



ExxonMobil Canada Properties



**Hebron Project Canada-Newfoundland and Labrador Benefits Report for the Period
January 1, 2024 to December 31, 2024**

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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, 2024 to December 31, 2024 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 2024.

2024 Canada-NL Content Estimates				
	NL	OC	NC	Total
TOTAL	55%	17%	28%	100%

* 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 Q4-2024 was 1,090, of which 93% were NL residents, 3% were Other Canadian, and 4% 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 Q4-2024.

Hebron 2024 Residency Summary (as of Q4-2024)

Residency Summary	Newfoundland and Labrador	Other Canadian	Non-Canadian	Total FTE
Offshore	571	24	22	618
Onshore	438	16	18	472
Total	1,009	40	40	1,090
Percentage	93%	3%	4%	

Total FTE by Gender and Discipline

Discipline	Number of FTE				Other	%	Total FTE
	Female	%	Male	%			
Administrative and Clerical	42	72%	15	27%	*	1%	58
Engineers	24	28%	60	72%	0	0%	84
Manual Workers	10	8%	115	92%	0	0%	126
Professionals	30	21%	116	79%	0	0%	146
Sales and Service	4	24%	12	76%	0	0%	16
Skilled Crafts and Trades	4	1%	344	99%	0	0%	348
Students	3	10%	25	90%	0	0%	28
Supervisors, Middle and Senior Managers	19	17%	93	83%	0	0%	112
Technicians	18	10%	155	90%	0	0%	173
2021 Total	153	14%	936	86%	*	0%	1,090

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 2024. The table includes a description of the contract, name of the contractor and the contractor’s location at the time of award.

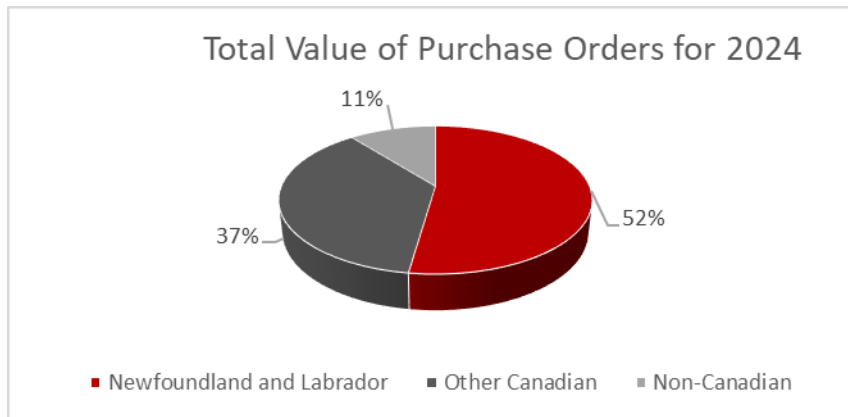
Hebron 2024 Contracting Activity			
Description	Contract Type	Contract Awarded to:	Contractor Location
Inflatable Bridge Plugs and Related Services	Services	Tam International	NL
Supply of Cemented Downhole Pressure & Temperature Gauges	Services	Metrol Technology Limited	NC
Supply of Offshore Support Vessels	Services	Maersk Supply Service Canada Ltd	NL
ERD Engineering Services	Services	Merlin ERD Limited	NC
3D and 4D Seismic Surveying	Services	Schlumberger Canada	NL
Trunk Radio Upgrade	Spot PO	Bell Mobility	OC
Aviation Fuel Supply	Materials	Woodwards Oil	NL
Shipping Agent (Shearwater)	Services	PF Collins	NL
Environmental / MMO and PAM Marine Mammal monitoring (Shearwater)	Service	Dovre Group	NL
Patrick and William Chase / guard vessel (Shearwater)	Services	Rhenus	NL
Victory G – Supply vessel (Shearwater)	Services	Rederij Groen	NC
Manning Agency (Shearwater)	Services	Reliance	NL
Ships Chandlers (Shearwater)	Services/Material	Campbells, Altantic Gorcery, Bluewater	NL
4D Planning specialist (Shearwater)	Services	Sercel	NC
Medics / Medical (Shearwater)	Services	Atlantic Offshore Medical Services	NL
Quality Control Client Services (Shearwater)	Services	RPS, EPI	NC
Environmental / Marine Mammal Monitoring (Shearwater)	Services	Toyon	NC
Fuel (Shearwater)	Services	Irving Oil/Glander International Bunkering	NL/OC
High Pressure Min Flow Water Injection Choke Valve (New Valve Services & Consulting)	Material	Eastern Valve & Control Specialties	NL
CRI Pump Power End (KCAD)	Material	Calder Ltd.	NC
OCTG Package No. R10615 (ECTL)	Material	NOV XL Systems	NC
OCTG Package No. R10631(ECTL)	Material	Marubeni	NC
Hebron SCBA Masks (Spot PO)	Materials	Grianger & Brogan Fire Safety	OC

