

In 2016, three First Nations and four municipalities in Saskatchewan's Athabasca Basin, along with Cameco and Orano, set out to work together to achieve the goals established in the

YA'THI NÉNÉ

COLLABORATION AGREEMENT

2024

Progress Report



Black Lake Denesųliné First Nation
Camsell Portage
Fond du Lac Denesųliné First Nation
Hatchet Lake Denesųliné First Nation
Stony Rapids
Uranium City
Wollaston Lake



WE ARE EACH COMMITTED TO PARTNERING FOR CONTINUED MUTUAL SUCCESS
FOR NORTHERNERS, BUSINESSES, AND COMMUNITIES,
WHILE PROTECTING THE ENVIRONMENT.



Leonard Mercredi
Process Supervisor
Cigar Lake Mine

LEARNING AND GROWTH

"I have been with Cameco for more than 29 years. I have seen the good times and the tough times throughout my career, and I can honestly say my experience has been truly great. We are all family, and we have one goal in mind - to safely produce clean energy for the world and go home safe to our loved ones in our home communities. The best thing a person could ask for is to have a company that backs you up and gives you an opportunity to learn and grow. Not only as an employee, but as a person."



Timothy Sandypoint,
Acting Mill Shutdown
Coordinator
McClean Lake Mill

WORK PLACEMENT SUCCESS

"I am Denesųliné from Black Lake, Saskatchewan. I got into the Mill Operator Training Program back in 2013, and have been working at Orano since then. It's a good training program that got me working full time for 12 years. I've been a lead-hand with the crew I'm on for a year now, stepping in as a Supervisor every now and then, and also doing special projects such as shutdown coordinator and helping commission new circuits in the mill."

WORKFORCE DEVELOPMENT

Shared commitments:

The parties to the agreement have an equally shared responsibility to create and deliver employment readiness supports and programs for northerners. Our collective goal is to empower northerners to gain access to employment with industry and northern businesses.

In 2024, Cameco and Orano invested approximately \$23.5 million into Athabasca Basin workforce development.

Cameco and Orano remain committed to their hiring preference for Residents of Saskatchewan's North (RSN) 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 118 employees at Cameco and 61 employees at Orano.

In 2024, 17 summer students were hired at McClean Lake, Cigar Lake and Rabbit Lake.

For the eighth consecutive year, Ya'thi Néné awarded scholarships to post-secondary Basin students. A total of \$65,000 in scholarships was awarded to 27 successful applicants for the 2024-2025 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 résumés and connects Athabasca community members to new opportunities in education, training, and employment. Students now also use Export to apply for the Athabasca Scholarship. Please visit www.yathiNéné.ca/export-gateway for more information or contact your local Community Relations Liaison.

"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 Athabasca Basin-owned businesses for their future growth.

Cameco and Orano continued to prioritize the following Athabasca businesses in accordance with the terms of the Collaboration Agreement.

- Athabasca Basin Security
- Athabasca Catering Limited
- Points Athabasca Contracting Limited Partnership
- Flyer Electric

In 2024, Cameco and Orano spent approximately \$124.4 million with Athabasca Basin businesses.

- Points North Group of Companies
- Team Drilling
- Rise Air

These partnerships support industry goals to help northern businesses become fully supported and self-sustaining employers and contractors to build future capacity.

BUSINESS SPOTLIGHT:

Rise Air expects ‘transformative’ improvements with new aircraft

Rise Air placed an order for three ATR 72-600 aircraft in November 2024 – becoming the first company in Canada to commit to the newest generation of “transformative” regional aircraft, CEO Derek Nice says.

“The biggest impact is going to be a much, much more reliable service,” Nice says. “The technology we’re currently using to support northern communities and industry is technology that was developed in the 1980s. So, these aircraft embody technology that’s 40 years younger. And that has an impact on reliability most of all.

“We can never avoid weather - weather will always be a disruption. But all the other issues that can lead to a flight delay or cancellation we can address with these new airplanes.”

