



Teamwork Makes the (Mining) Dream Work

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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.¹ 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.

¹ 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.



The Skeena Way to Building Sustainable Partnerships

When it comes to sustainable mining, we take great pride in the responsible and inclusive approach we're taking at Skeena and the high standards that guide our activities. We've made this the 'Skeena Way', and it defines our character and our culture.

Our newly released annual sustainability report, along with a new collection of company videos, gives community members and other stakeholders an insightful look inside Skeena. They show how hard our team is working to be a company that delivers value and is one you can trust and be proud of.

Ultimately, Skeena's sustainability is interconnected with the sustainability of the communities and lands potentially affected by our operations.

We just recently celebrated National Indigenous Peoples Day. We recognize that B.C. has the greatest diversity of Indigenous cultures in Canada and their presence, history and contributions to our society cannot be understated. As we develop and manage our mining business in British Columbia, one of our most important success factors comes from collaborating with First Nation communities near our Project. This collaboration is possible through relationships built on mutual respect. We build better projects together; projects that consider and accommodate the values of the communities. This supports the sustainability and resilience of both Projects and the communities over the long term.

This understanding has driven our early, inclusive and meaningful engagement with First Nation governments

and communities in the area surrounding the Eskay Creek Project. Our team members continue to tour communities across B.C. and the Yukon to meet with members of those First Nations to discuss the Eskay Creek Project, highlighting our plans and progress and inviting input. As we do so, we are showing how Indigenous knowledge and sustainability principles have shaped the project and the company.

Part of our sustainability together is working as partners to invest in community members and build the next generation of mining leaders. In 2024, 21% of full-time Skeena employees were Indigenous, with 16% of these in management positions.

We see a future in which people leading mining development come from local First Nation communities with strong connections to their lands and exceptional technical knowledge and experience in mining. And we aim to build this future at Eskay Creek. This combination of community connectedness and technical skill will support the long term viability and prosperity of the communities around us and our operations.

Focused on honoring the 'Skeena Way,' we're proud to be a key partner with Indigenous communities to attain sustainable and inclusive growth in British Columbia.

Justin Himmelright, B.Sc., M.Eng.

Senior Vice President
External Affairs



Environmental Assessment Enters New Phase

We are in the midst of an extensive environmental review of the Eskay Creek Revitalization Project. Since submitting our initial application in August 2024, we continue to work through the mandated phases of B.C.'s environmental assessment process, which must be successfully completed to achieve the critical Environment Assessment Certificate (EAC).

Successful Completion of 'Adequacy Review'

At the end of April 2025, we submitted our revised application informed by over six months of engagement, feedback and revision. This revision includes thousands of hours of work, and hundreds of people – from Indigenous governments and organizations, to local, provincial and federal governments, and Skeena's own subject matter experts and Environmental Assessment team. Since then, the application underwent – and successfully passed – an Adequacy Review by both the

