

CONTRACT OF EMPLOYMENT - STAFF

Guarav Nag, born 06.10.1977, is employed by ROSENBERG WORLEY AS on the conditions described by this contract, and by the general administrative guidelines and the Personnel Handbook established for all employees.

Terms & Conditions of Employment

1. Start date

1st of March 2021

2. Position

Title : Senior Engineer

Department: R606 EIT

3. Work hours

Position: 100%

Normal working hours is 37,50 per week, unless assignment orders are made.

Normal working hours per day is 8 hours inclusive 30 minutes lunch break.

4. Place of Work

Place of employment will be in the Company offices located at Buøy, Stavanger.

Travel within, or outside of Norway, may be required as part of your day-to-day duties.

5. Salary

Annual salary per start date will be **NOK 750.000,-** (inclusive of Holiday Pay)

An annual salary consists of 11 months of ordinary salary and 1 month as Holiday pay (being paid out in June). Holiday pay is earned up working with this company the previous calendar year.

In accordance with the Company Guidelines, annual salary reviews are 1st of July, and for you the first one will take place in 2021.

If any incorrect salary payments are made, the employee is legally bound to contact Payroll. With reference to the Norwegian Working Environment Act ("Arbeidsmiljølovens § 14-15") the employee accepts that where the employer has made an accidental overpayment of wages or expenses (including Holiday pay), the employer can recover this overpayment from the employee by deducting the amount from future salary payment.

6. Overtime / Compensation

The position is entitled to overtime payment according to our Personnel handbook.

Other compensation will be according to Administrative guidelines made at any time.

7. Pension & Insurance

The company has a defined Pension contribution and Insurance arrangement.

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Please see enclosed brochure for further info.

8. Termination of employment

Resignation of employment must be in writing. The notice period is 3 calendar months, starting the 1st of the upcoming month. Otherwise after the regulations in "Arbeidsmiljøloven".

9. Annual Holiday

Annual Holiday entitlement is 5 weeks, and in accordance with the Norwegian Law and "Ferie-loven", which states that fully paid holidays is accumulated through by working a full calendar year.

10. Code of Conduct

Signing this offer states that you will comply with WorleyParsons Code of Conduct, General Administrative Guidelines and Personnel handbook. The Code of Conduct is enclosed.

11. Working Guidelines (Arbeidsreglement)

Enclosed is a copy of The Working Guidelines.

Worley's Employee Privacy Notice

1 INTRODUCTION

- 1.1 The Worley group of companies are committed to safeguarding and preserving the privacy of our employees, workers and/or contractors.

2 PERSONAL INFORMATION WE COLLECT FROM YOU

- 2.1 As an employee, worker or contractor of one of Worley group companies we will collect and store personal information about you. This personal information may be collected from you through job-related activities. It can include personal information ranging from your contact details or bank account details to CCTV footage of you.
- 2.2 Some of the personal information we collect from you may be considered "sensitive" personal data, for example, your "personnummer". The collecting and storage of such personal information is limited and we will only process it to the fullest extent permitted by law or if you give us your express consent.
- 2.3 If you fail to provide us with your personal information when requested, we may not be able to perform our contract with you or comply with our legal obligations.

3 HOW WE USE YOUR INFORMATION

- 3.1 We will only process your personal information when we have valid legal grounds to do so which may include, for example:
- 3.1.1 our need to perform the contract that we have entered into with you;
 - 3.1.2 where we need to comply with a legal obligation; and

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3.1.3 where it is necessary for our legitimate interests as a business (except where your interests or fundamental rights override these).

4 DATA SHARING

There are circumstances where we may wish to disclose or are compelled to disclose your personal information to third parties. This will only take place in accordance with the law and where we have lawful grounds to do so. For example, we may share your personal information with another Worley group company in order to perform our contract with you.

5 YOUR RIGHTS WITH REGARDS TO YOUR PERSONAL INFORMATION

The law provides you with certain rights about your personal information, including the right to: access, rectify, withdraw consent, erase, restrict, transport, and object to the processing of, your personal information. You also have the right to lodge a complaint with the relevant information protection authority if you believe that the personal information is not being processed in accordance with the law. Further information about your rights is set out in our employee privacy policy standard.

6 CONFIRMATION

Please sign the below confirmation to acknowledge that you have read and understood the terms in this notice and in the attached documents;

1. Arbeidsreglement
2. Code of conduct
3. Taushetserklæring

Buøy, 07.01.2021

Yours sincerely
ROSENBERG WORLEY AS



Erlend Blanchard
Department manager



Rolf Norås Pettersen
Vice President HR & Admin.

I hereby accept this offer of employment, I also acknowledge that I have read and understood the Worleys' Employee Privacy Notice :

Signed: Gaurav NAG

Date: 18/01/2021

Name: GAURAV NAG