In addition, Rise Air has brought in more of the smaller ATR 42-500s, which can carry 44 passengers and their cargo. Nice also points to a growing safety team and new safety management software which helps track potential issues and develop solutions.

Bright Future for Dziret’ài Pilot Training Program

Nice is also excited about the Dziret’ài Pilot Training Program, which launched in 2024 with support from Cameco, Orano and other organizations. The program is a pathway for First Nations youth to become the pilots bringing air service to their

home communities throughout Saskatchewan’s north.

The first class is set to graduate as first officers on King Air flights in May 2026. Rise Air plans to hold ceremonies the first time those graduates touch down in their home communities.

“Our long-term strategy is a made-in-Saskatchewan solution,” Nice says. “We want our employees to be people who grew up in Saskatchewan and like living here, have an investment in their communities.”

Mary Denechezhe, Elder and Board Chair of Ya’thi Néné Lands and Resources, emphasizes the program’s broader significance, adding, “The Dziret’ài Pilot Training Program is a shining example of what we can accomplish through collaboration and strategic investment.”

“As we look ahead, our long-standing Collaboration Agreement with the Athabasca Basin communities continues to be central to Orano’s purpose. In 2024, we proudly celebrated 60 years of operations in Canada. A milestone that reflects the strength of our partnerships and the dedication of our employees. Over the decades, we’ve built meaningful relationships, created lasting opportunities, and remained committed to the well-being of northern Saskatchewan communities.”

JIM CORMAN
Orano Canada President and CEO

COMMUNITY INVESTMENT

Shared commitments:

Each party to the agreement has unique roles to play in the Athabasca Community Trust. Collectively, we are all accountable to responsibly manage these long and short term financial benefits for Athabasca Basin First Nations and communities.

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

The Trust is managed by a committee that includes:

Corporate Trustee:
TD Canada Trust Company

Four community representatives:
Black Lake First Nation
Tina Alphonse
Hatchet Lake First Nation
Gloria Joseyounen
Fond du Lac First Nation
Gabriel Stenne
Permanent Long Term Resident
Lillian Laprise

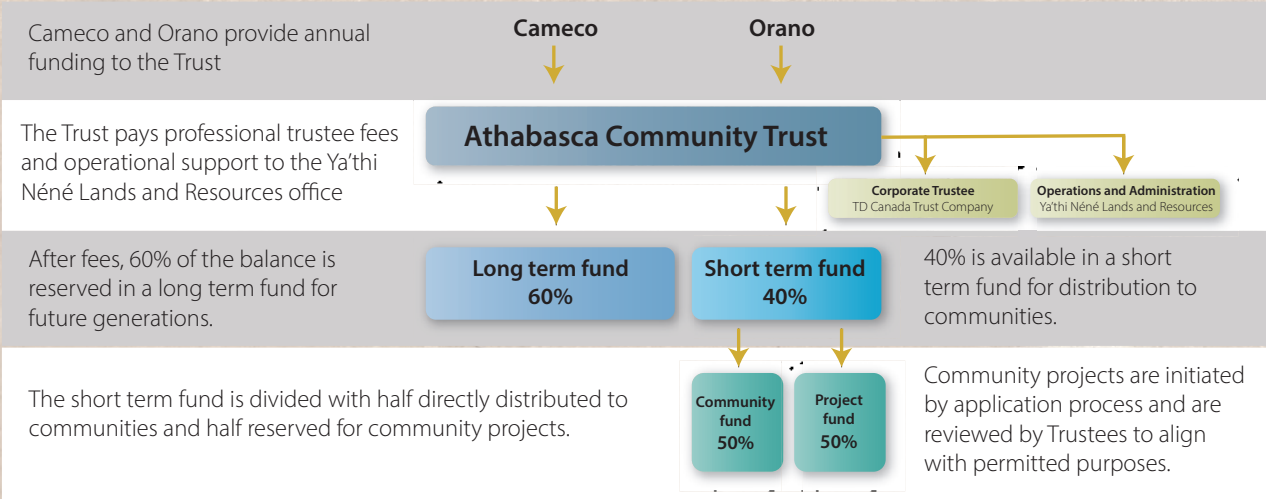
In 2024, Cameco and Orano provided approximately \$4.9 million to the Athabasca Community Trust.

