



Canada-Newfoundland and Labrador Benefits

Annual Report 2015

Husky Energy Ref. No.: WR-ADM-RP-0037



TABLE OF CONTENTS

1.0	Introduction – 2015 Highlights	3
2.0	Summary of 2015 Activities	4
3.0	Employment Summary	5
3.1	White Rose Project	5
3.2	White Rose Extension Project.....	8
4.0	Development and Delineation Drilling Program	10
5.0	Procurement	11
6.0	Research and Development	12
6.1	Ongoing R&D Projects	12
6.2	New R&D Projects	13
6.3	Future Initiatives in R&D	14
7.0	Education and Training	15
7.1	Husky Energy.....	15
7.2	Husky Personnel Training.....	16
7.3	Other Training Initiatives	16
8.0	Technology Transfer and Supplier Development	17
9.0	Community Investment	18
10.0	Diversity	19
11.0	Photographs	20

1.0 Introduction – 2015 Highlights

Husky completed its tenth full year of operations on the White Rose field, safely producing approximately 9.4 million barrels of oil. To the end of 2015, the White Rose field and satellites have produced over 254 million barrels of oil. Husky recognizes the impact of the White Rose and satellite projects on the provincial economy and on local communities, and works proactively to ensure that Newfoundland and Labrador residents and members of the local supply community are full participants in the projects.

In 2015, the North Amethyst field completed its sixth year of production, producing approximately 3.6 million barrels of oil and West White Rose completed its fourth full year of production, producing approximately 2.4 million barrels of oil. Also in 2015, In 2015 the first oil was produced out of the new SWRX drill centre. Approximately 1.1 million barrels of oil were produced. Development drilling will continue in 2016.

Husky believes that the Atlantic Region has exploration potential, and that the Company's position there will provide growth opportunities for light crude oil and natural gas development in the medium to long-term. Husky presently holds working interests ranging from 5.8 percent to 73.125 percent in 23 significant discovery areas in the Jeanne d'Arc Basin, Flemish Pass Basin, offshore Labrador, and Baffin Island. As of December 31, 2015, Husky was a partner in nine exploration licences offshore Newfoundland, of which it was the operator of six. Working interests in these licences ranges from 35-100 percent.

In December 2014, Husky decided to delay development of the White Rose Extension Project in order to re-evaluate the potential development concepts (wellhead platform vs. subsea drill centre). The development application submitted to the C-NLOPB was approved in July 2015. Husky continues to evaluate the best method for development of the West White Rose resource. Construction of the graving dock at Argentia was completed in Q2 2015.

The contracts for the drilling rigs *Henry Goodrich* and *GSF Grand Banks* expired in 2015. In late 2015, Husky signed a two-year contract with Transocean for the *Henry Goodrich*. The rig will be used to support a range of exploration and development drilling activities for Husky in the Atlantic region and is expected to begin work in Q2 2016.

In 2015, Husky had 107 co-op student placements in various disciplines throughout the company (58 males and 49 females). In 2015, Husky had 11 engineers rotate through the Atlantic Region and other Husky business units as part of Husky's New Grad Program. Through the program, new graduates are able to gain hands-on exposure to different disciplines by completing six-month work assignments in the first two years.

Quarterly updates, procurement and business opportunities are posted on the Husky website. Husky continues to interact with local stakeholders in the White Rose and

satellite projects, including maintenance of a close working relationship with the Newfoundland Ocean Industries Association (Noia). Husky regularly posts procurement opportunities with Noia through the Noia/OTANS Daily Bulletin. Again this year, Husky participated in the annual Noia conference providing a project update to the supplier community.

2.0 Summary of 2015 Activities

2015 marked the tenth full year of production from the White Rose field. A total of 9.4 million barrels of oil was produced. 2015 also marked the sixth year of production from the North Amethyst field. A total of 3.6 million barrels of oil was produced. 2015 was also the fourth full year of production from West White Rose and 2.4 million barrels of oil were produced.

In 2015, the Heather Knutsen, Jasmine Knutsen, Karen Knutsen and Navion Hispania transported Husky's White Rose crude. A total of 23 White Rose cargoes were completed in 2015 of which all (100% or 16.4 million bbls) were delivered to points within Canada (82% (13.5 million bbls) was delivered to the NTL terminal at Whiffen Head).

In 2015 the GSF Grand Banks completed the SWRX gas injection well J-05 2 as well as the SWRX production well J-05 3. The Henry Goodrich also completed drilling the Aster C-93A exploration well in February 2015. In December 2015, Husky signed a two-year contract with Transocean for the Henry Goodrich. The rig is expected to begin work in mid-2016.

In 2015, Husky invested over \$8.5 million in Research and Development and Education and Training on a number of initiatives, including a contribution of \$120,000 in the first of a five year commitment to support for establishment of a chair in Supply Chain Management in the Faculty of Business Administration at Memorial University, \$50,000 in support of the Women in Science Engineering Trades and Technology (WinSETT) and \$25,000 in continued support of the CNIB's Eye Safety Program.

