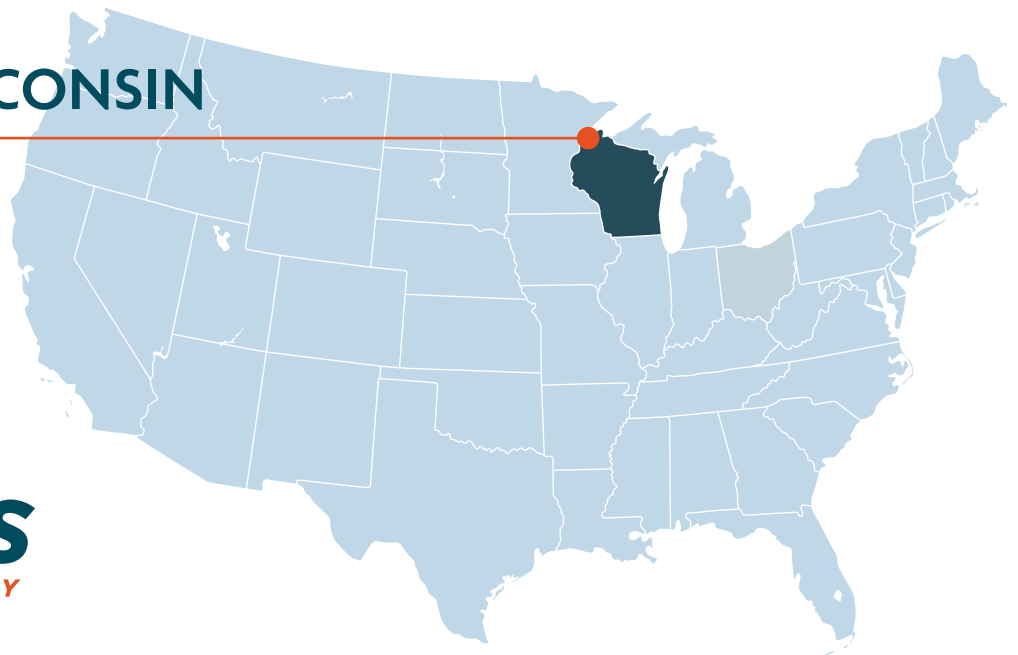


WELCOME TO SUPERIOR



SUPERIOR, WISCONSIN

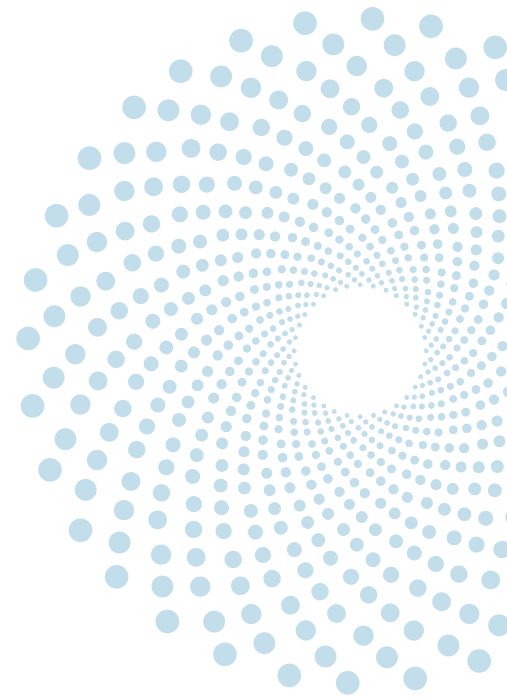


cenovus
ENERGY



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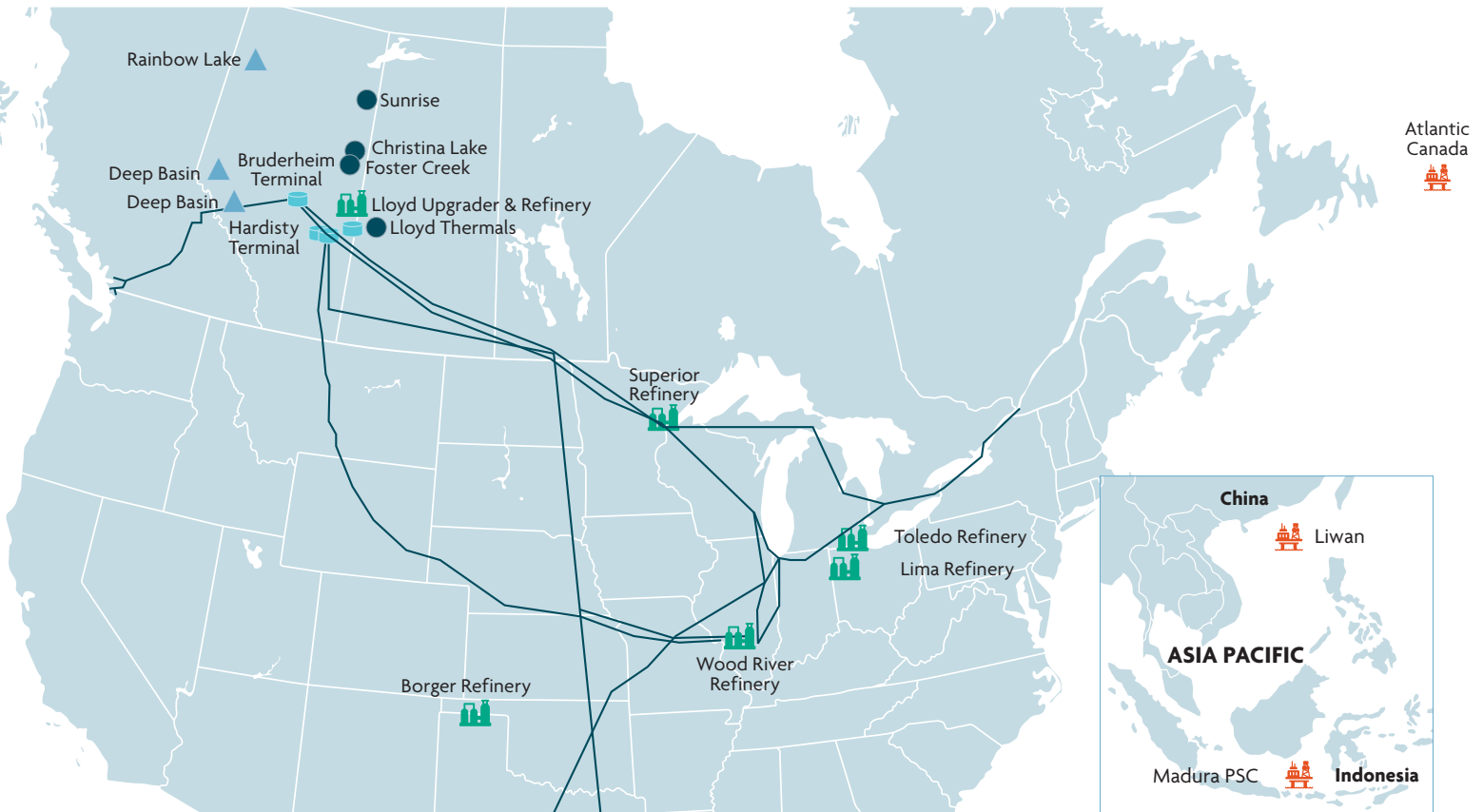
ABOUT CENOVUS

We're an integrated energy company with our corporate headquarters located in Calgary, Alberta. We're committed to maximizing value by sustainably developing our assets in a safe, innovative and cost-efficient manner, integrating environmental, social and governance considerations into our business plans.

We operate in Canada, the United States and the Asia Pacific region. Our operations include oil sands projects in northern Alberta, thermal and conventional crude oil and natural gas projects across Western Canada, crude oil production offshore Newfoundland and Labrador and natural gas and

liquids production offshore China and Indonesia. Cenovus's downstream operations include upgrading, refining and marketing operations in Canada and the United States.

[Learn more about our company.](#)



LEGEND

- Conventional
- Offshore
- Refineries
- Thermal oil
- Midstream
- Crude export pipelines



THE CENOVUS SUPERIOR REFINERY

The Superior Refinery, located in Superior, Wisconsin, began operating in 1951. The refinery produces over 740 million gallons of products annually, including heavy fuel oils, asphalt, and Liquefied Petroleum Gas. The refinery also operates a marine terminal, which is the Port of Duluth and Superior's only marine fueling station.

Learn more about the [refinery](#).

