



Socioeconomic Report

Cedar LNG Project

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1.0 Introduction

Cedar LNG Partners LP, by its general partner Cedar LNG Partners (GP) Ltd. (Cedar), a Haisla Nation-led partnership with Pembina Pipeline Corporation, is constructing and operating a liquified natural gas (LNG) export facility within the District of Kitimat, British Columbia (BC) (the Project). The Project is subject to the requirements of the provincial *Environmental Assessment Act* and federal *Impact Assessment Act* and underwent a comprehensive environmental assessment from 2019 to 2023. Cedar received an Environmental Assessment Certificate (EAC #E23-01) under the *Environmental Assessment Act* on March 13, 2023 and a positive Decision Statement under the *Impact Assessment Act* on March 15, 2023. Construction of the Project began in July 2024.

Condition 14 of EAC #E23-01 required Cedar to prepare a Socioeconomic Management Plan prior to construction. Cedar's Socioeconomic Management Plan (Document # PC21258-RG-PLN-00002) was approved by the Environmental Assessment Office on July 3, 2024.

This Socioeconomic Report has been prepared to address the reporting requirement in Condition 14(e) and the Socioeconomic Management Plan. It covers the period from July 10, 2024 to May 31, 2025. This report is being shared with Indigenous Nations, Northern Health, the Ministry of Municipal Affairs, the City of Terrace, the District of Kitimat, the Regional District of Kitimat-Stikine, and the Environmental Assessment Office concurrently.

2.0 Project Update

Since the Project began construction in July 2024, a wide variety of activities have been ongoing in support of Project execution and construction, including ongoing engagement and information sharing, implementation and notification of the Community Feedback Process, and securing permits and approvals.

As described in the Application for an Environmental Assessment Certificate, as a Haisla Nation-led project, Cedar is committed to sharing the economic benefits of the Project with neighbouring Nations and the local community. Cedar prioritizes employment, training and procurement opportunities for Indigenous peoples and businesses along with local residents and businesses in the region.

Cedar is focused on maximizing long-term stable careers for Haisla Nation members, Indigenous peoples and locals. Hiring for operations will commence in 2027, and Cedar LNG is currently focused on sharing information about training and skills needed to receive employment during operations.

A summary of the key construction activities undertaken in 2024 and planned for 2025 is provided in **Section 2.1**. **Section 2.2** provides an update on the Community Feedback Process.

2.1 Project Construction

Construction began in July 2024 and concluded in November 2024 for the season. Construction during that time period was limited to work within the Marine Terminal Area, which is on fee simple land owned by Haisla Nation (District Lot 99) and included:

- Clearing and grubbing the Marine Terminal Area and removing stumps.
- Stripping the Marine Terminal Area and hauling the material off site.
- Mulching stumps and slash and using the mulch for ground cover to prevent erosion of the soil.
- Installing erosion and sediment control measures at the Marine Terminal Area, including rip rap, coconut cloth, flute berms, silt fencing and sumps.
- Installing drainage ditches at the south end of the Marine Terminal Area to control the water flow off site.

Construction activities planned within the Marine Terminal Area for the 2025 construction season are:

- Conducting additional clearing.
- Conducting additional earthworks to make the area suitable for the onshore Project components.
- Constructing permanent water control measures (e.g., ditches, outfalls).
- Constructing access roads.
- Constructing two retaining walls downslope of the Bish Creek Forest Service Road.

Work on the transmission line is expected to commence in late summer 2025.

2.2 Community Feedback

In accordance with the commitments in the Community Feedback Process, Cedar established the following means for the public to provide feedback regarding the Project:

- A telephone line (250-789-4901)
- An email address (feedback@cedarlng.com)
- An online form for submission of feedback (<https://www.cedarlng.com/community/community-feedback-program/>)

These means of communication are regularly monitored, and Cedar responds within seven days.

Cedar promotes the Community Feedback Process through ongoing advertisements, information materials and at community open houses.

Reporting regarding the Community Feedback Process is submitted separately in accordance with Condition 11 of EAC #23-01. The latest report is available on Cedar's [website](#).

3.0 Socioeconomic Engagement

Engagement activities regarding matters in the Socioeconomic Management Plan (e.g., procurement, employment) are summarized in this section.