As of December 31, 2015, a total of 1,111 people were reported employed on Husky's White Rose Operations of which 363 were located offshore. This includes people employed with Husky and its contractors and includes North Amethyst, West White Rose and South White Rose Extension (SWRX). Of this total, 1025 or 92 percent were residents of Newfoundland and Labrador when hired, while another 62 or 6 percent were residents of other regions of Canada at the time of hire. The number of females employed on White Rose operations was 217 or approximately 20 percent of the total workforce.

As of December 31, 2015, 147 people were reported employed on Husky's White Rose Extension Project, representing over 37,000 person hours. The number of females employed on the project was 35 or approximately 23.8 percent of the total workforce.

Total Newfoundland and Canadian content for expenditures on the White Rose project for the period January 1 to December 31, 2015 stands at 91.38 percent (62.85 percent NL; 28.53 percent Other Canadian).

3.0 Employment Summary

3.1 White Rose Project

In Q4 2015, a total of 1111 people were reported employed on Husky's White Rose Operations, of which 363 were located offshore. The total employment number includes people employed with Husky and its contractors and includes North Amethyst and South White Rose Extension (SWRX).

Of the total personnel, 1025, or 92 percent, were residents of Newfoundland and Labrador when hired, while another 62, or 6 percent, were residents of other regions of Canada at the time of hire. The number of females employed on White Rose operations was 217, or approximately 20 percent, of the total workforce (Table 3.1).

Table 3-1 White Rose Employment Summary by Location, as of December 31, 2015



Atlantic Region Contractor Stats

Head Count By Location

White Rose - Q4 2015

Location	NL Male	NLFemale	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Europe	0	0	0	0	0	0	1	0	1	1	0	1
Newfoundland - Offshore	327	11	338	25	0	25	0	0	0	352	11	363
Newfoundland - Onshore	484	197	681	32	5	37	14	0	14	530	202	732
Nova Scotia	0	0	0	0	0	0	0	0	0	0	0	0
USA	5	1	6	0	0	0	6	3	9	11	4	15
Total	816	209	1,025	57	5	62	21	3	24	894	217	1,111

Table 3-2 Employment Summary - Husky & Major Contractors as of Dec 31, 2015

Atlantic Region Contractor Stats

Head Count By Contractor

White Rose - Q4 2015

Contractor	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
A Harvey	5	1	6	0	0	0	0	0	0	5	1	6
Aker Solutions	52	28	80	0	0	0	1	0	1	53	28	81
ASCO Canada Limited	8	1	9	0	0	0	0	0	0	8	1	9
Atlantic Offshore Medical Services	3	2	5	0	0	0	0	0	0	3	2	5
Atlantic Towing	56	2	58	2	0	2	0	0	0	58	2	60
Atlantic XL	6	2	8	0	0	0	0	0	0	6	2	8
Baker Hughes	2	1	3	0	0	0	0	0	0	2	1	3
Cormorant Ltd.	1	0	1	0	0	0	0	0	0	1	0	1
Cougar	34	8	42	8	0	8	1	0	1	43	8	51
Crosbie Salamis	33	4	37	3	0	3	0	0	0	36	4	40
DOF Subsea	15	4	19	1	0	1	5	3	8	21	7	28
East Coast Catering	16	5	21	0	0	0	0	0	0	16	5	21
East Coast Tubulars	6	0	6	0	0	0	0	0	0	6	0	6
Enhanced Drilling	5	0	5	0	0	0	0	0	0	5	0	5
Expro Group Canada	0	0	0	0	0	0	0	0	0	0	0	0
FI Oilfield Services Canada ULC	0	0	0	0	0	0	0	0	0	0	0	0
Fugro Jacques GeoSurveys Inc	10	3	13	0	0	0	0	0	0	10	3	13
Halliburton	9	1	10	0	0	0	0	0	0	9	1	10
Husky	211	85	296	25	4	29	7	0	7	243	89	332
Import Tool	4	0	4	2	0	2	0	0	0	6	0	6
Maersk Seabase	48	3	51	2	0	2	0	0	0	50	3	53
Oceaneering Canada Ltd.	36	11	47	2	0	2	0	0	0	38	11	49
Oceans Ltd	4	4	8	0	0	0	0	0	0	4	4	8
OneSubsea	30	3	33	0	0	0	0	0	0	30	3	33
Provincial Airlines	0	1	1	0	0	0	0	0	0	0	1	1
Schlumberger Services	1	0	1	0	0	0	0	0	0	1	0	1
Score	5	2	7	0	0	0	1	0	1	6	2	8
SGS Canada Inc.	2	0	2	0	1	1	0	0	0	2	1	3
Siemens	6	1	7	0	0	0	0	0	0	6	1	7
SNC Lavalin	1	0	1	0	0	0	0	0	0	1	0	1
Stantec	1	1	2	0	0	0	0	0	0	1	1	2
Technip	44	18	62	0	0	0	0	0	0	44	18	62
Teekay	56	6	62	5	0	5	1	0	1	62	6	68
Terrapure Environmental	4	1	5	0	0	0	0	0	0	4	1	5
Trans Ocean	71	6	77	7	0	7	2	0	2	80	6	86
Weatherford	10	2	12	0	0	0	0	0	0	10	2	12
Workstrings Canada	21	3	24	0	0	0	3	0	3	24	3	27
Total	816	209	1,025	57	5	62	21	3	24	894	217	1,111

Table 3-3 Employment Summary of Husky and Major Contractors – By Discipline and Gender as of December 31, 2015



