



## **ExxonMobil Canada Properties**



**Hebron Project Canada-Newfoundland and Labrador Benefits Report for the Period  
January 1, 2022 to December 31, 2022**

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## 1.0 INTRODUCTION

Hebron is an offshore oil field estimated to produce more than 700 million barrels of recoverable resources. The field was discovered in 1980 and is located offshore Newfoundland and Labrador in the Jeanne d'Arc Basin 350 kilometres southeast of St. John's, the capital of Newfoundland and Labrador. It is approximately 9 kilometres north of the Terra Nova Project, 32 kilometres southeast of the Hibernia Project, and 46 kilometres southwest of the White Rose Project. The water depth at Hebron is approximately 93 metres.

The Hebron co-venturers are: ExxonMobil Canada Properties (EMCP), Chevron Canada Limited, Suncor Energy Inc. through the Hebron Petro-Canada Partnership, Equinor Canada Ltd. and Nalcor Energy – Oil and Gas Inc. EMCP is the operator of the Hebron Project.

During May 2011, EMCP, on behalf of the Hebron co-venturers, filed the Hebron Benefits Plan with the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB). The Hebron Benefits Plan was conditionally approved on May 31, 2012 and covers the construction and operations phases of the project.

Five key principles of the Benefits Plan include:

- Meeting local benefits commitments while maintaining the highest levels of safety, environmental performance, efficiency and integrity of our operations;
- Selecting contractors and suppliers that will work diligently with us to deliver benefits to the people of the Province;
- Promoting the development of local skills and industry capacity that leaves a lasting legacy for the communities in which we operate and for the Province;
- Delivering execution certainty so that Hebron delivers best-in-class return on investment to stakeholders, including the Province of Newfoundland and Labrador; and
- Working collaboratively with industry, government, academic and training institutions, community and other stakeholder groups for the effective delivery of benefits.

As outlined in section 45 of the Atlantic Accord Acts, specific provisions of the Hebron Benefits Plan include a plan for:

- The employment of Canadians and, in particular, members of the labour force of the Province of Newfoundland and Labrador;
- Consistent with the Canadian Charter of Rights and Freedoms, providing individuals resident in the Province with first consideration for training and employment in the work program for which the Benefits Plan was submitted;
- Providing manufacturers, consultants, contractors and suppliers and service companies in the Province, and other parts of Canada, with full and fair opportunity to participate on a competitive basis in the supply of goods and services used in any proposed work or activity referenced in the Benefits Plan;

- Providing first consideration to services provided from within the Province and to
- goods manufactured in the Province, where those services and goods are competitive in terms of fair market price, quality and delivery;
- The establishment of an office in the Province where appropriate levels of decision-making are to take place; and
- Expenditures for R&D, including education and training, to be carried out in the Province.

This report summarizes the Hebron Project activities for the period of January 1, 2022 to December 31, 2022 in the areas of expenditures, employment, procurement and contracting, research and development, and diversity.

## 2.0 CANADIAN-NL CONTENT ESTIMATES

The table below details the estimated Canada-NL content of actual expenditures during 2022.

2022 Canada-NL Content Estimates				
	NL	OC	NC	Total
<b>TOTAL</b>	58%	18%	24%	<b>100%</b>

\* NL = Newfoundland & Labrador, OC = Other Canadian, NC = Non-Canadian

## 3.0 EMPLOYMENT

The total number of full time equivalents employed on the Hebron Project as of Q4-2022 was 1,170, of which 93% were NL residents, 3% were Other Canadian, and 3% were Non-Canadian based on Canadian General Standards Board (CGSB) reporting guidelines and the C-NLOPB definition of residency (i.e. in compliance with the Newfoundland and Labrador Elections Act). Please note the following interpretation notes regarding Hebron employment information:

- The figures in this report may be subject to rounding differences.
- Full time equivalent (FTE) represents the total hours worked divided by the average hours worked for a full time position per quarter.
- Full time equivalents (FTE) were identified in previous reports as 'Number Filled' and included some individuals who worked on the project less than full time. The numbers in this report reflect FTE.
- FTE represented in the employment tables are as of Q4-2022.

