



PINEHOUSE COLLABORATION AGREEMENT

2023 Progress Report



Cameco



orano

WORKFORCE DEVELOPMENT

In 2023, approximately **\$8.1 million** was invested into Pinehouse workforce development. This includes Cameco and Orano salaries and labour services funding from Cameco to support training and employment in the community.

Cameco remains committed to its hiring preference for residents of northern Saskatchewan partnership communities for the Key Lake and McArthur River operations.

Cameco placed five Pinehouse members at its northern operations with a three-month paid work experience position in 2023, and nine since 2022. Residents that took the majority of Cameco's 15 online training courses focused on skill enhancement and training were eligible. Cameco's work experience positions provided the opportunity for Pinehouse members to be introduced to the mines in preparation for future opportunities.

Also in 2023, Pinehouse and Cameco developed the Kineepik Métis Local #9 Professional Scholarships for Pinehouse members. \$24,000 was awarded to 17 students attending programs such as nursing, business and automotive mechanics. We wish these students success in their future endeavours!

As a community resource, Chelsea Iron, Cameco community relations liaison, continues to build momentum and progress for Pinehouse members at the Key Lake and McArthur River operations. Chelsea helps applicants create resumes and connects members with new opportunities in education, training and employment. Chelsea also coordinated a Pinehouse cultural visit to Key Lake in June.

For more information or to connect with Chelsea, please visit her at the Village Office, email at chelsea_iron@cameco.com or call at

IN FOCUS: Work Placement Success

Stepping foot onto Cameco's McArthur River mine site for the first time was a bit scary, Bailey Tinker says. However, she found it easy to get to know people and create work relationships and personal friendships.

"The first day it was easy to talk to people because I also had family and friends there that I already knew before I started working at Cameco, so it made it a lot easier."

Tinker, of Pinehouse Lake, started her three-month work placement at McArthur River in June 2023. She helped with facilitating tours and maintaining facilities, and with administration and human resources. She soon learned she excelled in leadership and management skills.

"I always knew that I was able to take initiative and lead a little bit, but that was with youth until I came into Cameco and I was leading adults and people much older than me. I was a youngest contract manager on site.

"The things that I learned were management skills, leadership, and I learned a lot about more administration skills, which was nice. The new area for me that I never knew before was the HR skills that I was able to learn, being able to speak with people effectively, maintain confidentiality and being that person that they can come to when they need."

After the work experience placement, Tinker landed a contract with Cameco at McArthur River and Key Lake in a similar role that runs through December 2024.

"I think at my biggest career goal is learning more management and more leadership skills, those are probably my favorite skills that I've learned since coming to Cameco."

BUSINESS DEVELOPMENT

In 2023, approximately \$13.3 million was spent under business development with northern businesses. These partnerships support industry goals to help northern businesses become fully supported and self-sustaining contractors to build capacity for the future.

Under the agreement, the Kineepik Métis Local continued to maximize its Labour Services funding, over \$1 million in 2023 which supported the community in training and apprenticeships, salaries, capacity building, and corporate development and business development opportunities.

IN FOCUS:

PBN Construction CEO Jeff Repski



Pinehouse Business North (PBN) Construction was founded in 2007, as leaders and elders in Pinehouse aimed to battle social issues, providing opportunities to youth and earning dividends to put back in the community.

PBN Construction started from humble beginnings and took time to get off the ground, working through the market ups and downs, CEO Jeff Repski says. Cameco was its main client as the company established itself and provided operational support. PBN slowly grew its capabilities with its first significant job building a freeze pad at Cigar Lake alongside Cameco staff. PBN Construction continues to provide site services and operational support at Cigar Lake, Key Lake and McArthur River.

Today, PBN Construction has grown to four divisions - site services, commercial, industrial and civil – and has broken through the “glass barrier” into southern Saskatchewan.

“It’s about, let’s do a quality job with quality people and commitment and the opportunities will naturally arise if we are committed to our clients through quality cost-effective work alongside dedicated and capable individuals,” Repski says.

