



Hibernia Management and Development Company Ltd.



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

This report summarizes the Hibernia Project activities for the period of January 1, 2024, to December 31, 2024, in the areas of expenditures, contracting and procurement, employment, research and development, and diversity.



2.0 CANADIAN-NL CONTENT ESTIMATES

The table below details the estimated Canada-NL content of actual expenditures during 2024 for Hibernia Base and Hibernia Southern Extension (HSE Unit).

2024 Canada-NL Content Estimates				
	NL	OC	NC	Total
Percentage (%)	51%	27%	22%	100%

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

Notes:

1. SAP reports are analyzed to determine the NL, Other Canadian and Non-Canadian Content Estimates
2. The table has been populated with NL, Other Canadian and Non-Canadian percentages for existing vendors based on historical content percentages with updates during an annual verification process.
3. For non-major contractors, information collected from the vendor or standard rules and assumptions are utilized to determine the content percentages

3.0 EMPLOYMENT

Hibernia and its contractors have been successful in achieving a high level of participation by Canadians, and in particular Newfoundland and Labrador residents, in project employment over the reporting period as per Table 1 below. Please note the following interpretation notes regarding Hibernia employment information:

- Full time equivalent (FTE) represented in these tables are as of Q4-2024. Hours included in the tables are cumulative for January to December 2024.
- The figures in this report may be subject to rounding differences.
- FTE represents the total hours worked divided by the average hours worked for a full-time position per quarter.
- FTEs were identified in previous reports as 'Number Filled' and included some individuals who worked on the project less than full time. The numbers in this report reflect FTE.

Employment Table 1: Hibernia 2024 Residency Summary (as of Q4-2024)

Residency Summary	Newfoundland and Labrador	Other Canadian	Non-Canadian	Total FTE
Offshore	666	32	27	725
Onshore	452	15	15	482
Total	1,118	47	42	1,207
Percentage	93%	4%	3%	



Employment Table 2: Hibernia 2024 Headcount by Gender and Discipline (as of Q4-2024)

Discipline	Number of FTE						Total FTE
	Female	%	Male	%	Other	%	
Administrative and Clerical	47	66%	24	34%	0	0%	71
Engineers	20	26%	59	74%	0	0%	79
Manual Workers	17	9%	173	91%	0	0%	190
Professionals	19	15%	113	85%	0	0%	133
Sales and Service	4	20%	14	80%	0	0%	18
Skilled Crafts and Trades	10	3%	354	97%	0	0%	364
Students	6	20%	23	80%	0	0%	29
Supervisors, Middle and Senior Managers	20	14%	122	86%	0	0%	141
Technicians	24	13%	158	87%	0	0%	182
Total	167	14%	1,040	86%	0	0%	1,207

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 NOCs within the professionals occupational group
 - Manual Workers includes other manual workers, semi-skilled manual workers
 - Professionals includes non-engineering NOCs within the professionals occupational group, partial NOCs 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 NOCs 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 AND 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 2024. 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 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, Atlantic Grocery, Bluewater	NL
4D Planning specialist (Shearwater)	Services	Sercel	NC
Medics / Medical (Shearwater)	Services	Atlantic 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
Supply of Centrifuge Products, Plate Coolers, Repair and Maintenance	Material and Services	Alfa Laval INC	OC
Supply of Emergency Response and Other Safety Training	Services	HSE, Marine Institute, Puglisevich, REL, RelyOn Nutec	NL

