

LAC LA RONGE INDIAN BAND

COLLABORATION AGREEMENT

2024

PROGRESS

REPORT

The Lac La Ronge Indian Band (LLRIB) and Cameco signed the Collaboration Agreement in 2017. It confirms the continued relationship between LLRIB and Cameco in the development of the uranium resources in the region.

The agreement is structured around the pillars of workforce development, business development, community engagement and environmental stewardship, and community investment.



*WE ARE EACH COMMITTED TO PARTNERING FOR CONTINUED MUTUAL SUCCESS
FOR LAC LA RONGE INDIAN BAND BUSINESSES AND COMMUNITIES,
WHILE PROTECTING THE ENVIRONMENT.*

WORKFORCE DEVELOPMENT

Shared commitments:

Our shared goal is to empower band members to gain access to employment with industry and northern businesses.

In 2024, Cameco invested approximately \$5 million into LLRIB workforce development.

Cameco remains committed to its hiring preference for residents of Saskatchewan's north from the LLRIB communities for the Key Lake and McArthur River operations.

Cameco, LLRIB and Kitsaki Management Limited Partnership continued their shared annual contribution of \$150,000 to the LLRIB education trust, which funds scholarships for high-school and post-secondary students. To learn more and apply, visit www.llribedu.ca.

EMPLOYEE SPOTLIGHT:

'I always tell people to apply'; career at Cameco helps broaden skills

When Cindy Thimpson, administration supervisor at McArthur River, is asked about her favourite part of her job, one answer springs to mind.

"One of the most satisfying aspects is being able to assist others with a wide variety of inquiries, whether it's teaching them a new skill, showing them how to use a computer program, or solving a problem for them. It's rewarding knowing that I was able to help them and they left happy."

Her team books all the flights in and out of the site. They also conduct timecard audits and look after the payroll and maintenance work orders.

Thimpson, a member of Lac La Ronge Indian Band who lives in Prince Albert, got her start in the mining industry working for a construction contractor at McArthur River in 1998. She came back to McArthur River as a temporary Cameco employee before being hired on full-time. She was part of the layoffs in 2018 but returned in 2024.

She enjoys the people she works with and says she feels respected and safe. She also likes that Cameco offers opportunities to grow and develop. For her that might mean learning more about using SAP and Excel.

"They're always helping you broaden your skills."

She says she would encourage people considering a career at Cameco to embrace the opportunity.

"I always tell people to apply. I always tell them to go to Northlands College and apply for something like radiation or geology. I took the clerk typist course way back when and then you can move around within the company. If you don't like working in radiation, you can try site services or process. There's room to move around."

BUSINESS DEVELOPMENT

Shared commitments:

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

In 2024, Cameco spent approximately \$17.3 million with LLRIB-owned businesses.

Cameco continued to prioritize LLRIB-owned businesses in accordance with the terms of the agreement:

- Athabasca Catering
- CanNorth Environmental
- Northern Resource Trucking

These businesses, part of the Kitsaki group of companies, have become integral parts of our northern sites’ operations and support all parties’ mutual success. The partnerships support industry goals to help LLRIB businesses become fully supported and self-sustaining employers and contractors to continue building future capacity.



“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 SPOTLIGHT:

CanNorth brings 20 years of expertise to environmental consulting

Canada North Environmental Services (CanNorth) is an environmental consulting company owned by Kitsaki Management Limited Partnership, the business arm of the Lac La Ronge Indian Band (LLRIB).

They've been Cameco's primary Saskatchewan environmental consulting firm for almost 20 years. CanNorth has grown to complete more than 1,200 projects nationally and internationally. They've worked with a variety of clients including construction and oil and gas companies, First Nations, utilities, non-profit organizations and government.

Kelly Wells, biology division manager at CanNorth, says her favourite part of her job is taking on work in remote areas that others find challenging.

"You know, pump up Zodiacs and ATV into a lake and try to get a water sample from the middle of nowhere. I think we like the challenge and the logistics and the fun of fishing on lakes that maybe nobody's fished before," she says.

The company's work includes collecting environmental samples, like fish, water and sediment. CanNorth also handles reporting, environmental risk assessments and manages

northern Saskatchewan regional and community based environmental monitoring programs.

CanNorth is proud of the measures they've taken to increase Indigenous employment, Wells says. Indigenous employees now make up 16 per cent of CanNorth's full-time work force, which includes highly technical positions.

