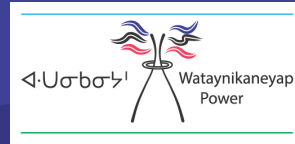


Wataynikaneyap Power participated in the Parade of Lights in Thunder Bay on December 6, 2025



Wataynikaneyap Transmission System & Opiikapawiin Services



Wataynikaneyap Power is majority owned at 51% by 24 First Nations in partnership with Fortis Inc. and other private investors at 49%. Wataynikaneyap, Opiikapawiin, Valard (the Transmission System’s Engineering, Procurement and Construction contractor), and Eptcon/PowerTel, a subsidiary of Cormorant Services (the Project Inspection, Maintenance, and Emergency Response Contractor) are working together to maximize Indigenous Participation on the Wataynikaneyap Power transmission system.

Opiikapawiin Services LP is 100% owned by 24 First Nations and provides the following services to Wataynikaneyap Power:

- Employment and training
- Community readiness
- Business readiness
- Community engagement
- Communication

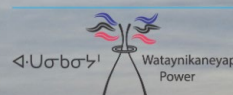
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Do you have a question or concern about Wataynikaneyap Power and/or the transmission system?



Phone: 807-577-5955 ext. 117
 (don't forget to leave your contact information!)
 Email: watayinquiries@wataypower.ca

Your question or concern will be sent to the appropriate person or department. We will follow up with an answer or more information as quickly as we can!



Message from Wataynikaneyap Power CEO, Margaret Kenequanash

Many blessings for 2026, that the year brings you and your family happiness, health, and fulfillment.

We acknowledge that Thunder Bay is built on the traditional territory of the Anishinabek, which includes the Ojibwa of Fort William First Nation, signatory to the Robinson-Superior Treaty of 1850.

Wataynikaneyap Power's journey to bring cleaner, more reliable power to the First Nations has always been driven by need and unwavering vision. Our leadership created an ownership structure that ensured our First Nations would lead development in our Homelands, receive maximum benefits, and have meaningful participation and involvement.

In 2025, the Wataynikaneyap Power transmission system connected two more communities: North Spirit Lake and Keewaywin First Nations. We enjoyed celebrating Poplar Hill First Nation's 2024 connection in January 2025. There is one community still to be connected, subject to completing their IPA transfer. Wataynikaneyap Power will continue to work with McDowell Lake First Nation, the 17th community, with the goal of becoming grid connected in the future.

Setting a vision, creating a strong partnership, and working together we can accomplish many things. This is so important. In 2025 alone, the Wataynikaneyap Power transmission system received three major industry awards recognizing the impressive engineering, partnership, and business standards that Wataynikaneyap Power has set. The industry, nationally and internationally, has been watching and is seeking to learn from this project.



- The Wataynikaneyap Power transmission system was awarded the 2025 Edison International Award in June by the Edison Electric Institute (EEI). The Edison Award recognizes electric companies for their distinguished leadership, innovation, and contribution to the advancement of the electric power industry. Our partner, Fortis Inc., an EEI member company, accepted the award with Wataynikaneyap Power's support.
- The transmission system also received an Award of Excellence from Canadian Consulting Engineering in October, which Hatch accepted as the project's engineer. This is Canada's highest national mark of recognition in engineering.
- Finally, in November, Wataynikaneyap Power accepted the 2025 Pollution Probe Award at the Pollution Probe's 2025 Infrastructure Reimagined event. This award recognized Wataynikaneyap Power's leadership, innovation, and significant contributions to improving access to clean and reliable energy for First Nations in Ontario's North.

Message from Wataynikaneyap Power CEO, Margaret Kenequanash

I am often asked to share our story at industry conferences, where I speak about the 24 First Nations partnership. Business, government, and other First Nations want to understand how we were able to accomplish such a huge project. I tell them, “It was the Peoples’ vision, directed by the leadership, guided by the Elders. My role, along with professional staff, was to steer the ship.” This project was only possible because of the unwavering commitment by the 24 First Nations who shared the vision of building and owning a transmission line to bring reliable power to 17 First Nations.

The expectations set out in the Guiding Principles are to respect the People, the land, rights and principles, way of life on the land and protocols including protecting land, water, environment, cultural ways, and the language – these are all intrinsic to the development of the operations program. Meaningful participation and involvement will continue to be the focus as we shape capacity building, workforce development, and ensuring future generations are protected.

25 years following the full operation of the line (May 2024), the 24 First Nation partnership will become the sole owner of the transmission system at 100%. We need to be prepared to take over the operation of the transmission system to truly own 100% of the infrastructure on our Homelands. We have a lot of work to do to meet this 2049 Vision, including capacity building, while remaining in compliance with the regulators, such as the Ontario Energy Board.

