

Terra Nova Development



Canada-Newfoundland and Labrador Benefits

Public Annual Report 2020



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Introduction

The Terra Nova Oil Field is situated on the Grand Banks, about 350 kilometers east-southeast of St. John's, Newfoundland, and 35 kilometers southeast of the Hibernia Oil Field. The Terra Nova field is comprised of a combination of producing wells, as well as water injection and gas injection wells, and delivers production from the Graben, East Flank and Far East blocks.

The Terra Nova co-ventures are: Suncor Energy (37.675%), ExxonMobil (19%), Statoil (15%), Husky Energy (13%), Murphy Oil (10.475%), Mosbacher Operating (3.85%), and Chevron Canada (1%). Suncor Energy is the operator of the Terra Nova project.

Discovered in 1984, the field was the second to be developed off Newfoundland. Production from the field began in 2002, through the use of a Floating, Production, Storage and Offloading (FPSO) vessel. This was the first development in North America to use FPSO technology in a harsh weather environment.

The FPSO is a ship-shaped vessel which has integrated oil storage capability from which oil is offloaded into a shuttle tanker. The storage capacity of the Terra Nova FPSO is 960,000 barrels of oil with accommodations for up to 120 personnel while producing. The vessel is 292.2 meters long, 45.5 meters wide and stands higher than 18 stories. Terra Nova pre-production capital expenditures were approximately \$2.8 billion. The FPSO arrived in field on August 21, 2001 and produced first oil in January 2002.

Suncor Energy, as operator of Terra Nova, is committed to enhancing opportunities for the people of the province through participation in the Terra Nova Development. A lasting economic legacy is being created for the province through Suncor's recruitment and training of local talent, its provision of full and fair opportunity to local businesses, and by giving first consideration to locally produced goods and services within the Province, where those goods and services are deemed competitive.

This report summarizes overall performance for the Terra Nova Development in the area of Canada-Newfoundland and Labrador Benefits for the reporting period of January 1, 2020 to December 31, 2020. Included in this report are summaries of Terra Nova's Activities, Expenditures, Employment, Education and Training, Supplier Development, Research and Development, Diversity, and Community Investment.

Project Activity and Benefits Accomplishments

Suncor, as operator of Terra Nova, achieved milestone successes during 2020. Some of the major accomplishments included:

- i. FPSO Disconnection from Field** – In June of 2020 the Terra Nova FPSO disconnected from the field and began its journey to Conception Bay to retrieve the turret cover plate.
- ii. Subsea DSV Program** – During the week of June 26th, 2020, TFMC’s dive support vessel arrived in the Terra Nova field to perform essential work on the subsea assets, such as monitoring and inspections. The DSV departed the field the week of July 9th, 2020. Due to the successful and safe completion of this program, both Suncor and TFMC made donations to The Gathering Place in St. John’s, NL.
- iii. Arrival of FPSO in Conception Bay** – The week of July 24th, 2020 saw the FPSO arrive in Conception Bay to retrieve the turret cover plate and was anchored in the bay until proceeding further to quayside.
- iv. Arrival of FPSO in Bull Arm** – The TN FPSO arrived at the Bull Arm Facility on November 22nd, 2020, to be fully stationed and in steady-state preservation before the end of 2020.



Employment

Basis of Reporting

Terra Nova employees include full-time employees of Suncor and select major Contractors. The numbers reported generally exclude short-term assignments with any of the foregoing entities and any full-time employment which may have been generated by Terra Nova through work by other sub-contractors. However, the number of individuals in these latter categories is minimal and would not materially impact the employee count.

Employment by Residence

As of December 31, 2020, a total of 493 people were working on the Terra Nova development. Of the 493 total, 450 or approximately 91% were residents of NL, while another 37 or approximately 8% were residents from other regions of Canada at the time of hiring (Table 1).

Total Employment Summary Terra Nova 2020			
Direct Employment (Total Number of Persons)	Newfoundland and Labrador Residents (%)	Other Canadians (OC) Residents (%)	Non-Canadians (NC) Residents (%)
490	91%	8%	1%

Table 1 - 2020 Terra Nova Total Employment Summary by Residence

Employment by Residence Status and Location

Newfoundland and Labrador residents supporting the Terra Nova development consisted of 258 employees who were employed onshore and 192 who were employed offshore. Residents from other Canadian provinces and territories consisted of 24 employed onshore, 11 employed offshore and two people were employed outside of NL supporting Terra Nova (Table 2).

