

July 25, 2018

Agreement concerning work outside
the Norwegian Continental Shelf.

Maersk Drilling Norge AS (MDN)
Maersk Employees Association
(MAF)

PROTOCOL

Present during the negotiations:

For the company: Hilde Svendsen and Astrid Ivesdal

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

Agreement on lending of MDN employees for work outside the Norwegian Continental Shelf.

With reference to the Agreement of 12 August 2004, which states that when Maersk Drilling Norway AS (MDN) employees are to work outside the NCS as MDN employees, an agreement with Maersk Employees Association (MAF) must be present.

This agreement replaces the agreement regarding work outside the Norwegian Continental Shelf dated 10 January 2012.

The parties agree:

This agreement applies to personnel employed in MDN or rig company in accordance with the current appendix to the above-mentioned Affiliation Agreement, which has temporary short-term assignments outside the NCS.

Short-term assignments are defined as offshore hitches with scheduled duration of up to 14 days including work on rig during stay in shipyard on rigs that are not operated by MDN.

Work outside the Norwegian Continental Shelf in this context shall be based on voluntary participation.

Wages- and working conditions for work on units outside the NCS will be in accordance with the Collective Agreement and the Basic Agreement between Industri Energi and the Norwegian Shipowners' Association with amendments and additions as mentioned in the said Agreement.

The Basic Agreement between IE and NR as mentioned in the above paragraph applies in its entirety.

Amendments to the Agreement:

Section 1 is replaced by: The provisions apply to employees employed on units operated by MDN for the periods these employees are on board units outside the Norwegian Continental Shelf.

Section 3.3, 7th paragraph, 1st sentence is replaced by: Waiting time (leisure time) only applies when accommodation during the stay is the facility or the workshop area, and then it is paid for by hourly rate (monthly wage / 146) per hour; re. explanation to the protocol dated 28 May 2015 from the central salary settlement.

Section 3.3, 7th paragraph, 3rd sentence is replaced by: In case of short interruptions (less than 1/3 of the period on board) during the period on board, no waiting time will be due at the start of a new period on board.

Section 14.6 is replaced by: The employer provides transportation to the employee's domicile as soon as possible. The expenses incurred in connection with journey from the rig to domicile and possible return are covered by the employer.

Amendments to Section 3.3, Section 7, 1st and 3rd sentences apply in connection with work during workshop stay.

The parties also agree on the following:

- The employees maintain membership in Norwegian National Insurance Scheme during short temporary assignments (as defined above) outside the Norwegian Continental Shelf.
- MDN will make advance deductions as if working on the Norwegian Continental Shelf.
- Personnel employed on individual salary should not be more badly off related to their personal taxes than if they worked in Norway.

This agreement may be terminated by both parties with one month's notice.

Stavanger, 25. juli 2018

For Maersk Drilling Norge AS

For Maersk Employees Association

Jakob Korsgaard

Frode Larsen