



INTERNATIONAL  
MINERALS INNOVATION  
INSTITUTE

# BUILDING MOMENTUM THROUGH TRANSITION

---

ANNUAL REPORT 2025

# Table of Contents

<b>Message from the Executive Director</b> .....	3
<b>Message from the Board Chair</b> .....	4
<b>About IMII</b> .....	5
IMII 2025 Highlights & Outcomes.....	5
<b>2025 - A Year of Transitions</b> .....	6
<b>Innovation &amp; Technology Development</b> .....	7
Innovation Strategy.....	7
2025 Project Portfolio across IMII's Innovation Strategic Drivers.....	8
<b>Innovation Projects Spotlights</b> .....	9
Safety.....	9
Reliability.....	11
Sustainability.....	11
<b>Innovation Initiatives</b> .....	13
DEMOday 2025.....	13
2025 Innovation Award Winners.....	13
IDEATE 2025.....	14
P2INACLE.....	14
<b>Workforce Development</b> .....	15
2025 Workforce Development Highlights .....	16
IMII Scholarships.....	17
<b>Thought Leadership</b> .....	19
<b>2025 Financial Summary</b> .....	21
<b>Membership</b> .....	23
<b>Looking Ahead: IMII 2025-2028 Strategic Plan</b> .....	24





## Lesley McGilp - Executive Director, IMII

During IMII's 13th year of operation in 2025 the organization underwent a significant transition. The retirement of its longest serving Executive Director, Al Shpyth in June 2025 marked the end of nearly a decade of leadership. Al had a significant impact on IMII, particularly with initiatives to support workforce diversity and energy transition. His achievements are celebrated more fully in a feature piece below, but as IMII's incoming Executive Director I want to acknowledge Al's legacy. IMII has a solid foundation and Al's leadership and dedication were central to putting the organization on firm footing. Overlap between myself and Al allowed for a relatively seamless hand-off – further supported by the tireless efforts of our Manager of Finance and Operations, Marylou Langridge.

As IMII's incoming ED, I greatly appreciate the opportunity to build on the strengths of IMII's base and shape the next phase of IMII's growth and operation. In the latter half of 2025 I was grateful to work with the IMII staff, industry panels and board on a strategic update that led to the recently released IMII 2025-2028 Strategic Plan. The fall also saw IMII perform a thorough risk review and both the risk matrix and strategic plan were central to the formation of the 2026 operations plan.

2025 saw IMII continue to host our DEMOday and IDEATE events which saw the innovation community gather and answer the call of IMII's industry members to address published innovation needs. It was the inaugural year for the P2INACLE program and we were pleased to establish three projects under the P2INACLE umbrella and closed the year with a suite of four promising proposals for P2INACLE Innovation Sprints.

As IMII renews its support for workforce development, we were pleased to establish a sustainable funding model to support IMII's long-term scholarship programming and issue the inaugural the Al Shpyth Scholarship for Environmental Excellence and IMII Rockstar Scholarships in 2025.

As we conclude our year of transition and move into executing our new strategic plan in 2026, I am conscious of the unique value of IMII. The consortium's success is the product of the collective contributions of its members, as we come together to facilitate connections and work together toward a shared purpose. It is truly an example of how we can be better together. I am honored to serve as IMII's ED and look forward to serving the membership as we build on solid foundations to produce value and impact for each of our members and the Saskatchewan mineral's sector as whole.

Sincerely,

A handwritten signature in black ink, appearing to read 'L. McGilp', with a long, sweeping flourish extending to the right.

Lesley McGilp, Executive Director

## Steve McLellan – Chair of the Board, IMII

In 2025 it was my pleasure to work with the board to achieve a solid transition in leadership. I have greatly enjoyed working with Al Shpyth– a solid and seasoned leader. Al did great things for IMII - the organization was lucky to have him for such a long tenure, and we wish him well in his retirement.

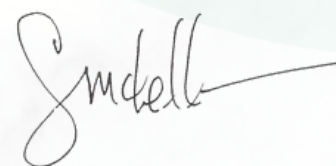
IMII now has an opportunity to welcome new ideas and fresh perspectives and the board is pleased with the outcome of thorough recruitment process, to have brought on Lesley McGilp as the new Executive Director. Lesley brings a breadth of experience across energy, mining, and applied innovation, along with a strong commitment to collaboration and impact.

The board rolled up its sleeves to participate in a renewed strategic plan development effort in the fall and looks forward to the organization driving toward these new-formed goals. With the new strat plan in-hand, IMII is well positioned to build on the organization’s strong foundation and increases our impacts for the Saskatchewan minerals sector.

As my role as IMII Board Chair draws to a close in mid 2026, I am grateful for the opportunity to have served as part of such a unique and valuable organization and to work the many great people involved in the IMII family. Thank you all for the support you bring and the great things you do to further the workforce of tomorrow and innovate new directions for the minerals sector.



Sincerely,



Steve McLellan, Board Chair



# ABOUT IMII

*Driving Innovation in Saskatchewan's Minerals Industry*

The **International Minerals Innovation Institute (IMII)** was established in January 2012 with a clear and lasting purpose: to enhance Saskatchewan's minerals industry through **innovation, education, and collaboration**.

Since its inception, IMII has worked in partnership with minerals companies, post-secondary institutions, and government to support:

- The attraction and retention of skilled people
- The development and delivery of relevant education and training programs
- Collaborative research and development for real-world mining challenges
- Leadership in building a more inclusive, sustainable, and innovative industry

## **IMII 2025 Highlights & Outcomes**

Key highlights from IMII's 2025 include:

### ***Innovation***

- DEMOday 2025 saw 8 technology pitches with 3 awards presented:
  - Breakthrough Innovation:
    - Vital Design Solutions Inc - VDS Polymer Exchanger for Exhaust Heat Recovery
  - Impact Innovation
    - Renix Inc - RenixUIX™, Steady-State Ion Exchange Platform for Critical Metals Recovery and Fit-for-Use Water
    - Rockford Engineering Works - Live Conveyor Roller Replacement technology
- IDEATE 2025 brought together 57 researchers and industry members to discuss research needs.
- IMII partnered with P2INACLE, resulting in 3 projects with leveraged funding from PrairiesCan.

### ***Education & Workforce Development***

- Established a sustainable funding model for IMII's scholarship programs and launched the AI Shpyth Scholarship for Environmental Excellence and the IMII Rockstar Scholarships.
- Received 5 EOIs in response to call for proposals on new pathways to mining.

### ***Collaboration & Engagement***

- 150+ ecosystem participants engaged through events, projects, and outreach.

## A Year of Leadership Transition – Acknowledging Al Shpyth

As Al Shpyth concluded his tenure as Executive Director in June 2025, he left behind a strong and enduring legacy shaped by nearly a decade of steady leadership. Since joining IMII in December 2015, Al guided the organization through a period of meaningful growth, helping to position IMII as a trusted catalyst for innovation, collaboration, and workforce development within Saskatchewan’s minerals industry. His tenure saw the launch of cornerstone initiatives such as DEMOday, IDEATE, and AIMday Saskatchewan, along with the advancement of more than 20 energy and technology programs and 34 research, development, and demonstration projects, including the Alternative Energy Systems Challenge.



