



Hibernia Management and Development Company Ltd.



**Canada-Newfoundland and Labrador Benefits Report for the Period
January 1, 2024 to March 31, 2024**



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1.0 INTRODUCTION

The Hibernia field is located on the northeastern Grand Banks, approximately 315 km south-southeast of St. John's, Newfoundland and Labrador. The field was discovered in 1979 by Chevron et al. when they drilled the Hibernia P-15 well.

On September 15, 1985, Mobil, on behalf of the Hibernia co-venturers, filed the Hibernia Benefits Plan and Hibernia Development Plan with the Federal and Provincial governments. The Hibernia Benefits Plan was approved by the C-NLOPB in June 1986. The Plan covers all phases of the Hibernia project from project development to abandonment. An Amendment was submitted in February 2010 and subsequently approved in September 2010 to address the Hibernia Southern Extension. This was the first amendment to Hibernia's Benefits Plan since the original was approved by the Board in Decision 86.01.

Several key principles of the Plan include:

- The provision for a local office where appropriate levels of decision-making are to take place;
- The requirement for full, fair and timely opportunities for Newfoundland and Canadian industry to participate in the supply of goods and services on a competitive basis;
- Utilizing, to the extent practical and cost effective, the principle of first consideration to Newfoundlanders and Labradorians and Canadians in procurement, contracting and employment policies for the project including the construction, development and operating phases;
- Engineering and construction work that can be performed in Newfoundland and Labrador shall be performed in Newfoundland and Labrador;
- Establishment of a Gender Equity and Diversity Program; and
- Expenditures shall be made for research and development to be carried out in the province and for education and training to be provided in the province.

Hibernia's commitments are monitored by the Canada-Newfoundland and Labrador Offshore Petroleum Board on a quarterly and annual basis.



2.0 EXPENDITURES & CANADIAN-NL CONTENT ESTIMATES

The table below details actual expenditures content estimates for the quarter.

Q1-2024 Canada-NL Content Estimates				
	NL	OC	NC	Total
Percentage (%)	51%	29%	20%	100%

* NL = Newfoundland & Labrador, OC = Other Canadian, NC = Non-Canadian

A combination of updated content percentages from vendors and increased spend with contractors with high OC content resulted in a decrease in NL content.

3.0 EMPLOYMENT

The total number of full-time equivalents employed on Hibernia during Q1-2024 was 1,077 of which 94% were Newfoundland & Labrador residents, 3% were other Canadian and 2% were non-Canadian. Please note the following interpretation notes regarding Hibernia employment information:

- The figures in this report may be subject to rounding differences
- Full-time equivalent (FTE) represents the total hours worked divided by the average hours worked for a full-time position per quarter
- Previous reports listed 'Number Filled' and included some individuals who worked on the project less than full time. The numbers in this report reflect FTE as defined in the bullet above.

Employment Table 1: Hibernia Q1-2024 Residency Summary

Residency Summary	Newfoundland and Labrador	Other Canadian	Non-Canadian	Total FTE
Offshore	550	25	11	585
Onshore	458	16	16	491
Total	1,008	41	27	1,077
Percentage	94%	4%	2%	



Employment Table 2: Hibernia Q1-2024 Total FTE by Gender and Discipline

Discipline	Number of FTE				Total FTE
	Female	%	Male	%	
Administrative and Clerical	40	67%	20	33%	59
Engineers	17	25%	52	75%	69
Manual Workers	18	8%	202	92%	220
Professionals	23	18%	107	82%	130
Sales and Service	4	20%	16	80%	20
Skilled Crafts and Trades	9	4%	232	96%	241
Students	4	19%	17	81%	21
Supervisors, Middle and Senior Managers	21	14%	126	86%	147
Technicians	19	11%	149	88%	169
Total	155	14%	921	86%	1,077

Notes:

- Disciplines are based on the following National Occupational Classification (NOC) Codes:
 - Administrative and Clerical includes: Administrative and senior clerical personnel and clerical personnel
 - Engineers includes: Engineering NOC's within the professionals occupational group
 - Manual Workers includes: other manual workers, semi-skilled manual workers
 - Professionals includes: non-engineering NOC's within the professionals occupational group, partial NOC's of semi-professional and technicians
 - Sales and Service includes: intermediate sales and service personnel, other sales and service personnel, and skilled sales and service personnel
 - Skilled Crafts and Trades includes: skilled crafts and trades workers
 - Supervisors, Middle and Senior Managers includes: middle and other managers, senior managers, supervisors, and supervisors – crafts and trades
 - Technicians includes: partial NOC's of semi-professional and technicians
 - Students includes: any student enrolled at a recognized educational institution or accredited academic program and includes both graduate and undergraduate students, cadets or any other student



