

NEWSLETTER

PFN GROUP OF COMPANIES

UPDATES ON: PASKWA FARMS, PRO METAL INDUSTRIES, TERMINAL & CABLE TC INC



Paskwa Farm updates

The Nation currently has more than 10,000 acres of arable farmland. Up until last year, the majority of that land had been leased out to Non-Band Member farmers for small economic rents. Wanting to get a better return on the land, PFN Group of Companies and the Council agreed to establish a band-owned and operated grain and oilseed farming operation. In 2022 they established Paskwa Farms Ltd. The new operation will be managed by the PFN Group and i's Board. **Cont. page 4**



From Potash to ProMetal: How PFN Broke into the Defense Industry

In 2015, Pasqua First Nation (PFN) took a bold step—purchasing Pro Metal Industries and moving into manufacturing. The decision followed earlier contract partnerships, including work on the 2012 K+S Potash project, but PFN wanted more control over its business future. After chasing opportunities in agriculture, mining, oil, and gas,

PFN spotted an opening: the defense industry—an area where almost no First Nations were active. Former Chief Matthew T Peigan and his team built key relationships, leading to Pro Metal's first major defense customer, General Dynamics Land Systems – Canada. **Cont. page 6**

Terminal & Cable TC Inc

On April 2, 2025, the PFN Group of Companies acquired a controlling interest in Terminal & Cable TC Inc., a Canadian leader in the design and manufacturing of ruggedized wire harnesses and electrical interconnection systems. **Cont. page 9**





Welcome Message

PFN Group of Companies

Chief's Message September 2025

To the Citizens of Pasqua First Nation

Anin, Relatives and Citizens of Pasqua First Nation, I greet you all with respect and gratitude as we move forward together in unity and purpose. It is an honour to serve as your Chief, and I want to begin by sincerely thanking you for your support and confidence in the March 2025 election. Your voices matter, and your trust means everything to our leadership team.

Since taking office, things have been very busy—but also very promising. We've hit the ground running with a clear focus: building a stronger, more self-sufficient Pasqua First Nation.

At the heart of this vision is economic development. We know that sovereignty includes economic independence, and that's why Chief and Council are committed to supporting and growing the PFN Group of Companies—our Nation's economic arm. PFN Group is a key driver of long-term sustainability and prosperity for our people, and we will continue to support its growth through sound governance, strategic partnerships, and job creation for our members. Whether it's in energy, construction, agriculture, or emerging markets, our economic initiatives are designed with one goal in mind: to ensure that Pasqua First Nation not only survives—but thrives. These efforts will help create meaningful employment, generate own-source revenue, and fund the programs and services our people rely on.

In the coming weeks, we will be scheduling band meetings to provide updates and to hear directly from you—our membership. These meetings will be an opportunity for us to share our economic vision, report on progress, and most importantly, to listen. Your input is critical to the success of our Nation, and we encourage you to take part.

This is a time of great opportunity for Pasqua First Nation. Let's continue to walk this path together—with strength, unity, and a shared commitment to a better future for our children and grandchildren.

Respectfully,
Chief Fabian Ironeagle
Pasqua First Nation





Welcome Message

PFN Group of Companies

CEO's Message September 2025

I am happy to share some of the milestones, achievements, and strategic goal performance for the PFN Group of Companies.

*Pasqua purchased **Pro Metal Industries** in 2015 – this marks the 10th anniversary since we purchased the business. Acknowledging this milestone symbolizes our enduring commitment to business development, training, and growth. In March 2024, Pro Metal moved into its to its NEW facilities (581 Boychuk Way). Pro Metal is planning an “open house” in late fall as part of the celebrations for this important milestone. Pasqua Citizens will have an opportunity to hear a presentation on the growth of Pro Metal and a chance to tour the state-of-the-art facility. Watch for the agenda and date.*

*The Nation leases out approximately 10,000 acres of arable farm land. Up until 2024, all of this land was rented out to Non-Citizen farmers for small economic rents. In 2023, PFN Group of Companies, in collaboration with the Chief and Council, established **Paskwa Farms Ltd.** in a strategic move to regain control of our productive farm land. Paskwa Farms began operations in 2024 on approximately 3,700 acres of reserve and TLE land located in the RM's of Lipton and Cupar. The farm is now (2025) harvesting the canola and wheat crops planed this spring. I wish the crew good weather and a safe harvest. PFN Group of Companies (PFNGC) is pleased to announce that on April 2, 2025 the company has acquired a controlling equity interest of **Terminal and Cable GP Inc.** TC Inc. specializes in the design and manufacturing of ruggedized wire harnesses and electrical interconnection systems. With more than five decades of experience serving the defence, aerospace, and specialized industrial markets, TC Inc. brings proven expertise and innovation to the PFN Group of Companies' portfolio.*

“The move is intended to advance the PFN Group's strategic goal of increasing its product and service offering to the military, defence, and aerospace industries in Canada and abroad.” Says Missens PFN Group of Companies CEO.

