<table>
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<tr>
<th>Description</th>
<th>GRI Standards</th>
<th>SASB Standards</th>
<th>SDG</th>
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<td>Organizational Details and Reporting Practices</td>
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<td>Name of the organization</td>
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<tr>
<td>Location of headquarters</td>
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<td>Location of operations</td>
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<td>Entities included in sustainability reporting</td>
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<td>Reporting period, frequency and contact point</td>
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<tr>
<td>Number of offshore sites</td>
<td>EM-EP-000.B</td>
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<td>AIF, page 44</td>
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<tr>
<td>Number of terrestrial sites</td>
<td>EM-EP-000.C</td>
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<td>Membership of associations</td>
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<td>2021 Stewardship Report to Stakeholders, page 3</td>
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<td>List of material topics</td>
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<td>Management of material topics</td>
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<td>Statement on sustainable development strategy</td>
<td>2-22</td>
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<td>2021 Stewardship Report to Stakeholders, page 8</td>
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<td>Policy commitments</td>
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<td>2021 Stewardship Report to Stakeholders, page 34-35 AIF, page 10-17</td>
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### 2021 GRI, SASB, SDG Disclosure Index

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<td>Processes to remediate negative impacts</td>
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<td>2021 Stewardship Report to Stakeholders, pages 33-34, 37</td>
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<td>Mechanisms for seeking advice and raising concerns</td>
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<td>Compliance with laws and regulations</td>
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<td>Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets</td>
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<td>2021 Annual Report, pages 3-4 CDP Climate, questions 2.4a, C3.1b, C3.2a, C3.3, C3.4 (Webpage) Corporate Presentation</td>
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<td>Describe the climate change-related scenarios used to assess the resilience of the organization’s strategy, including a 2°C or lower scenario.</td>
<td></td>
<td>EM-EP-420a.1</td>
<td>11.2.1</td>
<td>2021 Stewardship Report to Stakeholders, page 6 CDP Climate, questions C3.2, C3.2a, C3.2b</td>
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### ETHICS AND INTEGRITY

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<td>Mechanisms for advice and concerns about ethics</td>
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<td>Description of the whistleblowing and other mechanisms in place for individuals to raise concerns about corruption</td>
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<td>Production in countries with the 20 lowest rankings in the Transparency International’s Corruption Perception Index</td>
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<td>EM-EP-420a.1</td>
<td>11.20.1</td>
<td>Canadian Natural does not operate in countries that have the lowest rankings in Transparency International’s Corruption Perception Index.</td>
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<tr>
<td></td>
<td>EM-MM-510a.2</td>
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### GOVERNANCE

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<td>Governance structure</td>
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<td>Management Information Circular (MIC), pages A-3 to A-8, Schedule “B” CDP Climate, questions C1.1a-d</td>
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<td>Nominating and selection of the highest governance body</td>
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<td>Chair of the highest governance body</td>
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<td>Role of the highest governance body in overseeing the management of impacts</td>
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<td>CDP Climate, questions C1.1a-d, C1.2a 2021 Stewardship Report to Stakeholders, pages 9-11 MIC, pages B-1 to B-5 Health, Safety, Asset Integrity and Environmental Committee Charter</td>
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<td>Delegation of responsibility for managing impacts</td>
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<td>Role of the highest governance body in sustainability reporting</td>
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<td>Conflicts of interest</td>
<td>2-15</td>
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<td>MIC, page A-8 AIF, page 57</td>
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<td>Communication of critical concerns</td>
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<td><a href="#">CDP Climate</a>, questions C1.1a-d, C1.2a</td>
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<td>Measures taken to develop and enhance Board's knowledge of economic,</td>
<td>2-17</td>
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<td>Health, Safety, Asset Integrity and</td>
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<td>environmental and social topics</td>
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<td>Environmental Committee Charter</td>
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<td>MIC, pages A-6 to A-7</td>
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<td>Evaluation of the performance of the highest governance body</td>
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<td><a href="#">CDP Climate</a>, questions C1.1a-d, C1.2a</td>
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<td>Remuneration policies</td>
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<td><a href="#">MIC</a>, page 1-4, 35-50, A-7, B-4</td>
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<td>Process to determine remuneration</td>
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<td>Annual total compensation ratio</td>
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<td>Level and function within the organization assigned responsibility for</td>
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<td><a href="#">CDP Climate</a>, questions C1.1a-d, C1.2a</td>
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<td>managing risks and opportunities due to climate change</td>
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<td><a href="#">2021 Stewardship Report to Stakeholders</a>, pages 10-11</td>
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<tr>
<td>Describe the board’s oversight in managing risks and opportunities due to</td>
<td></td>
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<td>MIC, pages A-4 to A-9</td>
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<td>climate change</td>
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<td>Responsibility to manage climate change-related impacts linked to</td>
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<td>performance assessments or incentive mechanisms</td>
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**STAKEHOLDER ENGAGEMENT**

