



Continuing our  
Journey with  
Purpose Together

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## Land Acknowledgement

We acknowledge that the land on which our projects operate is the ancestral and unceded territory of the Tahltan Nation, and the territory of the Tsetsaut Skii km Lax Ha.<sup>1</sup> We are honoured to be guests in this territory where we live, work and learn. We also acknowledge that the project proposes a concentrate transportation route which would pass through the Nass and the Nass Wildlife Areas (as defined in the Nisga'a Final Agreement) of the Nisga'a Nation and the territory of the Gitanyow Nation.

<sup>1</sup> As in the Hybrid Application Information Requirements, for the purposes of this poster, "territory" is defined as the established or asserted traditional territories of Indigenous Nations, except in relation to the Nisga'a Nation, which refers to Nisga'a Lands, the Nass Area, and the Nass Wildlife Area, as applicable.



Kanako Motohashi  
VP, People & Culture



It's been an incredibly exciting and productive year for everyone at Skeena! Here are some highlights that have kept our vibrant workplace bustling on our journey to advance Eskay Creek.

**Kanako Motohashi**  
VP of People & Culture

## A Message from Kanako Motohashi

### Team growth

2024 was a year of tremendous growth for us. We welcomed 50 new full-time employees and brought on 163 seasonal personnel to support our operations. In 2025, we're excited to keep this momentum going, with plans to hire over 300 additional team members to support the next phase of the Eskay Creek Revitalization Project. While new hires bring fresh knowledge and skills, we are also investing in our current employees by providing technical training, apprenticeships, mentorship, and leadership development courses.

### Representation and culture

At Skeena, we understand that diversity leads to a rich mix of ideas that can truly help our company succeed. We are proud to share that 21% of our workforce is Indigenous and 28% is female, which is well above the provincial industry averages of 5% and 17% respectively.

### Connecting with great new talent

Our first recruiting event for 2025 will be held at the AME Roundup Career Fair in Vancouver, where we've had great success hiring young adults. As we are committed to hiring

locally from the communities surrounding the Project, we will be out at job fairs in local communities as well as various career fairs on university and college campuses across BC and Alberta. Our goal is to cultivate a team that combines new ideas, diverse perspectives and seasoned expertise. To achieve this, we're focused on welcoming emerging talent, increasing the number of women in the industry, and attracting experienced professionals who can share their knowledge to a new generation of mining leaders.

### Gratitude for our team and excited for 2025!

Eskay Creek is a tier-1 asset that will generate significant socio-economic benefits for BC once in production – and it's incredibly exciting to be a part of this journey! This energy, combined with the chance to contribute to a state-of-the-art mine in the region, gives us a unique edge in attracting top talent. I would like to extend a warm welcome to all of you who joined us in 2024, and express my heartfelt thanks to all of our incredible employees and contractors for your tireless efforts in making this year truly exceptional.

As we look ahead, 2025 promises to be an exciting year for all of us. I look forward taking on this challenge together with you. Wishing you all the best for the holidays and a healthy, prosperous New Year!



# National Day for Truth and Reconciliation: An Ongoing Journey

Every year, September 30th marks **Canada's National Day for Truth and Reconciliation**. The day honours the children who never returned home and survivors of residential schools, as well as their families and communities.

At Skeena, we acknowledge that our journey of reconciliation is ongoing, with many steps on the path ahead – and along the way, we are always listening, reflecting and learning from Indigenous peoples. Our vision is to contribute to reconciliation through responsible and sustainable mining development that involves our Indigenous Nation partners at every step, delivering value and prosperity to those partners, as well as our shareholders, employees and surrounding Indigenous communities.

### A learning journey

Skeena was honoured to once again invite Annita McPhee (pictured, right) to recognize National Day for Truth and Reconciliation with us. Annita, who is a member of the Tahltan Nation and former three-term President of the Tahltan Central Government, spoke with our team in the Vancouver office and at our Project site. She shared her rich knowledge and stories of Canada's Indigenous past, offering insights into how Canadians and Indigenous Peoples can work together to advance growth,

healing and reconciliation. Among our special guests was Richard Jackson – Tahltan elder, residential school survivor and Tahltan musician – who shared stories and music with our team.

