

## 2019/2020 COMMITTEES OF THE BOARD

All directors who are members of the Board Committees are independent, as determined by the Board. Our Board Chair, Pat Daniel, is also independent, as determined by the Board.

Mr. Pourbaix, Cenovus's only non-independent director, does not serve as a member of any of the standing committees of the Board.

<b>Committee</b>	<b>Members</b>
<b>Audit</b>	C. Mongeau ( <i>Chair</i> ) S.F. Dabarno J.E. Kinney H.N. Kvisle W.G. Thomson P.D. Daniel *
<b>Human Resources and Compensation</b>	R.I. Zygocki ( <i>Chair</i> ) S.F. Leer K.A. MacPhail R.J. Marcogliese P.D. Daniel *
<b>Nominating and Corporate Governance</b>	S.F. Leer ( <i>Chair</i> ) S.F. Dabarno H.N. Kvisle R.I. Zygocki P.D. Daniel *
<b>Safety, Environment and Responsibility</b>	W. Thomson ( <i>Chair</i> ) J.E. Kinney K.A. MacPhail R.J. Marcogliese C. Mongeau P.D. Daniel *

\* An *ex officio* non-voting member of this committee and will attend as schedule permits. Non-voting members may vote when necessary to achieve a quorum.