Al Shpyth, retired IMII ED

Equally central to Al’s leadership was his commitment to people—ensuring IMII’s work supported inclusion, skills development, and future talent. Under his guidance, IMII awarded 51 scholarships totaling more than \$716,000, opening doors for students across the province and strengthening the industry’s talent pipeline. Known for his collaborative approach and forward-thinking perspective, Al fostered partnerships that bridged industry, research, and innovation. IMII is deeply grateful for his vision, dedication, and the solid foundation he leaves as the organization moves confidently into its next chapter.

## Recognizing Long-term IMII E&T Panelist



Lesley McGilp IMII ED, Aaron Fornwald, retired Nutrien VP HR, Marylou Langridge, IMII Mgr., Finance & Ops, Al Shpyth, retired IMII ED

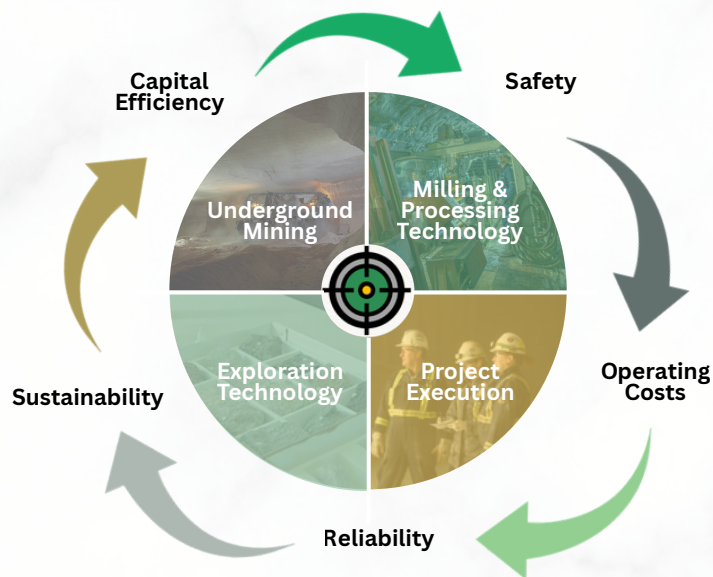
In December 2025, E&T panel representative Aaron Fornwald retired from his role as Vice President of Human Resources Business Partners at Nutrien. Aaron served on the E&T panel since its inception in 2013, providing invaluable continuity and perspective to IMII. Aaron was honored for his service at the IMII Scholarship reception event in January 2026.

# INNOVATION & TECHNOLOGY DEVELOPMENT

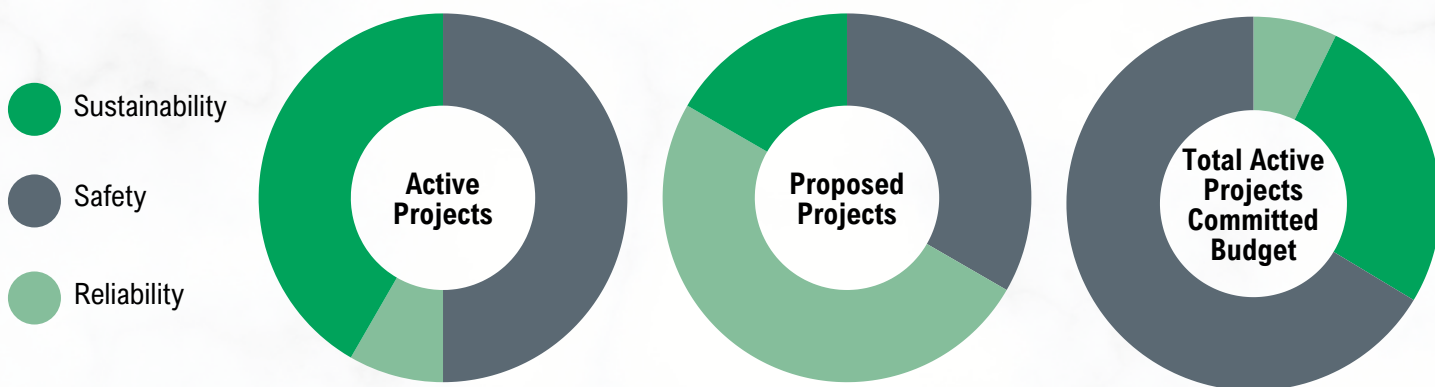


## Innovation Strategy

For the 2025-28 Strategic Plan, IMII is focused on 4 core areas and 5 innovation drivers, as illustrated in the graphic. The 4 quadrant focus areas define the areas of interest industry is prioritizing in this strategic cycle: **underground mining, milling and processing technology, project execution efficiency and exploration technology**. The five innovation drivers of **safety, operating costs, reliability, sustainability and capital efficiency** articulate why industry is seeking innovation and what will help justify funding support for innovation projects. By addressing these focus areas and drivers, from ideas toward development and demonstration, IMII facilitates projects in the innovation ecosystem that drive growth for the Saskatchewan minerals sector.



IMII's projects and initiatives are focused to align with the strategic elements of the organization's strategy. Some analytics relating to how IMII's present project activity aligns with this strategy are shared below. **IMII had 12 active projects in 2025**. The split across our core strategic drivers of safety, reliability and sustainability were 6, 1 and 5 respectively. At year's end IMII had 6 proposed projects under consideration with a split of 2, 3 and 1 cross these same drivers (note that two projects hit both safety and reliability and are counted as 0.5 in each category).



IMII project budgets commonly span more than 1 fiscal year. **In 2025, IMII's committed active project budget totaled \$3.06 Million, with an average leverage of IMII member dollars of 53% across all projects**. The committed budget split across our core innovation drivers is illustrated above.

IMII's projects can also be viewed by how they fall across the 4 focus areas within the quadrants of our strategic plan. Presently, IMI's projects are primarily split between Underground Mining and Milling/Processing technology. As IMII leverages our strategy to seek innovation ideas from the ecosystem, a stronger alignment will form between current active projects and the areas of strategic focus.

