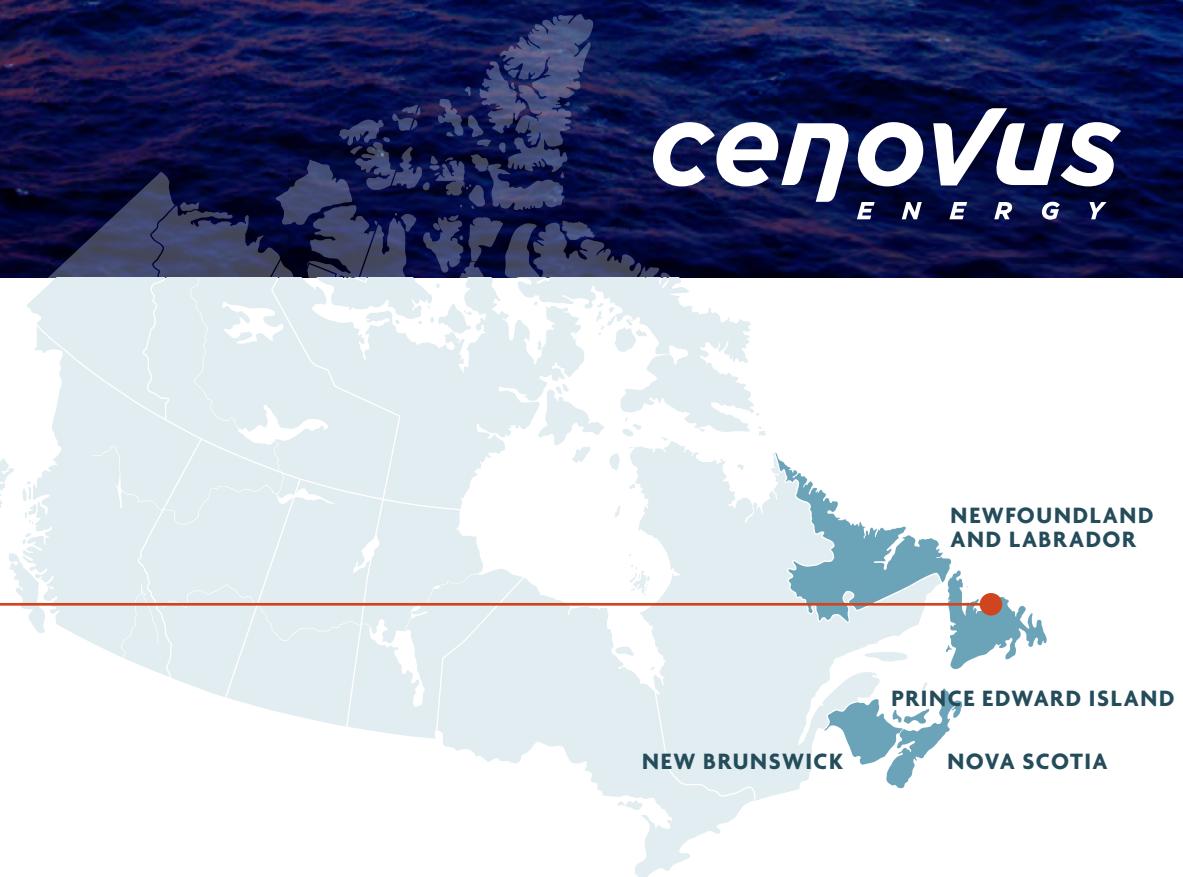


WELCOME TO St. John's



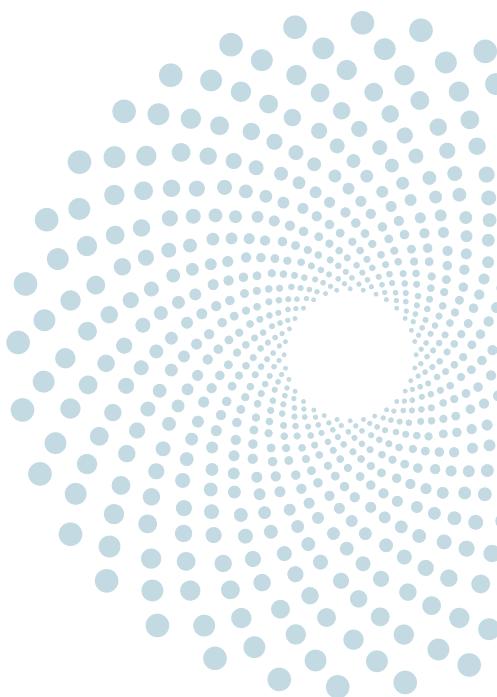
ST. JOHN'S





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ABOUT CENOVUS

We're a Canadian-based integrated energy company headquartered in Calgary. We're committed to maximizing value by 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. Our shares trade under the symbol CVE, and are listed on the Toronto and New York stock exchanges.

[Learn more about us here.](#)





SeaRose floating production, storage and offloading vessel

OUR ATLANTIC CANADA OPERATIONS

We have been working offshore Newfoundland and Labrador for over 40 years, with our regional office located in St. John's. We operate in the Jeanne d'Arc Basin, where we are the majority owner and operator of the White Rose field. This includes the North Amethyst, West White Rose and South White Rose extensions. All our producing fields use the SeaRose floating production, storage and offloading (FPSO) vessel. We are also joint venture partners in the Terra Nova field (operated by Suncor).

Cenovus is the operator and majority owner of the White Rose field and satellite extensions. The original White Rose field was developed using subsea technology, consisting of three drill centres tied back to

a FPSO vessel. The West White Rose Project will access additional resources to the west of the field, using a fixed drilling rig tied back to the existing SeaRose FPSO.

CENOVUS IN ST. JOHN'S

- **300+ employees** at our St. John's office.
- **160+ employees** at our offshore operations.
- **Over \$950,000** in community investments in **2023**.
- **3,000 employee** volunteer hours in **2023**.



LIVING IN ST. JOHN'S

St. John's is one of the oldest cities in North America with a rich and unique cultural. It is the main commercial, financial, educational and cultural centre of the province. Often compared to San Francisco, due to the hilly terrain and steep maze of residential streets, St. John's is typically painted in bright colours and is known for its Jellybean Row, a colourful row of houses located in its downtown.

The city extends from a century-old urban core to include suburban developments, shopping complexes and industrial sites. It is equipped with all the conveniences of a growing, progressive metropolitan centre. About one-third of Newfoundland and Labrador's population lives in St. John's and the surrounding area.