Location	Total Number of Persons					Total
	Residency Status			Gender		
	NL	OC	NC	Male	Female	
Onshore	258	24	6	212	76	288
Offshore	192	11	0	200	3	203
Other	0	2	0	2	0	2
	Total:					493

Table 2 - Terra Nova (December 31, 2020) Employment Summary by Location

Employment by Discipline

Of the 493 employees supporting the Terra Nova development, 414 were male and 79 were female or approximately 16% of the workforce (Table 7). Table 7 also breaks down the employment summary by discipline, which includes management, administration, engineers, technicians, professionals, skilled trades, labour, students and others that do not fit as one of these categories. The disciplines that are the most male-dominated are the skilled trades and marine crew - both at 99%, while the discipline that is the most female-dominated is administration at 66% female.

Discipline	Number of Persons				Total Number of Persons
	Male	%	Female	%	
Management	61	87%	9	13%	70
Administration	10	34%	19	66%	29
Engineers	51	78%	14	22%	65
Technicians	43	93%	3	7%	46
Professionals	47	64%	26	36%	73
Skilled Trades	87	99%	1	1%	88
Labour	29	88%	4	12%	33
Students	4	67%	2	33%	6
Other	82	99%	1	1%	83
Totals:	414		79		493

Notes:

- Disciplines are based on the following National Occupational Classification (NOC) Codes:
 - Management** includes: *Senior Managers* as well as *Middle & Other Managers*
 - Administration** includes: *Administrative & Sr. Clerical Personnel* as well as *Clerical Personnel*
 - Engineers** includes: only those in that NOC Code
 - Technicians** includes: *Semi-professionals & Technicians*
 - Professionals** includes: only those in that NOC Code
 - Skilled Trades** includes: *Skilled Crafts & Trades* as well as *Skilled Trades & Service*
 - Labour** includes: *Semi-Skilled Manual Workers, Other Manual Workers* as well as *Intermediate Sales & Service*
- 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.
- Other** includes: marine crew and positions that do not fit into any of the other disciplines.

Table 3 - Terra Nova (December 31, 2020) Employment Summary by Discipline

Canadian-NL Content Estimates

The following table is intended to reflect the benefit distribution from Terra Nova operating and capital cash expenditures. Table 4 summarizes the content distribution of these expenditures for the 2020 reporting period. The content percentages totaled 54%, 18%, 28% for Newfoundland and Labrador, other Canadian and non-Canadian spending, respectively. As a cumulative project figure, the content percentages are Newfoundland and Labrador 56%, Other Canadian 16% and Non-Canadian 28%.

Reporting Period 2020	Content		
	Newfoundland and Labrador (%)	Other Canadian (%)	Non-Canadian (%)
Year to Date:	54%	18%	28%
Project Cumulative:	56%	16%	28%

Table 4 – 2020 Terra Nova Canadian-NL Content Estimates

Contracting and Procurement

A total of 3,601 purchase orders with a cumulative value of approximately \$49 million were awarded during the reporting period of January 01, 2020 to December 31, 2020. Approximately \$36.4 million (76%) was spent in Canada including NL. Figure 1 summarizes the distribution of spend associated with all purchase orders across locations.