SUPERIOR REFINERY AT A GLANCE

- 250 employees
- \$29.9 million direct annual salaries paid
- 140 contractors on site daily
- \$221 million annual contractor and vendor spend
- Over \$600,000 in social investments allocated since 2021
- \$2.2 million in annual property taxes



LIVING IN THE TWIN PORTS

Duluth, Minnesota

Duluth is located on the shores of Lake Superior, the largest freshwater lake in the world, and is known for its beautiful scenery, its vibrant arts and culture scene, and its friendly people. There are plenty of opportunities for hiking, biking, fishing, and boating.

The city has a thriving theater scene, a number of art galleries, and a symphony orchestra. There are also plenty of festivals and events throughout the year. And of course, Duluthians are known for being friendly and welcoming.

Superior, Wisconsin

Superior, located on one of the most popular tourist routes in the Midwest, embraces the westernmost tip of Lake Superior. In its natural formation, Lake Superior appears as a giant hand of destiny pointing its finger towards the iron ore mines, pine forests, and farming possibilities of this northwestern country.

Superior has a rich school district with well performing test scores and a small-town feel where almost everyone knows each other. The average summer temperature is 65.2 degrees and the average yearly precipitation is 32.1 inches.

STATISTICS

Duluth

- Duluth is the fifth-largest city in Minnesota, with a population of 86,697 as of the 2020 census.
- Short work commute time of around 16-17 minutes.
- Three large universities: University of Minnesota-Duluth, College of Saint Scholastica, Lake Superior College.

Superior

- The approximate population of Superior is 27,224 and the area consists of 45 square miles.
- The altitude is 601.6 feet above sea level.
- Average commute is 15.6 minutes.
- Universities: University of Wisconsin-Superior.



LOCAL ECONOMY

There are many different career opportunities available in the greater Superior area.

Cenovus recruits for various roles in Superior including Labor Pool workers, Engineers, Environmental Advisors, Maintenance Planners, Shift Supervisors and more.

KEY INDUSTRIES IN SUPERIOR

- Largest employment sectors are healthcare and social assistance (18.9%), retail trade (11.9%) and manufacturing (8.84%).
- Most common job groups are office and admin support (10.6%), sales & related (9.28%) and production (7.88%).
- **Livability:** The cost of living in Superior is 0.9x lower than the national average and most cities in the state. The overall average of housing costs, utilities, grocery items, transportation, health care, and miscellaneous goods and services are less expensive.
- **Eating and shopping:** Superior has many different family owned, non-chain restaurants that add to its small town feel.

KEY INDUSTRIES IN DULUTH

- Healthcare, education, retail trade, manufacturing, and transportation.
- Highest paying industries: Mining, quarrying, utilities and public administration.
- **Hospitality:** Duluth offers plenty of different options for shopping and eating. Whether it's finding a major retailer to visiting a local, one-of-a-kind shop or enjoying craft beer and cocktails to local cuisine and ice cream. In Duluth, big box stores include: Hollister, Kohls, Costco, Target, TjMaxx, HomeGoods, and others. Duluth pulls shoppers from WI, and from Canada.



HOUSING

Cenovus offers a relocation package to assist new hires and existing employees in relocating to the Superior region for career opportunities at the company's request and getting settled in the community. Below are a few highlights of relocation benefits:

- Assistance with selling your principal residence at the origin location.
- For renters at the origin location, support with lease break penalty for early termination of lease (if required).
- Assistance with fees associated with purchasing a home in the Superior region or rental assistance to find new accommodations.
- Movement of household goods from the origin location to the Superior region.
- Settling in services.
- Reimbursement of certain expenses to assist a spouse in finding employment in the Superior region (to a maximum amount).

EDUCATION

PRIMARY & SECONDARY SCHOOLS

The **Superior School District** calls Douglas County and the city of Superior home. The mission of the School District of Superior is to ensure all students have the knowledge and skills for living, learning, and working successfully.

- Bryant Elementary
- Cooper Elementary
- Four Corners Elementary
- Great Lakes Elementary
- Lake Superior Elementary
- Northern Lights Elementary
- Superior Middle School
- Superior High School

The **Duluth Public School District** has over 8,000 students enrolled and is accredited by the Minnesota Department of Education. It has been recognized for its high academic standards and its commitment to equity and inclusion.