The timing of the purchase is timely. In 2021 the federal government announced its commitment to 5% of its procurement spending for all departments (including DND) on contracting First Nation-owned businesses. Further, in June, Prime Minister Carney announced an investment of over \$9 billion to support the Canadian Armed Forces with the capabilities and support they need to protect Canadians and uphold Canada's commitments around the world.



Kitchi Miigwetch
Richard Missens, CEO



PASKWA FARMS

Taking Back Our Land

Pasqua currently has a little more than 10,000 acres of farmland. Up until last year, the majority of this land was leased out to non-band member farmers. The Chief & Council decided it was time to change the vision for the Nation's farmland. In 2022, they approved the establishment of Paskwa Farms Ltd. The new Nation-owned farm would be managed by the PFN Group of Companies.

In 2024, Paskwa Farms signed a lease agreement with the Nation's land department to farm approximately 3,700 acres of TLE and reserve land in the RM's of Lipton and Cupar. The farm pays the lease money back to the Nation. The lease (rent) is a little more than \$200,000. Along with the lease revenue, the profits of the farm also flow back to the Nation through the PFN Group of Companies LP. In total, the farm generated more than one-half million dollars (\$500K) in wealth back to the Nation in its first year of operation.

Paskwa Farms creates other benefits to the Nation other than cash – it also creates employment. In 2024, 100% of the farms' 4 employees were Pasqua citizens. This year, two of the 4 employees are citizens. All of the employees receive safety, operational, light maintenance, and heavy equipment training. During the seeding and harvest season, the farm employees work long hours. Lyle (Farm Manager) is always attentive and watching for signs of fatigue, stress, and mental health. According to the Farm Manager "the work is hard – but satisfying when you get the crop off and in the bin".

Looking ahead, Paskwa Farms wants to increase the number of acres that it currently farms and to explore other varieties of crops, e.g., chickpeas, lentils, or durum.



Pictured left to right: Larry Kayseas, Jason Campeau, Caillem Stevenson, and Lyle Peigan (General Manager)

"Coming to work for Paskwa Farms is a totally different aspect for me because it's a big challenge to show the board, the chief and council, and Pasqua members that we can do it," said Farm Manager Lyle Peigan. "We can build a farm, employ our own people, train them, and educate them. My vision for the next 10 years is to see this farm working over 10,000 acres—and I know we can get there."

Councillor Roman Pasqua, Lands portfolio holder, also shared his thoughts: "I think it's an opportunity to become farmers again. To become self-sufficient through farming. It's a way to bring our members back into the industry. Farming takes dedication, strong work ethic, and thinking about our grandchildren's grandchildren in the years to come."



Paskwa Farms wheat crop

The first year of operations has already been a success: the farmyard was built, crops were seeded and harvested, and a profit was made.



Paskwa Farms canola crop

Paskwa Farms is just the beginning of reclaiming our land and building a stronger, self-sufficient future for Pasqua First Nation.



PRO METAL INDUSTRIES

Understanding what we do

How many employees were at pro metal when you began?

"Pro Metal had 12 employees when I started, and we have now grown to 48 as of today. This includes 6 Pasqua Band members in various roles, such as tradespeople, project management, and administration."

What were some challenges coming into a Pro Metal. How did you overcome it?

"I began my role as President of Pro Metal in January 2020. I already had some familiarity having already worked on opportunities with PFN Group. Chief Peigan and Richard Missens have shared with me C&C vision and mission for the Nation's prosperity through Economic Development. This gave me a drive I had never experienced before. It was exciting to drive a portion of the economic engine for the Nation.

Little did I know at the time that 6 weeks later COVID lockdowns would hit. Our customers were cutting spends and locking down their operations. This was going to be a big challenge. However, through contacts that I had, and with the support of C&C we were able to pivot Prometal and respond and responded to deploy emergency shelters to remote nations throughout Canada."

"At Pro Metal, we don't just fabricate steel—we forge opportunity. As a Pasqua company, every weld, every project, every partnership is a reflection of our commitment to economic prosperity and community empowerment." - Mark

What have been some successes since becoming president?