Situated on an island carved in rock, St. John's has a fascinating geographical layout as the most easterly city in North America. St. John's is built around a cozy, sheltered harbour which acts as a gateway to the

North Atlantic Ocean. The National Historic Site [Signal Hill](#) provides stunning views of the city, the coastline and the ocean. The downtown area has steep hills and winding streets. On the coastline, the landscape is quite rugged with many cliffs and crevasses. St. John's has many hiking [trails](#), coastal trails and lookout points carved into its seaside hills.

St. John's is a mosaic of creativity with a vibrant arts community and many working writers, musicians, actors, painters, sculptors and dancers who call the area home.

You will quickly feel at home in St. John's where people are known far and wide for their hospitality and warm, welcoming ways. St. John's is increasingly multicultural, with a growing number of events celebrating cultural diversity. Ethnic, religious and volunteer groups often organize events to celebrate multiculturalism as they aim to be a free-spirited city, allowing individuals to openly express themselves.

ST. JOHN'S STATISTICS

- Around 200,000 people live in St. John's with an **average age of 42**.
- **87% of commuters** in the St. John's area spend **less than 30 minutes** travelling to work.
- Economic forecasts suggest St. John's will continue its **strong economic growth** not only in the "oceanic" industries but also in tourism and new home construction as its population grows.
- Newfoundland and Labrador accounts for **100% of Canada's offshore petroleum** and **25% of Canada's conventional light crude oil production**.

Source: St. John's population and labour market overview

LOCAL ECONOMY

Newfoundland and Labrador is primarily a resource-based economy. The extraction and processing of crude oil, minerals, fish and forest resources account for a large percentage of the region's gross domestic product. Cenovus is one of the top three largest employers in the province.

St. John's offers many advantages to businesses large and small, including a well-trained, educated workforce, an enticing lifestyle and a welcoming and **increasingly diverse community** with a passion for adventure and creativity.

