



Making History in British Columbia

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Land Acknowledgement

We acknowledge that the land on which our projects are located is the ancestral and unceded territory of the Tahltan Nation, and the territory of the Tsetsaut Skii km Lax Ha'. 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.

¹As in the Hybrid Application Information Requirements, for the purposes of this document, "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.



2025: A Pivotal Year

What an incredible year!

I'm thrilled by the milestones we've achieved together. 2025 was filled with significant progress for our Eskay Creek Project, laying a strong foundation for long-term success.

This year we:

- Successfully navigated and completed key phases of the Environmental Assessment Certificate (EAC) process, which is necessary to restart mining production at Eskay Creek.
- Advanced the necessary preparations that will enable us to extract a bulk sample of ore at Eskay Creek.
- Negotiated a groundbreaking Impact Benefits Agreement (IBA) with the Tahltan Central Government that led to a positive vote among the Tahltan Nation. It's one of the most substantial agreements between an Indigenous Nation and a mining company in Canada. The IBA establishes a framework for shared benefits and long-term collaboration between Skeena and the Tahltan Nation: financially, environmentally, and culturally, as we advance the Eskay Creek Project together.

- Fostered stronger relationships with Indigenous Nations through engagement tours, meetings and workshops. We listened to and integrated as many local community voices as possible into the planning and development of our project. Additionally, we actively participated in and supported dozens of community events. This is our team in action, implementing our core principle of supporting healthy communities in the the regions where we work.

Each of these steps brings the project closer to reality. In 2026, we'll move through the remaining approvals and ramp up construction, with the goal of starting production in 2027.

As we bring Eskay Creek back into production, we are redefining mining. We're creating a modern mine poised to drive jobs, profits, public revenues, and other benefits. At the same time, we're demonstrating how to do this "the Skeena Way". Through strong, respectful partnerships with Indigenous Nations, we're setting new standards for sustainable and collaborative mining development – one that places Indigenous consent, environmental stewardship, and community at the heart of our approach.

Thank you for being a part of the legacy we're building together. I'm truly excited and optimistic about what we'll achieve in 2026 and beyond. Wishing you all the very best for the new year!

Justin Himmelright

SVP, External Affairs

Historic IBA Agreement Ratified by the Tahltan Nation

In a historic referendum vote held in mid-December 2025, the membership of the Tahltan Nation overwhelmingly endorsed the proposed Impact Benefits Agreement (IBA) for the Eskay Creek Project.

This landmark decision marks both a significant milestone for the mine project and a transformative new chapter on sustainable resource stewardship in Tahltan Territory. The agreement outlines several groundbreaking commitments that reflect community priorities, including:

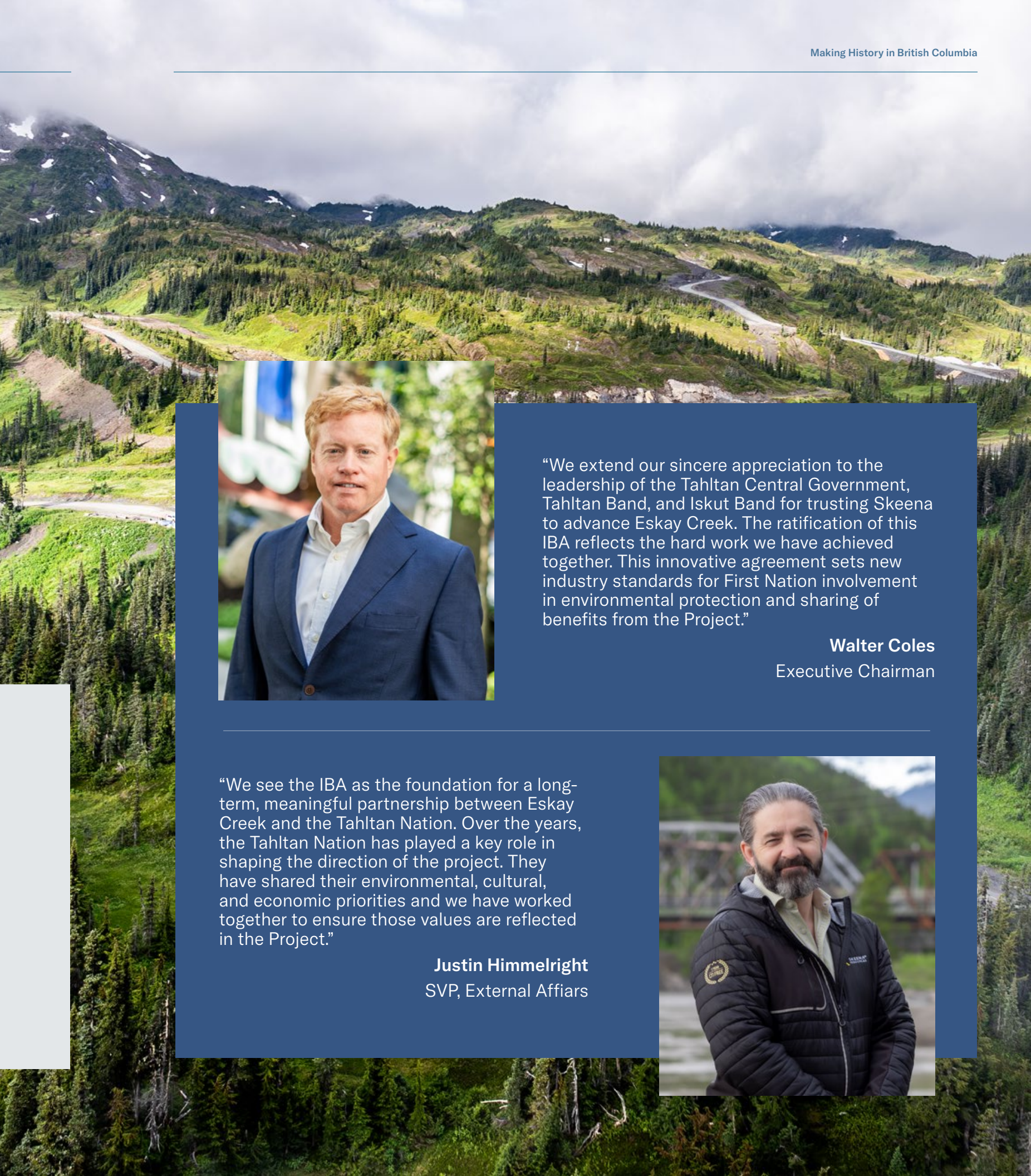
- Employment and business opportunities for Tahltan members and businesses
- Training and education initiatives to foster long-term capacity
- Funding for an elders' facility in Tahltan communities
- Meaningful financial participation in the project's success
- Robust environmental protections, supported by a \$10 million environmental oversight budget and an Environmental Oversight Team with Tahltan representation
- An Adaptive Management and Sustainability Framework
- Ongoing collaboration on monitoring, mitigation, and regulatory decisions, ensuring the Tahltan Nation's voice in every stage of the project



Meaningful engagement on the IBA

The IBA was developed over four years in collaboration with the leadership of the Tahltan Central Government, the Tahltan Band, and the Iskut Band. During this time, over 500 in-person and virtual engagements took place with Tahltan members and the Tahltan Central Government.

Throughout 2025, Skeena and Tahltan Leadership conducted multiple engagement tours across Western Canada to listen to members' perspectives and provide information, ensuring the IBA accurately reflecting their views. Among the tours, in late November and early December these leadership groups visited 13 locations over seven days and held three virtual sessions to share details of the final agreement. Despite challenging winter weather and travel delays, the groups persevered to ensure as many Tahltan members as possible had access to the information.



“We extend our sincere appreciation to the leadership of the Tahltan Central Government, Tahltan Band, and Iskut Band for trusting Skeena to advance Eskay Creek. The ratification of this IBA reflects the hard work we have achieved together. This innovative agreement sets new industry standards for First Nation involvement in environmental protection and sharing of benefits from the Project.”

Walter Coles
Executive Chairman

“We see the IBA as the foundation for a long-term, meaningful partnership between Eskay Creek and the Tahltan Nation. Over the years, the Tahltan Nation has played a key role in shaping the direction of the project. They have shared their environmental, cultural, and economic priorities and we have worked together to ensure those values are reflected in the Project.”

Justin Himmelright
SVP, External Affairs



Eskay Creek Enters the Final Stages of the Environmental Assessment Process

We are excited to announce that after successfully completing the Effects Assessment phase over the past several months, the Eskay Creek Project has now entered its final stages: the **Recommendations and Decisions** phases.