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<tr>
<th>Approach to stakeholder engagement</th>
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<th><a href="#">2021 Stewardship Report to Stakeholders</a>, pages 32-34</th>
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<tr>
<td>Collective bargaining agreements</td>
<td>2-30</td>
<td>EM-MM-310a.1</td>
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<td>Approximately 28% of our contractor</td>
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<td>workforce in our oil sands mining and</td>
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<td>upgrading operations represents union</td>
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<td>workers covered by collective bargaining</td>
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<td></td>
<td></td>
<td></td>
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<td>agreements.</td>
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</tbody>
</table>

**ECONOMIC PERFORMANCE**

<p>| Direct economic value generated and distributed                          | 201-1         | 4, 8, 9        |     | <a href="#">2021 Stewardship Report to Stakeholders</a>, pages 5-9 |
|                                                                          |               |                |     | <a href="#">2021 Annual Report</a>, pages 56, 89-91, 93 |
| Financial implications and other risks and opportunities due to climate   | 201-2         |                |     | <a href="#">MIC</a>, pages A-4, A-5                |
| change                                                                    |               |                |     | <a href="#">CDP Climate</a>, questions C2.1-2.4a    |
|                                                                          |               |                |     | <a href="#">AIF</a>, pages 10-17                    |
|                                                                          |               |                |     | <a href="#">2021 Annual Report</a>, pages 3-4, 39-43, 71-72 |
| Defined benefit plan obligations and other retirement plans               | 201-3         |                |     | <a href="#">AIF</a>, pages 30, 33-34, 49, A-7, A-8  |
|                                                                          |               |                |     | <a href="#">MIC</a>, page 16, 24, 48                |</p>
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<tr>
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</table>
| Infrastructure investments and services supported  
Significant indirect economic impacts | 203-1  
203-2 | 4, 8, 9 | | 2021 Stewardship Report to Stakeholders, pages 5-9, 32-37  
AIF, pages 14-20 |

**ANTI-CORRUPTION**

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<td>Operations assessed for risks related to corruption</td>
<td>205-1</td>
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<td>AIF, pages 19-20</td>
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| Communication and training about anti-corruption policies and procedures | 205-2 | | | MCG, pages A-6 to A-9, B-5  
2021 Stewardship Report to Stakeholders, page 34  
(Webpage) Payment to Governments  
(Webpage) Code of Conduct and Human Rights |
| Confirmed incidents of corruption and actions taken | 205-3 | | | (Webpage) Code of Conduct and Human Rights  
Records pertaining to a complaint are Canadian Natural’s property and retained in compliance with document retention policies for a minimum of five years subject to safeguards that ensure their confidentiality. |

**TAX**

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| Approach to tax  
Tax governance, control and risk management | 207-1  
207-2 | | | 2021 Annual Report, pages 32,43, 45, 62-65, 70, 73, 86-88  
AIF, pages 12, 13, 14, 19-20, 30-32 |
| Country-by-country reporting | 207-4 | | | 2021 Annual Report, pages 31, 66, 86,  
AIF, pages 13-14, 19-20, 30-32 |

**RESERVES**

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</table>
| Emissions potential for proven and probable reserves | 11.2.2 | | | 2021 Annual Report, pages 6-8, 38-45, 103-112  
AIF, pages 21-29, 45-47 |
| Describe climate change-related risk and opportunities affect or potential to affect the organization’s operations or revenue | 11.2.2 | | | AIF, pages 10-17  
CDP Climate, questions C2.1b, C2.3a, C2.4a, C3.3, C3.4 |