"We just hired another LLRIB member. She started with us as a birder. Birders are very hard to find. It was like finding a unicorn, and she's doing great."

Their Saskatoon building is in the process of becoming an urban reserve which will help attract additional Indigenous employees in the future.

Cameco, meanwhile, remains one of their top clients and provides stable, annual work. Cameco's contracts in the company's early years were critical to helping CanNorth become established, Wells says. The company started with four staff and now has around 100, including an office in La Ronge.

"We have a very, very strong relationship with Cameco. I find it's so much mutual respect. We've received so much support from Cameco through the years, and they know they can rely on us."

ENVIRONMENTAL STEWARDSHIP

Shared commitments:

The Lac La Ronge Indian Band and Cameco work together, engaging in dialogue on initiatives and environmental monitoring. Our collective commitment is to prioritize protection of the environment and human health in the region.

LLRIB and Cameco representatives maintain open lines of communication to ensure Members are informed and engaged on Cameco’s northern operations, and how their teams work to avoid and minimize environmental impacts. Cameco, together with the LLRIB Traditional Lands and Resource Advisory Committee, have the long-term objective of building capacity and knowledge around environmental management, protection and monitoring.

In 2024, Cameco and Community Relations Liaison Robin Cook visited high school students to demonstrate water quality experiments related to water treatment at our facilities—and provide information on the measures in place to protect the environment. The community liaison connects directly with high school students a minimum of twice a year to provide information on careers with Cameco, work placements and scholarship opportunities.



“The relationship between Lac La Ronge Indian Band and Cameco has brought many benefits—from employment to support for local businesses to funding for community investments. Our residents are contributing to Cameco’s success, which brings mutual benefits for all.”

CHIEF TAMMY COOK-SEARSON,
Lac La Ronge Indian Band Chief

COMMUNITY INVESTMENT

Shared commitments:

Cameco and LLRIB each have unique roles to play in the LLRIB Community Trust and are committed to providing long-term benefits for LLRIB communities and members.

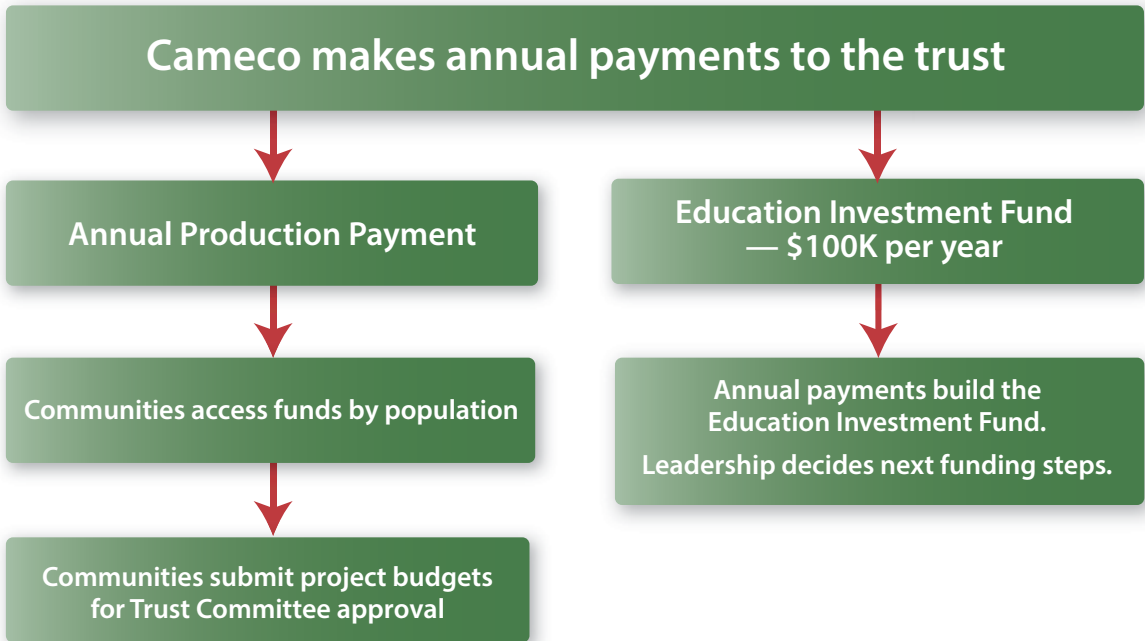
In 2024, Cameco contributed \$525,915 for community investment.