- 1. A major success, that I am very proud of is that we achieved Canadian Controlled Goods certification and Designated Organization Screening. We are the only 100% First Nation Owned Manufacturer in Canada to achieve these certifications*
- 2. Donating over \$300,000 in bursaries to Indigenous Post Secondary Student through our feather project.*
- 3. Starting a training and employment program for Pasqua Band Members in the welding trade. You will hear more from Noah and Blair later on in the news letter. And stayed tuned for further updates on the program.*

Mark Brown

**COO of PFNGC
President of Pro Metal**



In March 2020, Pro Metal achieved its certification for Canadian Controlled Goods. This is achieved through an extensive screening security process that allows Pro Metal to receive top secret drawings and be able to manufacture the parts for Military vehicles. Not a lot of Companies in Canada are able to receive this. Pro Metal now manufactures parts for close to 10 defense companies. Not just in Land, but also Naval.

What is Pro Metal doing now?

"In the almost 6 years I have been with Pro Metal we have evolved so much. Pasqua now not only owns the company but now owns the 50,000 square foot state of the art facility and land it sits on.

We remain focused on the defense industry and have gained a prestigious reputation in the most difficult sector in Manufacturing, protecting our Country and the men and women that serve. Defense has the highest quality and on time delivery, I am very proud and humbled to be a part of this for Pasqua. We have an amazing team at Pro Metal and Pasqua that makes this all happen. We have grown from one defense customer to almost ten since Pasqua has owned Pro Metal. "

Anything else you'd like to share?

I am very excited for the future of Pro Metal. We are poised for fast and accelerated growth. We are well positioned to take on contracts.

There is a lot more to share but I will save some more for the next news-letter.



PRO METAL INDUSTRIES

Understanding what we do

Mark Carney Visit to Pro Metal

On February 11, Pro Metal Industries welcomed Mark Carney for a tour of the facility. During his visit, Carney highlighted the importance of understanding Saskatchewan's challenges firsthand, stating: "When you're prime minister, how do you serve all Canadians at all times? In order to do that, it is critical you are here on the ground understanding the issues in Saskatchewan." He also emphasized the need for a united approach in addressing U.S. tariffs.

Canada has just announced the largest defense spending since World War two and remains committed to meet NATO's GDP defense spending targets.



Prime Minister Mark Carney

General Dynamics Land Systems - Canada:

Pro Metal has been General Dynamics Land Systems – Canada (GDLS-C) — one of the country's largest defence contractors first fully indigenous owned supplier since February 20th, 2019

Former Pasqua First Nation Chief Matthew T Peigan highlighted the long history of Indigenous service alongside the Canadian Armed Forces and welcomed the growing role of Indigenous participation in the defence sector. With about half of Pro Metal's workforce being Indigenous, the Nation is using the company as a model to expand into advanced manufacturing and protective technologies. Matthew T Peigan called advanced manufacturing a "generational opportunity" for First Nations, noting its potential to create significant jobs, investment, and prosperity across multiple sectors.



Photo was taken at the Best Defence Conference in London, Ontario



PRO METAL INDUSTRIES

Welding Career Development Program



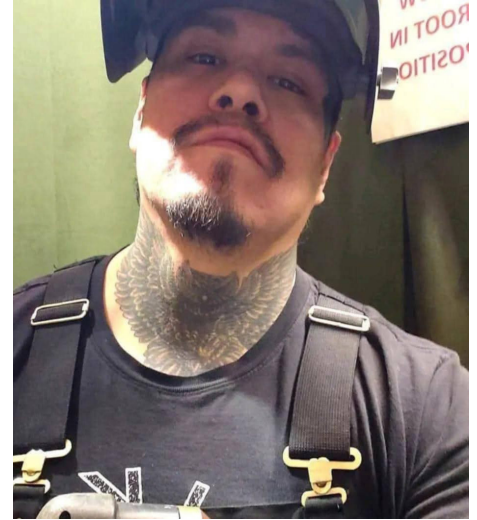
Blair Mckay

Welder

Get to know about Blair and his experience with Pro Metal Industries through the Welding Career Development Program

Blair is a band member from Pasqua First Nation. He knew he wanted to play an active role in the growth and success of his nation through this company and to open doors for others. His biggest motivation is his family.

He was first introduced to welding, like most people through the shop class in high school, but he wanted to join Pro Metal so he could learn the trade properly and earn certifications to take things to the next level.



