

Learning from
Indigenous
Stories and
Perspectives
2025



PEMBINA

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Front Cover Feature

THE WATCHER FROM THE SHORE

— — — **DALE MOOSTOOS** — — —

ARTIST BIOGRAPHY

Dale Moostoos is a Cree-Métis artist and tattooer based in Edmonton, Alberta. He has been a professional tattoo artist for over a decade, and studied Fine Arts at Red Deer College. His work is rooted in Indigenous teachings, and he uses his background in drawing, sculpture, and traditional art to tell stories through both skin and art. He co-owns Coyote Tail Tattoo where he has created a culturally grounded space for people to express themselves.

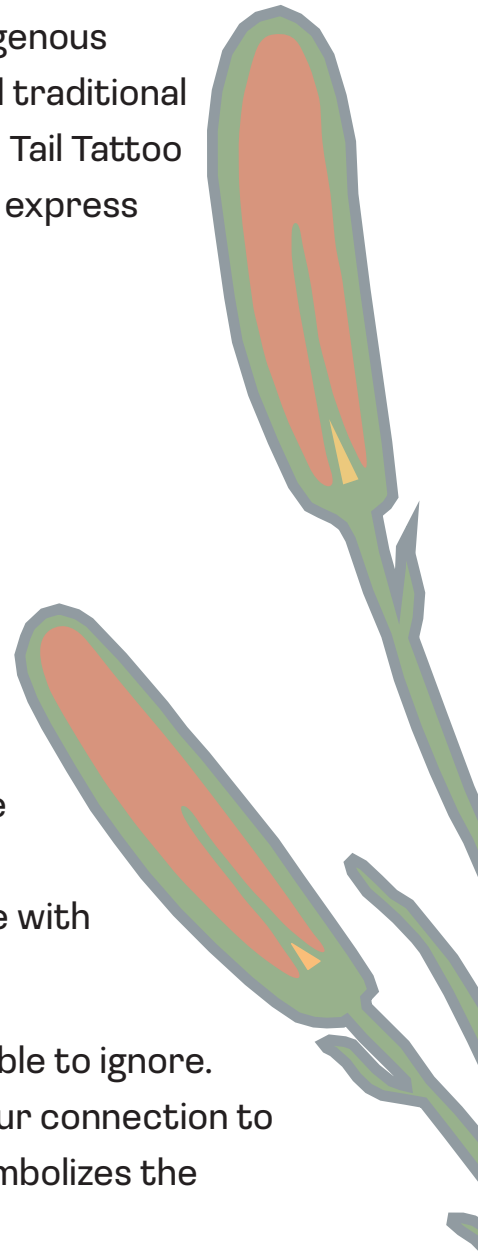
FROM THE ARTIST

Long ago, when the world was still young and the waters were clear enough to see the spirits beneath them, the Crane was chosen by the Creator to be a Watcher, a keeper of balance between sky, water, and earth. The Blue Heron Crane, tall and still as a lodge pole, stood at the water's edge, waiting, always listening.

It's said that when conflict stirred among the animals, it was the Crane who calmed the waters. When people lost their way, the Crane's silhouette against the rising sun reminded them to move with grace, to step carefully, and to reflect before acting.

In this art piece, the red sun represents truth, bold and impossible to ignore. The reeds and cattails at the base are reminders of our roots, our connection to land and water. The Crane's posture, forward-facing and tall, symbolizes the courage to face history and move toward healing.

This is a story about reconciliation not just between peoples, but within ourselves and with the land. Like the Crane, we must stand still long enough to see, to understand, and then move with purpose.





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LAND ACKNOWLEDGEMENT

Indigenous Peoples are the traditional stewards of the lands and waters where each of us work and choose to live. We acknowledge that the Indigenous Peoples have inhabited these lands and waters since time immemorial. The Indigenous Peoples' territory, culture, truths, traditions, teachings, and languages are sacred, and we are honoured to live and work here.



We acknowledge the original Peoples of this place, who have hunted, fished, gathered, and taken care of these lands. We respect their right to self-determination and we honour their sacred spiritual connection with the land and water.

