

ENGLISH RIVER FIRST NATION

COLLABORATION AGREEMENT

English River First Nation (ERFN), Cameco and Orano signed the Collaboration Agreement in 2013. It confirms the continued partnership between ERFN, Cameco and Orano in the development of the uranium resources in the region. A Joint Implementation Committee was established with representatives from ERFN and Cameco to ensure the agreement is implemented and its commitments upheld.

2024

PROGRESS REPORT



**ENGLISH RIVER
FIRST NATION**



Cameco



orano

*WE ARE EACH COMMITTED TO PARTNERING FOR CONTINUED MUTUAL SUCCESS
FOR ENGLISH RIVER FIRST NATION BUSINESSES AND COMMUNITIES,
WHILE PROTECTING THE ENVIRONMENT.*

WORKFORCE DEVELOPMENT

Shared commitments:

We have an equally shared responsibility to create and deliver employment readiness supports and programs for ERFN members. Our collective goal is to empower members to gain access to employment with industry and northern businesses.

In 2024, Cameco and Orano invested approximately \$2.8 million into ERFN workforce development.

Through a variety of online training programs, summer student and work placement opportunities, scholarships and preferred hiring practices for Residents of Saskatchewan’s North (RSN), employment opportunities are advanced for ERFN members.



Educating youth about potential future career opportunities is an important step in building successful career paths. Cameco’s McArthur River Mine welcomed ERFN students and their teacher to learn about the site and types of jobs available. Friends and family members were equally excited to teach their young people first hand about uranium mining and touring them underground.

EMPLOYEE SPOTLIGHT:

‘Always a new adventure’ for Key Lake Site Services

Joshua Eaglechild isn’t afraid of a little hard work. Or even a lot of hard work in the bitter depths of winter.

“I did the work, the hard manual labour. I once worked inside the back of a concrete truck that hardened over. And I had to chip it out. Like, jackhammer all that hard concrete in the back.

“Yeah, it wasn't fun, and I did it. I didn't complain. That was work, right? I didn't see it as an inconvenience, it's work. I grew up shoveling worse stuff than that, you know. And Cameco is always good. We always have that mentality where we do it safe and we do it right.”

Eaglechild, of Patuanak, is now general supervisor of site services at Key Lake, having started his career as a bus driver at McArthur River in 2011.

From clearing snow to keep the airport open to operating heavy equipment to hands on work and more, Eaglechild enjoys the variety of the work site services performs.

“It's always a new adventure every day. No day is ever the same. If it's the same, then it's boring, right? We've always got different projects on the go, depending on the time of year. Sometimes we use the big barge and go on one of the tailings ponds to sink lines. Sometimes we do fun things like clearing roads in the middle of nowhere in a bush for environment or for exploration. Sometimes we're fighting fires. We're saving the day, basically.”

He stresses that anyone considering a career at Cameco be prepared for the commitment it requires.

“I see this so many times. I see a lot of people come to work in the mines because they heard it's good money. So, when they get up here, they don't think about all the other things. Sure, if it's two-and-two you get two weeks off - but

remember, you are up here for those other two weeks. There's a certain lifestyle you need to live to work up here.”

For those who do stick to it, Eaglechild says, “you can't find a better employer to work for in the north when you're from the north.” Over his time with the company, he has received training in many areas, from emergency response and firefighting to leadership and communication.

“They're just great. Honestly, I've worked other jobs in the north, and you're not going to get the same benefits or have the same long term job security. Once you're full time, you know you're with Cameco.”



Josh is a member of the site Emergency Response Team (ERT) and was doing Water Rescue Training this day.

“Our strong partnerships in northern Saskatchewan are critical to achieving our vision to power a secure energy future. We continue to work together to build capacity and invest in Saskatchewan’s north, supporting our employees and local communities.”

TIM GITZEL
Cameco CEO

BUSINESS DEVELOPMENT

Shared commitments:

Our collective commitment under the agreement is to provide sustainable opportunities to ERFN-owned businesses for their future growth.

In 2024, Cameco and Orano spent approximately \$35 million with ERFN-owned businesses.

ERFN-owned businesses have become integral parts of our northern sites’ operations and support all parties’ mutual success. The partnerships support industry goals to help ERFN businesses become fully supported and self-sustaining employers and contractors to continue building future capacity.

BUSINESS SPOTLIGHT:

JNE Welding has big plans for nuclear manufacturing



JNE Welding CEO Adam Logue started with the company 27 years ago as a welder/fabricator, and says he stayed on so long due to tremendous opportunities for growth.

“I never imagined staying any place that long, but there was always something new to learn and something new and exciting to work on.”

JNE Welding is a custom fabricator majority owned by English River First Nation’s Des Nedhe Group and Peter Ballantyne Cree Nation. They build pressure vessels, piping and material-handling equipment for the mining industry, as well as the oil and gas, energy transmission and defence industries.