# 2025 PROJECT PORTFOLIO ACROSS IMII'S INNOVATION STRATEGIC DRIVERS

## SAFETY

### Eliminate serious injuries from human-equipment interactions

- No active projects, 2 proposed

### Mitigate human-environment hazards

#### Air Quality

- Underground Dust Collection - CMI SK

#### Geologic Hazards

- USask/U Western Ontario: Statistical Hazard Assessment and Modelling of Mining Seismicity
- U of R: Controls on Roof Failure During Potash Mining
- USask: In-situ investigation of the Mechanical Behaviour of Pillars in Potash Mines
- Ambitionner: Development of AmbDrift to Monitor u/g drifts
- SaskPoly/SAIT: Seeing Beyond the Face (P2INACLE project)

### Reduce Repetitive/Routine Task Injuries

- No active projects, 1 proposed



## RELIABILITY

### Reduce maintenance downtime

- No active projects, 1 proposed

### Advanced materials for equipment reliability

- No active projects, 1 proposed

### Predictive maintenance

- No active projects, 1 proposed

### Sustainable production & operations

- USask: OT/IT Risk Assessment
- Rockford: Muck Combine & Roller Replacement (Proposed)

## SUSTAINABILITY

### Impactful energy use reduction

- Acceleware: CT1 RF Heating Phase 2B (Completed)
- Acceleware: CT1 RF Heating Phase 3A

### Reduce water use/enhance use

- No active projects, 1 proposed

### Tailings reuse

- SaskPoly/SAIT: Transforming Tailings into Compost (P2INACLE project)
- SaskPoly/RRC: Transforming Tailings into Concrete (P2INACLE project)

### Miscellaneous

- CLS: Alternative to Petroleum-based Dedusting Agents Used in Potash





# Innovation Projects Spotlights

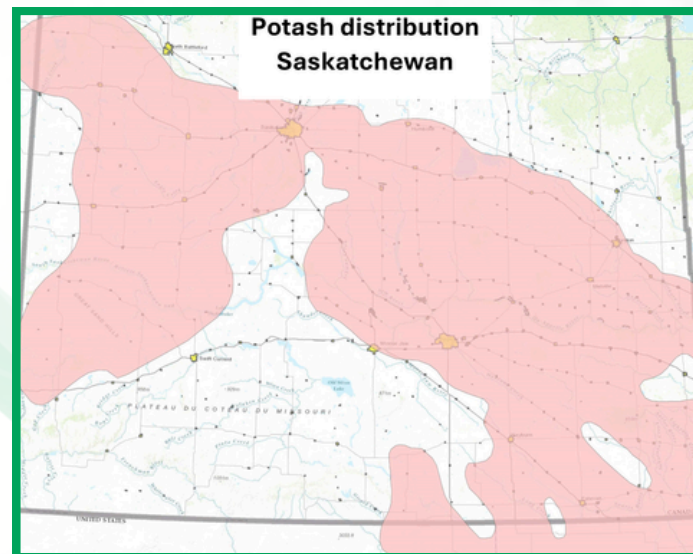
## SAFETY

IMI's safety strategy focuses on eliminating serious injuries—particularly those related to human-equipment and human-environment interactions. In addition, IMI is focused on reducing risks from repetitive and routine tasks and addressing human-factor risks through better system design, automation, and proactive controls to prevent incidents before they occur. In 2025 this driver had:

- Six active projects
- Cumulative total cash contribution from IMI members of \$220,463
- Combined total cash investment of \$2,031,000

## Geologic Hazards: Advancing Ground Stability and Predictive Sensing in Saskatchewan Potash Mining – Project Features

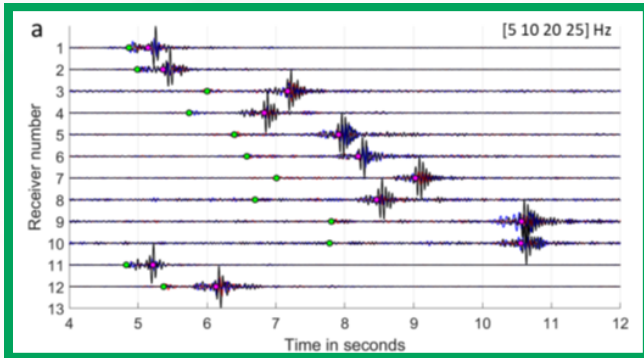
Collectively, IMI had five active projects that address geologic hazards in 2025. These projects focus on advancing the understanding, monitoring, and management of geotechnical and geo-mechanical hazards in Saskatchewan potash mining, with a strong emphasis on improving safety, predictability, and operational decision-making. A central theme across these projects is the recognition that complex interactions between geology, stress, and mining activity govern roof stability, pillar behaviour, and seismic response, and that these interactions are not yet sufficiently understood or observed in real time.



Two project summaries from academic research in this area are provided. These projects concentrate on improving the fundamental scientific understanding of rock and salt behaviour. Investigations into the **Shadowband Clay**, pillar mechanics under variable conditions, and mining-induced micro-seismicity all aim to define what constitutes normal versus abnormal ground response. These efforts seek to move beyond empirical rules of thumb toward quantitative, site-specific frameworks that better explain how geological features, stress redistribution, and mining geometry influence failure mechanisms.

## University of Saskatchewan, University of Western Ontario and Nutrien: Statistical Hazard Assessment and Modelling of Mining Seismicity

Led by researchers Mohammadamin Sedghizadeh and Robert Shcherbakov from Western University, in collaboration with IMII industrial partners at Nutrien, the project commenced in 2021 and was completed in 2025.



This research has advanced the understanding and monitoring of mining-related seismic activity, which are small ground vibrations caused by mining, in Saskatchewan potash operations. It provides deeper insight into the processes that trigger micro seismic events and enables a more quantitative distinction between normal and abnormal seismic behaviour.

## University of Regina: Controls on Roof Failure During Potash Mining

Led by researcher Leslie Robbins and the research team at the University of Regina, in collaboration with IMII industrial partners at Nutrien and BHP, the project commenced in October 2023 and is scheduled to continue through October 2026.

The project is developing a stronger geological understanding of salt beam features to better explain the rock-mechanics behavior near the salt back, while also supporting the evaluation and development of sensing technologies to detect and map these features. The research focuses on the Lower Patience Lake salt beam (Lanigan B Zone), with particular attention to **the Shadowband clay, which in some areas forms a critical separation plane between**

The work demonstrated that even in noisy or complex conditions, it is still possible to accurately locate where these events occur and better understand their underlying causes.

In addition, new data-driven approaches were developed to classify different types of seismic events, helping to distinguish routine rock movement from patterns that may indicate elevated risk or potential concerns.

The project also improved how large sets of seismic data are analyzed over time, making it easier to recognize normal versus unusual patterns and assess whether certain trends could signal increased risk. By combining statistical analysis, machine learning, and real-world mining data, the research provides practical tools to help operators better anticipate and manage ground conditions. Overall, these advancements support safer and more informed decision-making by improving the ability to detect, understand, and respond to seismic activity in mining environments.

**salt layers and is associated with roof instability** and potential collapse.

Building on more than five decades of mining activity in the region, this work leverages extensive operational data and expertise from Nutrien and BHP. By improving understanding of the geological and mechanical factors that control failure behavior, the project aims to enhance mine safety and contribute to more efficient and reliable extraction of potash.



