

11. September 2023

Noble Integrator i Åmøyfjorden

NOBLE DRILLING NORGE AS (NDN)

NOBLE ANSATTES FORENING (NAF)

PROTOKOLL

Present

For company: Hilde Finnesand og Randi Mellegaard

For local union: Frode Larsen, Bår Inge Pedersen og Jørn B. Hansen

Notice of meeting

Meeting was called to discuss matters for employees on board Noble Integrator while it is laid up in Åmøyfjorden, expected from medio September 2023.

Description of situation

The operation for Noble Integrator for Aker BP is expected to be completed in mid-September 2023. The rig will subsequently be moved to Åmøyfjorden outside Stavanger, where it will lie until the next assignment for Harbor, which is scheduled to start at the beginning of January 2024. The extra positions on board (Rig admin and roustabout) will be moved from the rig, while the rest of the crew will stay on board for various work that is planned to be carried out during this period. We expect an up manning on Integrator for drilling during November 2023.

Wages and working conditions in connection with the stay in Åmøyfjorden

For this agreement, all NDN employees and employees associated with the rig via Letter of Assignment who have their place of work at Noble Integrator during the period the rig stays in Åmøyfjorden, maintain their employment as if the rig were in normal operation on the Norwegian continental shelf.

NDN and NAF agree that the current Collective Agreement and Basic Agreement between Industri Energi (IE) and the Norwegian Shipowners' Association (NSA) with amendments and additions as mentioned in this agreement, is to be regarded as a wage and employment agreement for work in this connection.

Integrator crew may be requested to perform work on other rigs if found necessary, possibly also asked to work in the office during working period.

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Amendments to the Collective Agreement:

Section 1 is replaced by: The provisions apply to employees employed by Noble Drilling Norge AS on the drilling rig Noble Integrator and employees who are affiliated to Noble Integrator via Letter of Assignment, during the period the rig stays in Åmøyfjorden.

Clause 3.3, 7th paragraph, 1st sentence is replaced by: Waiting time (leisure time) is accrued only when the place of residence during the stay is on board the facility or within the workshop area, and then is compensated by hourly wage (monthly wage / 146) per hour. Reference is made to the explanation of the protocol dated 28 May 2014 from the central wage settlement.

Clause 3.3, 7th paragraph, 2nd sentence is replaced by: If the waiting time is entitled pursuant to section 3.3, 7th paragraph, 1st sentence, the waiting time is calculated from the time fixed for departure, or after 14 days from the time the period on board started.

Clause 14.6, 1st paragraph, 2nd sentence is replaced by: Expenses related to travel from the quay in Stavanger to the place of residence and possible return are irrelevant to the company, unless otherwise stipulated.

It is further agreed that where the Collective Agreement refers to a heliport, the quay in Stavanger will be regarded as meeting place during the stacking period.

The parties also agree on the following:

The safety service continues with crew safety meetings, joint safety meetings, safety representative meetings, AMU and HSE meetings as they would have done if the rig had been in operation on the Norwegian shelf. It is encouraged to keep the same members in Rig AMU as today. Similarly, all routines for reporting adverse events and accidents are maintained.

In the event of adverse events and / or accidents that are normally reported to the NDN onshore organization, this must be reported to the NDN onshore organization as usual from the rig. The filter group for investigations must also be notified of incidents that are normally subject to reporting to the PSA. If the filter group finds it necessary, these shall be examined in the same way as if the rig were in operation on the Norwegian shelf.

If an NDN employee is involved in an incident where there is a need for an investigation, NAF and the Safety Service require to be informed, and the opportunity to have an observer present.

It is agreed that if it turns out that the assumptions and principles on which this protocol is based are changed, the agreement will be discussed again.

11. September 2023

for Noble Drilling Norge AS

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Erik Evensgaard

Operations Manager Norway & Australia

for Noble Ansattes Forening

DocuSigned by:

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Frode Larsen

Foreningsleder