



Socioeconomic Report

Cedar LNG Project

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Revision 0
July 13, 2026



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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 liquefied 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 June 1, 2025 to May 31, 2026. 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

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 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 2025 and 2026 is provided in **Section 2.1**. **Section 2.2** provides an update on the Community Feedback Process.

2.1 Project Construction

Construction activities in the reporting year included:

- Continued grading of the marine terminal.
- Started construction of the mechanically stabilized earth wall at the marine terminal.
- Installation of permanent and temporary drainage ditches at the marine terminal.
- Installation of erosion and sediment control measures at the marine terminal prior to onset of winter.

- Development of the soil stockpile area.
- Development of the south anchor block location (tree clearing, trail building and Geotechnical investigations).
- Initiation of clearing on transmission line right of way and associated temporary access roads

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 continued to collaborate closely with Haisla Nation Employment and Training as well as the Nation's economic development arm, yáqwa Development Corporation. Collaborations continue around Haisla Nation joint ventures opportunities, participation in events such as career fairs, and exploring new opportunities for training as the Project moves towards the operations phase.

The first cohort of Haisla Members to join the Cedar LNG Apprenticeship Program began their training earlier this year at Pembina's Prince Rupert Terminal. In-field training will be followed by classroom-based studies at BCIT and Coast Mountain College. Following successful completion of the program, the apprentices will transition to full time operations roles aboard Cedar's floating LNG facility.

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 continued discussions around member businesses and procurement opportunities.

3.3 Community Engagement

In line with our commitments to Haisla Nation, Indigenous Nations, the wider community, and to regulators, Cedar proactively shares information with key audiences and the general public through a variety of channels, including its website, Facebook page, and LinkedIn page.

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.
- Required community construction notifications during periods of noisy works or heavy construction.
- 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.

Posts include information about events and job opportunities, as well videos and photos detailing Project highlights and key milestones. Relevant posts are also shared by Haisla Nation's Facebook page in an effort to expand the reach of Project information.

3.3.3 Other Engagement Events

Over the reporting period, Cedar LNG has hosted a number of community events and stakeholder meetings to share project-related information and updates. Socioeconomic-related engagement highlights for the reporting year are listed below:

- On July 13, 2025, the Cedar team attended the Haisla Days celebration in Vancouver and hosted a table to share information about job and training opportunities during construction and operations.

- On September 12, 2025, the Cedar team took part in Haisla Nation's Job Fair in Burnaby, hosting a table to share information about job and training opportunities during construction and operations.
- On October 20, 2025, Cedar gave a project update to District of Kitimat Council, including information on timelines and the operations phase amendments.
- Cedar hosted a luncheon with Haisla Nation Elders on November 12, 2025, to share an update on the Project, including schedule, proposed amendments, employment and training opportunities, and more. That same day, Cedar also hosted an open house for the wider Haisla community to share further Project-related information and updates.
- On November 13, 2025, Cedar hosted an open house at the Tamitik Arena in Kitimat, sharing information about the Project schedule, proposed amendments, and employment and training opportunities. More than 100 members of the public attended the event.
- In March 2026, Cedar met with representatives from the District of Kitimat, Kitimat Fire and Ambulance, WorkSafe BC, BC Energy Regulator, LNG Canada, Rio Tinto, and others to proactively share information in advance of 2026 construction kick-off, information about our project schedule, and discuss environmental management planning, safety, and emergency preparedness.
- In March 2026, the Cedar team met with the team at Ksyen Regional Hospital and presented a donation through its Community Investment Program to support the establishment of Northwest BC's first Tier 3 NICU and Special Care Nursery.
- In March 2026, Cedar met with the Northern First Nations Alliance for a tour of their new Red Road North Recovery Centre and to present a donation to help with the purchase of a mobile health unit to better provide access to those requiring treatment.
- On March 18, 2026, Cedar hosted a community dinner with Haisla Nation to provide an update on construction progress and employment opportunities. A presentation was given, with team members on hand to speak to various aspects of the project and answer questions from the community.
- In April 2026, the Cedar team took part in Haisla Nation's Job Fair in Haisla Village, hosting a table to share information about job and training opportunities during construction and operations.
- On April 12, 2026, Cedar attended a Haisla Nation event in Vancouver, hosting a table to share project updates and employment information.

Additional information regarding public consultation for the reporting year is available in the annual Consultation Report, available on Cedar's website.