Atlantic Region Contractor Stats

Head Count By Occupation

White Rose - Q4 2015

Occupation	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Administration & Clerical	12	69	81	0	2	2	2	1	3	14	72	86
Engineers	111	35	146	9	3	12	5	1	6	125	39	164
Management	72	19	91	7	0	7	4	1	5	83	20	103
Marine Crew	187	6	193	11	0	11	0	0	0	198	6	204
Other Field Services	72	6	78	3	0	3	0	0	0	75	6	81
Professionals	86	57	143	12	0	12	2	0	2	100	57	157
Skilled Trades	99	1	100	7	0	7	2	0	2	108	1	109
Technicians & Technologists	178	16	194	7	0	7	7	0	7	192	16	208
Total	816	209	1,025	57	5	62	21	3	24	894	217	1,111

Note: In Q4 2015, Husky employed 33 co-op students (15 female) on the White Rose project. The students are not included in the head count above because they started and ended their term outside of the reporting system period.

3.2 White Rose Extension Project

As of December 31, 2015, 147 people were reported employed on Husky's White Rose Extension Project. During the fourth quarter of 2015 approximately 37,000 hours were expended on the project and the total for 2015 was approximately 270,000 person hours.

The majority of person hours expended on the project during the last quarter of 2015 were by Arup Canada Inc. for continued CGS engineering design work. Husky hours are related to project management and engineering design support. Hours reported by Edward Collins, Garda World and Pennecon represent graving dock maintenance activities. The hours reported by SNC/Dragados represent CGS constructability reviews with Arup.

Eighty-three percent of the person hours related to detailed engineering of the CGS took place in Newfoundland and Labrador in the fourth quarter of 2015 (see Arup in Table 3.4) and, overall, 89 percent of person hours expended on the project occurred in Newfoundland and Labrador.

Table 3.4 Person Hours by Contractor – White Rose Extension Project Employment



Atlantic Region Contractor Stats

Hours By Contractor
 WREP - Q4 2015

Contractor	Onshore	Offshore	Subtotal	Other Canadian	Foreign	Total
Arup Canada Inc.	14,093	0	14,093	167	2,810	17,070
Edward Collins	534	0	534	0	0	534
Garda World	2,316	0	2,316	0	0	2,316
Husky	8,556	0	8,556	102	932	9,590
Pennecon	596	0	596	0	0	596
SNC Lavalin/ Dragados	2,457	0	2,457	12	0	2,469
Wood Group Mustang	4,361	0	4,361	0	0	4,361
Total	32,913	0	32,913	281	3,742	36,936

Residents of NL comprised of 69 percent of the White Rose Extension Project work force, a 3 percent increase from last quarter; and residents of Canada comprised five percent of the work force. Women comprised 23.8 percent of the workforce (Table 3.5).

The majority of positions in Q4 2015 were associated with engineering supported by administration, management, and technicians/technologists (Table 3.6).

Table 3.5 Head Count by Contractor – White Rose Extension Project

Atlantic Region Contractor Stats

 Head Count By Contractor
 WREP - Q4 2015

Contractor	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Arup Canada Inc.	12	9	21	6	1	7	31	5	36	49	15	64
Edward Collins	6	0	6	0	0	0	0	0	0	6	0	6
Garda World	0	5	5	0	0	0	0	0	0	0	5	5
Husky	16	4	20	0	0	0	2	0	2	18	4	22
Pennecon	11	5	16	0	0	0	0	0	0	11	5	16
SNC Lavalin/ Dragados	8	1	9	0	0	0	0	0	0	8	1	9
Wood Group Mustang	20	5	25	0	0	0	0	0	0	20	5	25
Total	73	29	102	6	1	7	33	5	38	112	35	147

The majority of positions in Q4 2015 were associated with engineering supported by administration, management, and technicians/technologists (Table 3.6).

Table 3.6 Summary by Occupation – White Rose Extension Project

Atlantic Region Contractor Stats

 Head Count By Location and Occupation
 WREP - Q4 2015

All Locations

Occupation	NL Male	NL Female	NL Subtotal	Other Canadian Male	Other Canadian Female	Other Canadian Subtotal	Foreign Male	Foreign Female	Foreign Subtotal	Male Subtotal	Female Subtotal	Total
Administration & Clerical	1	14	15	1	0	1	0	0	0	2	14	16
Engineers	25	4	29	4	1	5	22	4	26	51	9	60
Management	13	2	15	1	0	1	10	1	11	24	3	27
Other Field Services	2	4	6	0	0	0	0	0	0	2	4	6
Professionals	8	2	10	0	0	0	0	0	0	8	2	10
Skilled Trades	9	1	10	0	0	0	0	0	0	9	1	10
Technicians & Technologists	15	2	17	0	0	0	1	0	1	16	2	18
Total	73	29	102	6	1	7	33	5	38	112	35	147

Note: In Q4 2015, Husky employed 5 co-op students on the WREP (2 females).

4.0 Development and Delineation Drilling Program

In 2015 the *GSF Grand Banks* completed the SWRX gas injection well J-05 2 as well as the SWRX production well J-05 3. The *Henry Goodrich* also completed drilling the Aster C-93A exploration well in February 2015. Figure 4.1 identifies the wells drilled and/or completed in 2015. In December 2015, Husky signed a two-year contract with Transocean for the Henry Goodrich. The rig is expected to begin work in mid-2016.

