



**ENGLISH RIVER
FIRST NATION**

ENGLISH RIVER FIRST NATION COLLABORATION AGREEMENT

2023 Progress Report



Cameco



orano

WORKFORCE DEVELOPMENT

In 2023 under the collaboration agreement, approximately **\$2.2 million** has been invested by Cameco and Orano into ERFN workforce development. Cameco remains committed to its hiring preference for residents of Saskatchewan's north from the ERFN communities for the Key Lake and McArthur River operations.

Since 2022, Cameco placed nine ERFN members at its northern operations with a three-month paid work experience position. Residents that took most of Cameco's 15 online training courses that focused on skill enhancement and training were eligible. These work experience positions provided the opportunity for members to be introduced to the mines in preparation for future opportunities.

Cameco and Des Nedhe Management continue to provide \$15,000 in funding annually to the Flowing River Scholarship Program, which awards scholarships to ERFN students.

As a community resource, Brenda McDonald, Cameco community relations liaison, continues to build momentum and progress for ERFN members at the Key Lake and McArthur River operations. Brenda helps applicants create resumes and connects members with new opportunities in education, training, and employment. Brenda also coordinated ERFN mine site visits, a cultural visit to McArthur River in June and Key Lake site tour with community youth in September.

For more information or to connect with Brenda, please visit her at the ERFN Band Office, or at the sub-office in La Plonge, email at brenda_mcdonald@cameco.com.

IN FOCUS: Work Placement Success

Jade Campbell's first day of her work placement at the Key Lake mill was nerve-wracking, but the "amazing" people she worked with were welcoming, she says.

Campbell, 41, of La Plonge, at first thought she'd want to work in the warehouse, which was one of the three areas to which she was assigned.

However, when she was introduced to mill operations, she loved it. Mill operators have several tasks, such as processing ore into calcine, packing calcine for drums for shipment, treating water and crushing and grinding waste ore. "There was lots to do, lots to see," she says.

After her work placement ended, she started a temporary full-time position there and was then hired on permanently. It's hard to be away from her children for two weeks at a time, but the job has been "life changing," she says.

"It's a really good job. It's really good, money wise. Just being able to be out there and see how they produce this calcine and everything."

The work placement program is a good opportunity, especially for women who want to get into the mining industry, she says.

"It gives us a sense of confidence."



BUSINESS DEVELOPMENT

In 2023, Cameco and Orano spent approximately **\$13.6 million** with ERFN eligible businesses. The partnerships we have with northern businesses support industry goals to help northern businesses become fully supported and self-sustaining contractors, to build capacity for the future.

BUSINESS SPOTLIGHT: Tron



The collaboration agreement between English River First Nation (ERFN) and Cameco is “extremely important,” says Grant Oliver with TRON Construction & Mining.

ERFN acquired TRON Power in 1997 and in 2004 TRON became a multi-trade General Contracting company. Tron Construction focuses primarily on industrial construction in the energy sector, including all aspects of mechanical and electrical work—and has recently branched out into oil and gas, renewable energy, and fiber optics work.

TRON has a longstanding relationship with Cameco and is considered a preferred northern contractor.

“The collaboration agreement is extremely important. It’s a key driver of the baseload of work for TRON Construction,” Oliver says.

The company aims to perform as much work as possible itself, rather than subcontracting to other companies, Oliver says. That approach leads to more profits for the company and more economic return for the community, and more employment for community members.

“I enjoy working for a 100 per cent Indigenous-owned company. I enjoy the collaboration I get to participate in with our clients. I enjoy my work environment,” Oliver says.

COMMUNITY ENGAGEMENT

Engagement between Cameco and ERFN under the agreement occurs primarily through the Joint Implementation Engagement and Environmental Subcommittee (JIEES). ERFN and Cameco representatives maintain open lines of communication to ensure that ERFN is informed and engaged on an ongoing basis about the sites, and the way Cameco works to avoid and minimize environmental impacts.

The JIEES meets on a regular basis to enhance knowledge and understanding of programs and operations to ensure the safety of the environment. The JIEES representatives are responsible and accountable for environmental management, community engagement matters and are a point of contact within their respective communities on operational plans and updates.

The JIEES meets a minimum of four times a year to enhance knowledge and understanding of programs and operations to ensure the safety of the environment. The JIEES participated in several engagement activities in 2023, including the relicensing of the Key Lake, McArthur River, and Rabbit Lake operations. In October 2023, Cameco received 20-year licences from the CNSC for Key Lake and McArthur River and a 15-year licence for Rabbit Lake.

For more information on Cameco engagement activities under this pillar, please contact the JIEES representatives or Brenda McDonald.



COMMUNITY INVESTMENT

Under the agreement, Cameco and Orano make payments to ERFN through the ERFN Community Benefits Management Trust. The funds are for the long-term benefit of the community. The Trust funds flow from the terms of the Collaboration Agreement and are governed by the ERFN Trust agreement.

The Trust is administered wholly by community members, with support from an administrative trustee. The ERFN Community Benefits Management Trust funds are separated into a short-term and legacy fund. Short-term funds can be accessed for a variety of community-based initiatives in alignment with the permitted purposes and is reviewed by the Trust Committee, for compliance. The legacy funds are invested for future community needs. The Trustees are comprised of six representatives from the First Nation, made up of urban, ERFN and La Plonge members, in addition to Elder and youth representatives.