# RELIABILITY

The reliability driver focuses on **strengthening asset performance to support safe, efficient, and sustainable operations**, with an emphasis on reducing maintenance-related downtime and unplanned failures. Key themes include improving working conditions and maintenance execution through dust reduction, reduced reliance on full shutdowns, and better planning tools and controls; enhancing the integrity and lifespan of critical equipment through advanced materials, manufacturing, and condition monitoring; and leveraging improved process control, predictive analytics, and real-time measurement to reduce variability and waste. Together, these priorities reflect a shift toward proactive, technology-enabled reliability that lowers risk, improves productivity, and supports long-term operational resilience. **This driver had one active project in 2025 which has a total project investment of \$222,000.**

## Rockford Engineering Works - Live Conveyor Roller Replacement – Reliability focused DEMOday Award Winner

While 2025 active projects did not heavily feature reliability focused innovations, reliability related technologies were strongly featured in the DEMOday 2025. This includes one of the DEMOday Innovation award winners: the Live Conveyor Roller Replacement technology, put forward by IMII member Rockford Engineering Works Ltd. This technology aims to improve beltline maintenance by enabling maintenance teams to replace rollers on heavy-duty conveyor systems without halting production – which has the potential to dramatically reduce downtime and enhance productivity.



Rockford Engineering Works

# SUSTAINABILITY

IMII's sustainability priorities focus on delivering high-impact reductions in environmental footprint across energy, water, and tailings management while maintaining safe and reliable operations. Key themes include reducing energy intensity through improved potash drying efficiency, energy storage, and solutions for remote and off-grid sites; enhancing water security by reducing freshwater demand and increasing reuse through advanced treatment, desalination, and contaminant removal; and strengthening tailings management through higher-density deposition, improved dewatering, and post-treatment of supernatant waters to enable recovery, reuse, or compliant discharge. Together, these initiatives reflect a holistic, innovation-driven approach to sustainability that improves resource efficiency, supports safer tailings outcomes, and advances long-term environmental performance across the mine life cycle. **This driver had five active projects in 2025 with combined total investment of \$807,000.**

## Sustainability Research Projects - P2INACLE Projects

In relation to the Sustainability driver, two of the P2INACLE projects that were received through IDEATE 2025 received approval and kicked off in September 2025:

### **Transforming Tailings into Value Added Products: Observing Weathering Effects on Potash Tailings for Composting Use - Saskatchewan Polytechnic, partnering with NAIT**

The project aims to utilize a carbon negative approach to managing potash tailings by using their natural micronutrients and converting the tailings for compost use. It aims to reduce the environmental impacts of long-term tailings accumulation in Saskatchewan while promoting plant growth and improving soil health. By doing so, the project will explore if potash tailings can be repurposed as a compost or soil additive, returning valuable nutrients to the ecosystem and supporting sustainable waste management.

### **Valorization of Potash Mine Tailings and Biomass-Derived Ash for Cost-Effective Concrete Production - Saskatchewan Polytechnic, partnering with Red River College**



This research focuses on converting Saskatchewan's abundant potash tailings into value added construction materials using a circular economy approach. It addresses major challenges such as housing affordability, rising construction material costs, and the environmental impacts of natural resource extraction and tailings accumulation.

## Sustainability Innovation Projects - Acceleware – Radio Frequency Potash Drying Project – Phase 2B (completed in 2025) & Phase 3A (initiated in 2025)

MIII has been working with Acceleware through a series of phases to develop their radio frequency (RF) energy technology for product drying applications. As potash drying represents a significant component of the industry's energy use and GHG emissions, this technology provides a potential compelling alternative that IMII's industry members are interested in exploring.

The Phase 2B project was completed in 2025. It designed and tested a 100 kg/hour trough dryer which successfully reduced potash moisture from 5% to 0.2% while operating at a lower energy intensity than originally estimated. The system also demonstrated stable performance during extended-duration testing of over one hour. The program also demonstrated the dryer was able to process potash fines, reducing moisture from 12.6% to 5.7% without any modifications to the equipment or operating conditions, despite not being specifically designed for fines.

The results of Phase 2B, shifted the focus of the next phase of testing toward potash fines drying. Through the latter half of 2025 a test plan and proposal for a Phase 3A program to design, build, and test an approximately 200 kg/hour RF-based potash fines dryer was developed and approved by IMII's industry members. The Phase 3A program will further validate the effectiveness of the technology and refine the dryer design to inform scaling the system to support commercial-scale production. IMII's 2025 spend on Acceleware's RF technology projects involved a total spend of \$275,190.



# INNOVATION INITIATIVES: Drawing Innovation Ideas from the Ecosystem

## DEMOday 2025

Launched in 2018, DEMOday continues to showcase innovative technologies for the mining sector. In 2025, 19 technology needs were identified, resulting in 22 applications—20 from Saskatchewan and 1 each from Ontario and Manitoba.

This year's invited presenters focused on carbon capture, utilization and storage (CCUS), clean heating solutions for shafts, corrosion mitigations, energy efficiency, and water solutions. Highlights included:

- **KGS Group** – Waste Heat Recovery and Geexchange Systems
- **Vital Design Solutions Inc.** – VDS Polymer Exchanger for Exhaust Heat Recovery
- **RFIDetect** – RFIDetect
- **Renix Inc.** – RenixUIX™, the Steady-State Ion Exchange Platform for Critical Metals Recovery and Fit-for-Use Water
- **Rockford Engineering Works** – GradeScan and DrillScan – Accelerated Ore Analysis
- **Prairie Machine** – Geogrid Handler
- **Rockford Engineering Works** – Live Conveyor Roller Replacement (LCR2)
- **Rockford Engineering Works** – The Muck Combine

## 2025 Innovation Award Winners

Following DEMOday, three standout solutions were recognized with Innovation Awards for their potential to transform operations:

The following awards were presented to the 3 Innovations:

- *Breakthrough Innovation*
  - **Vital Design Solutions Inc** - VDS Polymer Exchanger for Exhaust Heat Recovery
- *Impact Innovation*
  - **Renix Inc** - RenixUIX™, Steady-State Ion Exchange Platform for Critical Metals Recovery and Fit-for-Use Water
  - **Rockford Engineering Works** - Live Conveyor Roller Replacement technology



Renix Inc.



Vital Design Solutions Inc.

## IDEATE 2025

IDEATE 2025 was held in May, serving as a platform to reinitiate IMII's applied research project development process. The event brought together IMII's minerals company members, post-secondary institutions, and research partners to explore problem areas identified by the industry that are suitable for applied research and potential innovation.



Seven themed workshops were conducted in the following categories:

- Advanced Chemicals
- Carbon Capture, Utilization and Storage (CCUS)
- Remote Sensing
- Emissions Control
- Heat Recovery
- Mine Planning
- Novel Use for Potash Tailings

Event Highlights:

- **42 academic participants** from Canadian Light Source, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan, Red Deer Polytechnic, Red River College Polytechnic, Northern Alberta Institute of Technology and Southern Alberta Institute of Technology.
- **15 industry representatives** from IMII's industry members attended.
- **8 Expressions of Interest (EOIs)** submitted (not including P2INACLE submissions).

