

## 2025 / 2026 BOARD COMMITTEES

All directors who are members of the Board Committees are independent, as determined by the Board.

Alex J. Pourbaix, Cenovus's Chair is a non-independent director, and does not serve as a member of any of the standing Board Committees. As Lead Independent Director, Claude Mongeau works to ensure the Board continues to operate independently of Management.

<b>Committee</b>	<b>Members</b>
<b>Audit</b>	J.E. Kinney (Chair) S.E. Bradley R.J. Marcogliese C.L. Martineau C. Mongeau
<b>Human Resources and Compensation</b>	R.I. Zygocki (Chair) K.M. Casey M.J. Crothers J.D. Girgulis M.A. Little
<b>Governance</b>	C. Mongeau (Chair) M.J. Crothers E.L. Kwok C.L. Martineau F.J. Sixt R.I. Zygocki
<b>Safety, Sustainability and Reserves</b>	R.J. Marcogliese (Chair) S.E. Bradley K.M. Casey J.D. Girgulis J.E. Kinney M.A. Little

*Effective May 8, 2025*