**ENVIRONMENTAL STANDARDS**

**ENERGY**

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</table>
| Energy consumption within the organization | 302-1  
11.1.2 | 7, 12 | | Total energy consumption: 99,079,713 MWhr  
Percentage of grid electricity: 5%  
Percentage renewable: 0.2%  
CDP Climate, questions C8.2, C8.2a, C8.2c |
| Energy consumption outside the organization | 302-2  
11.1.3 | 7, 12 | | CDP Climate, question C6.5 |
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<td>Reduction of energy consumption</td>
<td>302-4</td>
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<td>7, 9, 12, 13</td>
<td>2021 Stewardship Report to Stakeholders, pages 4, 13-17, 40-42</td>
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<tr>
<td>Reductions in energy requirements of products and services</td>
<td>302-5</td>
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<td>CDP Climate, questions C-OG4.8 and C8 Technology and Innovation Case Studies booklet</td>
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<tr>
<td>Total amount invested in renewable energy</td>
<td>EM-EP-420a.3</td>
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<td>7, 9, 12, 13</td>
<td>2021 Stewardship Report to Stakeholders, pages 18-19</td>
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**WATER**

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<td>Interactions with water as a shared resource</td>
<td>303-1</td>
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<td>6, 12</td>
<td>2021 Stewardship Report to Stakeholders, pages 25, 33, 44</td>
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<tr>
<td>Management of water discharge-related impacts</td>
<td>303-2</td>
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<td></td>
<td>CDP Water, question W1.2, W1.4a,b, W-OG1.3a, W-OG3.1, W-OG3.1a</td>
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<td>Water discharge</td>
<td>303-4 11.6.5</td>
<td>EM-EP-140a.2</td>
<td>6, 12</td>
<td>CDP Water, questions W1.2b, W-OG1.2c</td>
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<td>Water consumption</td>
<td>303-5</td>
<td>EM-EP-140a.1, EM-MM-140a.1</td>
<td>6, 12</td>
<td>CDP Water, questions W1.2b, W-OG1.2c, W1.2]</td>
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<tr>
<td>Percentage of water withdrawn and consumed in regions with high or extreme high baseline water stress</td>
<td>EM-EP-140a.1, EM-MM-140a.1</td>
<td>6, 12</td>
<td>CDP Water, question W1.2d</td>
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<tr>
<td>Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used</td>
<td>EM-EP-140a.3</td>
<td>6</td>
<td>All AB and BC wells are disclosed through the FracFocus Chemical Disclosure Registry website</td>
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<tr>
<td>Percentage of hydraulically fractured wells where ground or surface water quality deteriorated</td>
<td>EM-EP-140a.4</td>
<td>6</td>
<td>0%</td>
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<td>Number of incidents of non-compliance associated with water quality permits, standards, and regulations</td>
<td>EM-MM-140a.2</td>
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<td>CDP Water, question W2.2</td>
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**BIODIVERSITY**

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<tr>
<td>Application of the mitigation hierarchy has informed actions to manage biodiversity-related impacts</td>
<td>11.4.1</td>
<td>EM-MM-160a.1</td>
<td>12, 15</td>
<td>2021 Stewardship Report to Stakeholders, page 23</td>
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<tr>
<td>Description of environmental management policies and practices for active sites</td>
<td>EM-EP-160a.1, EM-MM-160a.1</td>
<td>15</td>
<td>2021 Stewardship Report to Stakeholders, pages 22-24</td>
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<td>Description</td>
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<td>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</td>
<td>304-1</td>
<td>EM-MM-160a.1</td>
<td>12, 15</td>
<td><em>Protected area information is publicly available for Alberta, Canada via the Landscape Analysis Tool; for British Columbia, via the Habitat Wizard; and for Saskatchewan via Habisask.</em></td>
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<tr>
<td>Significant impacts of activities, products, and services on biodiversity</td>
<td>304-2</td>
<td>EM-MM-160a.1</td>
<td>12, 15</td>
<td><em>2021 Stewardship Report to Stakeholders, page 22-24</em></td>
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<tr>
<td>Habitats protected or restored</td>
<td>304-3</td>
<td>EM-MM-160a.1</td>
<td>12, 15</td>
<td><em>2021 Stewardship Report to Stakeholders, page 22-24</em></td>
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<tr>
<td>Number and aggregate volume of hydrocarbon spills</td>
<td>306-3</td>
<td>EM-EP-160a.2</td>
<td>12</td>
<td><em>2021 Stewardship Report to Stakeholders, page 43</em></td>
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**EMISSIONS**