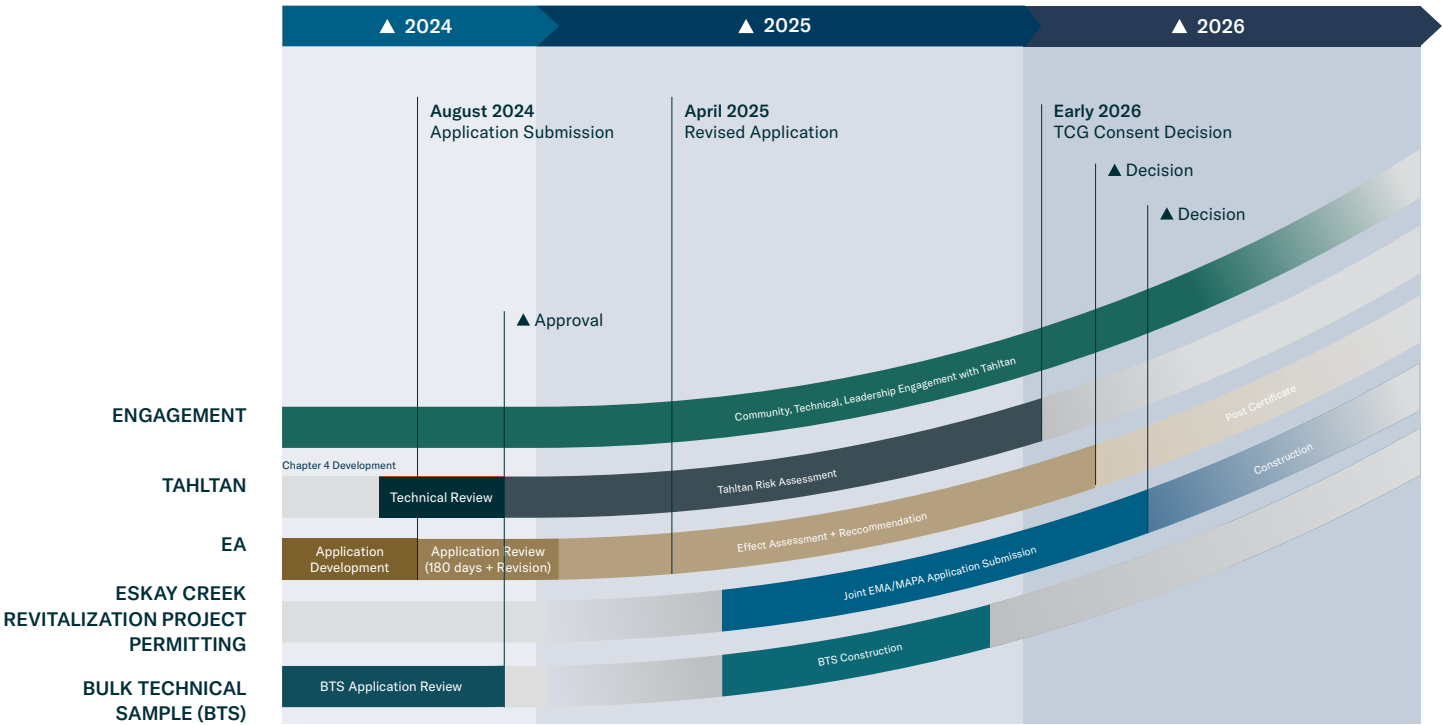


This represents a major milestone for the project, following four years of extremely hard work from our team and the contributions of hundreds of individuals across diverse groups, from Indigenous governments and organizations to local, provincial, and federal governments. To date, we have facilitated hundreds of engagement sessions and meetings to ensure the project reflects the interests of the people and communities most directly impacted.

All of this work has led to a groundbreaking decision: the first-ever Consent Decision from a First Nations Government on an environmental assessment in

Canada! We are extremely grateful to the Tahltan Central Government for their leadership and courage as they navigated this complex, precedent-setting process.

We are privileged to lead a project that raises the bar for environmental assessments across Canada, supporting Indigenous sovereignty, title and rights. We look forward to continuing our vital collaboration with the Tahltan Central Government as Eskay Creek advances to the next stage of development.



National Day for Truth and Reconciliation

Each year on September 30, we at Skeena honour the National Day for Truth and Reconciliation. It's a time of reflection and an opportunity for all of us to both deepen our understanding of Canada's Indigenous history and explore ways to contribute to systemic change and healing.

