

2021 ESG/Sustainability Reporting

Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals (SDG) Content Index

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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
GENERAL DISCLOSURES				
ORGANIZATIONAL DETAILS AND REPORTING PRACTICES				
Name of the organization	2-1			Annual Information Form (AIF) , page 6
Ownership and legal form	2-2			
Location of headquarters				
Location of operations				
Entities included in sustainability reporting				
Reporting period, frequency and contact point	2-3			2021 Stewardship Report to Stakeholders , page 3, Back Cover
Restatements of information	2-4			2021 Stewardship Report to Stakeholders , page 40
External Assurance	2-5			2021 Stewardship Report to Stakeholders , page 47
Activities, value chain and other business relationships	2-6			2021 Annual Report , page 14 AIF , page 6
Employees	2-7	EM-MM-000.B	8	2021 Stewardship Report to Stakeholders , page 38 AIF , page 9
Scale of the organization		EM-MM-000.B		2021 Annual Report , pages 1-2, 5-7, 21-22 AIF , pages 10, 37-43
Production		EM-EP-000.A		2021 Annual Report , page 2
Number of offshore sites		EM-EP-000.B		AIF , page 44
Number of terrestrial sites		EM-EP-000.C		AIF , page 44
Membership of associations	2-28		9	CDP Climate , question C12.3b
MATERIAL TOPICS				
Process to determine material topics	3-1		12	2021 Stewardship Report to Stakeholders , page 3
List of material topics	3-2			
Management of material topics	3-3		12	2021 Stewardship Report to Stakeholders , pages 3, 11, full report
STRATEGY AND ANALYSIS				
Statement on sustainable development strategy	2-22		12	2021 Stewardship Report to Stakeholders , page 8
Policy commitments	2-23 2-24		12	Code of Conduct and Human Rights Code of integrity, business ethics and conduct (Webpage) Working with contractors (Webpage) Corporate Statement on Health & Safety 2021 Stewardship Report to Stakeholders , page 34-35 AIF , page 10-17

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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
Processes to remediate negative impacts Mechanisms for seeking advice and raising concerns	2-25 2-26		12	2021 Stewardship Report to Stakeholders , pages 33-34, 37
Compliance with laws and regulations	2-27			2021 Stewardship Report to Stakeholders , page 39
Membership associations	2-28			CDP Climate , questions 12.3a-b
Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets		EM-EP-420a.4		2021 Annual Report , pages 3-4 CDP Climate , questions 2.4a, C3.1b, C3.2a, C3.3, C3.4 (Webpage) Corporate Presentation
Describe the climate change-related scenarios used to assess the resilience of the organization's strategy, including a 2°C or lower scenario.	11.2.1	EM-EP-420a.1		2021 Stewardship Report to Stakeholders , page 6 CDP Climate , questions C3.2, C3.2a, C3.2b
ETHICS AND INTEGRITY				
Mechanisms for advice and concerns about ethics Description of the whistleblowing and other mechanisms in place for individuals to raise concerns about corruption Description of the management system for prevention of corruption and bribery throughout the value chain	11.20.1	EM-EP-510a.2 EM-MM-510a.1	8	(Webpage) Code of Conduct and Human Rights Code of integrity, business ethics and conduct (Webpage) Confidential integrity hotline (Webpage) Contact us and locations 2021 Stewardship Report to Stakeholders , pages 34-35
Production in countries with the 20 lowest rankings in the Transparency International's Corruption Perception Index		EM-EP-510a.1 EM-MM-510a.2	8	<i>Canadian Natural does not operate in countries that have the lowest rankings in Transparency International's Corruption Perception Index.</i>
GOVERNANCE				
Governance structure	2-9			Management Information Circular (MIC) , pages A-3 to A-8, Schedule "B" CDP Climate , questions C1.1a-d
Nominating and selection of the highest governance body	2-10			MIC , page 6, Schedule "A"
Chair of the highest governance body	2-11			MIC , page 9
Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting	2-12 2-13 2-14		12	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
Conflicts of interest	2-15			MIC , page A-8 AIF , page 57

