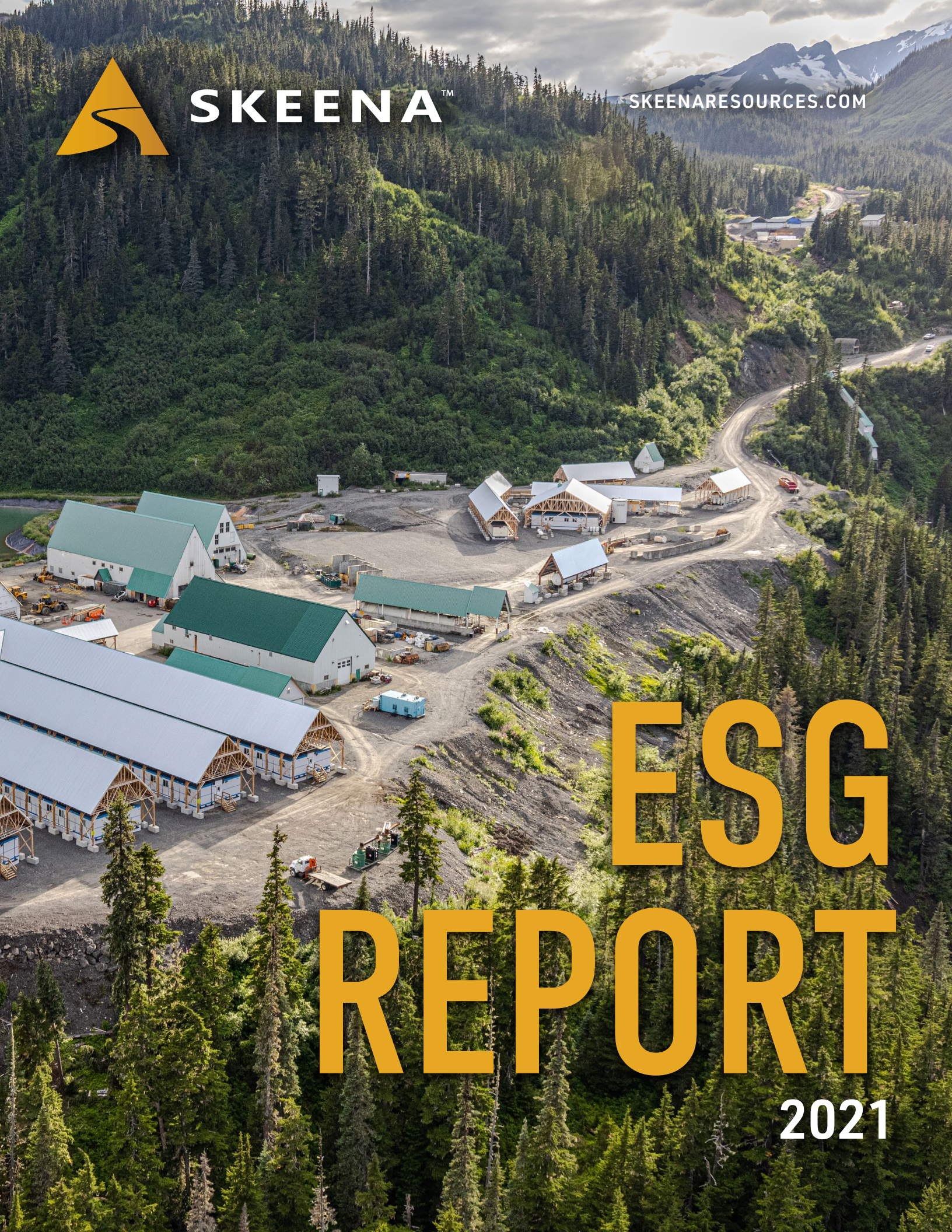




SKEENATM

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ESG REPORT

2021

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Geology team preparing core samples for shipment (2021)

LEADERSHIP MESSAGE



2021 was a period of incredible growth for Skeena Resources. During the year, we significantly advanced our Eskay Creek Revitalization Project through to Prefeasibility while demonstrating that it will be one of the greenest open-pit mines in the world once back in production. All the work we accomplished in 2021 was completed while pursuing our vision to deliver value and prosperity to shareholders, employees, Indigenous Nation partners, and surrounding communities, and advancing reconciliation with Indigenous peoples through responsible and sustainable mining development. To fulfill this vision, we seek opportunities overlooked or unrealized, such as recycling the high-grade ore left behind by Eskay Creek's previous operations. We strive to be at the forefront of innovation in our industry whether it's through social innovations such as pioneering a new, First Nations-led approval process with our Tahltan partners under British Columbia's Declaration on the Rights of Indigenous Peoples Act (DRIPA), through environmental innovations like the creation of the new Tenh Dzetle Conservancy, or through technological innovations such as adopting low-carbon mining technology.

Environmental, social and governance (ESG) are critical lenses through which to assess any given opportunity and

they give Skeena the framework to highlight our innovative approach to resource development. As such, I am pleased to present our inaugural ESG report for 2021. As we advance Eskay Creek toward operations, this report highlights our planning and projections for how we intend to realize our corporate values and demonstrate how addressing ESG factors can create value in resource development.

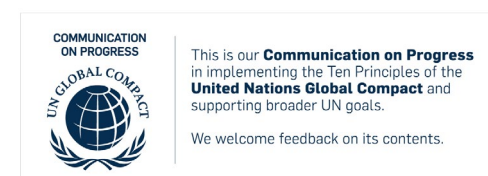
In 2021, Skeena became a supporter of the Task Force on Climate-related Financial Disclosures (TCFD) as we recognize climate change as a risk not only to our business but to the global economy. We also see a significant opportunity to demonstrate the potential for low-carbon mining at Eskay Creek and align our approach to managing climate risks within the TCFD framework.

We also became participants in the United Nations Global Compact (UNGC) which we see as the global framework for fostering sustainability and sharing best practices. We are working to incorporate the UNGC Ten Principles covering human rights, labour, environment, and anti-corruption into our business practices and to align to the United Nations Sustainable Development Goals. This report serves as our first, annual Communication on Progress (COP) toward implementing the 10 Global Compact Principles into our strategies and operations.

A handwritten signature in black ink that reads "Walter Coles".

Walter Coles

President & Chief Executive Officer





SKEENA™

INTRODUCTION

ABOUT US

About Skeena Resources

Skeena Resources Limited (“Skeena”) is a Canadian mining exploration company focused on revitalizing the past-producing Eskay Creek Mine (“Eskay Creek Revitalization Project” or “Eskay Creek” or the “Project”) in Tahltan Territory within the Golden Triangle of northwest British Columbia (“BC”), Canada. The company is headquartered in Vancouver, BC and is listed on both the New York and Toronto Stock Exchange under the ticker symbol SKE.

