

# GLOBAL REPORTING INITIATIVE CONTENT INDEX

THE GLOBAL REPORTING INITIATIVE'S (GRI) G3.1 SUSTAINABILITY REPORTING GUIDELINES HAVE INFLUENCED THE CONTENTS OF THIS REPORT. FOR MORE INFORMATION ON THE GRI PLEASE VISIT

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**AIF** | Annual Information Form    **AR** | Annual Report    **CR** | Corporate Responsibility Report    **MPC** | Management Proxy Circular    **Cenovus** | [www.cenovus.com](http://www.cenovus.com)

Category	GRI Indicator	Description	Document/Location	Navigate/Page Number	Notes
<b>Strategy &amp; analysis</b>					
	1.1	CEO statement	CR	About this report > Message from our CEO	
<b>Organizational profile</b>					
	2.1	Company name			Cenovus Energy Inc.
	2.2	Primary brands, products and/or services	Cenovus CR	Our operations About this report > Operating and financial highlights	
	2.3	Operational structure	AIF	1 - 2	
	2.4	Location of headquarters			Calgary, Alberta, Canada
	2.5	Countries where Cenovus operates	Cenovus	About Us > Overview	Canada
	2.6	Nature of ownership and legal form			Cenovus is a widely held, publicly traded company established under the Canada Business Corporations Act.
	2.7	Nature of markets served	AIF	2, 11 - 12	
	2.8	Scale of the company	CR	About this report > Operating and financial highlights About this report > Corporate responsibility reporting data	
	2.9	Significant changes during reporting period	CR AIF	About this report > Operating and financial highlights 3 - 5	
	2.10	Recognition received	CR	Leadership	
<b>Report parameters</b>					
	3.1	Reporting period	CR	About this report > Our approach to reporting About this report > Independent assurance statement	
	3.2	Date of most recent previous report	CR	About this report > Message from our CEO	
	3.3	Reporting cycle	CR	About this report > Our approach to reporting	
	3.4	Contact point for questions			corporate.responsibility@cenovus.com
	3.5	Process for defining report content	CR	About this report > Our approach to reporting > Our stakeholders' reporting materiality assessment	
	3.6	Boundary of report	CR	About this report > Operating and financial highlights	
	3.7	Limitations on report scope or boundary	CR	About this report > End notes	
	3.8	Basis for reporting on non-wholly owned operations	CR	About this report > Operating and financial highlights	

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Report parameters					
	3.9	Techniques for data measurement, calculations and estimates	CR	About this report > Operating and financial highlights About this report > Corporate responsibility reporting data About this report > End notes	
	3.10	Explanation of information restatements			Not applicable
	3.11	Significant changes in measurement	CR	About this report > End notes	
	3.12	List of GRI indicators addressed	CR	About this report > Corporate responsibility reporting data	
	3.13	Policy and current practice on external assurance of report	CR	About this report > Our approach to reporting About this report > Independent assurance statement	
Governance, commitments & engagement					
	4.1	Governance structure, including major Board committees	Cenovus AIF	About Us > Our Board 39 - 41	
	4.2	Independence of Board chair	MPC	4 - 7	
	4.3	Independent, non-executive directors on Board	MPC	4 - 7	
	4.4	Mechanisms for shareholder and employee participation	MPC	9, 13	
	4.5	Link between senior level compensation and Cenovus's performance (including social and environmental performance)	CR MPC	Environmental performance 14	
	4.6	Process for the Board to avoid conflicts of interest	AIF	37	
	4.8	Mission and values statements, internally developed codes of conduct or principles and policies	CR	About this report > Our approach to corporate responsibility	
	4.9	Board procedures for sustainability management	CR AIF	Governance and business practices 35	
	4.10	Processes for evaluating Board performance, including on economic, environmental, and social performance	MPC	10 - 11	
	4.12	Externally developed economic, environmental, and social principles or other initiatives endorsed by Cenovus			Cenovus participates in the Responsible Canadian Energy program of the Canadian Association of Petroleum Producers
	4.13	Membership in associations	CR	Leadership	
	4.14	Stakeholder group engaged	CR	Stakeholder & Aboriginal engagement > Stakeholder engagement	

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<b>Governance, commitments &amp; engagement</b>					
	4.15	Basis for identification and selection of stakeholders with whom to engage			We seek to engage organizations and individuals who are directly affected by our operations, or who have a direct impact on Cenovus
	4.16	Approaches to stakeholder engagement	CR	About this report > Message from our CEO About this report > our approach to reporting Governance & business practices People > Healthy organization Stakeholder & Aboriginal engagement Community involvement & investment	
	4.17	Key topics raised through stakeholder engagement, and response	CR	About this report > Our approach to reporting People > Healthy organization Stakeholder & Aboriginal engagement	
<b>Economic</b>					
	EC3	Coverage of defined benefit plan obligations	AR	84 - 85, 102 - 105	
	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	CR	About this report > Corporate responsibility reporting data Stakeholder & Aboriginal engagement > Aboriginal engagement	
<b>Environmental</b>					
	EN3	Energy use	CR	About this report > Corporate responsibility reporting data Environmental performance > Air	
	EN8	Total water withdrawal	CR	About this report > Corporate responsibility reporting data Environmental performance > Water	
	EN13	Habitats protected or restored	CR	About this report > Corporate responsibility reporting data Environmental performance > Land	
	EN14	Strategies, current actions , and future plans for managing biodiversity impacts	CR	Environmental performance > Land	
	EN16	Total direct and indirect greenhouse gas emissions	CR	About this report > Corporate responsibility reporting data Environmental performance > Air	
	EN18	Initiatives to reduce greenhouse gas emissions	CR	Environmental performance > Air	
	EN20	Nox, SO2, and other significant emissions	CR	About this report > Corporate responsibility reporting data Environmental performance > Air	
	EN22	Wastes	CR	About this report > Corporate responsibility reporting data	
	EN23	Number and volume of significant spills	CR	About this report > Corporate responsibility reporting data Environmental performance > Spill	

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Social					
	LA1	Workforce profile	CR	About this report > Corporate responsibility reporting data People > Healthy organization	
	LA2	Employee turnover	CR	About this report > Corporate responsibility reporting data People > Healthy organization	
	LA7	Injury and lost day rates and fatalities	CR	About this report > Corporate responsibility reporting data People > Safety	
	LA12	Employees receiving development reviews	CR	About this report > Corporate responsibility reporting data	
	LA13	Diversity	CR	About this report > Corporate responsibility reporting data People > Healthy organization	
	HR9	Incidents of violation of indigenous rights and actions taken	CR	About this report > Corporate responsibility reporting data	
	SO5	Participation in public policy development	CR	Stakeholder & Aboriginal engagement > Stakeholder engagement	
	SO6	Political donations	CR	About this report > Corporate responsibility reporting data	
	SO8	Regulatory non-compliance and fines	CR	About this report > Corporate responsibility reporting data	