## P2INACLE

In 2025, IMII enjoyed a strong partnership with the Prairie Polytechnic Innovation Network Accelerating Commercialization for Local Ecosystems (P2INACLE), led by Saskatchewan Polytechnic. P2INACLE unites leading polytechnic institutions from across the Prairies—including Saskatchewan Polytechnic (lead), Northern Alberta Institute of Technology, Southern Alberta Institute of Technology, Northwestern Polytechnic, Red Deer Polytechnic, and Red River College Polytechnic. The initiative received nearly \$900,000 from PrairiesCan to form a new network. IMII is P2INACLE's inaugural partner and participated in a launch event with researchers from P2INACLE's network in March, followed by the inclusion of P2INACLE partners in the 2025 IDEATE event in May.

**Seven P2INACLE applications were received following IDEATE, of which three were selected for project funding:**

- *Using remote sensing techniques to visualize beyond the surface of the face - Saskatchewan Polytechnic & the Southern Alberta Institute of Technology*
- *Transforming Tailings into Value Added Products: Observing Weathering Effects on Potash Tailings for Composting Use - Saskatchewan Polytechnic & the Northern Alberta Institute of Technology*
- *Valorization of Potash Mine Tailings and Biomass-Derived Ash for Cost-Effective Concrete Production - Saskatchewan Polytechnic & Red River College*



# WORKFORCE DEVELOPMENT



IMII's updated 2025–2028 workforce development strategy focuses on **strengthening workforce capacity, skills, and diversity to support the long-term competitiveness of Saskatchewan's minerals sector**. Guided by industry needs and member input, IMII is directing its workforce development efforts toward targeted initiatives that address current gaps while building a resilient talent pipeline for the future.

## Workforce Development Focus Areas

IMII's workforce development initiatives are organized around **three core focus areas** that reflect where industry demand, opportunity, and impact intersect:



### TRADES

Supporting skilled trades capacity critical to mining and minerals operations, with an emphasis on safety, productivity, and adoption of innovation.



### MINING & INNOVATION SKILLS

Building future-ready skills through student engagement, professional development, and exposure to emerging technologies shaping the minerals and energy sectors.

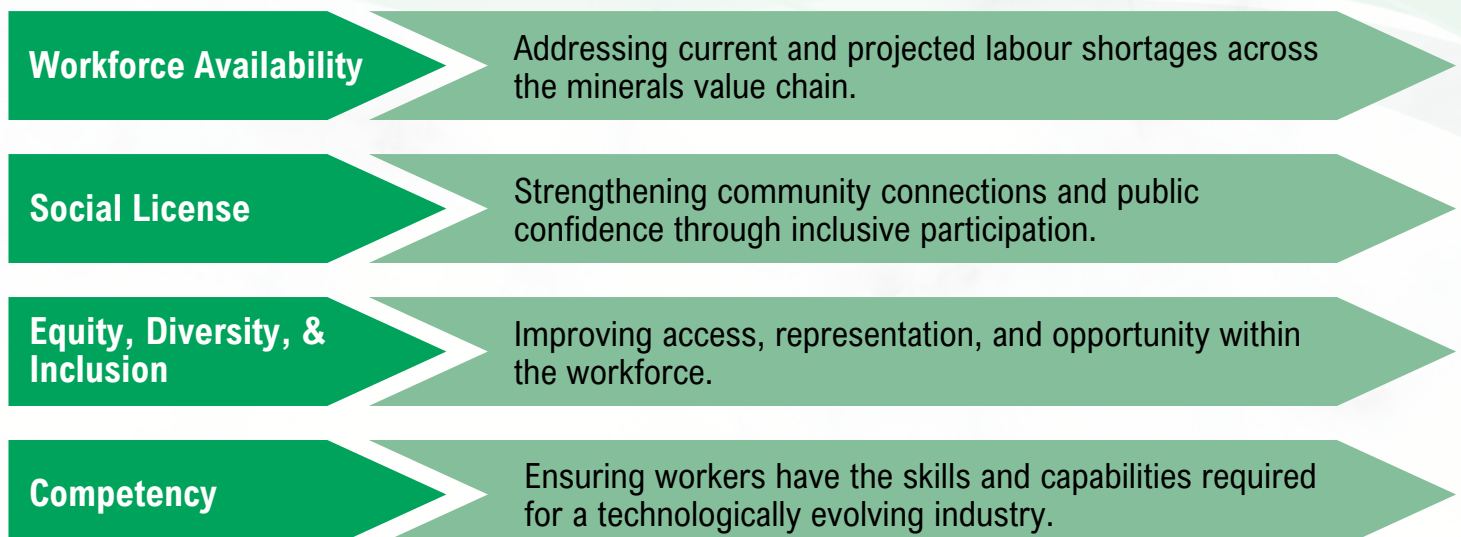


### PATHWAYS TO MINING

Expanding awareness of and access to mining careers through new entry pathways, distributed training models, and outreach to underrepresented groups.

## Key Drivers Behind the Strategy

These focus areas are supported by **four core drivers** that define why this work is critical to IMII's mission and to industry:



# 2025 Workforce Development Highlights



In 2025, IMII advanced several initiatives aligned with its workforce development strategy, with a **strong focus on expanding pathways into the minerals sector and strengthening future-ready skills**. Reflecting industry priorities and workforce availability challenges, IMII issued a call for expressions of interest to identify new approaches to accelerating entry into high-demand mining occupations and supporting alternative and distributed training models. Five submissions were received from proponents across Saskatchewan, highlighting both innovation and strong sector interest. Follow-up discussions continued with multiple proponents to further develop high-potential concepts that align with IMII's goals for accessibility, workforce inclusion, and long-term capacity building.



Student engagement and skills development remained central to IMII's workforce efforts, particularly in the areas of mining and innovation skills. In 2025, IMII continued to support programs that build technical competency, encourage innovation, and expose students and early-career professionals to real-world industry challenges.



Through scholarships, experiential learning opportunities, and collaborative initiatives connecting students with industry, academia, and community partners, IMII reinforced its role as a connector and facilitator—helping to prepare a diverse, skilled, and adaptable workforce to support Saskatchewan's evolving minerals sector.

## Showcasing USask Talent at the 2025 Canadian Mining Games

A huge congratulations to the USask Mining Games Team for their incredible performance at the 2025 Canadian Mining Games. Proudly supported by IMII, the team competed in 23 events against top universities from across Canada, showcasing skill, determination, and true Saskatchewan spirit in Quebec City.



We are especially proud of their multiple podium finishes and the strong impression they made with industry leaders and fellow students. With a **fourth-place overall finish**—just a few points shy of the podium—the team demonstrated the talent, teamwork, and dedication that define Saskatchewan's mining community.

With the Canadian Mining Games returning to Saskatchewan in 2026, the momentum generated by the USask team's strong 2025 performance helped build excitement for a successful home-province competition.