Our Values

Skeena strives to become Canada’s premier mineral development team; admired for our innovation, our creativity, and our commitment to deliver value and prosperity wherever we operate.



Health & Safety



Environment



Community



Integrity



Accountability



Innovation



Execution

The Eskay Creek Revitalization Project

Skeena’s flagship project, Eskay Creek, is a precious and base metal-rich Volcanic Hosted Massive Sulphide deposit and has been the focus of considerable exploration activity dating back to 1932. Exploration drilling in 1988 led to the discovery of the 21A and 21B zones, followed by underground development of the 21B zone starting in 1990 with the official opening of the Eskay Creek Mine in 1994. Over the 14-year life of the mine, Eskay Creek produced approximately 3.3 million ounces of gold and 160 million ounces of silver at average grades of 45 g/t gold and 2,224 g/t silver, making it the highest-grade gold mine in the world when it was in production.

Since Eskay Creek was in production, over \$2 billion has been invested in infrastructure in the area. The most significant being three new hydroelectric facilities, a 287 kV power line, and the opening of a year-round ocean port in Stewart.

Skeena optioned Eskay Creek from Barrick Gold Corporation in 2017 and acquired 100% of the project in 2020. We released a Prefeasibility Study for Eskay Creek in July 2021 that identified 3.88 million ounces of reserves at 4.57 g/t AuEq in the Proven and Probable categories¹. We are aggressively advancing the project towards a full Feasibility Study, which is expected to be released in 2022.



¹ The scientific and technical information in this report was approved by Paul Geddes, P.Geo., a Qualified Person as defined under National Instrument 43-101 and Vice President, Exploration and Resource Development for Skeena.

OUR APPROACH TO ESG

At Skeena we believe ESG are key components to a responsible resource sector. Mining has always interacted with the natural environment and the communities close to mineral deposits. Historically, some mining operations have been associated with negative environmental and social impacts. Similarly, exploration companies have suffered from poor transparency and weak corporate governance. Because of this history, some of which continues today, mining is an industry that can benefit disproportionately from better ESG practices and disclosures. We view strong ESG performance as an indicator of a well-managed business, one that is able to generate broad social and economic benefits for communities and more sustainable, reliable value for investors.

Our approach to ESG is embedded in our approach to mining: we look for significant opportunities to “recycle” past-producing mines such as Eskay Creek. From 1997-2008, Eskay Creek was the highest-grade gold mine in the world, with cut-off grades ranging from 12-15 g/t gold equivalent for mill ore and 30 g/t gold equivalent for smelter ore. Our management team initially saw value in the significant high-grade ore left behind by previous operators. Previously, the Eskay Creek mine was powered by fossil fuels, whereas now hydroelectric projects, such as the nearby Volcano Creek run-of-river facility, bring low-carbon electricity to the site and will enable Eskay Creek to be one of the lowest-emission mines in the world. This, coupled with a positive social legacy with the Tahltan First Nation, and local interest in re-starting the mine, led us to

develop our Environmental and Social Design Principles in partnership with the Tahltan and to pursue the first consent-based agreement under British Columbia’s Declaration on the Rights of Indigenous Peoples Act (DRIPA). In 2021, the Tahltan Nation became equity investors in Skeena Resources.

Our goal is to realize the value of Eskay Creek in such a way that we have a net positive impact economically, socially, and environmentally by cleaning up old mine waste, stimulating local businesses, furthering reconciliation, and encouraging low-carbon industries within our supply chain. We pride ourselves on being a young, agile, and diverse company who look for the potential to innovate in everything we do. We believe that business has a crucial role to play in sustainable development. As a participant in the United Nations Global Compact (UNGC), we incorporate the UNGC Ten Principles covering human rights, labour, environment, and anti-corruption as an ethical and practical framework for operationalizing corporate sustainability and advancing ESG.

“Tahltan Territory is home to British Columbia’s resource rich ‘Golden Triangle’ and a booming mineral exploration industry. Mining has always been part of our culture, both in the past and in present-day times. For thousands of years, our people prospected, mined, and utilized obsidian for tools, weaponry, and trade. More recently, Tahltans supported miners during the gold rush and have had operating mines in our homelands for multiple generations. In partnering with Skeena, the Tahltan Nation is evolving and taking significant steps forward by becoming meaningful equity partners in these projects. Ownership provides the Tahltan Nation with a strong seat at the table as we continue our pursuit towards capacity building and economic independence for the Tahltan people.”

- Chad Norman Day, TCG President

OUR MATERIAL TOPICS

As a company actively involved in the permitting of a resource development project, Skeena is in a constant process of engagement and consultation with internal and external stakeholders. We work closely with local communities, suppliers and contractors, investors, representatives of federal, provincial, and First Nations governments, financial regulators, and industry groups to understand the most important issues related to our projects. Based on this engagement, leading industry practice, and guidance from relevant standard-setting organizations (e.g., TCFD, SASB, ISSB) we identified the following ESG topics as material to our business:

 Human Rights & the Rights of Indigenous People	 Climate Change, GHG & Energy Management
 Business Ethics, Transparency & Anticorruption	 Water Management
 Diversity & Inclusion	 Biodiversity
 Health & Safety	 Tailings & Waste Management
 Community Health & Emergency Management	 Closure Planning & Reclamation
 Community Investment & Socioeconomic Development	

With our Tahltan Nation partner, we developed the following Environmental and Social Design Principles for projects in their territory:

- Protect the health and well-being of communities
- Act as good stewards on Tahltan Land
- Ensure socially responsible management of water resources
- Understand the value of Tahltan Land to Tahltan people and develop a management regime that reflects that; this would include minimizing impacts to:
 - Culturally important areas
 - Critical wildlife habitat
 - Fisheries resources
 - Indigenous title and rights
 - Water resources
- Minimize mine footprint to the extent feasible
- Maximize energy efficiency of mine operations to the extent feasible
- Utilize previously disturbed areas to the extent feasible

OUR GOALS AND TARGETS

Our Environmental and Social Management System (ESMS) is based on the Plan-Do-Check-Act framework for continual improvement. This involves setting annual business improvement targets for our material issues. For 2022, we have set the following goals:

Table 1-3: ESG Material Topics and 2022 Goals

	Material Topic	2022 Goals and Targets
Governance	Human Rights and the Rights of Indigenous Peoples	<ul style="list-style-type: none"> Establish Impact-Benefit Agreement with Tahltan Nation
	Business Ethics, Transparency and Anticorruption	<ul style="list-style-type: none"> Implement our ESTMA-compliant procurement policy
	Diversity and Inclusion	<ul style="list-style-type: none"> Achieve 30% female board representation Achieve 30% indigenous workforce representation

