

PROTOKOLL

On the 03.07.2025, a meeting was held between Shelf Drilling (Norway) AS (hereinafter Shelf) and the local Styrke Club, Shelf Drilling Ansattes Forening (hereinafter SDAF) to address terms and conditions regarding voluntary training and development

Attendees:

For SDAF : Sindre Dybvik, Stuart Imrie
For Shelf : Rolf Morales, Martin Olsen, Anja Danielsen

TERMS AND CONDITIONS, VOLUNTARY TRAINING AND DEVELOPMENT

The goal of all skills development is to ensure the company's competence needs are met both in the short and long term, as well as to facilitate conditions for employee well-being, growth, and development.

Responsibility for skills development and training is twofold. The company is responsible for offering and facilitating training initiatives, while each employee is responsible for their own learning and development.

The parties agree that the company will cover necessary travel, accommodation, per diem, and course fees for skills development courses not included in the company's current Training Matrix. Overtime or other additional compensation beyond the fixed monthly salary will not be paid in connection with participation in such courses, and employees will not experience any salary deductions.

Requests to participate in skills development courses must be recommended by the onboard department manager, submitted to the local HR for verification, and approved by the Rig Manager before booking with the course provider is made.

As a condition for approval of participation in skills development courses, the employee must be identified as a potential candidate for promotion, either in the short or long term.

Upon completion of the course, the employee is responsible for sending a copy of the course certificate to HR.

In the event of any uncertainty regarding the meaning or wording of this agreement, the Norwegian version of the agreement shall prevail.

Sandnes, 03.07.2025

Shelf Drilling (Norway) AS


Rolf Morales
Rig Manager

Shelf Drilling Ansattes Forening (SDAF)


Sindre Dybvik
Leader for SDAF