- Congdon Park Elementary
- Homecroft Elementary
- Lakewood Elementary
- Laura MacArthur Elementary
- Lester Park Elementary
- Lowell Elementary
- Myers-Wilkins Elementary
- Piedmont Elementary
- Stowe Elementary
- Lincoln Park Middle School
- Ordean East Middle School
- Academic Excellence Online High School
- Denfeld High School
- Duluth Adult Education
- Duluth East High School



COLLEGES & UNIVERSITIES

University of Wisconsin Superior

The University of Wisconsin–Superior is a public liberal arts university in Superior, Wisconsin. UW–Superior grants associate, bachelor’s, master’s and specialist’s degrees. The university enrolls 2,559 undergraduates and 364 graduate students.

Northwood Technical College

Northwood Technical College is a public technical college with campuses in Ashland, New Richmond, Rice Lake and Superior, Wisconsin. There are also outreach centers in Balsam Lake, Hayward and Ladysmith and Shell Lake. The college offers more than 100 degrees, diplomas and certificates.

University of Minnesota Duluth

UMD perfectly blends the benefits of a great location, a personalized learning experience, and meaningful research on a medium-sized campus that is part of the University of Minnesota System.

The College of St. Scholastica

St. Scholastica is an independent private college with locations across Minnesota, including our original campus in Duluth. Since 1912, the college has been preparing students for a life of purpose, in addition to economic gain, by emphasizing the Catholic Benedictine values it was founded on.

Lake Superior College (LSC)

LSC offers 90+ certificate, diploma and associate degree programs in career/technical fields and pre-baccalaureate majors for students interested in transferring to a four-year college or university. They have the second-lowest tuition rates in the Minnesota State College System.

SPORTS & RECREATION



LOCAL SPORTS

There are many different sports and leagues offered by parks and recreation and other associations throughout the community for adults and kids.

Superior Spartan Football

Superior Spartan Football is an elite football program in the state of Wisconsin that provides an elite experience for all involved and consistently competes for championships.

Superior Amateur Hockey Association

SAHA is a youth hockey organization for boys and girls. They offer tryouts and registration for teams ranging from pee-wees, Mites and 12U.

University of Wisconsin – Superior

The UW-Superior campus is home to exciting sporting events throughout the year. Take in a hockey game at Wessman Arena, or attend a basketball, volleyball, or track and field event.

University of Minnesota Duluth

The University of Minnesota Duluth is a public university in Duluth, Minnesota. It is part of the University of Minnesota system and offers 17 bachelor's degrees in 87 majors, graduate programs in 24 different fields. UMD is home to a variety of Division 1 sports teams and has won national championships in men's and women's hockey, football and men and women's basketball.

FAMILY FUN

Adventure Zone

Over 50,000 square feet of fun featuring laser tag, batting cages, mini golf, VR arena, arcades, rock climbing and more.

SkyZone

Over 15,000 square feet of interconnected trampolines and other activities like extreme dodgeball, launchpads, foam pits and obstacle course.

Duluth Children's Museum

Play time to discover new things and the world.

Incline Station Bowling & Banquet Facilities

24 lanes of bowling fun!

Whoopsa Daisy Farm

Family farm open on fall weekends with a tractor playground, hayrides, yard games, horse hunts and more!

Lake Superior Zoo

The Lake Superior Zoo is the only zoo in Northeastern Minnesota and Northwestern Wisconsin. As the 19th oldest Zoo in the United States, we have a rich history of providing close-up animal experiences.



OUTDOOR RECREATION

The Great Lakes

The greatest of the Great Lakes, Lake Superior is the world's largest freshwater lake by surface area. Lake Superior is so vast that it contains 10 percent of all the Earth's fresh surface water and as much water as all the other Great Lakes combined. It's a place to enjoy swimming, boating, kayaking, fishing and outdoor recreation

Parks and forests

Douglas County is home to hundreds of thousands of acres of forests that are available for public use. In fact, the Douglas County Forest alone is more than 272,000 acres! Also are home to two state parks — one of which was named “State Park Treasure” by the Wisconsin Department of Natural Resources.

Traverse Duluth

Outdoor equipment rentals, recommended trail routes and other resources.