Supply of Centrifuge Products, Plate Coolers, Repair and Maintenance	Material and Services	Alfa Laval INC	OC
Produced Water Cassion Cleaning	Services	Refined Technologies	OC
Supply of Emergency Response and Other Safety Training	Services	HSE, Marine Institute, Puglisevich, REL, RelyOn Nutec	NL
Conductor Support Frame Jacks (KCAD)	Material	Mechanical Research & Design INC.	NC
Provision of Slot Reclaim Services	Services	Baker Hughes Canada Corp	NL
Provision of Drilling Jars and Pipe Severing Services	Services	Import Tool Corporation	NL
W2312LL – Water Injector Manifold Valve (Velan) (AKER)	Material	Score	NL
W2312LL Techlok Materials (AKER)	Material	Westlund	NL
Upgrade/modifications of ACS Basket	Material & Services	APL Norway (OEM)	NC
Walter Connector & Bundle Hoses for ACS	Materials	APL Norway (OEM)	NC
W2312LL – Techlock Materials	Materials	Westlund	NL
Supply of Shale Shaker Screens	Materials	Parker Drilling Canada Company	NL
Hebron Hydrocyclone Liners	Materials	Cameron International	NC
Product packaging and mobilization	Services	Univar Solution	NL
Replacement trim for HP MIN FLOW (NewValve)	Materials	Severn	NC
Provision of Managed Pressure Drilling (MPD) Engineering Services	Services	Weatherford Canada Ltd.	NL
Provision of Managed Pressure Drilling (MPD) Engineering Services	Services	Merlin ERD Ltd.	OC
Provision of Reality Capture Services	Services	EPCO Services	NL
Supply of Riser Drain Down to NAF Reserve 3	Materials and Services	RDS	NL
OCTG Order - FLJ, 244.48mm, 79.62kg/m, C110,BLUE/A	Materials	Tenaris Global Services Canada Inc	NC
OCTG Order - PUPPxPE, 762mm, 571.75kg/m, X65,PE; PUPPxPE, 508mm, 229.7kg/m, X65,PE; FLJ, 508mm, 229.7kg/m, X65,XLW	Materials	NOV Canada ULC	NC
OCTG - FLJ, 244.48mm, 79.62kg/m, C110,JFELION	Materials	MARUBENI-ITOCHU TUBULARS CANADA LTD.	NC

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

Purchase Order Analysis

During 2024, 9,083 Purchase Orders (POs) were awarded with a total value of \$ \$664,542,645.30. The chart below summarizes the percentage of the total awarded value by location.



5.0 SUPPLIER DEVELOPMENT

Throughout 2024, Supplier Development activity continued with local vendors regarding the Hebron Project and potential opportunities.

- ExxonMobil Canada President provided an overview of local activities at the Energy NL Conference. Representatives also attended the conference to network with suppliers, including hosting an ExxonMobil Canada exhibitor booth where scannable QR codes were available for interested suppliers to learn about procurement opportunities.
- Attended Supplier Diversity breakfast event with NLOWE and participated on panel for questions on Supplier Diversity
- Attended WEConnect Conference and International Global Monthly Member Calls.

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 2024.

- MUN AI Phase 1
- Wind Power Study
- Carbon Capture and Storage Study
- Marine Fuel Optimization
- Offshore wind digital twin data model
- CNA Sustainability Program
- Hyperspectral Imaging for Petroleum Core Characterization
- Canada Summer Games – Catch the Spirit E&T Program
- MUN Carbon Capture and Utilization from Point Sources using Biomass Based Adsorbents
- CoLab Review AI
- CORSphere – Marine Fleet Management Platform
- MUN CCS Project: Special Core Analysis for Supercritical CO₂ (SCAL 4 scCO₂)
- MUN Additive Manufacturing

7.0 HEBRON PHOTOS



The 2025 Canada Games Host Society announced Hebron as the presenting partner of the Canada Games Catch the Spirit Program - a free teaching resource for educators and students in Grades K-9 across the country.



EMCP and its employees raised more than \$150,000 to support United Way NL.



Hebron donated \$10 million to support College of the North Atlantic's (CNA) expansion of educational programming. The investment is the largest donation in CNA history.



EMCP celebrated National Philanthropy Day with the Association of Fundraising Professionals NL and received the Spirit of Philanthropy Award for Outstanding Philanthropist Group. EMCP was nominated by United Way NL.



EMCP employees spent the day volunteering with Habitat for Humanity to support the construction of a triplex in St. John's. EMCP made a



EMCP employees participated in a tree planting with Tree Canada, funded by EMCP donated \$50,000 towards the build.



Hebron was the presenting sponsor for Kid's Eat Smart Night at the NL Growlers game. Every \$1 raised provided a child breakfast.

8.0 INCLUSION & DIVERSITY

2024 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 2024.

Representation of Designated Groups				
Employment Categories	Women	Indigenous Peoples	Visible Minorities	Persons with Disabilities
	2024	2024	2024	2024
Managers and Supervisors	19%	1%	1%	1%
Professional and Technical	17%	2%	3%	0%
Administrative	73%	2%	3%	1%
Skilled Crafts and Trades	2%	2%	4%	1%
Sales and Service	25%	0%	15%	0%
Manual Workers	7%	0%	5%	0%

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.

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 2024, 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 2024, Hebron and its main contractors also participated in 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 also requests that its main contractors seek to increase the numbers of women in the workforce. EMCP and its main contractors source new graduates and co-op students from 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 2024, 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 and National Coming Out Day.
- EMCP representatives attended I&D sessions
- 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 I&D Core Team continued to seek out opportunities for knowledge sharing with employees including presenting in an employee forum and hosting a lunch and learn session.
- EMCP employees were invited to events that encourage teambuilding and a supportive work environment.

Pillar 4 - Monitoring and Reporting

In 2024, EMCP and its contractors implemented the following monitoring, reporting and stewardship measures:

- Onboarding process for new contractors includes review of key policies, guidelines, plans and requirements.
- Continued dialogue with representatives from contractors and sub-contractors regarding diversity best practices and expectations
- Continued internal monitoring of contractor's recruitment and supportive work environment effort
- 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), 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.

2025 Implementation

In 2025, EMCP and its main contractors will continue to:

- Review programs for effectiveness, evaluate new opportunities as they arise.
- Encourage, support and recognize employee participation in inclusion and diversity programming.
- Support contractors in their diversity initiatives.
- 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 and Vendor Database.