It seems 2049 is far away, but it will be here in no time. We must stay on course with the mandate and the vision, and continue walking that path to create hope, build a solid foundation, and become strong in our ways and our language. We must set a strong governance structure that will build revenue, capacity, and opportunity for the People and future generations. That is part of the overall vision.

Miigwetch to the Land Keepers and First Nations for your continued support of Wataynikaneyap Power.

Best wishes for a safe and happy 2026!

Margaret Kenequanash

Message from Jordan Sturgeon, OSLP Acting CEO & Manager, Projects and Information Technology



In planning for our activities for 2026 and beyond, Opiikapawiin Services LP is guided by our responsibility to youth and future generations. While the construction phase of the Wataynikaneyap Power Project is now complete, OSLP continues to support the Project through the operations phase and beyond, while also moving forward with a long-term planning strategy.

Transition activities are already underway, and we continue to explore new opportunities as a 100% First Nation-owned organization representing 24 communities with a focus on capacity building, and maximizing training, employment, and business opportunities for our people.

Our long-term planning will continue to be guided by the voices of our Chiefs and Councils, Elders, and community members. In 2026, Opiikapawiin Services plans to visit your community to share information and hear your input on the future of Opiikapawiin and the opportunities that lie ahead, and we look forward to seeing you! As reflected in our name – Opiikapawiin – our work is guided by the hope for a bright, abundant future where generations to come have a “solid foundation on which to rise.” Miigwetch.

First Nation LP, Newmont, and Orla Announce C\$6.6 million Education, Training, and Skills Development Fund for 24 First Nations in Northwestern Ontario



Chiefs and the First Nation LP Board join Newmont representatives to celebrate the announcement on November 10, 2025

Investment will support long-term skills development, cultural learning, and career opportunities

First Nation LP (“FNLP”), Newmont Corporation, and Orla Mining Ltd. are proud to announce they have established a C\$6.6 million education, training, and skills development fund, which will be administered by Opiikapawiin Services LP, a service organization 100% owned by 24 First Nations. This investment will support members of the 24 First Nations in Northwestern Ontario with opportunities to advance their skills, careers, and cultural practices. The C\$6.6 million will be contributed over a 10-year period.

The fund will support a broad range of programs that advance education, careers, and cultural revitalization, including career development, trades training, mentorship, land-based learning, literacy, STEM initiatives, scholarships, and access to digital tools and technology.

“This fund builds on a long-standing partnership that shows what is possible when we work together with a shared goal of seeing communities succeed. It ensures that our youths today have the opportunity to gain the education, training, and knowledge needed for them to take charge of building a bright and prosperous future. We would like to extend our heartfelt thanks to Newmont Corporation and Orla Mining Ltd. for choosing to contribute to this fund and reinvest in our communities. Through this initiative, we’re creating another avenue for future generations to thrive through lasting change, while ensuring the vision of our Elders and ancestors continues to be carried forth.” - **Eliezar McKay (Wunnumin Lake First Nation), FNLP Chair**

This initiative builds on a longstanding partnership between FNLP and Musselwhite mine, previously owned by Newmont (formerly Goldcorp), and now by Orla.

First Nation LP, Newmont, and Orla Announce C\$6.6 million Education, Training, and Skills Development Fund for 24 First Nations in Northwestern Ontario

The 24 First Nations equally own 51% of Wataynikaneyap Power, along with Fortis Inc. and other private investors. First Nations have been working on energy security as a regional issue for over 30 years. Goldcorp's primary interest in becoming involved was to meet their power needs while supporting First Nation ownership. They provided funding for pre-development costs to supplement First Nation capacity in the project. Goldcorp's early investment helped catalyze the development of one of Canada's most significant Indigenous-led infrastructure initiatives. Today, the Wataynikaneyap Power transmission system is transmitting cleaner, more reliable electricity to remote First Nations in Northwestern Ontario, replacing diesel generation and significantly improving quality of life across the region.

Rather than seeking payment on the promissory note set up for pre-development costs in the project, Newmont and Orla agreed to direct the funds back into the region through a new charitable organization. Community members seeking to further enhance their education and skills development will have another option for support.

"Although Newmont has since divested our assets in Ontario, our commitment to lasting, positive impact remains. This investment honours the spirit of partnership that shaped our time in the region and looks ahead—supporting youth, education, and Indigenous-led development for generations to come." - **David Thornton, Managing Director, Newmont Americas**

"It is important for Orla to support and contribute to the momentum and priorities established by the member Nations of FNLP. We are proud to be building on these historic partnerships with Indigenous communities in Northern Ontario and recognize that true partnership means working together with respect, understanding and a shared purpose. The development fund will leverage one unifying project and transform it into the next, and we hope the generation of youth that participate in these new opportunities will in turn be able to do the same. We look forward to being part of this next chapter in the region." - **Silvana Costa, Chief Sustainability Officer, Orla Mining**

About First Nation Limited Partnership

First Nation Limited Partnership (FNLP) is a partnership of 24 First Nations in Northwestern Ontario working together to connect 17 remote communities to the provincial power grid and remove diesel generation as their primary source of power. FNLP was established in 2015 to be the ownership and control of the Participating First Nations' interest in Wataynikaneyap Power LP. The 51% interest in Wataynikaneyap Power LP is equally owned by each of the 24 First Nation communities and FNLP will maintain their ability to increase their ownership to 100% over time.