3.1 Haisla Nation

Over the reporting period, Cedar collaborated closely with Haisla Nation Employment and Training as well as the Nation's economic development arm. Collaborations over the reporting period included:

- Developing a list of Haisla Nation joint ventures and member businesses for procurement opportunities.
- Participating in career fairs.
- Recruiting for an apprenticeship program that is currently targeted at Haisla Nation members.
- Exploring power engineering training as well as preparatory training.

3.2 Indigenous Nation Engagement

Over the reporting period, Cedar engaged with the training and employment and economic development groups of neighbouring Indigenous Nations. Engagement over the reporting period included:

- Developing a list of Nation joint ventures and member businesses for procurement opportunities.
- Exploring employment and procurement opportunities.
- Participating in career fairs.

3.3 Community Engagement

Cedar engages regularly with the local community using a variety of communications tools.

3.3.1 Cedar Website

Cedar maintains a project website. This website includes an 'Opportunities' tab that provides information regarding employment and procurement opportunities. Information provided on Cedar's website includes:

- General information about the numbers of jobs available during both construction and operations.
- A form that can be completed by parties interested in opportunities with Cedar. Cedar maintains a list of those interested in opportunities to share with contractors for the purposes of meeting their labour needs based on suitability and qualifications of applicants.
- A list of companies that have been awarded construction contracts by Cedar. Interested parties can contact those firms regarding subcontracting opportunities.
- A page dedicated to posting job opportunities as they become available.

3.3.2 Social Media

In June 2024, prior to the Project's positive Final Investment Decision, Cedar established a Facebook page to share information about the Project with local communities and members who rely on the channel for local information. Cedar shares Project updates through its Facebook page, including about events and job opportunities, as well videos and photos detailing Project highlights. Relevant posts are also shared by Haisla Nation's Facebook page in an effort to expand the reach of Project information. As of the date of this report, the Project Facebook page has 582 followers.

3.3.3 Open House and Other Events

Cedar hosted a community open house on December 10, 2024, in Kitimat, British Columbia. Materials available at the open house consisted of display boards and fact sheets, and Cedar team members were available to answer questions. This open house was attended by more than 170 individuals. Open house attendees expressed an interest in a range of topics, particularly, but not limited to:

- Employment and training – The majority of attendees at the open house were interested in learning more about potential employment opportunities during construction and operations as well as other benefits from the Project.
- Project amendments – Several members from local community organizations attended the open house to learn more about the proposed Project refinements, and the related amendments to the Environmental Assessment Certificate and Federal Decision Statement.
- General project information – Many individuals attended to learn more about the Project generally, including the design, timeline and benefits.

Cedar also hosted a pizza night for the community on May 28, 2025 in Kitimat. Similar to the December open house, display boards and fact sheets were available for attendees to view/take home. Cedar team members were available to answer questions on a variety of topics such as employment and training, project timeline, and general project info. The event was attended by approximately 40 individuals from the Kitimat area.

4.0 Reporting Indicators

The Socioeconomic Management Plan (Appendix D) outlines reporting indicators and associated thresholds. Each of those indicators is presented in **Table 1** along with information regarding mitigation effectiveness and any adjustments made over the current reporting period or planned for the next reporting period.

Overall, the enhancement and mitigation measures have been effective. Cedar has identified some areas for improvements in data collection, particularly for the contractor workforce, that will improve information available for the next reporting period.