### Hebron 2022 Residency Summary (as of Q4-2022)

Residency Summary	Newfoundland and Labrador	Other Canadian	Non-Canadian	Total FTE
<b>Offshore</b>	586	19	20	<b>625</b>
<b>Onshore</b>	507	20	19	<b>545</b>
<b>Total</b>	1,093	38	39	<b>1,170</b>
<b>Percentage</b>	93%	3%	3%	

### Total FTE by Gender and Discipline

Discipline	Number of FTE				Total FTE
	Female	%	Male	%	
Administrative and Clerical	45	71%	19	29%	64
Engineers	23	28%	60	72%	83
Manual Workers	12	7%	151	93%	163
Professionals	29	17%	136	83%	164
Sales and Service	4	20%	17	80%	21
Skilled Crafts and Trades	6	2%	311	98%	318
Students	2	10%	19	90%	21
Supervisors, Middle and Senior Managers	23	16%	119	84%	142
Technicians	18	9%	177	91%	195
<b>2022 Total</b>	<b>162</b>	<b>14%</b>	<b>1,008</b>	<b>86%</b>	<b>1,170</b>

#### Notes:

- Disciplines are based on the following National Occupational Classification (NOC) Codes:
  - Administrative and Clerical includes: Administrative and senior clerical personnel and clerical personnel
  - Engineers includes: Engineering NOC's within the professionals occupational group
  - Manual Workers includes: other manual workers, semi-skilled manual workers
  - Professionals includes: non-engineering NOC's within the professionals occupational group, partial NOC's of semi-professional and technicians
  - Sales and Service includes: intermediate sales and service personnel, other sales and service personnel, and skilled sales and service personnel
  - Skilled Crafts and Trades includes: skilled crafts and trades workers
  - Supervisors, Middle and Senior Managers includes: middle and other managers, senior managers, supervisors, and supervisors – crafts and trades
  - Technicians includes: partial NOC's of semi-professional and technicians
  - Students includes: any student enrolled at a recognized educational institution or accredited academic program and includes both graduate and undergraduate students, cadets or any other student

#### 4.0 PROCUREMENT AND CONTRACTING

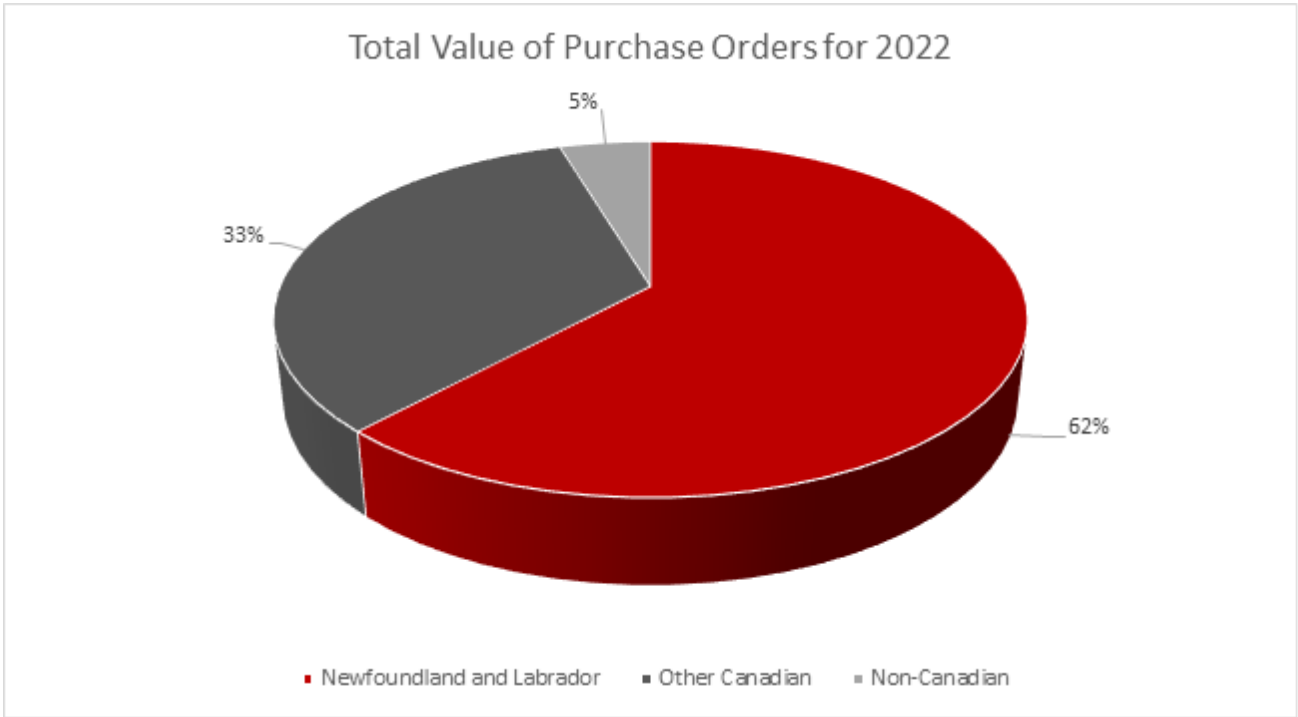
The table below provides a listing of Hebron's new service contracts, services contract extensions, material contracts and material contract extensions with a value greater than \$250,000 awarded during 2022. The table includes a description of the contract, name of the contractor and the contractor's location at the time of award.

