

# MEMO



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To: All employees Date: 06 June 2023

C.c.:

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From: Hilde Finnesand

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**Noble Drilling Norge AS**

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Reg nr. NO 952 603 957

Date: 06. June 2023

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## **CONDITIONAL NOTICE OF TEMPORARY REDUNDANCY**

Noble Drilling Norge has pursuant to the wage negotiation 2023, received a written notice of collective dismissal from Industri Energi, SAFE and DSO for all their members employed with or assigned to rigs operating by Noble Drilling Norge AS. Work stoppage may be implemented by the 28 June at 24:00 at the earliest if state mediation does not lead to agreement.

If such work stoppage is implemented, the company will seek to keep the business going as long as possible. In the event that the industrial action makes it impossible to keep the business going in a rational manner, the work must stop completely or partially. Work to secure ongoing operations will be implemented when the strike is a fact.

With reference to the Basic Agreements with LO / INDUSTRI ENERGI Chapter VII, SAFE Chapter IX, DSO Chapter VII and Leaders Chapter 10, or for those who are not encompassed by the Basic Agreement, with reference to the general provisions governing layoffs, we hereby notify that all or some of our employees may be laid off after the 28 June at 24:00 hrs. Layoffs may include all personnel who have not been notified as a part of the current industrial dispute and who are not part of the agreed safety crew during the conflict. Every individual who is part of the safety manning will receive further information about this.

As soon as the company gets an overview of the possible conflict, a further notice will be given on the final time for implementation of layoffs. Employees that will be temporary laid off will be informed directly. Any duration of layoffs may due to circumstances, not be determined. As unforeseen delays in operation or other circumstances may cause the time for layoffs to be postponed or cancellation of the layoff notice, we ask that you keep in close contact with the HR department, which will keep you informed about the situation and any changes.

The company makes the individual aware that it is important to report unemployment to NAV as unemployment benefits will be calculated from the day one is registered unemployed. Please note that unemployment benefits are not usually approved for laid off workers who are believed to have their wages and working conditions affected by the conflict (see the National Insurance Act §4-22). Unemployment benefits are in any case not approved with retroactive effect.