We acknowledge the collective responsibility we all have to these lands and to the future generations who will be stewards of them.

Recognizing that this report will be read across many different traditional territories, we invite you to sit and take a moment to give thanks for the land, water, animals, plants, and environment that surrounds you each day.

INTRODUCTION

At Pembina, our purpose is to deliver extraordinary energy solutions so the world can thrive. We have a strong track record of safe and reliable operations, protecting the environment, supporting communities in which we operate, and working with Indigenous communities to create mutually beneficial relationships. While we are proud of the work that we have done, we also look forward to continuing to strengthen the ways we work with our neighbours.

To guide this, we have built an Indigenous Engagement Strategy with input from Indigenous communities and employees from across our business. With a focus on reconciliation, our strategy aims to strengthen our relationships with Indigenous communities in the following ways:



As we enter the fourth year of our strategy, we are thoughtfully considering our learnings as we look ahead to the renewal of our strategy. We remain committed to working in partnership with Indigenous communities and employees on this journey.



ABOUT THIS REPORT

We respect and value Indigenous ways of knowing, being, and doing, which allow us the opportunity to consider how we can support reconciliation across the Truth and Reconciliation Commission of Canada's Calls to Action. Pembina recognizes that the priorities and initiatives of each Indigenous community are unique, and the importance of supporting each of our Indigenous partners in the ways that will be most impactful for them.

The stories in this report will introduce four key categories of reconciliation connected to the Truth and Reconciliation Commission of Canada's Calls to Action that Pembina has been honoured to support in collaboration with our Indigenous partners.

**ECOLOGICAL
RECONCILIATION**

**COMMEMORATION
FOR RECONCILIATION**



**BUSINESS &
RECONCILIATION**

**EDUCATION FOR
RECONCILIATION**

We acknowledge the interconnectedness of all things and recognize that true reconciliation will not be possible without meaningful consideration of how these broader categories support self-determination, healing, and transformation for our Indigenous partners.



We are confident that by advancing our role in reconciliation, we will not only build stronger relationships, but also a stronger business. Writing this report with Indigenous communities and employees reflects a core Pembina value - collaboration makes us great.



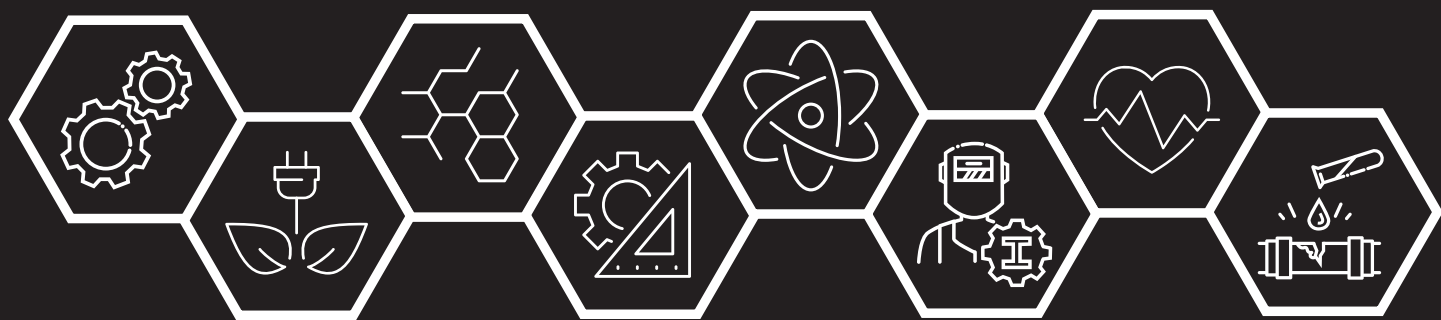
DiscoverE | Education for Reconciliation

Driven by engineering students out of the University of Alberta, DiscoverE creates excitement and interest in engineering for under-represented groups, including Indigenous youth and girls, through strategic, focused, and meaningful high-impact programs.



DiscoverE is actively working with Indigenous consulting group pipikwan pêhtâkwan towards creating a decolonized program and transforming curriculum and teaching practices to include Indigenous knowledge, demonstrating that engineering is a profession that values Indigenous people and their knowledge.