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Communication of critical concerns	2-16			CDP Climate , questions C1.1a-d, C1.2a 2021 Stewardship Report to Stakeholders , page 34 MIC , page 7
Measures taken to develop and enhance Board's knowledge of economic, environmental and social topics	2-17		12	Health, Safety, Asset Integrity and Environmental Committee Charter MIC , pages A-6 to A-7
Evaluation of the performance of the highest governance body	2-18			MIC , page 1-4, 35-50, A-7, B-4
Remuneration policies	2-19			CDP Climate , questions C1.1a-d, C1.2a
Process to determine remuneration	2-20			
Annual total compensation ratio	2-21			
Level and function within the organization assigned responsibility for managing risks and opportunities due to climate change	11.2.1		12	CDP Climate , questions C1.1a-d, C1.2a, C1.3 2021 Stewardship Report to Stakeholders , pages 10-11 MIC , pages A-4 to A-9
Describe the board's oversight in managing risks and opportunities due to climate change.				
Responsibility to manage climate change-related impacts linked to performance assessments or incentive mechanisms				
STAKEHOLDER ENGAGEMENT				
Approach to stakeholder engagement	2-29			2021 Stewardship Report to Stakeholders , pages 32-34
Collective bargaining agreements	2-30	EM-MM-310a.1		<i>Approximately 28% of our contractor workforce in our oil sands mining and upgrading operations represents union workers covered by collective bargaining agreements.</i>
ECONOMIC PERFORMANCE				
Direct economic value generated and distributed	201-1		4, 8, 9	2021 Stewardship Report to Stakeholders , pages 5-9 2021 Annual Report , pages 56, 89-91, 93
Financial implications and other risks and opportunities due to climate change	201-2			MIC , pages A-4, A-5 CDP Climate , questions C2.1-2.4a AIF , pages 10-17 2021 Annual Report , pages 3-4, 39-43, 71-72
Defined benefit plan obligations and other retirement plans	201-3			AIF , pages 30, 33-34, 49, A-7, A-8 MIC , page 16, 24, 48

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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
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				
Operations assessed for risks related to corruption	205-1			AIF , pages 19-20
Communication and training about anti-corruption policies and procedures	205-2			MIC , pages A-6 to A-9, B-5 2021 Stewardship Report to Stakeholders , page 34 <i>(Webpage)</i> Payment to Governments <i>(Webpage)</i> Code of Conduct and Human Rights
Confirmed incidents of corruption and actions taken	205-3			<i>(Webpage)</i> Code of Conduct and Human Rights <i>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.</i>
TAX				
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				
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				
Energy consumption within the organization	302-1 11.1.2		7, 12	<i>Total energy consumption: 99,079,713 MWhr</i> <i>Percentage of grid electricity: 5%</i> <i>Percentage renewable: 0.2%</i> 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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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
Reduction of energy consumption Reductions in energy requirements of products and services	302-4 302-5		7, 9, 12, 13	2021 Stewardship Report to Stakeholders , pages 4, 13-17, 40-42 CDP Climate , questions C-OG4.8 and C8 Technology and Innovation Case Studies booklet
Total amount invested in renewable energy		EM-EP-420a.3	7, 9, 12, 13	2021 Stewardship Report to Stakeholders , pages 18-19 CDP Climate , questions C4.3c, C-CO9.6a Technology and Innovation Case Studies booklet
WATER				
Interactions with water as a shared resource Management of water discharge-related impacts	303-1 303-2		6, 12	2021 Stewardship Report to Stakeholders , pages 25, 33, 44 CDP Water , question W1.2, W1.4a,b, W-OG1.3a, W-OG3.1, W-OG3.1a
Water withdrawal by source (including produced water, flowback generated, percentage discharged and recycled, hydrocarbon content in water)	303-3	EM-EP-140a.1 EM-EP-140a.2 EM-MM-140a.1	6, 12	2021 Stewardship Report to Stakeholders , pages 25, 44-45 CDP Water , questions W1.2b, W-OG1.2c
Water discharge	303-4 11.6.5	EM-EP-140a.2	6, 12	2021 Stewardship Report to Stakeholders , pages 44-45 CDP Water , questions W1.2b, W-OG1.2c, W1.2j
Water consumption	303-5	EM-EP-140a.1 EM-MM-140a.1	6, 12	2021 Stewardship Report to Stakeholders , pages 44-45 CDP Water , questions W1.2b, W-OG1.2c, W1.2j
Percentage of water withdrawn and consumed in regions with high or extreme high baseline water stress		EM-EP-140a.1 EM-MM-140a.1	6, 12	CDP Water , question W1.2d
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used		EM-EP-140a.3	6	<i>All AB and BC wells are disclosed through the FracFocus Chemical Disclosure Registry website.</i>
Percentage of hydraulically fractured wells where ground or surface water quality deteriorated		EM-EP-140a.4	6	0%
Number of incidents of non-compliance associated with water quality permits, standards, and regulations		EM-MM-140a.2	6	CDP Water , question W2.2
BIODIVERSITY				
Application of the mitigation hierarchy has informed actions to manage biodiversity-related impacts.	11.4.1	EM-MM-160a.1	12, 15	2021 Stewardship Report to Stakeholders , page 23
Description of environmental management policies and practices for active sites		EM-EP-160a.1 EM-MM-160a.1	15	2021 Stewardship Report to Stakeholders , pages 22-24

