

# Tulita Dene Band Meeting



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March 19, 2026

# Agenda

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



# Norman Wells Operations update

## End of production announced

- Operations are no longer economic to operate
- Asset has reached end-of-life
- Withdrew Operations Authorization renewal and line 490 applications

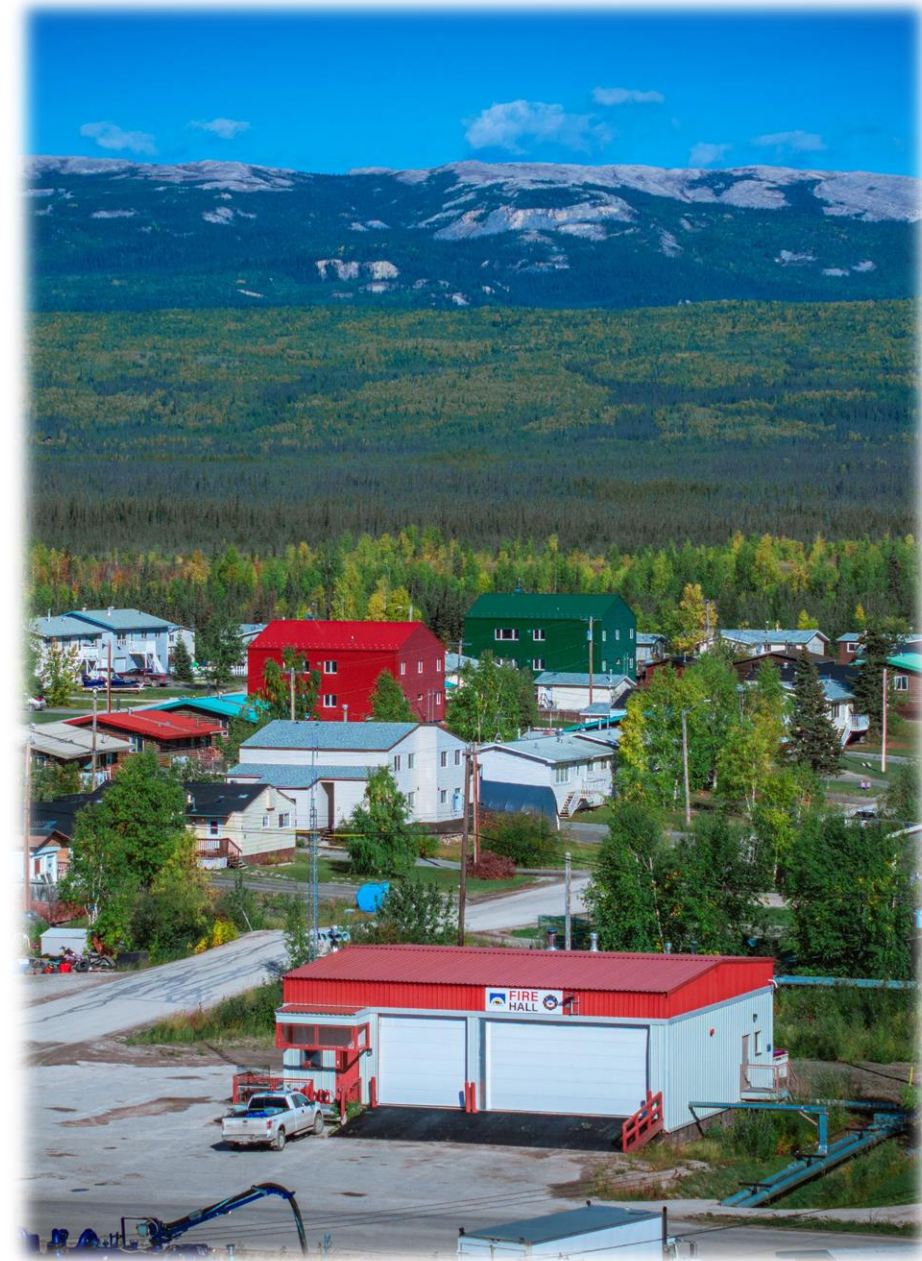
## What's next

- Now to August 2026: **safely** and permanently shut-in production (under existing permits)
  - Well suspensions
  - Decommissioning
  - Early-stage abandonment
- NTPC transitions to diesel-generated power
- No near-term changes to fuel supply program
- Transition to monitoring and surveillance state
- Internal staffing and contractor staffing transition planning underway