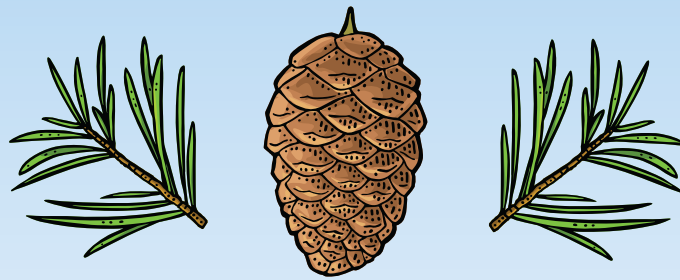
Pembina proudly supported DiscoverE with a \$160,000 donation in 2024, enabling summer camps to be hosted in Indigenous communities across Alberta, including Paul First Nation, Alexis Nakota Sioux Nation, Duncan's First Nation and Sturgeon Lake Cree Nation. In addition, 27 Pembina volunteers helped prepare for the University of Alberta summer camps and hosted community BBQ's at Paul First Nation, Duncan's First Nation, and Sturgeon Lake Cree Nation.



DiscoverE focuses on building trust with communities, and through community liaisons, they work to bring in Indigenous community leaders, Elders and Knowledge Keepers to celebrate many ways of knowing within Science, Technology, Engineering and Mathematics (STEM).

Project Forest | Ecological Reconciliation

Pembina began our partnership journey with Project Forest in 2021 with yearly funding commitments to support a direct and lasting positive impact in Western Canada. In 2024, Pembina proudly announced our extended partnership with Project Forest as their first ever Diamond Willow donor, which represents their highest funding category, with a \$1.5 million commitment over the next three years.



Project Forest is a non-profit organization that partners with Indigenous communities, conservation groups, corporations, and private landowners to “rewild” local landscapes and convert under-utilized land or non-productive agriculture land to lush forest. Through their partnerships, Project Forest learns what ecological reconciliation means to Indigenous communities and works to plant diverse forests to protect and repair the environment and include plants that are culturally and medicinally meaningful to support community health and well-being.

“We value our partnerships with companies who share our appreciation for nature, its beauty, and everything it has to teach us. Reclaiming the land around the school grounds gives the children even more learning opportunities which is priceless. As the trees grow the children will also grow in so many ways.”

-Faron Bull, Paul First Nation Councilman



WIIHNEMNE SCHOOL FOREST

60

Landscape-Sized
Colorado Blue
Spruce Trees

SIKSIKA COMMUNITY SHELTERBELT PROGRAM

40,916

Shelterbelt Trees
& Shrubs

DOIG RIVER REWILDING PROJECT

1,545

Trees,
Food-Bearing &
Medicinal Plants

National Day for Truth and Reconciliation | Commemoration

September 26, 2024, represented a milestone for Pembina's Indigenous Inclusion Network (IIN), as it saw members of the network from across the business gather in person at our Calgary office for the first time. Members came together to participate in events planned to recognize National Day for Truth and Reconciliation (NDTR). It was a time for connection, knowledge sharing, support, and growth, not only for the IIN, but for Pembina as a whole. As part of the planned events, employees across Pembina were encouraged to attend, both in person and virtually, to observe a Conversation for Change panel hosted by Pembina's Equity, Diversity and Inclusion (EDI) team in collaboration with the IIN where panelists discussed the meaning of allyship, economic reconciliation, Cedar LNG, and more. The event was kicked off with a special musical performance by Indigenous artist and Pembina employee Berkley Jodoin and his band consisting of members of Pembina's Indigenous Engagement team.



On May 5, Pembina observed Red Dress Day to honour and bring awareness to the thousands of Indigenous women and girls who have gone missing or have been murdered in Canada.

Red Dress Day holds deep significance for many, and Behn Morris, Senior Advisor, Indigenous Engagement shared why he chose to wear red.

“To honour the voices that were silenced, stand with those still searching, and to say that their lives and stories matter.”

Berkley Jodoin was asked what three things he found most impactful about the IIN gathering for NDTR.

