

AGREEMENT

between

The Confederation of Norwegian Enterprise (NHO)/Offshore Norge

and affiliated operator companies

on the one hand

and

the Norwegian Confederation of Trade Unions (LO), Forbundet Styrke

and relevant sections of the union

on the other hand

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PART I

The Basic Agreement of 2022.

PART II

1 SCOPE OF APPLICATION

These provisions shall apply to employees working on fixed installations on the Norwegian continental shelf who are paid in accordance with the part of this agreement relating to wages.

These provisions shall also apply to operator companies engaged in oil and gas production from mobile production units.

The part of this agreement relating to wages applies in its entirety to new employees undergoing training.

For as long as this agreement remains in force, neither party may enter into new agreements for other operator companies that contain provisions concerning wages and working conditions that differ from the provisions of this agreement.

2 EMPLOYMENT AND DISMISSAL

2.1 Employment is based on a written contract signed by the employee and the employer.

The contract shall be a standard contract and shall be in Norwegian.

The contract shall refer to current agreements (the Basic Agreement and the Collective Wage Agreement), which shall be given to the employee along with other current provisions concerning their work.

2.2 Notice of dismissal shall be given in writing by both parties. The rules relating to dismissal in the Working Environment Act shall apply for work under this agreement.

2.3 In cases of dismissal where the notice period pursuant to the provisions of Section 15-3 of the Working Environment Act expires on a specified date (i.e. at the end of a month), employment shall terminate immediately after completion of the last period on board before the stipulated date.

Upon termination of their employment, the employee shall be paid any outstanding wages, including wages for accumulated days off which cannot be taken as compensation time due to the employee's termination.

2.4 In cases of dismissal where the notice period pursuant to the provisions of Section 15-3 of the Working Environment Act expires on a specified date (i.e. at the end of a month), which according to the employee's shift schedule falls during a period on board, their employment shall not terminate until after completion of this period on board.

As regards the actual settlement, reference is made to the 2nd paragraph of Article 2.3 above.

2.5 If the termination is due to the termination/expiry of a contract, the Working Environment Act's provisions for dismissal shall apply.

3 WORKING HOURS AND SHIFT SCHEDULES

3.1 Definitions

Work period: The period (normally 12 hours) during which the employee is at work for the employer over the course of 24 hours.

Period on board: The period during which the employee stays continuously on installations falling under the scope of the regulations, cf. Royal Decree of 27 November 1992.

Leisure period: The time between two periods on board.

Shift work: A work schedule in which the employee's work period is scheduled at different times of the day/night in accordance with a work schedule determined in advance.

Work schedule: Shift schedule showing periods on board and leisure periods.

Work cycle: A defined part of the work schedule, with periods on board and leisure periods, repeated regularly and together amounting to weekly working hours in accordance with the regulatory provisions relating to working time.

Shuttling: Shuttling means transport between fixed and/or floating installations.

Daytime work: Normal working hours during the day in accordance with the company's practice.

3.2 Working hours

Regular working hours shall not exceed 12 hours a day and 33.6 hours a week on average during a period not exceeding one year.

The employee shall be given a work schedule which includes periods on board the installation and, if possible, safety training, as well as summer and winter holidays.

This schedule shall indicate when a period on board begins and when it ends.

Reference is otherwise made to the "Regulations relating to Health, Environment and Safety in the Petroleum Activities (the Framework Regulations).

When the transport situation entails that a 12-hour work period must be split on the departure and return days, this shall not entail any additional payment.

The practice of daylight-saving time does not entail any change in the wage disbursement for employees that are affected by this in the spring/autumn.

3.3 Periods on board

The length of periods on board shall be agreed between each company and the local trade union.

In principle, an employee shall normally not return to shore on a later flight than that on which they arrived at the field.

Extra time worked in connection with a regular period on board is only permitted pursuant to Section 10-6 of the Working Environment Act and shall be remunerated with overtime pay pursuant to Article 6.2.

If the employer, through no fault of its own, is unable to carry out a change of crew in due time, for example in the event of adverse weather conditions, technical issues with the helicopter or because the relief worker has fallen ill, the employee(s) in question shall continue in service to the extent reasonable if significant difficulties for the installation or other persons on board would otherwise arise.

Any waiting time offshore exceeding the length of a normal period on board according to each company's contract shall be paid as follows:

$$\text{Total hourly wage} = \frac{\text{standard wage incl. offshore compensation and holiday pay}}{1752}$$

Before any waiting time payment shall apply, the employee must work a whole, normal period on board. This also applies to part-time workers with an agreed period on board which is shorter than normal.

The lost leisure time will thereby have been settled.

Normal periods on board include the absence of shop stewards, safety representatives and members of working environment committees when performing their work pursuant to the Basic Agreement and the provisions of the Working Environment Act. This also applies to employees summoned ashore by the company during their period on board in connection with work, courses, meetings, etc.

Any waiting time at a heliport exceeding one hour after normal departure time (due to delayed helicopter departure) shall be compensated as follows:

$$\text{Total hourly wage} = \frac{\text{standard wage incl. offshore compensation and holiday pay}}{1752}$$

starting from the helicopter's scheduled departure time.

In instances where the departure is delayed and the employee is ordered to work beyond the duration of a normal full period on board, waiting time payment will apply after the end of the normal period on board. For such waiting time payment to be applicable, the employee must arrive at the agreed time and place for a full, normal period on board.

