

Benefits from Northern Mining

2023 Summary

Contents

Mining in Northern Saskatchewan..... 3

Agreements in Effect..... 4

Commitment to Northern Saskatchewan 4

 Employment Commitment 5

 Employment Statistics..... 6

 Job Forecast for 2024..... 7

Employee Education and Training Commitment 8

 Training Opportunities..... 8

 Training Forecast for 2024..... 8

Northern Business Commitment 9

 Northern Saskatchewan Administrative District Procurement Statistics 10

 Employee Compensation 11

Compensation Agreements for Loss of Commercial Income 12

Employee Services Commitment 12

Education Promotion (Stay in School) Commitment 12

Community Vitality Commitment 13

Public Involvement Commitment 13

Mining in Northern Saskatchewan

The northern half of Saskatchewan is known for its lakes, rivers, forests, resources and tourism. Northern Saskatchewan is home to about 40,000 people who are mostly of Cree, Dene and Métis heritage.

Mining offers job opportunities for many residents of small communities in the north. Uranium operations include Cigar Lake mine, McClean Lake mill, Key Lake mill, McArthur River mine and Rabbit Lake mine/mill. There is one gold operation: Seabee mine/mill. While McClean Lake, Key Lake, McArthur River and Rabbit Lake were in care and maintenance for all or a portion of 2023, approximately 2,900 people were employed that year.



Photo credit: Aurora Communications, McIlvenna Bay tour December 2023, Northern Saskatchewan Environmental Quality Committee.

This committee of northern community representatives shares information on development of uranium and other resources.

Agreements in Effect

Any northern mine on Crown land enters into two agreements with the province before operations begin. The agreements are the Mineral Surface Lease Agreement (MSLA) and the Human Resource Development Agreement (HRDA).

The Ministry of Environment and Ministry of Government Relations each administer sections of the MSLA. The main purpose of these agreements is long-term rental of Crown land for mining and milling in Northern Saskatchewan.

An MSLA also contains specific commitments for environmental protections for the life of the project, occupational health and safety protocols, yearly reporting requirements, and socio-economic benefits for residents of Saskatchewan's north.

Each lease also requires the mining operator to have an HRDA, administered by the Ministry of Immigration and Career Training. This agreement focuses on opportunities for training, employment and job advancement for northern residents.

There are five leases that no longer have operations or employees: Beaverlodge, Cluff Lake, Konuto, La Ronge Gold Project and Parks Lake. These leases continue as the companies monitor the effect of their decommissioning efforts. A sixth lease, Midwest Project, is not yet developed.

Orano has fully decommissioned the Cluff Lake Project site. Nearly two decades of post-decommissioning monitoring supports that the decommissioning objectives have been achieved with the site being considered safe and stable.

Upon Orano's request, on May 11, 2023, the Canadian Nuclear Safety Commission (CNSC) revoked the uranium mine licence held by Orano for its decommissioned Cluff Lake Project. The project will be transferred back to Saskatchewan through its Institutional Control Program in 2024 and will no longer hold a surface lease for the property.

Commitment to Northern Saskatchewan

Within the MSLAs, the Government of Saskatchewan and the mining companies operating in the province's north have each made commitments to Northern Saskatchewan.

Saskatchewan has committed to using its best efforts to provide basic education and literacy to maintain an educated workforce.

Saskatchewan uses the Mineral Surface Lease Agreement to help residents of Saskatchewan's north benefit from mining operations in their region. The lessee is required to use its best efforts to establish employment, contracting and local purchasing policies and practices, and to develop programs which maximize project-related employment and economic opportunities for residents of Saskatchewan's north.