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.

Table 1 Socioeconomic Reporting Indicators

Indicator	Threshold	Effect Mitigated or Enhanced	Indicator for the Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
Number of Project workers: • Direct workers. • Contracted workers.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Total workforce employed directly by Cedar: 119 • Total permanent employees: 42 • Total contingent workers: 77 Total workforce employed by contractors varies based on ongoing activities. The number of project workers ranged from 61 workers (December 2025/ January 2026) to 199 workers (August 2025)	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: • 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 64 workers employed directly by Cedar. • Gender – 66% male and 34% female • Visible minority – 17% yes, 81% no, and 2% no response • Indigenous – 13% yes, 84% no, and 3% no response or prefer not to say Self-disclosed information regarding identity factors is also collected by contractors. The number of personnel varies based on ongoing activities. The information below is from August 2025 (workforce of 199): • Gender – 34 male, 42 female, 123 no response or prefer not to say • Visible minority – 4 yes, 195 no response or prefer not to say • Indigenous – 18 yes, 181 no or prefer not to say Note: numbers may not add to 100% due to rounding.	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.
Home location of workers: • 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.	Home location of workers out of 119 workers employed directly by Cedar: • Workers from the LAA: 16 • Workers from outside the LAA: 103 The home location of contractor personnel varies based on ongoing activities. The self-disclosed information below is from August 2025 (workforce of 199):	Data collected by both Cedar and the contractors demonstrates workers from the LAA are supporting the Cedar LNG Project.	No adjustments or enhancements identified to mitigation measures.

Indicator	Threshold	Effect Mitigated or Enhanced	Indicator for the Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
			- Workers from the LAA: 39 - Workers from outside the LAA: 113		
Value (or %) of contracts procured to: - 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: - Indigenous businesses – 91%. - Non-Indigenous or non-local businesses – 9%. 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.	Four individuals enrolled in apprenticeship opportunities: one electrical, one instrumentation, and two millwright apprentices hired.	All four targeted apprenticeship positions were filled during the reporting period. Mitigation is considered effective.	No adjustments or enhancements identified.
Gender Equity and Diversity Plan implemented.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	The Gender Equity and Diversity Plan was implemented over the previous reporting period. Information regarding the tactics that are being implemented includes: - Cultural Awareness training is provided as part of the onboarding. - Haisla Nation provides periodic additional cultural awareness training. - Policies (e.g., Code of Conduct) are available upon joining the Cedar team. - Four Equity, Diversity, and Inclusion (EDI) modules available to the team members hired by Pembina. - Members of HR team are available as needed for EDI advising. - Pembina Employee and Family Assistance Plan (EFAP) extended to contractors. - Employees assessed against following values: Safe, Trustworthy, Respectful, Collaborative, Entrepreneurial. - Pembina Indigenous Inclusion Network engaged to provide input on elements of the employee	The Gender Equity and Diversity Plan is being implemented. Mitigation is considered effective.	No adjustments or enhancements identified.

