

Sent on behalf of the Integration Planning Teams

Thank you for continuing to be stronger than ever as you keep our business running safely and effectively.

Building on the details provided in our [September 17 update](#), below is additional information on the following topics:

Benefits

Noble benefits will remain unchanged upon merger close, and you will remain on Noble's benefit plans until the transition to Chevron's benefit plans is complete, which is expected to occur in 2021.

In the near term, eligible U.S. payroll employees will participate in Noble's open enrollment benefit election process from November 2–13, 2020. Additional information about the benefit options and enrollment process will be shared with you in mid-October.

Vacation

All employees will retain their current vacation banks upon merger close. We encourage you to take time off to relax and recharge, so you can be safe and effective at work.

Noble's current vacation policy for international employees will remain unchanged. Changes for U.S. payroll employees include the option to carryover all unused vacation and, beginning in 2021, employees will accrue vacation on a per pay period basis throughout the year. More details about the transition to the accrual method will be communicated in late 2020.

Work Schedules and Office Access

Employees will continue to follow their current work schedule upon merger close. The compressed work week observed in U.S. office locations of half day Fridays will remain in place until policy transition is complete, which is expected to occur in 2021.

Employees will continue to have access to their current work locations using their Noble badge. More information about the transition to Chevron badges will be available in the near future.

COVID-19 Updates

Noble employees will continue to follow Noble's COVID-19 protocols for returning to the office. Employees who can do their jobs remotely are encouraged to continue working remotely. We will continue to evaluate the conditions in each office location and will let you know if anything changes. In the meantime, any updates will be posted on our MyNoble Return to Office page.

We will continue to keep you updated as integration activities and information progress. This information as well as previous communications are available on the [MyNoble Integration Planning](#) page. Thank you again for your dedication to safe and responsible operations.