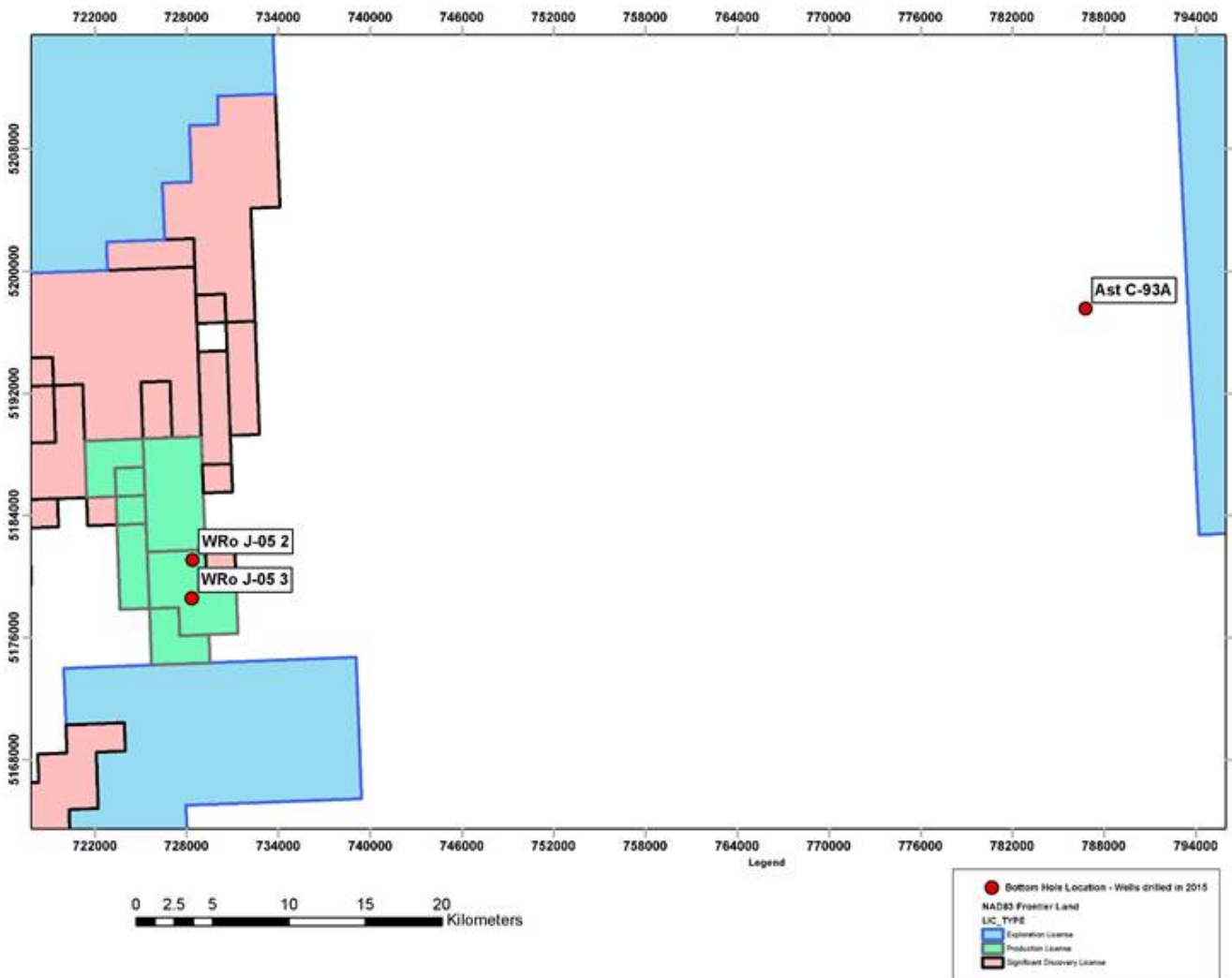



Figure 4-1 Map of Husky Wells Drilled in 2015

5.0 Procurement

During 2015 a total of 8 new contracts and 3 contract extensions valued at over \$250,000 were awarded. Table 5.1 provides a summary of these contracts.

