



Rig Recycling Policy

The Noble Corporation plc (Noble) Rig Recycling Policy describes the conditions under which recycling of Noble rigs shall take place. The policy applies to all Noble rigs and is based on compliance with the requirements of the Hong Kong Convention for the safe and environmentally sound recycling of ships at end of life and all other applicable rules, regulations and conventions.

Definitions

HKC	Hong Kong Convention
Noble	Noble Corporation plc
Rig	Any Noble Mobile Offshore Drilling Unit
RRP	Rig Recycling Policy

Commitments and principles with regards to rig recycling are detailed in this policy including specific requirements and how Noble will enforce and ensure that such requirements are adhered to.

Noble has always been committed to conducting business in an ethical, legal and socially responsible manner. The RRP, as such, reflects our commitment to universally recognised normative standards such as the United Nations Universal Declaration of Human Rights and the core labour conventions of the International Labour Organisation.

When recycling rigs, Noble furthermore acts in accordance with the Hong Kong International Convention for the safe and environmentally sound recycling of ships (or HKC) to prevent, reduce, and to the extent practical, eliminate accidents, injuries and other adverse effects on human health and the environment.

Basic principles

Noble will comply with the requirements set forth in the HKC when recycling rigs.

Noble acknowledges that working conditions that have been reported in many ship recycling facilities are unacceptable and against reasonable and achievable health, safety, environmental and social standards.

Noble therefore supports the application of the HKC as a minimum requirement when recycling Noble rigs. This will help ensure recycling in accordance with reasonable health, safety, environmental and social standards.

Noble will ensure that this recycling policy is continuously updated and compliant with relevant legislation.

Public disclosure and stakeholder management

When approached by external parties, such as media, rating agencies, investors or non-governmental organisations, Noble will be open and transparent about our approach and efforts.

In the event of rig recycling, a dedicated stakeholder management programme will be established. The programme will focus on identifying key stakeholders, understanding stakeholder concerns, and ensuring proper handling of the necessary communication towards these. This could include options such as dedicated newsletters and info sections, site visits, question/answer sessions and the involvement of external certifiers and experts.

Disposal of rigs

When disposing of a rig to a third party, Noble will require the third party's compliance with the requirements in the HKC if recycling of the rig in question takes place within 2 years of such disposal to a third party.

In the event Noble is not able to achieve reasonable assurances of compliance with the above, Noble will abandon sale and recycle such rigs in accordance with the RRP.

Selecting recycling yard (the "Contractor")

In the process of identifying a Contractor, an associated independent 3rd party will follow the Noble Supply Tender Process where a committee will be formed to establish and review the:

- Evaluation criteria
- Scope of Work Compliance to regulations and conventions
- Contractual set-up
- Responsible Procurement, Legal Due Diligence etc.

Contractor shall always act in a manner consistent with the Noble Code of Conduct. Furthermore, Contractor shall comply with all national and international laws, rules, regulations, orders, conventions and ordinances in force from time to time and applicable to the delivery of Goods or performance of Services and/or relate to the provision, licensing, approval or certification of the Goods or Services, including but not limited to those relating to human rights, anti-corruption, occupational health and safety, environmental matters, wages, working hours and conditions of employment, sub-contractor selection, discrimination, data protection and privacy, such as but not limited to United Nations Global Compact (UNGC), and Contractor agrees to accommodate any potential audit by Noble, or a representative of Noble to verify the same.

Approved by the Board of Directors of Noble Corporation plc on 29 September 2022.