



Hibernia Management and Development Company Ltd.



**Canada-Newfoundland and Labrador Benefits Report for the Period
October 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.

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.

Q4-2024 Canada-NL Content Estimates				
	NL	OC	NC	Total
Percentage (%)	55%	25%	20%	100%

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

Note: Change in NL and NC content in Q4-2024 attributed to decrease in spend with vendors with high non-Canadian.

3.0 EMPLOYMENT

The total number of full-time equivalents employed on Hibernia during Q4-2024 was 1,073 of which 95% 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 Q4-2024 Residency Summary

Residency Summary	Newfoundland and Labrador	Other Canadian	Non-Canadian	Total FTE
Offshore	660	24	8	692
Onshore	356	11	14	382
Total	1,016	35	22	1,073
Percentage	95%	3%	2%	



Employment Table 2: Hibernia Q4-2024 Total FTE by Gender and Discipline

Discipline	Number of FTE				Total FTE
	Female	%	Male	%	
Administrative and Clerical	39	66%	20	34%	59
Engineers	21	30%	49	70%	70
Manual Workers	19	12%	142	88%	161
Professionals	11	9%	110	91%	121
Sales and Service	3	17%	15	83%	18
Skilled Crafts and Trades	10	3%	338	97%	348
Students	1	7%	19	93%	21
Supervisors, Middle and Senior Managers	15	12%	109	88%	124
Technicians	20	13%	132	87%	152
Total	140	13%	933	87%	1,073

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

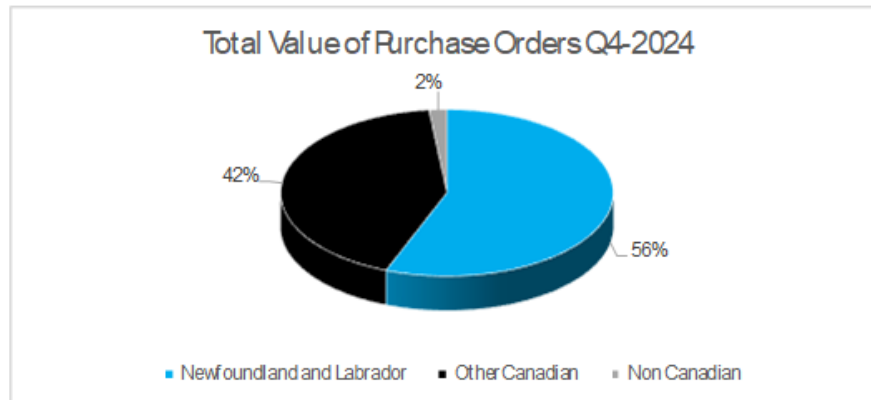


4.0 PROCUREMENT & CONTRACTING

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 Q4-2024			
Description	Contract Type	Contract Awarded to:	Contractor Location (NL, OC, NC)
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

During the fourth quarter of 2024, there were 2,615 Purchase Orders (POs) issued for a total value of \$271,119,733.03. The charts below summarize the percentage of the total awarded value and number by location.



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