Table 1 Socioeconomic Reporting Indicators

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
Number of Project workers: <ul style="list-style-type: none">• Direct workers.• Contracted workers.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Construction began in July 2024 and concluded in November 2024 for the season. Outside that construction season, there were typically no Project workers except for Cedar workers verifying that mitigation measures (e.g., erosion and sediment control measures) remained in place. Over the construction season, the number of project workers varied. At the peak of construction season (September 30, 2024), there were 36 Project workers, including 9 direct Cedar workers and 27 contracted workers, working in the Marine Terminal Area at one time.	The number of Project workers is less than the number allowed by the Certified Project Description. Mitigation is considered effective.	No adjustments or enhancements identified.
Project workforce identity factors, if provided: <ul style="list-style-type: none">• Gender.• Ethnicity.• Indigenous Nation membership.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Information regarding identity factors was voluntarily provided by 57 workers employed directly by Cedar. <ul style="list-style-type: none">• Gender – 70% male and 30% female• Visible minority – 25% yes, 70% no, and 6% no response• Indigenous – 6% yes, 91% no, and 4% no response or prefer not to say <small>Note: numbers may not add to 100% due to rounding.</small>	Cedar continues to seek ways to increase opportunities for Indigenous peoples on the Project, particularly through contracting Indigenous businesses and apprenticeship and training programs (see additional information later in Table 1).	No adjustments or enhancements identified to mitigation measures. Cedar has identified that the number of responses to questions regarding identity factors is low, particularly from contractor employees. To try to increase the number of responses, Cedar will adjust the way this information is collected during the next reporting period.
Home Location of workers: <ul style="list-style-type: none">• Workers from the local assessment area (LAA).• Workers from outside the LAA.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Two construction contractors were hired over the reporting period (Main Logging Ltd. and Jim Dent Construction Ltd.). Both are local contractors with Indigenous Nation partnerships, but data collected is not sufficient to verify that all workers were from the LAA.	Effectiveness is uncertain. Cedar is increasing contractor reporting requirements over the next reporting period.	No adjustments or enhancements identified to mitigation measures. Cedar has identified that data collection from contractors is not sufficient for socioeconomic reporting. Contractual reporting requirements are being updated and strengthened to provide more comprehensive data for the next reporting period.

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
Value (or %) of contracts procured to: <ul style="list-style-type: none">Indigenous businesses.LAA businesses.Regional businesses.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Value of contracts procured to: <ul style="list-style-type: none">Indigenous businesses – 94%.LAA non-Indigenous businesses – 6%. Most of the contracts not awarded to Indigenous businesses was due to the absence of qualified Indigenous businesses for the required scope or because the qualified Indigenous businesses declined to submit a bid.	As evidenced by the high proportion of Indigenous and local businesses, the measures Cedar has taken to award contracts to Indigenous and local businesses are effective.	No adjustments or enhancements identified.
Number of individuals who enrolled in training programs.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	No individuals are yet enrolled in a training program. Cedar is focusing training programs on the operations phase and is currently advancing the two training programs described below. Local Trades and Power Engineering Foundations (Exploring) <ul style="list-style-type: none">Estimated Start: To be determined.Recruiting Start: To be determined.Target Audience: Indigenous Nation members.Number of opportunities: Approximately 12 to 15. Power Engineering (Exploring) <ul style="list-style-type: none">Estimated Start: Late 2026 / Early 2027.Recruiting Start: Mid-2026.Target Audience: Regional with preference to Indigenous candidates.	Training programs are being advanced for the operations phase of the project. Mitigation is considered effective.	No adjustments or enhancements identified.

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
			<ul style="list-style-type: none">Number of Opportunities: Available to 12 to 15 participants.		
Gender Equity and Diversity Plan implemented.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	<p>Cedar implemented the Gender Equity and Diversity Plan over the reporting period. Information regarding the tactics that are being implemented include:</p> <ul style="list-style-type: none">Cultural awareness training is provided as part of Project onboarding.Haisla Nation provides periodic additional cultural awareness training.Policies (e.g., Code of Conduct) are available upon joining the Cedar team.22% of Cedar direct hired workforce (105 total) has completed at least one optional equity, diversity and inclusion (EDI) module.Pembina (Cedar's operating partner) invited members of their Indigenous Inclusion Network to share their thoughts on the significance of the National Day for Truth and Reconciliation.Pembina (Cedar's operating partner) highlighted local events in its operating areas, including Guatlap Days at Haisla Village.Members of the Pembina EDI team are available as needed.Pembina Employee and Family Assistance Plan has been extended to contractors.	The Gender Equity and Diversity Plan is being implemented. Mitigation is considered effective.	No adjustments or enhancements identified.
Number of apprenticeship	No threshold or target identified.	Change in regional employment,	Cedar is currently recruiting for four	Cedar is currently recruiting for four	No adjustments or enhancements