For recruitment purposes, a resident of Saskatchewan’s north (RSN) is defined as:

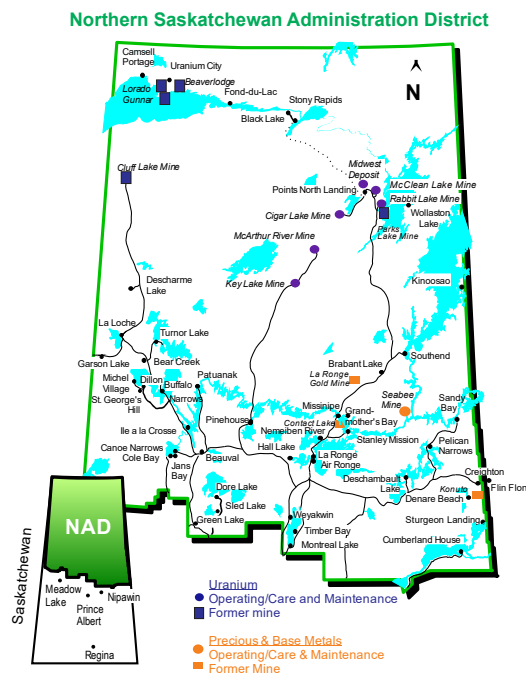
- A person who has resided in Saskatchewan’s north for a period of 10 years or one-half their age, whichever is less. A person retains “northern status” if they:
 - Relocate outside of Saskatchewan’s north for education
 - Reside outside of Saskatchewan’s north for less than five years
 - Move back to the north

Or:

- A northerner who is transferred to another northern mine or re-employed by a mine within the year and meets the above criteria at the time of recruitment.

The mining companies have committed to using their best efforts in hiring RSNs, maximizing training, procuring products and services from businesses with employees located in Northern Saskatchewan and providing compensation to the previous leaseholders of the mining operations.

Uranium mining companies make four additional commitments for employee services, education promotion, community vitality monitoring and public involvement.



Twelve Mineral Surface Lease Agreements are in effect for mine/mill operations in the Northern Saskatchewan Administration District

Employment Commitment

All mining operations commit to working with the province, other mining operators and other agencies to use their best efforts to maximize northern employment. The long-term goal is 67 per cent northern participation in mine’s labour force.

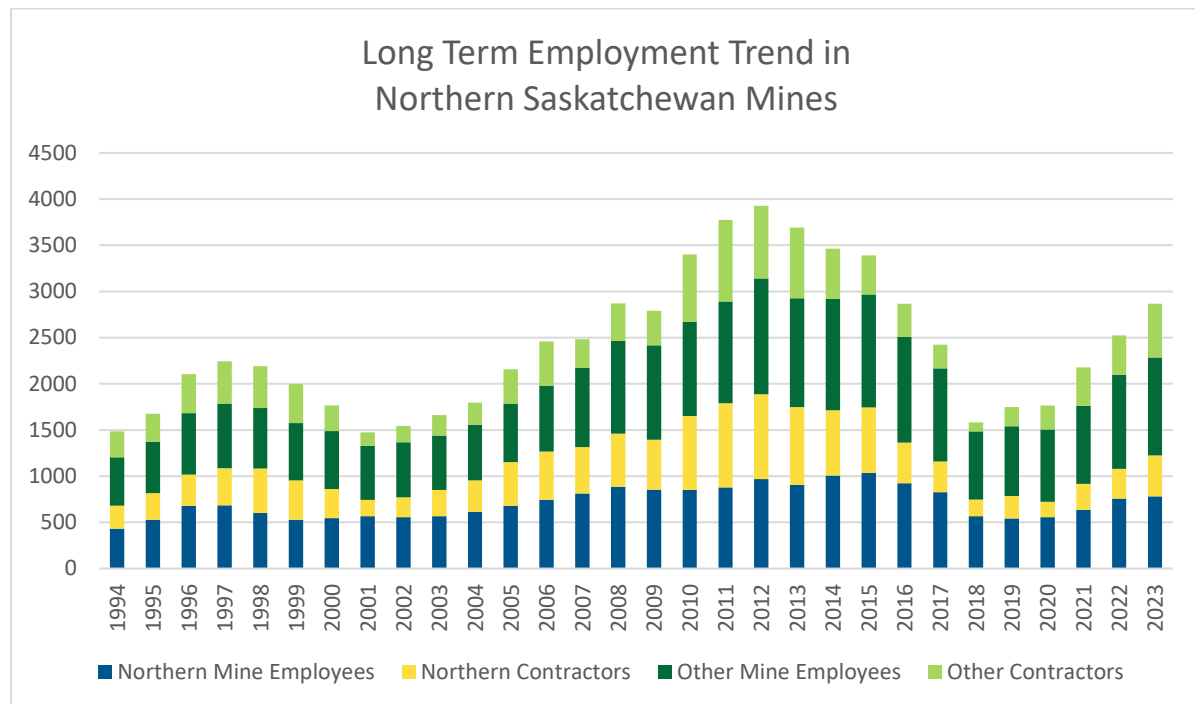
Here are some of the ways that the northern mining companies stay committed to Northern Saskatchewan:

- Applicants from Priority Recruitment Communities and northern Saskatchewan who meet all qualifications are considered before other applicants with equal or lesser qualifications from outside these areas.
- Priority recruitment communities and Northern Saskatchewan communities are included in job advertisements.
- RSN candidates receive hiring preference, regardless of the position classification.
- Companies are committed to continued learning for all employees.
- Contractors are hired with the expectation they employ RSN and Indigenous workers.
- Air transportation is provided for workers traveling to mine sites from 10 northern communities, as well as from Prince Albert and Saskatoon.
- Union agreements are maintained that provide preference to northern and Indigenous workers.
- Satellite offices are maintained in Fond du Lac, Black Lake, Hatchet Lake/Wollaston Lake, English River First Nations and in the village of Pinehouse.

Employment Statistics

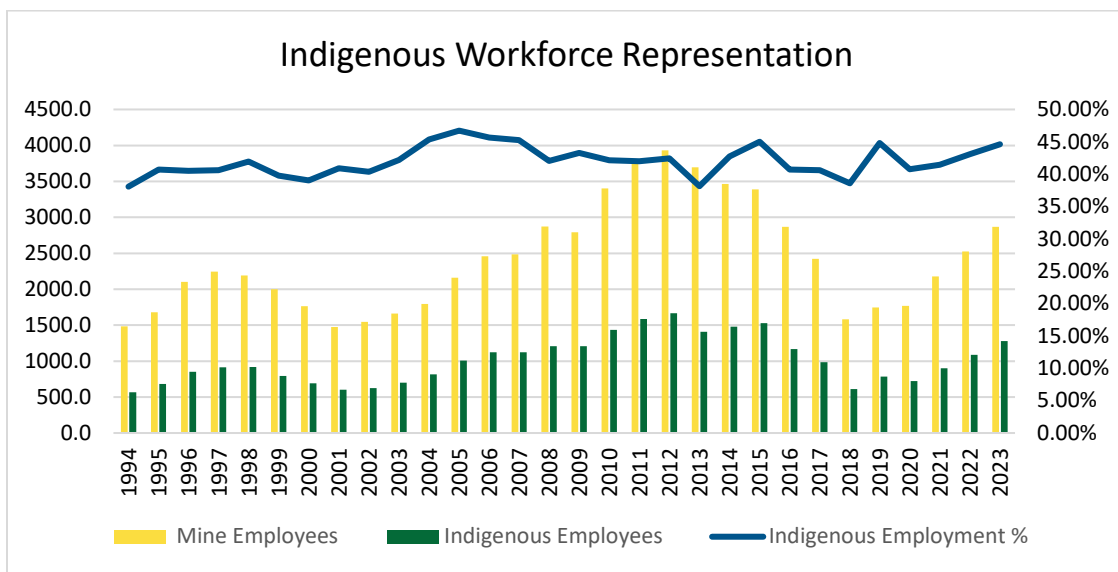
Throughout the years, the number of people employed in mining in Northern Saskatchewan has varied. Operating mine sites, as well as those in care and maintenance, accounted for approximately 2,900 employees in 2023 (this includes both contracted workers and direct employees of mine site operators). These figures exclude employees who do not directly work at northern mine sites.

The industry workforce has seen an increase in employment in the past two years due to a stronger uranium market and mine sites resuming production after being in care and maintenance.



