



2008

Corporate  
Responsibility  
Performance Data



## Our Approach to Reporting

We continually evaluate and strive to improve the accuracy, completeness and reliability of our measurements and reporting.

We have two main objectives in reporting our corporate responsibility performance:

- to provide relevant and timely information so stakeholders can make independent assessments and informed decisions
- to track our performance so we can identify areas for continued improvement

We use the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines to help determine which performance indicators to report. We also consider guidance from staff, investors, industry associations and experts in sustainability and reporting to ensure the issues we address and the performance indicators we report on are material to our business and stakeholders. To ensure the accuracy of our reporting, PricewaterhouseCoopers (PWC) has reviewed our performance measurements and the associated data management processes, calculation methodologies, consolidation and reporting processes for our key performance indicators.

All dollar figures are in U.S. currency unless otherwise noted. EnCana does not include performance data from non-operated assets such as our 50 percent ownership of two refineries in the U.S. (ConocoPhillips owns the other 50 percent and is operator of the refineries) unless otherwise noted. Where applicable, the GRI corresponding indicator number is listed.

In addition to the data in this document, please visit [www.encana.com](http://www.encana.com) for the complete GRI index, PWC reviewers report and a list of our policies and practices.

## Our People

Our commitment to corporate responsibility starts with our people and we demonstrate this by making EnCana a company where talented people want to work. Our total workforce has increased and our voluntary employee turnover has decreased over the past three years. Our 37 percent female workforce is higher than the industry rate of 25 percent (source: Statistics Canada).

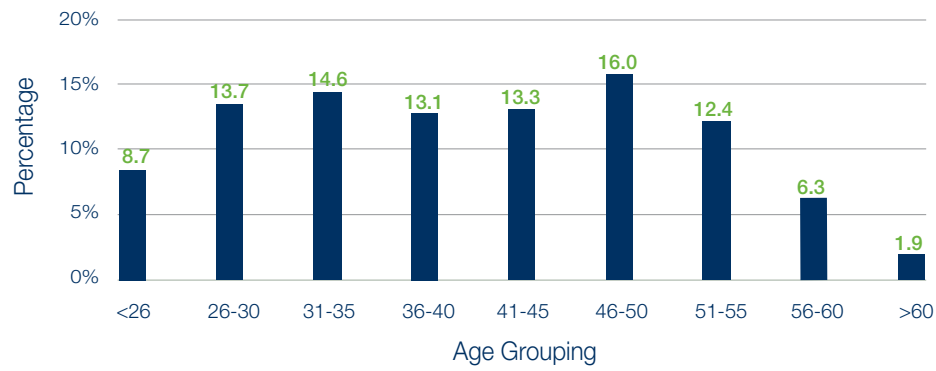
		2006	2007	2008
EC1	Employee payroll and benefits (\$ millions) <sup>(1)</sup>	824	1,183	1,297
LA1	Total workforce (employees and contractors) <sup>(2)</sup>	6,574	7,240	8,091
	Canada	4,974	5,370	5,909
	U.S.	1,542	1,838	2,177
	Other	58	32	5
LA2	Voluntary employee turnover (percentage)	6.7	5.1	3.7
	Canada	6.2	4.5	3.4
	U.S.	8.5	7.0	4.4
	Other <sup>(3)</sup>	11.7	9.1	100

*(1) Payroll includes salaries, allowances and bonuses for Canada, U.S. and expatriate employees. Benefits include, for example, medical, dental, scholarships and pensions for Canada, U.S. and expatriate employees.*

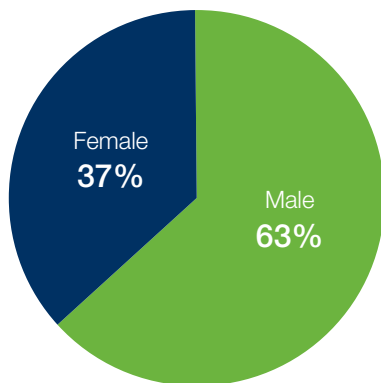
*(2) Contractors refers to contract personnel engaged to perform services for EnCana. Statistics exclude service companies.*

