

# Compensation and Benefits Overview



At Canadian Natural, we strive to share Company success with all employees through a comprehensive total compensation package. Employees at all levels participate in rewarding long-term incentive programs. See for yourself below!



## Base salary

Competitive base salary



## Stock options upon hiring

Stock Options are a valuable component of our total compensation package



## Stock savings plan

Employees can contribute up to 10% of their salary into the Stock Savings Plan. The company will also contribute 1.5x (150%) the value of the employee's contribution into the plan.



## Annual bonus

**Performance Bonus:** Cash Bonus

**Stock Options Grant Bonus:** Awarded as a number of stock options

**Share Bonus Grant:** Awarded as a dollar value towards purchase of CNQ shares



## 100% Employer Paid Benefits

- Extended Health Care
- Vision Care
- Dental Insurance
- Employee & Family Assistance Program (EFAP)
- Basic & Dependent Life Insurance
- Accidental Death & Dismemberment (AD&D)
- Short Term & Long Term Disability Benefits
- Health & Wellness Spending Account



## Extensive career development opportunities

- Employer subsidies available for job-related courses
- Professional association membership fees covered
- Access to online learning platforms for continuous learning



## Additional benefits

### Calgary and Field Office

- May be eligible for relocation pursuant to Canadian Natural's Relocation Policy
- Paid office closures during Christmas week
- Paid Fridays off in July & August
- Multiple volunteer opportunities within the community

### Oil Sands and Thermal

- May be eligible for relocation pursuant to Canadian Natural's Relocation Policy
- Company Sponsored Fly-In/Fly-Out from Calgary or Edmonton, Alberta
- First-class camp facilities
- Multiple volunteer opportunities within the community