



Canada-Newfoundland and Labrador Benefits

QUARTERLY REPORT
October 1 – December 31, 2022

Ref. No.: WR-ADM-RP-0081

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1.0 Introduction

The following represents Cenovus Energy's Canada-Newfoundland and Labrador Benefits Report for the quarter ending December 31, 2022 as required under the conditions set out in Decision 2001.01 for the White Rose Development Project.

This report provides a summary of activities related to Cenovus' Atlantic Region operations (White Rose and West White Rose) and also includes activities of its major subcontractors.

2.0 White Rose Project Employment Summary

In Q4 2022, a total of 761 people were employed on Cenovus' White Rose operations, of which 277 were located offshore. The total number includes people employed with Cenovus and its contractors and includes North Amethyst and South White Rose Extension (SWRX). The offshore number for this reporting period includes personnel from *SeaRose FPSO*, support vessels, helicopters and tankers.

Of the total personnel, 714, or 94%, were residents of Newfoundland and Labrador when hired, while another 35, or 5%, were residents of other regions of Canada at the time of hire. The number of women employed on White Rose operations was 172, or approximately 23% of the total workforce (Table 2.1).

Employment for the West White Rose Project is reported separately in Section 3.0.

Table 2.1 – White Rose Employment Summary by Location, as of Dec. 31, 2022

Atlantic Region Contractor Stats

Head Count By Location

White Rose - Q4 2022

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
Foreign	0	0	0	0	0	0	2	0	2	2	0	2
Newfoundland - Offshore	247	7	254	13	0	13	8	2	10	268	9	277
Newfoundland - Onshore	302	158	460	17	5	22	0	0	0	319	163	482
Other Canadian	0	0	0	0	0	0	0	0	0	0	0	0
Total	549	165	714	30	5	35	10	2	12	589	172	761

Table 2.2 – White Rose Employment Summary of Cenovus and Major Contractors, as of Dec. 31, 2022**Atlantic Region Contractor Stats**

Head Count By Contractor

White Rose - Q4 2022

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	4	1	5	0	0	0	0	0	0	4	1	5
Aker Solutions	51	16	67	0	0	0	1	0	1	52	16	68
Altera	32	0	32	1	0	1	8	0	8	41	0	41
ASCO Canada Limited	5	0	5	0	0	0	0	0	0	5	0	5
Atlantic Offshore Medical Services	10	4	14	0	0	0	0	0	0	10	4	14
Atlantic XL	2	4	6	0	0	0	0	0	0	2	4	6
Baker Hughes	1	0	1	0	0	0	0	0	0	1	0	1
Cougar	34	10	44	9	0	9	0	0	0	43	10	53
Crosbie Salmis	31	2	33	0	0	0	0	0	0	31	2	33
DBC Marine Services	1	1	2	0	0	0	0	0	0	1	1	2
DOF Subsea	86	20	106	6	0	6	0	0	0	92	20	112
East Coast Catering	14	5	19	0	0	0	0	0	0	14	5	19
Fugro Jacques GeoSurveys Inc	2	0	2	0	0	0	0	0	0	2	0	2
GFL Environmental	0	0	0	0	0	0	0	0	0	0	0	0
Cenovus	210	95	305	11	4	15	0	0	0	221	99	320
Maersk	24	0	24	2	0	2	0	0	0	26	0	26
Oceans Ltd	3	1	4	0	0	0	0	0	0	3	1	4
OneSubsea	14	1	15	0	0	0	0	0	0	14	1	15
Pennecon	0	0	0	0	0	0	0	0	0	0	0	0
Provincial Airlines	1	1	2	0	0	0	0	0	0	1	1	2
Score	5	1	6	0	0	0	0	0	0	5	1	6
SGS Canada Inc.	0	0	0	0	0	0	0	0	0	0	0	0
Siemens	10	2	12	1	1	2	1	2	3	12	5	17
SNC Lavalin	3	0	3	0	0	0	0	0	0	3	0	3
Stantec	0	0	0	0	0	0	0	0	0	0	0	0
TechnipFMC	6	1	7	0	0	0	0	0	0	6	1	7
Total	549	165	714	30	5	35	10	2	12	589	172	761

***Note:** Contractors showing “0” headcount, may have reported hours for Cenovus work scopes; however, do not meet the requirements for Full Time Equivalents and are therefore reporting a fraction of a full person.