In the event of cancelled mandatory extra work prior to the work schedule, waiting time payment will apply after a full normal period on board (168 t), from the time of planned departure time if the employee arrives at the agreed time and place.

If waiting at a heliport occurs during what should have been working hours on the shelf, and/or when the employee is sent home or to a hotel from the heliport, payment for waiting time shall be suspended.

If the company asks an employee to postpone their departure from home or move the return trip from the field forward, standard scale wages shall be retained, including offshore compensation, even if this results in fewer days on the shelf than established in the work schedule.

Provided that the employee shows up at the scheduled time and place, they will be entitled to full wages pursuant to their offshore work schedule when waiting for a delayed helicopter.

3.4 Changing the work schedule and place of work

For operational reasons, it may become necessary to transfer personnel from one area or platform to another. In such situations, the company will decide which employee is to be transferred and also their destination.

No-one benefits from unnecessary changes in the work schedule/platform, but crew requirements and the employees' wishes may make this necessary.

The wishes of individual employees will be taken into consideration whenever possible, as well as those of the whole group or groups of employees.

In the event of changes to a work schedule at an employee's request, no compensation for any loss of leisure days will be given. Insufficient hours worked as a result of an extended leisure period shall not result in any wage deduction or a need for an employee to make up the difference in working hours.

In the event of mandatory change to the work schedule, compensation will be given for 12 hours of total hourly wages per leisure day lost in addition to normal wages.

At each company, the parties shall agree on further guidelines on how to practice the provision above. Such guidelines shall not be a deterioration of established practices in each company or conflict with the wording of the provision.

The provisions in the 5th paragraph also apply for any changes to work schedules due to a change of position.

3.5 Change of work period

Employees shall be notified of any changes to a work period as soon as possible. Moving a work period will not be compensated when the employee has been notified of this before departure from the heliport. When the employee is informed of a changed work period after the helicopter departs, the current overtime bonus shall be paid for hours worked in excess of normal, scheduled hours during the first two work periods. Changing the work period during the expanded period on board and transitions to/from the expanded period on board shall be compensated correspondingly. No inconvenience allowance shall be paid when a planned change is cancelled.

Example:

- A If the employee changes from working from 0600 - 1800 h.
to working from 1200 - 2400 h,
they will be paid 6 hours x overtime bonus of 65% for the two first work periods.
- B If the employee changes from working from 0600 - 1800 h
to working from 1800 - 0600 h,
they will be paid 12 hours x overtime bonus of 65% for the two first work periods.

3.6 Working time arrangements

In the 2000 settlement, the central parties agreed that for the offshore agreements, contractual holidays shall be laid to the leisure periods of the work cycle.

When a 2–4 work schedule is established locally, the following conditions must be met:

- The parties shall agree locally on specific cooperation measures to improve efficiency, productivity and flexibility regarding the use of personnel, and shall actively contribute toward avoiding a crew increase – insofar as possible.
- When a work schedule is agreed with a lower number of hours per year than 1582, the pay shall be reduced correspondingly. When a 2–4 work schedule is agreed, an annual average of 122 hours will be due. A deduction of 10.16 hours per month will be made for these hours, calculated at 7.71%. It was agreed in the 2006 settlement that the wage deductions of 7.71% for 2-4 work schedule shall lapse.
- When working hours of less than 1582 hours are permanently introduced for any employee, the basis for sickness benefits and pensionable income shall be reduced correspondingly.
- Transitioning to a new work schedule, for example 2-4, shall not entail any additional expenses for the company, in the form of compensation for swing shifts, overtime, waiting time and/or lost leisure time.

2-3-2-4 work schedules will mean that average annual working hours in 2002 will be 11 hours longer than standard working hours. From 1 January 2002, the average number of hours under the established work schedule exceeding 1582 hours will be compensated by 11 overtime hours in the respective year.

In the event of future working hours reductions, the agreed number of working hours on the shelf, 1460 hours, shall be maintained until the agreed number of hours is harmonised by working hours reductions in the industrial sector / society at large. Such reductions are compensated with at financial value if the general working hours reductions are implemented without a reduction in pay.

4 WAGE SYSTEM

Wage system for operator companies excl. catering:

4.1 Wage group position

Wage group Position

A1	Working foreman
A	Senior trained worker/senior technician
B 1	Skilled worker/technician with trade certificate or similar training
B	Administrative staff, crane operator, warehouse personnel (matr. Exp.)
C	Administrative staff
E	Roustabout/roughneck, administrative staff, junior skilled worker/operator, warehouse personnel (storekeeper)

The working foreman's wage is set on an individual basis, taking into consideration the company's wage conditions and other factors, as well as the employee's competence, experience, training, length of employment, line of work and responsibilities.

Working foreman means a shift operator and other operators who do not have personnel responsibility and who have been set to distribute and control work on behalf of the employer while playing a substantial role in operative work.

Any deviation from the above wage group positions for employees in the various categories, including combined positions, will be agreed at each company in local negotiations based on the content of the position.

Promotion to wage group A is based on operational needs or needs for special competence.

- 4.1.1 In the event of promotion to a higher wage group, each employee shall be placed in the wage level which, in terms of monetary amount, is immediately above the employee's wage level before the promotion.
- 4.1.2 New employees shall be placed at wage level 0. See Articles 4.1.3 and 4.1.4 for exceptions.
- 4.1.3 Relevant offshore experience is credited up to the same wage seniority as the employee had in their last job. To the extent the company has established a wage matrix according to 4A with a corresponding provision, the local agreement will be continued.