“We tend to focus on projects where the quality demands are pretty high, because we’ve built an exceptional team to execute those kinds of projects. We want to keep doing it,” Logue says.

Contracts with Cameco in the company’s early years were their first exposure to pressure vessels—and they’re currently working on filter vessels for Cameco’s Cigar Lake mine.

In fact, the company is now working towards CSA N229 certification, which would allow it to manufacture parts for nuclear reactors. Logue says that will both provide opportunities beyond Saskatchewan’s borders and highlight the expertise in the province.

“It was a long road to get here, but with every new customer project that we took on that challenged us grows our capabilities. Like I said, we first got our exposure to doing pressure vessels and that’s what gives us the confidence to make the next step and keep going.”





Support costs for the work of the Joint Implementation Engagement and Environmental Subcommittee are paid by industry each year.

ENVIRONMENTAL STEWARDSHIP

Shared commitments:

English River First Nation and industry all work together, engaging in dialogue on industry's initiatives and environmental monitoring. Our collective commitment is to prioritize protection of the environment and human health in the region.

- Engagement between Cameco and ERFN under the agreement primarily occurs through the Joint Implementation Engagement and Environmental Subcommittee (JIEES). The JIEES met four times in 2024 to receive updated information on operational plans and environmental protection and monitoring activities at site.
- As part of community meetings, Cameco visited high school students to demonstrate water quality experiments that relate to water treatment at our facilities.
- ERFN and Cameco representatives maintain open lines of communication to ensure ERFN is informed and engaged about industry's northern operations, and how their teams work to avoid and minimize environmental impacts.

"This Collaboration Agreement remains a living reflection of the long-standing relationship between English River First Nation and Cameco. Through years of successes and challenges, we have stayed committed to honouring its intent and returning to the table together. This enduring partnership continues to create opportunities and shared responsibilities that benefit our community, today and for generations to come."

ALFRED DAWATSARE,
English River First Nation Chief

COMMUNITY INVESTMENT

Shared commitments:

Each party to the agreement has unique roles to play in the ERFN Community Trust. We are all accountable to responsibly manage long and short-term financial benefits for ERFN.

Under the Collaboration Agreement, Cameco and Orano make payments to the ERFN communities through the ERFN Community Benefits Management Trust.

The Trust is managed by a committee that includes:

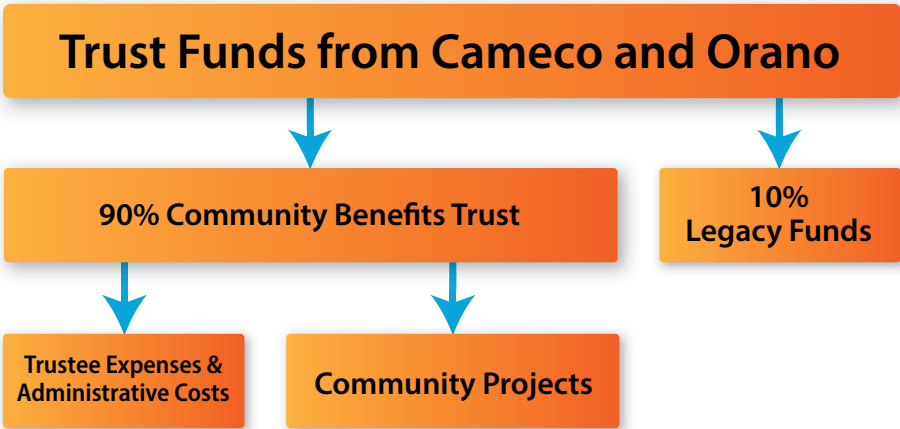
Corporate Trustee RBC Royal Trust

ERFN Trustees Joseph George
 Robin Dawatzare
 Tom Lariviere
 Leon Janvier
 Darci Wolverine

10% of trust funds received each year are allocated to a Legacy fund intended to support the future needs of the community.

The majority of funds remain in the Community Benefits Management Trust and are used to pay corporate and ERFN trustee expenses, administrative costs and community proposals. ERFN members can apply for trust funding for a wide variety of community projects. Application forms are available at the ERFN band office.

In 2024, Cameco and Orano provided approximately \$1.6 million to the ERFN Community Benefits Trust. The Legacy Fund closed out 2024 with a balance of \$1,055,973.



- In 2024, the ERFN Community Benefits Trust had an opening balance carried over from 2023 of \$430,256. Combined with the 2024 payments from industry, the Trust had approximately \$2 million available for community projects.
 - Nine projects, totalling approximately \$1.1 million were undertaken in 2024
- A few 2024 projects included:
- 40 post-secondary ERFN students received support through the Advance Education Student Support Program
 - Housing Restorations
 - Urban school supplies
 - Urban Christmas
 - St. Anne Pilgrimage and Canoe Healing Trip

COMMUNITY INVESTMENT SPOTLIGHT: A Cherished Community Crossing

Every September before school starts, members of English River First Nation cross the peninsula in Patunak to a campsite for a special event—the Neketha Fall Camp and Gospel Jamboree.