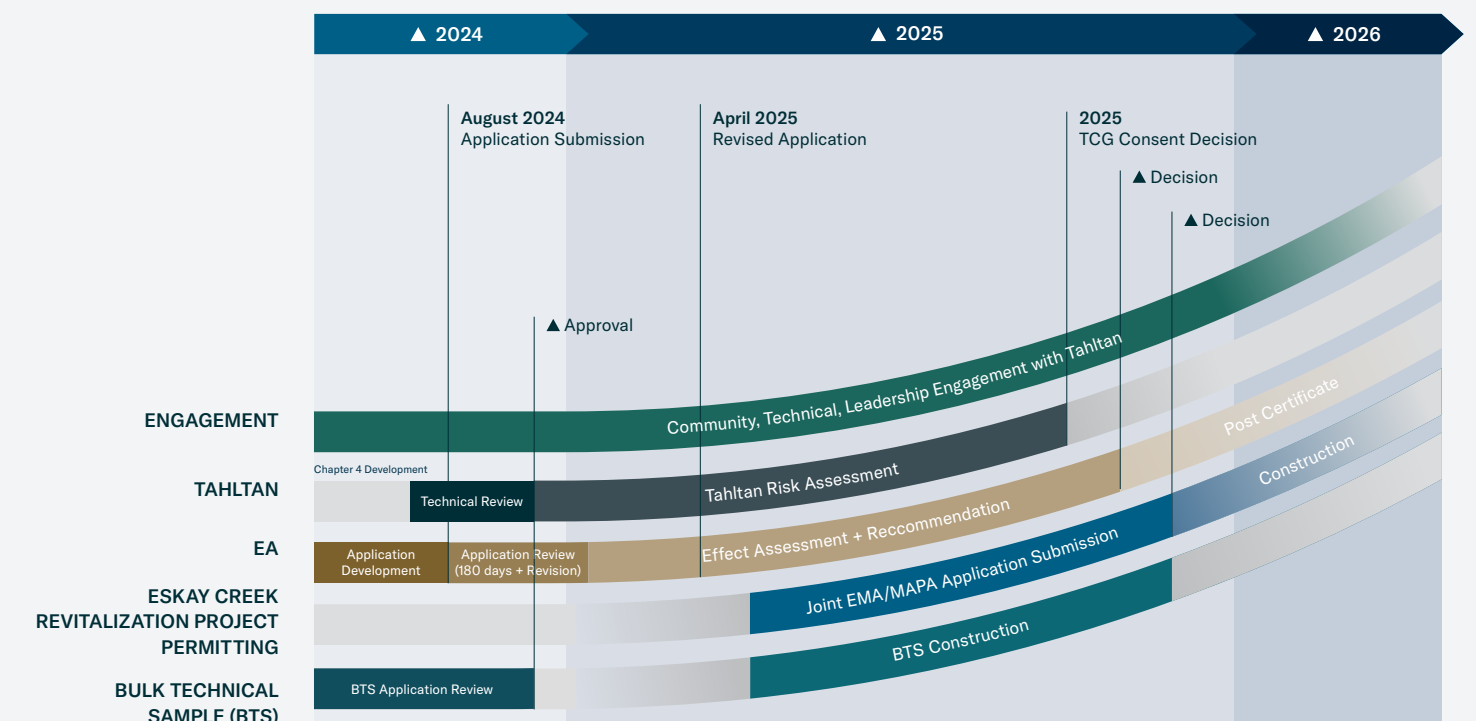
B.C. Environmental Assessment Office and the Tahltan Central Government.

The Next Phase: 'Effects Assessment'

Now that the revised EAC Application has been submitted and the Adequacy Review completed, the project has entered the Effects Assessment phase. The Effects Assessment results in the development of a draft Assessment Report and draft Environmental Assessment Certificate (with conditions). These drafts reflect engagement with Indigenous nations, the Technical Advisory Committee and the Community Advisory Committee. Before referral to provincial decision-makers, the public will be able to comment on the draft Assessment Report that describes the potential effects of the project, and the draft EA Certificate and associated legally binding conditions that Skeena must follow for the life of the mine, should a certificate be issued.

The project has also entered the Tahltan Risk Assessment phase where it will be assessed by the Tahltan Central Government in terms of how it aligns with Tahltan Sustainability Requirements, to understand potential effects to Tahltan Way of Being. Engagements with Tahltan members will also occur, led by both Skeena and the Tahltan Central Government.

Review of Eskay Creek Revitalization Project





Get Involved!

Public EA sessions

The B.C. Environmental Assessment Office will host virtual and in-person information sessions in Northern B.C. communities during the Effects Assessment Period. These may include events in Smithers, Terrace and virtually. Skeena representatives will be in attendance to answer questions.

Tahltan Community Engagements

Skeena and the Tahltan Central Government will be on tour across Western Canada this fall. Keep an eye out for announcements from the TCG on the locations, dates, and times. We also plan to host community workshops this summer in areas like Dease Lake, to discuss important topics like the Section 7 of the Declaration on the Rights of Indigenous Peoples Act in relation to the future operation of the Eskay Creek mine, and how Skeena is integrating Tahltan Values into our Project.