While Cameco is no longer the company’s main source of revenue, it’s still a major client with over \$10.8 million in services in 2023. Cameco understands success in the north requires more than the traditional contractor-customer relationship – it requires the companies to work together to address challenges such as cyclical work, remote locations, and high costs, which create difficulties recruiting workers and maintaining core management and field staff.

In the future, Repski would like to see northern contractors able to meet all capital needs in the north, instead of companies needing to bring in southern contractors. Also, further expansion into various construction activities at the operations.

“That strong collaboration between Cameco and contractors is key to helping them grow and be sustainable, which will bring benefits to both the company and community.”



COMMUNITY ENGAGEMENT

Engagement between Cameco and Pinehouse under the agreement occurs primarily through the Joint Implementation and Engagement Subcommittee Meeting (JIES). Pinehouse and Cameco representatives maintain open lines of communication to ensure that Pinehouse is informed and engaged on an ongoing basis about the sites, and Cameco's work to avoid and minimize environmental impacts.

The JIES meets on a regular basis (a minimum of four times a year) to enhance knowledge and understanding of programs and operations to ensure the safety of the environment. The JIES 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 JIES participated in several engagement activities in 2023, including the relicensing of Key Lake, McArthur River, and Rabbit Lake. In October 2023, Cameco received 20-year licences from the Canadian Nuclear Safety Commission for Key Lake and McArthur River and a 15-year licence for Rabbit Lake.

In August 2023, eight Pinehouse community members including youth participated in an educational tour in Saskatoon focused on STEM subjects; science, technology, engineering and math.

Community members joined a variety of Cameco technical leads for dinner as part of an interactive evening to inspire the youth to become champions as the community develops its own STEM program to build a future workforce. Participants were able to discuss education and career paths with a health physicist (radiation), metallurgist, engineers and experts in corporate strategy and climate change.

Cameco and Orano also attended the 11th annual Elder's Gathering with Cameco preparing a community meal for more than 450 people with the Key Lake leadership team.

For more information on Cameco engagement activities, please contact the JIES representatives or Chelsea Iron.

COMMUNITY INVESTMENT

Under the agreement, Cameco and Orano make payments to Pinehouse through the Trust Advisory Panel. The funds are for the long-term benefit of the communities. The Trust funds flow from the terms of the Collaboration Agreement and are governed by the Trust agreement.

The Trust is administered by community members and RBC, the corporate Trustee. The Pinehouse Trust funds can be accessed for a variety of community-based initiatives in alignment with the permitted purposes and are reviewed by the Trust Committee for compliance. Initiatives supporting education receive priority. The Trustees are comprised of four representatives from the community.

In 2023, the payment to the Trust was more than \$252,000 and supported community lead initiatives such as scholarships, a grad trip to Toronto, Elder's Gathering and the Northern Village of Pinehouse subdivision.

For more information on the Pinehouse Trust or to apply for future funding, please visit the village office.



HISTORY OF THE AGREEMENT

In December 2012, the Northern Village of Pinehouse, Kineepik Métis Local #9, Cameco, and Orano signed a Collaboration Agreement that builds on the long-standing relationship between the community and industry. The agreement confirms the continued relationship 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 Pinehouse and Cameco to ensure the agreement is implemented successfully and the commitments upheld.

To strengthen this relationship, Pinehouse representatives and industry implemented opportunities for improvement in 2023 around business development.

“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

“We will continue to work collaboratively with industry to ensure we continue to see benefits from our agreement. We are so proud of the progress of our community. We credit the success to our partnership with industry, strong community leadership, and an even stronger communication process. We are making the most of the benefits flowing from our agreement, to create new initiatives and employment opportunities, and ensure the agreement continues to benefit the community and improve the quality of life for all.”

— MIKE NATOMAGAN, Mayor Northern Village of Pinehouse
and Present Kineepik Métis Local #9



FINANCIAL HIGHLIGHTS

Total agreement value from 2012-2023

\$67.8M

**WORKFORCE
DEVELOPMENT**

\$93.1M

**BUSINESS
DEVELOPMENT**

\$166.4M
TOTAL VALUE

\$5.5M

**COMMUNITY
INVESTMENT**

FOR MORE INFORMATION:

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