Indicator	Threshold	Effect Mitigated or Enhanced	Indicator for the Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
			experience in order to inform Cedar strategies. • Implemented Pembina Whistleblower Policy for confidential reporting. • Gender and Indigenous inclusive recruitment approach developed. • SuccessFactor reporting and data survey tool developed for external data capture. • Gender Equity and Diversity Plan regularly updated.		
Number of apprenticeship opportunities provided.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Four individuals enrolled in apprenticeship opportunities: 1 Electrical, 1 Instrumentation, and 2 Millwright Apprentices hired.	All four targeted apprenticeship positions were filled during the reporting period. Mitigation is considered effective.	No adjustments or enhancements 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 equivalency.	Change in regional employment, regional business or regional economy.	There were two individuals under 19 years old both with high school certificate or equivalent (100%).	The indicator meets the target (100% high school completion). Mitigation is considered effective.	No adjustments or enhancements identified.
Number of communications with employment agencies and economic development organizations.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Cedar had 37 engagements with employment agencies and economic development organizations over the reporting period. The organizations with which Cedar has engaged are provided below: • Haisla Nation Employment and Training • Northwest Apprenticeship Group • Skilled Trades BC • TRICORP Tribal Resource Investment Corporation • Coast Mountain College • British Columbia Institute of Technology (BCIT)	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	Indicator for the Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
			Kitimat Valley Education Society		
Number Businesses in Corporate Database: - Haisla businesses. - Indigenous businesses. - LAA businesses. - Regional businesses.	No threshold or target identified.	Change in regional employment, regional business or regional economy.	Cedar maintains an Indigenous Business Registry comprising businesses owned by or partnered with the five impacted First Nations. Approximately 91% of onsite, onshore construction work has been awarded through this registry to date. - Haisla Businesses: 56 - Indigenous Businesses (including Haisla): 196 - LAA & Regional businesses: no formal local or regional contractor registry is maintained; Cedar LNG has access to the Kitimat Chamber of Commerce's business directory and provides opportunities for local contractors to register their interest through Cedar's website. Cedar uses these resources to identify and engage additional qualified contractors.	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 labor 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.
Recreation Policy Implemented. Number of complaints recorded and addressed through the Community Feedback Process.	Recreation Policy Implemented. Every concern or complaint received will be investigated.	Change in non-tenured land use associated with project workforce.	The recreation policy is included in the Socioeconomic Management Plan, which is integrated into onshore contracts. Cedar did not receive any concerns or complaints regarding the Recreation Policy through the Community Feedback Process. Accordingly, there weren't any to investigate.	Based on lack of concerns or complaints, mitigation is considered to be effective.	No adjustments or enhancements identified.
Number of employees using recreational vehicles on site, on access roads, trails and along rights-of-way. Number of complaints recorded and addressed through the Community Feedback Process regarding use of recreational vehicles.	Target: 0 employees using recreational vehicles on site, on access roads, trails, and along rights-of-way. Recreational use of ATVs by employees onsite, on access roads, trails and along rights-of-ways will be prohibited. Every concern and or	Change in non-tenured land use associated with project workforce.	Recreational use of ATVs by employees onsite, on access roads, trails and along rights-of-ways is prohibited through the Socioeconomic Management Plan. Cedar did not receive any concerns or complaints regarding recreational use of ATVs through the Community Feedback Process. Accordingly, there weren't any to investigate.	Based on lack of concerns or complaints, mitigation is considered to be effective.	No adjustments or enhancements identified.

Indicator	Threshold	Effect Mitigated or Enhanced	Indicator for the Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
	complaint received will be investigated.				
% 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	Code of ethics training is provided to contractor workers as part of the Cedar site orientation, and Stand-alone conduct training is provided to Pembina (Cedar) workers. 99% completion of code of ethics. Cultural awareness training is completed by both Cedar and contractor workers. Completion rates are provided below. 96% completion of cultural awareness training by Cedar workers assigned training. International workers may not be assigned training.	Based on the high completion rate, 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 employment and contracting opportunities.	Based on lack of concerns or complaints, mitigation is considered to be effective.	No adjustments or enhancements identified to mitigation measures.
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	Workforce accommodation was provided at Sitka Lodge in Kitimat throughout the reporting period (June 1, 2025 – May 31, 2026). Accommodation utilization was reported in service days (man-days), which reflect daily room occupancy rather than the count of unique individual workers. Construction activity drove accommodation demand across three distinct phases during the reporting	Cedar tracks compliance with the Accommodation Policy in the Socioeconomic Management Plan. Existing mitigation is considered to be effective.	No adjustments or enhancements identified to mitigation measures.

Indicator	Threshold	Effect Mitigated or Enhanced	Indicator for the Reporting Period	Mitigation Effectiveness	Adjustments or Enhancements
			period: - Active construction (June – September 2025): Accommodation use was highest during the summer and early fall construction season, with a daily average of 137 workers accommodated, and a single-day maximum of 218. - Reduced winter activity (October 2025 – February 2026): Construction activity was notably reduced during the winter months, with the Sitka Lodge usage dropping to zero in most of January and February. - Spring ramp-up (March – May 2026): Accommodation use increased steadily as construction activity resumed, with a daily average of 118 workers accommodated, and a single-day maximum of 232. The total accommodation recorded for the reporting period was 30,479 service days across all contractors at Sitka Lodge. These numbers include pipeline workers, which are not covered by EAC #23-01. Accommodation of the non-local direct workforce (Pembina/Cedar LNG Partners LP permanent and contingent employees) was provided via hotel (47 individuals), long-term rental (4 individuals), and camp (3 individuals), based on voluntarily disclosed information.		
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.