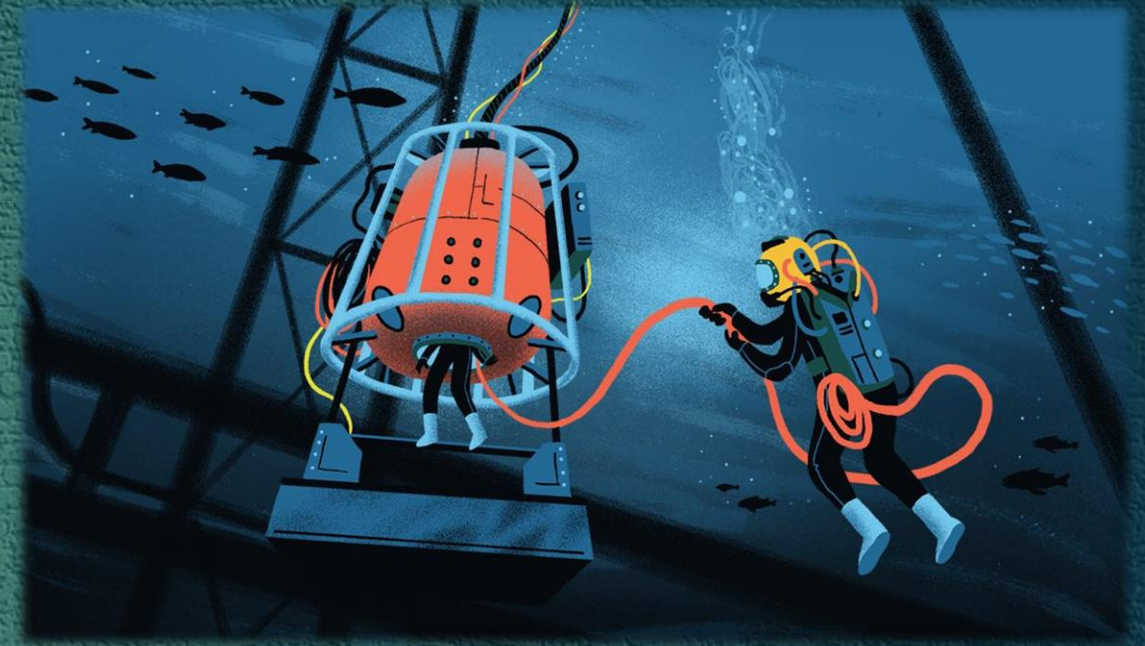


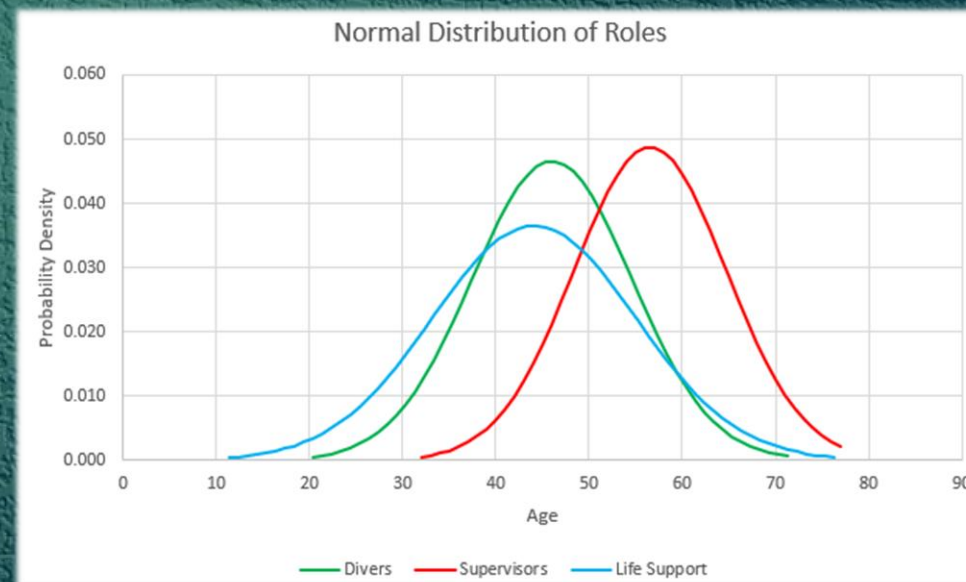
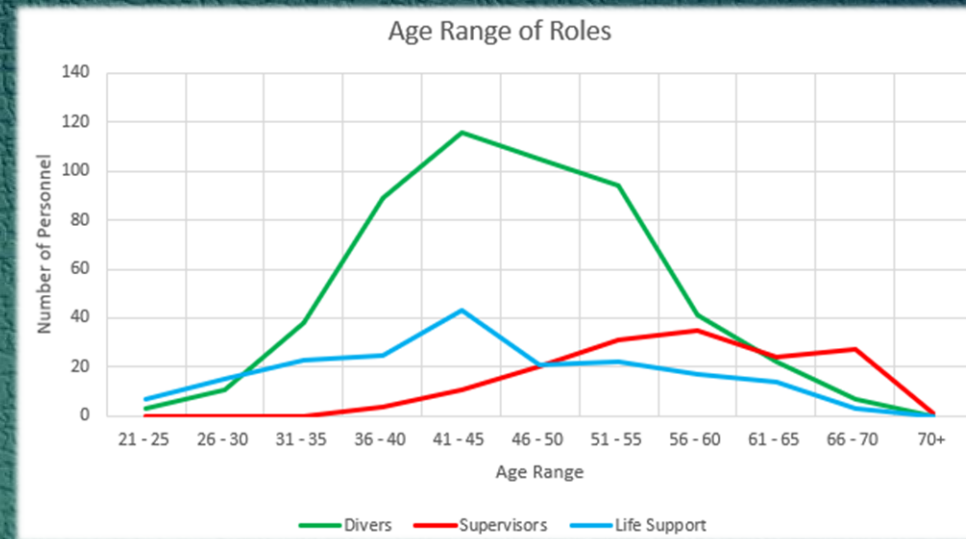
North Sea Divers Age Survey