The key sectors in St. John's include offshore energy, ocean tech, natural resources, renewable energy, technology and innovation, arts and culture and tourism.



SeaRose floating production, storage and offloading vessel

Housing

St. John's offers a wide variety of housing options, from the brightly coloured row houses in downtown, to condominiums and executive style homes throughout the city's neighbourhoods.

St. John's has an active real estate market. Listings of available homes can be found on several websites including the **Canadian Real Estate Association MLS** listings and **Newfoundland Home Search**.

EDUCATION & CHILDCARE

St. John's offers a variety of educational options, from childcare to quality public and private schools, to award-winning post-secondary institutions.

There are multiple daycares and early childhood education facilities within St. John's, that offer childcare services to children two years of age or older. Most childcare facilities in the city are government certified and regulated.

Family and Child Care Connections

A community-based, non-profit family resource centre located in St. John's. The Centre provides programs and services designed to support children, their families and childcare providers. A childcare registry is available on its website.

Primary & secondary schools

Newfoundland & Labrador English School District (ESD)

The ESD operates the English public school system in the St. John's region. The ESD also offers classroom French and a full French immersion programs to assist students in becoming fluent in a second language.

Holy Heart of Mary High

Offers an International Baccalaureate Diploma program, an internationally recognized university preparation program.

Ecole des Grands-Vents

Part of the province-wide Francophone public school district.

St. Bonaventure's College

An independent Roman Catholic school in the Jesuit tradition dedicated to educational excellence in a Christian environment.

Brother T.I. Murphy Learning Resource Centre

A non-profit, charitable organization which provides alternative educational and learning opportunities to youth.



Colleges & universities

Memorial University (MUN)

Atlantic Canada's largest university and one of the region's most important research facilities.

We're investing \$2.25 million in MUN to support increased hands-on experiential learning, leadership development programs, skills and case competitions and the Student Design Hub – the epicenter of student innovation.

[Learn more.](#)

Marine Institute of Memorial University

Canada's most comprehensive centre of education, training, applied research and industrial support for the ocean industries.

College of the North Atlantic

Newfoundland and Labrador's public college. One of the largest post-secondary educational and skills training centers in Atlantic Canada offering nearly 100 full-time programs and more than 300 part-time courses. Many graduates from the College of the North Atlantic are employed at our offshore operations.



SPORTS & RECREATION

In St. John's, you'll feel right at home, no matter the colour of your jersey. The city is known for wide-open spaces, both indoor and outdoors, allowing it to host a variety of successful sporting events year-round.

Jack Byrne Arena

The venue is situated just outside St. John's in close proximity to hotels, shopping and the St. John's International Airport, making it the ideal host for a variety of competitions and training camps.

Avalon East Senior Hockey League (AESHL)

The AESHL is a senior ice hockey league with teams based in Newfoundland and Labrador.

Northeast Minor Hockey Association (NEMHA)

The NEMHA is an organization which provides hockey development to boys and girls from four to 17 years of age.

St. John's Soccer Club

The St. John's Soccer Club is committed to providing a caring, friendly and safe environment for all of their members so they can participate in soccer in a relaxed and secure atmosphere.

St. John's Minor Baseball Association

The St. John's Minor Baseball Association provides opportunities and exposure to youth baseball and instills discipline, teamwork, a sporting attitude, honesty and integrity.

Football Newfoundland & Labrador (Football NL)

Football NL aims to lead, develop and grow the game of football throughout Newfoundland and Labrador with teams across the province competing at the national level.

FAMILY FUN

Explore the incredible outdoors

Go for a wilderness hike on the stunning [East Coast Trail](#) or meet your friends in one of the city's many [parks](#).

Hit the ice!

Try some fancy moves on the ice while ice skating outdoors at the [Bannerman Park Loop](#).

Winter fun

Enjoy the cold by going sledding, snow shoeing or cross-country skiing at the [Winter Activity Centre](#).

Feel like flying?

Soar high on the [North Atlantic Zipline](#), just a 20-minute drive from St. John's.

Calling all gamers

Join the gaming community at [Sandbox Gaming](#). They host social events, fundraiser live streams and gaming events.

Frisbee fun

Learn to flick and flow by joining the [St. John's Ultimate Frisbee League](#).