	Material Topic	2022 Goals and Targets
Social	Health and Safety	<ul style="list-style-type: none"> Zero fatalities 10% reduction in Total Recordable Injury Frequency Rate
	Community Health and Emergency Management	<ul style="list-style-type: none"> Conduct simulations of our Mine Emergency Response Plan
	Community Investment and Socioeconomic Development	<ul style="list-style-type: none"> Publish socioeconomic impact study for Eskay Creek

	Material Topic	2022 Goals and Targets
Environmental	Climate Change, GHG and Energy Management	<ul style="list-style-type: none"> Set decarbonization target Establish decarbonization strategy and roadmap Conduct climate change risk assessment
	Water	<ul style="list-style-type: none"> Develop and implement site-wide mine water management plan and water balance
	Biodiversity	<ul style="list-style-type: none"> Establish biodiversity management plans
	Tailings and Waste Management	<ul style="list-style-type: none"> Zero reportable spills > 1000 litres Conduct gap assessment against the Global Industry Standard on Tailings Management
	Closure Planning and Reclamation	<ul style="list-style-type: none"> Develop updated closure plan



SKEENA™



GOVERNANCE

GOVERNANCE

Our Board of Directors provides oversight of, and holds management accountable for, Skeena's environmental and social performance. The Board's 100% independent Nomination & Governance Committee has led the Company by establishing strong corporate governance policies including our Code of Ethics and our Diversity, Whistleblower, and Anti-Bribery & Corruption Policies. Management are held accountable as ESG performance metrics are incorporated into the incentive compensation of our executive and operations teams.

Our corporate governance framework includes the following policies:

- Code of Business Conduct and Ethics
- Anti-Bribery & Corruption Policy
- Whistleblower Policy
- Corporate Disclosure & Insider Trading Policy
- Majority Voting Policy
- Diversity Policy
- Environmental and Social Policy
- Health and Safety Policy

These policies are regularly reviewed and updated and are available on our website at <https://skeenaresources.com/esg/corporate-governance/>.

Figure 1: ESG Governance at Skeena



Human Rights & the Rights of Indigenous Peoples

Our projects are based in Canada where human rights are protected by provincial and federal laws aligned with the Universal Declaration of Human Rights and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). UNDRIP recognizes the rights of Indigenous people and requires their free, prior, and informed consent (FPIC) for any activity that affects their traditional lands, territories, and natural resources. In 2019 the BC government passed the Declaration on the Rights of Indigenous Peoples Act (DRIPA) to align with and implement UNDRIP in the province. DRIPA establishes the UN Declaration as the provincial framework for reconciliation with Indigenous people, including Canada's First Nations.

Skeena recognizes that our social license to operate is founded on our partnership with the Tahltan Nation. The Tahltan Nation and the Province of British Columbia are establishing a Consent Agreement, enabled by DRIPA, for the authorization of the Eskay Creek Revitalization Project. Skeena is supporting both parties to take this significant step. Under this Agreement, the Tahltan Nation will be providing legal consent to the authorization issued by the Province of BC. The Tahltan have developed their own environmental assessment (EA) process for natural resource projects being considered in their lands and we are following this process in parallel with the provincial EA. We see this as a significant step toward recognizing the rights and title of First Nations in BC.



Drillers preparing to sling rods at the Eskay Creek Project (2020)



Panel discussion with Ben Whiting, Chad Day and Walter Coles at the Gathering Place during Roundup (2019)

Business Ethics, Transparency & Anticorruption

Our Code of Business Conduct and Ethics defines the standards and values we expect from our directors, officers, employees (including permanent, contract and temporary employees) and independent contractors. This includes refraining from discrimination, intimidation or harassment towards any person based on religion, race, color, age, sex, gender identity, sexual orientation, marital status, physical or mental disability, or national or ethnic origin.

Skeena is subject to Canada's Extractive Sector Transparency Measures Act (ESTMA), which aligns with the principles of the Extractive Industries Transparency Initiative (EITI) and requires we disclose any payments, in cash or in kind, to any governmental or quasi-government organization globally. We are fortunate to operate in a jurisdiction with strong governance institutions and controls against corruption. We also see the opportunity to further strengthen Transparency and Anticorruption efforts within Canada and British Columbia's natural resource sector by fostering an inclusive and transparent process around decision-making and obtaining free, prior, and informed consent for Eskay Creek.

Our Anti-Bribery and Anti-Corruption Policy discourages political contributions. To the extent that modest contributions are deemed appropriate by our senior management, they may only be provided in accordance with local and applicable laws, after obtaining written authorization from the CEO, and without an expectation of favourable treatment in return. We made no political contributions in 2021.

Our 100% independent audit committee oversees our external reporting, including ESG performance. As we bring Eskay Creek into operation, we intend to obtain third party assurance over this data, following industry standards such as the Mining Association of Canada's Towards Sustainable Mining program or the World Gold Council's Responsible Gold Mining Principles. Our Whistleblower Policy is provided to all employees and is available on our website. The Company has adopted an easy to use, third-party reporting system to allow easy submission of concerns, to make them anonymous if desired by the reporting person, and to route them to an appropriate team for investigation.

Diversity & Inclusion

We value diversity in our workforce, management team, and board of directors. We pride ourselves in our ability to include many voices and perspectives in operational and corporate decision-making. We believe that this helps us to better understand community concerns, anticipate and manage risks, and identify new opportunities to innovate and improve performance.

In 2021, 28% of our direct workforce was female and 21% was Indigenous. Both of these figures are well above the provincial mining industry averages, 16% and 8% respectively, reported in the BC Mining Jobs Task Force's December 2018 report. Our Board of Directors and Senior Management Team are 20% and 17% female, respectively. We have set a target of achieving a minimum of 30% female representation on our board of directors.

Table 4: Skeena Workforce Diversity

Workforce	Total	Indigenous	%	Female	%	Male	%
Employees	86	18	21%	24	28%	62	72%
Contractors	617	57	9%	101	16%	516	84%
BC Mining Industry Average	-	-	8%	-	16%	-	84%



SKEENA™



SOCIAL

SOCIAL

Eskay Creek benefits from a positive social legacy. From 1994-2008, Eskay Creek was one of the largest employers of Tahltan people, bringing significant economic stimulus to the region. The Tahltan Nation Development Corporation (TNDC) brings sustainable economic development to the region by providing heavy construction, aviation, energy, forestry, transportation, and fiber optic communications services. We see a significant opportunity to build off that positive legacy by helping to further develop the skills of the local workforce and by creating a positive workplace culture at Eskay Creek. Consistent with the BC Human Rights Code, Canadian Human Rights Act, Canada Labour Code, and Canadian Occupational Health and Safety Regulations, our Workplace Bullying & Harassment Policy commits us to zero tolerance for discrimination based on religion, race, color, age, sex, gender identity, sexual orientation, marital status, physical or mental disability, or national or ethnic origin.