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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	EM-MM-160a.1	12, 15	<i>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.</i>
Significant impacts of activities, products, and services on biodiversity	304-2	EM-MM-160a.1	12, 15	2021 Stewardship Report to Stakeholders , page 22-24
Habitats protected or restored	304-3 11.4.4		12, 15	2021 Stewardship Report to Stakeholders , page 21-24 <i>(Webpage)</i> Biodiversity
Number and aggregate volume of hydrocarbon spills Significant spills	306-3	EM-EP-160a.2		2021 Stewardship Report to Stakeholders , page 43
EMISSIONS				
Direct (scope 1) GHG emissions	305-1 11.2.3	EM-EP-110a.1 EM-MM-110a.1	13	2021 Stewardship Report to Stakeholders , pages 40-42 CDP Climate , questions C5.1, C5.2, C6.1, C6.4a, C6.10, C7.1a,b, C7.2, 7.3a, C-OG7.4, C10.1a, C11.1b
Percentage of gross global scope 1 emissions from methane (%)	11.1.5	EM-EP-110a.1	13	13%
Percentage covered under emissions-limiting regulations		EM-EP-110a.1 EM-MM-110a.1	12	87.5%
Amount of gross global Scope 1 emissions from: flared hydrocarbons, other combustion, process emissions, other vented emissions, and fugitive emissions	11.1.5	EM-EP-110a.2	13	CDP Climate , question C-OG7.1b
Energy indirect (scope 2) GHG emissions.	305-2 11.1.6		13	2021 Stewardship Report to Stakeholders , pages 40-42 CDP Climate , questions C5.1, C5.2, C6.2, C6.3, C6.4a, C6.10, C7.5, C7.6, C7.6c, C-OG7.7, C7.9, C7.9a,b, C10.1b, C11.1b
Indirect (Scope 3) GHG emissions	305-3 11.1.7		13	2021 Stewardship Report to Stakeholders , pages 40-42 CDP Climate , questions C6.5
GHG emissions intensity	305-4 11.1.8		13	2021 Stewardship Report to Stakeholders , pages 40-42 CDP Climate , questions C6.10, C-OG6.12
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	305-5 11.2.3	EM-EP-110a.3 EM-MM-110a.2	7, 8, 9, 12, 13	2021 Stewardship Report to Stakeholders , pages 4-5, 8-9, 13-20 AIF , pages 9-11 MIC , page 38 Technology and Innovation Case Studies booklet CDP Climate , questions C2.2, C2.3a, C2.4a, C3.2a, C4.1b, C4.2b-c, C4.3a-c, C4.5a, C-OG4.6, C-OG4.7a, C-OG4.8, C-OG6.12, C7.9a