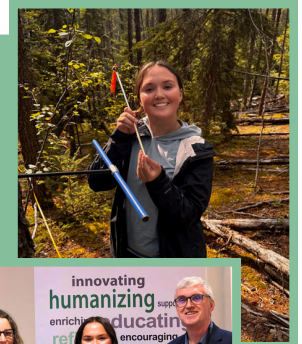


# IMII SCHOLARSHIPS

*Rocks are old...  
but mining isn't for  
dinosaurs!*

## Recognizing Emerging Environmental Leaders

IMII is proud to announce **Logan Englot** as the **2025 recipient of the AI Shpyth Scholarship for Environmental Excellence**, an award established to honour AI Shpyth's long-standing commitment to environmental stewardship and responsible innovation in Saskatchewan's minerals industry. The scholarship supports post-secondary students in Saskatchewan who are pursuing environmental disciplines or who demonstrate a strong environmental conscience and interest in a minerals-related career.



Logan is currently in her third year at the University of Saskatchewan, where she is studying Renewable Resource Management and is on track to graduate in 2027. With hands-on experience in sustainable agriculture, forestry, and community-focused environmental work, she brings a practical and grounded perspective to environmental stewardship. Growing up in the Melfort area, Logan developed an early appreciation for the land and a strong sense of community through sports, music, and volunteer leadership. She aspires to work collaboratively within the mining sector to design and implement sustainable strategies that enhance operational performance while safeguarding land, water, and the communities that depend on them. Her values, curiosity, and commitment to continuous learning reflect the principles that defined AI Shpyth's career and make her a fitting recipient of this award.

## Rockstar Scholars: Building Saskatchewan's Mining Talent Pipeline

IMII is proud to recognize the 2025 IMII Rockstar Scholarship recipients—three exceptional students who reflect the diverse paths, perspectives, and future leadership shaping Saskatchewan's mining and minerals sector. Each recipient was awarded a **\$7,500 IMII Rockstar Scholarship** in recognition of academic excellence, community involvement, and a demonstrated commitment to pursuing a career in mining and minerals.



- **Anna Brooks** – Geology and Paleobiology, University of Saskatchewan
- **Haley Burnouf** – Design and Manufacturing Engineering Technology, Saskatchewan Polytechnic
- **Helena Daigneault** – Radiation and Environmental Monitoring Technician, Northlands College

The IMII Rockstar Scholarship supports students across certificate, diploma, and degree programs, recognizing the wide range of skills required to sustain a strong and innovative industry. The program places particular emphasis on supporting individuals from non-traditional and underrepresented groups, helping to broaden participation and strengthen Saskatchewan's mining talent pipeline.

*Through the Rockstar Scholarship program, IMII continues to invest in emerging leaders whose experiences, perspectives, and ambitions will strengthen Saskatchewan's minerals industry today and into the future.*

## Anna Brooks

**Anna Brooks**, recipient of the Degree Program Rockstar Scholarship, is a fourth-year student at the University of Saskatchewan studying geology and paleobiology, with graduation planned for 2027. Growing up in Creighton, Saskatchewan, Anna was exposed early to the mining and exploration activities of the Creighton–Flin Flon region, sparking a lasting interest in the sector. A member of

Muskoday First Nation, Anna brings a strong connection to the land and a valuable perspective to her studies and future career. She has worked as a research assistant for the past two years and received an NSERC Undergraduate Student Research Award to support research on ancient red bed formations in Nunavut and northern Saskatchewan. Anna is passionate about applying her skills to improve mining efficiency while strengthening environmental safety.



## Haley Burnouf

**Haley Burnouf**, recipient of the Diploma Program Rockstar Scholarship, is in her second year of Design and Manufacturing Engineering Technology at Saskatchewan Polytechnic and will graduate in 2026. Originally from Île-à-la-Crosse, Haley values the balance of technical engineering knowledge and hands-on skills offered by her program. Her interest in mining was shaped by growing up in northern

Saskatchewan, and she has already gained industry experience through a summer student position in the maintenance department at Cameco's Rabbit Lake operation. Haley also serves as an elected Regional Youth Representative for the Métis Nation–Saskatchewan, bringing a strong cultural perspective and commitment to sustainable, long-term stewardship of the land. She further demonstrated her enthusiasm for innovation through participation in the Mining Hackathon.



## Helena Daigneault

**Helena Daigneault**, recipient of the Certificate Program Rockstar Scholarship, is enrolled in the Radiation and Environmental Monitoring Technician program at Northlands College and is set to graduate in 2026. Raised in Île-à-la-Crosse, Helena developed a respect for the mining industry through observing her father's career with Cameco. A high-achieving student with interests spanning robotics, video production, and art, she brings both technical aptitude and creativity to her studies. After gaining practical work experience

in her community and at the local Friendship Centre, Helena returned to school inspired to pursue a career that supports environmental protection and worker safety in northern communities. As a mother, she is motivated to lead by example and contribute to responsible mining practices that benefit future generations.



# THOUGHT LEADERSHIP



**At the core of IMII's activities are funded projects that explore, develop and demonstrate innovations.** The results of this work are reported to funding partners and serve to advance growth the Saskatchewan minerals sector. The knowledge generated by these activities does not stop with project reports however. This section shares some highlights of how knowledge generated by IMII activities is reaching out into the world.

## An Uplifting Experience: IMII Featured at Inaugural Uplift Conference

IMII's ED Lesley McGilp presented at the inaugural Uplift Conference in Saskatoon in September 2025, presenting on IMII's history and unique role in the ecosystem. The Uplift Conference was a technical conference focused on Uranium, Potash and Lithium, the organization of which was co-led by Engin Ozberk, a founder and former Executive Director of IMII. Uplift featured numerous presentations from IMII members, including panelists and technical presenters from all of IMII's industry members and the majority of its academic and solution provider members. Over 340 people from 8 countries attended the Uplift Conference.



Also featured at the Uplift Conference was a presentation by Jackson Lake, Applied Process Technology Superintendent at Mosaic and Michael Dolinar Manager of Safebox at Ionic Mechatronics on the IMII-funded and Mosaic hosted Safebox Demonstration project. This project involved the installation of Safebox's Lock out/Tag-out technology that allows rapid lock out of multiple pieces of interconnected equipment. The talk was well received with several questions from the audience.

## One for the Books

In addition to presenting at the aforementioned Uplift Conference about her research, Dr. Jocelyn Pelletier-Huntley celebrated the launch of her book **Active Allyship** at McNally Robinson Booksellers. The book is based on Jocelyn's Ph.D. research project, *Activating Allies*, which was made possible through IMII's funding and support. The publication and public launch of *Active Allyship* will amplify the impact of IMII's investment in applied research, knowledge mobilization, and leadership development and reach to an audience that extends beyond academia into community practice. Jocelyn also offers courses in *Active Allyship* which provide impactful corporate training opportunities.