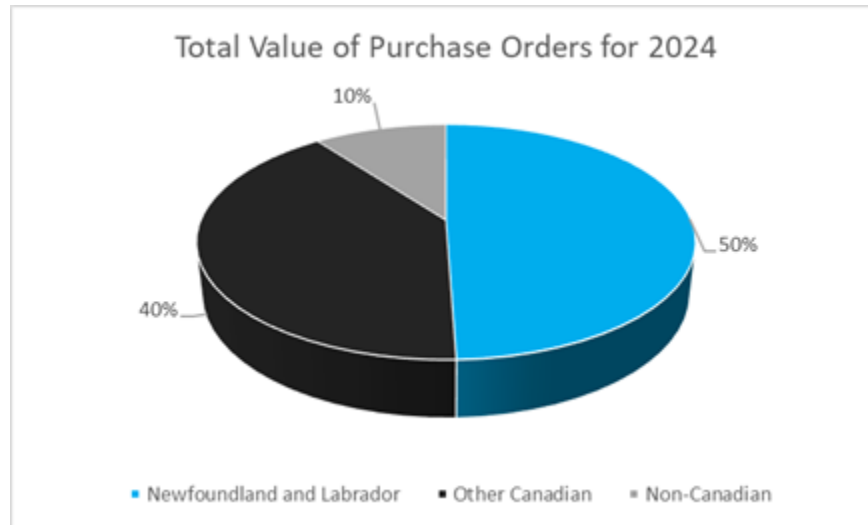


Contingency parts for Firewater Pump 4501 A – MTU engine	Material	Wajax	OC
Supply of Ammonium Bisulfate (Oxygen Scavenger) (Baker Hughes)	Material	Univar Solution	NL
Provision of Slot Reclaim Services	Services	Baker Hughes Canada Corp	NL
Provision of Drilling Jars and Pipe Severing Services	Services	Import Tool Corporation	NL
Mud Pump Fluid End Module Upgrade	Material	Premium Oilfield Technologies LLC	NC
Low Pressure Riser System Upgrade	Material	Dril Quip Asia Pacific PTE LTD	NC
Upgrade/modification of Hibernia ACS Basket	Materials & Services	APL Norway (OEM)	NC
Hibernia Walter Connector & Bundle Hoses for ACS	Materials	APL Norway (OEM)	NC
PO 20048504 – Techlok Hubs and Associated Fittings	Materials	EMCO Offshore Corporate	NL
PO 20048768 – Control System UPS Upgrade	Materials	Harris & Roome Supply	NL
Purchase of Pressure Control Valve Assembly From OEM	Materials	Cla-Val	OC
Supply of Shale Shaker Screens	Materials	Parker Drilling Canada Company	NL
Spare parts for Gas Compression Trains (Wood)	Materials and Services	Maco Machinery Co.	QC
Techlok Hubs and associated fittings (Wood)	Materials	EMCO Offshore Corp.	NL
Forged Pipe Spool for Production Flowline (Wood)	Materials	EMCO Offshore Corp.	NL
Essential Engine Overhauls	Materials and Services	Toromont CAT	NL
13.8kV Breaker Obsolescence	Materials	Schneider Electric Canada Inc.	NL
Provision of Managed Pressure Drilling (MPD) Engineering Services	Services	Weatherford Canada Ltd.	NL
Provision of Managed Pressure Drilling (MPD) Engineering Services	Services	Merlin ERD Ltd.	OC
Provision of Reality Capture Services	Services	EPCO Services	NL



Purchase Order Analysis

During 2024, 11,907 Purchase Orders (POs) were awarded with a total value of \$609,072,226.34. The table below summarizes the percentage of the total awarded value by location.



5.0 SUPPLIER DEVELOPMENT

Throughout 2024, Supplier Development activity continued with local vendors regarding the Hibernia Project and potential opportunities.

- HMDC representatives attended the Energy NL Conference and networked with local suppliers.
- Attended WEConnect International Global Monthly Member Calls
- Attended Supplier Diversity breakfast event with NLOWE and sat on panel for questions on Supplier Diversity



6.0 RESEARCH AND DEVELOPMENT

Listed below are some key research and development and education and training activities related to the Hibernia Project that took place in 2024.

- Green Energy Innovation Hub
- MUN AI Phase 1
- Wood - Helideck Level Wind Monitoring and Prediction
- Biometrics and Adaptive Learning Technology - Future of Maritime Fatigue Management
- C-Core Suction Caisson Piles
- Open Offshore Project - Digital Technologies Roadmap
- Wind Power Study
- Development of Ducted Fan Unmanned Aerial System (DFUAS)
- Environmental Genomics
- Ocean Supercluster Canada/Petroleum Research NL Digital Offshore Canada Project
- C-Core Alternatives to Natural Gas Flaring
- Genesis Center
- Let's Talk Science
- WISE SSEP
- MI ROV MATE
- TechNL High School Technology Immersion Program
- Prototype of Cycloidal Wave Energy Converter
- Canada Summer Games – Health & Wellness E&T Program
- MUN – CCS Project: Special Core Analysis for Supercritical CO₂ (SCAL 4 scCO₂)
- C-CORE HSE Seabed Risk Sensitivity study
- CoLab Review AI
- Digital Training Assurance System development



7.0 HIBERNIA PHOTOS



HMDC President Duncan Fitzpatrick brought greetings at the Avalon Ride for Dad opening ceremony and presented a cheque in support of prostate cancer research and awareness.



HMDC President Duncan Fitzpatrick proudly announced a generous \$1.8 million contribution from Hibernia to TechNL to expand the High School Technology Immersion Program.