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<thead>
<tr>
<th>Description</th>
<th>GRI Standards</th>
<th>SASB Standards</th>
<th>SDG</th>
<th>Canadian Natural Sources and Statements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct (scope 1) GHG emissions</td>
<td>305-1</td>
<td>EM-EP-110a.1</td>
<td>13</td>
<td><em>2021 Stewardship Report to Stakeholders, pages 40-42</em></td>
</tr>
<tr>
<td>Percentage of gross global scope 1 emissions from methane (%)</td>
<td>11.1.5</td>
<td>EM-EP-110a.1</td>
<td>13</td>
<td>13%</td>
</tr>
<tr>
<td>Percentage covered under emissions-limiting regulations</td>
<td>EM-EP-110a.1</td>
<td>12</td>
<td>87.5%</td>
<td></td>
</tr>
<tr>
<td>Amount of gross global Scope 1 emissions from: flared hydrocarbons, other combustion, process emissions, other vented emissions, and fugitive emissions</td>
<td>11.1.5</td>
<td>EM-EP-110a.2</td>
<td>13</td>
<td><em>CDP Climate, question C-OG7.1b</em></td>
</tr>
<tr>
<td>Energy indirect (scope 2) GHG emissions.</td>
<td>305-2</td>
<td>EM-MM-110a.1</td>
<td>13</td>
<td><em>2021 Stewardship Report to Stakeholders, pages 40-42</em></td>
</tr>
<tr>
<td>Indirect (Scope 3) GHG emissions</td>
<td>305-3</td>
<td>EM-MM-110a.1</td>
<td>13</td>
<td><em>2021 Stewardship Report to Stakeholders, pages 40-42</em></td>
</tr>
<tr>
<td>GHG emissions intensity</td>
<td>305-4</td>
<td>EM-MM-110a.2</td>
<td>13</td>
<td><em>2021 Stewardship Report to Stakeholders, pages 40-42</em></td>
</tr>
<tr>
<td>Reduction of GHG emissions Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets</td>
<td>305-5</td>
<td>EM-MM-110a.2</td>
<td>7, 8, 9, 12, 13</td>
<td><em>2021 Stewardship Report to Stakeholders, pages 4-5, 8-9, 13-20</em></td>
</tr>
<tr>
<td>Description</td>
<td>GRI Standards</td>
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<td>SDG</td>
<td>Canadian Natural Sources and Statements</td>
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<td>----------------------------------------------------------------------------</td>
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<tr>
<td>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</td>
<td>305-7</td>
<td>EM-EP-120a.1</td>
<td>9, 12</td>
<td>2021 Stewardship Report to Stakeholders, page 42</td>
</tr>
<tr>
<td></td>
<td></td>
<td>EM-MM-120a.1</td>
<td></td>
<td>Reported to the National Pollutant Release Inventory (Environment Canada)</td>
</tr>
<tr>
<td>Actions taken to manage flaring and venting</td>
<td>11.1.1</td>
<td></td>
<td>9</td>
<td>2021 Stewardship Report to Stakeholders, page 17</td>
</tr>
<tr>
<td>Net mass of CO in metric tons captured and removed from the atmosphere (CO stored less the GHG emitted in the process)</td>
<td>11.2.2</td>
<td></td>
<td>12</td>
<td>2021 Stewardship Report to Stakeholders, page 14</td>
</tr>
<tr>
<td>EFFLUENTS AND WASTE</td>
<td></td>
<td></td>
<td></td>
<td>CDP Climate, questions C2.4a, C4.2b, C-OG9.6a</td>
</tr>
<tr>
<td>Waste generation and significant waste-related impacts</td>
<td>306-1</td>
<td>EM-MM-150a.4</td>
<td>12</td>
<td>2021 Stewardship Report to Stakeholders, page 46</td>
</tr>
<tr>
<td>Management of significant waste-related impacts</td>
<td>306-2</td>
<td>EM-MM-150a.5</td>
<td></td>
<td></td>
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<tr>
<td>Waste generated</td>
<td>306-3</td>
<td>EM-MM-150a.7</td>
<td></td>
<td></td>
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<tr>
<td>Waste diverted from disposal</td>
<td>306-4</td>
<td>EM-MM-150a.8</td>
<td></td>
<td></td>
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<tr>
<td>Waste directed to disposal</td>
<td>306-5</td>
<td></td>
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<tr>
<td>Waste recycled</td>
<td>11.5.4</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Description of waste and hazardous materials management policies and procedures for active and inactive operations</td>
<td>11.5.5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>11.5.6</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>ENVIRONMENTAL COMPLIANCE</td>
<td></td>
<td>EM-MM-150a.10</td>
<td>12</td>
<td>2021 Stewardship Report to Stakeholders, page 46</td>
</tr>
<tr>
<td>Compliance with environmental laws and regulations</td>
<td>2-27</td>
<td>EM-MM-140a.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>There were no significant fines, penalties, administrative or judicial sanctions for environmental non-compliances (including water related laws and regulations) in 2021. Compliance reporting can be accessed on the regulators’ websites (Alberta Energy Regulator, Canada Energy Regulator and Environment and Climate Change Canada).</td>
<td></td>
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</tr>
<tr>
<td>SUPPLIER ENVIRONMENTAL ASSESSMENT</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>New suppliers that were screened using environmental criteria</td>
<td>308-1</td>
<td></td>
<td>12</td>
<td>CDP Climate, questions C12.1, C12.1d, 12.2</td>
</tr>
<tr>
<td>Negative environmental impacts in the supply chain and actions taken</td>
<td>308-2</td>
<td></td>
<td></td>
<td>CDP Water, questions W1.4, 1.4a, 1.4b</td>
</tr>
<tr>
<td>New employee hires and employee turnover</td>
<td>401-1</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, page 38</td>
</tr>
<tr>
<td>Description</td>
<td>GRI Standards</td>
<td>SASB Standards</td>
<td>SDG</td>
<td>Canadian Natural Sources and Statements</td>
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<td>----------------------------------------------------------------------------</td>
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<tr>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>401-2</td>
<td></td>
<td>8</td>
<td>(Webpage) Compensation and Benefits Overview, (Webpage) Healthy people in healthy workplaces, 2021 Stewardship Report to Stakeholders, pages 27-28</td>
</tr>
</tbody>
</table>

