



**PAPER
EXCELLENCE**

CULTIVATING INDIGENOUS RELATIONSHIPS

For more than 10 years, Paper Excellence has worked in partnership with the Meadow Lake Tribal Council through Mistik Management Limited. Our learnings from those long-term relationships have resulted in a real-life understanding of both the successes and challenges in fostering positive business partnerships together with Saskatchewan's Indigenous Peoples.

OUR PARTICIPATION IN MISTIK MANAGEMENT LTD.

Mistik Management Ltd., a forest management company formed in 1990, is dedicated to the sustainable use and stewardship of 1.9 million hectares of forest in northwestern Saskatchewan.

Quick Facts About Mistik Management:

- Mistik's workforce is over 70% Indigenous
- 168 vendors work with Mistik, with 67 grossing more than \$50,000 annually
- Mistik works with Co-management Boards who liaise with communities about Mistik's forest activities
- Mistik delivers 1.4 million m3 of fibre to shareholder mills annually

Mistik Management Values:

- Respecting the legal and customary rights of Indigenous Peoples and other forest users
- Creating and maintaining collaborative relationships
- Maximizing face-to-face communication and information sharing
- Undertaking responsible forestry according to the best available scientific consensus
- Conducting ourselves with honesty, integrity, transparency, fairness and caring



Paper Excellence is a proud supporter of the Tony Cote Summer Games held in 2019 at the Flying Dust First Nation in partnership with the City of Meadow Lake, Saskatchewan. Attracting participation from over 2,500 First Nations youth from 74 Nations, this is the biggest annual event of the summer for Indigenous youth.



Fred Iron, member of the Canoe Lake Cree First Nation, lives in Cole Bay, SK and has worked with Mistik since 2002. Fred started his career as an equipment operator running a line skidder. In 2017, he purchased the business from his boss and in 2020, he bought a new 903M John Deere feller buncher (see photo above). He employs three other local community members and harvests 100,000 m3 annually.

OUR INDIGENOUS PEOPLES PROGRAMS

At our Meadow Lake pulp mill we have partnered with Gabriel Dumont Institute (GDI) since 2017 to hire term apprentices who are of Indigenous status (Métis, First Nations or Inuit). This program benefits both Meadow Lake Mechanical Pulp Inc. (MLMP) and the apprentice. MLMP receives a wage subsidy and the apprentice receives hours of experience towards their apprenticeship program. In total, we have hired 13 term positions to date with plans to continue the program in 2021. Through the GDI Apprentice Programs we have supported: millwrights, heavy duty mechanics, and welders.

We have also utilized GDI the past three summers to hire summer students of Métis status. Since 2017, we have hired 10 Métis summer students.

Cal Natomagan (pictured right), from Pinehouse Lake, Saskatchewan, is part of the Industrial Millwright program at the Gabriel Dumont Institute. He has completed three term apprenticeships at Paper Excellence's Meadow Lake Mechanical Pulp.



PRINCE ALBERT MILL UPDATE

Prince Albert Pulp Inc. is one of eight Canadian pulp mills owned by Paper Excellence. Restarting the mill will support a globally competitive forest industry that creates long-term sustainable growth for Saskatchewan.

Today, we are working with our local Indigenous partners to restart the Prince Albert Pulp Inc. (left). We have the advantage of working with existing structures, rather than building a facility from scratch.

In 2019, our team began actively developing the start-up business plan for Prince Albert. As part of that work, we secured updated capital and cost estimates to restart the mill. The estimate is \$550 million.

Upon restart, the mill has an annual capacity of 340,000 tonnes of Northern Bleached Softwood Kraft (NBSK). It will need 1.8 million m3 of fibre annually and will create 1,650 new jobs.

QUESTIONS?

If you have questions about the restart of the Prince Albert mill or Paper Excellence in general, please reach out to our team members listed below.



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