*(3) Other based on one voluntary termination and one remaining employee outside of Canada and the U.S. at December 31, 2008.*

## Employee Breakdown by Age



## Employee Breakdown by Gender



## Voluntary Attrition by Gender at December 31, 2008

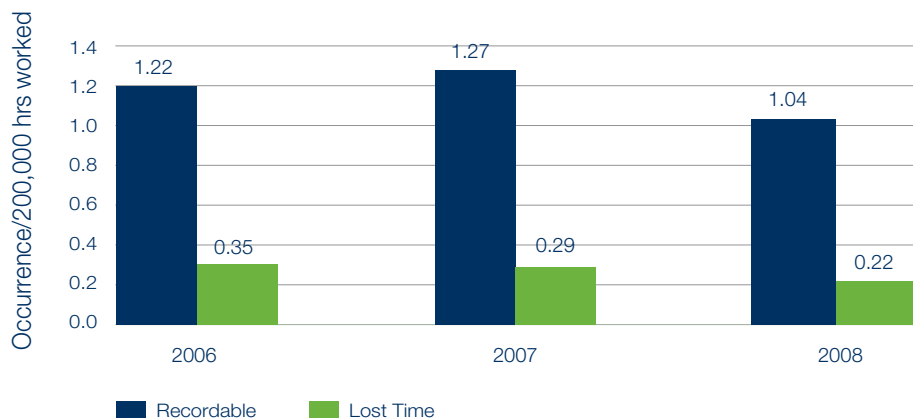
Male	3.8%
Female	3.7%
<b>EnCana Total</b>	<b>3.7%</b>

## Safety

Given that the work we do is not without risks, we stress safety as a core value across our operations. EnCana focuses on controlling hazards and preventing injuries on our worksites. This is visible in our decrease in recordable injury frequency and lost time injury frequency in 2008.

	2006	2007	2008
<b>LA7 Safety</b>			
Recordable injury frequency (employees and contractors)	1.22	1.27	1.04
Lost time injury frequency (employees and contractors)	0.35	0.29	0.22

### Injury Frequency (1) (2) (3) (4) (5)



- (1) The frequency rate is per 200,000 hours worked (equivalent to 100 person years), a standard industry measurement.
- (2) Recordable injuries include permanent total disabilities, lost work day cases, restricted work cases, medical treatment cases and fatalities.
- (3) Contractors refers to contract personnel engaged to perform services for EnCana. Statistics also include service companies (e.g. drilling companies).
- (4) Contractor portion of exposure hours is calculated from capital expenditures.
- (5) Lost time injuries include permanent total disabilities and lost work day cases.

## Environment

The impact of energy development is something many of our stakeholders are concerned about. Because each area where we operate presents distinct environmental challenges, we are constantly learning and defining how we incorporate environmental considerations into our operations. The data shows that we are reducing the volumes of our spills and waste and reclaiming the areas where we have impact.

	2006	2007	2008
<b>EN23 Spills</b> <sup>(1)</sup>			
Number reportable	219	239	256
Estimated reportable volume spilled (m <sup>3</sup> )	7,038	6,292	2,469
<b>EN13 Abandonment and reclamation</b> <sup>(2)</sup>			
Total abandoned wells (in current year) awaiting reclamation	293	940	2,551
Total abandoned wells, active reclamation complete, awaiting reclamation certificate <sup>(3)</sup>	168	622	834
Well site reclamation certificates received <sup>(4)</sup>	46	268	102
Total wells undergoing active reclamation	941	1,619	1,569
Total reclaimed land (hectares)	–	907	1,986
<b>EN22 Wastes</b> <sup>(5)</sup>			
Hazardous (tonnes) (2008 is for Alberta only)	131,100	160,000	179,433
Canada	131,100	160,000	
U.S.		0	
Non-hazardous (tonnes)	1,484,000	1,022,700	483,939
Canada	1,484,000	992,400	
U.S.	–	30,300	
<b>EN28 Environmental fines</b> <sup>(6)</sup>			
Canada (C\$) <sup>(7)</sup>	249,402	6,500	7,130
U.S. <sup>(8)</sup>	339,600	56,009	74,600

(1) Those that are required to be reported according to jurisdictional regulations.