Table 2.3 White Rose Employment Summary by Occupation, as of Dec. 31, 2022**Atlantic Region Contractor Stats****Head Count By Occupation**

White Rose - Q4 2022

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	0	2	2	0	0	0	0	0	0	0	2	2
Administration & Clerical	5	23	28	1	1	2	0	1	1	6	25	31
Engineers	105	44	149	5	2	7	0	0	0	110	46	156
Management	43	15	58	2	0	2	0	0	0	45	15	60
Marine Crew	110	6	116	4	0	4	8	0	8	122	6	128
Other Field Services	27	6	33	7	0	7	0	0	0	34	6	40
Professionals	107	60	167	5	2	7	1	1	2	113	63	176
Skilled Trades	33	0	33	0	0	0	0	0	0	33	0	33
Technicians & Technologists	119	9	128	6	0	6	1	0	1	126	9	135
Total	549	165	714	30	5	35	10	2	12	589	172	761

Note: In Q4 2022, Cenovus employed 24 work term students (18 men, 6 women) on White Rose operations. Student positions are not reflected in the numbers above.

3.0 West White Rose Project Employment Summary

As of December 31, 2022, 670 people were reported employed on Cenovus' West White Rose Project (WWRP), representing more than 354,000 person hours for the quarter. Of those hours, 173,920 occurred in Newfoundland and Labrador (Table 3.1). The number of women employed on the WWRP was 80, or approximately 12% of the total workforce (Table 3.2).

On May 31, 2022, Cenovus and its partners announced the restart of the West White Rose Project. Activity across the project team continued to ramp up modestly in Q4, with activity expected to increase late in Q1 2023.

Table 3.1 Person Hours by Contractor, as of Dec. 31, 2022- West White Rose Project Employment

Atlantic Region Contractor Stats

Hours By Contractor

West White Rose Project - Q4 2022

Contractor	Onshore	Offshore	Subtotal	Other Canadian	Foreign	Total
Aker Solutions	8,131	0	8,131	1,541	1,114	10,786
Arup Canada Inc.	1,347	0	1,347	176	3,544	5,067
Cenovus	14,980	0	14,980	2,035	0	17,015
Kiewit (Texas)	0	0	0	0	165,600	165,600
Kvaerner	3,012	0	3,012	0	14	3,026
Lloyd's Register	701	0	701	44	971	1,716
Parker Drilling	5,226	0	5,226	0	1,056	6,282
SDP	132,415	0	132,415	80	380	132,875
TechnipFMC	6,094	0	6,094	0	0	6,094
Wood	2,014	0	2,014	0	3,568	5,582
Total	173,920	0	173,920	3,876	176,247	354,043

Table 3.2 Head Count by Contractor and Residency, as of Dec. 31, 2022- West White Rose Project**Atlantic Region Contractor Stats**

Head Count By Contractor

West White Rose Project - Q4 2022

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
Aker Solutions	14	3	17	3	0	3	2	0	2	19	3	22
Arup Canada Inc.	2	0	2	0	0	0	3	2	5	5	2	7
Cenovus	28	12	40	3	4	7	0	0	0	31	16	47
Kiewit (Texas)	0	0	0	0	0	0	264	12	276	264	12	276
Kvaerner	5	1	6	0	0	0	0	0	0	5	1	6
Lloyd's Register	1	0	1	0	0	0	2	0	2	3	0	3
Parker Drilling	11	3	14	0	0	0	0	0	0	11	3	14
SDP	227	37	264	1	1	2	6	0	6	234	38	272
TechnipFMC	10	4	14	0	0	0	0	0	0	10	4	14
Wood	3	0	3	0	0	0	5	1	6	8	1	9
Total	301	60	361	7	5	12	282	15	297	590	80	670

ita for Cenovus appears as Husky in the table above.