To commemorate the day, we engaged in a variety of activities:

- We were honoured to welcome back Annita McPhee, an esteemed member of the Tahltan Nation and former President of the Tahltan Central Government, to Eskay Creek to deliver a powerful presentation on Truth and Reconciliation for our team at site. She shared her knowledge and stories of Canada's Indigenous history, as well as insights on how Canadians can help support the growth and healing of our Indigenous partners.

- Skeena members joined community events, from paddling at the Smithers canoe launch to hearing stories in Gitwangak and gathering for the lighting of a sacred fire. Each activity deepened our understanding and connection.
- The team at our Vancouver office participated in a powerful presentation by Skeena's own Casandra Puckett, Manager of Social Performance, who has held previous roles in the Tahltan Central Government and First Nations Health Authority.
- We proudly wore Truth and Reconciliation Day shirts designed by Huey Carlick, a Tahltan artist from Tahltan territory. His shirt design honours Tahltan regalia, songs, and ceremonies, symbolizing the past, present and future. Huey's passion for traditional art began at a young age when he helped carve a totem pole at Cassiar Secondary School. Over the years, he has created diverse works, including walking sticks, paddles, signs, and antler medallions. His art carries a powerful message: to teach next generations the strength of Tahltan culture, language, and traditions.





Tat'l'ah Mining Ltd. Office in Dease Lake: Now Open!

We're excited to announce the opening of our new regional office in Dease Lake, Skeena Tat'l'ah Mining Ltd., a key milestone in supporting the Eskay Creek project and strengthening our presence in Tahltan Territory.

We're building a diverse team across multiple departments at our new office in Dease Lake. From Engineering to Operations, Community Relations to Environment, Skeena is welcoming local and Indigenous talent passionate about bringing a world-class project to life.

By 2027, we plan to hire between 150 and 200 First Nations employees, supporting local and Indigenous employment.

Eligible Indigenous employees working for Skeena Tat'l'ah Mining may qualify for tax-exempt employment income.

Walter Coles, Executive Chairman, comments:

"The opening of Skeena Tat'l'ah Mining's office on reserve was guided by Tahltan Nation's leadership, setting a new benchmark for collaborative and responsible mining development in Canada. This initiative places community at the heart of our approach and directly reflects our company's values and commitment to creating lasting socioeconomic benefits for Tahltan communities for generations to come."

Message from Stacey Hanik

Skeena's Senior Advisor, Indigenous Workforce Development

I am incredibly excited to be part of Skeena and to step into the newly created role of Senior Advisor, Indigenous Workforce Development. This position represents a meaningful step forward in how mining companies can embed Indigenous workforce priorities throughout their organizations, and I am proud to be part of that evolution at Skeena.

In my current role, I am focused on building strong, sustainable education, training, and employment pathways for Indigenous employees. This includes providing one-on-one career support, strengthening apprenticeship and mentorship programs, and helping create opportunities that support long-term career growth within Skeena.

Since joining the team, I have been engaging with Indigenous employees across our operations to better understand their roles, experiences, and career goals. These conversations have provided valuable insight and are already helping inform programs that are practical, responsive, and aligned with employee needs.

Looking ahead, I am excited about the year to come. My team has an ambitious slate of initiatives planned, including multiple career fairs across Northern British Columbia, participation in an Indigenous Career Fair at UBC, and continued engagement with schools, students, industry partners, and prospective employees.

We are also preparing to relaunch Skeena's mentorship program—larger and more impactful

than ever—along with new apprenticeship and cross-training opportunities designed to support career mobility and long-term success.

I am deeply passionate about Indigenous workforce development, and I am grateful for the support and collaboration I've experienced at Skeena so far. I look forward to continuing this work and to helping create meaningful opportunities for our employees, communities, and partners across the North.

Stacey Hanik
Senior Advisor,
Indigenous Workforce Development



In the Community

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



Kitwanga Elementary School Jerseys

We celebrated Kitwanga Elementary by providing funding for new school jerseys — their first since the 1980s! Thank you to Principal Nameth, the students, teachers, and community for welcoming us to their Terry Fox Run.



Kispiox Valley Turkey Trot

In October, we once again sponsored the annual Kispiox Valley Turkey Trot, a lively day of fitness, prizes, and community connection.



Indigenous Partnerships Success Showcase

Our SVP of Environment and Social Affairs, Nalaine Morin, spoke at the Indigenous Partnerships Success Showcase in Vancouver. Special thanks to the fellow panelists as we discussed “Leadership in Action – Indigenous Voices Shaping Canada’s Economic Future.”