(2) 2006 data is only for Canada.

(3) 2006 is restated as it had included the sum of total wells undergoing active reclamation and total abandoned wells, active reclamation complete, awaiting reclamation certificate.

(4) Does not include access road certificates or any British Columbia or Saskatchewan certificates.

(5) Excludes drilling wastes disposed / treated on-site and near-site (e.g. LWD) and produced water. Alberta only.

(6) Fines for non-compliance may not be levied in the same year in which the infraction occurred.

(7) The fines in 2008 were for the following: pipeline constructed not following the approved route and traversing the population of Dwarf Woolly-heads, a special concern species and violation tickets relating to road construction.

(8) The fines in 2008 were for the following: air penalties for Mamm Creek, South Rockies BU and Pavilion Booster Station, Wyoming and an air fine for a radar compressor station (Colorado).

## Environment – Air

Our measurable actions have seen a decrease of energy intensity and GHG emissions in 2008. To date, 13,605 kilotonnes of CO<sub>2</sub> have been sequestered at our Weyburn Enhanced Oil Recovery project. Our Energy Efficiency Initiative was launched to create measurable reductions in energy use and related air emissions, with an estimated 420 kilotonnes of CO<sub>2</sub> equivalent to be avoided through energy efficiency projects initiated to date.

	2006	2007	2008
EN3 Total energy use (terajoules) <sup>(9)(10)(11)</sup>	81,200	91,700	91,800
EN4 Energy intensity (gigajoules/m <sup>3</sup> OE) <sup>(9)(12)</sup>	2.34	2.54	2.51

(9) Canada oil and gas facilities only.

(10) Includes fuel gas and electricity used for production operations, not electricity in office buildings.

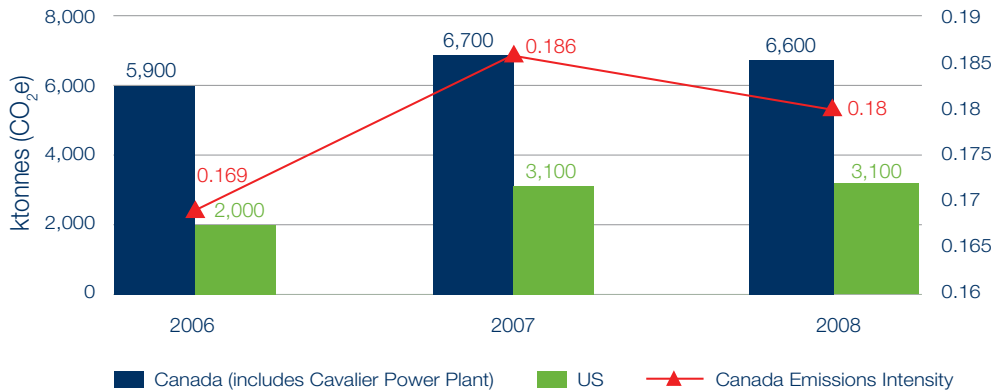
(11) 2006 has been recalculated due to factor adjustments and production accounting updates.

(12) Increase in energy usage in 2007 is due to a number of reasons including more new facilities on stream and more production through older and new facilities. The increase in energy intensity, or energy use per unit of production, is due to a higher proportion of energy used for more production at in-situ oilsands operations, higher than expected flaring at EnCana's Weyburn facility, and more compression energy required for older producing fields for the same production.