LEARN MORE

Check out our Virtual Open House to learn more about Skeena's Eskay Creek Revitalization Project and the actions and mitigations we're implementing. The room includes:

- Key chapters of our environmental assessment application
- The latest Skeena Gold + Silver news and releases
- An interactive 3-D map of the project

Visit here: <https://engage.eao.gov.bc.ca/EskayCreek-AR>



Eskay Creek Virtual Tour
View using the QR code

View Our New Collection of Videos

Go behind the scenes to see our Eskay Creek project and the Skeena team in action in our **new video series!**

We launched this video series to bring Skeena's work, partnerships and unique culture to life. Our two newest videos include topics like our inclusive and rigorous approach to mine planning, environmental stewardship and the Environmental Assessment process, and how community feedback and involvement play a major role in sustainable project development.

Keep an eye out on our website and social media for more videos to come!



A Collaborative Journey
View using the QR code



Building the Future Together
View using the QR code

Showcasing Skeena's Approach to Sustainable Development

Rebuilding Together: Our New Sustainability Report

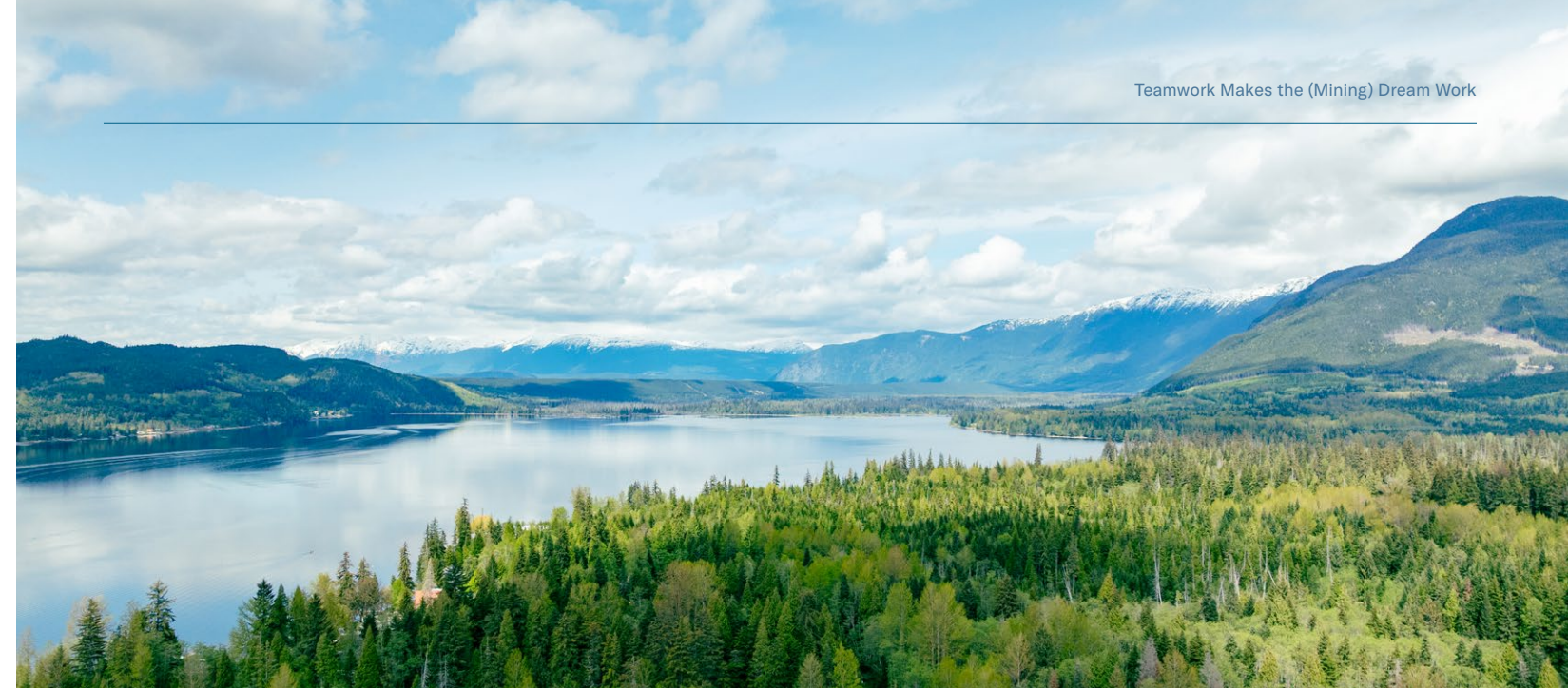
Skeena's 2024 Sustainability Report is now out. Entitled "Rebuilding Together," it details the ways we are making a positive impact on people, communities and the planet, while pursuing responsible business growth. It also highlights the significant economic benefits that Eskay Creek will generate for local and Indigenous communities.

