

Alice Wong



Alice has been with Cameco for more than 30 years in increasingly senior leadership roles. In 2011, Tim Gitzel, Cameco's president and CEO, appointed Alice to his senior management team as senior vice-president and chief corporate officer (CCO). As CCO, Alice currently provides executive oversight for human resources, safety, health, environment, quality (SHEQ), regulatory relations, business technology services, supply chain management and internal audit. Her portfolio has included a number of different areas including corporate social responsibility,

communications, community investment, and government relations.

Prior to this, Alice was vice-president, SHEQ and regulatory relations from 2008 to 2011. She led the company through an increasingly complex regulatory world while ensuring the company's SHEQ processes and systems received the focus required as they underpin our goal of operational excellence and enhanced communications and relationships with the company's regulators.

As vice-president, investor, corporate and government relations from 2005 to 2008, Alice was responsible for managing Cameco's communications programs and guiding the company's efforts in building and enhancing relationships with its major stakeholders. In addition to these vice-president roles, Alice has experience in marketing, corporate development, and strategic planning.

Alice has been actively involved in the mining industry for over 30 years. In addition to her responsibilities as a senior officer at Cameco, Alice currently serves on a number of boards; SaskEnergy (and its human resources and safety committee), the Mining Association of Canada (and its executive committee), the Canadian Nuclear Association (and its executive committee, as well as chairing its governance, human resources and compensation committee), and the Saskatchewan Mining Association (and chairing its human resources and compensation committee).

Alice has also served as a member on various committees for different organizations including the Northern Advisory Board of the International Centre for Northern Governance and Development, the World Nuclear Association, Uranium Saskatchewan, and the Canadian Standards Association. The focus of the committees ranged from nuclear communications, nuclear standards, and uranium market analysis.

Alice has achieved distinction in the nuclear industry, provincially, nationally, and globally, where she has been a key figure, overseeing our regulatory and stakeholder relations.

She has led Cameco's mining operations through complex regulatory and licensing systems and upheld safety and environmental performance at the highest levels. As examples, Cameco's McArthur River operation has been awarded the National John T. Ryan Award for Safety for 3 of the past 5 years – a truly remarkable achievement as all mines in Canada compete for this Award. Another achievement of significance was the Canadian Nuclear Safety Commission's 10 year licensing term for the Cigar Lake uranium mine. Previous to this, the maximum license term had been 7 years, however under Alice's watch, the Cigar Lake record demonstrated to CNSC's satisfaction that Cameco is a safe and qualified operator in regard to mine safety and has demonstrated its leadership in environmental stewardship, radiation health, and safety.

Through Alice's career she has made outstanding contributions including her passionate work to advance diversity and inclusion in our company and beyond. Cameco is recognized as a world-leader in corporate social responsibility and diversity, for its positive workforce record of approximately 50% Indigenous workers at its Saskatchewan mine sites, and for its policy of mentoring Indigenous-owned businesses. Alice's team at Cameco innovated a new generation of agreements with 3 northern communities adjacent to its operations. These collaboration agreements formalize the sharing of benefits, including education, training, employment, business, and a proportion of royalties from mine production, and are global examples of leading-edge corporate social responsibility practices.

In an industry where women currently represent 14% of the workforce, Alice is one of the few women in a senior leadership/executive position not just in Canada, but globally. She is a mentee in Catalysts Women on Board Mentoring Program, and closer to home, two years ago, was the keynote speaker at the Saskatchewan Women in Mining/Women in Nuclear "Mine Your Potential" Annual Workshop. She takes this responsibility very seriously, and over the past 2 years has implemented a number of initiatives to increase the number of women in non-traditional and leadership roles within Cameco, and as a mentor, within the broader mining sector. Within Cameco, she initiated "coffee chats" with hundreds of women employees throughout Cameco's operations (corporate, mine, and plant offices) to identify barriers and opportunities to increasing female participation in the workforce. One outcome of these meetings was ensuring that all of Cameco's female workforce had clothing and other personal protective equipment (PPE) designed for females so women felt comfortable working in properly fitting PPE for a shift. This simple act was a statement that "women are an important part of the workforce and have the right to be here, so Cameco was going to make sure they had the proper-fitting equipment to do the job". While this might seem insignificant to those outside the industry, it is a significant step in developing a more welcoming environment for women in a male-dominated workforce.

Alice's leadership in fields including corporate social responsibility and diversity are examples of why Cameco has the distinction of once again being named as one of Canada's Top 100 Employers; one of Canada's Best Diversity Employers, one of Canada's Top Employers for Young People, as well as one of Saskatchewan's Top Employers in 2017.

In addition to Alice's very significant impact on the mining and nuclear industry, Alice has been an inspiration to individuals in her department as she took on a succession of new and expanded roles in the company, increasing her knowledge base, and influence and responsibility for managing teams and people. She displayed this in 2008, when she moved from her position as vice-president of Investor, Corporate and Government Relations to become the vice-president of SHEQ. Her new role was entirely different from all her previous roles and added a new operational component. This change was a bold move and it made others stop and think that they too could move out of their area of expertise and take on entirely new roles and Cameco could welcome it.

Alice has inspired co-workers to be open to and seek new opportunities and experiences in the mining sector, as well as aspire to be a better leader in her thoughtful, holistic, and team centered way. She has provided an inspirational example for other women looking to reach out for leadership roles at Cameco.