**OCCUPATIONAL HEALTH AND SAFETY**

<table>
<thead>
<tr>
<th>Description</th>
<th>GRI Standards</th>
<th>SASB Standards</th>
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<th>Canadian Natural Sources and Statements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>403-2</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, pages 27-29</td>
</tr>
<tr>
<td>Occupational health services</td>
<td>403-3</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, pages 27-29</td>
</tr>
<tr>
<td>Worker participation, consultation, and communication on occupational health and safety</td>
<td>403-4</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, pages 27-28</td>
</tr>
<tr>
<td>Worker training on occupational health and safety</td>
<td>403-5</td>
<td>EM-EP-320a.1</td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, pages 26-30</td>
</tr>
<tr>
<td>Promotion of worker health</td>
<td>403-6</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, page 28</td>
</tr>
<tr>
<td>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td>
<td>403-7</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, pages 27-29</td>
</tr>
<tr>
<td>Workers covered by an occupational health and safety management system</td>
<td>403-8</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, page 27</td>
</tr>
<tr>
<td>Description of management systems used to identify and mitigate catastrophic and tail-end risks</td>
<td>EM-EP-540a.2</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, pages 27-31, Corporate Statement on Environmental Management</td>
</tr>
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</table>

**ASSET INTEGRITY AND PROCESS SAFETY**

<table>
<thead>
<tr>
<th>Description</th>
<th>GRI Standards</th>
<th>SASB Standards</th>
<th>SDG</th>
<th>Canadian Natural Sources and Statements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tailings management</td>
<td>11.8.4</td>
<td>EM-MM-540a.1</td>
<td>6, 12</td>
<td>2021 Stewardship Report to Stakeholders, pages 30, AIF, page 17, Additional disclosures are being evaluated for future reporting, 2021 Stewardship Report to Stakeholders, page 17</td>
</tr>
<tr>
<td>Description</td>
<td>GRI Standards</td>
<td>SASB Standards</td>
<td>SDG</td>
<td>Canadian Natural Sources and Statements</td>
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<td>-----------------------------------------------------------------------------</td>
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<td>--------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Approach to development of Emergency Preparedness and Response Plans (EPRPS) for tailings storage facilities</td>
<td>EM-MM-540a.3</td>
<td></td>
<td>8</td>
<td>2021 Stewardship Report to Stakeholders, pages 30</td>
</tr>
<tr>
<td><strong>TRAINING AND EDUCATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average hours of training per year per employee</td>
<td>401-1</td>
<td></td>
<td>4</td>
<td>2021 Stewardship Report to Stakeholders, page 32</td>
</tr>
<tr>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>404-2</td>
<td></td>
<td>4</td>
<td>2021 Stewardship Report to Stakeholders, page 36</td>
</tr>
<tr>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>404-3</td>
<td></td>
<td>8</td>
<td>Through Canadian Natural’s performance management system, employees receive regular feedback and clear links between the Company’s business objectives and each employee’s goals.</td>
</tr>
<tr>
<td><strong>DIVERSITY AND EQUAL OPPORTUNITY</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Diversity of governance bodies and employees</td>