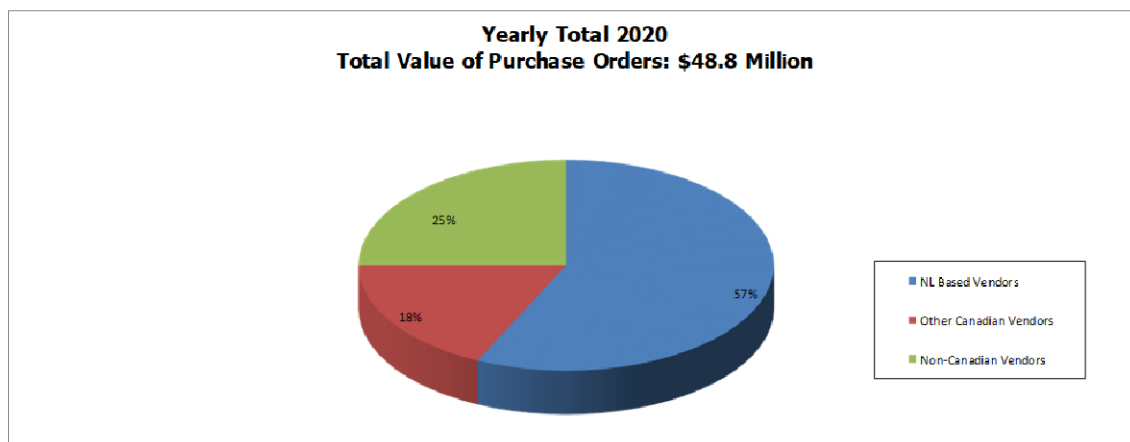


Figure 1 – 2020 Terra Nova Purchase Orders



A total of ten (10) new contracts or extensions, each with a value greater than \$250,000, were awarded during the reporting period January 01, 2020 to December 31, 2020 (Table 5).

Contracting Activity Terra Nova 2020		
Description	Contractor	Contractor Location (NL, Other Canadian, Non-Canadian)
Supply of Sample Processing Services	Geotech Services Inc.	NL
Supply of Diving Safety Specialist Services	Wet Work Marine	Non-Canadian
Provision of COVID-19 PPE	Grand & Toy	NL
Waste Management Services	Pardy's Waste Management and Industrial Services Limited	NL
Storage Services	Northern Dynamics Limited	NL
Supply of Electrical Consumables	Graybar Canada Ltd.	NL
Provision of Technical Consulting Services	Blade Energy Partners, Ltd.	NL
Rotating Electrical Equipment Services	Pennecon Energy Technical Services	NL
Pump Maintenance Services	Pennecon Energy Technical Services	NL
Industrial Hygiene Services	Rogers Enterprise Ltd.	NL

Table 5 - 2020 Terra Nova Contracting Activity

Supplier Development

To ensure Newfoundland and Labrador suppliers are provided full and fair opportunity to participate in the supply of goods and services to the Terra Nova project, Suncor uses various methods to share information about requirements in a timely manner. Some of the methods are as follows.

1) NOIA Daily Bulletin

Suncor advises the supplier community of Terra Nova's requirements for goods and service through the use of Expressions of Interest (EOI) postings on the NOIA Daily Bulletin. The NOIA Daily Bulletin is the most commonly used communication tool for the Oil and Gas Industry and is far reaching in the supplier community.

2) Supplier Information Sessions

From time to time, Suncor has been approached by new suppliers seeking information about participating in the oil and gas industry. Suncor's Supply Chain department often takes the opportunity to meet with new businesses to understand their capabilities and to provide information on Terra Nova's requirements and expectations.

3) Supplier De-briefing Sessions

Suncor is committed to providing all unsuccessful bidders a de-briefing on their bid, if they so request. In 2018, several companies availed of a de-briefing or spoke with a Commercial Coordinator regarding their bid and received suggestions for improvements for the future.

4) Supplier Performance Management

Suncor utilized a supplier performance management & monitoring system that ensures the pursuit of an agenda of continuous improvement with its suppliers. The process proactively supports suppliers in performance measurement and improvement to help them in achieving and exceeding their contract objectives.

5) General Communication Tools

Larger Stakeholder Groups: At the outset of the Terra Nova project, Suncor committed to open and timely communication. In order to deliver on this commitment, Suncor maintains a number of key initiatives, which are described below:

- i. Briefing Sessions: Suncor has and will continue to maintain ongoing relationships with key stakeholder groups as a means of sharing information, discussing issues, and building long-term relationships. Some of the key stakeholders include governments, C-NLOPB, NOIA, and charitable community groups.
- ii. Presentations and Speeches: Suncor responds to and initiates opportunities to provide development updates as well as technical papers and presentations to local, national and international audiences in business, industry and government.



Research and Development and Education and Training

Terra Nova Research and Development

Research and Development (R&D) is a key focus area for Terra Nova as it provides the opportunity for real and quantifiable benefits for the project itself, the local oil and gas industry, and the people of Newfoundland and Labrador. In addition to the potential positive impact of R&D activities in terms of the business case, investment in R&D activities also provides a mechanism for Terra Nova to identify areas where processes and associated infrastructure can be improved in terms of safety to people and the environment. Furthermore, Terra Nova also recognizes R&D investment as a key enabler of innovation and growth in the province in terms of the local oil and gas industry and the many industries and organizations that support the work of the oil and gas industry.