- 4.1.4 Upon employment, employees with relevant experience not covered by Article 4.1.3 will be credited with seniority as follows:

Relevant experience:	Credited with:
0 years - up to 3 years	0 wage levels
3 years - up to 6 years	1 wage level
6 years - up to 9 years	2 wage levels
9 years – and more	3 wage levels

Employees with relevant experience from their own company will be credited with seniority upon employment as follows:

0 years - up to 2 years	0 wage levels
2 years - up to 3 years	1 wage level
3 years - up to 4 years	2 wage levels
4 years - up to 5 years	3 wage levels
5 years - up to 6 years	4 wage levels
6 years – and more	5 wage levels

- 4.1.5 Employees hired during the period from 1 January to 30 June will receive a seniority increment on 1 January of the following year.

Employees hired during the period from 1 July to 31 December will receive a seniority increment from 1 January of the second year of employment.

When temporary employees are given permanent employment, seniority will be credited fully for the total time worked. The second paragraph shall not apply to the first increment if the temporary employee has accumulated more than half a full-time equivalent (791 hours) at the time of employment. In this case, they will be included in the next increment. The second paragraph applies for employees who have worked less than half a full-time equivalent.

- 4.1.6 Parental leave

In connection with the local wage negotiations, the company shall also carry out a wage assessment of employees who are absent due to parental leave.

- 4.1.7 Forbundet Styrke may demand negotiations to determine wages for positions not mentioned in Article 4.1.

- 4.1.8 In connection with compulsory military service, the employee will earn the same wage seniority as if they had been at work.

Compulsory military service in the Armed Forces shall be credited as wage seniority in connection with employment in a permanent position after such service has been completed.

Protocol addition

New last point applies from 1 June 2024

4.2 Wage table as of 1 June 2024 / 2-4 work schedule

OPERATOR COMPANIES

OPERATØR, OLJEBORINGS- OG FORPLEININGSBEDRIFTER - 1460 timer										
Lønnstabell per 1.6.2024				0	1	2	3	4	5	
	0	1	2	3	4	5	6	7	8	9
A	720 741	731 286	741 834	752 380	762 927	773 474	784 021	794 568	808 393	819 392
	807 230	819 040	830 854	842 665	854 478	866 290	878 103	889 916	905 400	917 719
B 1	710 210	720 364	730 517	740 671	750 826	760 979	771 133	781 287	794 722	
	795 435	806 807	818 179	829 551	840 925	852 297	863 669	875 042	890 089	
B	700 772	710 533	720 293	731 521	740 332	749 142	759 340	770 159	782 142	
	784 864	795 796	806 729	819 304	829 172	839 039	850 460	862 578	875 999	
C	682 497	691 010	699 522	708 035	716 549	725 061	733 574	742 086	753 880	
	764 397	773 931	783 465	792 999	802 534	812 068	821 603	831 137	844 345	
E	674 920	682 752	690 585	698 417	706 247	714 079	721 910	729 743	740 855	
	755 910	764 682	773 455	782 227	790 997	799 768	808 539	817 312	829 757	

Line 1 = annual wage excluding holiday pay

Line 2 = annual wage including holiday pay

The central parties in the 2002 settlement agreed that, as regards the shelf agreements, contractual holidays shall be taken during leisure periods. 2-3-2-4 work schedules mean that average annual working hours in 2002 will be 11 hours longer than standard working hours. As of 1 January 2002, the average number of hours under the established shift schedule exceeding 1582 hours will have a fixed compensation of 11 overtime hours each year.

As regards senior employees and employees with impaired health, the parties may locally establish work rotations with fewer hours worked than a normal full-time equivalent. The basis for such rotations must be that the parties at each company agree that too little time worked must be offset by wage deductions corresponding to the reduced number of hours. The same must apply if such arrangements are implemented on the basis of other needs.

4.2.1. Temporary positions

An employee who serves for one whole day or more in a higher-placed position within the same collective agreement area than their present employment is entitled to the wage agreed for the higher position during the time they worked in this higher position.

4.2.2. Temporary senior positions

Employees in a subordinate position acting temporarily in a senior position will be given a compensation of NOK 578 for each day they serve in this capacity. The agreement's provisions shall otherwise apply.

4.3 Offshore compensation

The total wage in Article 4.2 (line 2) includes a 47% offshore compensation. Offshore compensation includes remuneration for the special conditions which offshore work entails and which are not otherwise compensated in this agreement.

Wage system for catering employees in operator companies:

4.1 Wage group position

Wage group Position

A	Chef
B1	Cook, baker and confectioner with trade certificate, senior cleaner
B	Cleaning assistant with a cleaning trade certificate
C	Service worker with cleaning trade certificate
E	Cook, baker and confectioner without trade certificate, cleaning assistant

The wages of stewards/heads of catering and section managers [*fagledere*] shall be set on an individual basis, taking into consideration the wage conditions in the company and other factors, as well as each employee's competence, experience, education, time of employment, line of work and area of responsibility. Articles 3, 4.1 and 4.2, as well as 5 – 10, of the Agreement shall not apply for these employees.

