



# Diversity, Equity, and Inclusion Policy

## Introduction

Caring for our people and fostering a diverse, inclusive, and equitable workplace is an integrated part of Noble's vision, our core values and how the company conducts its business. This policy reflects the company's commitment and provides an outline of Noble's efforts regarding diversity, equity and inclusion (DEI). The policy applies to all employees across Noble Corporation plc and its subsidiaries.

Noble defines DEI as follows:

- **Diversity:** A workforce comprised of employees of varying characteristics, backgrounds, and interests, such as: gender, race, ethnicity, religion, age, physical abilities, sexual orientation, political ideologies, or socioeconomic status, comprising a rich and varied population that benefits the culture and expands our diversity of thought.
- **Equity:** Fair and impartial work environment where the dignity and worth of all employees is respected in a workplace with access to opportunities and resources to equip each of us to meet our highest potential and work together at peak performance.
- **Inclusion:** Activities and opportunities designed to reinforce a welcoming work environment impartial to the diverse traits of each individual and reinforcing a common sense of belonging.

## Noble's advancement of DEI

DEI has been coined a key focus area in the company's sustainability strategy based upon our strong belief that the strength and longevity of Noble is centred on our people and advancing our DEI commitments will serve to benefit each of us and those with and around us every day. Within DEI, Noble is focusing on:

- Promoting equal opportunity and non-discrimination
- Building diverse talent and fostering inclusion
- Safeguarding good working conditions

### *Promoting equal opportunity and non-discrimination*

Noble does not tolerate discrimination against any employee or job applicant based on the individual's gender, age, ethnicity, religion, sexual orientation, socio-economic background, disability, or any other attributes protected by applicable national or international law. This applies to all aspects of employment, including *hiring, transfer, promotion, compensation, and termination*. Noble affirms its commitment to equal opportunity and non-discrimination through the implementation of various policies and procedures along with a tailored training program addressing associated topics.

The company is also committed to *reward positive practices* that are intended to promote equity and well-being and are consistent with applicable *laws and regulations* on non-discrimination. Noble's practices are designed to attract a diverse range of candidates and that candidates are recruited, hired, assigned, developed, and promoted based on merit and their alignment to our values

### *Building diverse talent and fostering inclusion*

Noble is committed to sourcing diverse talent from global talent pools that support the safety and quality of our operations worldwide, as reflected in our current global workforce that represents more than 70 nationalities. Noble is intent on continuing to build a diverse workforce and developing an inclusive culture, such that all employees who are highly motivated to contribute to Noble's pursuit of its goals feel their voices will be heard—critical for Noble to retain its talent, unlock the power of a diverse workforce and create greater value.

The company is continuing efforts for representation across diversity categories beyond nationality as well, including *gender diversity on- and offshore*. Gender representation continues to be a challenge across the offshore oil and gas industry. Therefore, one of Noble's DEI priorities is to attract a gender diverse offshore talent pool.

Noble is confident that diversity improves business performance, and that diverse representation is truly impactful when at all levels of the company. The company intends to grow the diversity of its workforce by bolstering employee advancement and recruiting efforts through ongoing monitoring and analysis of the statistical details of the workforce and hiring practices, and consistent with our commitment to protecting personal privacy. Noble strives to gear local recruitment efforts toward the diverse populations of our various locations around the globe, and also consider the diversity commitments of resources and institutions when recruiting, with all such efforts done in a manner consistent with the respective laws that often vary between each jurisdiction. The company aspires to pursue and refine this balanced approach to advancing the diversity of the Noble workforce across every level of the Noble team, from entry to leadership, including specifically, by aspiring to include at least one individual on the slate of final candidates for senior onshore leadership positions who is female or otherwise diverse relative to the team.

Through initiatives, learning and development opportunities, and company programs, Noble intends to create additional awareness of diversity issues and benefits, foster a more supportive environment where inclusivity is expected and prioritized, and support our employees in reaching their full potential.

### *Safeguarding our people*

Operating with a people first approach and ensuring that all employees are provided safe working conditions is a top priority at Noble. Noble has several mechanisms in place to reinforce this priority, including:

- **The Code of Conduct:** The Noble Code, Noble's code of business conduct and ethics includes Noble's responsibility and commitment to follow all applicable laws as well as internal policies and extends requirements to any supplier or third party who works with Noble to comply with similar fundamental principles.
- **Open and secure communication lines:** An open line of communication is vital for a healthy working environment and employees are encouraged to provide feedback via our open-door policy, resources toward effective communications, and ongoing engagement surveys. Everyone is encouraged to speak up if they have any suggestions, questions or concerns regarding their working environment. Furthermore, the NobleLine is an additional resource for all Noble employees and contractors worldwide to anonymously

report any concerns or raise questions that might not feel appropriate to raise via the normal chain of command. Noble is committed to maintaining a working environment where employees can raise questions or concerns without fear of retaliation and has implemented controls to protect each of us from retaliation, particularly those who make a report in good faith.

### **Progress and updates**

Company sponsored initiatives in support of DEI as well as related progress will be available in various internal communications and public filings, including in Noble's Annual Sustainability Report.

*The Diversity, Equity & Inclusion Policy has been adopted by the Executive Management of Noble Corporation plc on 2 August 2023.*