Listed below are statistics from the mine and mill sites in the Northern Saskatchewan Administrative District (NSAD) in 2023:

- There were 2,867 people employed (including contracted employees) at the mine and mill sites at the end of 2023. This is an increase of 342 positions from 2022.
- RSNs accounted for 42.7 per cent of all employment in the mine sites in Northern Saskatchewan. This is a decrease of approximately 0.1 per cent from 2022.
- Indigenous people accounted for 44.6 per cent of the workers in mining operations in Northern Saskatchewan. This is an increase of approximately 1.5 per cent from 2022.
- Females accounted for 14.4 per cent of the workers at the mine and mill sites in Northern Saskatchewan in 2023. This is a decrease of 1.6 per cent from 2022.



Job Forecast for 2024

- Recruitment activities are anticipated to increase and will continue to adapt to ongoing operational changes.
- Recruitment efforts will be linked to internal mobility, organizational changes and seasonal projects.
- Saskatchewan’s already high labour market demands are expected to be further intensified with announcements that mines being built in southern Saskatchewan are currently recruiting 600 employees.

Employee Education and Training Commitment

All mining operations commit to use their best efforts to maximize training and job advancement opportunities for northerners. This helps to ensure that the mining and milling sites will continue to recruit and promote RSNs.

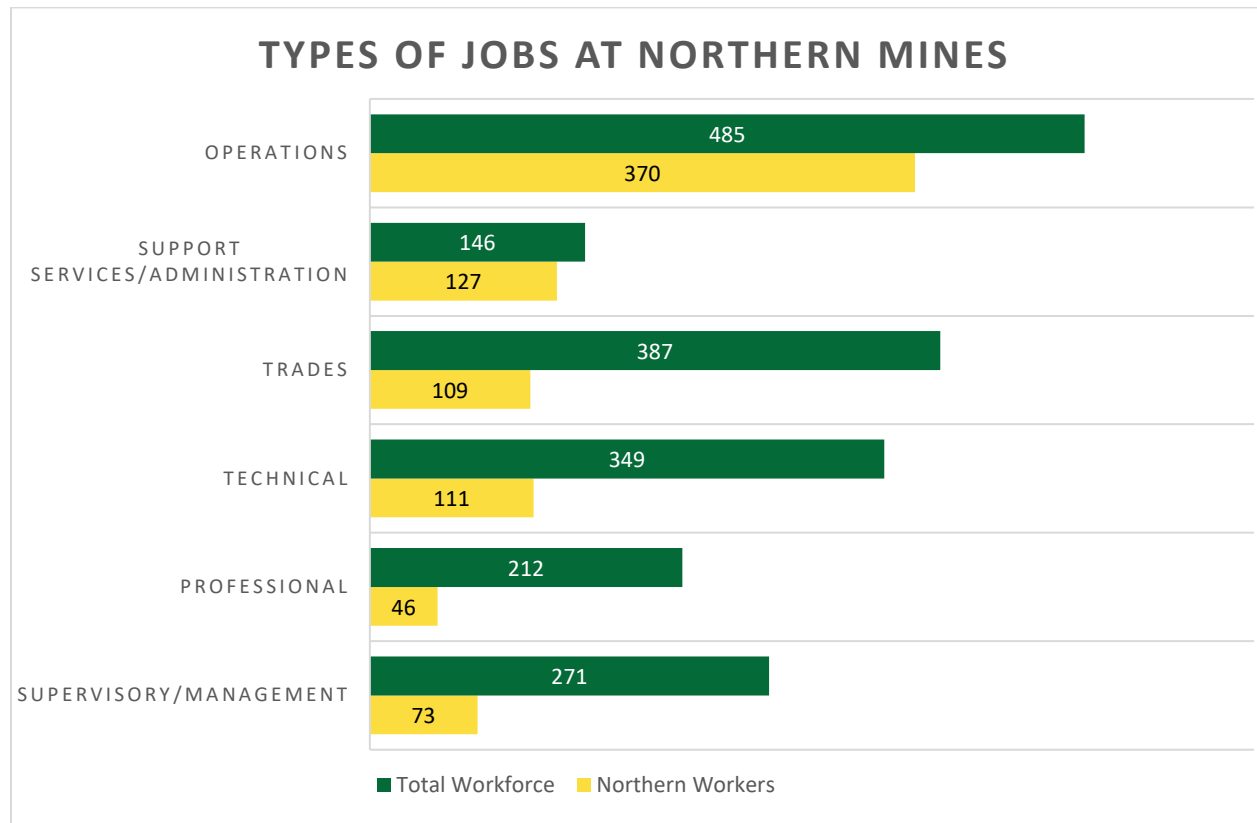
Training Opportunities

- Mine sites offered various training opportunities. Some of these programs were held in conjunction with other organizations such as Saskatchewan Apprenticeship and Trade Certification Commission.
- Training is designed, developed and delivered in accordance with Systematic Approach to Training (SAT). SAT involves five phases: analysis, design, development, implementation and evaluation.