- The following has been collected to show the age profile of various positions employed by North Sea Contractors.
- This is a snapshot as of **April 2024**.
- Due to some personnel being employed by more than one contractor, there is potential data duplication. However, by studying the dates of birth provided by contractors, it is estimated that this duplication is less than **4%** of the total dataset.
- Thank you to following contractors who have provided their anonymised data:
 - Boskalis
 - TechnipFMC
 - Subsea7
 - WellSafe



Overall North Sea Picture

| Age Range | Divers | | Supervisors | | Life Support | |
|---------------------------|-------------|-------|-------------|-------|--------------|-------|
| 21 - 25 | 3 | 0.6% | 0 | 0.0% | 7 | 3.7% |
| 26 - 30 | 11 | 2.1% | 0 | 0.0% | 15 | 7.9% |
| 31 - 35 | 38 | 7.2% | 0 | 0.0% | 23 | 12.1% |
| 36 - 40 | 89 | 16.9% | 4 | 2.6% | 25 | 13.2% |
| 41 - 45 | 116 | 22.1% | 11 | 7.2% | 43 | 22.6% |
| 46 - 50 | 105 | 20.0% | 20 | 13.1% | 20 | 10.5% |
| 51 - 55 | 94 | 17.9% | 31 | 20.3% | 22 | 11.6% |
| 56 - 60 | 41 | 7.8% | 35 | 22.9% | 18 | 9.5% |
| 61 - 65 | 22 | 4.2% | 24 | 15.7% | 14 | 7.4% |
| 66 - 70 | 7 | 1.3% | 27 | 17.6% | 3 | 1.6% |
| 70+ | 0 | 0.0% | 1 | 0.7% | 0 | 0.0% |
| Total | 526 | | 153 | | 190 | |
| Average | 46 | | 57 | | 44 | |
| Oldest | 69 | | 71 | | 67 | |
| Youngest | 23 | | 38 | | 21 | |
| Standard Deviation | 8.56 | | 8.18 | | 10.92 | |



- Personnel are 68% likely to fall into the following age categories
 - Divers – 37 to 54 years old
 - Supervisors – 49 to 65 years old
 - Life Support – 33 to 55 years old
- Life Support has a younger and more diverse range of ages compared to Supervisors which are generally in the older brackets
 - Up to 57% of Dive Supervisors could be retiring within the next 10 years