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
opportunities provided.		regional business or regional economy.	apprenticeship opportunities. Trades Apprenticeships – Electrical, Instrumentation, Millwright (Launched) <ul style="list-style-type: none">• Estimated Start: Fall 2025 to Winter 2026.• Recruiting Start: Initiated May 2025.• Target audience: Haisla Nation members.• Number of Opportunities:<ul style="list-style-type: none">○ Electrical - One apprentice.○ Instrumentation and Controls - One apprentice.○ Millwright - Two apprentices.• Approach:<ul style="list-style-type: none">○ Coordinate work placements at Pembina facilities starting with Prince Rupert Terminal.○ Facilitate Technical Training (provide funding and support with registration and accommodation).○ Successful completion leads to full time employment at the Project in late 2028 / early 2029.	apprenticeship opportunities. Mitigation is considered effective.	identified.
% of workers (excluding summer students) aged 19 and under with high school certificate or equivalent. Number of workers (excluding summer students) 19 and under with no completed high school or equivalency.	100% of workers (not including summer students) 19 years and younger will be required to have completed high school or have an appropriate equivalency to work on the Project. 0 workers 19 years and under (excluding summer students) with no completed high school or	Change in regional employment, regional business or regional economy.	No workers under 19 are known to have worked on the Project; however, more comprehensive data collection will be undertaken over the next reporting period.	Effectiveness is uncertain. Cedar is increasing contractor reporting requirements over the next reporting period.	Cedar has identified that data collection from contractors is not sufficient for socioeconomic reporting. Contractual reporting requirements are being updated and strengthened to provide more comprehensive data for the next reporting period.

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
	equivalency.				
Number of communications with employment agencies and economic development organizations.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	<p>Cedar has had 29 engagements with employment agencies and economic development organizations over the reporting period. The organizations with which Cedar has engaged along with the purpose of that engagement is provided below.</p> <ul style="list-style-type: none">• Northern First Nations Alliance – Provide overview of project and employment and training opportunities.• Work BC – Provide overview of project and employment and training opportunities.• Skilled Trades BC – Understand requirements and support resources for trades.• Haisla Nation Employment and Training – Provide overview of project and employment and training opportunities; gather input to inform program development• TRICORP – Understand support programs and funding opportunities.• K5T – Provide overview of project and employment and training opportunities; identify opportunities to collaborate or partner.• Gitga’at Employment and Training – Provide overview of project and employment and training opportunities.• Coast Mountain College – Build training and employment programs.• BCIT - Build training and	Engagement with the listed parties is contributing to Cedar’s training and apprenticeship programs. Existing mitigation is considered to be effective.	No adjustments or enhancements identified.

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
			employment programs.		
<p>Number Businesses in Corporate Database:</p> <ul style="list-style-type: none">• Haisla businesses.• Indigenous businesses.• LAA businesses.• Regional businesses.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	<p>Cedar maintains a listing of Indigenous businesses developed through consultation with Indigenous Nations. Cedar has not expanded the database to include non-Indigenous local or regional businesses because Cedar believes the contractors currently listed provide sufficient capability and capacity to fulfill project requirements.</p> <p>The database currently includes 145 Indigenous businesses (100%). 45 (31%) of these businesses are Haisla businesses.</p>	The corporate database of Indigenous businesses is supporting the high proportion of Indigenous businesses hired for the Project. Existing mitigation is considered to be effective.	No adjustments or enhancements identified.
Average Project wages compared to Western Canadian labour market.	Workers will be paid wages consistent with the Western Canadian labour market.	Change in regional employment, regional business or regional economy.	Data unavailable. Based on additional conversations since finalization of the Socioeconomic Management Plan, Cedar does not believe this data can reasonably be collected from contractors.	Effectiveness is uncertain.	Cedar proposes to remove this indicator from the socioeconomic reporting in subsequent reporting periods.
<p>Recreation Policy Implemented.</p> <p>Number of complaints recorded and addressed through the Community Feedback Process.</p>	<p>Recreation Policy Implemented.</p> <p>Every concern or complaint received will be investigated.</p>	Change in non-tenured land use associated with project workforce.	<p>The recreation policy is included in the Socioeconomic Management Plan, which is integrated into onshore contracts.</p> <p>Cedar did not receive any concerns or complaints regarding the Recreation Policy through the Community Feedback Process. Accordingly, there weren't any to investigate.</p>	Based on lack of concerns or complaints, mitigation is considered to be effective.	No adjustments or enhancements identified.
<p>Number of employees using recreational vehicles on site, on access roads, trails and along rights-of-way.</p> <p>Number of complaints recorded and addressed through the Community Feedback Process regarding use of recreational vehicles.</p>	<p>Target: 0 employees using recreational vehicles on site, on access roads, trails, and along rights-of-way.</p> <p>Recreational use of ATVs by employees onsite, on access roads, trails and along rights-of-ways will be prohibited.</p>	Change in non-tenured land use associated with project workforce.	<p>Recreational use of ATVs by employees onsite, on access roads, trails and along rights-of-ways is prohibited through the Socioeconomic Management Plan.</p> <p>Cedar did not receive any concerns or complaints regarding recreational use of ATVs through the Community</p>	Based on lack of concerns or complaints, mitigation is considered to be effective.	No adjustments or enhancements identified.