Skeena remains committed to our reconciliation journey, fostering a culture of respect and meaningful action through ongoing education and reflection. Mēduh to Annita and guests from the Tahltan Nation for sharing their stories with us this year!



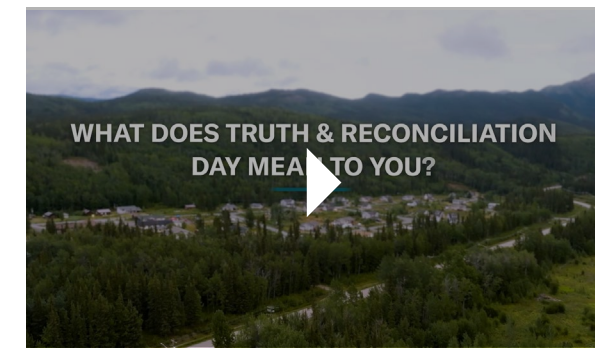
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I see Tahltans in all different parts of this whole operation. Every different level, I see Indigenous people. And that to me is change. That is real, positive change. Because I remember, when Eskay came out, and Golden Bear, and all these other places, our people were cleaning up, or operating. That's it. But we weren't able to move past the glass ceiling. And here we are. I was so happy to see two Tahltan women - professionals - bringing me in, guiding me into the camp. And I'm riding with another Tahltan, who's an engineer. Being guided in by two professionals - that just warms my heart. So I just really want to say 'Thank you, Skeena' for doing a great job. Because you know, you're actually taking reconciliation very seriously, and you're doing a good job on our land. And I want to say mēduh.

**Annita McPhee**  
Tahltan Nation

### Sharing perspectives

This year, we produced a short video that brings together the voices of Indigenous and non-Indigenous members of our team to share their personal perspectives on reconciliation. The video also provides commentary about the many ways Skeena is acting on the Truth and Reconciliation Commission's Calls to Action across our organization – such as our investment in Indigenous communities, our hiring initiatives, our partnerships with Indigenous businesses, and the knowledge sharing opportunities we provide our team to deepen their understanding about Canada's Indigenous history.



**Truth & Reconciliation Video**  
Watch the video using the QR code



# Environmental Assessment Process: What's Next?



Engaging with the Tahltan Nation during the **public consultation period** of our environmental assessment application.

After submitting our initial Environmental Assessment Certificate application in August 2024, the 180-day legislated application review process under the British Columbia Environmental Assessment Act has formally begun. Skeena is currently receiving and responding to comments from the Technical Advisory Committee, which features participation from Indigenous Nations, including the Tahltan Central Government, alongside regulatory agencies. Skeena also received feedback from the public through the Public Comment period and through our meetings with local governments and other interested parties.

The Project is being assessed through a precedent-setting agreement between the Tahltan Central Government and the Province of BC, enacted through the Declaration of the Rights of Indigenous Peoples Act (DRIPA). The Eskay Creek Revitalization Project will represent the first consent-based decision making agreement between a mining company, an Indigenous Government, and the Environmental Assessment Act. We will incorporate feedback before submitting a revised application.

### Gathering, listening and responding to feedback

Hearing from local community members and stakeholders is an important step in the public consultation process. In-person and virtual information sessions were in place to encourage community participation and feedback. Input from this phase

Skeena launched a virtual Environmental Assessment (EA) open house in November for interested groups to learn more about the Eskay Creek Revitalization Project. The room includes an interactive 3-D project map, key sections of our environmental application and the latest company news.



Virtual EA Open House  
View using the QR code

will inform the final Environmental Assessment Certificate application submission in late Q1 2025.

Within the Tahltan territory, we have held engagement sessions in the communities of Iskut, Dease Lake and Telegraph Creek. Engagement sessions have also been carried out in Terrace and Smithers. For those interested in the project but were unable to attend an in-person information session, you can visit our virtual open house to learn more.