- Offerings in 2023 included: Environmental Trainee Program, Trades Helper Program (scaffolding, millwright, automotive service mechanic), Fireman's Certificate and Class 3 and Class 4 Power Engineer certifications.
- One employee from the Trades Helper Program was indentured into the scaffolding apprenticeship.
- Six-week Mill Operations Training Program for Athabasca Basin only. Six participants completed the training and have been offered positions in various areas of the mine sites.
- Six common training activities were also completed: Fall Protection, Confined Space, Control of Hazardous Energy Refresher, Electrical Safety – Nonelectrical Worker, Basic Radiation, and Job Hazard Analysis.
- Provided ongoing and progressive on-the-job training
- Provided access to on-demand learning resources on how to do tasks digitally
- Established internal training programs necessary to meet its needs
- Organized and implemented training programs so that employees can use skills acquired and time spent as credit towards certification or status recognized by Saskatchewan training institutions and other accreditation-granting bodies.

Training Forecast for 2024:

- Leadership Development Program
- Mill Utility Program
- Apprenticeship Program
- Digital Learning
- Individual Coaching/Mentoring
- Trades Helper Program
- Environmental Trainee Program
- Power Engineer Trainee Program

What types of jobs exist at mining operations and how many people (direct employees, not contractors) work in them based on Socio-Economic reports. As of December 31, 2023:



Northern Business Commitment

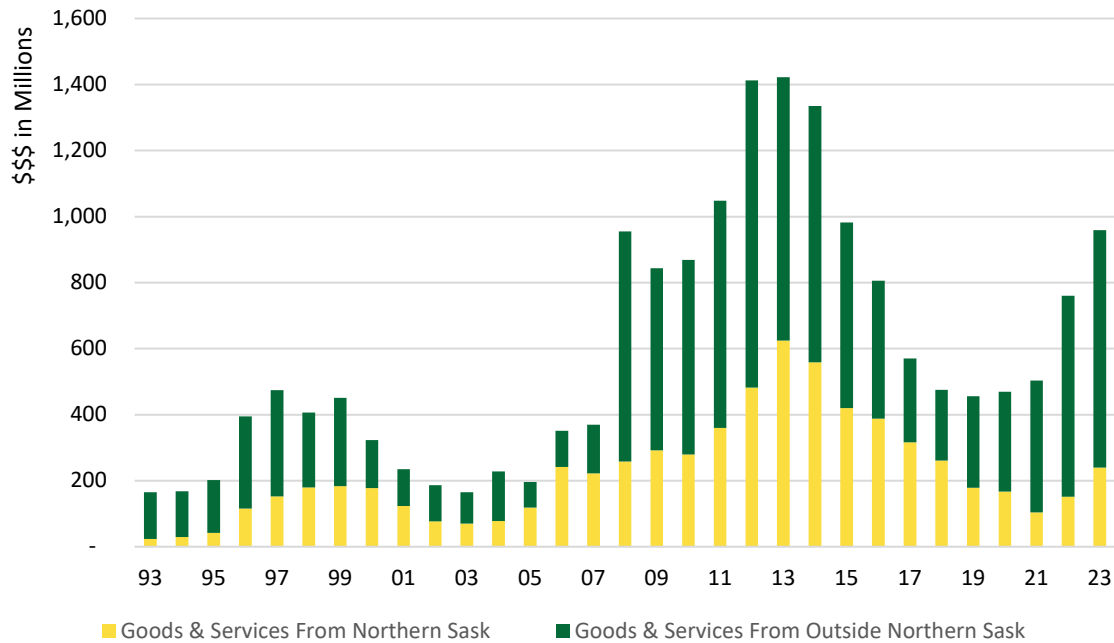
All northern mining operations commit to use their best efforts to encourage northern businesses and joint ventures to supply goods and services.

