



YA'THI NÉNE COLLABORATION AGREEMENT

2023 Progress Report

“As Chair, and on behalf of the Ya’thi Néné Lands and Resources Board of Directors, I thank our partners Cameco and Orano for their ongoing support. I trust they share our confidence in the future direction of Ya’thi Néné Lands and Resources as we continue our journey toward a more sustainable and resilient future for our community members.”

—MARY DENECHZHE, Ya’thi Néné Chairperson

WORKFORCE DEVELOPMENT

For the 2023 calendar year, approximately **\$18.9 million** has been invested by Cameco and Orano into Athabasca Basin workforce development. Cameco and Orano remain committed to their hiring preference for residents of Saskatchewan’s north from the Athabasca communities for the Cigar Lake, Rabbit Lake and McClean Lake operations. Cameco and Orano continued to maintain employment of Basin personnel on the mine sites including **108** employees at Cameco and **63** employees at Orano.

In 2022, Ya’thi Néné was awarded federal funding for workforce development programs in Nuhenéné, which included Orano’s Mill Utility Program at McClean Lake, eight Cameco work experience placements and seven Cameco apprentice positions in 2023.

In 2023, 14 summer students were hired at McLean Lake, Cigar Lake and Rabbit Lake. For the seventh consecutive year, Ya’thi Néné awarded scholarships to post-secondary Basin students. A total of \$67,500 in scholarships was awarded to 27 successful applicants for the 2023-2024 academic year, with funds provided by Ya’thi Néné Lands and Resources, Cameco, Orano, Flyer Electric and Athabasca Basin Development.

The Ya’thi Néné Export Database continued to build momentum and progress. This online resource helps applicants create resumes and connects Athabasca community members to new opportunities in education, training, and employment. Please visit www.yathinene.ca/export-gateway for more information or contact your local Community Relations Liaison.

IN FOCUS: Work Placement Success

For Sammy Pacquette, working at McArthur River means learning something new every day. Pacquette, of Fond du Lac, is working as a process operator—a temporary trainee position she earned after completing a three-month work placement program with Cameco in February. She had taken a welding course in Saskatoon after high school, then moved back home to help teach the high school welding class. She then applied for a work experience placement with Cameco and was placed at McArthur River in December 2023. She was assigned to the Process department, helping maintain the water treatment facilities. “It gave me a very fresh perspective on life. It opened new doors for me. New opportunities to learn. Much more experience to gain,” she says.

BUSINESS DEVELOPMENT

Cameco and Orano continued to prioritize Athabasca businesses in accordance with the terms of the Collaboration Agreement. For the 2023 calendar year, approximately **\$128.1 million** has been spent with eligible businesses that have included the following community-owned ventures: Athabasca Basin Security, Athabasca Catering Limited, Points Athabasca Contracting Limited Partnership (PACLP) Flyer Electric, Points North Group of Companies, Team Drilling, and Rise Air (West Wind Aviation). These partnerships support industry goals to help northern businesses become fully supported and self-sustaining contractors to build capacity for the future.

BUSINESS SPOTLIGHT: Athabasca Basin Security

Starting with around 20 employees in 2002 and working only with Cameco and Orano in northern Saskatchewan, Athabasca Basin Security (ABS) has now grown to 250 employees across Saskatchewan, Alberta, British Columbia and Manitoba—with a dream of spreading across Canada.

“It’s an exciting time for us. When I started working here, we sat and dreamed what we wanted to do. We had this big dream to move across all Canada. It was a challenge to do it. We came up with this model we believe in,” CEO Sascha Sasbrink Harkema.

The company primarily provides industrial security and medical services to mine sites. Their business model hinges on two elements – providing employment to people in the communities near mine sites and sharing revenues with those communities.

In fact, they’re not upset when companies such as Cameco recruit their workers, as it means another opportunity to hire someone, Sasbrink Harkema says. She says the company’s early business with Cameco and Orano was key in helping it grow.

“They gave us that support from the beginning and elevated us to believe we could go further.”

COMMUNITY INVESTMENT

Under the agreement, Cameco and Orano make payments to the Athabasca communities through the Athabasca Community Trust. The funds are ear-marked 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 four Trustees and a corporate Trustee from TD Canada Trust. The Trustees are comprised of four representatives: one from each of the three First Nations and one representing municipal communities.

The Athabasca Community Trust funds are separated into a short-term and long-term fund. Short-term funds can be accessed for a variety of community-based initiatives in alignment with the permitted purposes and are reviewed by the Trustees for compliance. Long-term funds are invested and to be made available for future community needs. The Trust also provides funds to the Ya’thi Néné Land and Resource Office to support operations and administration.

For the 2023 calendar year, **\$2.7 million** was paid to the Trust. Several initiatives were supported through the Athabasca Community Trust proposal-driven funding in 2023 such as the Fond du Lac Recreation Centre upgrades, Youth Empowerment Conference in Fond du Lac and the Black Lake lunch program.

For more information on the Athabasca Community Trust or to apply for funding, visit www.yathinene.ca/apply-now/





COMMUNITY ENGAGEMENT

Engagement between Cameco, Orano and the Athabasca communities under the agreement occurs primarily through the Athabasca Joint Engagement and Environment Subcommittee (AJES), previously the Athabasca Working Group.

The AJES meets on a regular basis to enhance knowledge and understanding of programs and operations to ensure the safety of the environment. The AJES members support environmental management initiatives, community engagement matters and act as a point of contact within their respective communities on operational plans and updates. In 2023, Cameco and Orano paid **\$88.9K** to the Ya'thi Nene Land and Resource Office to provide supports to AJES.