Opiikapawiin Services LP will be engaging with the 24 First Nation communities in 2026 to determine how the \$6.6 million Education, Training, and Skills Development Fund will be allocated and utilized across the 24-Participating First Nation communities.

For further information, please contact:
Opiikapawiin Services LP (OSLP)
Communications and Governance Lead
www.oslp.ca
contact@oslp.ca

6 Wataynikaneyap Power Transmission System Employment, Training

Employment

Interested in any of the below job postings?
Visit www.oslp.ca/careers OR email projectjobs@oslp.ca



As part of Cormorant's commitment to Reconciliation, general employment opportunities within Cormorant are regularly communicated to several Indigenous organizations, including Opiikapawin Services and Wataynikaneyap Power. These positions are generally based in either Cambridge, ON or Whitefish, ON, with various travel requirements depending on the position. Members of the 24 Participating First Nations are encouraged to apply for the following positions:

Company	Positions
EPTCON/POWERTEL (A Cormorant Utility Services Company)	Accepting applications for Electricians and Powerline Technician Apprenticeships

Sign up to the Wataynikaneyap Labour Pool Database! The Labour Pool Database is a recruitment tool that was designed with the 24 Participating First Nations in mind for employment on the Wataynikaneyap Powerline Transmission Project. Currently there are over 1000 PFN members in the database!

To be eligible and make the most of your Labour Pool profile, you must: be member or resident of one of the 24 PFN Wataynikaneyap communities; Ensure that your profile is continually updated with your latest skills, certifications, and contact information (as Opiikapawin usually refers to the database for members who may be a good fit for upcoming positions); and give permission for your information to be shared with potential employers.

Sign up at: <https://www.oslp.ca/labour-pool/> OR Scan the QR Code!

If you need assistance related to employment on the Wataynikaneyap Transmission Line, including: navigating the Wataynikaneyap Labour Pool Database; creating or updating your resume to apply for positions with Wataynikaneyap or any of its subcontractors; or applying for an apprenticeship with Eptcon/Powertel, please contact OSLP's:

Workforce Development Planning Advisor
Office: (807) 474-3300 ext. 210 OR E-mail: contact@oslp.ca



Training

Please be advised that training programs related to the Wataynikaneyap Project are not scheduled at this time until further notice.

Calling all OSLP Trainees! For the chance to win a prize, please fill out the Employment Status Questionnaire at this link:

www.oslp.ca/training-participants

If you have any questions with regards to training matters, please contact OSLP:

Office: (807) 474-3300

Rural Change Makers



The Rural Change Makers Program is a transformative 12-month leadership experience for young adults (ages 18–35) who are ready to make a real difference—in their own lives and in their communities. Up to 40 emerging leaders will participate in a dynamic mix of virtual learning labs, immersive in-person gatherings, and real-world skill application. Recruitment opens Spring 2026!

Fill out an expression of interest form here: <https://www.ruralontarioinstitute.ca/changemakersapplication>
OR Contact Melanie Bidiuk at: mbidiuk@ruralontarioinstitute.ca

Workforce Development Pathways to Employment & Youth Engagement

Overview

Wataynikaneyap Power will develop a workforce to maximize meaningful Indigenous participation on the Wataynikaneyap Power transmission system over the next 25 years. This is one part of the overall plan to meet the vision of the partnership.

25 Year Workforce Development Pathways

- A multi-year objective
- Develop work scopes each year in order to achieve the target
- Incorporate two-world view into planning

A sub-committee made up of 6-8 people (half from Opiikapawiin Services and half from Wataynikaneyap Power PM) is responsible for:

- Identifying focus areas every year
- Reviewing with the Leadership Forum for input
- Developing materials
- Executing on tasks
- Tracking/reporting on outcomes

We are trying to reach...

