



Mayor's Message

When you consider the impact on a small Indigenous community, working through a multiyear global COVID-19 pandemic, Pinehouse faced many challenges. Decreasing workforce, growing community uncertainty, and lower contract work and the loss of triplex housing to a fire among the most significant. The community pulled together and worked through each of these challenges in true Indigenous fashion, by sharing and caring. We worked with everyone including our signed partners. We are truly blessed as a community with a strong heart, so again I say thank you Pinehouse for your strength and perseverance, we look forward to better days ahead.

The collaboration agreement (CA) was signed in 2012 and we formalized a long-standing partnership with Cameco and Orano. The agreement builds on an over 30-year history and formalizes how benefits from the industry will be shared with the community. From the agreement, the community impact of the pandemic was eased, and we were able to manage the difficulty, we hosted more work within the community improving infrastructure such as the village hall, building small homes. We also used our increased capacity to find contract work in southern Saskatchewan. Through this we understand the need for formal agreements and continue to thank our partners for standing with us again this year.

We completed another full year as partners under the CA. Although Key Lake, McArthur River and Rabbit Lake remain in care and maintenance, and yet another temporary shutdown at Cigar Lake in 2021 due to the pandemic, we continue to make the most of the benefits flowing from our agreement, to create new initiatives and employment, to ensure the agreement continues to benefit the community.

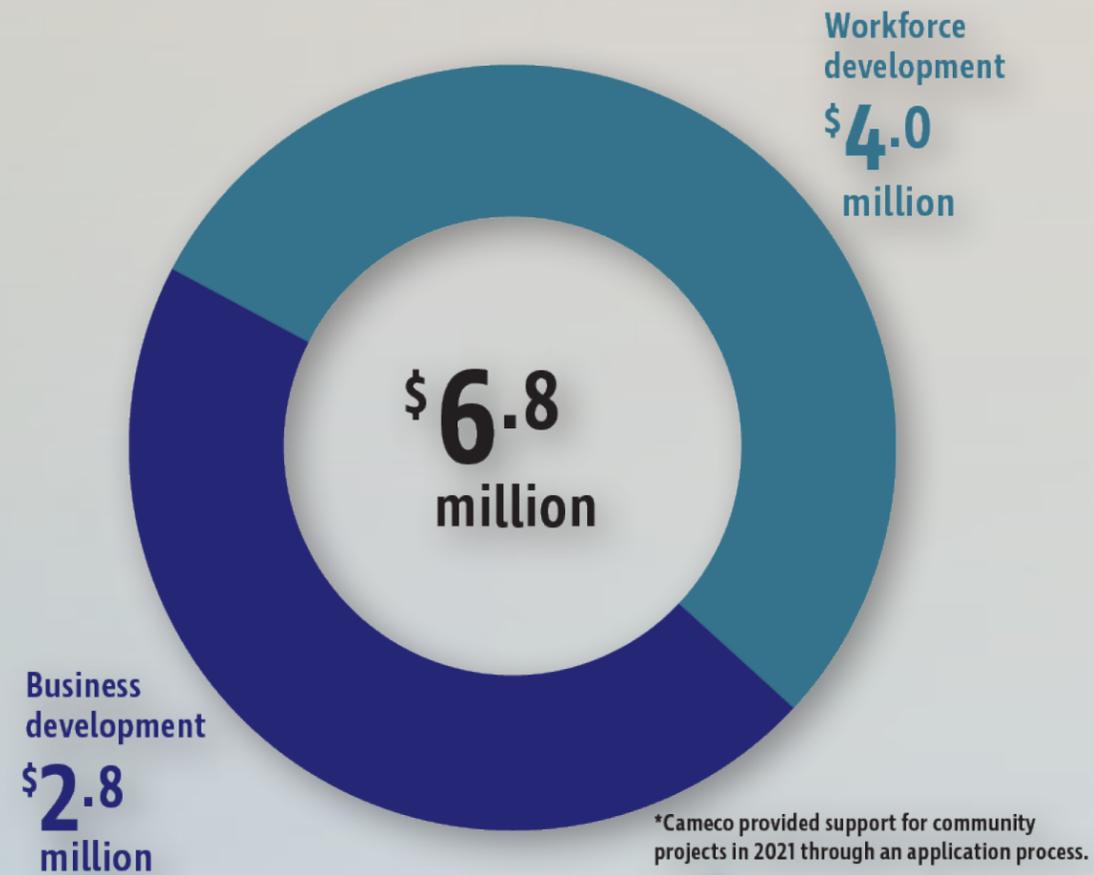
We will continue to work organically to improve capacity and build succession with our community members.

