

Norman Wells Community Meeting



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March 18, 2026

Agenda

- Norman Wells end of production update
 - Workforce update
- Timeline and activity outlook
- Maximizing Indigenous and Northern benefits
- Engagement opportunities

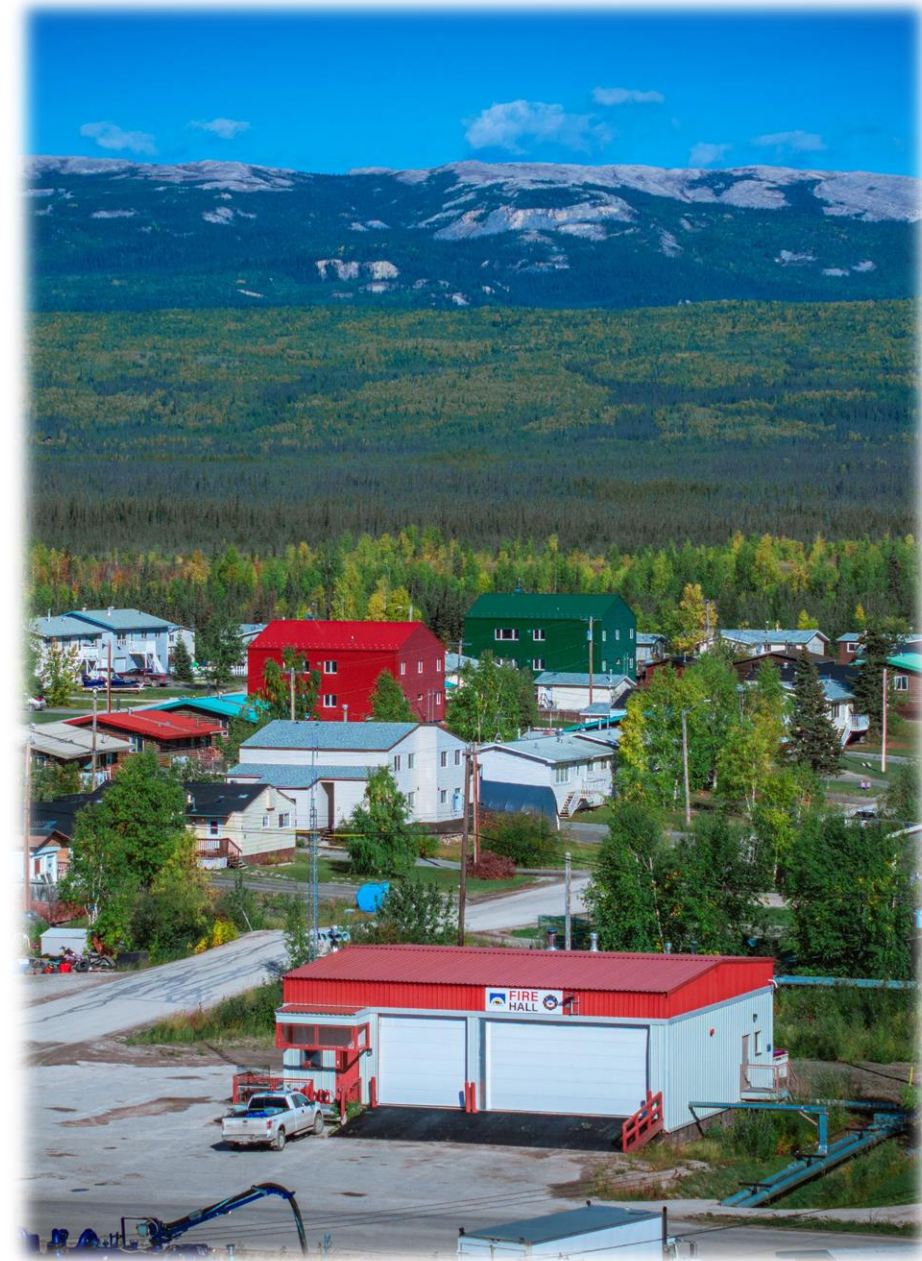


Norman Wells end of production update



Workforce update

- Employee and contractor staffing transition planning underway.
- Norman Wells Operations employees today:
 - ~60 employees, ~70 contractors support involved; ~70 on-site daily
 - 10 northern residents and 16 Sahtu beneficiaries (26 total)
 - ~30% Sahtu beneficiaries
- A small team will remain in Norman Wells to support surveillance post cessation of production.
- **Goal: maximize local business and workforce participation**
 - Today, the majority of direct labour, capital, and business services needed for production at Norman Wells are imported.
 - Approximately 85% of the direct and indirect jobs and 82% of the inputs originate from Alberta or beyond.²