“First was the abundance of allyship. There was a genuine feeling of allyship at this event. People were there to support and learn. They wanted to learn about Truth and Reconciliation, not only in the “textbook” sense but from people that live life as an Indigenous person every day.

The second being the sharing circle that the IIN took part in with elders from the Siksika Nation. Many of the Indigenous employees at Pembina have been removed in a sense, from their culture, me included. In recent times tokenism has become a real thing. In industry, it has felt like Indigenous people have gone from not having a chance at a career, to only having a chance because the companies need to ‘check a box’. I feel that within Pembina that isn’t the case. We gathered from every corner of Pembina’s operations, corners that may not be the most open and accepting of diversity. We were given the opportunity to be heard, no one was patronized.

The third being the open and honest conversation that was had with the Human Resource (HR) department at Pembina, who were invited to participate in a conversation with the Network. I was thoroughly impressed with the HR folks as they answered every question asked with honesty and humility.

Oh ya, I thought the band was pretty cool as well!”



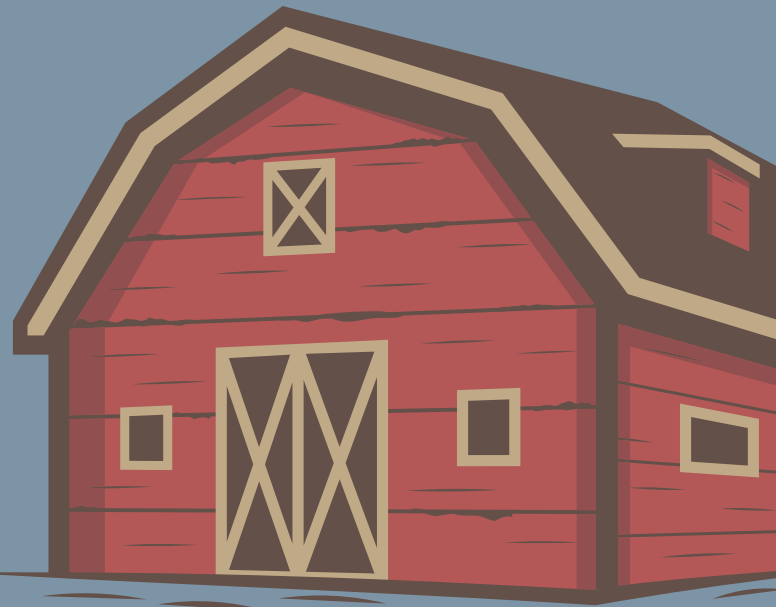
Métis Crossing | Business & Reconciliation

Métis Crossing, located in Smoky Lake, Alberta, welcomes guests to experience the past, present, and future of Métis culture. The Crossing worked closely with the Faculty of Native Studies at the University of Alberta to license their “Indigenous Peoples and Canada” professional development course.

Individuals can participate in Cultural Awareness Retreats at the Crossing which facilitate the course in person, for a hands-on learning experience enhanced with multiple immersive Métis experiences including fireside chats with Métis knowledge holders and indulging in unique Indigenous cuisine.

Pembina has proudly partnered with Métis Crossing and in 2023 provided \$150,000 in funding to support the re-establishment of bison as the keystone species on their land base, and to support the regeneration of the natural Prairies Grasslands, in partnership with The Nature Conservancy of Canada.

The bison herds will contribute to the culturally rich economic land and food systems developing at Métis Crossing.



“By honouring our past at Métis Crossing, we shape a future where culture, conservation, economic development, and education come together in a meaningful way. The return of the bison is a symbol of restoration, not just for the land, but for our people and all who walk alongside us. Pembina has invested in our relationship in a meaningful way, and continues to walk with us to make progress together. “

-Juanita Marois, CEO, Métis Crossing

As part of this partnership, Pembina had the opportunity to send employees to participate in this Executive Cultural Awareness Retreat at the Crossing.

In November 2024, fourteen employees from across our operating areas took part in the three-day retreat, expanding their knowledge of Indigenous Peoples and participating in hands-on experiences as they learned about Métis people and the vibrant history at the Crossing and beyond.