HMDC representatives volunteered with Let's Talk Science (LTS) at their annual LTS Challenge. Tyler Beatty, the Research, Education & Training Lead, presented on his experiences as a geologist, sharing fascinating insights and facts.



8.0 INCLUSION & DIVERSITY

2024 Hibernia Inclusion & Diversity Report

Introduction

It is the ongoing responsibility of HMDC to oversee the implementation and execution of the Hibernia Project Inclusion & Diversity (I&D) Plan to meet its regulatory and contractual requirements. HMDC's approach to achieving success in inclusion and diversity takes a long-term view and focuses on sustainability following implementation. The report below includes results from HMDC's workforce self-identification survey and initiatives completed in 2024.

Representation of Designated Groups 2024				
Employment Categories	Women	Indigenous Peoples	Visible Minorities	Persons with Disabilities
Managers and Supervisors	18%	1%	1%	1%
Professional and Technical	16%	2%	3%	0%
Administrative	69%	2%	4%	1%
Skilled Crafts and Trades	3%	1%	3%	0%
Sales and Service	20%	0%	14%	0%
Manual Workers	8%	1%	4%	0%

Representation

- Representation numbers indicate a percentage of the total project workforce, including HMDC employees, contractor agency employees, main contractors and subcontractors.
- Except for gender, all representation results reflect responses to the self-identification survey. Individuals have the right to decline self-identification and as a result, not all representation may be captured.



Implementation of Hibernia's Inclusion & Diversity Plan

The Plan is comprised of five pillars, representing the types of initiatives required to support meaningful, long-term employment for members of the designated groups with a focus on business access for members of the designated groups.

Pillar 1 - Skills Development through Community Investment

In 2024, HMDC, its main contractors and co-ventures sponsored and invested in a variety of organizations that provide community-based programming to further support efforts to increase participation of designated groups in all aspects of the community. Some examples of community investment include Let's Talk Science, WISE NL Student Summer Employment Program, and scholarships.

Pillar 2 - Recruitment and Selection of Qualified Candidates

HMDC has a recruitment and selection process that emphasizes equity and fairness and has proven effective over time. The effectiveness of the process will continue to be monitored and reviewed over the life of the Project, and HMDC will continue to work with key stakeholders to identify measures that contribute to success in the recruitment and selection of members of the designated groups. HMDC and its main contractors continue to source new graduates and co-op students from Memorial University and the College of the North Atlantic. Recruitment efforts are reflective of the business environment.

Pillar 3 - Establishment and Development of a Supportive Work Environment

In 2024 HMDC and its main contractors implemented the following work environment initiatives:

- Communication of Diversity Plans and key policies/guidelines in orientation materials including orientation for new contractors
- Consistent dialogue with representatives from contractors and sub-contractors regarding Hibernia platform strategies, including diversity best practices and expectations
- Integration of diversity and inclusion considerations in Hibernia's operations planning and succession planning
- HMDC employees invited to events hosted by the ExxonMobil Women's Interest Network and PRIDE Network.
- HMDC employees wore their Orange Shirts on September 30th in recognition of the National Day for Truth & Reconciliation.

Pillar 4 - Monitoring, Reporting and Stewardship

In 2024, HMDC and its contractors implemented the following monitoring, reporting and stewardship measures:

- Continued internal monitoring of progress and ongoing assessment of tools and processes
- Continued internal monitoring of contractor's recruitment and supportive work environment efforts



Pillar 5 - Business Access

Business access for diverse companies in a Canadian supplier environment remains a focus. The Supplier Diversity Program used by HMDC has established an open environment for business access and continues to help grow a base of local diverse certified suppliers. Organizations such as WEConnect International in Canada (WCI), Canadian Aboriginal and Minority Supplier Council (CAMSC), and Canadian Gay and Lesbian Chamber of Commerce (CGLCC) offer certification to diverse businesses. WCI membership continues to grow since the launch of HMDC's Supplier Diversity Program in 2013. In 2024 HMDC continued efforts on outreach, consultation and supplier development.

2025 Implementation

In 2025, HMDC and its main contractors will:

- Review programs for effectiveness, evaluate new opportunities as they arise
- Encourage, support, and recognize employee participation (onshore and offshore) in inclusion and diversity programming.
- Support contractor diversity initiatives
- Collaborate with community partners to reach a diverse selection of qualified candidates for hiring
- Monitor and steward internal initiatives related to I&D
- Continue to seek opportunities to support supplier development and continue the promotion of the project's Supplier Diversity Program and Vendor Database.