Timeline to shut-in state and activity outlook



Operations

Now til then

- Maintain Operations Integrity



End of Production

August 2026

- Shut in
- Removal of site energy sources



Decommissioning

September 2026 into 2027

- Facility decontamination
- Remove hazards, pipe/tank clean out + air gapping



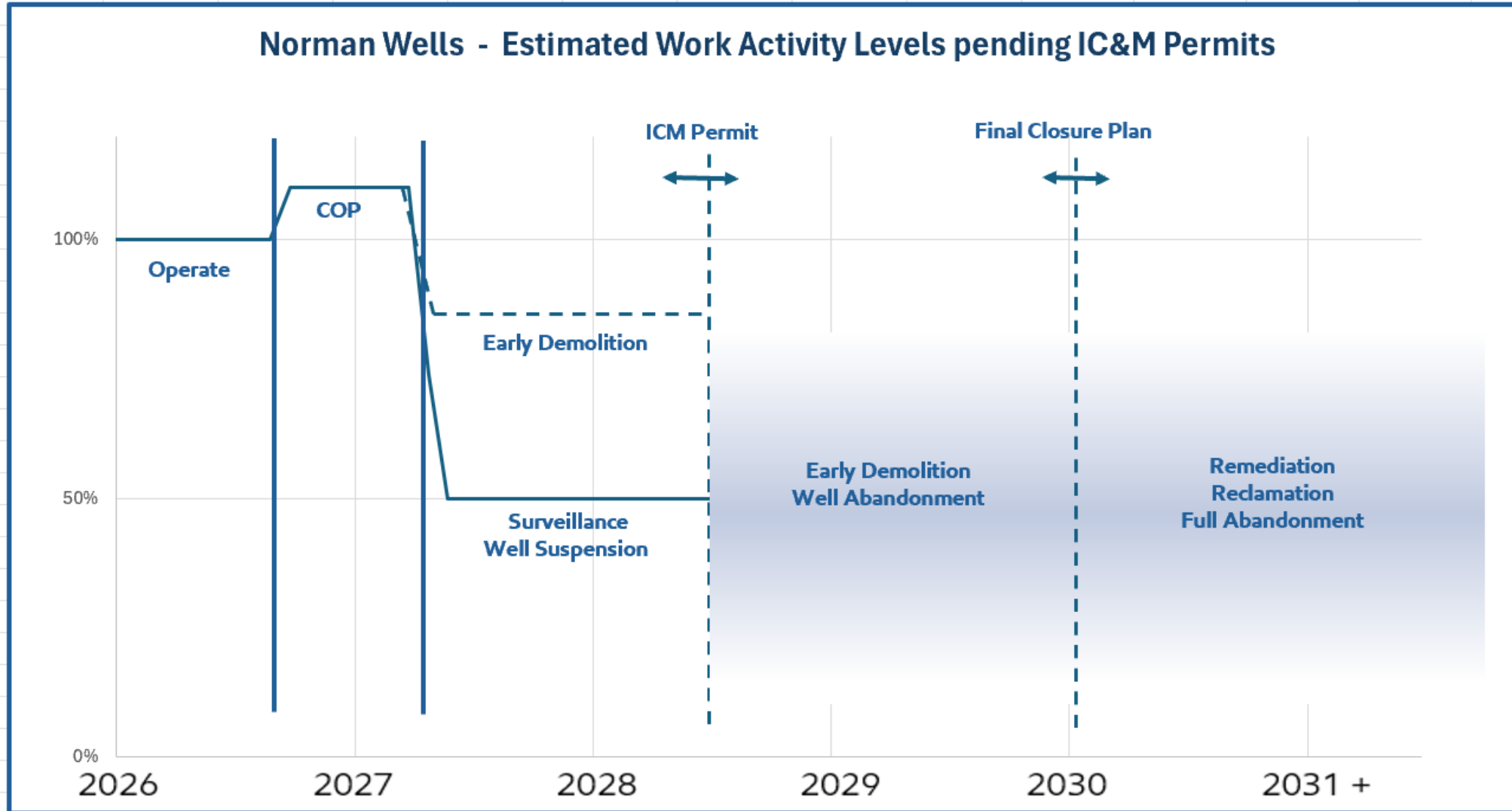
Interim Care & Maintenance

2027+

- Continued environmental monitoring, early-stage abandonment

Ongoing environmental monitoring, assessments and well suspensions + early-stage well abandonments