Capacity Building with Haisla Nation

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Economic Reconciliation

On June 25, 2024, Haisla Nation and Pembina made history as they signed a positive Final Investment Decision for Cedar LNG, the world's first Indigenous majority-owned LNG facility that is currently taking shape in Kitimat, B.C, within the traditional territory of the Haisla Nation.



Cedar LNG is a model for Indigenous and industry partnerships – an Indigenous majority-owned project developed responsibly with environmental stewardship at the forefront, while also contributing jobs and economic opportunities to the Haisla Nation and region. We chatted with Brenda Duncan, Haisla Nation member and Senior Advisor of Indigenous & Community Engagement at Pembina, about the Project's unique approach to capacity building, training, and employment.

Brenda shared that from the very beginning, an important focus for Cedar LNG has been Nation building and creating prosperity for the region. The opportunity for locals, both Indigenous and non-Indigenous, to obtain education and training to work where they live provides a different kind of wealth.

With construction underway, raising awareness within the community about contracting and employment opportunities throughout construction, as well as training programs for operational roles, will continue to be a priority.

“By taking the time to thoughtfully build capacity locally, we are able to help support employee retention in the variety of roles the Project will require,” Brenda explained.



Cedar LNG aims to award work to qualified local businesses during construction and operations, with priority being given to qualified Indigenous owned businesses and partnerships. More than 90% of onshore contracts awarded to date by Cedar LNG have been to Indigenous owned businesses and partnerships.

Cedar LNG is working hard to reframe traditional approaches to capacity building by collaborating with Nations and local communities to support and create long-term prosperity in the region.

A large, stylized illustration of an orca (killer whale) in the bottom right corner, rendered in black and white. The orca's head and dorsal fin are visible, swimming towards the left. The background of the entire page features a light blue and white wavy pattern, suggesting water, with some darker blue and grey shapes on the left side representing rocks or distant land.

“Anytime you build capacity in an individual, you empower a Nation.”
-Brenda Duncan

LOOKING AHEAD

2025 marks the 4th year of Pembina's 5-year Indigenous Engagement Strategy. As we work towards renewing this strategy and continue on our path to reconciliation, we appreciate the opportunity to reflect on our lessons learned, and remain committed to collaborating with our Indigenous partners.

In 2024, Pembina acquired Enbridge's interests in the Alliance Pipeline, Aux Sable and NRCGreen joint ventures. With this acquisition, we have begun expanding our engagement and relationship building efforts with the Nations and Settlements in proximity to these assets in Canada, as well as the Tribes in the United States. We are excited to continue building the foundations of these relationships and collaborating with new Indigenous communities.




Pembina is committed to meaningful community investment partnerships with transformative impacts in our communities. As part of our Community Investment program, we work alongside Indigenous communities to promote Indigenous values, support spiritual, social, and economic well-being and advance reconciliation and self-determination. We welcome opportunities to expand our engagement with Indigenous communities, and invite you to connect with us through our online application form found on our website at www.pembina.com

ACKNOWLEDGEMENTS

At Pembina, we recognize the importance of listening in building strong, meaningful relationships.

We would like to acknowledge our Indigenous partners and neighbours, their community members and representatives, and our Indigenous Inclusion Network members and employees who contributed to this report. We thank you for your guidance and the knowledge shared through these stories.

Our sincere gratitude goes out to all of these individuals, as well as the many Pembina employees who continue to help us carry out our important work on our path towards reconciliation.



We would also like to thank Pembina employee Sarah Post (Advisor, Indigenous Engagement) for the content, writing and graphic design found in this report.

Back Cover Feature

YOUTH ARTWORK TITLE

— — — **NOVA MITCHELL** — — —

ARTIST BIOGRAPHY

Nova grew up in Edmonton, Alberta with her mother and siblings. She moved to Sturgeon Lake a year ago after her mother passed away. She has been learning how to deal with a lot of new things but says she has had lots of help from friends and family. Drawing has been Nova's passion since a young age and has helped her express her feelings.

FROM THE ARTIST

I wanted to draw my Auntie because I look up to her. She played a big part in my life and I thought it would be nice to put her in my art, to share her with the world.