In 2020, Terra Nova sponsored R&D activities focused on a number of areas including safety, the environment, and development/operational challenges. A summary of R&D activities undertaken during 2020 is provided in Table 6.

Description		Research Agency	2020 Spend
Environment and Safety			
1.	Oiled Seabird Cleaning Centre	Various	\$33,598
2.	Environmental Effects Monitoring Program	Stantec	\$435,346
3.	Glacial Loads on Floating Structures	C-Core	\$40,000
Development/Operations Related			
4.	Digital Offshore Canada (DOC)	PRNL/OSC	\$127,440
5.	Kraken (OceanVision)	Kraken	\$306,133
6.	Suncor's PRNL Baseline R&D Activity	PRNL	\$360,000
Total			\$1,302,517

Table 6 - 2020 Terra Nova Research and Development Activities



Terra Nova Education and Training (E&T)

Terra Nova's commitment to its employees is evident by the significant annual investment made in E&T. During the reporting period, Suncor and Terra Nova Contractors spent just under \$100 thousand in E&T activities related to the Terra Nova Development.

Suncor has placed a strong focus on capability development, providing individuals with educational assistance to further their studies. Suncor continues to use local training institutions and education expertise where possible. In instances where local training is not available, Suncor brings expertise into the province to deliver the required training. This not only provides the ability to train a greater number of Suncor employees but also has allowed Suncor to partner with other operators and Contractors (i.e., White Rose, HMDC, PSN) thus achieving a more capable provincial labour market.

Some of the focus areas where Suncor has made investments in E&T in direct employees include:

- Educational Assistance
- Training/Conferences/Seminars
- Emergency Response Centre

Suncor and Terra Nova Contractors continue to support co-operative education programs offered through local university and technical institutions with interesting and challenging work opportunities in various functions of our businesses such as engineering, geosciences, finance, supply chain management, and marine roles. In 2020, the Terra Nova Project filled a total of 41 Co-op positions at a cost of just over \$486 thousand. The Co-op program has been quite successful in helping Suncor and Terra Nova contractors identify long-term hires needed to support the labour requirements of the Terra Nova project.

Diversity

Suncor is committed to cultivating diversity within a respectful, inclusive workplace. As Canada's largest energy company, it's critically important that we foster an environment in which all employees are valued and treated with respect.

Diversity contributes to a healthier and more successful workplace, one in which individual differences are respected and celebrated. We work hard to ensure that the most important asset, the people, have differing perspectives, experiences and backgrounds, reflective of the communities in which it operates.

Suncor is committed to having a workforce that is motivated, capable and aligned with our values. This is reflected in recruitment efforts and as a result, there has been success in recruiting people of diverse backgrounds at all levels in the organization. Most importantly, Suncor's diversity initiatives are intended to provide opportunities for individuals from diverse groups to attain the knowledge and skills to contribute as valuable members of its workforce.

Monitoring Employment of Designated Groups

As part of its commitment to diversity, Suncor continued to monitor the employment levels of underrepresented groups in Terra Nova including women, indigenous people, persons with disabilities and members of visible minorities. Table 7 illustrates the employment of members within these four designated groups working on the Terra Nova project as of December 31, 2020. The figures presented in Table 7 are based on data collected from employees and contractors through self-identification on a confidential and voluntary basis. Information regarding gender was obtained from employees' records. In 2020, 34% of Terra Nova's workforce represented members from the four designated groups. Women represented the largest group at 26%, while indigenous people represented 4%, persons with disabilities and members of visible minorities both made up 2% of Terra Nova's workforce.

To ensure that Suncor can access the necessary people and skills, both in the short and longer term, it is critical that the company attract and retain talent that has previously been underrepresented in the workforce. A review of the previous years shows that women represented 12%, 28%, 27% and 26% of the Terra Nova workforce in 2017, 2018, 2019 and 2020, respectively. It should be noted that changes in percentage representation is highly dependent on the nature of the operations being conducted throughout the applicable reporting period.

