

May 28, 2020

**Agreement on Maersk Intrepid
competence group**

Maersk Drilling Norge AS (MDN)

Maersk Ansattes Forening (MAF)

PROTOCOL

Present during the negotiations:

For the company: Astrid Ivesdal and Hilde Svendsen

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

Currently Maersk Intrepid operates as a hotel rig for Equinor on the Martin Linge field, where from mid-June will be 35 positions on board according to the manning that has been maintained for the rig since the autumn 2018.

In connection with the downsizing of the manning of Maersk Reacher and Maersk Interceptor in April, a planned increase of manning with 15 positions for drilling operations on Maersk Intrepid Q3 2020 was taken into account. The rig is expected to start enlarge the manning from the end of July for the purpose of familiarization and training of new crews.

The parties agree that an "Intrepid Resource Pool" will be established. This will apply for employees transferred from other rigs operated by MDN, and who are scheduled for a permanent position at Maersk Intrepid when the rig is increasing the manning, 44 employees in total. In addition, personnel with the lowest seniority currently affiliated with Intrepid in relevant positions where there yet will not be a full crew are to be included in this Resource Pool.

Employees in the "Intrepid Resource Pool" will be informed of the planned 2-4 rotation from time when the rig will start increase of manning. As the final day for crew-change is not known, the starting point for the rotation will be Wednesdays, however with two (2) days flexibility at both ends (Monday/Friday as departure day going offshore). The personnel may be used on all rigs operated by Maersk Drilling Norway in Norwegian waters.

For personnel involved, they will be transferred to the "Intrepid Resource Pool" from ending of the final leisure period after their last hitch on another rig or from the disposable plan in the regular Relief Pool. If someone starts work before completion of the leisure period, lost leisure time will be settled in accordance with the Collective Agreement. The individual employee in this group is re-allocated in a fixed 2-4 rotation at the first departure offshore to the fixed crew on Intrepid, first trip at latest after September 1st.

Employees who are affiliated with the "Intrepid Resource Pool" may also be sent on courses during a planned period of onboard in accordance with this agreement, ref The

agreement between Industri Energi (IE) and the Norwegian Shipowners' Association (NR), section 9.2.

The agreement on temporary lay-offs on Maersk Intrepid dated May 14, 2020 is hereby repealed, which means that the forthcoming 45 lay-offs will not be implemented.

May 28, 2020

Maersk Drilling Norge AS

Maersk Ansattes Forening

Jakob Korsgaard
VP Head of Operation Norway

Frode Larsen
Leader local Union (IE)