Table 5-1 Procurement Summary for 2015

Husky East Coast Operations Procurement Summary		2015					
Description	Vendor Name	Vendor Location	Range	NL	CDN	FOR	Total
NEW CONTRACTS							
Marine Base, Offshore Containers and Regional Trucking	A. Harvey and Company Limited	St. John's	L	100%	0%	0%	100%
Basin Wide Transportation Transshipment Systems	Teekay (Atlantic) Chartering ULC	St. John's	O	80%	10%	10%	100%
Supply of Laboratory Supplies	Enviromed Analytical	St. John's	A	100%	0%	0%	100%
3rd Party Ringing Study	Marintek	Norway	A	0%	0%	100%	100%
ROV Services for LIV	DOF Subsea Canada Corp.	St. John's	L	100%	0%	0%	100%
Light Intervention Vessel Charter	DOF Subsea Canada Corp.	St. John's	O	54%	0%	46%	100%
Warehouse, Yard and Subsea Maintenance Facility	ASCO Canada	St. John's	K	100%	0%	0%	100%
MODU Henry Goodrich	Transocean Canada Drilling Services	St. John's	O	93%	2%	5%	100%
CONTRACT EXTENSIONS							
Lubricants for FPSO	Blue Water	Halifax, NS	D	63%	10%	27%	100%
Supply Vessel Services - Maersk Detector	Maersk Supply Service Canada	St. John's	I	70%	3%	27%	100%
Supply Vessel Services - Maersk Dispatcher	Maersk Supply Service Canada	St. John's	J	70%	3%	27%	100%
Cost Range Code Legend							
A = 250,001 - 500,000 \$	E = 2,000,001 - 3,000,000 \$	I = 10,000,001 - 15,000,000 \$	M = 50,000,001 - 75,000,000 \$				
B = 500,001 - 1,000,000 \$	F = 3,000,001 - 5,000,000 \$	J = 15,000,001 - 20,000,000 \$	N = 75,000,001 - 100,000,000 \$				
C = 1,000,001 - 1,500,000 \$	G = 5,000,001 - 7,500,000 \$	K = 20,000,001 - 30,000,000 \$	O = Over 100,000,001 \$				
D = 1,500,001 - 2,000,000 \$	H = 7,500,001 - 10,000,000 \$	L = 30,000,001 - 50,000,000 \$					

6.0 Research and Development

Husky Energy's investments in Newfoundland and Labrador executed R&D was more than \$4.3 million in 2015. R&D expenditures include engagement with a wide spectrum of local companies and academic institutions.

6.1 Ongoing R&D Projects

A number of Husky directed or sponsored R&D initiatives noted in the 2014 Annual Report continued into 2015, including:

Memorial University

- Seaformatics Subsea Self-Powered Sensor Pod Technology Trial
- Corrosion Under Insulation – Dr. Faisal Khan with NL R&D Corporation

Petroleum Research (PRNL)

- Ice Loads on Floating Offshore Structures
- Effects of Seismic Activity on Shrimp Behavior
- Next Generation Emergency Escape, Evacuation and Rescue (EER) System in Ice Covered Waters
- Marine Dredge Disposal – Measuring Recovery to Natural Conditions
- Enhanced Oil Recovery from Complex Reservoirs Using CO₂ (MUN)
- Development of Diagnostic Bioindicators for Marine Life Environmental Effects Assessment
- Effectiveness of Virtual Environments to Improve Onboard Drills & Exercises
- Towing of Large Icebergs
- Towing, Sheltering and Recovery of TEMPSC Lifeboats and Life Rafts
- Large Scale Iceberg Impact Experiment - Concept Development and Feasibility

C-CORE

- Evaluation of CGS Foundation Current Scour Mechanisms and Protection Alternatives
- Derivation and Evaluation of Iceberg Impact Loads on Fixed Concrete Structures
- Ice impact on wellheads: Re-analysis of SIRAM results

Virtual Marine Technology (VMT)

- Safety and survival simulation training – Development of training simulators for emergency egress, lifeboat davit maintenance and operation and evacuation in ice

Radiant360

- Development of mobile computing technology to improve process safety through enhanced lifecycle management of safety critical elements (Project won Husky's CEO Award of Excellence for Technology to Improve Management of Operational Integrity) for the 2nd time.
- Development of piping and pressure vessel integrity management and risk model

Oceans Ltd.

- Development of sidescan sonar iceberg profiling technology

6.2 New R&D Projects

Husky's R&D program continued to grow with initiation of a number of new R&D projects during 2015. Notable new projects include:

Petroleum Research (PRNL)

- Offshore personnel transfer – Phase II
- Alternative subsea systems protection structures – Phase II
- Full scale data acquisition for loads on mooring in ice conditions
- Offshore survey for Leach's Storm Petrel - potential impact of offshore flaring
- Assessment of mobile computing technology to support HOIMS integrity and safety management
- Phase 1 assessment of sonar technology for iceberg threat detection and management
- Integrity management of mooring system using robotic tools

NRC - OCRE

- Continued updates to wave tank scaled model - tests to determine concrete gravity base hydrodynamic performance during tow and installed condition

Memorial University

- EOR engagement for CT scanner scoping and experimentation using sand banks
- MITTACS student sponsor for pipeline buckling

C-CORE

- Risk evaluation of alternative subsea systems protection structures
- RDC student sponsor for ice management using radar technology

Statoil Led R&D

Collaboration with Statoil and RDC in the Amundsen Scientific Research expedition to study physical environmental conditions in the frontier NL offshore operating

environment, and to trial novel and advanced technologies for oceanographic observation and remote sensing for strategic and tactical support for future operations.

Husky Led R&D

- Continued collaborative research with National Research Council to advance development of a pressured ice predictive model for the Grand Banks
- Collaborative research with National Research Council to advance development of operational techniques and training to support evacuation and operations in sea ice conditions
- GRISM subsea 3D modelling of asset and ROV operations

6.3 Future Initiatives in R&D

Husky's investment in collaborative R&D in Newfoundland and Labrador continues to contribute to evolving local R&D capacity and capability.