Guided tours

Here to help you explore like a local! Offering paddleboard rentals, kayak rentals, guided paddleboard tours, guided historic hikes, historic area walking tours, sightseeing boat excursions, dining cruises, and northern apparel to bring your memories home with you.

Mountain biking

Duluth is known nationally for their trails and has hundreds of miles of them. Red Bull also has had several winter competitions at Spirit Mountain that draw in a lot of extreme sports enthusiasts.

Canoeing and kayaking

Whether you're looking for a quiet float down the river, or crave the excitement of kayaking through whitewater rapids, the Brule River offers something for everyone.

Enjoy the open trails

Whether you're on foot, skis, or a bike, Douglas County has plenty of trails for you to explore that highlight the area's natural beauty. Superior and Douglas County have trails of all types:

- Motorized use trails
- Tour cycling
- Mountain biking
- Hiking
- Horseback riding
- Cross country skiing
- Snowshoeing

Hunting and fishing

With more than 278,000 acres, the Douglas County Forest is the ideal place for those who enjoy hunting and trapping a variety of species. The Forestry Department has a comprehensive Sportsman's Brochure, which covers even more information about hunting, fishing, and trapping.

Winter recreation

Get out and enjoy the beauty of Douglas County's snowy season. Whether you prefer to take in the smells, sights, and sounds of a peaceful snowshoe through the woods, or the exhilaration of downhill skiing, Douglas County has plenty of cold weather activities to keep you moving all winter long.

ARTS & CULTURE

Superior and the surrounding areas are home to many types of artists — potters, painters, textile artists, and more. [Click here](#) for a listing of artist shops and studios, and be sure to check our [calendar of events](#) for art show openings.

Wisconsin-Superior Music Department

Whether you're into classical music or rock and roll, we're home to many talented musicians. The University of Wisconsin-Superior Music Department boasts a plethora of talented vocalists and instrumentalists alike. From percussion performances to acappella choir and symphonic band concerts, there's always something happening on campus.

Bentleyville Tour of Lights

Free walk through light show decorated with over 5 million lights on the shores of Lake Superior.

Duluth Superior Symphony Orchestra

Professional level performances of symphonic music, both traditional and new, to audiences of all ages and backgrounds.

Minnesota Ballet

Inspires the appreciation of the art of dance through performance and education.

Duluth Playhouse

Oldest non-profit theater companies in the nation. Provides exceptional entertainment, training and performance opportunities.

Zeigeist Arts

Hub for film, food, art and community in Downtown Duluth.

Duluth Art Institute

Dynamic, innovative visual arts programming that upholds excellence and promotes inclusive communities.

Glensheen Historic Estate

The most visited historic home in Minnesota, a famous 39-room mansion telling the story of the Duluth region.



Lake Superior Railroad Museum

See the impressive collection of railroad equipment unique to the region.

Great Lakes Aquarium

See animals found within the Great Lakes.

Fairlawn Mansion

Today, Fairlawn also serves as host to favorite community events such as the Ice Cream Social and Holiday Sampler & Wine Tasting. The site is also available for private rental, hosting weddings, anniversary and birthday parties, dinners, luncheons, teas, murder mysteries and much more.

S.S. Meteor Maritime Museum

The S.S. Meteor, listed on the National Register of Historic Places, is the last remaining of the innovative ships (called whalebacks for their rounded hulls) designed by Captain Alexander McDougall. The Museum features exhibits on the Twin Ports ship building history and Great Lakes shipwrecks.

Superior Public Museums

Superior Public Museums operates three unique historic sites: Fairlawn Mansion, SS Meteor Whaleback Ship, and the Old Firehouse and Police Museum. Each site offers tours, events, private rentals and so much more.

Richard I. Bong Veterans Historical Center

This non-profit organization preserves and honors the memory of Major Bong and all veterans of World War II and shares their stories.



HEALTHCARE

Duluth

Essentia Health

Essentia Health is an integrated health system serving patients in Minnesota, Wisconsin, and North Dakota. Headquartered in Duluth, Minnesota, Essentia Health combines the strengths and talents of more than 15,000 employees, including more than 2,200 physicians and advanced practitioners, who serve patients and communities through the mission of being called to make a healthy difference in people's lives.