## A View From Above: Touring the Eskay Creek Project

In October, Skeena had the honour of hosting some very special guests at the Eskay Creek Revitalization Project site. Tahltan leadership from the Tahltan Band, Iskut Band, and Tahltan Central Government, along with board members and employees from the Tahltan Nation Development Corporation (TNDC), toured the Project

by helicopter and vehicle, guided by Tahltan Skeena team members and Skeena leadership. Together, we shared an in-depth look at the Project, highlighting our commitment to environmental stewardship and our partnership with the Tahltan Nation. Mēduh to all who attended for sharing their valuable insights!

# Out and About in the Community

It was a busy fall for Skeena's **Regulatory Engagement and Community Relations Teams!** Led by Tamlyn Botel, Regulatory Engagement Manager, and Jodi Payne, Community Relations Manager, the Skeena Team travelled around BC to share updates on the Eskay Creek Revitalization Project with local communities.



Tamlyn Botel  
Regulatory Engagement Manager

Jodi Payne  
Community Relations Manager

## Community Open Houses

In October, Skeena hosted a Tahltan Open House in Terrace, BC. A big thanks to everyone who joined for insightful conversation about the Eskay Creek Revitalization Project and the ongoing Environmental Assessment process.

## Upcoming Events

Skeena will host a Tahltan Open House in Prince George on Monday, January 13th. Check out our Facebook page for details!

We plan to host more events in the New Year to connect with the local community. Events will be posted on our Facebook page and our website – check back regularly for updates.

## Supporting Local Initiatives

Skeena's Community Investment Committee accepts requests for financial donations or in-kind contributions to support community-based initiatives. These initiatives build economic, social and cultural capacity while creating 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, the Gitanyow Wolverines U13 Basketball Team, and more!



# Community Engagement in Action



## Celebrating Tahltan Culture

On Tahltan Day this year, Skeena hosted an on-site celebration of Tahltan culture with Kica Contracting Ltd., our Tahltan-owned site services provider. Festivities included displays of Tahltan art and regalia, as well as traditional food and a Tahltan bingo. Prizes were generously donated by Great West, SMS, McCaw's, SAL's Ironworks and KICA Contracting – thank you for your support!

In the community, our team visited Dease Lake School and joined in to make delicious bannock.

## Mental Health and Addictions Symposium

We recognize the urgent, ongoing need to address the mental health and addictions crisis affecting communities in Central and Northern BC. That's why we stepped up to sponsor the first annual Mental Health and Addictions Symposium, held in Prince George on the traditional territory of the Lheidli T'enneh. In addition to supporting the event, we sponsored two Tahltans working in local prevention and outreach services to attend the event. We also provided a booth for MomsStopTheHarm and Broken Hearts of Fentanyl, two non-profit organizations dedicated to supporting and advocating for those impacted by substance use.

We offer our sincere support to individuals, families, caregivers and communities as we push through this crisis together. Thank you North Central Local Government Association, the Lheidli T'enneh, the City of Prince George and the Regional District of Fraser-Fort George for hosting.



## PNWER Economic Leadership Forum

In November, the Skeena team headed to Anchorage, Alaska to attend the Pacific NorthWest Economic Region (PNWER) Economic Leadership Forum. Nalaine Morin (pictured, seated far right), Skeena's VP, Environment & Regulatory Affairs, joined the panel for an insightful discussion about the vital role of US-Canada collaboration in critical minerals.

# Exciting News: Our Rebrand is Live!

We are unveiling an exciting new chapter for our company! As part of our efforts to better reflect the full potential of our flagship Project and the dual metals we are focused on, we are rebranding to Skeena Gold & Silver.

This subtle yet meaningful change highlights both the gold and silver that are central to our operations and the future of our business. The updated name will help elevate our visibility in the marketplace and better communicate our diverse strengths to the world.

Along with the new name, we are launching our refreshed website at [www.skeenagoldsilver.com](http://www.skeenagoldsilver.com), where you'll find all the latest updates, resources, and news.

Best regards,

**Galina Meleger**

VP of Investor Relations



**Galina Meleger**  
VP, Investor Relations



**Lu Liu**  
Communications Specialist

