

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

**All programs are subject to change at management discretion. Programs may vary by location.*