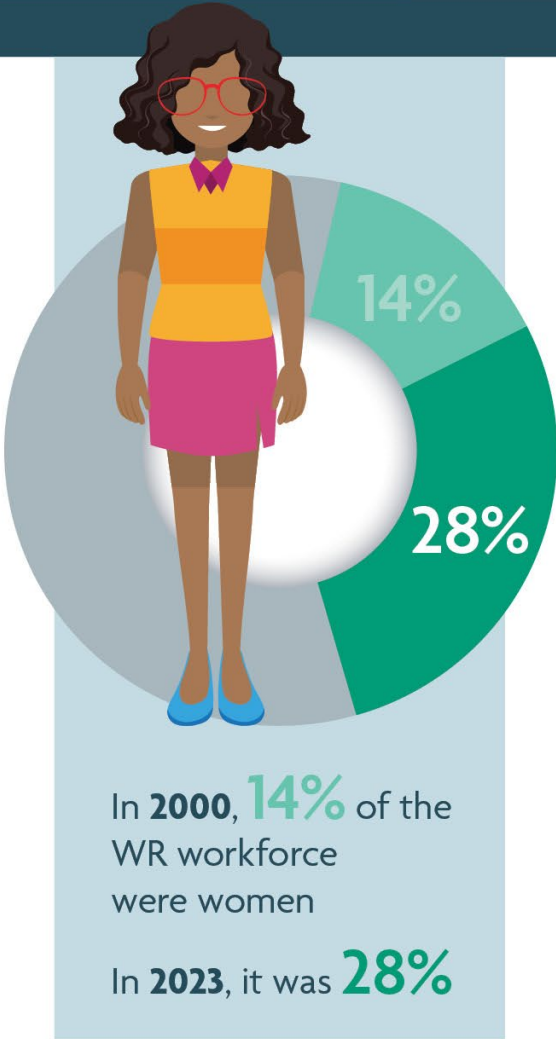


2023 DIVERSITY REPORT HIGHLIGHTS

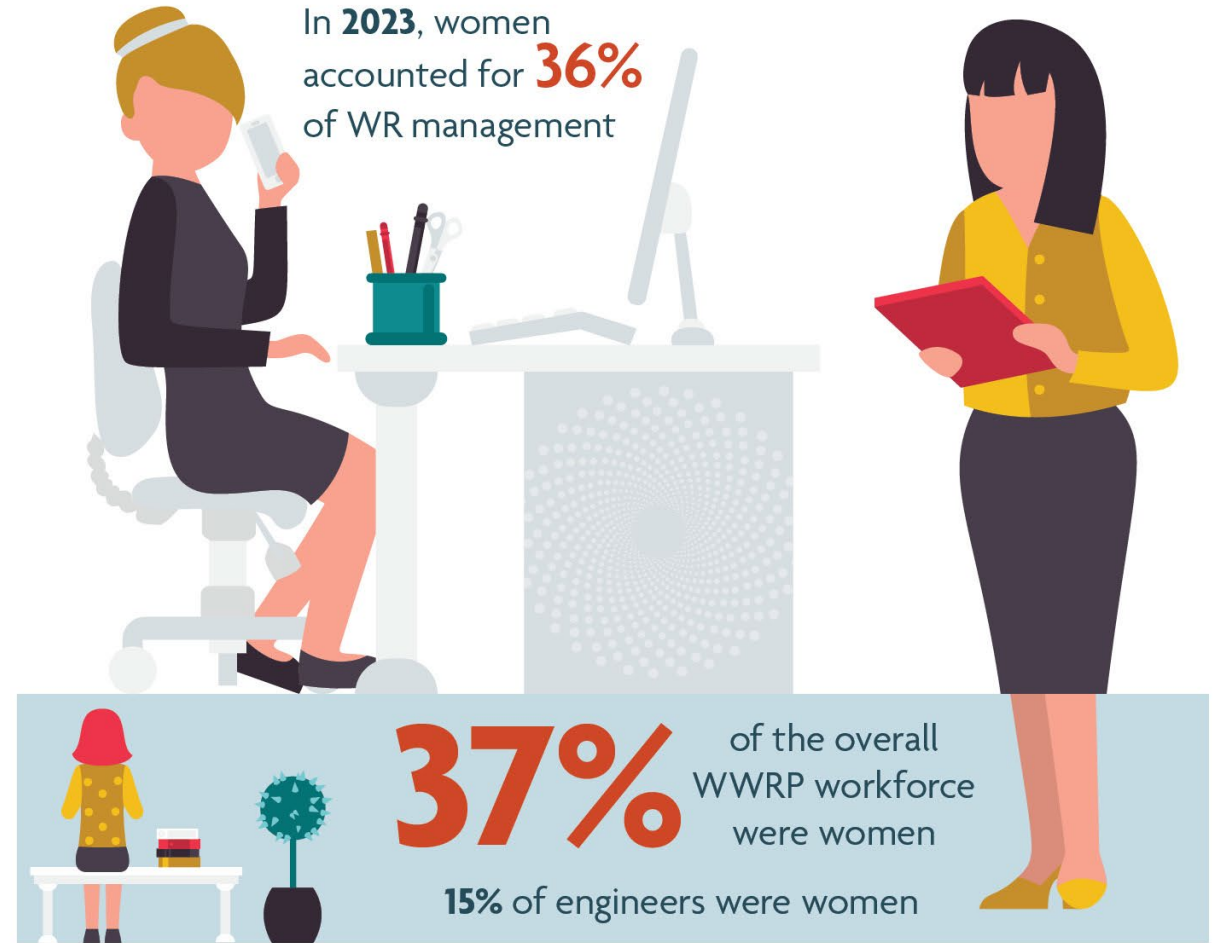
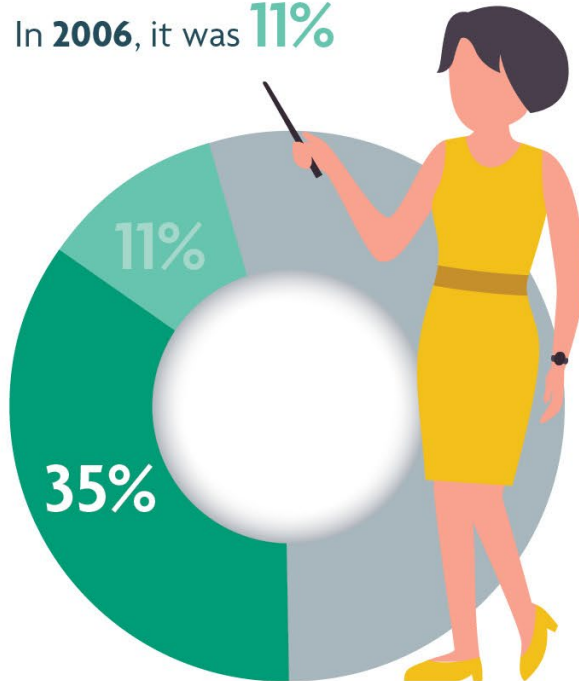


