

# Compensation and Benefits Overview



## Total compensation at Canadian Natural:

This compensation package reflects the entrepreneurial spirit so deeply rooted in the culture of our company. Employees at all levels participate in rewarding long-term incentive programs. See for yourself below!

### Base salary:

Competitive starter salary.

### Stock options on hiring:

Stock Options are a valuable component of our total compensation package. Stock options are vested in 25% increments with the first vesting occurring 2 years from your start date. Thereafter, 25% will be vested at each of your 3, 4 & 5 year anniversary dates.

### Stock Savings Plan:

Employees are eligible to contribute up to 10% of their salary into the Stock Savings Plan. Employee contributions are used to purchase Canadian Natural shares. The Company contributes 1.5x (150%) the value of the employee's contribution into the plan, on behalf of the employee.

Company shares vest to the employee over 2 years on January 1 of each year (50% per year). Once an employee has completed 5 years of employment with the Company, 100% of Company contributions will vest each January 1 of the following year.

### \*Annual bonus:

- Performance Bonus: Cash Bonus
- Stock Options Grant Bonus: Awarded as a number of stock options. Vesting in 5 equal parts over 5 years starting at the grant anniversary date
- Share Bonus Grant: Awarded as a \$ value towards purchase of CNQ shares. Shares vest in 3 equal parts over 3 years starting within the first year

### \*Benefits:

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

### Additional benefits:

- Fly in fly out program
- Health & Wellness Program,
- Annual Vacation, Additional Company Holidays,
- Education & Training
- Social Functions

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