Description	Contract Awarded to:	Contractor Location (NL, OC, NC)
Completion Services	Import Tool	OC
Provision of Cementing Valve	Archer BCH Canada	OC
Manifold Isolation Valves Project – Techlok Piping Materials (Subcontract Award Aker)	Westlund Offshore	NL
Manifold Isolation Valves Project – Pipe and Fittings (Subcontract Award Aker)	SFF Canada	NL
Hebron Flowline Long Leads – Techlok Piping Materials (Subcontract Award Aker)	Westlund Offshore	NL
Supply of Fibre Optic Cable Repair & Storage of Spares	ITT	OC
Piping Materials (Techlok) for Flowline P4H-WI3 (Subcontract Award)	Westlund	NL
Piping Materials (Techlok) for Flowline (Subcontract Award)	Westlund	NL
Cement Bond Logging Tools	Baker Hughes Canada Company	OC
Purchase/ Repair of aftermarket LM2500 components	TransCanada Turbines	OC
Work String Operated Stage Cementing Equipment & Services (1 <sup>st</sup> award)	Archer BCH Canada	NC
Work String Operated Stage Cementing Equipment & Services (2 <sup>nd</sup> award)	TAM International Oil Services	NL
Tracerco Profiler Training	Tracerco	NC
Hebron Production Chemicals	ChampionX Canada, ULC	NL
High Pressure Production Choke Valves (Sub Contract Award – Aker)	Score Canada	NL

NL = Newfoundland & Labrador, OC = Other Canadian, NC = Non-Canadian

**Purchase Order Analysis**

During 2022, 10,961 Purchase Orders (POs) were awarded with a total value of \$414,708,233.43. The chart below summarizes the percentage of the total awarded value by location.



**5.0 SUPPLIER DEVELOPMENT**

Throughout 2022, Supplier Development activity continued with local vendors regarding the Hebron Project and potential opportunities.

- EMCP representatives attended the Energy NL conference and networked with the supply community.

**6.0 RESEARCH AND DEVELOPMENT**

Listed below are some key research and development and education and training activities related to the Hebron Project that took place in 2022.

- Wind Power Study
- Carbon Capture and Storage Study
- Genesis Centre Sponsorship
- Flowline Protection Requirements for Extended Tiebacks
- Johnson GeoCentre Exhibit Upgrade
- OceanVision (OSC Project)
- Shuttle Tanker Operations Competency Assurance Program

## 7.0 HEBRON PHOTOS



EMCP donated 24 laptops and 16 cell phones to the Association for New Canadians for Ukrainian refugees arriving in Newfoundland and Labrador.





EMCP representatives hiked the East Coast Trail as part of the annual trail raiser. Through funds raised by the team and a corporate donation from EMCP, the team donated more than \$17,000 to support maintenance of the trail.



In celebration of the Hebron Project's 5th anniversary of production, the offshore team was invited to nominate and vote for organizations in their community to receive \$5,000 donations from the Hebron Project. Employees selected two organizations – Fortune Fire Department and Bonavista Bay Area Search and Rescue.



EMCP employees acknowledged the intergenerational harm that residential schools caused to Indigenous families and communities by wearing orange on National Day of Truth and Reconciliation.