Employees who have been employed as cook/baker in offshore service must, in addition to their normal work tasks, also perform cleaning work as instructed. Among other things, this applies to cleaning the ceilings and walls of their own work area. This work must be performed during ordinary working hours and without additional pay, as this is compensated in the wages indicated in Article 4.2.

- 4.1.1 In the event of promotion to a higher wage group, each employee shall be placed at the wage level which, as regards monetary amount, is immediately above the wage level the employee had prior to the promotion.
- 4.1.2 New employees shall be placed at wage level 0. As regards exceptions, see Article 4.1.3 and 4.1.4.
- 4.1.3 Relevant offshore experience within operating, production and catering companies is credited with up to the same wage seniority as the employee had in their last job.
- 4.1.4 Upon employment, employees with relevant experience not covered by Article 4.1.3 will be credited for seniority as follows:

Relevant previous experience:	Credited with:
0 years - up to 3 years	0 wage levels
3 years - up to 6 years	1 wage level
6 years - up to 9 years	2 wage levels
9 years and more	3 wage levels

Upon employment, employees with relevant experience from their own company will be credited for seniority as follows:

0 years - up to 2 years	0 wage levels
2 years - up to 3 years	1 wage level
3 years - up to 4 years	2 wage levels
4 years - up to 5 years	3 wage levels
5 years - up to 6 years	4 wage levels
6 years and more	5 wage levels

- 4.1.5 Employees hired during the period from 1 January to 30 June will receive a seniority increment on 1 January of the following year.

Employees hired during the period from 1 July to 31 December will receive a seniority increment on 1 January of their second year of employment.

When temporary employees are given permanent employment, seniority will be credited fully for the total time worked. The second paragraph does not apply for the first increment if the temporary employee has accumulated more than half a full-time equivalent (791 hours) at the time of employment. These employees will be included in the next increment. The second paragraph applies for employees who have worked less than half a full-time equivalent.

- 4.1.6 Forbundet Styrke may demand negotiations to determine the wages of positions not mentioned in Article 4.1.

- 4.1.7 In connection with compulsory military service, the employee will earn the same wage seniority as if they had been at work.

Compulsory military service in the Armed Forces shall be credited as wage seniority in connection with employment in a permanent position after such service has been completed.

Protocol addition

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- 4.2. Wage table as of 1 June 2024 / 2-4 work schedule

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	755 910	764 682	773 455	782 227	790 997	799 768	808 539	817 312	829 757	

Line 1 = annual wage excluding holiday pay

Line 2 = annual wage including holiday pay

2010 settlement

Cleaning assistants who acquire a trade certificate in subsequent years will advance from wage group E to wage group B the month after documented trade certificate has been received by the company.

The promotion will be part of the settlement in each individual year. New employees with trade certificates are placed directly in the wage group B scale, minus 1/3.

The chef and senior cleaner are given a supplement of NOK 1,850 per month + holiday pay.

4.2.1 Temporary positions

An employee who serves for one whole day or more in a higher-placed position within the same collective agreement area than their present employment is entitled to the wage agreed for the higher position during the time they worked in this higher position.

4.2.2 Temporary senior positions

Employees in a subordinate position acting temporarily in a senior position will be given a compensation of NOK 578 for each day they serve in this capacity. The agreement's provisions shall otherwise apply.

4.3 Offshore compensation

The total wage in Article 4.2 (line 2) includes a 47% offshore compensation. Offshore compensation includes remuneration for the special conditions entailed by offshore work, and which are not otherwise compensated in the agreement.

4.A Company-specific wage systems for operator companies

1. The wage system described in Article 4 shall not prevent the local parties from reaching a special agreement on a separate wage system to replace the wage system under this agreement.

All company-specific wage systems must meet the following criteria:

- The company-specific wage system must be a matrix system with position groups and seniority provisions specifying the employee's wages. For position groups higher than the present wage group A, the local parties may agree on individual remuneration.
- If relevant, bonus payments may be combined with the company-specific wage system and must be based on demonstrable improvements in performance and/or results in the company/group.
- Local negotiations must be held each year until an adjustment date, which is 1 June each year. The level of the adjustment shall be no less than the adjustment given in the shelf agreements pursuant to Article 2 a), unless the parties have agreed otherwise.
- If relevant, special local agreements shall have the same duration as this Agreement.

- The local wage system must be approved by the union and the national association before it is implemented. The same applies to future changes.
- This system is a trial arrangement for the 2000-2002 contract period.
- If the local parties are unable to agree on a company-specific wage system, the wage system in this agreement shall apply in full.

2. New wage adjustment clause in the shelf agreements:

At 1 June each year, negotiations shall be conducted between the national association and the unions. In connection with this, adjustments shall be made to the Agreement's wage matrix, which must:

- a) Correspond to the regular, annual wage settlement as per 1 June.
- b) Ensure that wage developments under this agreement are approximately the same as the average wage development under the company-specific wage systems.

Potential bonus payments in the operator companies are not included in the calculation basis for wage developments.

Note:

Even if the right to automatic wage adjustment pursuant to Article 4A (2) (b) lapses, this shall not prevent the organisations from demanding compensation for bonus paid in the oil companies. Offshore Norge will be free to consider such demands.

5 APPRENTICES

Vocational training and further education

The companies face major challenges in the years to come, not least as regards technological developments. The introduction of new technology and changes in modes of production will also mean that the employees will be faced with new and greater demands for competence.