<td>405-1</td>
<td></td>
<td>5, 8</td>
<td>2021 Stewardship Report to Stakeholders, pages 10, 35, MTC, pages 7, A-6, A-9, B-1, B-2, B-5 Diversity Policy Statement Code of integrity, business ethics and conduct</td>
</tr>
<tr>
<td><strong>INDIGENOUS RIGHTS &amp; HUMAN RIGHTS</strong></td>
<td></td>
<td></td>
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<tr>
<td>Incidents of violations involving rights of indigenous peoples</td>
<td>411-1</td>
<td></td>
<td>8</td>
<td>Indigenous Relations Policy 2021 Stewardship Report to Stakeholders, pages 33-34</td>
</tr>
<tr>
<td>Describe community development programs to enhance positive impacts for Indigenous peoples</td>
<td>11.17.1</td>
<td></td>
<td>3, 4</td>
<td>2021 Stewardship Report to Stakeholders, pages 33-34, 37</td>
</tr>
<tr>
<td>Describe the approach of engaging with indigenous peoples</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>List the locations of operations in areas of conflict</td>
<td>11.18.1</td>
<td>EM-EP-210a.1</td>
<td></td>
<td>Canadian Natural does not operate in or near active areas of conflict.</td>
</tr>
<tr>
<td>Percentage of proved and probable reserves in or near areas of conflict</td>
<td></td>
<td>EM-MM-210a.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Description</td>
<td>GRI Standards</td>
<td>SASB Standards</td>
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</tr>
<tr>
<td>Operations and suppliers at significant risk for incidents of child labour</td>
<td>408-1</td>
<td></td>
<td>4</td>
<td>Federal labour standards are established under Part III of the Canada Labour Code, which sets out minimum standards that federally regulated employers and employees must follow. We operate in many different locations and offer additional premiums to those working at these locations. For some locations, the company provides location premiums, fly-in/fly-out allowances and site accommodations.</td>
</tr>
<tr>
<td>Operations and suppliers at significant risk for incidents of forced or compulsory labour</td>
<td>409-1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Security personnel trained in human rights</td>
<td>410-1</td>
<td>11.18.1</td>
<td>4</td>
<td>Canadian Natural follows all regulatory requirements in relation to maintaining safe and secure work sites at all our operations. In Canada, each province has legislation governing the use of private security and investigation services. Canadian Natural, through our Corporate Security Manager, ensures all security providers hired for security at Canadian Natural’s locations fully meet provincial licensing requirements. In our Cote d’Ivoire operations, Canadian Natural uses the services of a national private security firm who are fully licensed, authenticated, follow the guidelines under the Voluntary Principles on Security and Human Rights as well as being long standing members of the larger oversight organization International Code of Conduct Association (ICoCA). All security personnel are required to review, sign, and adhere to Canadian Natural’s Code of Conduct and Human Rights.</td>
</tr>
<tr>
<td>Approach to engaging workers in advance of significant operational changes</td>
<td>11.7.2</td>
<td></td>
<td>9, 9</td>
<td>Canadian Natural hosts quarterly staff shareholder meetings that inform staff about upcoming operational changes and allow people to ask questions and engage. Regular communications also include a monthly newsletter from senior executives and a frequently updated Intranet site.</td>
</tr>
</tbody>
</table>