	2006	2007	2008
EN16 Direct GHG emissions (kilotonnes CO <sub>2</sub> e)			
Canada (includes Cavalier Power Plant)	5,900	6,700	6,600
U.S.	2,000	3,100	3,100
Direct GHG emissions intensity (tonnes CO <sub>2</sub> e/m <sup>3</sup> OE)			
Canada (includes Cavalier Power Plant)	0.169	0.186	0.180
U.S.	0.141	0.150	0.124

	2001	2002	2003	2004	2005	2006	2007	2008
Total Volume of CO <sub>2</sub> Sequestered at Weyburn, kilotonnes CO <sub>2</sub>	1127	1256	1544	1594	1841	1793	2057	2391
Cumulative CO <sub>2</sub> Sequestered at Weyburn, kilotonnes CO <sub>2</sub>	1127	2383	3927	5521	7362	9155	11212	13603

## Direct Greenhouse Gases and Emissions Intensity <sup>(13)(14)(15)</sup>



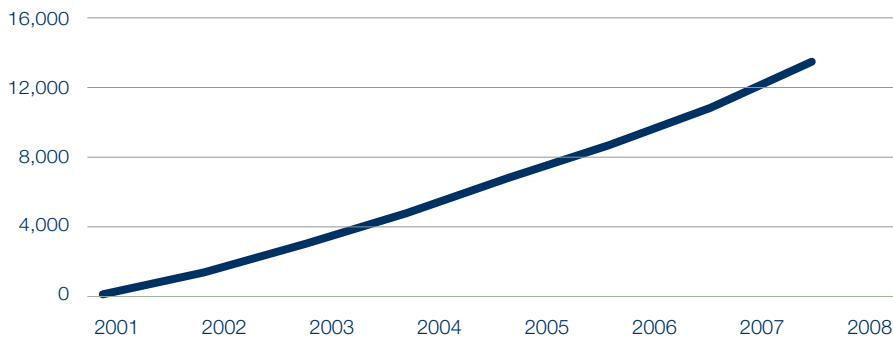
(13) Canadian and U.S. emission methodologies both follow American Petroleum Institute standards though are not directly comparable because data capture processes vary according to business system limitations. From 2006 the U.S. division estimated direct GHG emissions for smaller equipment using certain operating assumptions approved by U.S. regulatory agencies for the calculation of other air emissions. The reporting continues to evolve as systems and various regulatory emission requirements change.

(14) Includes emissions from combustion, flaring, reported venting, fugitive equipment leaks and formation CO<sub>2</sub> venting as per current StatsCan/AENV reporting per unit of product disposition. GHG emissions from 2006 to 2007 for Canadian facilities have been corrected by the updates of fuel gas compositions, the corresponding CO<sub>2</sub> emission factors, and the addition of field measurements for fugitive emissions at tested facilities. Accordingly, 2006 and 2007 tonnes of emissions corrected downward slightly.

(15) Direct operated GHG emissions.

	2003	2004	2005	2006	2007	2008
CO <sub>2</sub> sequestered at Weyburn operations (kilotonnes CO <sub>2</sub> e)	1,544	1,594	1,842	1,794	2,057	2,391

## Total Cumulative Volume CO<sub>2</sub> Sequestered at Weyburn Operations



(17) For GHG accounting purposes it has yet to be determined how much of this CO<sub>2</sub> will be attributed to EnCana.

	2006	2007	2008
<b>EN19 Nitrogen oxides (NOx) emissions (tonnes) <sup>(3)</sup></b>			
EN20 Canada	33,300	33,500	33,100
U.S. <sup>(4)</sup>	4,900	5,000	6,300
<b>Sulphur dioxide (SO<sub>2</sub>) (tonnes) <sup>(5)</sup></b>	7,200	12,100	9,000
<b>Total gas flared (103m<sup>3</sup>/yr) <sup>(6)</sup></b>			
Canada	112,500	283,200	176,500
U.S. <sup>(7)</sup>	–	22,000	63,200
<b>Total gas vented (103m<sup>3</sup>/yr)</b>			
Canada	17,600	14,800	13,200
U.S. <sup>(8)</sup>	–	93,200	106,600
<b>Solution gas conservation rate (percentage) <sup>(9)</sup></b>	97.8	97.9	97.85

<sup>(3)</sup> Estimated values based on fuel usage, type of equipment firing the fuel, and American Petroleum Institute NOx emission factors.