The Trust provides funds to support the operations and administration of the Ya'thi Néné Land and Resource Office.

Trust funds are divided into long term funds and short term funds. Long term funds are invested to grow capital and generate income for future community needs.

Short term funds are available for distribution for a variety of community-based initiatives in alignment with the permitted purposes and are reviewed by the Trustees.

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



"Since the Collaboration Agreement was signed in 2016, commitments such as training, jobs, contracts, and supervisory roles have been fulfilled, strengthening a vibrant partnership. We've faced challenges, but we've also come a long way together, and I thank both companies as we continue building a strong future."

MAYOR DANIEL POWDER
Stony Rapids

COMMUNITY INVESTMENT SPOTLIGHT:
‘Build It and They Will Come’
The Power of Education

The grand opening of the Fond du Lac Learning Centre was the result of an extensive collaboration and partnership between the **Athabasca Community Trust** and many other organizations. Program delivery, spearheaded by Northlands College, is tailored to the unique needs of northern residents and communities.

Fond du Lac Denesųłin  First Nation leadership and the Economic Development Corporation had been creating a vision for educating their people for a long time, says Marilyn Mercredi.

“Now it has come to fruition,” she says. Mercredi is a Fond du Lac band member who taught grade school there for many years and is now teaching adults – at the community’s new educational centre.

Completed in 2024, the centre hosted an adult essential skills program in the first half of 2025.

“This is not the end, it’s just the beginning of fulfilling our treaty rights on education for our people.” says Mercredi.

She continues, “It takes a great amount of time and effort to create such a monumental project.”



“It is our commitment to work in collaboration with Cameco and Orano to achieve the value and benefits from the Impact Benefit Agreement (IBA) for the people of Fond du Lac Denesųłin  First Nation. As Chief of my community, it is important to have meaningful benefits through our collaboration agreement. It supports our community members in various ways. We look forward to continuing a strong successful relationship and achieving shared growth. Marci.”

CHIEF RONNIE AUGIER,
Fond du Lac Denesųłin  First Nation



In 2024, Cameco and Orano provided over \$230,000 for the CBEMP program and approximately \$90 thousand to the Ya'thi Néné Land and Resource Office to provide supports to the AJES.

Lake Athabasca, Saskatchewan

"On behalf of Chief and Council I would like to emphasize the positive impact Cameco/Orano has had working in collaboration with Ya'thi Néné Lands and Resources to ensure that we continue to accomplish great things in the best interest of our people. I would like to extend our gratitude for the ongoing support we receive and working towards a prosperous future for our people."

CHIEF BART TSANNIE
Hatchet Lake Denesųliné First Nation

ENVIRONMENTAL STEWARDSHIP

Shared commitments:

Athabasca Basin First Nations, communities and industry all work collaboratively 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, 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 2024, AJES members continued their involvement with the Community Based Environmental Monitoring Program (CBEMP) in Fond du Lac. Members and leadership were provided details on the 2024 program and past sampling results. Through this monitoring program, community members are involved in identifying locations and gathering samples, which are then analysed by an independent laboratory.

The second round of CBEMP sampling concluded for Black Lake Denesų́liné First Nation (Black Lake) and the northern hamlet of Stony Rapids in 2024.