# 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.<sup>2</sup>



# 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



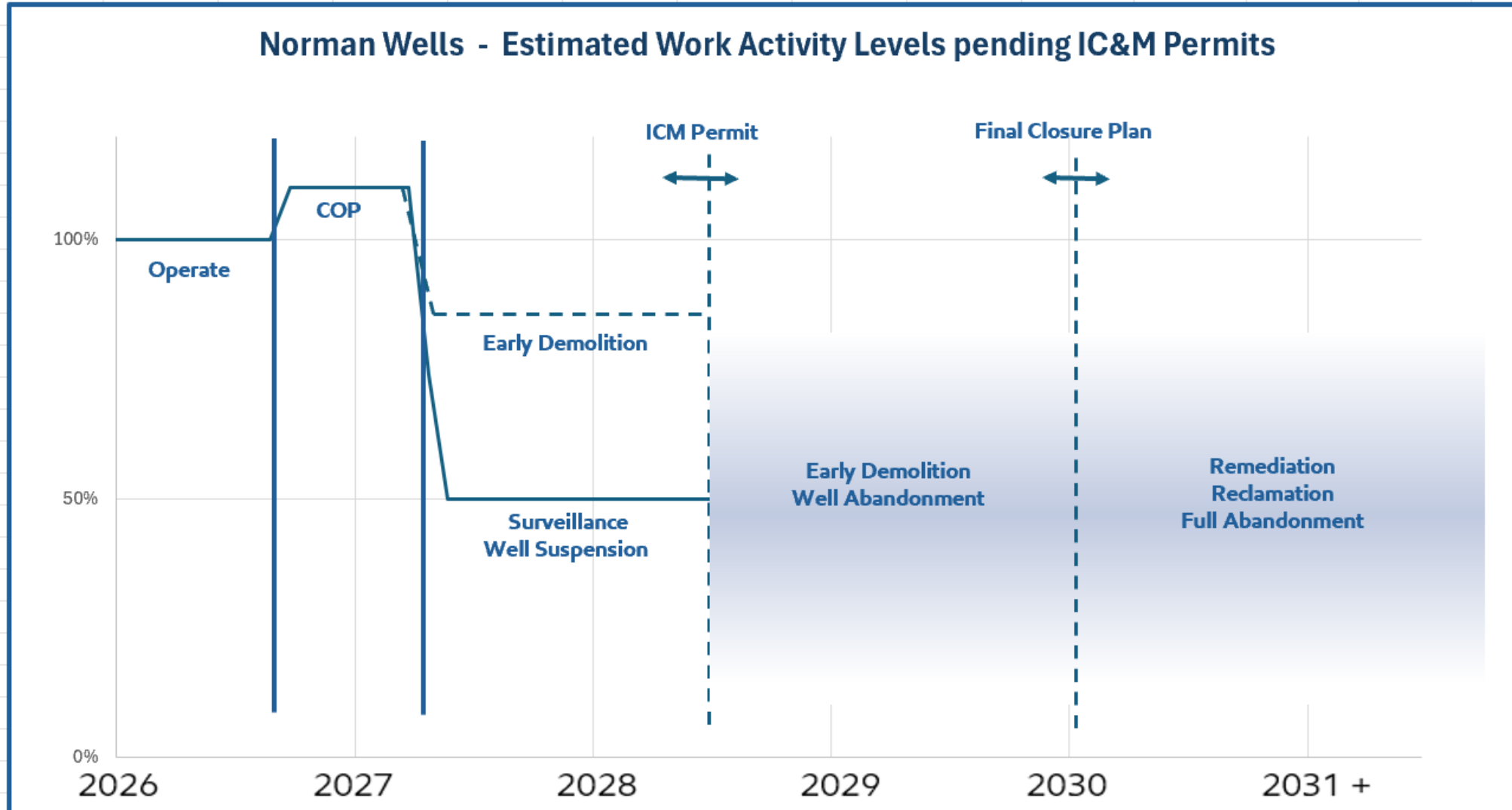
## Interim Care & Maintenance

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

### **Performance**

- Since 2020, more than **\$130M in goods and services** sourced from Sahtu and Northern businesses (~40%+ total spend)
  - Consistently over 50% Sahtu and Northern content in operations spend
  - Imperial spends \$20–\$30 million annually with Sahtu Indigenous companies
- Indigenous community JV partnerships (Sahtu United/Waterline, TRSA)
- Over the past decade, more than \$4 million has been invested in Sahtu regional workforce training through the Northern Development Program (NDP) [NDP video](#)

### **Preferential major contracting approach**

- Tier 1: Local Sahtu Indigenous community-owned (51%+) businesses and partnerships designed to direct economic benefits to the region (employment, business development, JV partnerships)
- Tier 2: Local Sahtu individual Indigenous businesses, local businesses (staffed offices/pay taxes in region), non-region Indigenous community-owned enterprises
- Requirement to report on workhours, indigenous content – workforce and subcontracting

# Engagement opportunities (near term)

	January	February	March	April	May	June
<b>Tulita Dene Band meeting</b> (cessation of production)			R			
<b>Social investment</b> <ul style="list-style-type: none"> <li>- Sahtu Cup</li> <li>- STEAM makerspace pop up</li> <li>- Sahtu Mackenzie River Classic (Norman Wells)</li> <li>- Queens Indigenous STEM futures academy – apply now!</li> <li>- Exploring other STEM and other skills training investments</li> </ul>			R			
<b>AEMP</b> school Knowledge sharing and community sessions (fish health) Norman Wells, Fort Good Hope, Tulita				R		
IC&M leadership and community meetings					R	R
MVEIRB-led closure community meeting				R		
Tulita Dene Band 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](http://www.imperialoil.ca/normanwellsclosure)

*Coming soon!*