Tahltan Business Forum

Skeena was proud to sponsor the Tahltan Business Forum in Prince George. Tahltan leaders, businesses, and industry partners came together to build relationships and explore opportunities for shared growth.



Tahltan Day Celebrations

In October, employees at our Eskay Creek site came together to celebrate Tahltan Day. Celebrations included Tahltan Bingo and music for the festivities. Congratulations to TNDC employee Dwayne Day, who won a handcrafted obsidian arrowhead by Shannon Dennis, made with obsidian harvested from Mt. Edziza.



Firewood Donations

We supported winter preparations in the Telegraph Creek, Dease Lake, and Iskut communities by donating firewood. Mēduh to Khotin Construction for their partnership and contributions that helped make these deliveries possible.



Terrace Festival of Trees

Skeena was proud to be a platinum sponsor at the 7th Annual Festival of Trees at Heritage Park Museum in Terrace. The event raised over \$35,000 for the “Lift Up Our Elders” project at Terraceview Lodge — enough to fund three motorized Gantry Lift units.



Smithers Holiday Events

Skeena joined the festivities in Smithers for the holiday season! We supported the annual Christmas Hamper Program, spread holiday cheer down Main Street, and participated in the Smithers Festival of Trees through sponsorship and the donation of our tree, “Winter Fun in the Valley”.

Supporting the Next Generation of Leaders: Voices from our 2025 Co-op Students

We are dedicated to empowering the next generation of mining leaders by providing a range of training and career development opportunities. One of the key ways we do this is through initiatives like our co-op program, which helps young talent gain valuable, hands-on experience. With 2025 coming to a close, we asked this past year’s co-op students to reflect on their time at Skeena.



“My biggest thing I learned from my time at Skeena was that you should always say yes to new opportunities as you never know what you might enjoy.”

Aki Zvjerac
Project Controls Intern



“The thing that I enjoyed most about working at Skeena was the team environment and the people I’ve had the chance to meet throughout my work term. It’s been very refreshing to work on a team that has been inclusive, reliable, and great mentors. My number one thing learned from my time at Skeena: Always ask more questions and triple check everything before sending it out to 200+ emails!”

Gabriella Smith Forzzani
Mine Engineering Co-op



“The best part about working here is the opportunity to collaborate and learn with people from various departments, each of which see their influence and contribution to the mine in different ways.”

Ryan Lee
Supply Chain Intern



“What I enjoyed most about Skeena was the team I had the privilege to work with. Their dedication and genuine care for one another made every day meaningful. The way they live the company’s values—especially our commitment to reconciliation and to fostering diversity, equity, and inclusion—set a standard that inspired me from the start. Being surrounded by such supportive and driven colleagues made my experience incredibly rewarding, and it’s a big part of why I chose to join Skeena full-time.”

Jordan Trieu
Sustainability Intern (now Social Affairs Coordinator)



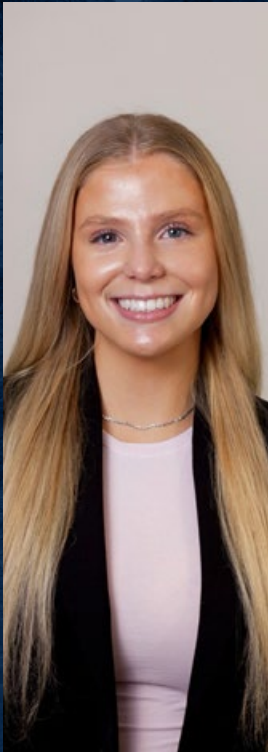
“Interning at Skeena was transformative, both personally and professionally. I learned an immense amount about the mining industry, worked closely to strengthen our Indigenous and Tahltan partnerships, and was immersed in the world of recruitment and human resources. Overall, I loved my time at Skeena and would highly recommend exploring the mining industry.”

Gemma Read
Talent Acquisition Coordinator Intern



“The number one thing I learned from my time at Skeena was the importance of good communication between different teams.”

Jon Sim
Electrical Area Intern



“My biggest takeaway from my time at Skeena is how essential it is to truly understand the fundamentals first. Having hands-on experience with the basics of corporate finance in a mining company gave me a very strong foundation and a big-picture understanding of how the industry works. That clarity has really helped me figure out what kind of career path I want to pursue moving forward.”

Olivia MacIntyre
Finance Intern

