

COMMUNITY NEWSLETTER

TAHLTAN EDITION

HOW TAHLTANS ARE DOING THINGS DIFFERENTLY AT SKEENA

Skeena Resources is working to reopen the historical Eskay Creek underground mine as a conventional truck and shovel open-pit operation that will produce a gold-silver concentrate. The Project is located in the Golden Triangle of northwest BC within Tahltan Territory, and Tahltan's are playing a key role in the Project's development.

EMPLOYMENT

Skeena is proud to be an employer of Tahltan members who work across the project. From core cutters to Engineers and Site Superintendents to Senior executives, Tahltan's are playing an integral role in revitalizing the Eskay Creek Project.

- **20.25%** of the Skeena Team are Indigenous, **12.66%** being Tahltan
- **25%** of the Tahltans employed at Skeena are in management or professional-track positions
- In British Columbia, Indigenous people are approximately **5.8%*** of the mining workforce

*BC Data from MIHRC - November 2023

POSITIONS HELD BY TAHLTANS AT SKEENA IN 2023

- Vice President, Sustainability
- Director, Community Relations
- Manager, Community Relations
- Project Engineers
- Camp Maintenance Labourer
- Geological Technician
- Core Cutters
- Site General Labourer
- Camp Admin Assistant
- Warehouse Tech Labourer

TAHLTAN BUSINESS PARTNERS

Skeena's efforts to collaborate with Tahltan businesses and contractors continued to be successful this past year. In 2023, our partnerships with Tahltan-affiliated businesses and entities resulted in over \$44 million* in contracts, wages, purchases, and donations.

2023* SKEENA EXPENDITURES

\$2,381,508

Tahltan Owned Business

\$1,259,012

Tahltan Wages

\$40,673,830

Tahltan Partnered Business

\$17,000

Community Donations

* Accurate data up to November 2023



A MESSAGE FROM NALAINE MORIN

VP, Environment & Regulatory Affairs

As a Tahltan Member, I am proud of the work Skeena Resources has done to promote Tahltan knowledge and participation in the development of the Eskay Creek Revitalization Project. Skeena remains committed to meaningfully integrating Tahltan perspectives and knowledge into the Eskay Creek Revitalization Project, following the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and fulfilling requirements within the Tahltan Central Government (TCG) & BC Declaration Act Agreement (Section 7).

As we approach our Environmental Assessment application submission, Skeena will be in Tahltan communities to hear from members on their visions for the project. I look forward to seeing many fellow Tahltan's at these events, and sharing more about how Tahltan values are driving the Eskay Creek Revitalization Project.

Mēduh chō,

Nalaine Morin



TAHLTANS SUPPORTING TAHLTANS

Skeena's Community Relations Team

Skeena Resources' Community Relations Team is working hard to support the Tahltan community and community events. Jodi Payne, Skeena's Community Relations Manager, is a Tahltan from the Crow clan and member of the Cawtoonma Family. She leads the Community Relations team who are in place to answer questions you might have about Skeena's projects and to share updates on the latest developments at the Eskay Creek Revitalization Project.

Jodi and the Community Relations team will be present at many community events this summer, and we encourage you to come and say hello!

SUMMER 2024 EVENTS

- Tahltan Information Sessions (June 11, 12, 13)
- Tahltan Fish Camp
- Tahltan/Iskut Literacy Camp

More community events to be announced!



COMMUNITY INVESTMENT

Skeena's Community Investment Committee accept requests for financial donations or in-kind contributions to support community-based initiatives that build economic, social and cultural capacity as well as create a social and economic legacy in the communities where we work.

Past sponsorships include: Literacy Camp, Dease Lake Grad, Iskut Youth Wellness, Tahltan Hockey Teams.

To find out more, visit Skeena's website here:

<https://skeenaresources.com/esg/community-investment/>

TAHLTAN KNOWLEDGE

Informing Project Development

Skeena is committed to integrating Tahltan knowledge and principles into project development. To do this, we have engaged with the Tahltan community extensively since 2021, including more than 20 Tahltan Community Open Houses (Both virtual and in-person), and over 25 technical workshops with the Tahltan Heritage Resources Environmental Assessment Team (THREAT).

Skeena will use the perspectives shared by Tahltan members to inform the Environmental Assessment Application, to ensure that the Eskay Creek Revitalization Project protects Tahltan Way of Life through environmental stewardship, strong social standards, and collaborative decision making.



For more information about community events and sponsorship, please contact:

Jodi Payne

jpayne@skeenaresources.com

FROM MENTEES TO PROJECT BUILDERS

Emerging Tahltan Leaders at Skeena

Ashley Jay, EIT, and Caden Wallace-Booth, EIT, are two Tahltan leaders contributing to project design for the Eskay Creek Revitalization Project. Both Engineers-in-Training joined Skeena through the Tahltan Mentorship Program.

As Tahltan members and leaders of the next generation, Ashley and Caden have played an integral role in project design, including reclamation strategy workshops, the Water Stewardship working group, and by applying Skeena's Environmental and Social Design principles, which were developed alongside the TCG, in their work on project design.



Skeena is also excited to share that Shelby Booth will be returning to the Tahltan Mentorship Program. As a computer engineering student, Shelby will be supporting development of Skeena's energy management system to align with the Environmental and Social Design principles. Shelby will also be supporting Skeena's understanding of the possibilities surrounding Artificial Intelligence!

Inclusion of the voices of the future is critical to Skeena's goal of building a project that reflects Tahltan values, and we are thrilled to have Ashley, Caden, and Shelby as leaders shaping project design.



Come Work with Us!

If you are interested in a career in the mining industry with an innovative company, we encourage you to visit our careers page at:

<https://skeenaresources.com/contact/careers>

CONTACT US: [facebook.com/skeenaresources](https://www.facebook.com/skeenaresources)

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ESKAY CREEK
REVITALIZATION