Youth and Students – Elementary & Secondary (local and in-community)

Community Members - both on and off-reserve

Post-Secondary students - apprentices or new professionals who would like support and mentoring



Workforce Development Objectives

With support from OSPL, Wataynikaneyap will:

Develop strategies for:

Introducing PFN youth to employment opportunities

Mentorship opportunities for PFN youth

Increasing awareness of potential positions with Wataynikaneyap at in-school sessions

Engaging youth and community members at career fairs

Workforce Development Reporting

Establish clear pathways to employment for students

Provide them with the knowledge they need about careers in the utility sector so they can make informed decisions when advancing their education

Develop a larger, more diverse pool of educated professionals to select from as positions become available with Wataynikaneyap Power

Workforce Development Pathways to Employment & Youth Engagement

Work Scope – Three Focus Areas

Preparation of School Presentations - Building Knowledge & Awareness

- Primary/Secondary students
- Train support staff to assist with in-community presentations (OSLP, Wataynikaneyap, Community Liaisons)
- Establishing a schedule for visiting/engaging with schools in PFN communities as well as primary/secondary/post-secondary schools in Thunder Bay
- Identify the number of professionals currently available from the PFN communities (# of engineers, accountants, HR professionals, electricians, etc.) so a gap analysis can be performed

Career Fair Participation

- Primary/Secondary students and PFN community members
- Industry professionals providing information on potential careers (Operations/Engineering team)
- Promote co-ops, placements, bursaries, and mentorship possibilities
- Enhance current career fair materials, ensure consistent messaging, and develop approaches to starting conversations with students

Career Readiness and Support

- Post-Secondary Students (trades/college/university)
- Understanding challenges students face and opportunities where Wataynikaneyap could tailor its recruitment to potentially support
 - Job shadowing
 - Mentoring
 - Co-op placements

Connect with Wataynikaneyap Power to discuss opportunities to participate:

HR@wataypower.ca



On December 10, 2025, Wataynikaneyap Power and Opiikapawiin Services LP held a session to discuss the 25-Year Vision Workforce Development Plan, seeking guidance and expertise from education directors from the First Nation communities. This session marked an important step toward achieving the long-term goal of 100% First Nation ownership of the Wataynikaneyap transmission line.

Pictured Above: Josie Semple of Kasabonika Lake First Nation, who shared valuable insights and guidance during the discussion.

Bamijikewin (Vegetation Management) Engagement



Wataynikaneyap Power is engaging on the activities that will be occurring in the Operations and Maintenance stage of the Wataynikaneyap Transmission System, including Bamijikewin (vegetation management).

The Wataynikaneyap Power/OSLP team travelled to Kasabonika Lake First Nation on November 16, 2025, to engage on Bamijikewin, as well as to present an update on the status of the transmission system.

With guidance from our Elders, the vegetation management program was named **Bamijikewin**, reflecting the cleaning and maintenance of the land.



Bamijikewin is promoting growth & managing vegetation height to avoid damage to lines, towers, and substations; avoid power outages caused by trees; and ensure adequate access for maintenance and emergency response.



Margaret Kenequanash presents a gift to Chief Tom Semple in appreciation for welcoming Wataynikaneyap Power to Kasabonika Lake First Nation.

Wataynikaneyap Power and Opiikapawiin Services will be continuing to reach out to Participating First Nation and First Nation businesses to coordinate ongoing business and employment opportunities in operations; particularly in the areas of Bamijikewin (vegetation management), environmental monitoring, and maintenance of access trails and landing areas.

Wataynikaneyap will develop the Bamijikewin Plan through:

- Continuous Engagement with the PFN's
- Electrical Utilities best practices
- Lessons learned through original clearing of the Right-of-Way

Business Readiness and Procurement of Goods and Services

If you have questions about business and economic development opportunities, please contact:

OSLP Office:

Phone: (807) 474-3300



The Watay/OSLP team was pleased to be invited by Wisk Air for a tour of their facilities and to learn more about their work on the Project, including partnerships & Joint Ventures with several First Nation communities.

Business Directory

Opiikapawiiin Services LP maintains a business registry that contains Participating First Nation Business Profiles and is referred to as the **Wataynikaneyap Business Directory**. This Directory can be shared with potential contractors and/or subcontractors to help facilitate First Nation business opportunities.

For information on how to register your Participating First Nation business or joint venture, please contact:

OSLP's Indigenous Participation Coordinator
Office: (807) 474-3300 ext. 262

Opiikapawiiin Services LP will be working with First Nations to identify contacts for contracting opportunities and to identify Participating First Nation-owned businesses that can provide:

- Labour
- Equipment
- Fuel Sales
- Accommodations/Meals
- Transportation

There may also be other business opportunities that result from the vegetation management plan!

Wataynikaneyap Power Communications

Wataynikaneyap LinkedIn Page:

<https://www.linkedin.com/company/wataynikaneyap/>

Wataynikaneyap Power Facebook Page

www.facebook.com/WataynikaneyapPower

- Photos
- Announcements and company updates
- Employment opportunities
- Fact sheets, Videos

Opiikapawiiin Services Facebook Page

www.facebook.com/OpiikapawiiinServicesLP

- Training opportunities with Opiikapawiiin and Valard
- Job opportunities with Opiikapawiiin, Valard, Wataynikaneyap, and subcontractors (when provided)
- Project announcements and company updates
- Information Flyers