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Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	EM-EP-120a.1 EM-MM-120a.1	9, 12	2021 Stewardship Report to Stakeholders , page 42 <i>Reported to the National Pollutant Release Inventory (Environment Canada)</i>
Actions taken to manage flaring and venting	11.1.1		9	2021 Stewardship Report to Stakeholders , page 17 CDP Climate , questions C2.4a, C4.2b, C-OG9.6a
Net mass of CO in metric tons captured and removed from the atmosphere (CO stored less the GHG emitted in the process)	11.2.2		12	2021 Stewardship Report to Stakeholders , page 14 CDP Climate , questions C2.4a, C-OG9.6a
EFFLUENTS AND WASTE				
Waste generation and significant waste-related impacts	306-1 306-2	EM-MM-150a.4 EM-MM-150a.5	12	2021 Stewardship Report to Stakeholders , page 46
Management of significant waste-related impacts	306-3 306-4	EM-MM-150a.7 EM-MM-150a.8		
Waste generated	306-5			
Waste diverted from disposal	11.5.4			
Waste directed to disposal	11.5.5			
Waste recycled	11.5.6			
Description of waste and hazardous materials management policies and procedures for active and inactive operations		EM-MM-150a.10	12	2021 Stewardship Report to Stakeholders , page 46
ENVIRONMENTAL COMPLIANCE				
Compliance with environmental laws and regulations	2-27	EM-MM-140a.2		<i>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).</i>
SUPPLIER ENVIRONMENTAL ASSESSMENT				
New suppliers that were screened using environmental criteria Negative environmental impacts in the supply chain and actions taken	308-1 308-2		12	CDP Climate , questions C12.1, C12.1d, 12.2 CDP Water , questions W1.4, 1.4.a, 1.4b 2021 Stewardship Report to Stakeholders , pages 33-34
SOCIAL STANDARDS				
EMPLOYMENT				
New employee hires and employee turnover	401-1		8	2021 Stewardship Report to Stakeholders , page 38

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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2		8	(Webpage) Compensation and Benefits Overview (Webpage) Healthy people in healthy workplaces
OCCUPATIONAL HEALTH AND SAFETY				
Occupational health and safety management system Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	403-1	EM-EP-320a.2	8	2021 Stewardship Report to Stakeholders , pages 27-28
Hazard identification, risk assessment, and incident investigation	403-2		8	2021 Stewardship Report to Stakeholders , pages 27-29
Occupational health services	403-3		8	2021 Stewardship Report to Stakeholders , pages 27-29
Worker participation, consultation, and communication on occupational health and safety	403-4		8	2021 Stewardship Report to Stakeholders , pages 27-28
Worker training on occupational health and safety	403-5	EM-EP-320a.1 EM-MM-320a.1	8	2021 Stewardship Report to Stakeholders , pages 26-30
Promotion of worker health	403-6		8	2021 Stewardship Report to Stakeholders , page 28
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7		8	2021 Stewardship Report to Stakeholders , pages 27-29
Workers covered by an occupational health and safety management system	403-8		8	2021 Stewardship Report to Stakeholders , page 27
Work-related injuries	403-9	EM-EP-320a.1 EM-MM-320a.1	8	2021 Stewardship Report to Stakeholders , pages 26-27, 39
Description of management systems used to identify and mitigate catastrophic and tail-end risks		EM-EP-540a.2	8	2021 Stewardship Report to Stakeholders , pages 27-31 Corporate Statement on Environmental Management
ASSET INTEGRITY AND PROCESS SAFETY				
Process safety events	11.8.3	EM-EP-540a.1	8	2021 Stewardship Report to Stakeholders , pages 29, 39
Tailings management	11.8.4	EM-MM-540a.1 EM-MM-540a.2	6, 12	2021 Stewardship Report to Stakeholders , pages 30 AIF , page 17 <i>Additional disclosures are being evaluated for future reporting.</i>

