



# Canadian Natural

## CANADIAN NATURAL RESOURCES LIMITED

### PERSONAL INFORMATION PRIVACY POLICY

Canadian Natural Resources Limited, on behalf of itself and all of its affiliates and subsidiaries, and their respective directors, officers, employees, and contract workers (collectively “Canadian Natural” or the “Company”), recognizes that the protection of personal information and privacy is an important obligation under applicable law in all the jurisdictions where we operate. In this policy, personal information is defined as information which enables the identification of a specific person, either on its own or when combined with other available information (“PI”). This policy is intended to set out how Canadian Natural collects, stores, uses, and discloses PI.

Canadian Natural must collect, use and in some cases disclose PI for the performance of lawful business functions and for the satisfaction of regulatory and legislative requirements. Such functions include, but are not limited to:

- creation and administration of the pre-employment, employment and post-employment relationships between the Company and individuals as employees, including but not limited to payroll and benefits programs, expense reimbursement, corporate travel support, and wellness programs;
- creation, administration, and management of surface access arrangements;
- advancement or defence of legal proceedings, including but not limited to claims, regulatory actions and regulatory applications;
- investigation of complaints;
- compliance with and fulfillment of our obligations under applicable laws, including but not limited to
  - taxation;
  - workplace safety;
  - emergency response planning and implementation of emergency response plans; and
  - human rights;
- engagement with stakeholders, shareholders and investor representatives;
- procurement of goods and services;
- sale of our products;
- compliance with banking, finance and securities regulatory requirements;
- access control for offices and worksites; and
- carrying out charitable purposes.

Our collection of PI is limited to obtaining the minimum amount of such information required to fulfill legitimate business purposes. To the extent required by applicable law we will obtain your informed consent when we collect your PI, and will advise you as to the specific purposes for which we collect and use your PI. We will not use your PI for any other purpose without obtaining consent for such additional use, unless otherwise permitted by law.

Unless otherwise permitted by law or through your consent, PI that we collect will be retained only for so long as required to carry out the purposes for which such information was collected. We take appropriate steps to protect all such PI against unauthorised access and use, loss, unauthorised disclosure or



unauthorised alteration. PI which we no longer require to carry out a legitimate purpose will, except as required by law, be securely deleted or destroyed, including lists used to record the possession and location of such PI.

With respect to your PI in our possession or control, you have the right, subject to and in accordance with applicable law, to:

- access and be provided with a copy of such information;
- request correction, change or rectification to such information;
- restrict our use of all or a part of this information;
- request deletion of all or a part of this information;
- withdraw any prior consent that you have provided for our collection or use of such PI (this includes any consent that you may have provided to the use of cookies when you visited our website) subject to any limitations resulting from the use of such information during the period in which your consent had been provided;
- request not be subject to a decision based solely on the results obtained from any form of automated processing of such information;
- move, copy or transfer such information for your own purposes, in a safe and secure way, without affecting its usability;
- obtain a list of third parties that such information has been disclosed to, setting out the purpose of each such disclosure and an explanation of the safeguards in place to ensure that any third party given access to such information has and continues to employ such measures as are required by law to protect such information from unauthorized access, use or further disclosure; and
- file a complaint with the Privacy Commissioner or Data Protection Authority, as applicable.

Canadian Natural is accountable to you for our appropriate and lawful collection, use, retention, modification and, as applicable, deletion of your Personal Information. If you have a question or concern regarding our Privacy Policy, or your Personal Information, you may contact our Privacy Officer, Brenda Balog, Vice-President Legal and General Counsel, at [privacy@cnrl.com](mailto:privacy@cnrl.com), or +1 (403) 517-6700 or alternatively, contact our third- party anonymous reporting line, ConfidenceLine, at +1 (866) 219-5425 for North America, 00 800 3388 1766 for the United Kingdom and for all other countries, use the link on our website <http://www.cnrl.confidenceline.net/> (Click [here](#) for more information). Such requests will be responded to in a timely manner.