<sup>(4)</sup> Estimated values based on fuel usage, type of equipment firing the fuel, and American Petroleum Institute NOx emission factors or U.S. regulatory permitted NOx emission factors.

<sup>(5)</sup> Does not include Cavalier Power Plant.

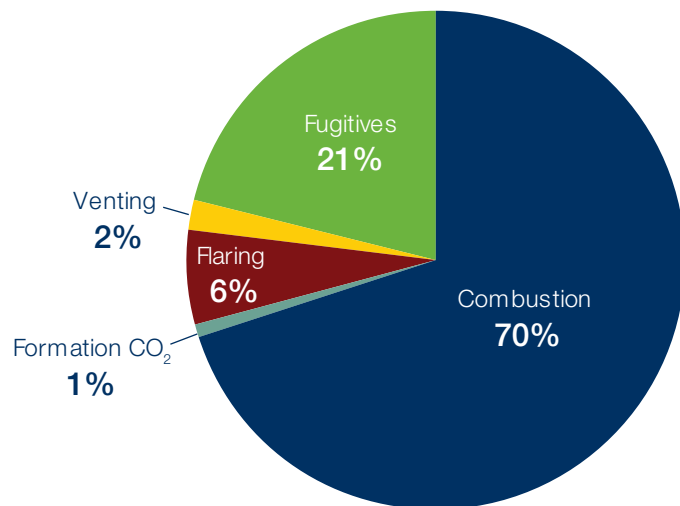
<sup>(6)</sup> 2006 data has been recalculated due to factor adjustments and production accounting updates.

<sup>(7)</sup> From 2007 to 2008, additional regulatory requirements to control ozone precursor emissions were enacted in the U.S. resulting in increases in total flared gas.

<sup>(8)</sup> From 2007 to 2008, refined calculation methodologies resulted in increases in total gas vented.

<sup>(9)</sup> Alberta only

## EnCana Canadian Divisions Direct GHG



## Community

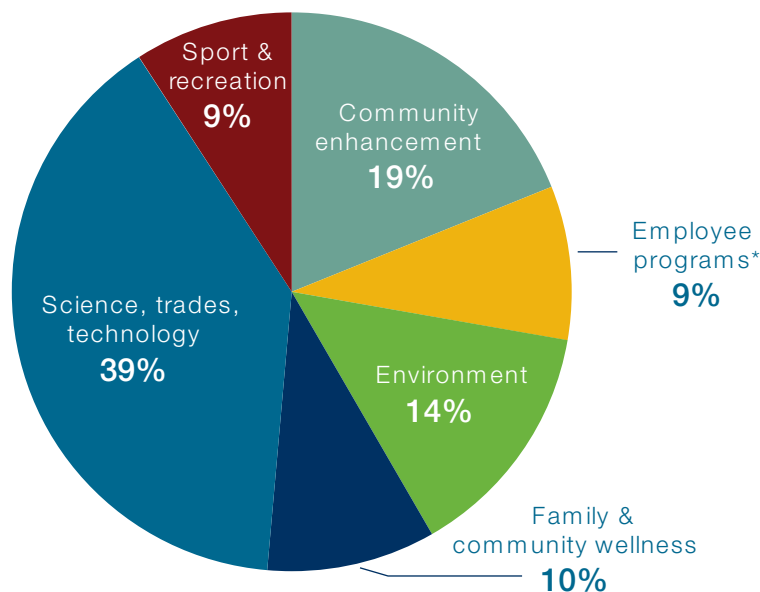
EnCana's community-based commitments contribute to our operational success. We focus on a number of specific areas to help support healthy and vibrant communities for the long term. Community investment increased by \$6.4 million in 2008 and was directed towards various programs such as community enhancement, environment, and family and community wellness.

