

Social Affairs at Skeena

**With Integrity and Respect:
Honoring Land and People,
Building Tomorrow**

Introducing **Social Affairs**

At Skeena, we believe that responsible mining is about relationships, respect, and reciprocity.

The Social Affairs Department exists to ensure our work reflects those values. We walk alongside the Tahltan Nation and communities to create meaningful, lasting benefits that honour culture, support wellness, and strengthen trust. Our work brings people together — listening, learning, and collaborating to ensure Skeena's projects contribute to a healthier, more connected future for all.



Redefining the Legacy of Mining:

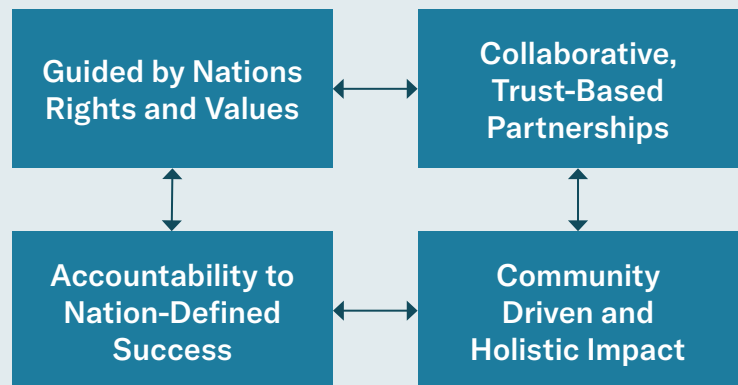
The Social Affairs Department will support Skeena's development of a next-generation mine in Tahltan Territory

I-ESG: Indigenous at the Core of ESG

Skeena's I-ESG approach redefines Environmental, Social, and Governance commitments by placing Indigenous sovereignty, knowledge, and relationships at the center. Rather than adding Indigenous inclusion as a component, we integrate it throughout — embedding Indigenous rights, perspectives, and priorities into how we define success. We co-create accountability with the Tahltan Nation, uphold transparency in reporting outcomes that reflect both global and Indigenous standards, and advance reconciliation through a model of mining rooted in respect, consent, and long-term relationship.

The "I" in I-ESG:

Indigenous rights and values integrated at the center of ESG



Our Guiding Principles

Respect

We honour Tahltan rights, culture, and perspectives.

Reciprocity

We work toward mutual benefit and shared understanding.

Transparency

We communicate openly and act with honesty.

Relationships

We strive to strengthen our relationship with the Tahltan Nation.

Wellness

We nurture safety, balance, and belonging within our relationships and workplaces.

Our Action Plan



Relational Accountability & Social Impact – We are **Passionate**

We uphold accountability through transparency and respect for Tahltan laws, values, and governance. Our reporting reflects more than compliance — it tells the story of shared impact, responsibility, and relationship. By aligning with Tahltan standards and ways of knowing, we ensure our actions strengthen trust and uphold our commitments to people and place.



Shared Stewardship – We **Collaborate**

We focus on building and maintaining respectful, transparent, and long-term relationships with the Tahltan Nation. Our approach is grounded in listening and collaboration, ensuring Tahltan voices guide how Skeena operates on the land and within communities. These relationships are built through honesty, time on the land, and genuine connection.



Social Investment & Reciprocity – We **Innovate**

Through social investment and reciprocity, we collaborate with the Tahltan Nation to support what matters most to its communities and people, guided by Nation-driven priorities. By listening and learning, we help create projects that honor culture, care for the land, and build a strong future for generations to come.



Cultural Safety & Wellness – We **Care**

We strive to create culturally safe spaces — both within Skeena and in our relationships with others. This means fostering awareness, humility, and understanding across our workforce, and ensuring cultural safety guides how we engage and make decisions.

Who are Social Affairs?



Nalaine Morin

Senior Vice President, Environment and Social Affairs

Nalaine is a member of the Tahltan Nation and has worked in the mining industry for over 20 years. She manages the team responsible for regulatory engagement and social affairs for Skeena. Nalaine continues to be a champion for the development and implementation of plans to support successful implementation of UNDRIP principles including First Nations decision making.



Cassandra Puckett

Social Performance Manager

Cassandra is a proud member of the Tahltan Nation, from the Tsesk'iye clan and Dekama family. Raised in Dease Lake, Cassandra brings over a decade of leadership experience focused on advancing community-driven priorities in health and education. Her work is guided by an Indigenous worldview rooted in humility, inclusivity, and long-term collaboration

At Skeena, Cassandra leads Social Affairs with a deep commitment to reconciliation and cultural safety. She works to embed Indigenous values and knowledge into every aspect of the mining industry.



Jordan Trieu

Social Affairs Coordinator

Jordan (she/her) is Skeena's Social Affairs Coordinator and has been with the company since the start of 2025. At the heart of Jordan's work is a commitment to positive social investment, strengthening community relationships, and advancing reconciliation. She is passionate about the potential for mining to serve as a catalyst for social change.



Victor Wu

Regulatory Engagement Associate

Victor is part of Skeena's Regulatory Engagement team and has been with Skeena since 2024. He coordinates technical discussions on the Project with the Tahltan Central Government, along with managing relationships with other Nations and interest groups.