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
	Every concern and or complaint received will be investigated.		Feedback Process. Accordingly, there weren't any to investigate.		
% of workers completed code of conduct training. % of workers completed cultural awareness training.	100% of workers complete the conduct training. 100% of workers complete the cultural awareness training.	Change in infrastructure and services or accommodation availability	Cultural awareness training is completed by both Cedar and contractor workers. Completion rates are provided below. <ul style="list-style-type: none">Pembina workers assigned to Cedar – 95%.Contractor workers – 98%. Stand-alone conduct training is provided to Pembina (Cedar) workers. 94% have completed the Code of Ethics sign off. Conduct training is provided to contractor workers as part of the Cedar site orientation. 95% of contractor workers have completed the site orientation.	Generally, project workers are completing training, and Cedar considers the current approach to be effective. Cedar will continue to emphasize the importance of completing this training.	No adjustments or enhancements identified.
Security services and security gate provided.	Security services and security gate provided.	Change in infrastructure and services or accommodation availability	The access road to the Marine Terminal Area was gated over the reporting period. Cedar monitors the security situation in the Project area and will increase security at the Marine Terminal Area if determined to be required.	Based on lack of security incidents, mitigation is considered to be effective.	No adjustments or enhancements identified to mitigation measures. Security at the Marine Terminal Area will continue to be monitored.
Community Feedback Process Implemented. Number of comments, concerns and complaints recorded and addressed through the Community Feedback Process.	Community Feedback Process implemented. Every concern and or complaint received will be investigated.	Change in infrastructure and services or accommodation availability	The Community Feedback Process is being implemented. Reporting regarding the Community Feedback Process is submitted separately in accordance with Condition 11 of EAC #23-01. The latest report is available on Cedar's website . To date, Cedar has not received any concerns or complaints through the Community Feedback Process. Most inquiries relate to procurement opportunities.	Based on lack of concerns or complaints, mitigation is considered to be effective.	No adjustments or enhancements identified to mitigation measures.

Indicator	Threshold	Effect Mitigated or Enhanced	Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
Number of Workers in workforce accommodation. Accommodation of non-local workforce (e.g., non-local workers who do not commute to the site).	100% of non-local workers (aside from managers and supervisors) will be accommodated in lodges or temporary accommodations.	Change in infrastructure and services or accommodation availability	Two contractors were hired over the reporting period (Main Logging Ltd. and Jim Dent Construction Ltd.). Both are local contractors.	Mitigation is considered effective based on the hiring of local contractors.	No adjustments or enhancements identified to mitigation measures. Cedar has identified that data collection from contractors is not sufficient for socioeconomic reporting. Contractual reporting requirements are being updated and strengthened to provide more comprehensive data for the next reporting period.
Regional hiring, training and procurement strategy implemented.	No threshold or target identified.	Change in infrastructure and services or accommodation availability	Evidence of Cedar's commitment to Indigenous and local procurement, employment and training is provided earlier in Table 1.	As evidenced by the high proportion of Indigenous and local businesses as well as provision of apprenticeship opportunities, the measures Cedar has taken to award contracts to Indigenous and local businesses are effective.	No adjustments or enhancements identified to mitigation measures.