Rock & roller skate

Get in on the fun with the [709 Derby Girls](#), Newfoundland and Labrador's first ever roller derby league.



East Coast Trail

Hospitality

Newfoundland and Labrador has witnessed an explosion of food culture in recent years. Long known for seafood, wild game and delicious traditional meals, the province has garnered a new reputation for mouth-watering culinary experiences by world-class chefs.

Dressed up or straight off a tour boat, there's always somewhere to enjoy a delicious meal. George Street in St. John's may boast the most bars per capita, but downtown has almost as many restaurants, with delightful aromas inviting you to stop by.

Hungry but not in the mood to dine out? Stop by one of the farmers markets and get acquainted with the best from local farmers, food artisans and craftspeople.

In Newfoundland and Labrador, food is an experience best served beyond the dinner table. Picnic by a lighthouse, while watching for whales. Or feast like a viking with dinner and a show. For seasoned foodies, there is also multi-day culinary tours around the province.



Newfoundland Symphony Orchestra

ARTS & CULTURE

Newfoundland Symphony Orchestra (NSO)

Whether you're a seasoned subscriber or a first-time visitor, the NSO is your home for world-class orchestral music in Newfoundland and Labrador. Feel the magic of live music, connect with fellow enthusiasts and make lasting memories!

The Rooms

The Rooms is a portal to the many stories this province and its people have to tell. Here you'll find collections, exhibits and programs that tell our stories and interpret our natural world through art, artifacts, archaeology, architecture and archival records.

Mary Brown's Centre

This centre is part of St. John's Sports & Entertainment Ltd. Their mandate is to operate exceptional facilities that provide value to citizens, businesses and visitors by attracting events and activities that generate economic benefit and enhance the community.

Quidi Vidi Village Artisan Studios

The Quidi Vidi Village Artisans Studios is a project of the [Anna Templeton Centre](#) that was designed to accelerate the growth of new craft enterprises.

Resource Centre for the Arts (RCA)

The RCA operates from the historic LSPU Hall (formerly the Longshoremen's Protective Union), affectionately referred to as The Hall – which houses an almost 200-seat theatre. Enjoy theatre, music, dance and comedy performances here!

Arts and Culture Centre

Located right next door to Memorial University, check out all their event listings.

HOSPITAL

HEALTHCARE

Hospitals

All hospitals and certified medical services in the St. John's metro area are operated by [Newfoundland and Labrador Health Services](#).

The two main hospitals for adults in St. John's are the [Health Sciences Centre](#) and [St. Clare's Mercy Hospital](#). Both offer emergency room services for adults.

The [Janeway Children's Hospital](#) is the province's only children's hospital. It is attached to the Health Sciences complex. The Janeway offers emergency room services for children.

The new [Adult Mental Health and Addictions](#) (coming 2025) facility will be an integral part of the mental health and addictions system. Inpatient services will become more recovery focused, creating a therapeutic environment that enables a seamless transition to and from community-based services.

Medical Care Plan (MCP)

Newfoundland and Labrador has a medical care plan designed to cover the cost of physician services for residents. A detailed list of the various types of medical services covered and all application forms needed for new applicants can be found by visiting MCP's website.

There is no cost to apply for MCP. If you are accepted for coverage, you will receive a plastic MCP card with a personal health identity number. Present this card whenever insured services are received (prescription drugs are not covered under MCP).

Walk-in medical clinics

There are two walk-in medical clinics in St. John's

- [Blackmarsh Family Care Clinic](#)
- [Mundy Pond Primary Health Care Clinic](#)

PLACES OF WORSHIP

St. John's has a number of churches and places of worship:

- [Basilica Cathedral of St. John the Baptist](#)
- [Gower Street United Church](#)
- [Christian Missionary Fellowship International St. John's Church](#)
- [The Anglican Cathedral of St. John the Baptist](#)
- [Cochrane Street United Church](#)
- [The Worship Centre](#)
- [St. James United Church](#)
- [St. Thomas Anglican Church](#)
- [St. David's Presbyterian Church](#)
- [Beth-El Synagogue](#)
- [Masjid-an-Noor Mosque](#)



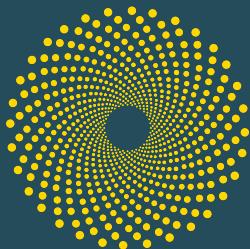
WORKING AT CENOVUS

OUR PURPOSE



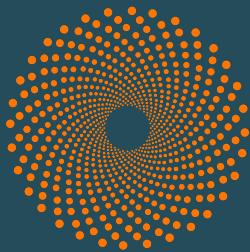
We **energize** the world to make people's lives better.

