val-d'Or to support their common mission to strengthen the healthcare network by providing optimized services and specialized medical equipment to the residents of Abitibi-Témiscamingue.



The Partnership is committed to the education and academic success of youth in the region and is proud to have contributed \$67,000 to the *Fondation du Cégep de l'Abitibi-Témiscamingue* for a residence construction project in the *Cité étudiante Desjardins* in Val-d'Or that will provide 168 rooms for the region's vocational, college and university students.



We were pleased to provide six tourism activity packages valued at more than \$400 each to recognize the resilience shown by students at the Des Explorateurs elementary school and Le Tremplin high school in Malartic during a most unusual school year. Students were able to take part in activities in our beautiful region over the summer of 2021, including those at the Malartic Mineralogical Museum, the Pageau Refuge (orphaned, sick or injured wild animals) in Amos, Parc-Aventure Joannès in Rouyn-Noranda, and Rappel du Nord (indoor and outdoor climbing) in Val-d'Or.



The Odyssey Mine supported #PinkMine with a \$2,000 donation to the Quebec Breast Cancer Foundation. It acquired a new transformer that had been painted pink by Meglab. This was a great women's health initiative.



The playground on the Canadian Malartic La Pinède Interpretive Nature Trail in Rivière-Héva was dedicated on August 27, 2021. Our \$3,000 contribution was used to purchase a play structure, much to the delight of children.



For a second year running, the Partnership provided a \$10,000 contribution to the Maison Mikana in Amos to improve services for women in distress.



In December 2021, the Partnership's employees held a food drive, themed A donation makes all the difference, to collect non-perishables and cash donations to benefit the Malartic Food Bank.

In addition, \$34,000 was donated to the region's food banks, families in need and various Christmas basket committees, including those in Indigenous communities that are parties to the Cooperation Agreement.



## SCHOLARSHIPS AND STUDENT RETENTION PROGRAM

In the face of the pandemic, we insisted on continuing our involvement with students by participating in the following merit scholarship and student retention programs:

- UQAT Foundation merit scholarships – \$2,000
- Scholarships awarded during Recognition Galas held by the Abitibi-Témiscamingue CEGEP Foundation – Amos, Rouyn-Noranda and Val-d'Or campuses – \$3,000
- Centre de formation professionnelle Val-d'Or merit scholarships – \$3,000
- Mëmëgwashi Gala, which recognizes the persistence in school, academic achievements and efforts of Val-d'Or's Indigenous students – \$2,000

## COMMUNITY INVOLVEMENT



### *J'adopte un arbre*

*J'adopte un arbre*, an initiative launched in 2017 by Canadian Malartic Mine in collaboration with ÉcoMalartic, aims, among other things, to revitalize the community and beautify neighbourhoods throughout the Town of Malartic by offering free ornamental trees to homeowners in Malartic.

The enhanced fourth edition of *J'adopte un arbre* featured a component for renters in Malartic that gave them the opportunity to select from one of several flower planters. Registered homeowners were given the opportunity to choose a tree, shrub or flower planter.

The more than 380 homeowners and renters who registered for this edition also had a chance to win one of ten garden boxes.

Items distributed:

- 112 trees
- 99 shrubs
- 173 flower planters

***Since this initiative's implementation in 2017, 1,129 trees and other plants have been distributed.***





## JE M'IMPLIQUE

PARTENARIAT  
**CANADIAN  
MALARTIC**

## PROGRAMME D'IMPLICATION BÉNÉVOLE



### Volunteer Program

The Partnership has been encouraging and promoting volunteerism among its employees for many years through its Volunteer Program. It provides employees with information on organizations in Malartic that are seeking volunteers in an effort to make them aware of how important community involvement is and to foster a culture of caring. Due to the public health environment, few requests for volunteers were received in 2021.



### New Component

Realizing that many of its employees volunteer in their respective communities, the Partnership wanted to recognize their involvement by instituting a new component aimed solely at financially supporting organizations in which its employees are involved.

All employees who completed at least 15 hours of volunteer work over the year were eligible for a \$200 donation to the organization of their choice in recognition of their volunteer involvement.

Ten \$1,000 grants were drawn from all the registrations received and awarded to organizations where the winning employees volunteered.

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*Registered employees together performed more than 3,300 volunteer hours.*

*A total of \$18,000 was awarded to 30 organizations in the region.*

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## RESEARCH AND DEVELOPMENT

Canadian Malartic Partnership provides funding assistance for research and development, in particular for the restoration of its tailings pond and for the achievement of best practices in ore processing.

**Table 12 - Partnership Contributions to Research and Development in 2021**

Research Institute on Mines and Environment (RIME) of the <i>Université du Québec en Abitibi-Témiscamingue</i> (UQAT) and <i>Polytechnique Montréal</i>	\$300,000
NSERC-UQAT Industrial Research Chair on northern biodiversity in a mining context	\$65,000
Ore-processing research consortium (COREM)	\$204,000
Alliance Project – University of Sherbrooke	\$10,000
Laval University Foundation – Developing Laser-induced Breakdown Spectroscopy (LIBS) to determine the concentration of gold in rock samples	\$30,000
<b>Total</b>	<b>\$609,000</b>

## LE FONDS ESSOR CANADIAN MALARTIC : FOR SUSTAINABLE DEVELOPMENT



The *Fonds Essor Canadian Malartic* (FEFCM) was established in 2008 to leave a positive legacy for future generations. It strives to promote Malartic citizens' quality of life and fulfilment as well as the town's long-term growth by contributing to and supporting initiatives that have a lasting impact on economic, social and cultural development. The Board of Directors' mandate is to analyze the applications it receives, while the Partnership sees to administration.

