

Working Together

Investing in oil sands communities



OCTOBER 2019

Canadian Natural has been releasing annual Working Together Newsletters since 2008. Inside this edition of the Oil Sands newsletter, you will discover how our company is investing in the communities near our oil sands operations.

As members of the community, our teams work with local stakeholders to create and maintain mutually beneficial relationships and shared value. Together, we are making positive and lasting impacts that support sustainable communities.

Each new edition of Working Together informs stakeholders of the opportunities and initiatives we have developed together in the areas of education and training, employment, business development and community investment in Western Canada.

Canadian Natural

fast facts

- Canada's largest senior independent crude oil and natural gas producer.
- Operations in Western Canada, the U.K. portion of the North Sea and Offshore Africa.
- Diverse and balanced portfolio of light, synthetic and heavy crude oil, and natural gas.
- Over 10,000 employees worldwide.
- Delivering energy the world needs in a safe, reliable, effective, efficient, and environmentally responsible way.
- Sustainable operations through innovation and continuous improvement.
- Health and safety, asset integrity, environmental stewardship, innovation and community investment are integrated into all aspects of our operations.
- In 2018, Canadian Natural contributed \$15.3 million to communities in the areas where we operate. This includes corporate sponsorships, cash donations, employee giving and funding for community-based economic development projects.

Improving healthy living in schools

Canadian Natural has been involved with the APPLE Schools Foundation for the past five years, to help schools promote healthy living, particularly in remote communities. This innovative wellness initiative reaches more than 20,000 students annually and is aimed at helping them increase physical activity levels, learn healthy eating habits and how to care for their mental health.

To ensure that schools can successfully establish healthy practices and engage students long-term, School Health Facilitators (SHF) assist with the implementation of the APPLE program into new schools for the first three years.

Tracy Jones has been working at Father R. Perin School in Janvier, Alberta as the SHF to foster relationships and sustainable programs to improve youth wellness. Tracy, school staff, and students have focused on building a health culture in the school by exposing the students to new foods and activities, and teaching leadership and responsibility that can be maintained for years to come.

"Since I have been a SHF at Father R. Perin I have seen the students grow so much," said Tracy. "At first, they didn't want to help or try new foods; now they are all eager to. The smile and enjoyment on their faces make me very happy that I do the job I do."



APPLE School students with Tracy Jones

"I have seen the students grow so much. The smile and enjoyment on their faces make me very happy."

-Tracy Jones, School Health Facilitator at Father R. Perin School in Janvier.

"To develop people to work together to create value for the Company's shareholders by doing it right with fun and integrity"

Supporting education and athletics

Canadian Natural is funding two long-term projects with Keyano College. One of them is the Student Teacher Program, which helps students earn their Bachelor of Education Degree by aiding them financially while completing a mandatory 14-week supervised student teaching program in rural communities. Graduates of the program are highly sought after because they remain in the community, adding stability to the local workforce for the school districts in the region.

Following the original campaign for the construction of the Keyano College Sport and Wellness Centre, Canadian Natural has renewed its commitment to the gymnasium from 2019 to 2029. The Canadian Natural Gymnasium has over 15,000 square feet of hardwood playing surface, ideal for basketball, volleyball and a variety of other sporting activities. It's also home to the Keyano College Huskies, with seating for over 750 spectators.



Working with local Indigenous businesses

Canadian Natural works with local businesses to provide goods and services for our operations. One of the companies is Rimfire Solutions, the sole provider of soft drink machine 'free-vend' services, as well as water, coffee and tea services across our oil sands mining operations.

The company is a member of the Northeastern Alberta Aboriginal Business Association (NAABA) and its owner, Peter Hansen, is a proud member of both the Métis Nation of Alberta, Region 1, and Fort McMurray Métis Local 1935. His company was incorporated in early 2015 and started up with three employees.