How has the program helped you grow professionally or personally?

"The program has helped me grow a lot. Professionally, I've gained solid welding skills and more confidence on the job. Personally, it pushed me to stay focused and take more pride in my work, especially knowing I'm setting an example for others who might also want to join the program."

Where do you see yourself in your welding career over the next few years?

"In the next few years, I see myself obtaining my journeyman's and playing a bigger role in the company and helping more of our people get involved in the trade."

"The best welders are those who never stop learning"- Blair

Who has supported or mentored you during your time in the program?

"I've had a few great mentors during the program from the CEO and president of the company, right down to the supervisors and other welders. They've all been patient, honest, and really committed to helping us succeed."

Outside of the program my family has been my biggest support system, knowing I'm doing this to set an example for my kids who might also want to work here one day keeps me motivated."

What part of the training has surprised you the most?

"What surprised me the most was how much precision and technique go into welding, and how the small details like angles, speed, and setup can make a huge difference in the quality of a weld."

Is there a project or task you worked on that stands out?

"A project that stands out for me is the benches we made for the Regina Industrial School Cemetery. It was an emotional job because I am a descendant of Residential School Survivors, but it also felt good to bring recognition to the children that attended; and let them know they are not forgotten about."

What would you tell someone who's thinking about joining this program?

"I'd tell them to go for it, if you're looking to learn a skill that can lead to a solid career in the trades. It's not always easy but if you're willing to work hard at it, you'll come out with the knowledge and confidence that will open a lot of doors."

PRO METAL INDUSTRIES

Welding Career Development Program



Noah Missens

Welder



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Get to know about Noah and his experience with Pro Metal Industries through the Welding Career Development Program

Noah is band member from Pasqua First Nation. What inspired him to join the program was the fact that Pro Metal is PFN owned, as well as the opportunity to work at a newly opened shop. He is motivated by wanting better in life.

Noah had some previous experience with welding throughout high school and one year at trade school. His first impressions after starting was he thought Pro Metal would not only help him develop in welding but other areas as well.

How has the program helped you grow professionally or personally?

"this program has helped me grow professionally by allowing me to learn from other departments, whether it is the laser, shipping, and bandsaw. I can say I am much more than just a welder."

Have you faced any challenges along the way? How did you overcome them?

"A challenge I have faced would involve welding ladders and them being done right. I overcame them by looking for help and simply asking how I can improve seeing how it is done correctly."

What's a moment you're especially proud of during your current training?

"Most thing I am proud of would be participating in the Treaty 4 parade during 2024 that Pro Metal was in, and helping them make the float."

Who has supported or mentored you during your time in the program

"I wouldn't say one person, but rather everyone in the shop has supported me."

"Welding is more than a process, it is s craft. " - Noah



How has that guidance impacted your journey?

"Everyones guidance has impacted my journey by, just making it welcoming to come into work, learn new things and become a better me."

Is there anything else you'd like people to know about your experience?

My experience at Pro Metal has been really great. The staff are super welcoming and make you feel like part of the team right away. It's not just a job—it's a place where you can push yourself, gain confidence, and build your skills. If you want to get better at welding and work with good people, this is definitely the place to be.



Terminal & Cable TC Inc



A Legacy of Excellence, Now Powered by Indigenous Ownership

PFN Group of Companies (PFNGC) is pleased to announce that on April 2, 2025 the Pasqua First Nation has acquired controlling equity interest of Terminal and Cable TC Inc. T&C specializes in the design and manufacturing of ruggedized wire harnesses and electrical interconnection systems. With more than five decades of experience serving the defence, aerospace, and specialized industrial markets, TC Inc. brings proven expertise and innovation to the PFN Group of Companies' portfolio.

"The move is intended to advance the PFN Group's strategic goal of increasing its product and service offering to the military, defence, and aerospace industries in Canada and abroad." Says Missens CEO.

Founded in 1968 and headquartered in a 40,000 sq ft facility located in Carignan, Quebec. The company delivers complex wire and harness solutions that meet the most demanding of industry standards. The company is AS9100D Aerospace and Defence and ISO 9001:2015 certified, and holds CGP (Controlled Goods Program) certification — ensuring compliance with Canadian and international defense procurement protocols. In 2023, the Canadian government announced a 5% procurement commitment to Indigenous businesses.