Neketha, which means “on the other side,” is a celebration of Indigenous culture and tradition, and was one of the projects funded in 2024 by the ERFN Community Trust, which is supported by Cameco.

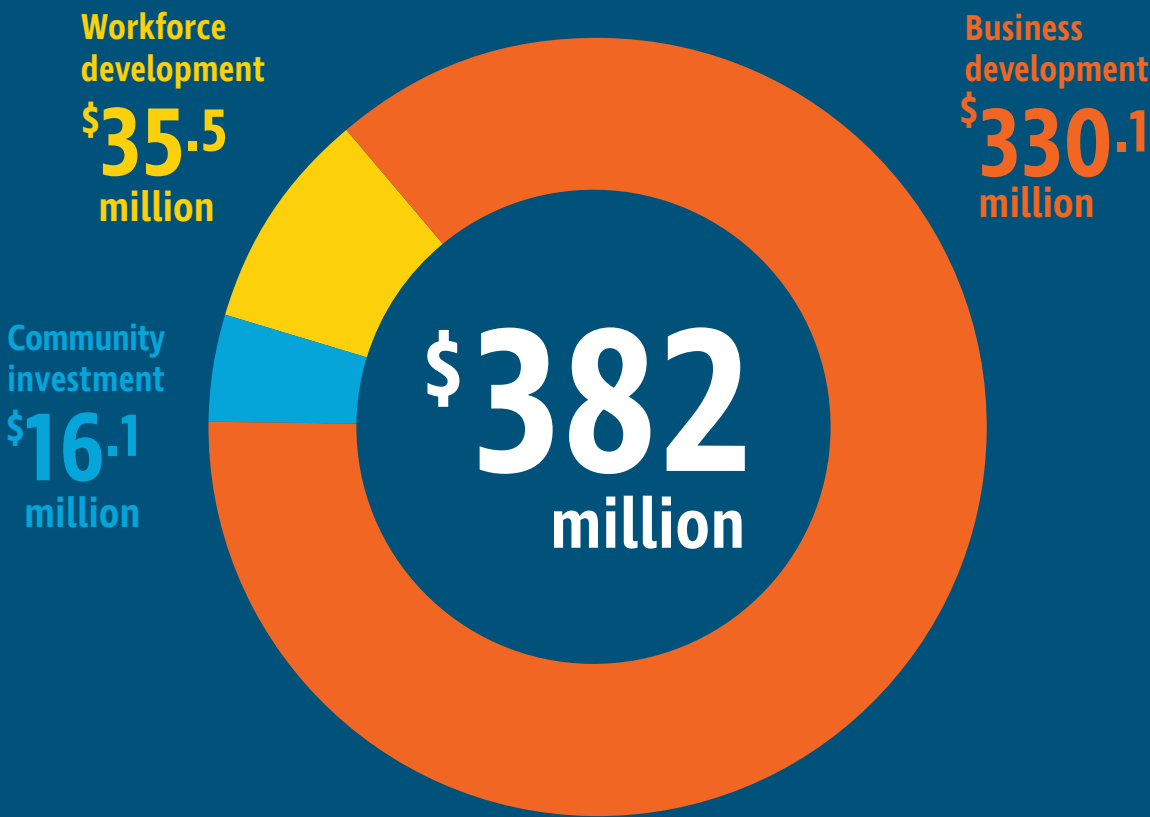
At the camp, Elders teach children and youth many skills, such as drying meat and fish, making moose hide and crafting traditional drums. In the evenings there are bonfires with people playing hand drums, and the event includes a feast with moose, fish and fried bannock.

“I believe it’s about togetherness,” says Brenda McDonald, Cameco’s Community Liaison for ERFN. “Our people like to get together and share food. It’s all about sharing and keeping our culture alive.”



Darlene George prepares pickerel fillets for the 2024 Neketha Fall Camp and Gospel Jamboree.

FINANCIAL HIGHLIGHTS
2013 to 2024



The Community Relations Liaison is based in community and assists with the implementation of the English River First Nation Collaboration Agreement. The Liaison supports Cameco in recruitment efforts for members and residents in addition to supporting new education and training opportunities.

The ERFN Liaison also coordinates facility and cultural visits and supports environment and engagement activities as a member of the Joint Implementation Engagement and Environmental Subcommittee (JIEES).



FOR MORE INFORMATION:
English River First Nation
Brenda McDonald, Community Relations Liaison
306.240.0334
Brenda_McDonald@cameco.com