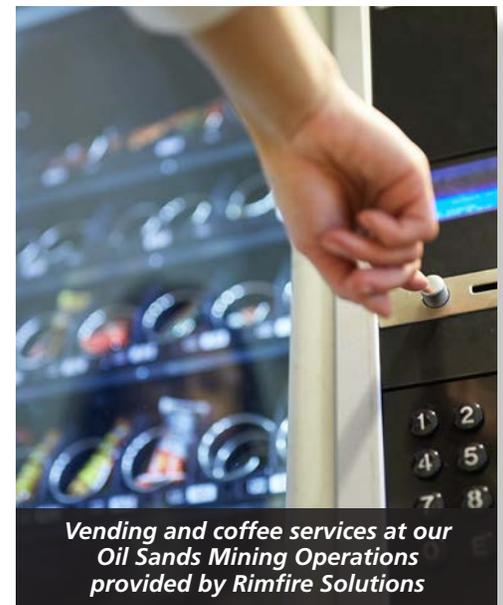
As Canadian Natural continues to grow, we want to provide opportunities for our contractors to develop along with us. In its relatively short history thus far, Rimfire has increased its workforce to nine employees and significantly expanded its client list in the region.

"Canadian Natural is currently our largest partner and our relationship has led to success and expansion to other partners," said Peter.

Canadian Natural believes that working together productively with local stakeholders creates shared value and we're proud to be associated

with Rimfire Solutions and many other NAABA members.

"Our work with stakeholders is an important means of supporting and strengthening the communities near our operations, which many of our employees call home," said Jay Froc, Canadian Natural's Senior Vice-President, Oil Sands Mining and Upgrading. "Maintaining strong and mutually beneficial relationships with local, Indigenous-owned companies is one of the important ways we're able to do this."



Spreading Christmas cheer in the community

Canadian Natural did its best to continue making holiday wishes come true for the most vulnerable members of communities by supporting hamper programs and food banks.

Once again, we sponsored the Firefighter Society Santa's Helpers Program and our employees and contractors had a float in the Lac La Biche Santa Claus Parade. In Anzac, we also supported the Community Christmas Party and Santa's workshop, with 70 guests and over 32 letters written to Santa.

We also continued to support the Hope Haven Women's Shelter, which provides meals and gifts to children and families.

"It is so nice to get donations like this over the holidays, so families can have a real Christmas while they are here," said Melissa Green, Hope Haven Executive Director.

"Hope Haven provides its clientele with a safe and warm place to give them a taste of Christmas," said Chris Best, Canadian Natural Stakeholder Relations Advisor.

"I am glad that we can be part of bringing Christmas to those in need."



Science challenge puts students' skills to the test

The 2019 Northern Lights School Division STEAM (Science Technology Engineering Arts and Math) Challenge was hosted at the Bold Center in Lac La Biche for students in grades 6 to 9 to engage in science activities and experiments.

Canadian Natural supported this interactive competition that brings together more than 350 students from across the region. The STEAM challenge is held annually and tests students' critical thinking, problem-solving skills, communication, and teamwork.

Ian Thompson and Chris Best, Canadian Natural Stakeholder Relations Advisors, volunteered to be judges and the Challenge MCs for the day.

"Canadian Natural is full of life-long

learners; we value and enjoy supporting life-long learning and developing education," said Ian.

"Canadian Natural is a big investor in the future. We want to see these young kids on our sites one day. Science is a fundamental building block; we are happy to sponsor programs that align with our values, grow young minds and build the community," said Chris.

"Thank you for helping judge the event and for providing financial support," said Heather Stromquist, Director of Community Partnerships and Engagement at Northern Lights School Division. "It would be impossible to make this event happen without you! On behalf of our Board of Trustees, staff and students — thank you!"



STEAM Challenge students in the gym

Embracing tradition

We continue to take part in cultural and community events and celebrations to build and maintain strong relationships with stakeholders.

For example, Canadian Natural attended the Fort McKay First Nation Treaty Days, their largest annual celebration that every year welcomes visitors from all around the world to learn about the community, culture and businesses. The number of guests ranges between 1,000 – 3,000 over the weekend, including family and friends from other Indigenous communities, and business partners from the oil and natural gas industry.

We are sponsoring Portage College in their 50th anniversary, helping with community BBQs at Buffalo Lake Métis Settlement, Frog Lake First Nation and other communities, to celebrate partnerships with Indigenous groups.

