

All,

We have had a number of positive cases here at CNRL Horizon and we are working with AHS and all of our companies along with our onsite EMS teams on keeping everyone safe and healthy. A lot of you have been affected with a number of people that have been put into close contact isolation and this can be rather frustrating for the individuals. We ask that you all have conversations with your crews to work with the contact tracers and the medical staff with respect and patience. We will get through this troublesome time together.

We are going forward with the TA as scheduled and our first plants will be coming off line on Sunday March 28th. We are continuing with the rapid testing and the testing at the medical center. Please make sure that you pass along this most important message to you crews and people.

Wearing the proper masks and wearing them properly helps. Hand sanitization is also very important and should be done at every chance – touching high contact services including door handles, tables, desks, work spaces, work equipment, handrails, luggage racks, etc.

If you are not feeling well or have even minor symptoms stay in your room or do not board a plane !

In an effort to mitigate some of the close contacts during traveling we are implementing the following actions:

Shift Schedules will be 6-1, 12-2, 18-3, 24-4

As you know if you have worked on our site before we typically do not endorse the 18/3 , 24/4 but we are making an exception this year due to the circumstances. It is very important that we do not run people over the 24 days of continuous work and this needs to be managed very efficiently by your site management teams.

CNRL is also allowing the personal vehicles to be driven to site and paying applicable travel amounts referenced in the applicable agreements.

The pre-jobs have been completed and signed off with some different information but this is an official approval of this change.

Let's work together to make sure we all have a safe and prosperous Turnaround Event in 2021.

Thank You
Jeff White
U2 TA Manager



Canadian Natural