OUR VALUES



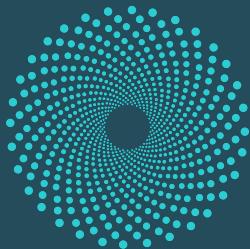
Protect what **matters.**

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



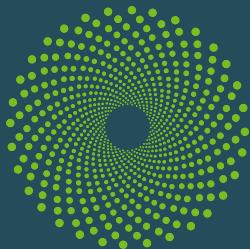
Do it **together.**

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



Make it **better.**

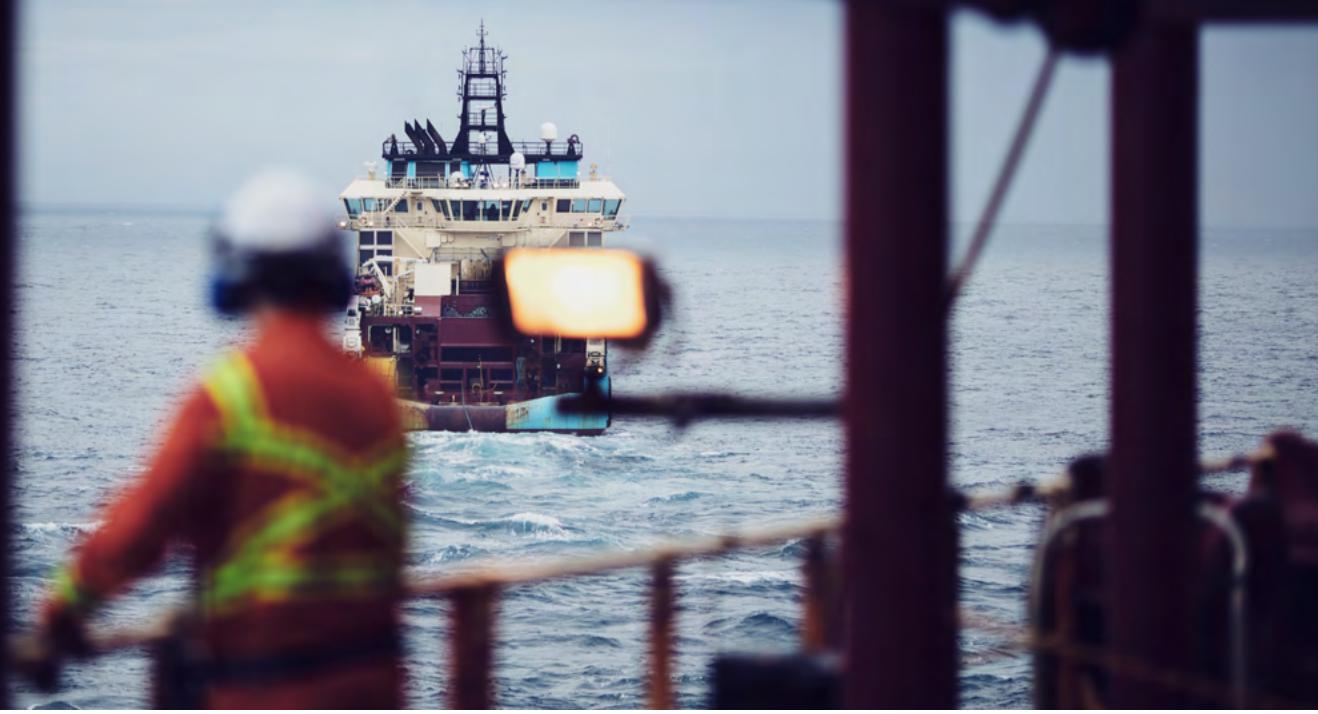
Performance matters and we always look for opportunities to improve. We make decisions with a sense of urgency and pivot to meet changing needs. We don't shy away from hard work or difficult conversations.