Dr. Jocelyn Pelletier-Huntley

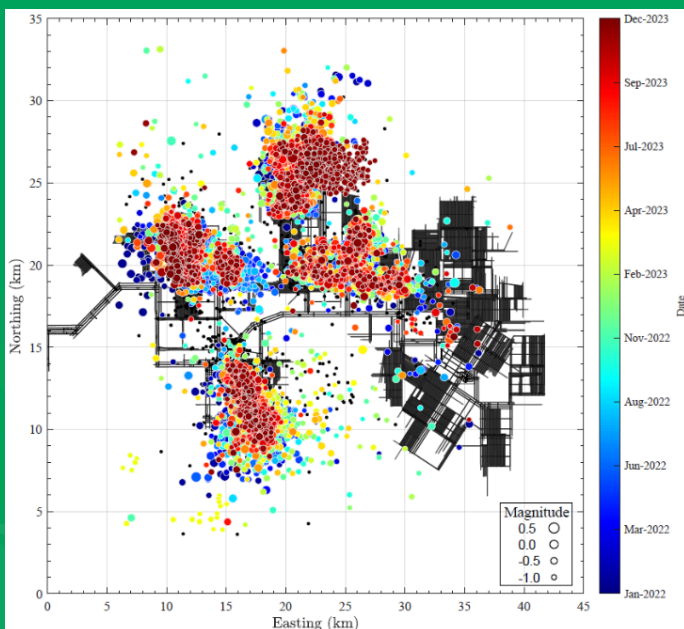
## CNA West and Panel Feature of IMII Study on Industrial Applications for SMRs

At the inaugural Canadian Nuclear Association West conference in Saskatoon in October 2025, a panel discussion took place on industrial use applications for small modular reactors. The panel featured discussion of an IMII-funded study performed by March Consulting that explored SMR applications for the Saskatchewan Minerals sector, with a focus on heat-use scenarios. Panelists included Lesley McGilp, IMII's ED and Dr. Ritu Malhotra of March Consulting, the former project lead and project sponsor respectively, for the study. A public version of the study report is available on IMII's website.

The CNA West panel also featured IMII member SRC, represented by Erin Taman-Athmer, Associate VP of Nuclear, and Brad Sigurdson, VP of Environment, Safety and Regulatory Affairs from the Saskatchewan Mining Association and Janna Switzer, VP of Environment, Sustainability and Regulatory at Denison Mines as the moderator. The CNA West conference was sold out, with overall attendance of over 500 people.



## Hitting the Journals – IMII-funded research publication



Spatial distribution of microseismic events in a potash mine in Saskatchewan, Canada, from January 1st, 2022, to November 15th, 2023. The black solid circles represent events with magnitudes below  $m < -1.0$ , while colored circles denote events with  $m \geq -1.0$ . The colors of the circles correspond to the event occurrence time, as indicated by the color bar, starting from January 1st, 2022. The light gray area illustrates the mine layout, including the shafts and tunnels.

Published in *The Seismic Record Journal* (A journal of the Seismological Society of America).

The IMII project “Statistical Hazard Assessment and Modeling of Mining Seismicity,” led by researchers Mohammadamin Sedghizadeh and Robert Shcherbakov from Western University, in collaboration with industrial partners at Nutrien represented by Matthew van den Berghe, resulted in the publication of a peer-reviewed journal article titled “Mining-Induced Seismicity: Generalized Nearest-Neighbor Distance and Hawkes Process Modeling.”

The project aimed to improve understanding of mining-induced microseismicity in potash mines by characterizing what constitutes “normal” versus “abnormal” seismic patterns and assessing whether these patterns have predictive value in relation to mining activities.

# 2025 FINANCIAL SUMMARY



## A Year of Strong Growth and Strategic Focus

IMII closed 2025 with strong financial growth and disciplined, mission-aligned investment, reflecting both increased confidence from funding partners and a deliberate shift toward long-term impact.

**Total revenues rose to \$1,366,768**, up from \$1,147,987 in 2024. This growth was driven primarily by sustained support from industry members, increased industry participation in research and development, and continued funding from the Government of Saskatchewan through Innovation Saskatchewan. Together, these funding streams demonstrate strong alignment between IMII's mandate and the needs of Saskatchewan's mining and minerals industry.

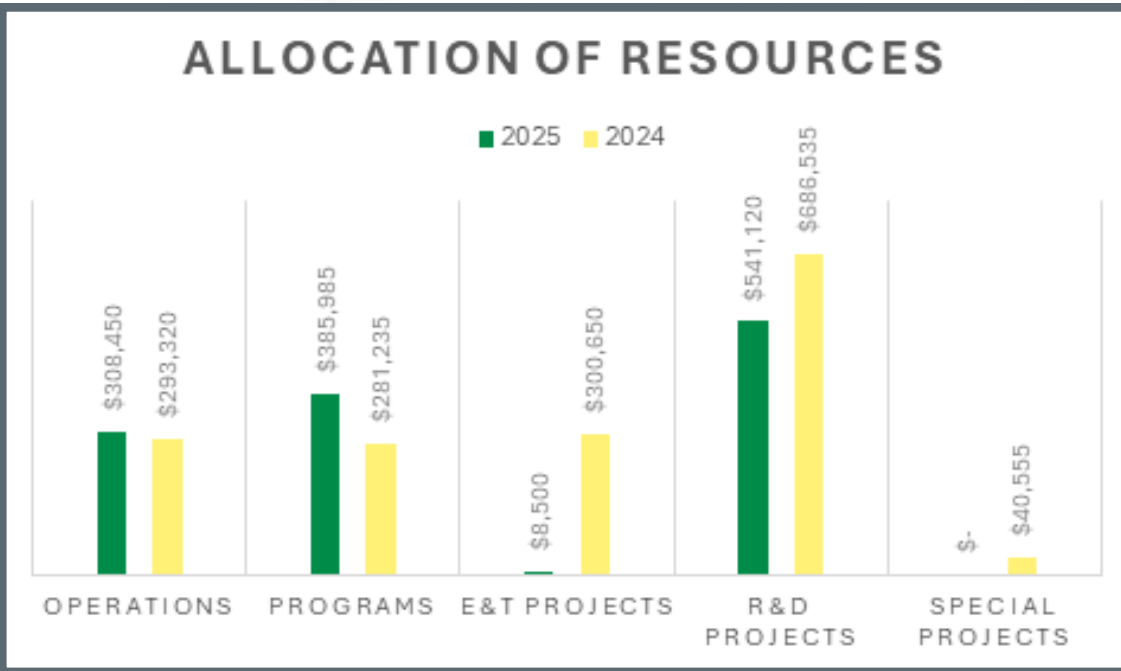
2025 Revenue Sources



IMII's strengthened financial position provides a stable foundation for continued investment in research, workforce development, strategic partnerships, and innovation that supports environmentally responsible development, operational efficiency, and sustainable growth across Saskatchewan's minerals industry.

## Thoughtful Allocation of Resources

IMII managed a portfolio of 11 approved research, development, and demonstration projects in 2025, nine of which incurred expenditures during the year.



Education and training investments were intentionally lower in 2025, reflecting a transition year focused on program evaluation, refinement, and the development of future-ready initiatives. This foundational work positions IMII for renewed program delivery and expanded impact in upcoming years.

Special projects concluded in 2024, resulting in no expenditures in 2025.

## Financial Position: Strength and Forward Readiness

IMII's financial position continued to strengthen in 2025:

The reduction in liabilities alongside growing assets reflects sound financial management and increased organizational resilience.