Husky supports initiatives which aim to motivate innovation in safety practices, efficiency, and reliability of offshore exploration and production operations, while continuing to advance the technologic feasibility of future offshore developments. A combination of direct investments in R&D, addressing strategic challenges unique to its business needs and opportunities, participation on collaborative R&D, and targeting more generic industry and regional operation challenges, helps maintain Husky's diverse R&D portfolio.

Husky remains committed to its role as a strategic industry partner to enable Newfoundland and Labrador innovators to successfully leverage additional funding from agencies such as the NL R&D Corporation and ACOA Atlantic Innovation Fund, toward advanced technology demonstration and commercialization of projects. Husky's contribution incorporates a blend of direct financial investment and participation through mentoring, which includes access to subject matter experts and operational resources.

7.0 Education and Training

Education and training remains a key area for Husky Energy, and continues to provide an opportunity to contribute to the development of the local offshore industry. Through the period of January 1st to December 31st, 2015, direct training expenditure by Husky and its contractors related to the White Rose and North Amethyst projects totaled over \$4.2 million.

Husky will continue to invest in education and training to assist personnel in developing key skills and knowledge for professional and personal development. Husky's regard for the health, safety and wellbeing of the people who support Husky's operations remains paramount, and will be reflected in training associated with implementation of elements of Husky's Operational Integrity Management System, including a behavioral based safety management system.

Below is a description of the major initiatives in education and training undertaken in relation to the White Rose project in 2015.

7.1 Husky Energy

Husky continued its strong commitment to the Memorial University of Newfoundland and College of the North Atlantic co-operative education programs in 2015. Husky continued to be an important employer of co-operative education students working in various disciplines, hiring 107 students in 2015. Total expenditure on co-operative education for 2015 by Husky was over \$2.1 million. Husky views this program as an important tool for building local capabilities in the offshore oil and gas sector and will continue to support this program in the future.

Husky Energy renewed its commitment to influencing education and career choices of young adults in Newfoundland and Labrador through a \$20,000 contribution to Techsploration in 2015, the 12th year that Husky has provided funding. The Techsploration program is delivered by the Women in Resource Development Corporation (WRDC) in St. John's. The program introduces career opportunities in the trades and technologies to female Grade 9 students in an effort to interest them in the sciences before selecting courses for their secondary program. In addition to funding, Husky supports the efforts of several female employees who volunteer their time to be mentors for this program. Husky also continued to work closely with Women in Science and Engineering (WISE) in 2015 through provision of \$26,000 for summer student positions. As part of this program, female Husky employees also hosted a Husky Day on August 19 for the SSEP students which provided an opportunity for participants to meet with other females in non-traditional jobs as well as taking a tour of Seaforce Marine, Virtual Marine Technology, GJ Cahill Fabrication Shop and Cougar Helicopters. Husky is also providing the Canadian Centre for Women in Science, Engineering, Trades and

Technology (WinSETT) \$50,000 over a two-year period. This program includes an in-house leadership development workshop for female employees.

In 2015 Husky also donated \$600,000 over 5 years to Memorial University's Faculty of Business Administration to help establish a chair in Supply Chain Management, \$100,000 to the Janeway Children's Health Foundation to support the purchase of an MRI-compatible incubator and \$150,000 to Memorial University's Department of Economics to support research. Husky also provided \$10,000 in scholarships to Memorial University, College of the North Atlantic and the Coalition of Persons with Disabilities and \$40,000 in support of the Geomechanics Project in the Department of Earth Sciences at Memorial University.

7.2 Husky Personnel Training

During 2015, Husky personnel received locally-based training from various educational facilities including a series of Safety Decision Leadership Workshops at a cost of over \$150,000, Emergent Leadership training at a cost of over \$110,000 and Advanced Casing and Tubing Design training at a cost of over \$85,000.

7.3 Other Training Initiatives

- DOF Subsea spent over \$13,000 on work term students from College of the North Atlantic and the Marine Institute.
- Import Tool spent \$30,000 on work term students from Memorial University and \$18,000 on employee workshops related to service and use of various types of equipment.
- Teekay spent almost \$58,000 on its training program for Marine Institute cadets on board the shuttle tankers servicing the *SeaRose FPSO*.
- Atlantic Towing spent over \$25,000 on work term students from the Marine Institute and Nova Scotia Community College.
- Cougar Helicopters spent over \$23,000 on safety management system/basic event training for all employees.
- Arup Canada spent over \$95,000 on work terms students from Memorial University.
- Technip Canada spent over \$27,000 on work term students from Memorial University and almost \$40,000 on supervisory management training for personnel.

8.0 Technology Transfer and Supplier Development

Husky considers investments to develop Newfoundland and Labrador's technological, industrial and economic capacity to be strategic to the sustainable growth of Husky's Atlantic Region. Notable recent examples of Husky's support for transfer of technology and knowledge to local the local marketplace include:

PRNL Joint Industry Ice Management R&D Program

Husky continues to be a key collaborator in PRNL's Ice Management Joint Industry Program. Projects within this program are advancing home-grown technologies and positioning Newfoundland and Labrador companies such as Rutter and C-Core as world leaders in ice intelligence and management technology. These initiatives serve to advance Newfoundland and Labrador's international reputation as a "gateway to the Arctic".