The parties have a shared goal to ensure that employees shall be able to qualify themselves to master the tasks assigned to them at any given time. The necessary training and further education will be decisive in this context. The parties presume that all employees are willing to undergo the necessary vocational training that the company deems necessary in order to meet the elevated competence requirements the position demands.

Vocational training shall take place pursuant to the Education Act and provisions laid down at any given time pursuant to this Act and the provisions of the Basic Agreement.

The parties agree on the following:

- that the company and the employee representatives discuss the need for taking on apprentices, thus providing for the necessary number of apprentices.

- the local parties are encouraged to discuss support for relevant schemes such as support for travel and moving expenses, and evaluating the need for measures that increase mobility and the supply of apprentices.
- apprentices and candidates for experience-based trade certification shall incur no financial expenses for e.g. course fees and study materials in the period leading up to the trade examination. The employer shall cover wages during the practical examination and the theoretical part of the trade examination for apprentices. The employer shall not be obligated to cover wages more than once for the same subject.
- to work jointly toward continuous updates to vocational training, thus ensuring optimal conformity with industry requirements at all times.
- to endeavour to ensure that the scheme whereby the trade examination can be taken under Section 3-5 of the Education Act (the Experience-based Trade Certificate Candidate Scheme) is upheld also in the future.
- that the relevant vocational training committees seek to establish training services for updating the skilled workers' qualifications, in line with changed work requirements, working conditions, new technology, etc.

Further education

The companies are encouraged to address training issues systematically in line with Chapter 18 of the Basic Agreement and Article 13-8, which states: The Works Council shall have the authority and responsibility to stipulate general guidelines regarding vocational training for company employees, as agreed by the members of the Council. The same shall apply to guidance for new employees. The Works Council may also be a forum for the employees' active co-determination as regards general training issues.

The parties recommend that the local parties adapt their work organisation and internal company agreements with a view toward the inherent demands of new technology.

Wage provisions for apprentices:

1. Apprentices pursuant to Reform 94:

The primary model for vocational training comprises 2 years of upper secondary school (Levels 1 and 2), plus 2 years of apprenticeship in a company, of which 50% is training and 50% productive time.

Hourly earnings of apprentices constitute a percentage of the hourly earnings excluding all supplements for the company's newly-trained skilled workers.

<u>1st 2nd 3rd 4th</u>	<u>5th 6th 7th 8th half-year</u>
School	30 40 50 80 per cent

2. Apprentices in trades requiring 3 years of training in upper secondary school (Levels 1-3) plus 1 year of apprenticeship will be on the following wage scale:

<u>7th 8th half-year</u>
50 80 per cent

3. Apprentices in trades with 3 years of training in upper secondary school (Levels 1-3) plus 1 1/2 years of apprenticeship will be on the following wage scale:

<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>half-year</u>	
40	50	80	per cent	

4. For apprentices who have not completed Levels 1 and 2 pursuant to Reform 94, the distribution of a skilled worker's aggregate wage over the course of the apprenticeship shall be agreed locally. The company must register apprentices for compulsory school training.
5. The parties agree that the above-mentioned wage provisions relating to Reform 94 shall be applied under the assumption that state support for the apprenticeship scheme remains at the level presumed when the reform was introduced.
6. Apprentices above the age of 18 working overtime will be paid as much as an unskilled labourer.
7. The above provisions shall apply if no other schemes have been agreed locally within the framework of current guidelines for paying apprentices pursuant to Reform 94.
8. Apprentices will have half their apprenticeship (one year) approved as wage and company seniority in the event of employment in the company.

6 OVERTIME

- 6.1 Overtime work shall be kept to a minimum and only used when justified by particularly important considerations, see Section 10-6 of the Working Environment Act.
- 6.2 Work exceeding 12 hours a day is regarded as overtime and will be compensated by adding a 65% bonus to the total hourly wage.

$$\text{Total hourly wage} = \frac{\text{standard wage incl. offshore compensation and holiday pay}}{1752}$$

A commenced half-hour shall be recorded as half an hour.

- 6.2 Employees who are called out for work outside regular working hours shall receive overtime pay for at least 2 hours. This does not apply to overtime directly connected with regular working hours.
- 6.4 Due to the special work situation of nurses, they will receive remuneration for irregular working hours at 8% of their basic wage and offshore compensation. This is regarded as full compensation for time spent on medical/patient-focused work outside normal working hours during normal periods on board.

SAR service, training and instruction assignments during leisure time, and accompanying patients ashore during leisure time shall be compensated by overtime pay for the time spent.

7 INCONVENIENCE ALLOWANCE

7.1 When night lodgings must be improvised and the employee is not given a bed in a cabin, is compensated with an inconvenience allowance of NOK 780 per night. The employee shall be issued toiletries.

7.2 The following applies to operator companies, excl. caterers:

Use of a mask with air exchanger or full-face mask in the event of sand blasting or spray painting is compensated with an hourly allowance of NOK 30 for the hours worked. Welding helmets and the like do not qualify for an inconvenience allowance.

Internal cleaning of tanks is compensated in accordance with the above.

7.3 Employees who are called out during leisure periods for onshore consultations, briefings, meetings, etc., shall be given an allowance for this. The same applies for participation in digital meetings where the employee is required to participate.

The remuneration shall amount to the total hourly wage + 65 % for the time actually spent, yet no less than 2 hours. Mandatory meetings, consultations and briefings in connection with offshore travel (up to 2 hours prior to scheduled check-in) shall be compensated by the total hourly wage + 65 % for the time actually spent.