In 2023, AJES members participated in engagement activities for Cameco's Key Lake, McArthur River and Rabbit Lake 2023 licence renewals and the Canadian Nuclear Safety Commission Regulatory Oversight Reports for Uranium Mines and Mills.

The AJES participated in the development of the Long-Term Monitoring Program as part of the request to release the remaining decommissioned Beaverlodge properties from CNSC licensing.

The Community Based Environmental Monitoring Program (CBEMP) concluded for Uranium City and Camsell Portage in 2023. The second round of CBEMP sampling was also completed in Black Denesūliné First Nation (Black Lake) and the northern hamlet of Stony Rapids. Through this monitoring program, community members are involved in identifying locations and gathering samples, which are then analysed by an independent laboratory.

To end 2023, all seven Basin communities completed a CBEMP report. In addition, a Human Health Risk Assessment on the previous community reports was completed in 2023 and presented to the communities.

The results of this ongoing program indicate that the environment and human health in the vicinity of the operations are prioritized and are protected. Living a traditional lifestyle and consuming country foods from the area, while respecting the water and fish advisories in the Uranium City area, can continue to be done safely. Previous years reports are available to community members in the local community and through a brochure posted online at www.cameconorth.ca.

For more information on Cameco and Orano engagement activities under this pillar, please contact the AJES representatives: Paul Denechezhe (Hatchet Lake First Nation), John Toutsaint (Black Lake First Nation), Georgie McDonald (Fond du Lac First Nation), Louise Bougie-Still (municipal communities) or the Cameco/Orano Community Liaisons: Victor Fern Sr. at victor_fernsr@cameco.com and Rick Robillard at rick_robillard@cameco.com.

HISTORY OF THE AGREEMENT

In June 2016, the seven Athabasca Basin communities, Cameco, and Orano signed the Ya'thi Néné Collaboration Agreement. This agreement builds on the Impact Management Agreement signed between Cameco, Orano and the communities in 1999, and is structured on the five pillars of workforce development, business development, community engagement, environmental stewardship, and community investment. The agreement confirms the continued long-standing relationship between the communities, Cameco and Orano in the development of the existing uranium operations in Nuhenéné (traditional territory of the Athabasca Denesųliné).

A Joint Implementation Committee was established with representatives from the First Nation and municipal communities along with Ya'thi Néné, Cameco and Orano to ensure the agreement is implemented successfully and the commitments upheld.

"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

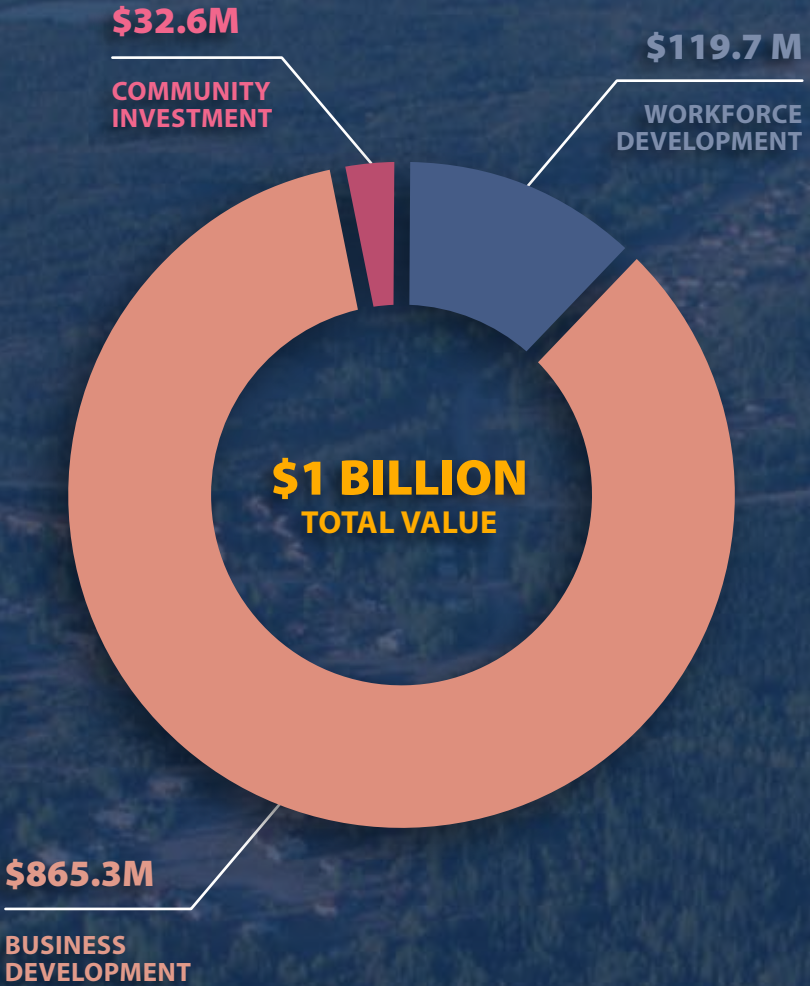
"Our Collaboration Agreement with the Athabasca Basin communities is a cornerstone of our commitment to sustainable development. This partnership, built on mutual respect and shared goals, continues to drive positive change and foster strong relationships in northern Saskatchewan."

—JIM CORMAN, Orano Canada President and CEO



FINANCIAL HIGHLIGHTS

Total agreement value 2016-2023



FOR MORE INFORMATION:

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