In 2020 we created a mentorship program for Tahltan students and recent graduates to develop the leaders of tomorrow. Our goal is to build Eskay Creek and Skeena's future management team from within the Tahltan Nation. We are also developing an entrepreneurship program for 2022 to help stimulate and support relevant business opportunities and leaders within northwestern BC.

We support community-based initiatives through financial and in-kind contributions that build economic and cultural capacity, as well as create a positive social impact in the communities where we work. To better understand the impact that we are making, in 2021 we partnered with Newcrest Mining and the Tahltan Central Government to conduct a socioeconomic baseline study of the Tahltan territory. This study looked at land access, food security, quality of life, housing, perceptions of mining and industry, employment status and educational attainment, traditional Tahltan practices, and business ownership. Our aim is to work with the Tahltan Nation to understand how Eskay Creek can best support their cultural and socioeconomic goals.

Health & Safety Management

The health and safety of our workforce is Skeena's most important corporate value, with a goal of ensuring "everyone safe, every day." Our Health and Safety Policy is realized through our Health and Safety Management System that makes clear everyone's roles and responsibilities in achieving this goal. Our "Safety Starts with Me" training encourages our strong safety culture by reinforcing this message in regular, day-to-day interactions with workers. All visitors to Eskay Creek receive a site orientation covering health and safety protocols, as well as mandatory avalanche awareness and rescue training. For 2021, our Total Recordable Injury Frequency Rate (TRIFR) was 1.05 injuries per million hours worked, well below the ICMM 2020 average of 2.94. Our 2022 target is to reduce this a further 10% to 0.95 recordable injuries per million hours worked.

In response to the COVID-19 pandemic, we established an Infection Prevention Control Plan, Communicable Disease Prevention Plan, and Outbreak Emergency Response Plan. As a result of the strong protocols established under these plans, including regular testing of all people coming to site, daily health checks, additional personal protective equipment (PPE) requirements, increased hygiene and communication related to transmissible diseases, we had no COVID-19 outbreaks in 2020 or 2021.



Skeena Exploration Team at Eskay Creek (2020)

Community Health & Emergency Management

Part of our COVID-19 response included protocols to protect not only our workers but also their families and communities close to our project. We paused in-person meetings with community members in 2021 to reduce the possibility of transmission of the disease and we conducted our engagement activities wherever possible through videoconference. Throughout 2021 we worked with the Tahltan Emergency Management Committee (TEMC) to coordinate our response to COVID-19. The TEMC works with companies active in Tahltan territory to facilitate communication and to support emergency responses. It also works with groups such as the BC Wildfire Service and industry partners such as ourselves to help coordinate resources including transport, accommodation, fuel, and medical services to address the threat of wildfires in the region.

As a remote mine site, Eskay Creek must be prepared to respond to any emergencies that may arise. In 2021, we developed our Mine Emergency Response Plan (MERP) that defines the procedures, roles, and responsibilities for our emergency response program. Our 2022 goal includes running test simulations and evacuation drills to ensure that our people are prepared to respond appropriately to a variety of situations including extreme weather events, avalanches, wildfires, vehicle accidents, hydrocarbon spills, and medical emergencies. We track our performance and establish corrective actions to continually improve our response capabilities.

Community Investment & Socioeconomic Development

Skeena seeks to work with and support local communities in building partnerships and creating opportunities in the areas where we work. Requests for donations, sponsorship and/or contributions, either financial or in-kind, must demonstrate both benefits to the community and community support. Through consultation with community members and groups, we have identified the following as key funding areas:

- Community Education
- Community Wellness
- Arts, Culture and Language

The Skeena Donations Committee meets regularly to review applications which are then approved by senior management. In 2021, Skeena made donations to a variety of initiatives including the following:

- Tahltan Cultural & Literacy Camps
- Dease Lake School Graduation
- Dease Lake Fishing Derby
- Northern Nations Alliance
- Telegraph Creek Washout
- Dease Lake Recreation Center Society

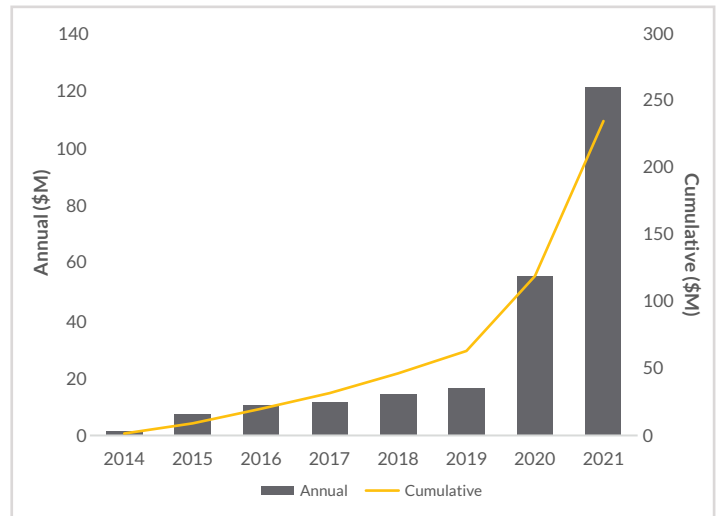
We also seek to make an impact in our business relationships. We require all contractors and suppliers to report key social performance metrics such as workforce diversity, project-related training, and value of subcontracts awarded to Indigenous-owned businesses.



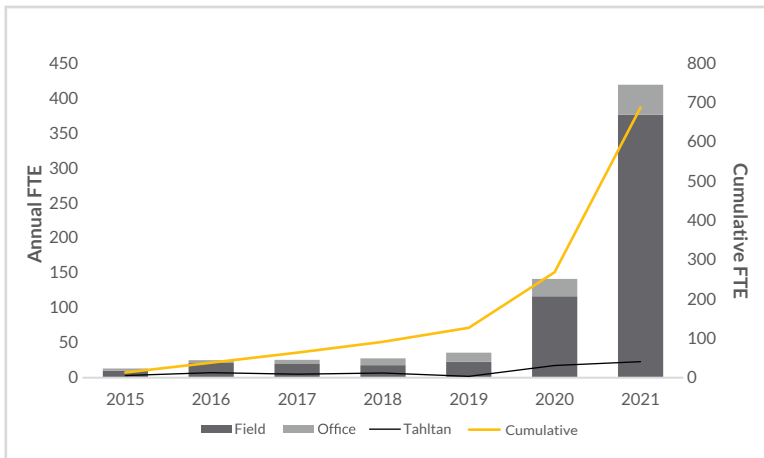
Skeena Mentees at the Tahltan Cultural & Literacy Camp (2021)

In 2021, Skeena Resources created the equivalent of 424 full-time jobs in BC, with 379 of these jobs being created by our field operations. Since we mainly operate in Tahltan Territory, most of these jobs went to people who are from rural communities in northwestern British Columbia, such as Dease Lake, Iskut, Telegraph Creek, Terrace, and Smithers. Over the course of the year, we have tripled our workforce from 2020. From 2015 to 2020, Skeena created the equivalent of 268 person-years of employment. In 2021 alone, we exceeded this six-year total by 50%, creating the equivalent of 424 person-years employment in BC. Skeena’s annual contribution to the BC economy has increased by 8000% since 2014 when Skeena became active in BC. Skeena’s total expenditures in BC from 2014 to 2021 are over \$240 million. In 2021 alone, Skeena invested almost \$122 million in the province, with over 50% of that sum going towards wages, service providers, and small businesses in the northwest region of BC. Over \$44 million of our 2021 expenditures went to Indigenous businesses, contractors, and partnerships.