**LOCAL COMMUNITIES**

<table>
<thead>
<tr>
<th>Description</th>
<th>GRI Standards</th>
<th>SASB Standards</th>
<th>SDG</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations with local community engagement, impact assessments, and development programs</td>
<td>413-1</td>
<td></td>
<td>4, 9</td>
<td>2021 Stewardship Report to Stakeholders, pages 32-37</td>
</tr>
<tr>
<td>Operations with significant actual or potential negative impacts on local communities</td>
<td>413-2</td>
<td></td>
<td></td>
<td>2021 Stewardship Report to Stakeholders, AIF, page 15-18 (Webpage) Key Public Safety Information</td>
</tr>
<tr>
<td>Impact of the transition to a low-carbon economy on workers and local communities</td>
<td>11.2.1</td>
<td></td>
<td>9</td>
<td>2021 Stewardship Report to Stakeholders, page 16</td>
</tr>
<tr>
<td>Description</td>
<td>GRI Standards</td>
<td>SASB Standards</td>
<td>SDG Sources and Statements</td>
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<td>-----------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Approach to identifying stakeholders within local communities and engagement</td>
<td>11.15.1</td>
<td></td>
<td>2021 Stewardship Report to Stakeholders, page 33</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Our stakeholders consist of a broad group in proximity to our operations in Canada, the UK and Africa — including more than 24,000 landowners, 160 municipalities and 80 Indigenous communities in Western Canada, as well as industry, governments, regulators and non-governmental groups.</td>
<td></td>
</tr>
<tr>
<td>Discussion of process to manage risks and opportunities associated with community rights and interests</td>
<td>EM-EP-210b.1</td>
<td>EM-MM-210b.1</td>
<td>12 Indigenous Relations Policy</td>
<td></td>
</tr>
<tr>
<td></td>
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<td></td>
<td>Code of Conduct and Human Rights</td>
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<td></td>
<td>2021 Stewardship Report to Stakeholders, pages 32-37</td>
<td></td>
</tr>
<tr>
<td>Describe community development programs</td>
<td>11.14.1</td>
<td></td>
<td>2021 Stewardship Report to Stakeholders, pages 32-34, 37</td>
<td></td>
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**PUBLIC POLICY**

<table>
<thead>
<tr>
<th>Description</th>
<th>GRI Standards</th>
<th>SASB Standards</th>
<th>SDG Sources and Statements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry. Describe the organization’s stance on significant issues that are the focus of its participation in public policy development and lobbying; and any differences between these positions and its stated policies, goals, or other public positions.</td>
<td>11.22.1</td>
<td>EM-EP-530a.1</td>
<td>8, 12 2021 Stewardship Report to Stakeholders, pages 8-9, 12</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>CDP Climate, questions C2.2, C12.3, C12.3a, 12.3b</td>
</tr>
<tr>
<td>Approach to public policy development and lobbying on climate change</td>
<td>11.2.4</td>
<td></td>
<td>CDP Climate, questions C12.3, C12.3a, 12.3b</td>
</tr>
<tr>
<td>Political contributions</td>
<td>415-1</td>
<td>11.22.1</td>
<td>Canadian Natural complies with all legislation governing lobbying interactions through disclosure on the publically available lobbyist registries for the federal, Alberta (AB), British Columbia (BC) and Saskatchewan (SK) governments. Corporate donations are not permitted to federal, AB or BC governments. Information on corporate donations over $250 to political parties in SK is publically available from the elections office.</td>
</tr>
</tbody>
</table>