The timing of the purchase is timely. In 2021, the federal government mandated that a minimum of 5% of the total value of procurement contracts within federal departments and agencies are to be held by Indigenous-owned businesses. This means the Department of National Defence (DND), along with the other Federal departments, must meet the mandatory minimum target of expenditure contracts with First Nation-owned businesses. Further, in June, Prime Minister Carney announced an investment of over \$9 billion to support the Canadian Armed Forces with the capabilities and support they need to protect Canadians and uphold Canada's commitments around the world.

Richard Missens, in his comments at the June 6th media event announcing the TC Inc. purchase, commented on the advancement of Indigenous-owned businesses and the national economic growth of with First Nations across the country. PFN Group CEO fully expects that the acquisition of TC Inc. and transforming the business to a First Nation-owned business will have real, material, and measurable impact within the industry. The acquisition significantly increases the economic wealth of the Nation and the continued growth of the PFN Group of Companies.



Pictured above: Richard Missens speaking



Terminal & Cable TC Inc

A message from Dimitri Arapoglou, President of Terminal & Cable

"Everyone at Terminal & Cable is very proud that Pasqua First Nation now holds a 51% ownership stake and serves as the prime shareholder guiding the future of our company. We are grateful to have shareholders who not only believe in our team here in Quebec but who are committed to giving back to their community. Before Pasqua's involvement, our voices as a company were oftendiluted amongst many in a very large multi-divisional corporate structure. Today, we have engaged and supportive ownership that recognizes the value of our people and shares our vision for growth. This partnership is already fueling new energy, purpose, and enthusiasm across Terminal & Cable, and we are excited about what the months and years ahead will bring. What makes this relationship truly unique is that the primary goal of Pasqua's investment is to reinvest in their community. That sense of purpose is rare, and it's inspiring to our entire team. We are proud to be majority Indigenous-owned and see this as the best possible future for Terminal & Cable."



Pictured above: Dimitri Arapoglou (President)

Prior to the acquisition, Montreal based Terminal & Cable TC Inc. was a 100 percent owned subsidiary of Volex. Volex is a diversified manufacturing company based in the United Kingdom. PFNGC has created a new corporate structure and has transferred Terminal & Cable TC Inc into the newly formed Terminal & Cable GP Inc. Volex will remain in an active role with Terminal & Cable GP with 49 percent ownership of the company.



Left to right: Tim Cyr, Lindsay Kahnapace, Roman Pasqua, Chief Fabian Ironeagle, Trinity Caplette – celebrating Pasqua First Nation's majority acquisition of Terminal & Cable.



Mark Brown (Left) Dimitri Arapoglou (Right)

"The decision for our company to partner with PFNGC on this venture was an easy one," said (Volex spokesperson). "The alignment of our business with PFNGC fits well to ensure that we continue to be a leader in delivering quality product to our customers in the defence and aerospace industries." With the acquisition, Terminal & Cable GP Inc. becomes a majority-owned Indigenous business, opening doors to immediate revenue expansion in the defence and aerospace industries. Richard Missens, says, "the new acquisition will diversify our Nation's contributions to the Canadian defence and aerospace industries." The acquisition complements PFNGC owned Pro Metal Industries, a leader in the build to print metal fabrication. PFNGC through Pro Metal Industries already has strong relationships with defence and aerospace leading companies in both Canada and the United States. Terminal and Cable GP Inc. will benefit from these relationships and look to capitalize on future opportunities for growth.

Events

Updates on upcoming events



PFN Group of Companies Annual General Meeting of Pasqua Citizens

Session One

November 18, 2025
5:00 PM

*Pro Metal Industries
581 Boychuck Way
Regina SK*



Session Two

November 19, 2025
5:00 PM

*Pasqua First Nation
Chief Ben Pasqua
Memorial Hall*

Lunch will be served; Sessions will be live-streamed

Events

Agenda + Used references



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Agenda

- 2:00 pm Opening Remarks
- 2:30 pm Presentation
- 3:00 pm Tour Facility
- 4:30 pm Lunch
- 5:00 pm PFN Group of Companies' Annual General Meeting (AGM)

OPEN HOUSE



November 18, 2025

Explore Pro Metal, Pasqua's premier metal fabrication and machining facility



Picture: Pro Metal Industries Ltd Truck

References used:



- Terminal & Cable TC Inc - <https://tinyurl.com/3s2ae-fee>
- Terminal & Cable TC Inc - <https://tinyurl.com/yvb5p-fze>
- Paskwa Farms - <https://tinyurl.com/bdz28ncc>
- Pro Metal Industries - <https://tinyurl.com/asa7ssvb>
- Icons: <https://tinyurl.com/2w4y4xmj>