All seven basin communities have now completed a CBEMP program and the second round of sampling began in 2024. 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.**
victor_fernsr@cameco.com
- **Rick Robillard**
rick_robillard@cameco.com
- **Allena McCallum**
allena_mccallum@cameco.com

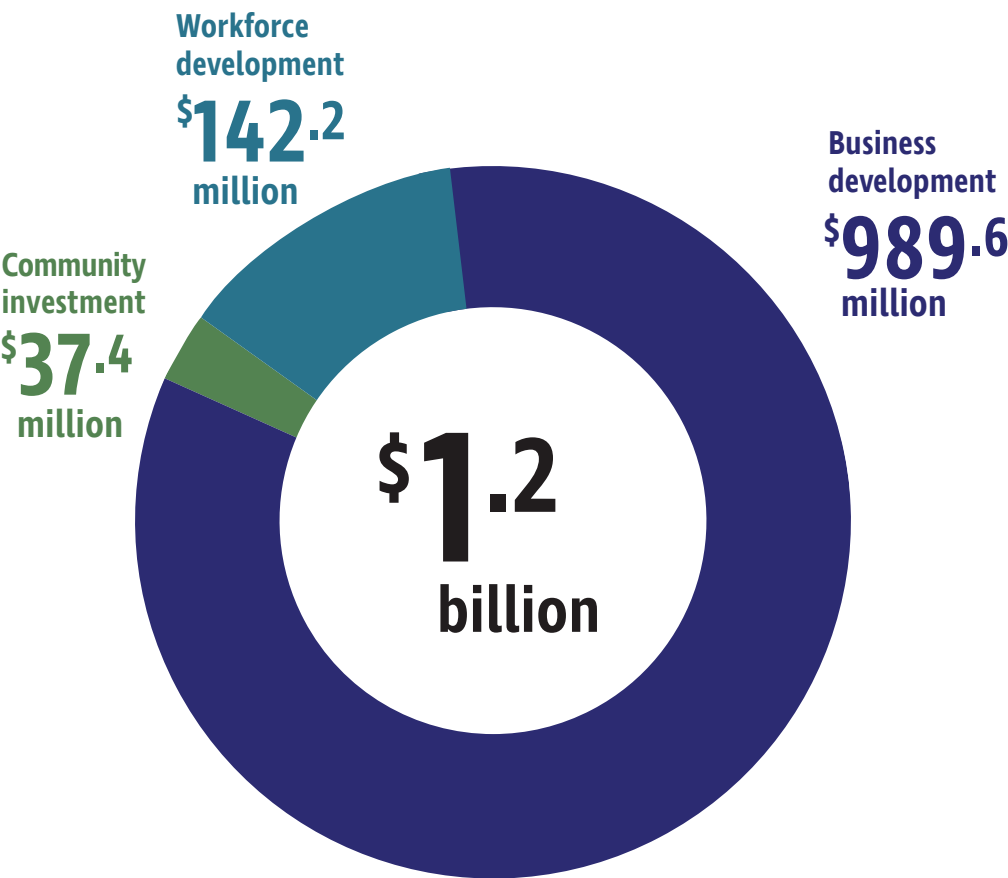
"I believe it's important to work in collaboration with Cameco and Orano, continue to build for the betterment of our community and members, we have gained a lot since the collaboration agreement was signed. Thank you."

CLAIRE LAROCQUE
Chair, Camsell Portage

"The Ya'thi Néné Collaboration agreement has strengthened our longstanding partnerships with Cameco and Orano. The agreement has brought mutual benefits to Black Lake and industry. We work together to achieve success."

CHIEF COREEN SAYAZIE
Black Lake Denesų́liné First Nation

FINANCIAL HIGHLIGHTS
2016 to 2024



FOR MORE INFORMATION:

Ya'thi Néné Lands and Resources

306.477.1251
email: admin@yathiNéné.com
www.yathiNéné.ca
www.facebook.com/YathiNéné/

"Our commitment to work in collaboration with Cameco and Orano to achieve mutually beneficial objectives has enhanced the value and benefits for the Athabasca communities. As Chair and on behalf of the Ya'thi Néné Lands and Resources Board of Directors, I am pleased with the meaningful benefits we have created for our community members.

We value the trust and cooperation that this partnership represents and are committed to maintaining transparent communication, joint strategic planning and timely execution of agreed upon activities. We look forward to a continued successful relationship and achieving shared growth."

MARY DENECHZHE, Ya'thi Néné Chairperson