St. Luke's Duluth, MN

A comprehensive healthcare system that serves the communities of northeastern Minnesota, northwestern Wisconsin and the Upper Peninsula of Michigan. Services include primary and specialty care, a Level II Regional Trauma Center to provide emergency care, a nationally recognized Regional Heart & Vascular Center, as well as a Regional Cancer Center accredited by the American College of Surgeons' Commission on Cancer.

PLACES OF WORSHIP

Superior has a number of churches and places of worship:

- **North Bay Community Church**
- **Hope Church**
- **Faith United Methodist Church**
- **Central Assembly of God**
- **Northern Gate Ministries**
- **Lake Point Church**
- **Concordia Lutheran Church**
- **Family Life Center**

Superior

The Twin Ports is a regional medical hub thanks to Essentia Health's 2023 grand opening of their billion dollar new St. Mary's Medical Center. St. Luke's is a separate hospital system that like Essentia has clinics in both Duluth and Superior. Healthcare is the number one employer in the Twin Ports.

Essentia Health St. Mary's-Superior Clinic

A Level IV Trauma Center and 25-bed critical access hospital in Superior, Wisconsin. Located in the same building as Essentia Health St. Mary's-Superior Clinic next to the Twin Ports VA Clinic off Tower Avenue.

Essentia Health – Trauma 1 Centre Duluth



WORKING AT CENOVUS

TOTAL REWARDS

We offer a competitive total rewards package for permanent employees, inclusive of compensation, benefits and savings programs. Cenovus strives to be an employer of choice in our industry by delivering market competitive programs in each of the countries in which we operate.

Performance oriented

We pay for performance, reflecting both individual and company results that are aligned to our business strategy over the short and long-term as well as expected behaviors and our market competitive total compensation opportunity includes salaries, and for eligible employees annual and long-term incentives all to support attraction, retention and engagement.

Benefits

Our benefits package is an important part of our total rewards package. Medical, dental, life insurance, disability benefits, employee family assistance (EFAP), virtual healthcare coverage and vacation are provided.

In some cases employees will have the flexibility to choose the coverage levels that best suit their personal needs. Additionally, we want to ensure you are supported to take the time you need to take care of yourself as well as your family through our inclusive leave of absence programs.

Outside of work

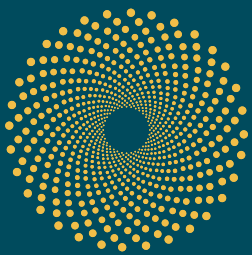
Our health and wellness team offers a variety of innovative well-being programs and services to ensure you flourish at Cenovus. We're committed to rewarding, recognizing and supporting you throughout your career with us.

And while we work hard to provide energy the world needs, we don't stop there. Our purpose extends to building a better future, and our employees and their families share our belief in the power of giving and getting involved. Through our Employee Giving and Volunteering Program, *Cenovus Cares*, we're set to make an even bigger difference, together,

OUR PURPOSE

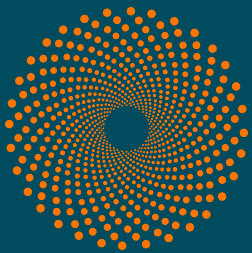
We **energize** the world to make people's lives better.

OUR VALUES



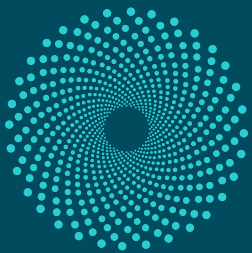
Protect what **matters.**

Safety will always be our top value. We care about each other, our communities and the environment.



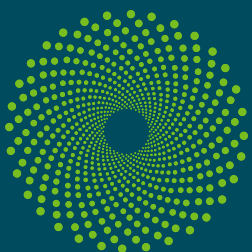
Do it **together.**

We are one team. Together we win, grow and celebrate. We're determined to be successful through inclusivity, trust and empowerment.



Make it **better.**

Performance matters and we always look for opportunities to improve. We make decisions with a sense of urgency and pivot to meet changing needs. We don't shy away from hard work or difficult conversations.



Do it **right.**

Accountability is vital and how we achieve results makes a difference. We listen, respect and value diversity. We are transparent and act with integrity.





SOCIAL INVESTMENT

We understand that we play an important role in helping to solve some of society's biggest challenges and are committed to making social investments – financial and beyond – to make people's lives better. To achieve this, we partner with others and mobilize our employees through *Cenovus Cares*, our giving and volunteering program.