	2006	2007	2008
EC6 Procurement from aboriginal suppliers (\$ millions) <sup>(1)</sup>	119	85	80
EC8 Community investment (\$ millions) <sup>(2)</sup>	19.9	28.2	34.6

(1) The decrease in spending is due to a continued reduction in seismic programs, completion of rig contracts and reduced construction activity.

(2) 2007 and 2006 numbers have been restated to reflect only EnCana's portion of the employee programs.

### Community Investment in 2008 (percentage)



\*(includes EnCana's portion for matching gifts, EnCana Cares)

## Economic

EnCana has a responsibility to deliver strong financial performance, which adds to long-term value for shareholders and enhances sustainability. Meeting our financial goals enables us to provide economic value to the communities where we operate. In developing our economic plans, we consider the issues that may have an impact on our business.

	2006	2007	2008
EC1 <b>Total production, net of royalties</b> (MMcfe/d)	4,383	4,371	4,639
Continuing operations			
Gas (MMcf/d)	3,367	3,566	3,838
Oil and natural gas liquids (bbls/d)	157,273	134,154	133,580
Discontinued operations (bbls/d)	11,996		
<b>Total net acreage</b> (thousands of acres)	63,976	29,019	23,612
North America	28,316	25,013	22,747
International	35,660	4,006	865
<b>Common shares outstanding</b> (millions)	777.9	750.2	750.4
<b>Market capitalization</b> (\$ millions) <sup>(3)</sup>	35,745	50,984	34,879
<b>Revenues, net of royalties</b> (\$ millions)	16,670	21,700	30,064
<b>Cash flow</b> (\$ millions) <sup>(4)</sup>	7,161	8,453	9,386
<b>Operating expenses</b> (\$ millions)	1,655	2,278	2,475
<b>Dividends on common shares</b> (\$ millions)	304	603	1,199
<b>Current taxes</b> (\$ millions) <sup>(5)</sup>	1,291	1,845	1,465
Canada	880	1,002	656
U.S.	361	836	766
Other	50	7	43

EC4 <b>Significant financial assistance received from government</b>	nothing of material value
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(1) All dollar figures are in U.S. currency

(2) This table includes production, revenue, cash flow, operating expenses, taxes and royalties from non-operated assets.

(3) Based on shares outstanding and New York Stock Exchange (NYSE) closing share price at December 31.

(4) See Non-GAAP Measures advisory on page 70 in our 2008 Annual Report.

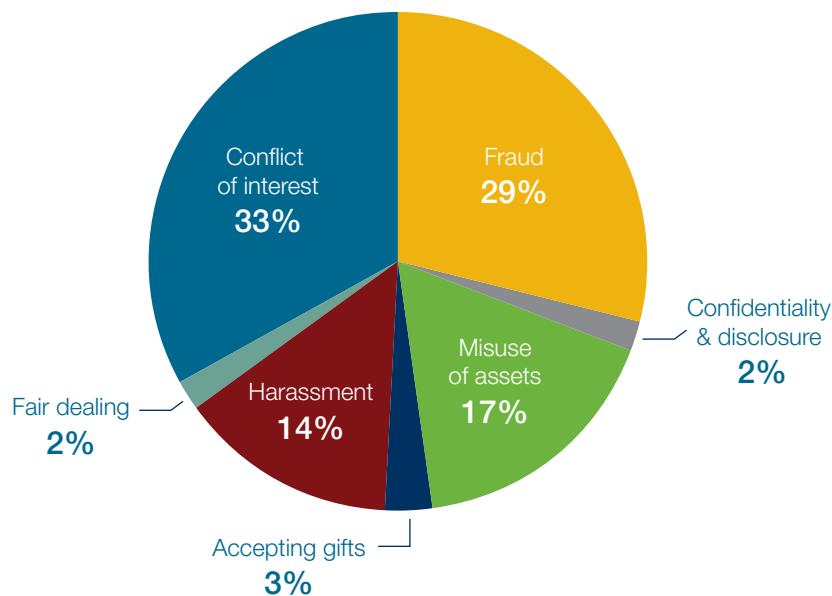
(5) Accrued income taxes and accrued production and mineral taxes. Excludes discontinued operations.