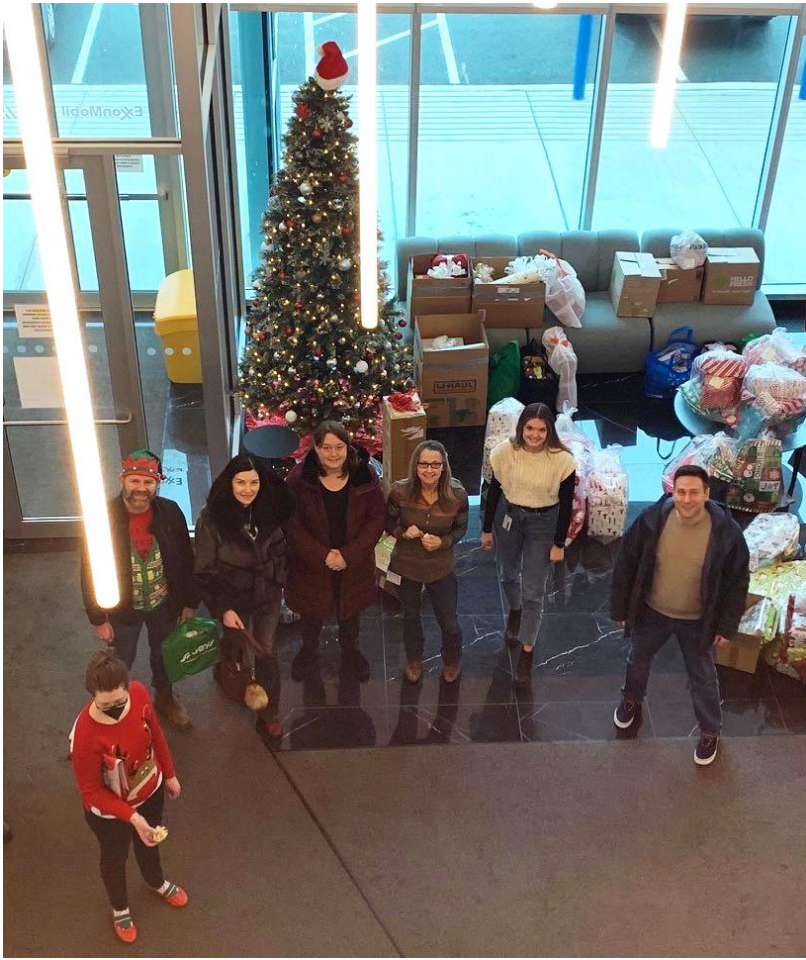




EMCP contributed \$10,000 to Young Adult Cancer Canada's at the Energy Shave for the Brave. EMCP President Lazaro Cosma participated in the shave.



EMCP contributed \$10,000 to Tree Canada. The contribution was used to provide seedlings, which were planted by EMCP employees.



EMCP employees supported 19 families across six local schools for the holiday season.





EMCP and its employees contributed more than \$147,000 to United Way NL during its 2022 annual campaign.



EMCP employees attended the opening of the updated Johnson Geo Centre Oil and Gas Exhibit and invited students from ESTEEM Women to be among the first to explore the completed exhibit. The exhibit was sponsored by the Hebron Project and EMCP employees provided industry expertise in the development of the exhibit.



## 8.0 INCLUSION & DIVERSITY

### 2022 Hebron Inclusion & Diversity Report

#### Introduction

It is the ongoing responsibility of ExxonMobil Canada Properties (EMCP) to oversee the implementation and execution of the Hebron Project Diversity Plan to meet its regulatory and contractual requirements. EMCP's approach to achieving success in diversity takes a long-term view, and focuses on sustainability following implementation. The report below includes results from EMCP's workforce self-identification survey and initiatives completed in 2022.

Representation of Designated Groups				
Employment Categories	Women	Indigenous Peoples	Visible Minorities	Persons with Disabilities
	2022	2022	2022	2022
Managers and Supervisors	17%	1%	2%	1%
Professional and Technical	17%	2%	3%	0%
Administrative	70%	2%	3%	1%
Skilled Crafts and Trades	2%	2%	1%	0%
Sales and Service	20%	0%	20%	0%
Manual Workers	8%	1%	9%	1%

#### Representation

- Representation numbers indicate a percentage of the total project workforce, including EMCP employees, contractor agency employees, main contractors and subcontractors
- With the exception of gender, all representation results reflect responses to the self-identification survey. Individuals have the right to decline self-identification and as a result, not all representation may be captured.
- In 2018, Hebron completed its first year in operations. In the majority of employment categories, the overall representation of all designated groups has remained relatively stable, with minor fluctuations year over year.