Our Social Investment Strategy is designed to fund and co-create inclusive solutions for society, the environment and the economy. Our approach is focused, holistic and inclusive, leveraging our core assets and making purposeful investments of financial and human resources to help solve key social issues of importance to our stakeholders and strengthening the communities where we operate.

FOCUS AREAS

We're focusing our efforts on key issues within four focus areas that align with our purpose and values, commitment to inclusion and diversity, environmental, social and governance (ESG), and business priorities.

- **Indigenous reconciliation:** Advancing the social and economic inclusion of Indigenous Peoples.
- **Future-ready youth:** Helping young people prepare for their futures.
- **Protected planet:** Creating a more sustainable future for generations to come.
- **Resilient communities:** Keeping our communities healthy, safe and resilient.

Cenovus Cares, our global Employee Giving and Volunteering Program connects our people to purpose, inspiring and mobilizing them to make a difference year-round. The program encourages and rewards employees to give to the causes that are important to them and Cenovus through donating, fundraising and volunteering. [Learn how our *Cenovus Cares* Ambassadors are helping elevate our impact.](#)



INCLUSION & DIVERSITY – See Advisory

We know that a diverse company, where everyone feels able to bring their whole selves to work, is a stronger company.

At Cenovus, we embrace diversity of thought, experience and background to make better business decisions and believe that through inclusion and diversity we have the ability to solve challenges, seize opportunities and unlock innovative solutions. We want everyone to feel empowered to bring their whole selves to work and feel respected and valued.

Our inclusion & diversity targets

Our commitment to inclusion and diversity is further reinforced with our target to increase the number of women in leadership to 30% by year-end 2030. Cenovus's aspirational Board diversity target is to have at least 40% representation among non-management directors from women, Indigenous Peoples, persons with disabilities and members of visible minorities, including at least 30% women by year-end 2025.

Applying inclusion & diversity in our workplace

At Cenovus, our commitment to human rights reflects our values and behaviors and further supports the sustainable operation of our business, which is further outlined in our Human Rights Policy. Our Workplace Violence & Harassment Prevention Standard articulates the expectations of staff and highlights the values that foster an inclusive and diverse workplace. To achieve an inclusive and diverse workplace, individuals are selected based on qualifications, merit and abilities. We encourage applications from everyone including but not limited to visible minorities, Indigenous peoples, women and persons with disabilities.

[Learn about our inclusion & diversity networks.](#)



FORWARD-LOOKING INFORMATION

This document contains certain forward-looking statements and forward-looking information (collectively referred to as “forward-looking information”) within the meaning of applicable securities legislation about our current expectations, estimates and projections about the future, based on certain assumptions made by us in light of our experience and perception of historical trends. Although we believe that the expectations represented by such forward-looking information are reasonable, there can be no assurance that such expectations will prove to be correct.

Forward-looking information in this document is identified by words such as “achieve”, “committed”, “focus”, “target”, “will” or similar expressions and includes suggestions of future outcomes, including, but not limited to, statements about: being an employer of choice; safety; rewarding, recognizing and supporting employees; social investments; Indigenous reconciliation; Future-ready youth; protected planet; resilient communities; workplaces that reflect the communities we operate in; the number of women in leadership; and representation among non-management directors from designated groups.

Developing forward-looking information involves reliance on a number of assumptions and

consideration of certain risks and uncertainties, some of which are specific to Cenovus and others that apply to the industry generally.

Except as required by applicable securities laws, Cenovus disclaims any intention or obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. Readers are cautioned that the foregoing lists are not exhaustive and are made as at the date hereof. Events or circumstances could cause actual results to differ materially from those estimated or projected and expressed in, or implied by, the forward-looking information. For additional information regarding Cenovus’s material risk factors, the assumptions made, and risks and uncertainties which could cause actual results to differ from the anticipated results, refer to “Risk Management and Risk Factors” and “Advisory” in Cenovus’s MD&A for the periods ended December 31, 2022 and to the risk factors, assumptions and uncertainties described in other documents Cenovus files from time to time with securities regulatory authorities in Canada (available on SEDAR at [sedar.com](https://www.sedar.com), on EDGAR at [sec.gov](https://www.sec.gov) and Cenovus’s website at [cenovus.com](https://www.cenovus.com)).

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