Graph 2: BC Investment



Graph 1: Estimated Full Time Equivalent Jobs



The Eskay Creek Revitalization Project is projected to bring \$6 billion in value added to the British Columbia economy, create an annual average of 2,365 full-time jobs and generate \$2.2 billion of tax revenue to BC and Canada. For 2022, we plan to publish an updated socioeconomic impact report based on the forthcoming Feasibility Study for the Eskay Creek Revitalization Project.



Skeena's Engineering Team working to finalize geotechnical drilling plans (2021)



SKEENA™

ENVIRONMENTAL

ENVIRONMENTAL

Our Environmental and Social Policy is based on the Environmental and Social Design Principles that we co-developed with the Tahltan First Nation.

Our Environmental Management System prescribes ongoing risk identification, assessment, and control and is based on a Plan-Do-Check-Act process. One output of this process is environmental management plans (EMPs). EMPs provide frameworks through which environmental priorities, responsibilities, and risks are systematically managed. They form the basis of the environmental practices to be applied during the planning, construction, and operation of a project. Our Standard Operating Procedures (SOPs) are developed from the EMPs and describe in detail how activities are to be performed.

Climate Change, Greenhouse Gases & Energy Management

In 2017, with increasing awareness of the risks climate change poses to the global economy, the Task Force on Climate Related Financial Disclosures (TCFD) developed recommendations to help companies provide better information to capital markets. These recommendations are based on four aspects of how organizations operate: governance, strategy, risk management, and metrics and targets.

Skeena Resources became a supporter of the TCFD in 2021. We are proud to operate in British Columbia, Canada where strong carbon pricing has been in place since 2008. Operating in a carbon-regulated jurisdiction creates a level-playing field for companies such as Skeena who choose to innovate and minimize their environmental impact (see Strategy section below).

One of our Environmental and Social Design Principles is to maximize the energy efficiency of mine operations to the extent feasible. To make this happen, we are working with consultants and engineering firms to understand how we can reduce Eskay Creek's already low GHG emissions. In 2021 we conducted a plant-wide audit of our mill

design. As Eskay Creek has access to nearby, run-of-river hydropower, we are looking to use to this clean, renewable source of energy as much as possible. In 2022 our goal is to understand how much of our mining equipment can be electrified to make use of this clean power source. This involves working with original equipment manufacturers (OEM) and local distributors to understand and stimulate the development of cost-effective, low-carbon alternative technology such as battery-electric haul trucks, conveyors, and other mining equipment.

Figure 2: TCFD Framework



Governance

Our Board of Directors provides oversight for Skeena's management of environmental and social risk, including our response to climate change. The Board monitors our progress quarterly and our 100% independent audit committee reviews our disclosure of greenhouse gas emissions, projections of future emissions, and opportunities for reduction. Our executive management team, in particular our Chief Financial Officer, Chief Operating Officer, and Vice President of Sustainability, set the strategy for Skeena's management of climate risks and opportunities.

Strategy

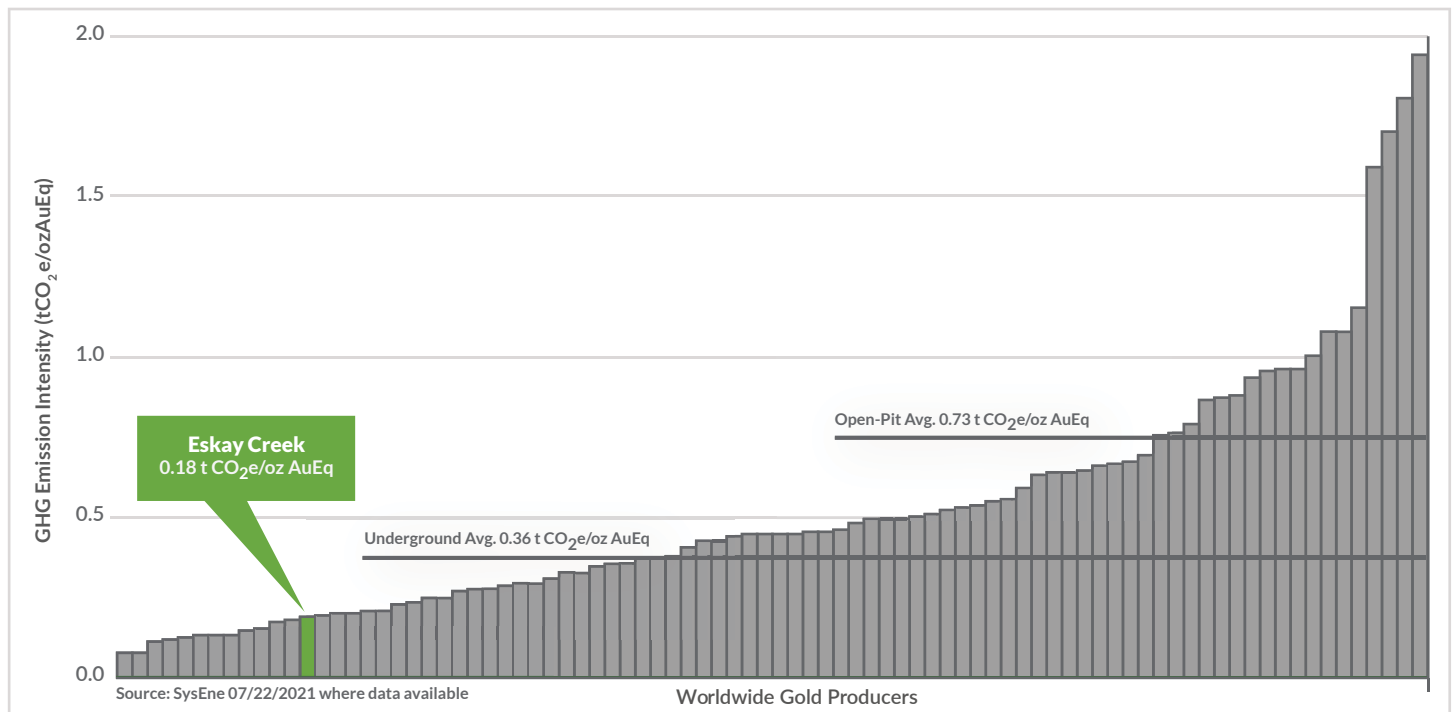
Our climate strategy is informed by the natural advantages and challenges climate change presents to our company and our assets within BC's Golden Triangle. Both Canada and British Columbia have established regulations to control greenhouse gas emissions including carbon taxation. The Government of Canada introduced the Greenhouse Gas Pollution Pricing Act in 2019, which establishes a federal carbon levy for any province or territory without a similar carbon-pricing regime. The federal carbon tax rate was initially set at \$20 per tonne of CO₂ equivalent (tCO₂e) in 2019, increasing \$10 per year to \$50/tCO₂e by 2022. BC's Carbon Tax Act is considered sufficiently similar to the federal requirements, and therefore our BC projects will not be subject to the federal Greenhouse Gas Pollution Pricing Act. On April 1, 2021, BC's carbon tax rate, under the Carbon Tax Act, rose from \$40 to \$45/tCO₂e and again on April 1, 2022 from \$45/tCO₂e to \$50/tCO₂e.