#### Implementation of Hebron's Diversity Plan

The Plan comprises five pillars, representing the types of initiatives required to support meaningful, long-term employment for members of the designated groups with a focus on business access for members of the designated groups.

##### Pillar 1 - Skills Development through Community Investment

In 2022, EMCP, its main contractors and co-ventures sponsored and invested in a variety of organizations that provide community-based programming to further support efforts to increase participation of designated groups in all aspects of community. Some examples include Kids Eat Smart Foundation, St. John's International Women's Film Festival, ESTEEM Women and scholarships.

In 2022, Hebron and its main contractors also participated in a variety of workshops for sharing of best practices in I&D, attended community events and continued consultations with educational institutions and organizations.

## **Pillar 2 - Recruitment and Selection of Qualified Candidates**

EMCP has a recruitment and selection process that emphasizes equity and fairness by ensuring a bias-free process, consistent methodologies, equity language in job postings and opportunities for students. The continued effectiveness of the process will be monitored and reviewed over the life of the Hebron Project, and EMCP will continue to work with key stakeholders to identify measures that contribute to success in the recruitment and selection of members of the designated groups.

EMCP and its main contractors worked with community organizations to consult with and identify diverse candidates. EMCP also requests that its main contractors seek to increase the numbers of women in the workforce. EMCP and its main contractors source new graduates from both Memorial University and the College of the North Atlantic. Recruiting efforts are reflective of the business environment.

## **Pillar 3 - Establishment and Development of Supportive Work Environment**

In 2022, EMCP and its main contractors implemented the following work environment initiatives:

- Communication of Diversity Plans and key policies/guidelines in orientation materials including orientation for new contractors
- Employee utilization of the Hebron Employee Relations Council (HERC) to implement and resolve platform wide work environment opportunities and concerns.
- Consistent dialogue with representatives from contractors and sub-contractors regarding Hebron platform strategies, including diversity best practices and expectations.
- Diversity and inclusion considerations in Hebron operations planning and succession planning
- EMCP's Women's Interest Network (WIN) provided information sessions, resources and volunteer opportunities for employees.
- The PRIDE Network collaborated with their allies to provide resources and opportunities to celebrate PRIDE Month.
- EMCP representatives attended I&D sessions
- EMCP employees wore their Orange Shirts on September 30<sup>th</sup> in recognition of the National Day for Truth & Reconciliation. Various related virtual events and training resources were also made available.
- Residents of the 20 Hebron Way office were invited to bring family and friends to tour the office, check out new technology, and hear from employee resource groups and more.
- EMCP employees acknowledged the intergenerational harm that residential schools caused to Indigenous families and communities by wearing orange on National Day of Truth and Reconciliation.
- Celebrated Hebron's 5th anniversary of production with onshore and offshore workforce, which highlighted some of the many benefits the project has brought to the province with the support of the workforce.

## **Pillar 4 - Monitoring and Reporting**

In 2022, EMCP and its contractors implemented the following monitoring, reporting and stewardship measures:

- Continued internal monitoring of contractors' recruitment and supportive work environment efforts
- Continued internal monitoring of progress and ongoing assessment of tools and processes

## **Pillar 5 - Business Access**

Business access for diverse companies in a Canadian supplier environment remains a focus for the Hebron Project. The Hebron Project Supplier Diversity Program has established an open environment for business access and continues to help grow a base of local diverse certified suppliers. Organizations such as WEConnect International in Canada (WCI), Women Business Enterprises Council of Canada (WBE), Canadian Aboriginal, Minority Supplier Council (CAMSC), and Canadian Gay and Lesbian Chamber of Commerce (CGLCC) offer certification to diverse businesses. WCI membership continues to grow since the launch of the Hebron Supplier Diversity Program in 2013.

## **2023 Implementation**

In 2023, EMCP and its main contractors will continue to:

- Review programs for effectiveness, evaluate new opportunities as they arise, and consider continued support for renewable programs
- Encourage, support and recognize employee participation in inclusion and diversity programming.
- Collaborate with community partners to reach a diverse selection of qualified candidates for hiring
- Monitor and steward initiatives to I&D Committee.
- Continue to seek opportunities to support supplier development and continue the promotion of the approved Supplier Diversity Program. The long-term program objective aims to build connections and create avenues for industry opportunities for diverse businesses.
- Support and monitor contractors in their diversity initiatives.