WORKFORCE DATA



In **2023**, **35%** of engineers on the WR workforce were women

In **2006**, it was **11%**



2023 DIVERSITY REPORT HIGHLIGHTS



WORKFORCE DATA

In **2023**, the total number of women employed on the WR and WWRP by Cenovus and its contractors was **380**, up from **252** in **2022**, and **199** in **2021**.



Across the two projects, women made up **15%** of the total workforce.

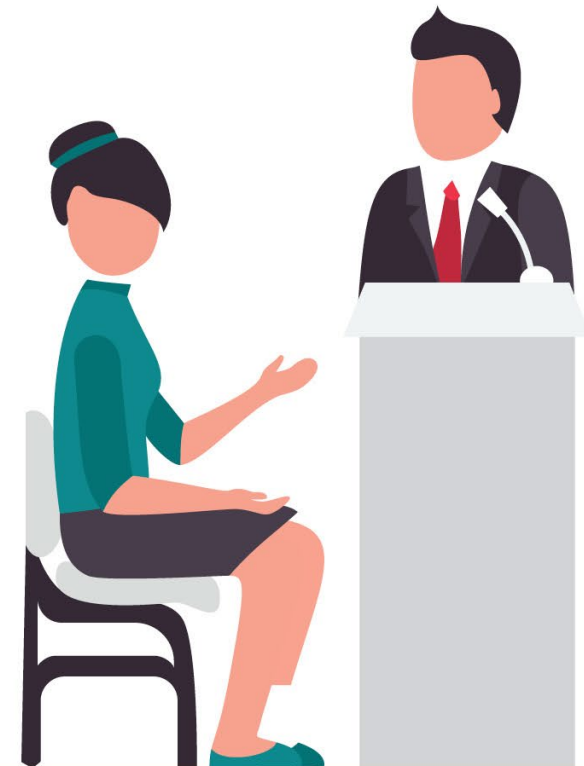


However, only **3%** of offshore positions.



2023
students
59 students

35% women
Up from **22%** in **2022**



2023 DIVERSITY REPORT HIGHLIGHTS



CULTURE OF INCLUSION



Active employee-led I&D networks:

- Stronger Together with Women@Cenovus.
- Pride@Cenovus.
- Indigenous Community Sharing Circle @Cenovus.
- Mental Health Matters@Cenovus.
- In 2023, we added a local representative for Fusion@Cenovus to promote cultural diversity in the region.



Seeing the impact of self-identification:

- Number of WR employees who identify as Indigenous, visible minority, or person with a disability increased from **3%** in **2021**, to **5.6%** in **2022** to **7.7%** in **2023**.

2023 DIVERSITY REPORT HIGHLIGHTS



ADVANCING INCLUSION THROUGH SOCIAL INVESTMENT

Memorial University:

\$110,000 to support students from non-traditional backgrounds in **Earth Sciences and Engineering and Applied Science**

\$50,000 to support Dr. Svetlana Barkanova, **NSERC Chair in Inclusion in Science and Engineering**

\$10,000 to **Indigenous Student Resource Centre**

\$10,000 to **Blundon Centre**

\$10,000 to **International Student Office**

\$40,000 to **Harris Centre to support diversity-focused research**



Other contributions include:



\$75,000 to **WRDC** to support STEM for Girls programming

\$20,000 to **The Rooms** to support diversity-themed EduKits

\$10,000 for **WWRP** Diversity Scholarships

\$15,000 to **WISE** to support summer employment

\$2,500 for Indigenous Student Scholarship at **Eastern Region Science & Technology Fair**