Uranium operations make an additional commitment to use their best efforts to achieve a goal of northern businesses annually supplying 35 per cent of the total goods and services to support their operations in Northern Saskatchewan.

In 2023, the amount of goods and services procured by mining operations in Northern Saskatchewan was approximately \$718 million. Of that, \$249 million or 34.8 per cent was procured from businesses with employees residing in Northern Saskatchewan. This is a slight increase from 2022 and close to the target of 35 per cent.

Forecasts for 2024 expect an increase in results due to sites being in full operation.

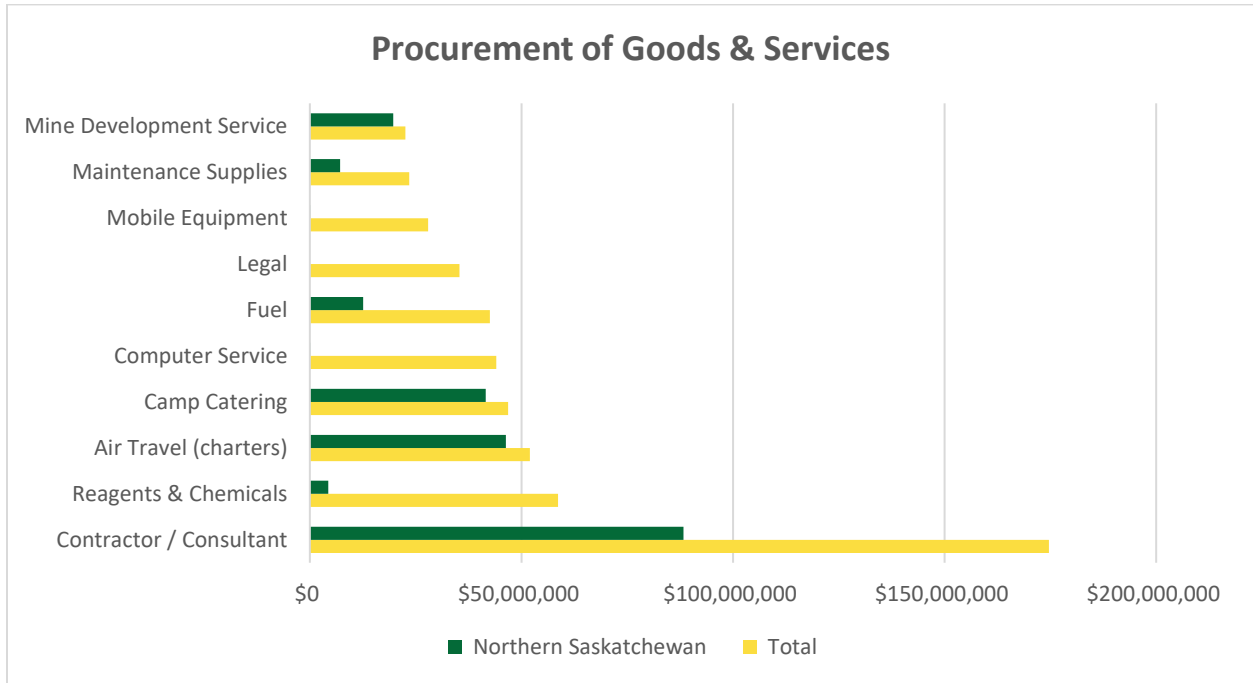
Northern Saskatchewan Mine Operations Procurement of Goods and Services



