



Hibernia Management and Development Company Ltd.



**Canada-Newfoundland and Labrador Benefits Report for the Period
July 1, 2023 to September 30, 2023**



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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.

Q3-2023 Canada-NL Content Estimates				
	NL	OC	NC	Total
Percentage (%)	54%	24%	22%	100%

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

3.0 EMPLOYMENT

The total number of full-time equivalents employed on Hibernia during Q3-2023 was 1192 of which 95% were Newfoundland & Labrador residents, 3% were other Canadian and 1% 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 Q3-2023 Residency Summary

Residency Summary	Newfoundland and Labrador	Other Canadian	Non-Canadian	Total FTE
Offshore	663	25	6	694
Onshore	473	14	11	498
Total	1,136	39	17	1,192
Percentage	95%	3%	1%	



Employment Table 2: Hibernia Q3-2023 Total FTE by Gender and Discipline

Discipline	Number of FTE				Total FTE
	Female	%	Male	%	
Administrative and Clerical	45	67%	22	33%	68
Engineers	21	25%	62	75%	83
Manual Workers	16	8%	185	92%	201
Professionals	22	16%	120	84%	142
Sales and Service	3	16%	17	84%	20
Skilled Crafts and Trades	6	2%	328	98%	333
Students	6	19%	23	81%	29
Supervisors, Middle and Senior Managers	20	14%	118	86%	138
Technicians	24	13%	154	87%	177
Total	162	14%	1,030	86%	1,192

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



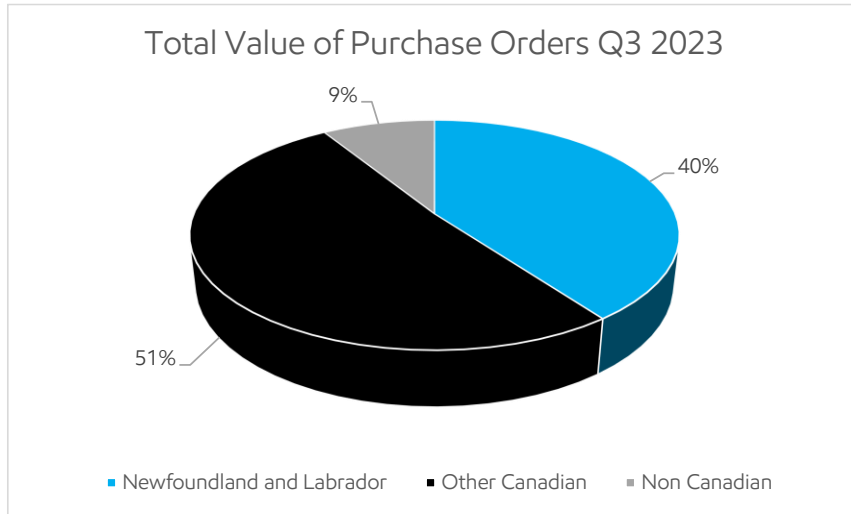
4.0 PROCUREMENT & CONTRACTING

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 Q3-2023			
Description	Contract Type	Contract Awarded to:	Contractor Location (NL, OC, NC)
Provide public affairs support for Hebron, Hibernia and Exploration	Services	Cove Public Affairs	NL
HVAC Duct Cleaning	Services	Belfor Property Restoration	NL
Supply of Fisher, Daniel and Rosemount Materials for Hebron and Hibernia	Materials	Atlantic Controls	OC
10" Weak Link Reinforcement Clamps	Services	NOV Process & Flow Technologies AS	NC
10" Flowline Weak Link Refurbishment	Services	NOV Process & Flow Technologies AS	NC
NOV Weak Link - 10" Water Injection Flowline Weak Link	Materials & Services	NOV Process and Flow	NC
Toromont CAT Essential Engine Service	Materials & Services	Toromont CAT	NL
PO 20045901 – Replacement Exhaust Stack for MPG 'A' Subcontract Award: Wood	Materials	Mjorud AS	NC
PO 20046357 – Fabrication of 021691 WP-31005 Duplex Spool Subcontract Award: Wood	Materials	GJ Cahill	NL
Diverless connectors, Duplex pipe and Duplex hubs Subcontract Award – Frontier	Materials	Freudenberg Oil & gas Technologies (FOGT)	NC
Duplex pipe, hubs and clamps Subcontract Award – Frontier	Materials	Trendsetter Engineering Inc	NC
Techlok hubs, clamps and seal rings Subcontract Award – Frontier	Materials	Westlund Offshore	NL
Structural Steel fabrication of weak link intervention skid Subcontract Award – Frontier	Materials and Services	DF Barnes Fabrication	NL



During the third quarter of 2023, there were 2,329 Purchase Orders (POs) issued for a total value of \$68,520,713.40. The chart below summarizes the percentage of the total awarded value by location.



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