In 2020, the Government of Canada introduced Bill C-12, the Canadian Net-Zero Emissions Accountability Act and released the A Healthy Environment and a Healthy Economy climate plan to achieve Canada's climate goals including net zero GHG emissions by 2050.

This plan includes a proposal to increase the price of carbon by \$15/tCO₂e per year from 2023 to \$170/tCO₂e by 2030. BC has announced its intention to follow, or exceed, these commitments. Both BC and Canada also provide industrial incentive programs to support operations transitioning to a net zero carbon emissions pathway.

To understand the impact of this carbon pricing on our operations, in 2021 we forecasted our emissions for the life of the Eskay Creek Revitalization Project, based on our pre-feasibility study. Under the CleanBC Industrial Incentive Program, if a facility has an emissions intensity that is below the benchmark for its sector, it can recoup most of the carbon tax paid in the previous year. We support this policy, and carbon taxation in general, as it encourages companies like ours to innovate and build the lowest emissions operations possible. Our emissions forecast estimates that our life-of-mine emissions will be 0.18 /tCO₂e per ounce of gold equivalent produced. This will make Eskay Creek Mine one of the lowest emissions gold mines in Canada and globally. Based on our emissions forecast, we expect to receive the majority of our carbon taxes back and will continue to work to reduce our emissions even further to improve both the environmental and economic profile of the Project.

Graph 3: GHG Intensity of World-Wide Gold Mines



Risk Management

Skeena recognizes climate change as a risk to our business as well as a risk to the regional and global economy in which we operate. Below we identify some of the potential risks and opportunities that could impact our projects. One of our 2022 climate goals is to conduct a climate change risk assessment at Eskay Creek.

In general, mines are designed to be very resilient. Mining operations are accustomed to operating under extreme temperatures and in inclement weather. Eskay Creek is in a seismically and geotechnically stable area with a topography that naturally sheds excess precipitation into nearby waterways. This means that the project is not prone to flooding or landslides. The abundance of freshwater and the sparse alpine vegetation means that it is low risk with respect to water scarcity or wildfires. Following our Environmental and Social Design Principles, we have minimized our planned footprint and contained the entire project design within the Tom MacKay watershed where the original project was constructed. This approach, along with effective engineering measures, will minimize the volume of water that requires management. This is an effective step in limiting environmental impact and reducing operating and mine closure costs.



Geologist logging core at Eskay Creek (2020)

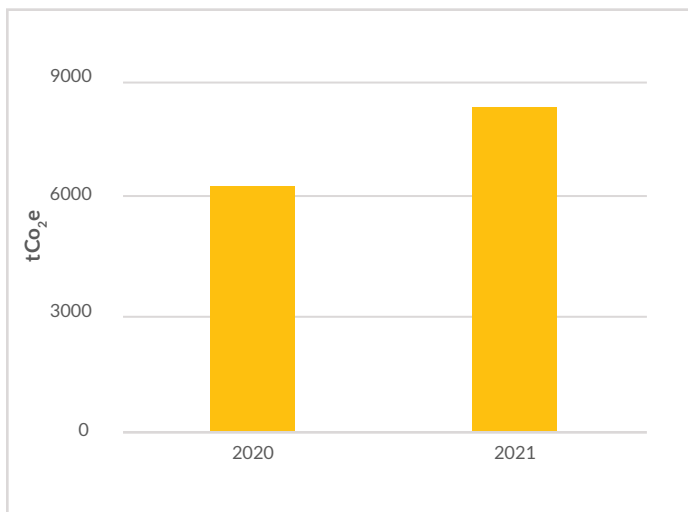
Table 5: Climate Change Risks and Opportunities

Risk Category	Risk Type	Examples of Potential Risks and Opportunities
Physical Risks	Acute	<ul style="list-style-type: none"> • Extreme storm events • Forest fires affecting operations, power outages • Increased frequency and severity of avalanches • Flooding affecting operations, transportation, supply chain, pond overflows
	Chronic	<ul style="list-style-type: none"> • Changes in water availability • Impacts to closure planning
Transition Risks	Policy and Legal	<ul style="list-style-type: none"> • Changes to public policy and regulations where we operate
	Technology	<ul style="list-style-type: none"> • Availability, quality, and cost of low carbon technology (e.g., battery electric mining vehicles and equipment)
	Market	<ul style="list-style-type: none"> • Changes in supply and demand for commodities, products, and services • Changing role of gold and silver in the low-carbon economy and resulting commodity price (up or down) • Overall impacts of climate change on the global economy
	Reputation	<ul style="list-style-type: none"> • Changing stakeholder perceptions around our ability to address climate change risks

Metrics & Targets

As an emerging producer, our 2021 absolute GHG emissions (Scope 1 & 2)² are low at 8,309 tCO₂e. Our largest category of Scope 3 emissions is likely Category 7: Employee Commuting from charter flights used to transport employees to and from Eskay Creek. For 2021, these emissions were 390 tCO₂e, however this estimate is understated as it does not include employees commuting to our corporate office or business travel. Notably corporate commuting and business travel were reduced in 2020 and 2021 due to impacts of COVID-19.