Additional detection tools which are gaining maturity and have received Husky support include:

- Development of iceberg profiling technology to support safe towing and mature ice drift models through the characterization of Metocean data and iceberg profiles, respectively.
- Review of sonar technology for regional detection and management capabilities.

Safety and Survival Training Simulators

Husky has continued to work closely with Virtual Marine Technologies (VMT) and Memorial University in 2015 to ensure that prototype safety training simulators achieve their intended learning goals for emergency egress training, lifeboat davit maintenance and operation, and maneuvering lifeboats in ice. Additional programs are under development to support training and operations in a variety of environment settings.

Engagement with Research Institutes

Husky continued to participate as an advisor on a number of steering committees to provide industry perspective and guidance in a number of areas including:

- Research Advisory Committee for Husky Energy Chair in Oil and Gas Research.
- Husky continued membership in the Canadian Standards Association group engaged in standards review and the harmonization of ISO standards to Canadian requirements.

9.0 Community Investment

Throughout 2015, the oil and gas industry was working in a low price environment which challenged all aspects of Husky's Atlantic Region operations including its community investment activity. However, the company remained committed to supporting initiatives that will build safe and sustainable communities and support those in our community who need it most.

In 2015, Husky's major gifts included:

- \$600,000 over 5 years to Memorial University of Newfoundland's Faculty of Business Administration. This gift will help establish a chair in Supply Chain Management.
- \$150,000 over 3 years to Memorial University of Newfoundland's Department of Economics to support research.
- \$100,000 to the Janeway Children's Health Foundation to support the purchase of an MRI-compatible incubator.
- \$50,000 to Women in Science Engineering Trades and Technology (WinSETT).
- \$15,000 to support a hot breakfast program at the Jimmy Pratt Memorial Outreach Centre from September to May.
- \$13,000 to Thrive—Community Youth Network to support GED programming.

In addition to these major gifts, Husky also invested \$18,000 in response to local community needs.

Organizations Supported by Husky Energy in 2015

Business and Arts Inc.	\$5000
Community Food Sharing Association	\$1000
Learning Disabilities Association of Newfoundland and Labrador	\$1000
Newfoundland Symphony Orchestra	\$10,000
St. John's Downtown Development Commission—Reel Downtown series	\$1000

Husky also provided opportunities for employees to volunteer and support organizations that are meaningful to them. Last year, the Atlantic Region supported the Community

Food Sharing Association, Daffodil Place, Junior Achievement, the VOCM Happy Tree, the Salvation Army Red Kettle Campaign and more through employee-led and driven campaigns.

10.0 Diversity

Husky continued to work closely with its sub-contractors to advance the various initiatives identified within the Diversity Plan. More than 90 people (employees, contractors and representatives from community partners) attended Husky's Diversity Forum in November. The program included an introduction and update on Husky Energy's Atlantic Region activities. The keynote speaker was Catharyn Andersen, Special Advisor to the President on Aboriginal Affairs, Memorial University (MUN). Ms. Andersen outlined the various initiatives Memorial University has in place or is planning related to supporting Aboriginal students currently studying at MUN as well as initiatives to encourage more Aboriginal students to enroll in post-secondary education.

This year the forum also included a diversity initiatives panel with representatives from Technip Canada, COMPASS, NLOWE and the City of St. John's. Representatives outlined diversity initiatives for their respective organizations. Roundtable discussions on opportunities for collaboration took place during the second half of the forum. A report on diversity-related activities in 2015 will be submitted under separate cover.

11.0 Photographs



Junior Achievement – January 2015



Energy Day 2015



Tour of Cougar Helicopters – Techsploration – March 2015



Tour of Husky Offices – Techsploration – March 2015



Completed Graving Dock at Argentina



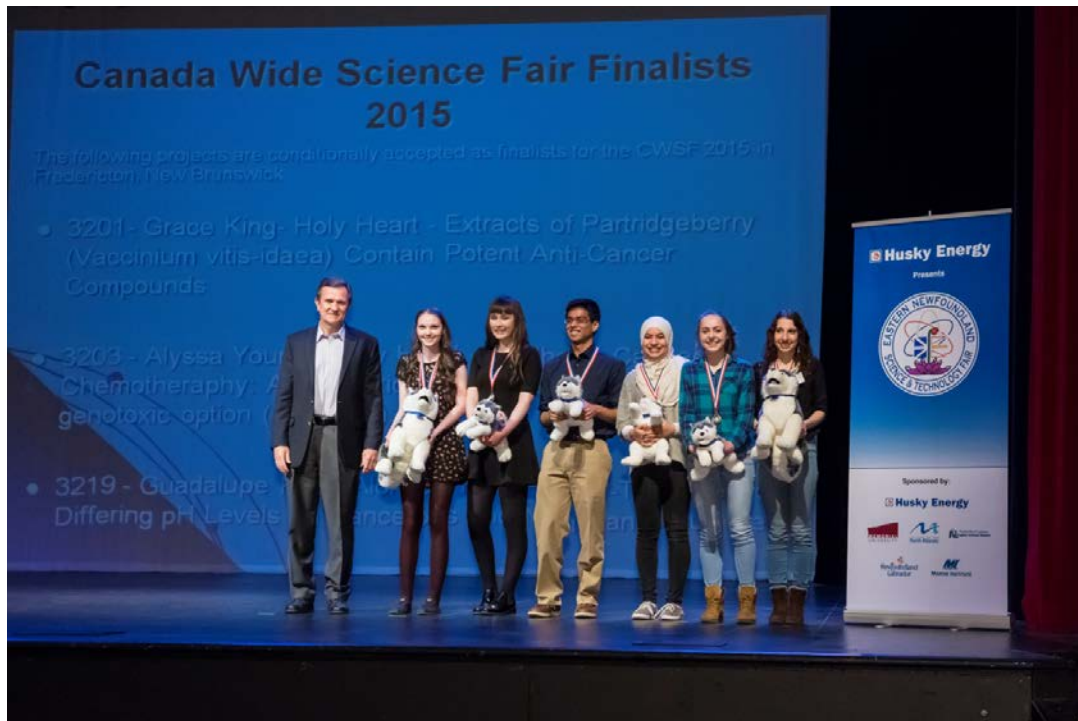
Husky Staff Support Fundraising for the Offshore Workers Memorial Fund