Northern Saskatchewan Administrative District Procurement Statistics

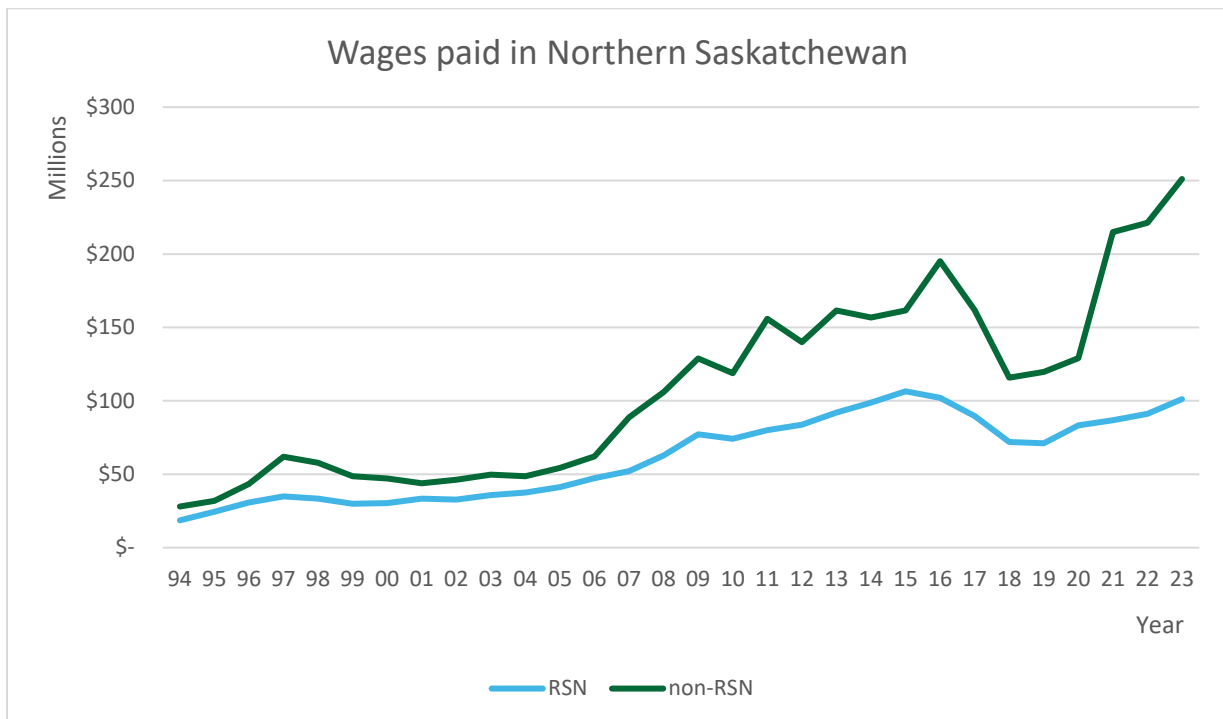
The number of northern suppliers has fluctuated over the years due to a slump in uranium prices, a corresponding downturn in production and COVID-19. Contractors and consultants make up the bulk of the Northern Saskatchewan procurement, accounting for approximately \$88 million.

Top 10 notable areas of procurement in Northern Saskatchewan are:



Employee Compensation

Mining operations in Northern Saskatchewan paid out \$251.1 million in 2023. Of this amount, \$101.1 million was paid to RSNs. This accounts for 40.3 per cent of total wages.



Compensation Agreements for Loss of Commercial Income

Each mining operation agrees to provide compensation for the loss of commercial income that resulted from their lease of the land. Payments are made to individuals who held a lease or permit to use the lands immediately prior to the establishment of the mine's surface lease, and used the land to generate commercial income, such as from trapping.

As of December 31, 2023, the northern mining industry:

- Provided \$35,500 to 10 individuals, mostly trappers, as compensation for the use of leased lands held by the individuals prior to the MSLA being signed.
- Provided approximately 5,000 litres of fuel as compensation to the above-listed individuals.