	2025	2024
Assets	\$1,071,610	\$1,034,380
Liabilities	\$115,061	\$200,626
Net Assets	\$956,549	\$833,754

## Committed Funds and Future Investments

As of December 31, 2025, IMII had committed \$517,264 to fund approved initiatives spanning 2026–2027, underscoring a strong portfolio of future commitments and funding certainty.

The Contingency Reserve of \$310,000 is maintained to ensure IMII can responsibly manage exceptional circumstances, including staffing transitions, project closeout activities, and financial obligations, should operations be significantly reduced or concluded.

In 2025, IMII strengthened its financial foundation, expanded its research portfolio, and laid the groundwork for the next phase of education, training, and innovation in Saskatchewan's critical minerals sector.

# MEMBERSHIP



## Why IMII? Why Not!

IMII strengthens Saskatchewan's minerals industry by **fostering sustainability, driving provincial growth, and providing access to cutting-edge resources**. Members can contribute to the development of tailored solutions that address industry challenges.

IMII facilitates collaboration among stakeholders to drive technological advancements and talent development. We influence post-secondary curriculums, research programs, and funding, empowering the industry to adopt new technologies and best practices.

## How IMII Supports Innovation

## Join IMII and Shape the Future

Membership offers the opportunity to **collaborate with industry leaders, influence the development of emerging technologies, and access exclusive resources and funding** to unlock new opportunities.

### Minerals Companies – "Company A" Category

BHP  
Cameco Corporation  
The Mosaic Company  
Nutrien Ltd.

### Minerals Companies – "Company C" Category

Paladin Canada Inc.  
Uranium Energy Corp.

### Government

Innovation Saskatchewan  
Ministry of Advanced Education

### Solution Providers – "Company A" Category

Hatch

### Solution Providers – "Company B" Category

Saskatchewan Research Council

### Solution Providers – "Company C" Category

Hatley Engineering  
Rockford Engineering Works Ltd.

### Institutions and Capacity Builders

Canadian Light Source  
Carlton Trail College  
North West College  
Northlands College  
Saskatchewan Indian Institute of Technologies (SIIT)  
Saskatchewan Apprenticeship and Trade Certification Commission  
Saskatchewan Polytechnic  
Suncrest College  
University of Regina  
University of Saskatchewan

## IMII Governance

### Board Members

*As of December 31, 2025, the following served on IMII's Board of Directors:*

Tanya Smith, BHP  
Mike Tomtene, Cameco Corporation  
Murray Schultz, The Mosaic Company  
Craig Funk, Nutrien Ltd.  
Kevin Chung, Innovation Saskatchewan  
Lindell Veitch, Ministry of Advanced Education  
James Hatley, Uranium Energy Corp.

Vickie Drover, Saskatchewan Indian Institute of Technologies  
Robert Jackson, Saskatchewan Mining Association  
Larry Rosia, Saskatchewan Polytechnic  
Ruba Qaqish, Saskatchewan Research Council  
Terry Fonstad, University of Saskatchewan  
Christopher Yost, University of Regina

# LOOKING AHEAD: IMI 2025-2028 STRATEGIC PLAN



## Bringing Innovation Interests into Focus

IMI's 2025-28 strategic plan includes core innovation targets across our innovation drivers. Interest areas across **safety, reliability and sustainability** were informed by IMI's industry members through discussions in the fall of 2025. Following further discussions in 2026 a fourth area that combines both cost drivers, labeled as Efficiency was added as well. Some evolution of these targets will continue in 2026, to incorporate input from an upcoming dialogue on areas of collaborative interest in exploration technology. The present detailed innovation targets are summarized below:

### Detailed Innovation Targets

#### Safety

Eliminate, Reduce, or Mitigate:

- Human-equipment interaction injuries
- Human-environment interaction hazards
- Repetitive/routine task injuries
- Human factor risks

#### Sustainability

- Impactful energy usage reduction
- Reduce water use or enhance water reuse
- Tailings deposition & dewatering

#### Reliability

- Reduce maintenance downtime
- Enhance equipment reliability with advanced materials
- Enhance predictive maintenance
- Improve sustainable production & operations

#### Efficiency

- Data integration and intelligent workflow optimization
- Enhance process measurement & analytics
- Optimize modular & remote construction
- Deliver next generation step-change improvements

## Next Steps for IMI Workforce Development Initiatives

Building on progress made in 2025, IMI will continue to advance workforce development initiatives that strengthen skills, expand access, and support industry readiness across Saskatchewan's minerals sector. In 2026, priority will remain on progressing selected pathway-to-mining initiatives emerging from IMI's 2025 call for expressions of interest, with a focus on scalable training approaches that accelerate entry into high-demand occupations and broaden participation from underrepresented groups.



## Collisions and Connections to Spark Ideas and Partnerships

The magic of IMII comes to life when people from the Saskatchewan mining innovation ecosystem collide and connect. IMII launched a new event Ideation and Insights series in late 2025 to enhance the network. These events will focus on networking and relationship building along with some creative ideation based around a theme.



On December 11, 2025, IMII hosted the first of the series and leveraged the event to develop challenge statements for the **AI4SafeMines student competition** that will be held in conjunction with the ISSA Mine Safety conference, focused on artificial intelligence applications to increase mine safety. The challenge statements developed at the December event have been used in 2026 to solicit proposals from students for the competition.

## Student Engagement: Fostering tomorrow's miners

IMII continues to support student engagement through a range of initiatives, including scholarships and experiential learning opportunities such as the USask Student Hackathon.

IMII has joined forces with the ISSA Mine Safety Conference to deliver the **AI4SafeMines Student Competition**, which challenges students to apply artificial intelligence to real-world mine safety problems while connecting them with industry mentors and decision-makers. IMII is leading the organization of the competition, which will culminate with finalists presenting at the **ISSA Mine Safety Conference** in September 2026.



## Conveying Expertise to a New Generation: The IMII School of Mining



IMII will also expand opportunities to build mining and innovation skills through immersive learning and applied professional development. The inaugural **IMII School of Mining** is planned for June 23-25, 2026 and will provide an intensive, multi-day learning experience. The course is designed to build foundational knowledge of Saskatchewan's mining industry, bringing together early-career professionals and new entrants to the sector, to learn from Saskatchewan's industry experts and academic leaders.

Together, these initiatives strengthen technical competency, encourage innovation, and reinforce IMII's role in developing a resilient, inclusive, and future-ready workforce for the province's minerals industry.



**INTERNATIONAL  
MINERALS INNOVATION  
INSTITUTE**

**IMII creates the culture, the space and the collisions, and facilitates projects to build innovation ecosystem capacity.**

**Join the IMII and experience the momentum and benefits that collective innovation and workforce development brings to organizations and the Saskatchewan minerals sector as a whole.**

# ***THE WORLD NEEDS MORE IMII***

**POOLING RESOURCES**

**FACILITATING LEARNING**

**CONNECTING PEOPLE**

**DRIVING CHANGE**

**GROWING IMPACTS**

---

**[www.imii.ca](http://www.imii.ca)**