We contributed \$165,000 to the *Fonds* in 2021.

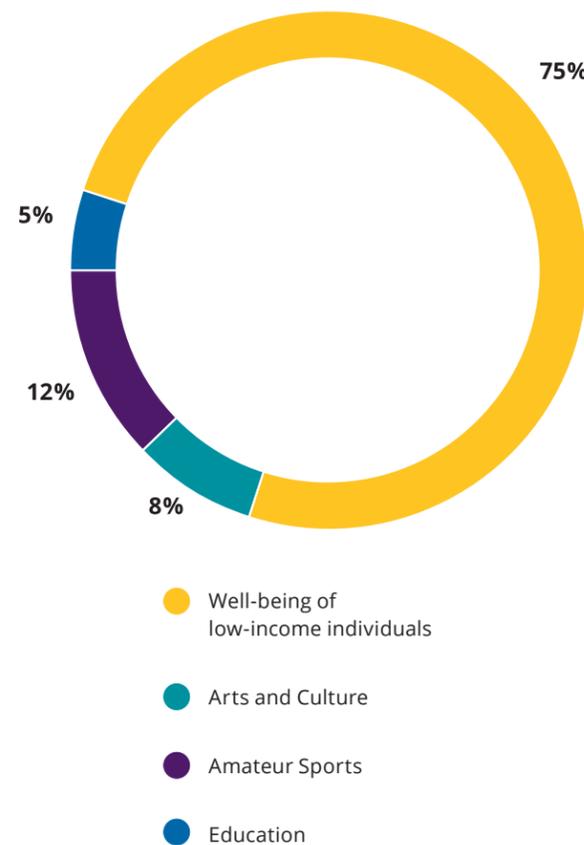
In 2021, FECM:

- Donated more than \$160,000 to the community; and
- Focused its support on the well-being of low-income individuals and amateur sport.

***A total of \$1,245,000 was contributed to the FECM between 2014 and 2021***

FECM's 2021 investment report (in French only) is available at [canadianmalartic.com/fr/communaute/fecm](http://canadianmalartic.com/fr/communaute/fecm)

Figure 15 - Percentage of Monies Given by the FECM to the Community in 2021



Examples of Funding Provided by the *Fonds Essor Canadian Malartic* to the Community in 2021



Groupe Soleil de Malartic – Les Habitations Tournesols au Soleil: \$100,000



Malartic public transportation: \$7,000



Malartic Food Bank: \$15,000



Restart of the Trem-Nor Public Market in Malartic: \$8,000

**ÉCOMALARTIC**



Since 2016, we have undertaken to support *ÉcoMalartic's* sustainable development plan, which strives, among other things, to prolong the mine's benefits. 2021 marked the last year of the Canadian Malartic Partnership's contribution to *ÉcoMalartic's* sustainable development plan.

***The Partnership paid out \$1.5 million to ÉcoMalartic between 2017 and 2021.***



Organizations wishing to receive funding from the FECM are required to file a funding application and complete the form available at: [canadianmalartic.com/en/community-engagement/fecm/](http://canadianmalartic.com/en/community-engagement/fecm/)

**3-h: Uphold fundamental human rights and respect the cultures, customs and values of all affected by our activities.**

**3-i: Work jointly with Indigenous people to establish a mutually beneficial, cooperative and productive relationship, based on an approach characterized by effective two-way communication, consultation and partnership.**



## IMPLEMENTATION OF THE COOPERATION AGREEMENT WITH FOUR FIRST NATIONS

Canadian Malartic Partnership endeavours to cooperate with all stakeholders, including Indigenous communities.

June 3, 2021, marked the end of the first year of implementation of the Cooperation Agreement between the Partnership and the Abitibiwinni, Lac Simon, Long Point and Kitcisakik Anishinaabe First Nations. The Agreement focuses on the sustainable development of the four Anishinaabe First Nations and their participation in the Partnership's mining activities and projects.



Over the first year of the Agreement, the Partnership hired a First Nations Relations Coordinator whose main role is to work on implementing the Agreement in cooperation with the Anishinaabe First Nations Coordinator, who resigned in 2021. The resignation did not hamper the progress of certain files.

Four committees were created under the Agreement:

- Agreement Implementation Committee
- Training and Employment Committee
- Business Opportunities Committee
- Committee on the Environment

The Implementation Committee met on a few occasions throughout the year. Its mandate includes supervising sub-committees and guiding them on the Agreement's implementation.

Various committees held meetings that enabled stakeholders, among other things, to get to know each other, learn to work together, set goals for each committee and lay the foundation for a lasting partnership. We anticipate that the coming years will see a number of measures completed and success stories.



As regards training, we are proud to have helped adapt, together with the Kitci-Amik Regional Adult Education Centre in Lac Simon, mine road use training provided by the Harricana Vocational Training Centre.

- Training included a ten-week internship at the Canadian Malartic Mine site. The cohort of slightly more than ten students had the opportunity to apply classroom learning in a real work environment, such as operating heavy machinery (truck, shovel, bulldozer, wheeled loader, etc.).
- All students who successfully completed the training found employment, and four now work on the Canadian Malartic Mine site.

As is the case for most companies, the Partnership has a significant need for labour. Recognizing that Indigenous communities offer a significant labour supply potential, the Partnership has started to raise awareness.

The Partnership took part in two employment fairs in 2021:

- The 9<sup>th</sup> edition of the MAMU! Indigenous Employment Fair
- The Lac Simon Kijítowin Employment Fair



Visit our  
Community section

[canadianmalartic.com/en/community-engagement/](https://canadianmalartic.com/en/community-engagement/)





# CANADIAN MALARTIC

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