Estimated activity outlook



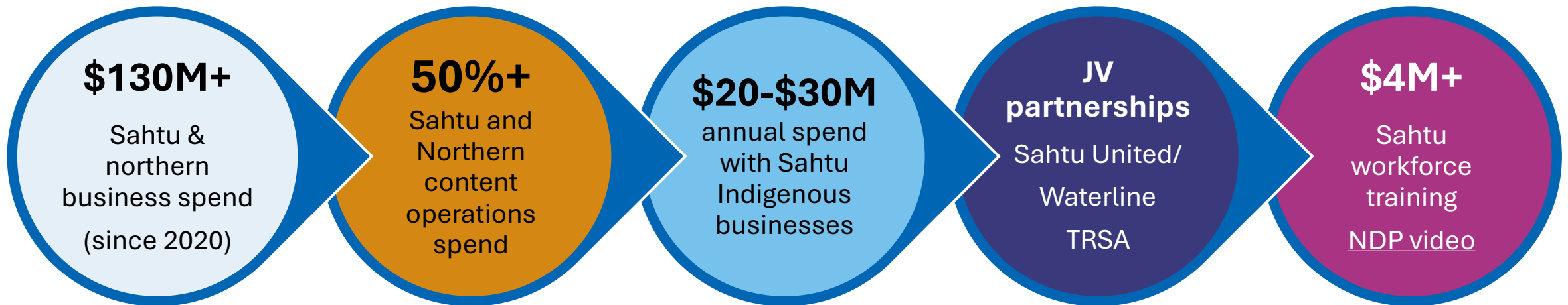


Indigenous and Northern economic development commitment

Goal: Maximize benefits locally

Principles

- ✓ Support long-term Indigenous business growth through capacity building and shared learning
- ✓ Maintain strong Indigenous content plans embedded in contracting decisions
- ✓ Use Indigenous suppliers that meet safety, quality and technical standards and are price competitive
- ✓ Provide clear information and training on procurement processes and expectations



Engagement opportunities (near term)

| | January | February | March | April | May | June |
|---|---------|----------|-------|-------|-----|------|
| Leadership meetings (Town of Norman Wells, TGG) | ✓ | ✓ | | | | |
| Norman Wells community meeting (cessation of production) | | | ✓ | | | |
| Contractor forum Norman Wells business community forum | | | ✓ | | | |
| Social investment <ul style="list-style-type: none"> ▸ Sahtu Cup ▸ STEAM makerspace pop up (Norman Wells) ▸ Sahtu Mackenzie River Classic ▸ Queens Indigenous STEM futures academy – apply now! ▸ Exploring other STEM and other skills training investments | | | ✓ | | | |
| AEMP school Knowledge sharing and community sessions (fish health) Norman Wells, Fort Good Hope, Tulita | | | | ✓ | | |
| IC&M leadership and community meetings | | | | | ✓ | ✓ |
| MVEIRB-led closure community meeting | | | | ☑ | | |
| TGG Indigenous Knowledge study – initial engagement | → | | | | | |
| Capacity funding and economic opportunities | → | | | | | |

Training and skill development

- Imperial and our contractors will continue to be part of this community for decades to come.
- Committed to investing in capacity building programs in collaboration with governments.
- We continue to listen and learn from communities and leaders about current and future needs.



\$200K/year
contributed to
community
programs across
Sahtu






Norman Wells Pop-Up Makerspace

STEAM PROGRAMMING FOR THE WHOLE FAMILY

(Drop-in Style!)

Come explore, create, and learn together.

- Build digital skills for the workplace, school, and beyond
- Hands-on fun with Dash Robots
- Share your voice and help guide the future of STEAM programming in Norman Wells
- Group activities + breakout sessions for adults and youth (based on interest)
- Sponsored by Imperial

AMPERE

March 13, 14, 15
1:00 PM – 5:30 PM
Dennis Drolet Community Hall



Sahtu Mackenzie River Classic

4 on 4 Hockey Tournament

Saturday, March 28 • 9 a.m. player check in • 10 a.m. puck drop
 Hosted by Imperial

Whether you're lacing up to play or cheering from the sidelines, everyone's welcome to be part of this exciting community event. Join us for an amazing day of hockey on the Mackenzie River! Open to adults and youth.

Featuring:



Brent Dodginghorse, former pro hockey player and NHL Willie O'Ree Community Hero Award recipient



NHL Hockey Hall of Fame Trophies: Hart Memorial (MVP), Conna Smythe (Playoff MVP), Willie O'Ree (Community Hero)

To register, contact:
normanwellscommunity@esso.ca





Indigenous Futures in Engineering

MENU ▾



First Nations STEM Futures Academy

Inspiring Curiosity, Building Futures

Home > Youth Outreach >
 First Nations STEM Futures Academy

The First Nations STEM Futures Academy is now accepting applications!

Apply by March 31, 2026



www.imperialoil.ca/normanwellsclosure

Coming soon!