4.0 PROCUREMENT & CONTRACTING

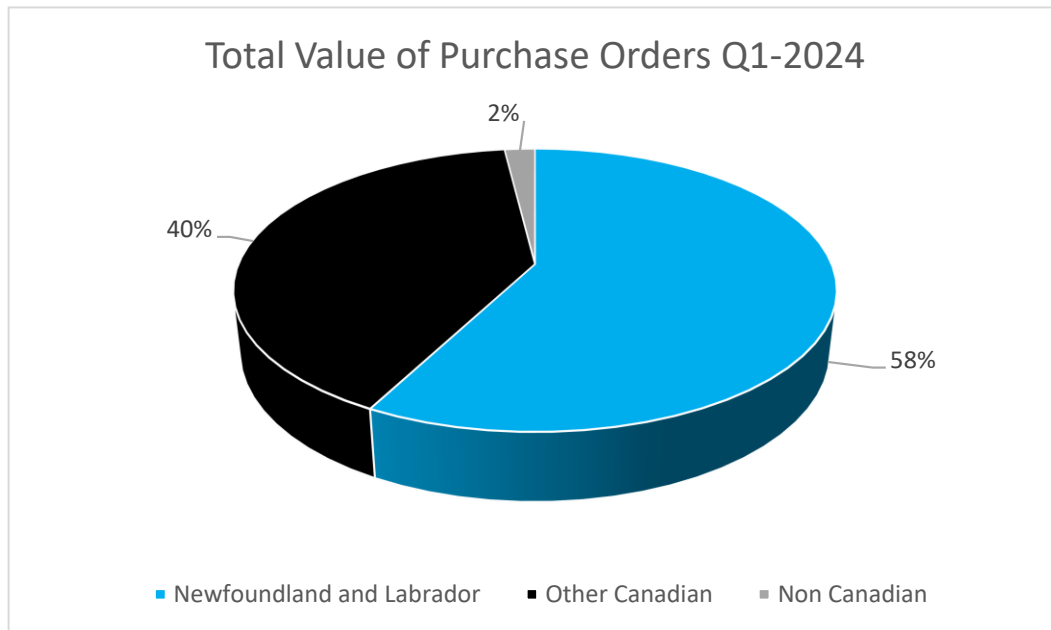
The table below provides a listing of new service contracts, services contract extensions, material contracts and material contract extensions with a value greater than \$250,000 awarded during the quarter. The table includes a description of the contract, name of the contractor and the contractor's location at the time of award.

Hibernia Contracting Activity Q1-2024			
Description	Contract Type	Contract Awarded to:	Contractor Location (NL, OC, NC)
Inflatable Bridge Plugs and Related Services	Services	Tam International	NL
Supply of Cemented Downhole Pressure & Temperature Gauges	Services	Metrol Technology Limited	NC
ERD Engineering Services	Services	Merlin ERD Limited	NC
3D and 4D Seismic Surveying	Services	Schlumberger Canada	NL
Trunk Radio Upgrade	Spot PO	Bell Mobility	OC
Supply of Offshore Support Vessels	Services	Atlantic Towing Ltd	NL
PO 20047557 (Wood)- Marshalling Point and Warehousing Fee for 2024 (12 months, as per WG-SFC-283)	Services	Bluewater Supply Chain and Logistics Limited	NL
Aviation Fuel Supply	Materials	Woodwards Oil	NL
Shipping Agent (Shearwater)	Services	PF Collins	NL
Environmental / MMO and PAM Marine Mammal monitoring (Shearwater)	Service	Dovre	NL
Patrick and William Chase / guard vessel (Shearwater)	Services	Rhenus	NL
Victory G – Supply vessel (Shearwater)	Services	Rederij Groen	NC
Manning Agency (Shearwater)	Services	Reliance	NL



Ships Chandlers (Shearwater)	Services/Material	Campbells, Altantic Gorcery, Bluewater	NL
4D Planning specialist (Shearwater)	Services	Sercel	NC
Medics / Medical (Shearwater)	Services	Atalantic Offshore Medical Services	NL
Quality Control Client Services (Shearwater)	Services	RPS, EPI	NC
Environmental / Marine Mammal Monitoring (Shearwater)	Services	Toyon	NC
Fuel (Shearwater)	Services	Irving Oil/Glander International Bunkering	NL/OC

During the first quarter of 2024, there were 2,739 Purchase Orders (POs) issued for a total value of \$86,180,687.79. The chart below summarizes the percentage of the total awarded value by location.



Note: Figures in this chart may be subject to rounding differences