For more detailed information on our financial performance, please refer to our Annual Report

## Governance

EnCana complies with best practice corporate governance guidelines published by the Canadian securities regulatory authorities, the provisions of the U.S. Sarbanes-Oxley Act (2002)(SOX) and the rules adopted by the U.S. Securities and Exchange Commission pursuant to SOX. EnCana's approach to corporate governance includes comprehensive operational systems for monitoring, managing and reporting accurately on our business activities. We also have leadership accountabilities in place to ensure that staff acknowledge and understand our policies. These approaches, along with compliance with industry regulations in all our operating areas, help maintain the highest levels of company conduct.

### 2008 New Investigations (number of investigations)



		2006	2007	2008
HR4	Business conduct investigations (new) <sup>(1)</sup>	35	40	58

*(1) These investigations were conducted by our Investigations Committee, which was launched in 2003.*

		2006	2007	2008
HR9	Total Incidents of Violations Involving Rights of Indigenous People	–	0	0
SO2	Percentage of BUs Analyzed for Risk Related to Corruption	–	94	100
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures (sign-off of EnCana's Business Conduct & Ethics Practice)	–	94	99
SO8	Monetary value of significant fines and total non-monetary sanctions for non-compliance with laws and regulations Canada (C\$) <sup>(2)</sup>	–	–	150,000

*(2) WorkSafe BC fine relating to a contractor fatality that occurred in 2004.*

## Advisories

### Cash Flow

Certain measures in this data such as cash flow, do not have any standardized meaning as prescribed by Canadian generally accepted accounting principles (GAAP). Cash flow measures are considered non-GAAP but are commonly used in the oil and gas industry to assist management and investors in measuring the company's ability to finance capital programs and meet financial obligations. The calculation of cash flow is disclosed in the Consolidated Financial Statements of EnCana contained in the corporation's 2008 Annual Report, which is available on the corporation's website at [www.encana.com](http://www.encana.com).

### Crude Oil, Natural Gas Liquids and Natural Gas Conversions

In this report, certain crude oil and natural gas liquids (NGLs) volumes have been converted to millions of cubic feet equivalent (MMcfe) or thousands of cubic feet equivalent (Mcf) on the basis of one barrel (bbl) to six thousand cubic feet (Mcf). Also, certain natural gas volumes have been converted to barrels of oil equivalent (BOE), thousands of BOE (MBOE) or millions of BOE (MMBOE) on the same basis. MMcfe, Mcfe, BOE, MBOE and MMBOE may be misleading, particularly if used in isolation. A conversion ratio of one bbl to six Mcf is based on an energy equivalency conversion primarily applicable to the burner tip and does not necessarily represent value equivalency at the wellhead.

### Corporate Entities

This report focuses on our performance for the three years ending December 31, 2008. For convenience, references in the report to "EnCana", the "company", "we", "us", "our" and similar reference may, where applicable, refer only to include any relevant direct and indirect subsidiary corporations and partnerships (each a "Subsidiary" or if more than one, "Subsidiaries") and the assets, activities and initiatives thereof. References to financial results of operations refer to the consolidated financial results of EnCana Corporation and its Subsidiaries, taken as a whole, except when otherwise noted or the context otherwise implies. All financial data are reported in U.S. dollars and operational data are reported on an after royalties basis, unless otherwise noted.

## Measurement abbreviations

bbls: barrels

BOE: barrel of oil equivalent

CO<sub>2</sub>e: carbon dioxide equivalent

ktonnes: kilotonnes

m<sup>3</sup>OE: cubic metres of oil equivalent

Mcf: thousand cubic feet

MMcf: million cubic feet

MMcfe: million cubic feet equivalent

m<sup>3</sup>: cubic metres

10<sup>3</sup>m<sup>3</sup>: thousand cubic metres