

PROTOCOL

Meeting held 15th July, between Shelf Drilling (Norway) AS and Shelf Drilling Ansattes Forening (SDAF), the local Styrke club, regarding annual salary adjustments for the group of individual paid offshore employees.

Attendees:

On behalf of SDAF : Sindre Dybvik
On behalf of Shelf : Rolf Morales, Anja Danielsen

ANNUAL SALARY ADJUSTMENTS JUNE 1ST 2025 – INDIVIDUAL PAID POSITIONS

In accordance with §4 of the Collective Bargaining Agreement, a meeting was held between Shelf Drilling (Norway) AS and the local Styrke union branch, SDAF, to discuss the annual salary adjustments for individually paid offshore personnel.

Following the central negotiations between the Norwegian Shipowners' Association and the unions Styrke, SAFE, and DSO, it was agreed that individually paid employees are to receive a salary increase within a total framework of 5.45%. Each individually paid employee is guaranteed a minimum general increase of 4.45%.

In addition to the minimum increase of 4.45%, salary harmonization has been carried out within two job categories, and all employees receive an equal fixed increase.

Employees who are members of Styrke have received a salary adjustment in line with the outcome of the central negotiations, resulting in a total increase of 5.51%.

SDAF is satisfied with the outcome of the local negotiations and has agreed to the proposed adjustments. SDAF considers the result to be in line with the intent of the central agreement and believes it ensures fair treatment of its members.

The new adjusted salaries will be paid on August payroll, retroactive June 1st, 2025.

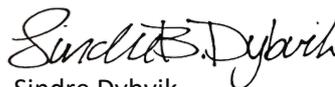
July 15th, 2025

Shelf Drilling (Norway) AS



Rolf Morales
Rig Manager

SDAF



Sindre Dybvik
Leader of SDAF