Graph 4: GHG Emissions (Scope 1 & 2)



Our 2022 climate goals include:

1. Establish a 2030 decarbonization target against our Feasibility study base-case, in line with the provincial benchmark (30-40%)
2. Develop a decarbonization plan to achieve our 2030 target (e.g., by electrifying material haulage, etc.)
3. Conduct a climate change risk assessment for the Eskay Creek Revitalization Project



² Scope 1 emissions are those we control such as from fossil fuels consumed in our operations; Scope 2 emissions are from electricity we purchase; Scope 3 emissions are outside of our control but within our value chain such as emissions from purchased goods and services or employee commuting.

Water

Water is a shared resource and a critical element in healthy ecosystems. In 2010, the United Nations declared access to clean water an essential human right. Around the world, water resources are under increasing pressure and competition from domestic, agricultural, and industrial sources. Eskay Creek is located in an area that receives on average 2,500 mm of precipitation annually and has access to adequate water supply to support mine operations without significant impacts to natural water bodies in the region. Nevertheless, effectively stewarding this shared resource requires collaboration with other rights-holders and strong operational controls. One of our Environmental and Social Design Principles with the Tahltan Nation is to ensure that our water management plan minimizes impacts to water resources and fisheries. As water coming into our site needs to be managed and appropriately discharged, in 2021 we conducted a drainage study to determine how to minimize this at the Project.

Water Use & Discharge

Our development plan includes drawing water from the Tom MacKay Tailings Storage Facility (TMSF) for our industrial uses. The water we use for milling ore and other processes will be recycled to the extent possible so we can minimize our need for freshwater to support operations. Currently, our largest source of water consumption is for exploration drilling. In 2021, our camps and exploration teams used a total of 72,104 m³ of water.

Water Quality

Water quality has been monitored continually since baseline studies began in 1991 when the Eskay Creek Mine was originally proposed. We maintain water quality stations around the site and compare water quality indicators such as pH, turbidity, and dissolved metals to baseline concentrations in nearby streams and reference wells. We then compare these indicators to water quality standards and permitted discharge criteria and report this information to Tahltan, Provincial and Federal regulators.

The stability of this data over such a long period of time gives us confidence that re-development of Eskay Creek is unlikely to have long-term, negative water quality impacts. Water models, built on this comprehensive dataset and our engineering information, are being completed. These will be a valuable tool to inform continued improvements in our design that will further our objective of minimizing effects to water resources in the natural environment.



Water sampling for environmental monitoring at Eskay Creek (2021)

Waste Management Tailing & Waste Rock Management

Restarting a past-producing mine also means that we have the opportunity to recycle and reuse much of the previous infrastructure, further reducing waste. One of our Environmental and Social Design Principles is to minimize the mine footprint and make use of previously disturbed areas as much as possible. The permitted Tom MacKay tailings storage facility, used by Barrick, has capacity for the life-of-mine tailings and any potentially acid generating (PAG) waste rock from our Project. Given the facility's long life and continual monitoring, we have been able to observe that there has been no remobilization of deleterious elements, such as mercury, arsenic, and antimony, from the historic mine wastes. This gives us confidence that this facility will remain stable into the future. This is a location-appropriate, field-level, and time-tested demonstration of the effectiveness of the waste management strategies that we are planning to utilize in the Project.

Skeena has a demonstrated record of responsible management of mine wastes. As operators of the past-producing Eskay Creek and Snip mines, we are responsible for caring for and monitoring these closed sites, including their waste storage facilities. Under the *Health, Safety and Reclamation Code for Mines in British Columbia* these facilities are inspected regularly by provincial mines inspectors. Our past experience helps us plan our projects with a clear understanding of the obligations and challenges associated with managing closed sites and waste facilities.

We produced no tailings or waste rock in 2021.

Hazardous Waste Management

In 2021, we produced 75.8 tonnes of hazardous waste such as used oil, used batteries, and hydraulic fluids. This was transported off-site to authorized regional recycling and waste facilities within BC. Looking ahead, we are planning Eskay Creek with a view to minimize hazardous waste and the use of hazardous chemicals, including hydrocarbons, which aligns well with our CO₂ reduction goals. Also, notably, the proposed processing plant at Eskay Creek will require no cyanide for its operations.



Geologists putting together core samples for the assay lab (2021)



Tom MacKay Tailings Storage Facility (2021)

Biodiversity Management

Eskay Creek is located within the Prout Plateau, an area characterized by steep mountains with isolated plateaus, high precipitation, shallow soils, and large rivers draining westward to the ocean. Nearby mountain slopes are heavily forested while the sub-alpine terrain around the Project site has sparser forest cover. The average precipitation at the site is approximately 2,500 mm annually with the majority this falling as snow between September and May. The biogeoclimatic zones in the area include Mountain Hemlock, Engelmann Spruce-Subalpine Fir, and Interior Cedar Hemlock which provide habitat for a variety of wildlife species such as black bears, grizzly bears, moose, and mountain goats. While there are no internationally recognized protected areas nearby there are numerous provincial parks and wildlife areas, the closest being Ningunsaw Provincial Park 20 km northeast of our site.

We have strict controls in place to ensure vehicle operators drive at safe speeds and report any wildlife observations or incidents. We regularly engage with our workforce to reinforce the importance of these activities, communicate new initiatives, and get feedback on wildlife management procedures.

Protected species that have been seen near the Project are highlighted in Table 6.

Based on over 30 years of exhaustive sampling and monitoring, the Tom MacKay watershed and areas downstream in Ketchum Creek do not host any fish populations. The alpine lakes and streams in the Tom MacKay Creek watershed are naturally low in plant nutrients and multiple barriers, such as waterfalls and cascades, prevent fish from entering these streams and lakes.

Eskay Creek has had baseline biodiversity studies and monitoring since the early 1990s and we continued these in 2021. As part of our Environmental Management System, in 2022 we will be developing biodiversity management plans designed to actively improve the site's biodiversity as we advance our Project.



Table 6: Protected Species Near Eskay Creek

Protected Species	Designation
Wolverine	Special Concern, Species at Risk Act
Northern Myotis Bat	Endangered
Little Brown Myotis Bat	Endangered
Northern Goshawk	Threatened, IUCN Red List
Peregrine Falcon	Special Concern, IUCN Red List
Western Grebe	Special Concern, IUCN Red List, Species at Risk Act
Upland Sandpiper	IUCN Red List
Swainson's Hawk	IUCN Red List
Western Toad	Special Concern, Species at Risk Act

Closure Planning & Reclamation

Consistent with the Social and Environmental Design Principles agreed-upon by Tahltan and Skeena, our vision at the end of production at Eskay Creek is to have a stable, revegetated site designed to best mitigate potential environmental risks. We are developing our Closure and Reclamation Plan as part of the permitting process to achieve land use objectives such as the preservation of wildlife habitat. Our closure planning is a collaborative process with the Tahltan Nation to determine post-mining land use objectives and supporting strategies, including addressing regulatory requirements. In 2021, our Closure and Reclamation Planning Oversight Team held biweekly workshops with the Tahltan Heritage Resources Environmental Assessment Team (THREAT). These workshops established the vision and design parameters for the Eskay Creek site post-mining.

