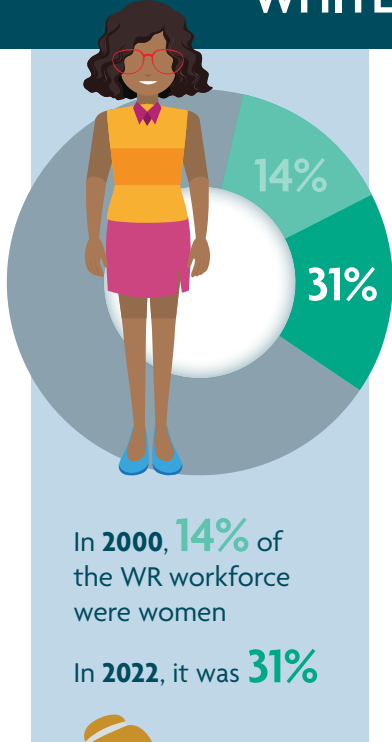


2022 ANNUAL DIVERSITY REPORT HIGHLIGHTS

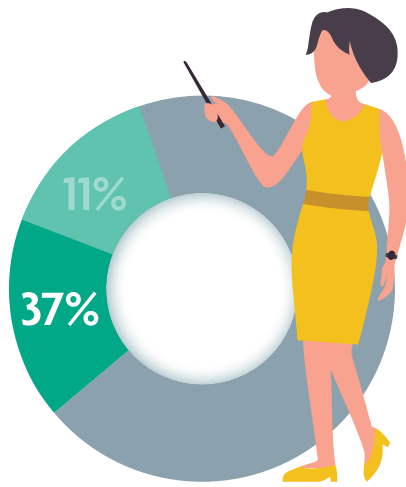


WHITE ROSE AND WEST WHITE ROSE PROJECT DIVERSITY INITIATIVES



In **2022**, **37%** of engineers on the WR workforce were women

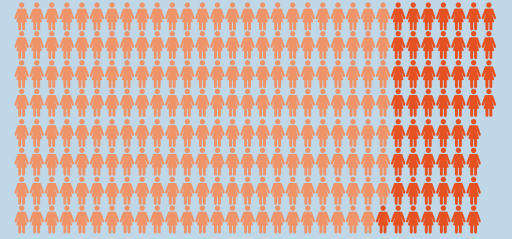
In **2006**, it was **11%**



In **2022**, women accounted for **28%** of WR management

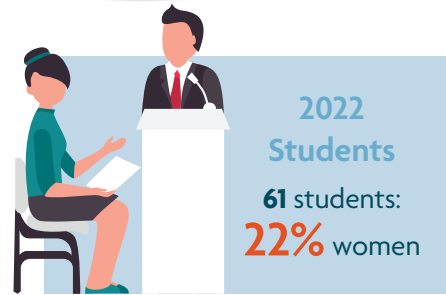
12% of overall WWRP workforce were women

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



WWRP Project Employment Diversity Research Fund

Two, **\$20,000** research grants awarded in **2022**



WWRP Project Diversity Scholarships

\$10,000 awarded in **2022**



*Employee and contractor statistics

WE'RE LISTENING



Workplace Culture & Inclusion Survey

280+ responses from SDP Site in Argentina

Active employee-led I&D groups:

- Stronger Together with Women@CVE
- Indigenous Community Sharing Circle
- Pride@CVE
- Not Myself Today



NL-based I&D awareness training

- **30+** employees attended Building Disability Confidence led by InclusionNL
- **50+** attended Gender Inclusive Language & Pronouns led by DiversityNL

Cenovus's first self-identification survey executed

- Number of WR employees who identify as a member of a designated group (Indigenous, Persons with Disabilities, Visible Minorities) increased from **3%** in **2021** to **5.6%** in **2022**



ADVANCING INCLUSION THROUGH SOCIAL INVESTMENT



\$160,000 to The Rooms to create 7 "Celebrating Diversity Through Identity" EduKits



\$200,000+ spent in NL to support education & training initiatives for young girls, women, and members of other equity-deserving groups