



IMPERIAL OIL RESOURCES NWT LIMITED

2026 Updated Wildlife Management and Monitoring Plan

Norman Wells Operations

Document no. Rev B: 417085-64658-EN-PLN-00001



16 July 2026

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Tłegóhtł Reclamation Services Advisian (TRSA) Limited Partnership



Plain Language Summary

Imperial Oil Resources (Imperial) retained Tłegóhłı Reclamation Services Advisian (TRSA) Limited Partnership, operating as TRSA, to prepare an updated Wildlife Management and Monitoring Plan (WMMP) in 2026 for Imperial's Norman Wells Operations (NWO). NWO is located within the Sahtu Settlement Area (Sahtu Region) within the Mackenzie River watershed in the NWT of Canada. The region is characterized by sensitive subarctic ecosystems, including extensive wetlands, riparian habitats, and important wildlife movement corridors. The area supports diverse wildlife populations, including boreal woodland caribou (*Rangifer tarandus caribou*; federally listed as Threatened), several migratory bird species, and culturally significant species that are relied upon by local Indigenous communities.

With Cessation of Production (CoP) scheduled for 2026, NWO transitions to an Interim Care and Maintenance (IC&M) period that bridges the gap between CoP and final closure and reclamation of the NWO. This WMMP updates the previous wildlife management plan which was designed for Operation and Production State. This WMMP design was guided by the Government of NWT (GoNWT) Tier 1 WMMP Guidelines and supports compliance with Water Licence S13L1-007 (as amended) as well as applicable federal and territorial regulatory requirements and best management practices pertaining to wildlife. These include the Northwest Territories *Wildlife Act*, the territorial *Species at Risk (NWT) Act*, the federal *Species at Risk Act*, the *Migratory Birds Convention Act* (MBCA), the Northern Land Use Guidelines (NLUG), incorporation of traditional knowledge, and engagement with local Renewable Resource Councils, including the Sahtu Renewable Resources Board (SRRB).

This WMMP establishes a comprehensive framework to manage and monitor potential effects of surveillance and closure activities on wildlife and wildlife habitat at NWO. The management approach is supported by defined performance metrics, monitoring triggers, and continuous improvement mechanisms. The WMMP structure includes a mitigation hierarchy of avoidance, minimization, rectify, and offset, with an emphasis on avoiding sensitive habitats and key seasonal periods wherever feasible. Where avoidance is not possible, mitigation measures are implemented to reduce habitat loss and fragmentation, maintain ecological connectivity, minimize sensory disturbance, and reduce the risk of human-wildlife conflict. Specific strategies include application of species-appropriate setbacks, timing restrictions, wildlife sweeps, implementation of spill prevention and response measures, and monitoring. Monitoring programs include a remote camera and autonomous recording unit (ARU) program, a wildlife sweep program, and wildlife incident reporting program, which will collectively assist in long term monitoring of wildlife use and habitat health within the NWO. Monitoring results will inform periodic evaluation of mitigation effectiveness and guide adjustments to management practices over time, with annual wildlife summary reports.

Through implementation of this WMMP, Imperial aims to minimize environmental impacts, maintain ecological function, and uphold commitments to regulatory compliance and Indigenous engagement while contributing to the long-term sustainability of wildlife resources in the region.