Employee Services Commitment

In addition to the wages, other benefits are provided, and employee suggestions are encouraged to enhance these services. Some of those benefits are listed below:

- Some sites have an Elder Program. The goal is for Elders to provide advice and guidance for individuals that are experiencing problems in carrying out their responsibilities. This helps the employees be healthy and productive.
- Employee family assistance programs provide counselling support to employees for mental health, addictions and other important issues affecting the mental and physical health of employees.
- Sites provide policies and training sessions on employment equity, diversity and respectful workplace behaviour.
- Some employees are offered Employee Share Purchase Plans and/or Registered Retirement Savings Plan (RRSP) programs. Some of these plans include employer-matching contributions of up to 50 per cent of total contributions, depending on the amounts being invested.
- Medical and dental benefits are provided to employees and their families.
- Various programs that assist employees in making healthy lifestyle choices and contributing to a healthy and rewarding workplace.

Education Promotion (Stay in School) Commitment

Mining organizations within Northern Saskatchewan have committed to help northern students with their educational needs. In 2023, mining companies provided scholarships and awards to several students.

- More than \$430,000 was provided to students in the form of scholarships and bursaries.
 - This includes \$67,500 in scholarships to 27 successful applicants from the Athabasca Basin.
- Orano announced a significant donation of \$1 million to the Women in Trades and Technology (WITT) program at Saskatchewan Polytechnic. The \$1 million gift, to be disbursed over 10 years, included the creation of three annual scholarships designated for exceptional female students enrolled in trades and technical programs at Saskatchewan Polytechnic.
- Scholarships were available for Saskatchewan Indigenous students who entered second or third year of study with the College of Engineering or College of Arts and Science at the University of Saskatchewan pursuing degrees in geology, toxicology, chemistry, geography, biology, computer

science, physics or environmental sciences.

- 2023 marked 17 years of the Science Ambassador Program at the University of Saskatchewan, bringing hands-on science education activities and support to northern Indigenous communities in Saskatchewan. Communities receive hands-on support to curriculum from experts in the science area who provide demonstrations as well as promote post-secondary math and science careers.
- Mining companies regularly visit schools and job fairs to promote employment and to encourage students to stay in school.
- There were no tours in 2023 as some sites continued to transition out of care and maintenance.

Community Vitality Commitment

The goal of the Community Vitality Monitoring Program is to monitor the social well-being and quality of life of residents. The initiative arises from the recommendations of a joint federal-provincial panel on uranium mining developments in Northern Saskatchewan. As part of the MSLA, Saskatchewan requires developers to work with government agencies to study the impacts of uranium mining operations on the vitality of communities in the NSAD, through the study of selected representative communities.

The latest report, focused on the sustainability of northern communities impacted by mining, is waiting until a summary can be presented at the Northern Saskatchewan Environment Quality Committee (NSEQC).

The Government of Saskatchewan launched the NSEQC in 1995 to build trust and confidence in developments in the resource sector, particularly uranium. The NSEQC has representatives from a majority of the northern municipal and First Nation communities located in the NSAD.

Public Involvement Commitment

Uranium mining operations commit to work with governments, regulatory agencies and community leaders to consult with and inform northerners about their operations in Northern Saskatchewan. In 2023, companies:

- Distributed project fact sheets and Frequently Asked Questions documents
- Presented at an NSEQC meeting
- Held workshops in northern communities
- Offered Cree and Dene translations
- Incorporated visual aids and videos during community meetings
- Used social media to advertise events (including virtual/on-line events)
- Provided satellite offices based in select northern communities to support and increase accessibility for northerners.
- Continued their yearly public opinion survey to gauge public understanding of and support for uranium mining and milling in Saskatchewan. Province-wide public support remains strong, with 85 per cent in favour of the activity. Eighty-three per cent of northern respondents support the industry.
- Had 194 interactions (call, video, email) with northern communities and leaders regarding collaboration agreements, employment, and career opportunities
- Made donations to northern interests in 2023 totaling \$56.5 million

For more information, contact:

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Ministry of Immigration and Career Training,

Indigenous and Northern Services

Indigenousandnorthernservices@gov.sk.ca

The summary is available at www.saskatchewan.ca by using the search box.