Under the agreement, Cameco makes payments to LLRIB through the LLRIB Community Trust, which is meant for the long-term benefit of LLRIB communities. The Trust funds flow from the terms of the Collaboration Agreement and are governed by the Trust agreement.

In addition, annual payments of \$100,000 are made to an education account within the Trust. The Education Investment account grows annually as payments are made, and leadership will be able to determine next steps for the funding.

The trust is administered by community members and a corporate trustee. 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. The trustees are comprised of six representatives from the LLRIB.

For more information on the LLRIB Community Trust or to apply for future funding, please contact your local administrator.





COMMUNITY INVESTMENT SPOTLIGHT:

Culture camp celebrates Indigenous traditions

LLRIB community members now have a new site to celebrate their traditions with a culture camp gazebo near Grandmother's Bay.

It's used all year round for cultural activities such as the Culture Week held during Treaty Days in the spring.

"It's really quite significant," Community Liaison Robin Cook says. "We're trying to keep our culture alive and it's really beneficial for our cultural practices—tipi making, traditional foods, traditional medicines. Anything traditional, you name it, and it takes place at that site."

In 2024, Cameco contributed \$525,915 for community investment, bringing our total to \$4.9 million since the beginning of the Collaborative Agreement.

Cameco is proud of the accomplishments the community has seen in that time. Here are some examples of how that funding has benefitted residents of Lac La Ronge Indian Band.

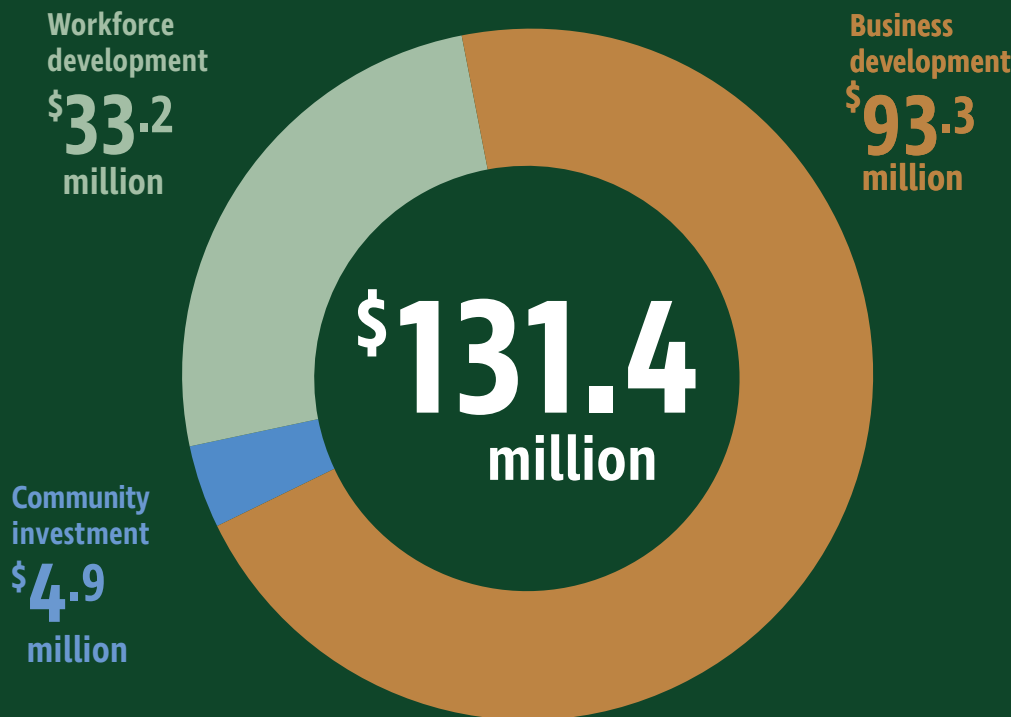


The new splash park on the school grounds in Stanley Mission.



The Sucker River cultural site on the new Kenny Ratt Trail.

FINANCIAL HIGHLIGHTS
2017 to 2024



The Community Relations Liaison is based in community and assists with the implementation of the Lac La Ronge Indian Band Collaboration Agreement. The Liaison supports Cameco in recruitment efforts for members and residents in addition to supporting new education and training opportunities.

The LLRIB Liaison also coordinates operations and cultural visits and represents Cameco in various engagement activities.

The Community Relations Liaison for LLRIB is Robin Cook. He can be reached at 306.420.8161 or robin.cook@llrib.ca.

FOR MORE INFORMATION:

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