7.4 The following applies to operator companies excl. caterers:

Positions related to drilling shall be remunerated with an allowance of NOK 90 for work with oil-based drilling mud for each 12-hour shift worked.

7.5 Cleaning contaminated cabins

Employees who are ordered to perform a washdown/thorough cleaning of a contaminated cabin (as defined by the platform manager) shall be compensated in the amount of NOK 525 per washdown.

7.6 Employees with competence/included in a search and rescue team with a smoke diver function that meets medical requirements and physical tests (fitness test and strength requirements), shall be compensated with NOK 12,000 each year, including offshore compensation and holiday pay.

Protocol addition

As a result of this any local agreements regarding search and rescue team with a smoke diver function lapses.

8 SHIFT/NIGHT BONUS

As regards shift and night work, a bonus of NOK 96 shall be paid per hour worked outside daytime working hours (cf. Article 3.1). Hours compensated by an overtime allowance pursuant to Article 6.2 (work exceeding 12 hours per 24 hour period) do not qualify for a bonus.

Employees required to take part in consultations of at least 15 minutes per shift under round-the-clock shift schedules shall receive a shift and night bonus of NOK 121 per hour.

The local parties will discuss and decide which employee groups in the company will be included in this consultation scheme.

No employee shall leave their place of work before being replaced and the replacement has been informed of the work situation.

9 SHUTTLING

- 9.1 Time spent travelling/waiting for transport from the accommodation platform to the place of work before and after a work period is not considered as working hours.

Time spent travelling/waiting and mentioned above, as well as unplanned overnight stays on normally unmanned installations (NUIs) shall be remunerated by the total hourly wage for up to 12 hours per day during what should have been leisure time on shelf.

Article 7.1 shall not apply for unplanned overnight stays on platforms not designed for extended stays.

- 9.2 Time spent travelling/waiting for transport between platforms is considered as working hours.

10 SAFETY MEETINGS

- 9.3 Attendance at mandatory safety meetings outside regular working hours will be compensated by overtime pay for the time spent.

11 COURSES

- 11.1 Companies shall at all times follow up any changed requirements for positions involving their own permanent personnel.

If the employee holding the position does not meet the requirements, the company and the employee will cooperate to ensure that the required training is completed.

- 11.2 In the event of mandatory courses onshore during the employee's period on board, the employee shall maintain their basic wage and offshore allowance.

The above-mentioned courses with mandatory physical attendance, during the employee's free period, shall be compensated with hourly wage + 65% for course time spent, at a minimum of 8 hours per day. If courses are held in the employee's leisure time on the shelf, the time spent will be compensated with total hourly wage + 65%, cf. Article 6.2.

Mandatory courses held digitally (e-learning/webinars, etc.) during the employee's leisure period shall be compensated in accordance with the standard time as stated by the course provider. The remuneration shall be a minimum of 4 hours of total hourly wage + 65% (cf. Article 6.2).

At the request of local employee representatives, an annual clarification shall be provided regarding how digital courses/webinars will be implemented.

- 11.3 Cancelled mandatory courses during the leisure period which require physical attendance shall be compensated with 8 hours of total hourly wage. Such compensation is contingent on the employee being present at the agreed time and place.
- 11.4 Onshore courses with a duration exceeding 24 days will be paid according to agreement between the employee and company.
- 11.5 If a course is held in Norway, the employee is entitled to a free trip home in connection with weekends and movable public holidays.

In the event of training abroad, the employee and the company must agree in advance on any trips home in connection with weekends and movable public holidays. If the employee is resident abroad, travelling expenses to and from the course location will be paid according to agreement between the employee and company.

- 11.6 The company will pay the course fee for temporary employees who have been working for the company for at least one full-time equivalent (1582 hours) in connection with repeating the basic safety and emergency training, and will also cover the doctor's fee in connection with renewing health certificates.

12 HOLIDAYS AND HOLIDAY PAY

Holidays and holiday pay will be granted in accordance with the (Norwegian) Holidays Act.

Unless otherwise agreed locally, the following shall apply:

Employees shall be exempt from all work during the first eight days of the first leisure period after 1 February, and during the first 21 days of the first leisure period after 1 June.

If the employee falls ill before the above-mentioned leisure periods, they shall be exempt from all work during the first leisure period after being taken off the sick list if they request this before the periods in question, cf. the principle in Section 5 (2) of the Holidays Act.

Contractual holidays will be given in accordance with the Appendix.

Note:

Contractual holidays must be taken during leisure periods over the course of the holiday year.

13 WAGE PAYMENT

Wage payment shall take place pursuant to agreement between the local parties.

Unless otherwise agreed, overtime accrued during a month shall be paid along with the regular wages as soon as possible and no later than the end of the following month.

14 COMPENSATION FOR PUBLIC HOLIDAYS

Employees who are on the shelf or registered at a heliport for departure on the following days are to be paid a compensation of NOK 2,300 per day:

New Year's Day, Maundy Thursday, Good Friday, Easter Sunday, Easter Monday, Ascension Day, Whit Sunday, Whit Monday, Christmas Day, Boxing Day, as well as 1 May and 17 May. Compensation will also be paid to employees who are on the shelf on Christmas or New Year's Eve.

The above-mentioned compensation is to be regarded as an occasional bonus for the individual employee and shall not be included in the basis for calculating sickness benefits.