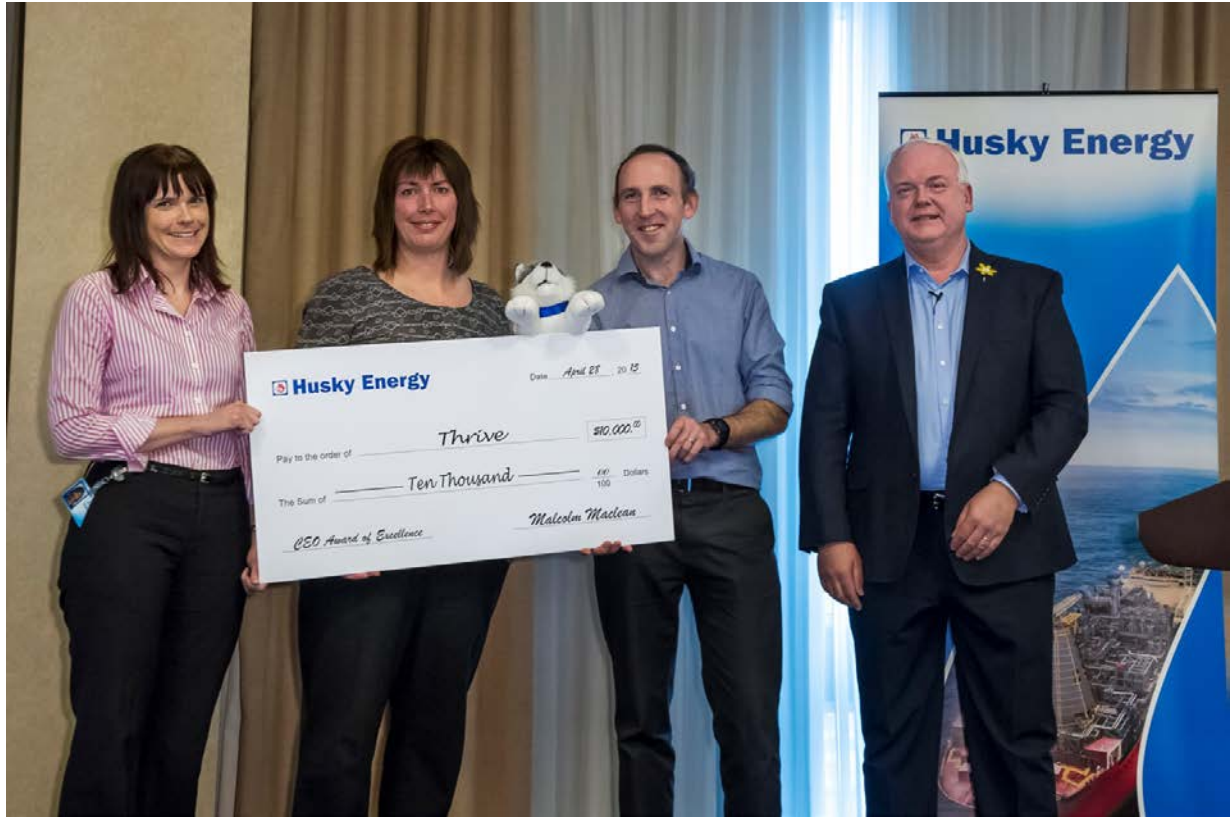
Earth Rangers Visit to Goulds Elementary June 2015



Husky Receives Award for 100 Hires of Business Co-op Students – May 2015



Husky Supports the 2015 Canada Wide Science Fair – April 2015



Husky Staff Donate to Thrive – April 2015



Husky Receives Thank You for Donation to Cancer Society – June 2015



Husky Supports the WISE (Women in Science, Technology and Engineering) Program with Guided Tours and Information Sessions – August 2015



Husky Attends MUN Career Fair – August 2015



Husky Hosts Synergy Exercises - September 2015





**Husky Hosts its Annual Diversity Forum at Easter Seals House
– November 2015**



**Husky Celebrates 10 years of Production from the SeaRose FPSO – November,
2015**



Husky Donates Christmas Stockings to Daffodil Place – December, 2015





**Husky Work Term Students Tour the Virtual Marine Technologies (VMT) Facility –
December 2015**