Category	Women (%)	Indigenous Peoples (%)	Persons with Disabilities (%)	Members of Visible Minorities (%)
Managers and Supervisors	3%	1%	0%	0%
Professional and Technical	8%	1%	1%	1%
Administrative	13%	0%	0%	0%
Skilled Crafts and Trades	0%	1%	0%	1%
Sales and Service	1%	0%	0%	0%
Manual Workers	1%	1%	1%	0%

Notes:

1. The numbers reported in this table may also be reported under other oil projects due to shared services.
2. Total Workforce is the total number of persons directly employed on the project at end of reporting period including operator and contractor personnel.
3. Participation of members of designated groups is expressed as a percentage of the total workforce rounded to a whole percentage and is based on data collected through self-identification on a confidential and voluntary basis. Information regarding gender is obtained from employee records.
4. Categories are based on the employment equity occupational groups by Statistics Canada filtered to include occupations relevant to the oil and gas industry. Accordingly:
 - **Managers and Supervisors** includes: *Senior Managers, Middle & Other Managers, and, Supervisors and Supervisors: Crafts and Trades*
 - **Professionals and Technical** includes: *Professionals* as well as *Semi-professionals & Technicians*
 - **Administrative** includes: *Administrative and Sr. Clerical Personnel* as well as *Clerical Personnel*
 - **Skilled Crafts and Trades Workers** includes: only those in that employment group
 - **Sales and Service** includes: *Skilled Trades & Service, Intermediate Sales & Service Personnel* as well as *Other Sales & Service Personnel*
 - **Manual Workers** includes: *Other Manual Workers* and *Semi-Skilled Manual Workers*

Table 7 - 2020 Terra Nova Employment of Designated Groups

Diversity Strategies

In 2020, Suncor continued to accelerate the diversity of its workforce through the development and implementation of strategies aimed at increasing the number of employees in underrepresented groups. Leader capability and accountability was a key priority and a critical culture lever, and there were opportunities to support leaders to develop behaviors and skills through coaching and learning opportunities that reinforce respect for differences, listening to everyone, challenging unconscious bias, and facilitating effective conversations and meetings where everyone is heard.

The employee inclusion networks have expanded significantly in the last few years, and help create a sense of belonging and community, support career development, and enhance two-way communication that enables all employees to be engaged, feel supported and build understanding for diversity and inclusion. Suncor currently has six networks, including networks with a focus for women, Indigenous Peoples, and members of the LGBT community, and networks for anyone interested in learning about and supporting inclusion and diversity.

Consistent with the Suncor Diversity Philosophy and our commitment to Education and Training, Suncor has strategically directed E&T funds towards programs that target groups, designated as under-represented in the workforce. Supporting skills, knowledge development, and educational infrastructure that grows under-represented talent enables a more diverse pool of applicants available to potentially support the resource requirements of Terra Nova, service providers that support the oil and gas industry, and the province in general.

Making strategic investments in E&T is one way in which the development of petroleum resources offshore Newfoundland and Labrador is contributing to the growth and sustainable development of the province. Some of the E&T initiatives that Suncor has invested in 2020 are as follows:

Scholarships for Women in Engineering

In collaboration with Memorial University’s Faculty of Engineering and Applied Science, Suncor has committed to provide two undergraduate female engineering students a term-funded scholarship valued at \$2,500 each. The scholarship will be awarded twice annually in terms five through eight to students who express interest in the oil and gas sector and who have graduated high school in Newfoundland and Labrador. Suncor established the Scholarships for Women in Engineering with an investment of \$64,027 over a number of years, starting in 2014. In 2020, the scholarships were presented in a virtual ceremony due to the pandemic.

Indigenous Awareness

In 2020, Suncor launched and took part in several initiatives to help draw attention to and celebrate Indigenous Peoples. They are as follows;

- Virtual participation in National Indigenous Peoples Day, which included learning the history of the Powwow Celebration via CBC Documentary Series, examinations of modern Indigenous art, as well as a brief history of the loss and return of Throat Singing in Labrador.
- Virtual participation in Orange Shirt Day, which provided an opportunity to remember the history of residential schools and their impact on generations of Indigenous Peoples in Canada.
- Suncor’s internal *Journeys* – the employee inclusion network - hosted different virtual events throughout 2020 such as cooking classes, profiling Indigenous artists, discussion panels and offered a look at a television series “First Contact” that addressed stereotypical opinions, challenged perceptions and confronted prejudices.
- Indigenous Cultural Awareness Training sessions were offered and throughout the year Suncor continued to distribute moose hide pins to staff both onshore and offshore. There have also been land acknowledgements being integrated at the beginning of meetings.