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.





SeaRose floating production, storage and offloading vessel

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 where 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 behaviours. Our market-competitive total compensation opportunity includes salaries, and for eligible employees discretionary annual bonus and long-term incentives all to support hiring and retaining staff.

Benefits: Our benefits package is an important part of our total rewards package. Medical, dental, life insurance, disability benefits, employee family assistance, 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 employees throughout their 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.



Onboard the SeaRose FPSO

ACCEPTANCE & BELONGING

We know that we grow stronger when everyone feels like they belong.

At Cenovus, we strive to create a workplace where everyone feels safe and supported. By embracing unique perspectives and experiences, we can make better business decisions, achieve goals, break down barriers, and work together to create innovative solutions. Welcoming different viewpoints helps us to grow, advance, and break new ground.

APPLYING ACCEPTANCE AND BELONGING IN OUR WORKPLACE

By demonstrating support, understanding, empathy and respect for the variety of people and ideas within our organization, we hope to achieve a collaborative, physically and psychologically safe environment where

everyone can be themselves, feel a sense of belonging and thrive. Our Human Rights Policy outlines how we strive to maintain a fair and respectful workplace. We hire based on qualifications, merit and abilities, and encourage applications from all qualified candidates.

We also have six staff resource groups that help us build a safe and collaborative environment where everyone's contributions drive our success. They are voluntary, open to all staff in all locations, employee-led and executive-sponsored groups that enhance the experience of all staff.

[Learn more about our Staff resource groups.](#)

CENOVUS IN THE COMMUNITY

We know we play an important role in helping to build prosperity and address some of society's biggest challenges. Through our Social Investment Strategy, we collaborate and support initiatives that improve our society and the economy. We're committed to making social investments – financial and beyond – that strengthen the communities where we operate and make people's lives better.

Memorial University

We're investing \$2.25 million in Memorial University, Newfoundland and Labrador to support increased hands-on experiential learning, leadership development programs, skills and case competitions and the Student Design Hub – the epicenter of student innovation.

Creating a pipeline of talent is critical to the future success of our industry, and we're committed to helping educational institutions prepare students for success and to address the evolving needs of our sector.

[Learn more](#)

Women in Resource Development Corporation Educational Resource Centre – StemForGirls Program

StemForGirls is a career exploration program that empowers girls and gender-diverse youth across Newfoundland and Labrador with the information and self-confidence needed to pursue STEM careers. Cenovus is a long-time supporter of the program, which includes both digital and hands-on programming, as well as their provincial Summer Summit. The program includes do-it-yourself experiments, worksite tours and

We focus our efforts in four areas that align with our purpose and values, commitment to inclusion and diversity, and environmental, social and governance priorities.



Indigenous reconciliation

Advancing the social and economic inclusion of Indigenous Peoples.



Protected planet

Creating a more sustainable future for generations to come.



Future-ready youth

Helping young people prepare for their futures.



Resilient communities

Keeping our communities healthy, safe and resilient.

CENOVUS cares

Our employee giving & volunteering program, *Cenovus Cares*, connects our people to our purpose, inspiring and mobilizing them to make a difference. Year round, staff and their families volunteer with local organizations and donate to eligible causes through the program, with all annual donations matched dollar-to-dollar, up to a maximum of \$25,000 per employee.

How our employees elevate our impact in Atlantic Canada

Jimmy Pratt Breakfast Outreach Program

Since 2011, Cenovus has supported the breakfast program at the Jimmy Pratt Memorial Outreach Centre through both financial contributions and, more importantly, through volunteerism. Through this breakfast program our volunteers have provided countless meals to those in need, all in a warm, safe and social environment. Each Monday, Cenovus staff prepare and serve a hot breakfast to clients of the centre.



Cenovus Cares volunteers

Stronger together with Women@CVE (W@CVE) initiatives

Our employee-led, inclusion & diversity network, W@CVE organizes numerous fundraisers and initiatives throughout the year, such as Tampon Tuesday. The team collected 64 packages of menstrual hygiene products for the initiative, which strives to end period poverty in local communities. The products were donated to Marguerite's Place, which helps low-income women and gender-diverse people who are facing barriers to stable housing.



W@CVE