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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
Approach to development of Emergency Preparedness and Response Plans (EPRPS) for tailings storage facilities		EM-MM-540a.3	8	2021 Stewardship Report to Stakeholders , pages 30
TRAINING AND EDUCATION				
Average hours of training per year per employee	401-1		4	2021 Stewardship Report to Stakeholders , page 32
Programs for upgrading employee skills and transition assistance programs	404-2		4	2021 Stewardship Report to Stakeholders , page 36
Percentage of employees receiving regular performance and career development reviews	404-3		8	<i>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.</i>
DIVERSITY AND EQUAL OPPORTUNITY				
Diversity of governance bodies and employees	405-1		5, 8	2021 Stewardship Report to Stakeholders , pages 10, 35 MIC , pages 7, A-6, A-9, B-1, B-2, B-5 Diversity Policy Statement Code of integrity, business ethics and conduct
INDIGENOUS RIGHTS & HUMAN RIGHTS				
Incidents of violations involving rights of indigenous peoples	411-1		8	Indigenous Relations Policy 2021 Stewardship Report to Stakeholders , pages 33-34
Describe community development programs to enhance positive impacts for Indigenous peoples Describe the approach of engaging with indigenous peoples	11.17.1		3, 4	2021 Stewardship Report to Stakeholders , pages 33-34, 37
List the locations of operations in areas of conflict Percentage of proved and probable reserves in or near areas of conflict	11.18.1	EM-EP-210a.1 EM-MM-210a.2		<i>Canadian Natural does not operate in or near active areas of conflict.</i>
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict.		EM-EP-210a.3 EM-MM-210a.3	4	Indigenous Relations Policy 2021 Stewardship Report to Stakeholders , pages 33-34

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Description	GRI Standards	SASB Standards	SDG	Canadian Natural Sources and Statements
<p>Operations and suppliers at significant risk for incidents of child labour</p> <p>Operations and suppliers at significant risk for incidents of forced or compulsory labour</p>	408-1 409-1		4	<p>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.</p> <p>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.</p>
<p>Security personnel trained in human rights</p> <p>Describe the approach to ensuring respect for human rights by public and private security providers.</p>	410-1 11.18.1		4	<p>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).</p> <p>All security personnel are required to review, sign, and adhere to Canadian Natural's Code of Conduct and Human Rights.</p>
<p>Approach to engaging workers in advance of significant operational changes.</p>	11.7.2			<p>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.</p>
LOCAL COMMUNITIES				
<p>Operations with local community engagement, impact assessments, and development programs</p>	413-1		4, 9	<p>2021 Stewardship Report to Stakeholders, pages 32-37</p>
<p>Operations with significant actual or potential negative impacts on local communities</p>	413-2			<p>2021 Stewardship Report to Stakeholders AIF, page 15-18 (Webpage) Key Public Safety Information</p>
<p>Impact of the transition to a low-carbon economy on workers and local communities</p>	11.2.1		9	<p>2021 Stewardship Report to Stakeholders, page 16</p>

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Approach to identifying stakeholders within local communities and engagement	11.15.1			2021 Stewardship Report to Stakeholders , page 33 <i>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.</i>
Discussion of process to manage risks and opportunities associated with community rights and interests		EM-EP-210b.1 EM-MM-210b.1	12	Indigenous Relations Policy Code of Conduct and Human Rights 2021 Stewardship Report to Stakeholders , pages 32-37
Describe community development programs	11.14.1		4	2021 Stewardship Report to Stakeholders , pages 32-34, 37
PUBLIC POLICY				
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.	11.22.1	EM-EP-530a.1	8, 12	2021 Stewardship Report to Stakeholders , pages 8-9, 12 CDP Climate , questions C2.2, C12.3, C12.3a, 12.3b
Approach to public policy development and lobbying on climate change	11.2.4			CDP Climate , questions C12.3, C12.3a, 12.3b
Political contributions	415-1 11.22.1			<i>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.</i>