Norman Wolverine, of ERFN Wapatuanak, is an elder on the trust.

He notes how the Trust has funded a cultural camp where students go each year during the fall hunting season to do traditional hunting, fishing and berry-gathering – learning to be stewards of the land.

“We have a lot of values regarding our land, and we do traditional things up there. We teach our younger generation traditional values and practices.”

In 2023, Cameco and Orano made a **\$740,280** payment to the ERFN Community Benefits Trust. Initiatives continue to be funded because of their importance to all members of the community.

For more information on the ERFN Community Benefits Trust or to apply for future funding, please visit the Band office.



HISTORY OF THE AGREEMENT

In May 2013, English River First Nation (ERFN), Cameco, and Orano signed a Collaboration Agreement that builds on the long-standing relationship between the community and industry. The agreement confirms the continued partnership between the communities, Cameco and Orano in the development of the uranium resources in the region. The Collaboration Agreement is structured around the five pillars of workforce development, business development, community engagement, environmental stewardship, and community investment.

A Joint Implementation Committee was established with representatives from ERFN and Cameco to work together to ensure the agreement is implemented successfully and its commitments upheld. To strengthen this partnership, ERFN representatives and industry started to review the agreement and discuss opportunities for improvement in 2023, a process undertaken every five years.

"The collaboration and partnership relationship we have with Cameco has been a big help. We appreciate their assistance through sustainability funds, employment and training opportunities and Grade 12 donations, and Cameco's engagement."

"Our goal is to reunite the community through Community development, working together, and hearing each other, and Cameco has played a big role in that. The gospel jamboree is a big highlight for the community every year and helps to bring people together. The trip to Lac St Anne for elders, Nescatha, Land-based Healing at the Key Lake Culture Camp, and the urban Christmas party are all helping unite the community back together in a spiritually balanced manner, and these events wouldn't happen without the contribution that Cameco makes because of our partnership. It is a big support. El' ste' rol di' — Lets help one another out."

—ALFRED DAWATSARE, ERFN Chief

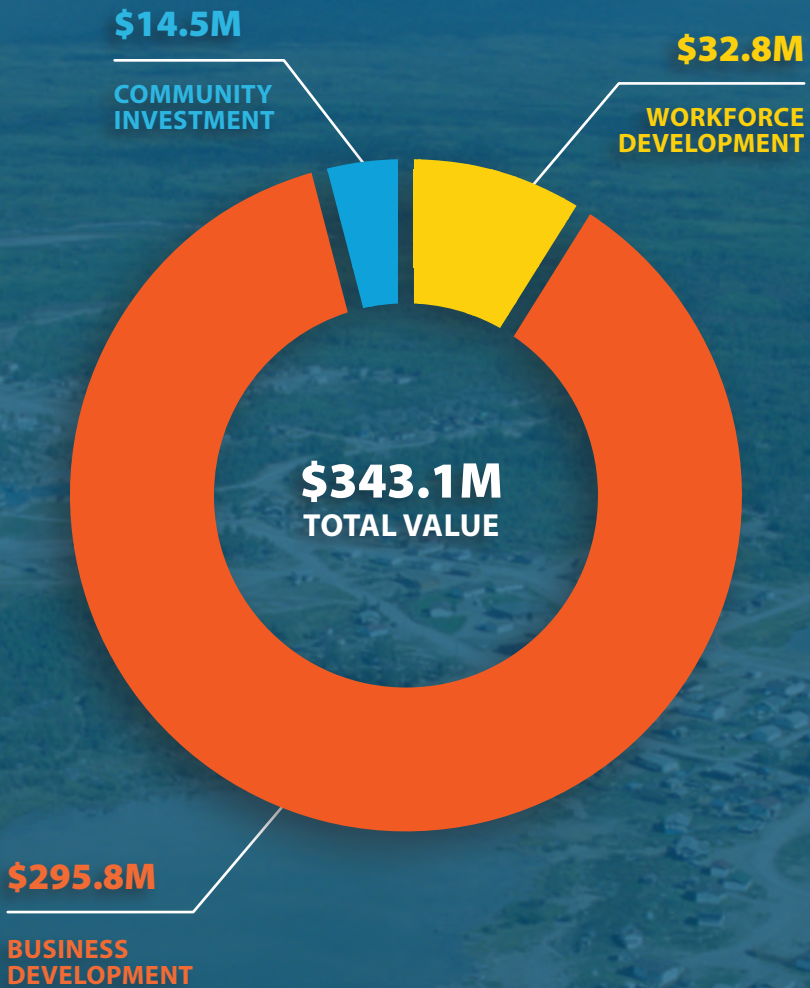
"At Cameco, we value our relationships with northern Saskatchewan communities, and we look forward to continuing to build our strong partnerships which are critical to our mission to energize a clean-air world."

—TIM GITZEL, Cameco President and CEO



FINANCIAL HIGHLIGHTS

Life of agreement



FOR MORE INFORMATION:

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