Mike Natomagan
Pinehouse



Partnering for Prosperity

2021 Financial Highlights



For more information:

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2021 Report

to Pinehouse
Community Members

Cameco's Message



Looking back on yet another unprecedented year with the challenges created by the COVID-19 pandemic, Cameco continued to take proactive measures to protect the health, safety and well-being of our workers, their families and communities.

We proactively suspended production at Cigar Lake for a second time, retaining all of our employees and continuing to pay them even while production was suspended. While we maintained our COVID-19 safety protocols and stepped up our communications, we also implemented additional measures to ensure the continued safety of people and our communities when we resumed production at the Cigar Lake mine at the end of April. These included:

- A new requirement that all employees, contractors, and visitors across all our operations and offices be fully vaccinated
- Implementing a site-wide testing program and made COVID-19 vaccine shots available on site
- Extensive new screening and protective measures to ensure we were protecting our neighbouring communities and employees

While we hope the worst of the pandemic is behind us, the proactive decisions we have made, and continue to make, will always remain consistent with our values. That means that the health and safety of our workers, their families and their communities in the north continue to be the priority in all our plans today and in the future.

Tim Gitzel
President and Chief Executive Officer

Our progress...

Our people

Joint Implementation Committee (JIC)

Mike Natomagan
Pinehouse

Alex Ross
Pinehouse

Andy Thorne
Cameco

Jonathan Huntington
Cameco

Kristin Cuddington
Cameco

Business development

Cameco has always made collaborating with northern businesses a priority and a commitment under the agreement to look first to our northern partners.

In 2021, PBN Construction (formerly Pinehouse Business North) and Cameco successfully negotiated an Evergreen Contract for Road Maintenance at Cigar Lake. This means PBN Construction will continue to provide road maintenance services for as long as production continues at Cigar Lake. This is PBN Construction's second Evergreen Contract with Cameco, the first being road maintenance for Key Lake/McArthur River.

This year PBN Construction also completed the Cigar Lake haul road gravelling project in which the length of the 50km road was re-capped.

Workforce development

While the Key Lake and McArthur River operations have been in a safe state of care and maintenance since 2018, Cameco and Pinehouse work to maximize the benefits under the pillar and develop the skills and employability of members, to develop the readiness of members.

Initiatives in 2021 included instrumentation technician trainees (two from Pinehouse) under the Saskatchewan Apprenticeship Program, were hired and based out of the McArthur River operation. In addition, spanning three areas of training – digital readiness, industrial readiness, and Cameco readiness, Pinehouse residents took Cameco's 15 online training courses focused on skill enhancement and training. The training courses are designed both to enhance the

Community investment

Pinehouse continued to face challenges head on during the pandemic. With all sites in care in maintenance for the most part of 2020, there was no payment to the Pinehouse Community Trust in 2021. Cameco continued to provide support as partners under the agreement through an application process for projects put forth by the community.

In 2021, funding was provided to support the Arena and recreational van, which both continue to provide opportunities to the community. The Arena has a way of bringing people together and is used by all members for all kinds of community initiatives. The community was able to use the Arena to prepare COVID packages and deliver to each household, in addition to hampers.



readiness of northern residents to apply for employment at the mine sites and the ability to be hired by PBN or within the local community. To upskill for the changing industrial environment.

Under the agreement, the Kineepik Métis Local utilized its Labour Services to carry out a number of initiatives in 2021 that supported the community. Namely, training and apprenticeships, salaries, capacity building and corporate development and business development.

In 2021, Chelsea Iron was hired as the community relations liaison to assist with the agreement implementation, namely, workforce development and community engagement and environmental stewardship. For more information or to connect with Chelsea, please visit her at the village office.



Community engagement and environmental stewardship

Community engagement and environmental protection is a priority for both the community and Cameco. The Joint Engagement Subcommittee (JIES) maintain open lines of communication to ensure that Pinehouse is informed and engaged on an ongoing basis about the sites, and the way Cameco works to avoid and minimize environmental impacts. The committee is responsible and accountability for environmental management and/or community engagement matters to their respective community.

During the extended state of care and maintenance at McArthur River and Key Lake, there is a strong focus on maintaining the protection of the environment in and around the operative areas. The water treatment,

environmental monitoring, waste management, radiation dosimetry programs and safety programs all continue unchanged from when both sites were in production. Environment staff that remain on sites carry out routine sample collection.

In 2021, engagement efforts were coordinated with the JIES. The focus for 2021 was on the COVID-19 pandemic and the enhanced safety and health protocols at the sites. In addition, updates on Cameco's application to relicence the Cigar Lake operation. Cameco received a 10-year licence for the operation. Community members are encouraged to share their questions and concerns about the operations and environment with the subcommittee.