The head count shown in Tables 3.2 and 3.3 is a snapshot of personnel who have charged hours to the project as of December 31, 2022 and does not necessarily represent full time employees.

Table 3.3 Headcount by Location, as of Dec. 31, 2022 – West White Rose Project**Atlantic Region Contractor Stats**

Head Count By Location

West White Rose Project - Q4 2022

Location	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
Foreign	2	0	2	0	0	0	276	15	291	278	15	293
Newfoundland - Onshore	299	60	359	4	5	9	6	0	6	309	65	374
Other Canadian	0	0	0	3	0	3	0	0	0	3	0	3
Total	301	60	361	7	5	12	282	15	297	590	80	670

Table 3.4 Headcount by Occupation, as of Dec. 31, 2022– West White Rose Project**Atlantic Region Contractor Stats****Head Count By Occupation**

West White Rose Project - Q4 2022

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	0	2	2	0	1	1	0	0	0	0	3	3
Administration & Clerical	0	2	2	0	0	0	0	2	2	0	4	4
Engineers	33	6	39	2	0	2	9	1	10	44	7	51
Management	48	5	53	1	0	1	1	0	1	50	5	55
Other Field Services	29	5	34	0	0	0	0	0	0	29	5	34
Professionals	26	23	49	1	4	5	4	0	4	31	27	58
Skilled Trades	140	13	153	0	0	0	238	9	247	378	22	400
Technicians & Technologists	25	4	29	3	0	3	30	3	33	58	7	65
Total	301	60	361	7	5	12	282	15	297	590	80	670

3.1 Targets for Women

In Q4 2022, the total WWRP workforce was 670. The total number of people employed in each category is used to calculate the percentage of women employed in the category against the target. This information is shown in Table 3.4. Specifically,

- Management and Professionals – 113 (32 women)
- Engineers –51 (7 women)
- Technicians and technologists – 65 (7 women)
- Skilled trades – 400 (22 women)
- Other field services – 34 (5 women)

Table 3.5 outlines the percentage of women working on the WWRP as of December 31, 2022 against the targets in the project Diversity Plan.

Table 3.5 Women Working on WWRP Compared to Project Targets

Category	NOC Code	Occupations	Target (% of workforce in category)	Actual (% of workforce in category)
Managers and other Professionals			30	28
Engineers	2131	Civil Engineers	20	12
	0211	Engineering Managers	15	14
	2133	Electrical and Electronics Engineers		
	2132	Mechanical Engineers		
	2134	Chemical Engineers		
	2141	Industrial and Manufacturing Engineers		
	2144	Geological Engineers		
	2145	Petroleum Engineers		
	2147	Computer Engineers (Except Software Engineers and Designers)		
2151	Architects			
Technicians and Technologists	2231	Civil Engineering Technologists and Technicians	20	11
	2251	Architectural Technologists and Technicians		
Foreperson	7205	General Foreperson and Foreperson for the following categories: Bricklayers and Allied Crafts - Concrete Finisher, Laborers - Trades Helpers (Formwork, Concrete, Slip, Accessway)	5	4
	7302	General Foreperson and Foreperson for the following categories: Plant Operators (Crane Operator, Heavy Equipment Operator, Construction Equipment Operators [Stressing, Slip])		
	7201	Ironworkers - Rodperson General Foreperson and Foreperson, Structural General Foreperson and Foreperson		
	7204	General Foreperson and Foreperson for the following categories: Carpenters and Joiners - Scaffolder, Carpenter (Formwork, Stopends, Accessway)		
Trades (Apprentice and Journey Person)	7521	Journey Person and Apprentices for the following categories: Plant Operators (Heavy Equipment Operator, Construction Equipment Operators [Stressing, Slip])	15	30
	7271	Journey Person and Apprentices for the following categories: Carpenters and Joiners - Scaffolder, Carpenter (Formwork, Stopends, Accessway)	12	8