15 TRAVELLING REGULATIONS

- 15.1 The most expedient travel route from the employee's place of residence to the point of departure and back is to be worked out in consultation with each employee. This travel route must normally be followed.

Transport expenses in this connection will be covered based on receipts, unless otherwise agreed.

A daily allowance shall be paid for necessary overnight stays pursuant to the Norwegian state's travel expense scale for overnight stays, transport and subsistence.

Use of personal car for the travel route from residence to point of departure and back will be compensated according to the current tax deduction rates for approved use of car from residence to place of work.

- 15.2 In the event of changes to the employee's travel route due to a change of helicopter departure, the company will reimburse expenses according to the Norwegian state's travel expense scale for overnight stays, transport and subsistence.

If the helicopter departure to the field is delayed more than two hours from the scheduled departure, the employee shall be entitled to a meal at a value of NOK 160.

The employee shall be entitled to a meal at a value of NOK 210 for every four hours of waiting at a heliport in excess of the above.

Each company must do its best to ensure that employees will not have to wait at the point of departure.

After a continuous waiting period at the point of departure of a maximum of 10 hours after the scheduled helicopter departure, the employee should be allowed to rest in an appropriate place.

- 15.3 Expenses in connection with travel in the service of the company (courses, meetings etc.) will be reimbursed according to the Norwegian state's travel expense scale, unless otherwise agreed by the local parties.

- 15.4 Employees with travelling expenses in excess of NOK 500 for a return trip from residence to heliport may be given a travel advance corresponding to the double of one return trip.

The provisions in Article 15.1 shall apply correspondingly in the event of a necessary trip home due to illness during service.

16 COMPASSIONATE LEAVE

16.1 Compassionate leave is normally granted in connection with the following situations:

- a) Documented illness in the employee's immediate family
- b) Birth of one's own child and adoption
- c) Death in the employee's immediate family
- d) Confirmation of one's own children

Leave cases in a) and c) shall be compensated with up to 5 days of wages (60 hours). As regards leave under d), compensation shall be paid for up to 2 days of wages (24 hours), even if the duration of such leaves should exceed this due to communication difficulties, etc. Compassionate leave under b) shall be compensated with up to 14 days of work (168 hours), even if the duration of such leaves should exceed this due to communication difficulties, etc. The right to paid leave only applies for days that fall within an offshore period.

The parties at each company shall agree on more detailed guidelines on how to practice the provision above.

16.2 Cases covered by each company's policies will come in addition to the above provisions. The number of days with wages shall be granted pursuant to each company's policy.

16.3 Leave without pay may be granted for a maximum of 1 year when someone in the employee's immediate family has problems which justify granting them leave, based on a doctor's recommendation. The company will also, if practicable, grant leave for more than one year.

16.4 When granting an employee leave, they shall be given written notification of the conditions for transfer to and from their work schedule.

16.5 Immediate family means spouse, cohabitant, children, parents, grandparents, brothers, sisters, grandchildren and parents-in-law.

Cohabitant means persons with the same registered address over the last 12 months.

16.6 The employer shall provide transport ashore as soon as possible. The company is not responsible for expenses in connection with travelling from heliport to place of residence, unless otherwise agreed.

If compassionate leave should occur in the beginning of a period on board, thus delaying departure, or at the end of a period on board, making it impossible to return in the same period, the employer shall pay for travel to and from the place of residence in the usual way.

17 PREGNANT EMPLOYEES

Where transfer is possible, a pregnant employee has the right to transfer to other work in the company during pregnancy if her work may harm the foetus or the employee. Such transfers shall, if possible, also take place if pregnancy makes the work difficult. In the event of temporary transfer to other work, the employee's wages shall not be reduced.

Where transfer is possible, a pregnant employee has the right to transfer to other work in the company during pregnancy. Her wages shall not be reduced in the event of such temporary transfers. If temporary transfer to other work is impossible, the employee shall nevertheless be entitled to full pay from and including the 29th week of pregnancy.

18 NATIONAL SERVICE REFRESHER TRAINING

- 18.1 National service refresher training or compulsory service in the Home Guard and the Civil Defence during an employee's leisure period shall not result in any wage reduction.
- 18.2 If any of the days mentioned in Article 18.1 should fall within working hours, a pro rata share of the payment from the institution in question shall go the company.

19 WORKWEAR AND PROTECTIVE EQUIPMENT

The employer shall provide necessary work equipment (coveralls, work shoes or similar and, if required, a thermal suit, winter coveralls and rainwear) as well as protective equipment, including personal protective equipment.

The issued workwear and protective equipment are the property of the company. When checking out a new set of workwear or equipment, the worn set must be handed in.

Used protective equipment as mentioned above must be properly cleaned before being handed out.

The operator or the company will provide the employee with a survival suit during transport from the heliport to the installation, during their stay on the installation and during transport from the installation to the heliport.

The practical implementation of this provision shall be agreed locally.

20 REGULAR MEDICAL CHECK-UPS

As regards regular medical check-ups, reference is made to the Regulations relating to health requirements for of employees in the petroleum activities. The company shall cover the doctor's fee for approval and renewal of the health certificate. Any necessary, documented travel expenses to reach the nearest approved doctor will also be covered.