Check out our new Sustainability Report!

Scan the QR code to read the report on our website, or visit skeenagoldsilver.com/esg/esg-reporting.



Sustainability Report 2024
View using the QR code



Highlights from the Sustainability Report

Skeena developed and submitted our robust Environmental Assessment Certification application for Eskay Creek to the Province of B.C. and the Tahltan Central Government.

Reflecting our commitment to 'buy local', we spent \$97 million (after tax) to procure products and services in B.C., of which \$37.8 million were purchases from Indigenous-owned businesses and entities.

766

Full-time workers, including 450 contractors and 316 employees

21%

Full-time employees are Indigenous

16%

Indigenous in management positions

\$97M

Spent in B.C. on products and services

\$37.8M

Spent on Indigenous-owned businesses and entities

>300

Meetings and consultations with Indigenous groups

We employed 766 full-time workers, including 450 contractors and 316 employees; 21% of full-time Skeena employees were Indigenous, with 16% of these in management positions.

Skeena representatives held over 300 meetings and consultations with the Tahltan Nation, other Indigenous groups and local community members with respect to the Eskay Creek Project.



On the Road Again: Connecting with First Nations and Community Members



Local Government Engagement Tour

In April, the Skeena team hit the road to visit some of the local communities vital to the Eskay Creek Revitalization Project, including the District of Stewart, the City of Terrace, the Town of Smithers and the Regional District of Kitimat-Stikine.

The team met with local mayors and their city councils in a series of constructive sessions to discuss our Eskay Creek Project and answer questions. We also stopped by the Hlgu Isgwit Hot Springs in Nisga'a Territory along the way and had an amazing time enjoying the natural beauty of the region. We are grateful to have the opportunity to present to local governments in the council chambers and spend time in the communities that power our projects.

Tahltan Engagement Tour

In April and May, Skeena embarked on a Tahltan Engagement Tour across B.C. and the Yukon, alongside the Tahltan Central Government (TCG) to talk about the Eskay Creek Project with Tahltan Members.

Led by Skeena's Executive Chairman, Walter Coles, and Senior Vice Presidents, Nalaine Morin and Justin Himmelright, and the Tahltan Central Government President Beverly Slater, Chief Negotiator Rob McPhee, Lands & Regulatory Affairs Director Connor Pritty, and Tahltan Band Chief Rocky Jackson, our tour covered Vancouver, Whitehorse, Dawson Creek, Kelowna, Terrace, Smithers and Prince George.

On the tour, we discussed the Tahltan Risk Assessment being undertaken on the Project, and how Skeena is working with the TCG to inform their work. We also discussed proposed community agreements and how Skeena will be a partner to the Tahltan Nation by investing in the community to the short and long term growth of the Nation. Our Tahltan Engagement Tour will hit the road again in September 2025 – keep an eye out for information on the TCG website.



Prince Rupert Community Open House

Skeena hosted a Community Open House in Prince Rupert in May. This informal event was a casual opportunity for interested community members to learn more about the Project and share a meal with the Skeena Team.



Water Stewardship Engagements In Tahltan Territory

To wrap up a busy spring, we spent a week in Tahltan Territory to meet with members and discuss water stewardship at the Eskay Creek Project. We brought in subject matter experts to dive deep into important components of the project, including the water treatment facility, the existing Tom MacKay Storage Facility, and how Skeena plans to keep clean water clean. Members asked great questions and reinforced that protecting water is of the utmost importance to the Tahltan Nation. We look forward to continuing these discussions with the Tahltan community as we advance the Project.