	7252	Plumbers and Pipefitters - Pipefitters Journey Person and Apprentices		
	7236	Ironworkers - Rodperson Journey Person and Apprentices, Structural Journey Person and Apprentices and Journey person (shop)	5	4
	7611	Journey Person for the following categories: Laborers - Trades Helpers (Formwork, Concrete, Slip, Accessway)	20	16
Other*	6541	Security guards	0	50
	3413	First aid attendants		

***Note** that there were no targets for these employment categories, but they are being reported as they constitute non-traditional employment for women.

4.0 Expenditure Analysis

The table below summarizes the Q4 2022 data contained in the individual reports for the following work scopes: White Rose Project, North Amethyst Project, Exploration, West White Rose Pilot, South White Rose Extension, and West White Rose Project. The combined spend for Q4 2022 was approximately \$162.8 million, with a content breakdown of 49% Newfoundland & Labrador, 21% Other Canadian, and 30% Foreign Content.

Table 4.1 Expenditure Report Summary for Q4 2022

CDN-NL Benefits Expenditure Report Summary									
Total for Q4 2022									
All Amounts are in CDN Equivalent Dollars (Totals excluding Accruals)									
Reporting Period	Total Being Reported	Summary of Project Expenditures As a Percentage of Total Cost				Summary of Project Expenditures Dollar Values			
		NL	Other CDN	FOR	Total	NL	Other CDN	Foreign	Total
Q4 2022									
White Rose Project	75,122,906	57.04%	31.15%	11.81%	100.00%	42,850,317	23,399,084	8,873,506	75,122,906
North Amethyst Project	-	0.00%	0.00%	0.00%	0.00%	-	-	-	-
Exploration	-	0.00%	0.00%	0.00%	0.00%	-	-	-	-
West White Rose Pilot	-	0.00%	0.00%	0.00%	0.00%	-	-	-	-
South White Rose Extension	-	0.00%	0.00%	0.00%	0.00%	-	-	-	-
West White Rose Project	87,722,033	42.26%	12.19%	45.55%	100.00%	37,070,696	10,690,590	39,960,747	87,722,033
Total for Q4 2022	162,844,939	49.08%	20.93%	29.99%	100.00%	\$79,921,013	\$34,089,674	\$48,834,252	\$162,844,939

Overall, the combined total-to-date spend is approximately \$15.7 billion, with a content breakdown of 51.8% Newfoundland & Labrador, 20.9% Other Canadian, and 27.4% Foreign (Table 4.2).

Table 4.2 Expenditure Report Summary Total to Date

CDN-NL Benefits Expenditure Report Summary Total to Date as at December 31, 2022 All Amounts are in CDN Equivalent Dollars (Totals excluding Accruals)									
Reporting Period	Total Being Reported	Summary of Project Expenditures As a Percentage of Total Cost				Summary of Project Expenditures Dollar Values			
		NL	Other CDN	FOR	Total	NL	Other CDN	Foreign	Total
Q4 2022									
White Rose Project	8,798,855,664	53.77%	21.38%	24.85%	100.00%	4,730,946,439	1,881,539,662	2,186,369,563	8,798,855,664
North Amethyst Project	1,874,316,103	56.63%	25.61%	17.76%	100.00%	1,061,514,718	479,971,794	332,829,590	1,874,316,103
Exploration	620,900,109	47.02%	36.10%	16.88%	100.00%	291,945,521	224,134,334	104,820,255	620,900,109
West White Rose Pilot	221,324,680	60.39%	24.29%	15.32%	100.00%	133,662,409	53,754,967	33,907,304	221,324,680
South White Rose Extension	1,224,242,644	66.63%	11.24%	22.13%	100.00%	815,705,663	137,564,518	270,972,463	1,224,242,644
West White Rose Project	2,997,887,710	37.09%	16.64%	46.27%	100.00%	1,112,050,682	498,838,748	1,386,998,280	2,997,887,710
Total to Date as at December 31, 2022	15,737,526,910	51.76%	20.82%	27.42%	100.00%	\$8,145,825,432	\$3,275,804,023	\$4,315,897,455	\$15,737,526,910