21 ACCIDENT INSURANCE

- 21.1 Satisfactory accident insurance shall be taken out for the employees, cf. Section 73 of Regulation No. 653 of 27 June 1997 to the Act relating to petroleum activities. This scheme shall cover the following, as a minimum:
- A. Insurance amount in the event of invalidity: 40 x the National Insurance basic amount
 - B. Insurance amount in the event of death: 20 x the National Insurance basic amount.
- 21.2 All employees shall have a locker at their disposal. Should it be necessary in the event of illness, transfer, etc., to move belongings that are locked up, the company must provide safe storage.

Personal belongings lost or damaged due to incidents on board or during travel to and from service will be compensated by up to NOK 10,000.

Liability may be reduced or may lapse subject to any fault or neglect on the part of the employee.

22 PAYMENTS TO DEPENDENTS

Upon the death of an employee who has been employed in the same company for at least 3 years, the company shall pay their spouse/cohabitant, children or other dependents, as specified in the Taxation Act, a sum equivalent to at least 2 months of full wages.

23 DETACHED DUTIES

No company can introduce detached duties as a work scheme unless the premises for such work have been agreed locally.

24 SENIOR EMPLOYEES AND EMPLOYEES WITH IMPAIRED HEALTH

The parties agree at both the central and local levels to work toward securing a personnel policy that will allow senior employees and employees with impaired health to continue working until they reach the ordinary retirement age.

It is presumed that the parties in each company will discuss the work situation for older employees and employees with impaired health. One should pay particular attention to the fact that heavy lifting, shifts, overtime, travel and particularly dirty work may represent a strain that could be detrimental to these employees. For this reason, older employees and employees with impaired health should, as far as possible and on the basis of a medical assessment and at their own request, be exempt from such work assignments.

Individual agreements regarding older employees and employees with impaired health may be set up between each employee and the company concerning work tasks, adapted training/updates within their own work area, breaks, home/remote office, part-time work / reduced working hours, etc.

25 IMMIGRANTS

The parties agree that work must be done both locally and centrally to ensure that immigrants will to a greater extent choose to work in the oil industry. The parties should therefore locally discuss company-related issues concerning recruitment of immigrants, such as for example practical arrangements and attitude issues.

26 COMPETENCE

The individual employee is entitled to have his or her real competence documented.

27 FLEXIBILITY

If the parties agree on this locally, company-specific trial arrangements may be implemented that go beyond the provisions of this agreement with regard to working

hours and remuneration. Such arrangements shall be submitted to the union and the national association for approval.

Average working hours may be calculated pursuant to the rules in Section 10-5 of the Working Environment Act. The parties to the Collective Agreement may contribute to the establishment of such agreements.

Individual needs/wishes for different work schedules, leisure periods, etc., may exist. Such arrangements must be agreed with the person in question or the shop stewards, for example in the form of calculating average working hours or a “time account” system. Agreements made with shop stewards take priority over individual agreements.

28 JOINT DECLARATION REGARDING WAGE SYSTEMS

The organisations emphasise the importance of working actively toward greater productivity and profitability at each company. This is necessary in order to strengthen the companies’ competitiveness and facilitate investments that will secure the companies over the long term.

The parties in labour relations will therefore work for that, in the future, local wages should be linked to demonstrable improvements in performance and/or results on the basis of a wage system developed in cooperation between company and employees.

New wage systems shall, during the present contract period, be forwarded to the central organisations for approval before being implemented.

29 ADJUSTMENT PROVISIONS FOR 2ND YEAR OF AGREEMENT

Prior to the end of the 1st year of the Agreement, negotiations shall be initiated between LO and NHO, or a body designated by LO, regarding potential wage adjustments for the 2nd year of the Agreement. The parties agree that the negotiations shall be conducted on the basis of the financial situation at the time of the negotiations and the prospects for the 2nd year of the Agreement, as well as price and wage developments in the 1st year of the Agreement.

Amendments to the collective wage agreements for the 2nd year of the agreement shall be considered by LO's General Council, or a body designated by LO, and NHO's Executive Council. If the parties do not agree, within 14 – fourteen – days after the negotiations are ended, the organisation that has issued demands can terminate the respective collective wage agreements with 14 – fourteen – days' notice (however, no expiration shall take place before 1 June 2025).

30 ENTRY INTO FORCE – DURATION

This agreement shall be in force from 1 June 2024 until 31 May 2026, and thereafter for further one year at a time unless terminated by one of the parties in writing with two months' notice.

31 SCOPE OF THE AGREEMENT

This agreement currently covers the following companies:

Operator companies:

Aker BP ASA

ConocoPhillips Norge AS
Equinor ASA
OKEA ASA
Vår Energi AS
Repsol Norge AS

Catering employees in operator companies:

Equinor ASA
OKEA ASA

PART III

1. The fire brigade supplement applying to Statoil on the Statfjord field shall be upheld.
2. Remuneration for ALP personnel serving at loading buoys on the Statfjord field shall be upheld.
3. Compensation scheme for loss of health certificate

The compensation scheme for loss of health certificate as regulated by Part III of the shelf agreements 2000 – 2002 shall lapse.

A compensation scheme will be established as of 1 October 2002 by the unions that are parties to the shelf agreements.

The companies shall pay 11.5% of the National Insurance basic amount (G) towards this scheme for all employees covered by the shelf agreements.

Offshore Norge will participate in the steering committee for this scheme.

Stavanger, May 2024

NHO
Offshore Norge

LO
FORBUNDET STYRKE