Minerals North Conference

In early May, Skeena was a Platinum Sponsor of the annual Minerals North Conference in Prince George, B.C., a longstanding event for over 30 years. Highlights of the conference include the Keynote Luncheon, where Skeena's Nalaine Morin (pictured right, centre) spoke alongside Connor Pritty from the Tahltan Central Government about the work Skeena and TCG are doing to advance the Section 7 Agreement for the Tahltan Assessment of the Project.



Red Dress Day

The Skeena team attended events in Terrace, Dease Lake and Smithers in honour of Red Dress Day, also known as the National Day of Awareness and Action for Missing and Murdered Indigenous Women, Girls, and 2 Spirited Peoples (MMIWG2S+). We stand with our communities as we work to raise awareness about ongoing systemic violence and honour those who have been taken from us too soon.

Salmon Welcoming Ceremony

As we wrapped up our engagements in Tahltan Territory, the Skeena team was honoured to join the Tahltan community for a Salmon Welcoming Ceremony hosted by the TCG Fisheries Department. This tradition celebrates the salmon's journey home to spawn and brings the Tahltan community together in honour of culture and tradition. An obsidian knife, shown here with newly-elected TCG President Kerry Carlick, was made this year for the salmon welcoming ceremony, to be used to prepare the first salmon of the year.



Supporting Our Communities

Skeena is actively investing in the communities where we operate. We continue to seek opportunities to support community-led initiatives and organizations.

Please reach out to our community relations manager, Jodi Payne (jpayne@skeenagold.com), or our community relations specialist Samantha Raven (sraven@skeenagold.com) if you have a project that could use our support. Learn more: <https://skeenagoldsilver.com/esg/donation/>.



The Smithers Secondary School Girls Soccer team reached the Provincial Championship and their outstanding sportsmanship earned them the Fair Play Award. Skeena sponsored the team and supporting their fundraising efforts.



Go Gryphons! Skeena sponsored Smithers Secondary School Ultimate Team to travel to the Provincial Championships this May.



Skeena supported the Gitwangak Soccer Tournament in Kitwanga over the May Long weekend — not just by sponsoring, but by showing up. We handed out over 400 bottles of water and fresh fruit, and shared lots of smiles and great conversations at our Hydration and Snack Tent.



Our team had an incredible time at job fairs in Dease Lake, Smithers and Witset in April. We met with many talented individuals – and in Witset, we even had the opportunity to attend informative panels on drumming and on overcoming obstacles as an Indigenous entrepreneur. Thank you TNDC, Smithers Work BC, and the Witset First Nation for hosting!

A Leadership Team for a New Chapter

We are excited to announce updates to **Skeena's senior management team!** As the Eskay Creek Project continues to advance, we're bringing together vital leadership to support the Project's development.



Nalaine Morin

Senior VP Environment and Social Affairs

Previously VP, Environment and Regulatory Affairs, Nalaine has been promoted to Senior VP, Environment and Social Affairs. She has been instrumental in supporting Skeena through the permitting process, and her commitment to fostering respectful and collaborative relationships with Indigenous Nations has been critical to Skeena's success.



Karen Leven

VP Environment and Regulatory Affairs

Karen is taking on the mantle of Nalaine's previous role as VP, Environment and Regulatory Affairs. In the past year, Karen led Skeena's team in the Environmental Assessment and Major Mine permit application submissions. Her in-depth knowledge of regulatory frameworks and her expertise in environmental science and planning supports her commitment to innovation and sustainability in the mining industry.



Timothy Sewell

VP Health and Safety

Timothy joins us as our new VP Health and Safety. He is a Health, Safety, Environment, Security, Training (HSEST) and Risk Management professional with over 30 years of experience and a background in Environmental Science and Resource Management. Timothy has been acknowledged globally for his contributions in the HSEST field, which includes the Canadian Institute of Mining's John T. Ryan Regional Safety Award.



Andrew Osterloh

VP Project Engineering and Construction

Andrew is our new VP Project Engineering and Construction. A professional engineer, he has over 25 years' mining industry experience in process engineering, plant metallurgy and project management. Before Skeena, he was the SVP Projects & Operations at FPX Nickel, and his extensive mining experience includes his role in site operations at the previous Eskay Creek mine operated by Barrick.