5.0 Purchase Order Summary

In Q4 2022, 1,290 purchase orders, valued at approximately \$128.6 million, were issued for the White Rose and the West White Rose Project. Table 5.1 provides a summary by location.

Purchase order reporting for SWRX (previously reported as White Rose Extension Project) is rolled into White Rose purchase orders and purchase orders associated with the West White Rose Project are reported under West White Rose Project purchase orders.

Table 5.1 Purchase Order Summary by Project and Location

White Rose Purchase Orders Awarded in Q4 2022				
	NL Location	Other Canadian Location	Foreign Location	Total
Total POs Issued	956	230	53	1239
Total Dollar Value	\$98,192,401	\$18,051,473	\$3,630,399	\$119,874,273

West White Rose Project Purchase Orders Awarded in Q4 2022				
	NL Location	Other Canadian Location	Foreign Location	Total
Total POs Issued	19	21	11	51
Total Dollar Value	\$2,725,446	\$4,449,508	\$1,538,261	\$8,713,215

6.0 Procurement Summary

Table 6.1 below outlines contracts Cenovus awarded in Q4 2022 that were valued over \$250,000. There were five new contracts and seven contract extensions awarded in the period.

Table 6.1 Contract Awards and Extensions for the White Rose Project – Q4 2022

Procurement Summary Q4 2022		
New Contracts		
Description	Contract Awarded To:	Contractor Location (NL, OC, FC)
1. Technical and Engineering Support Services	Maderra Engineering Inc	NL
2. Offshore Pipe Inspection and Maintenance	Afonso Group Ltd.	NL
3. Fabrication Services	GJ Cahill Group (1979) Ltd.	NL
4. Digital Offshore Canada Project	Energy Research & Innovation NL	NL
5. Supply of SeaRose Replacement Cranes	Liebherr—MCCTEC Rostock GMBH	FC
Contract Extensions		
Description	Contract Awarded To:	Contractor Location (NL, OC, FC)
1. OEM Emergency Generator and Fire Pump Maintenance	Toromont Cat, a Division of Toromont Industries Ltd.	NL
2. Ad-Hoc Fabrication Services	Rothlochston Subsea Inc.	NL
3. Provision of Marine Welding Services	D.F. Barnes Services Ltd.	NL
4. Offshore Medical Services	Atlantic Offshore Medical Services	NL
5. Subsea Equipment Inspection Services	Bureau Veritas North America Inc.	FC
6. Freight Forwarding, Customs Clearance, & Ships Agency Services	P. F. Collins Custom Broker Limited	NL
7. Software Licenses and Support	Triware Technologies Inc.	NL
NL=Newfoundland and Labrador OC=Other Canadian FC= Foreign		

7.0 Community Investment

In November, two new students were named as recipients of the Cenovus Energy Future Leaders Award at Memorial University's Marine Institute. Nautical Science students Alex Pulchan (middle left) and Amber Jones (middle right) are the latest recipients of this financial and experiential learning award.



In December, Cenovus held a unique fundraiser to mark the retirement of the Husky Energy name and contributed \$10,000 to the Gathering Place in doing so. Employees who participated were eligible to win Husky branded items. Employees raised \$5,000 and the company matched that amount. The gift covered one full week of meals for patrons of the Gathering Place.