Canadian Natural was also a sponsor of National Indigenous Peoples Day, recognizing and celebrating First Nation, Inuit and Métis peoples of Canada.



Fort McKay Treaty Days parade

Employees aiding Indigenous employment

As members of the communities, Canadian Natural employees have direct ties to their neighbours and a first-hand perspective of the community's needs. Our employees get involved in the communities, and Canadian Natural supports their efforts.

Since 2018, Jaclyn Schick and Pat Flett, Stakeholder Relations team members, have taken initiative to facilitate workforce development and life skill workshops for students from Fort McKay First Nation and Fort McKay Métis.

The workshops focus on self-esteem, self-confidence and understanding addictions.

"Through work plan discussions with the Fort McKay Skills, Employment and Training Committee it was determined that offering workshops would contribute and align with the goals of the youth workforce development for the Summer Student Employment Programs," said Jaclyn Schick. "We are proud to support and sponsor youth development with the community of Fort McKay."



Jaclyn Schick (left) and Pat Flett at the Athabasca Oil Sands Project

Coming together to fundraise for kids

Employees at our Kirby South and North in situ thermal operations were determined to fundraise for the Big Brothers Big Sisters Bowl for Kids event in Lac La Biche, which was set to raise \$10,000. Through employee donations and corporate matching, we raised over half of their goal.

“We are so thankful for the support that we have received from Canadian Natural over the years,” said Kristen Schewchuck, Big Brothers Big Sisters Representative. “Not only do they raise a lot of money as a team, but then to have the company match is a tremendous support. We are excited for what this funding will allow us to do for our school mentoring programs.”



Student participants from the In School Mentoring Program

June Bug Family Festival

The Hub Family Resource Centre is the comprehensive family services provider in the Regional Municipality of Wood Buffalo (RMWB). The organization provides free programs and resources to support and strengthen parent/child relationships during every stage of early child development. This is done by building a community that fosters the health of children and families.

With the support of Canadian Natural, The Hub hosted their annual June Bug Family Festival in 2019. This is a three-day event that sees more than 1,200 visitors enjoy bouncy castles, balloon artists, face painting, carnival games and a children’s gala. It is thanks to fundraising events like this festival that the centre is able to provide free programming and services to families in the RMWB region.

In 2019, The Hub served over 6,000 unique individuals from Fort McMurray, Fort McKay, Anzac, Fort McMurray First Nation #468 and Janvier.

Doing it right

Other initiatives supported by Canadian Natural in 2019 include:

- The 26th Annual Golf Tournament Fore Girls Inc. of Northern Alberta, organized by the Fort McMurray First Nation #468. Funds raised from the event will continue to provide empowering learning opportunities and inspire girls to be strong, smart and bold. Girls Inc. has a wide reach of 600 girls ages 6-18 from communities all over the RMWB.
- Our Oil Sands Mining employees received a Partner Award from the United Way Fort McMurray and Wood Buffalo for their commitment to the community, as well as the Millennium Partner and the Employee Campaign Awards in recognition of the employee-run campaign.



Jay Froc (second from right), Senior VP Oil Sands Mining and Upgrading, receiving the UW Partner Award

Youth program works to combat impaired driving

The RMWB works with different partners to implement health and safety initiatives in the community. One of them is the P.A.R.T.Y. (Prevent Alcohol and Risk-Related Trauma in Youth) program, that seeks to prevent road collisions caused by speeding, fatigue, and distracted and impaired driving.

Canadian Natural supported this

initiative to promote safety and educate youth before they become new drivers.

The P.A.R.T.Y. program is internationally recognized and offered to grade 9 students in Fort McMurray and rural communities. The day long exercise creates mock scenarios to make students aware of the consequences of impaired driving. The students watch the scenario

as spectators of a crash that the Regional Emergency Services respond to. Following the crash, first responders and medical personnel share stories about arriving to a scene and of the crash victim or victim’s family members. The students have the opportunity to hear survivor stories and understand the full impact of impaired and distracted driving.

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