

CNR INTERNATIONAL (U.K.) LIMITED

MODERN SLAVERY ACT STATEMENT

Modern slavery encompasses slavery, servitude, human trafficking, forced labour and child labour. The International Leadership Team of CNR International (U.K.) Limited and its subsidiaries (“CNRI Group”) do not tolerate modern slavery in our organisation or in our supply chain. This is consistent with the approach taken throughout Canadian Natural Resources Limited’s (“Canadian Natural”) operations and is reflected in Canadian Natural’s Code of Integrity, Business Ethics and Conduct, in its Statement of Human Rights and in its Report on Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act, link below:

[Code of Conduct & Human Rights – Canadian Natural Resources](#)

This Statement (“Statement”) is made pursuant to section 54 of the UK Modern Slavery Act 2015 (the “Act”) and constitutes the CNRI Group’s slavery and human trafficking statement up to and including the financial year ending 31 December 2025.

Structure, Activities and Supply Chain

Structure

CNR International (U.K.) Limited is an oil and gas exploration company with its head office based in Aberdeen and operating in the UK North Sea.

Canadian Natural, an Albertan corporation, is the ultimate parent company for each CNRI Group entity.

The CNRI Group includes, and this Statement is made by CNR International (U.K.) Limited, for and on behalf of, itself and the following companies:

- CNR International (U.K.) Investments Limited;
- CNR International (U.K.) Developments Limited;
- CNRI (G.B.) Limited; and
- CNR International (Trustees) Limited.

Activities

The CNRI Group is in the business of producing oil and gas offshore on the UK Continental Shelf.

Supply Chain

For the purposes of this Statement, our “supply chain” refers to all direct procurement activities for goods and services required or consumed by the CNRI Group in its operations. Our supply chain includes manufacturers and distributors of oil and natural gas goods and supplies; third party contractors providing equipment, services and personnel as part of the exploration and production process; third-party contractors providing transportation to and from the CNRI Group’s production facilities; and corporate procurement.

POLICIES

We have corporate policies that apply to our people, suppliers and other stakeholders we work with. These policies set expectations and standards in relation to human rights, including modern slavery. These include:

1. Code of Integrity, Business Ethics and Conduct (the “Code”)

The Code has been adopted and approved by Canadian Natural’s Board of Directors to ensure that the CNRI Group adheres to ethical standards and obeys all applicable laws. The Code applies to Canadian Natural and all its subsidiaries over which it has control. The Code identifies, among other things, our commitment to the protection of human rights within our areas of operation. We also maintain the integrity of our business processes through transparency and the implementation of appropriate internal controls.

Canadian Natural’s corporate Management Committee is responsible for the implementation and administration of the Code. Each manager within its organisation is responsible for ensuring that all staff under their supervision are familiar with the Code and apply it consistently in their business dealings. No staff has the authority to violate any of the Code’s provisions or to direct and authorise others to do so.

2. Canadian Natural’s Statement of Human Rights (the “Human Rights Statement”)

The CNRI Group believes in, supports and is committed to human rights and social justice. Our Human Rights Statement is reflected in the core values of our mission statement — *To develop people to work together to create value for the Company’s shareholders by doing it right with fun and integrity* — and in the Code.

We recognise, respect and abide by all labour, modern slavery and employment laws and expect our contract service companies, contractors and other third-party companies to meet the required standards. These include prohibitions on modern slavery and discriminatory behaviour, as well as recognition of the rights of freedom of association and collective bargaining.

3. CNRI Group Human Resources Policies

The CNRI Group has numerous internal policies and practices in place, including but not limited to our Recruitment Policy, to ensure compliance with all applicable employment laws and to safeguard against the use of modern slavery within our sphere of operations.

DUE DILIGENCE PROCESSES

The CNRI Group endeavours to conduct business with contractors, vendors and service providers who share our values and business principles.

The following is a summary of the controls and due diligence processes undertaken by the CNRI Group in 2025 to assess the risk of the use of modern slavery within our supply chain:

- Implemented a mandatory questionnaire for prospective suppliers within our New Supplier Setup Form and instructed CNRI Group personnel on the purpose and use of this questionnaire in the sourcing process.
- Modern slavery risk due diligence undertaken by CNRI Group personnel on prospective suppliers.
- Our corporate templates used for the procurement of goods and services on behalf of the CNRI Group contain:
 - An express obligation for contractors, vendors and service providers and their subcontractors and sub vendors to abide by all applicable laws (including the Act);
 - default provisions if this obligation is not complied with; and
 - an express obligation for contractors, vendors and service providers to ensure that adequate training for their personnel and checks on its supply chain are in place to ensure compliance with the Act.

REMEDIATION MEASURES

The CNRI Group has not identified any instances of modern slavery in our operations or supply chain in 2025. As a result, we have not had to take any remediation measures. The majority of the CNRI Group's procurement is managed by a central procurement function within our Supply Chain and Commercial Operations (SCCO) group based in our Aberdeen, UK office. The SCCO group manages the negotiation and implementation of the majority of the CNRI Group's contracts and takes steps to incorporate our contract requirements, including those set out in the Due Diligence Processes section above.

For employees seeking advice on ethical or potentially unlawful behaviour, human rights matters, or for those who have questions in relation to the Code or are aware of any irregularities, the CNRI Group encourages open dialogue through a variety of pathways, including our Human Resources group, supervisors, and members of the management team, and reporting via Canadian Natural's third-party managed integrity hotline, ConfidenceLine.

ConfidenceLine is a confidential and anonymous workplace and business ethics hotline available to the public and the CNRI Group's employees, contractors, suppliers and service providers 24 hours a day, 365 days a year. Reports or concerns about violations of our Code can be submitted either by web-based reporting, or by telephone through ConfidenceLine.

TRAINING AND AWARENESS

The CNRI Group is committed to maintaining the highest level of business ethics and principles to ensure that its integrity, through the actions of its employees, is beyond reproach in the day-to-day conduct of its business and that it is in compliance with all applicable laws.

Whilst we do not carry out dedicated training on modern slavery, in 2025 the CNRI Group continued to utilise a mandatory computer-based training program on the Code for all Directors, Officers, employees (permanent and part-time), contingent workers and consultants. This training is required to be completed

annually, and all employees and contingent workers must verify that they are in compliance with the Code at the end of the training. Every staff member is expected to remain current with the Code and any amendments that may be made from time to time.

ASSESSING OUR EFFECTIVENESS

Preventing and addressing modern slavery in our operations and supply chains is an ongoing process that requires continued analysis, monitoring and evaluation. The CNRI Group endeavours to conduct business with suppliers, contractors and contract service companies who share our values and business principles.

The CNRI Group's employment practices are consistent with UK labour and employment laws and help prevent and reduce the risk of modern slavery in its operations.

The CNRI Group's New Supplier Setup and supplier qualification process, along with the adoption of the supplier questionnaire and related due diligence, further contributes to mitigate the risk of modern slavery.

Based on our review of existing policies and practices in relation to human rights and the foregoing mitigating factors, the CNRI Group believes that the risk of modern slavery in our procurement activities and operations is low.

Going forward, we will continue to investigate, identify and recommend areas of improvement in the CNRI Group's business processes to assess and further reduce the risk of the use of modern slavery in the CNRI Group's procurement and contracting activities.

APPROVAL

The contents and publication of this Statement was approved pursuant to subsections 54(6)(a) and 54(7)(a) of the Act by the International Leadership Team on 29th June 2026.



By Stephen Robertson, Director
CNR International (U.K.) Limited