Suncor has grown its enterprise-wide diversity training over the course of 2019. In addition to existing classroom training, Suncor launched Indigenous Awareness web-based training in 2015. All employees were required to complete Indigenous Awareness training as well as many employees throughout Suncor took part in Indigenous Engagement Sessions during 2020.

Indigenous Student Program

In 2015, the Summer Aboriginal Student Program was created, and it has substantially grown since. Suncor's social goal of building greater mutual trust and respect with Indigenous people of Canada is supported through this program. In 2019, the program was renamed the Indigenous Student Program. Factors that aided in this decision included the alignment of language Suncor-wide with the United Nations and the Government of Canada's terminology, all of which emphasize fostering principles of equality, partnership, good faith and mutual respect. The program has quickly grown across Canadian operations.

Starting with just eight positions in 2015, it has now budded into have over 80 positions in 2019. Thirty-three students were hired into the program in 2020. The program provides summer work term opportunities to support increasing Indigenous youth participation in the oil and gas industry. The work terms typically run for four months with positions identified in locations across Canada. Connecting with Indigenous students presents the opportunity to understand the challenges they face, which in turn helps to continue building a sustainable program long-term.

Community Investment

Investing in better communities

Suncor helps to build sustainable, resilient communities by supporting non-profit activities, events and organizations and supporting the fund-raising and volunteer efforts of employees.

Suncor works collaboratively with community groups and leaders to find long-term solutions to the challenges faced by growing communities. Through its private, non-profit charitable organization, Suncor Energy Foundation (SEF), the company invests in communities where it operates to build a better future and ensure these vibrant communities remain sustainable and resilient.

Junior Achievement

In 2020, the Suncor Energy Foundation contributed \$15,000 as a Gold Sponsor to Junior Achievement's (JA) Business Hall of Fame honouring business leaders in Newfoundland and Labrador. Suncor has been a proud sponsor of the JA Business Hall of Fame for more than 10 years.

Fundraising and volunteerism

Suncor and its employees also give back to the communities in a variety of ways, including:

The Suncor Energy Foundation contributed \$40,000 per region for continued impacts in the Social Sector due to the Covid-19 pandemic. For the East Coast this included \$10,000 to Community Food Sharing Association, \$10,000 to THRIVE Community Youth Network and \$20,000 to the St. John's Boys and Girls Club

In 2020, the SunCares Community Giving Network Campaign (SCGN) raised over \$105,000 and employees on the East Coast and surrounding areas also contributed over 3,200 hours of volunteer time. There were 97 community organizations which were supported by employees on the East Coast - about 40% of employees chose to donate their time and/or money.

Due to the pandemic, there were no Days of Caring events in 2020, however through virtual ticking, approximately \$12,000 was raised for the East Coast Christmas Hamper Support Initiative. The recipient organizations of these donations were the Community Food Sharing Association, Single Parents Association and Credit Counselling Services. Contributions from the Suncor Community Investment budget went to organizations such as The Association for New Canadians Breakfast Program, Big Brothers Big Sisters Mentor Program, Kids Eat Smart Food4Kids Campaign, and Bridges to Hope Food Bank.

Suncor also kicked off the SCGN Campaign in 2020 with the #GoodDeedChallenge. This challenge had employees getting out to perform a good deed for the community and/or members of the community. Once a good deed was completed, the individual would then challenge another member of the Suncor community to complete a good deed of their own, in turn paying it forward. This was a big success on the East Coast, and eventually spread to other Suncor locations.



Conclusion

Suncor continues to progress in its commitments to Canada-Newfoundland and Labrador Benefits as required under the conditions set out in the Benefits Plan for the Terra Nova project. As outlined in this report, Suncor, through its 2020 activities, has invested almost \$2.0 million supporting key commitment areas of Employment, Contracting and Procurement, Research and Development and Education and Training, Supplier Development, and other relevant areas such as Diversity and Community Investment. These expenditures strengthen the community in which Suncor operates and will contribute to the continuing development of Newfoundland and Labrador's offshore oil and gas industry.

Suncor is contributing to an economic legacy for the people of the province through its recruitment and training of local talent, the provision of full and fair opportunity to local businesses, and by giving first consideration to locally sourced goods and services within the province, where those goods and services are deemed competitive.

Suncor will continue its commitment to Canada-Newfoundland and Labrador Benefits throughout its operation of the Terra Nova Development and in future offshore exploration activities in Newfoundland and Labrador.