As Eskay Creek is currently on care and maintenance, we focused on environmental protection activities such as monitoring mine water and waste in 2021.

We also continued the environmental baseline studies that were reinitiated in 2020. No areas were reclaimed in 2021 due to our relatively small surface footprint, however our exploration team conducted 1.45 hectares of progressive reclamation as part of their 2021 program. Our 2022 goals include an updated closure plan for Eskay Creek based on the visioning workshops conducted with the THREAT. This will include progressive reclamation through the life of the mine.

Demonstrating that mining is a temporary use of the land, and that with proper care and planning, mining areas can be returned to their traditional uses with no long-term negative impacts, is core to our vision of “recycling mines.” We are honoured to be temporary custodians of the Eskay Creek and Snip project areas and are excited by their potential for responsible mineral development. We look forward to further advancing reconciliation with First Nations in Canada and showing the world how the BC mining industry realizes a competitive advantage through improved governance, social performance, and environmental management.

Land Stewardship

One of our Environmental and Social Design Principles is to understand the value of Tahltan Land to its people and develop a management regime that minimizes impacts to culturally important areas and critical wildlife habitat.

In 2021 we worked with the Tahltan Nation, the Province of British Columbia, the Nature Conservancy of Canada, and the BC Parks Foundation to create a new conservancy. In engaging with the Tahltan on our proposed development plan, they identified an area of our mineral tenures that held historical and cultural values, known as the Ice Mountain Lands, adjacent to Mount Edziza Provincial Park. Mount Edziza is a spiritually significant area for the Tahltan and they expressed that they did not want to see development in the Ice Mountain Lands. By returning our mineral tenures, this new conservancy protects 3,500 hectares of land.

“Mount Edziza and the surrounding area has always been sacred to the Tahltan Nation. The obsidian from this portion of our territory provided us with weaponry, tools and trading goods that ensured our Tahltan people could thrive for thousands of years,” said Chad Norman Day, President of Tahltan Central Government. “Working alongside Skeena Resources, the Province, BC Parks Foundation, and the Nature Conservancy of Canada to provide further protection to this area is an initiative we can all take pride in. I am so relieved and thrilled that Mount Edziza is better protected for our future generations.”

The conservancy is the first step in the multi-year Tahltan Stewardship Initiative (TSI). The goal of the TSI is to bring greater self-determination to the Tahltan Nation and support stewardship on Tahltan Territory. To reflect Tahltan heritage, the area has been named the Tenh Dzetle Conservancy which translates as Ice Mountain Lands referring to its cover of glacial ice.



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APPENDIX

APPENDIX: OUR PERFORMANCE DATA

Appendix Table: 2021 ESG Performance Data

Governance	Gender diversity within our Board of Directors	20% female / 80% male
	Gender diversity within our Senior Management	17% female / 83% male
	Gender diversity within our Employees	28% female / 72% male
	Indigenous identity within our Employees	21%
Social	Fatalities/Potentially Fatal Occurrences	0/0
	Total Recordable Injury Frequency Rate (TRIFR)	1.05
	Lost Time Injury Frequency Rate (LTIFR)	0.35
	Procurement spend (goods and services) in British Columbia	\$122 million
	Procurement spend (goods and services) in Northwest British Columbia	\$63.5 million
	Indigenous investment	\$44 million
	Community donations	\$121 thousand
Environmental	Scope 1 greenhouse gas emissions	8,307 tonnes CO ₂ equivalent
	Scope 2 greenhouse gas emissions	2 tonnes CO ₂ equivalent
	Scope 3 greenhouse gas emissions	390 tonnes CO ₂ equivalent
	Absolute water use	72,104 cubic meters
	Area of land disturbed	91 hectares
	Area of land protected or restored	3,526 hectares
	Tailings produced	0 tonnes
	Waste rock produced	0 tonnes
	Hazardous waste produced and disposed of	75.8 tonnes



Skeena's Director of Exploration explaining the regional geology at Eskay Creek (2021)

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

Certain statements and information contained or incorporated by reference in this press release constitute “forward-looking information” and “forward-looking statements” within the meaning of applicable Canadian and United States securities legislation (collectively, “forward-looking statements”). These statements relate to future events or our future performance. The use of words such as “anticipates”, “believes”, “proposes”, “contemplates”, “generates”, “targets”, “is projected”, “is planned”, “considers”, “estimates”, “expects”, “is expected”, “potential” and similar expressions, or statements that certain actions, events or results “may”, “might”, “will”, “could”, or “would” be taken, achieved, or occur, may identify forward-looking statements. All statements other than statements of historical fact are forward-looking statements. Specific forward-looking statements contained herein include, but are not limited to, statements regarding the results of the PFS, completion of a feasibility study, anticipated life-of-mine greenhouse gas intensity, mechanism and timing of approval processes for permits, processing capacity of the mine, anticipated mine life, probable reserves, estimated project capital and operating costs, sustaining costs, results of test work and studies, planned environmental assessments, the future price of metals, metal concentrate, and future exploration and development. Such forward-looking statements are based on material factors and/or assumptions which include, but are not limited to, the estimation of mineral resources and reserves, the realization of resource and reserve estimates, metal prices, taxation, the estimation, timing and amount of future exploration and development, capital and operating costs, the availability of financing, the receipt of regulatory approvals, environmental risks, title disputes and the assumptions set forth herein and in the Company’s MD&A for the year ended December 31, 2021, and the Company’s AIF dated March 31, 2022. Such forward-looking statements represent the Company’s management expectations, estimates and projections regarding future events or circumstances on the date the statements are made, and are necessarily based on several estimates and assumptions that, while considered reasonable by the Company as of the date hereof, are not guarantees of future performance. Actual events and results may differ materially from those described herein, and are subject to significant operational, business, economic, and regulatory risks and uncertainties. The risks and uncertainties that may affect the forward-looking statements in this press release include, among others: the inherent risks involved in exploration and development of mineral properties, including permitting and other government approvals; changes in economic conditions, including changes in the price of gold and other key variables; changes in mine plans and other factors, including accidents, equipment breakdown, bad weather and other project execution delays, many of which are beyond the control of the Company; environmental risks and unanticipated reclamation expenses; and other risk factors identified in the Company’s 2021 MD&A and AIF, and in the Company’s other periodic filings with securities and regulatory authorities in Canada and the United States that are available on SEDAR at www.sedar.com or on EDGAR at www.sec.gov.

Readers should not place undue reliance on such forward-looking statements. The Company does not undertake any obligations to update and/or revise any forward-looking statements except as required by applicable securities laws.



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