Divers within various companies

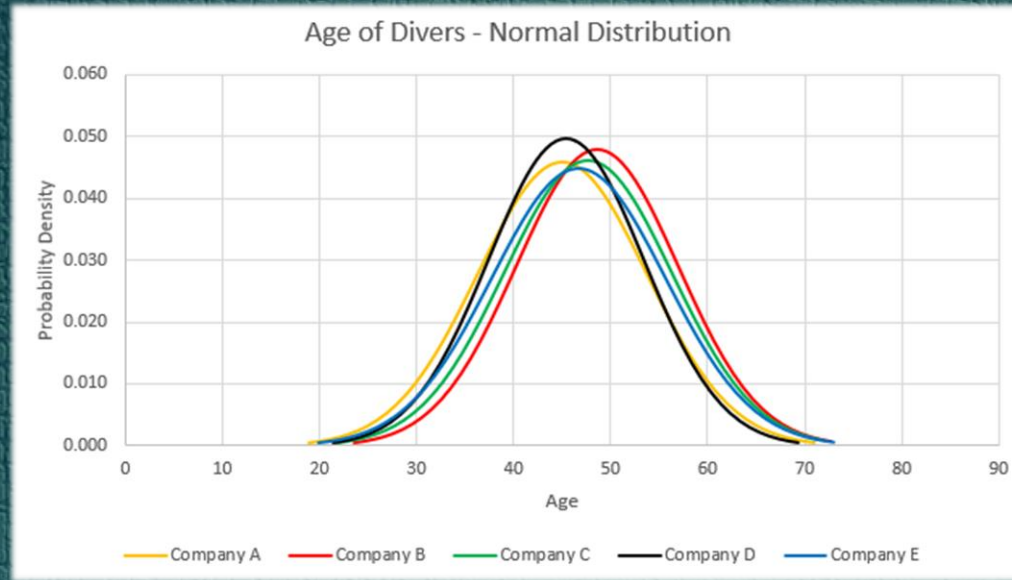
| Company A | |
|--------------|------|
| Average Age | 45.0 |
| Youngest | 23 |
| Oldest | 68 |
| Standard Dev | 8.69 |

| Company B | |
|--------------|------|
| Average Age | 48.6 |
| Youngest | 34 |
| Oldest | 66 |
| Standard Dev | 8.33 |

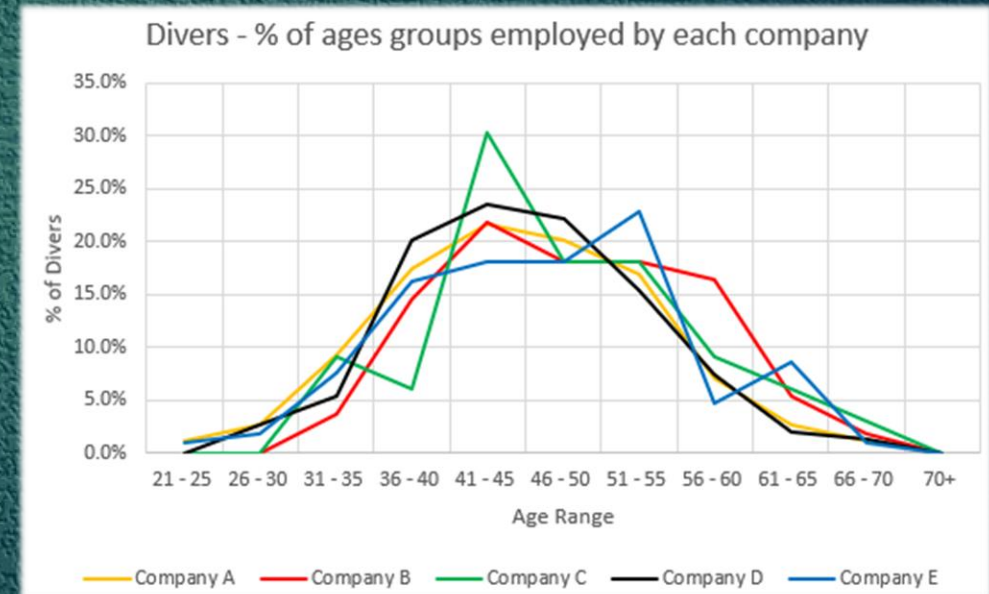
| Company C | |
|--------------|------|
| Average Age | 47.6 |
| Youngest | 31 |
| Oldest | 69 |
| Standard Dev | 8.66 |

| Company D | |
|--------------|------|
| Average Age | 45.4 |
| Youngest | 26 |
| Oldest | 67 |
| Standard Dev | 8.01 |

| Company E | |
|--------------|------|
| Average Age | 46.7 |
| Youngest | 24 |
| Oldest | 66 |
| Standard Dev | 8.92 |



- Divers age is very uniform throughout all the North Sea contractors
 - All contractors can expect 68% of their divers to be within 9 years of the average
- Company A and Company E appear to employ slightly younger divers
- The oldest divers for all contractors are past the normally accepted retirement age



Supervisors within various companies

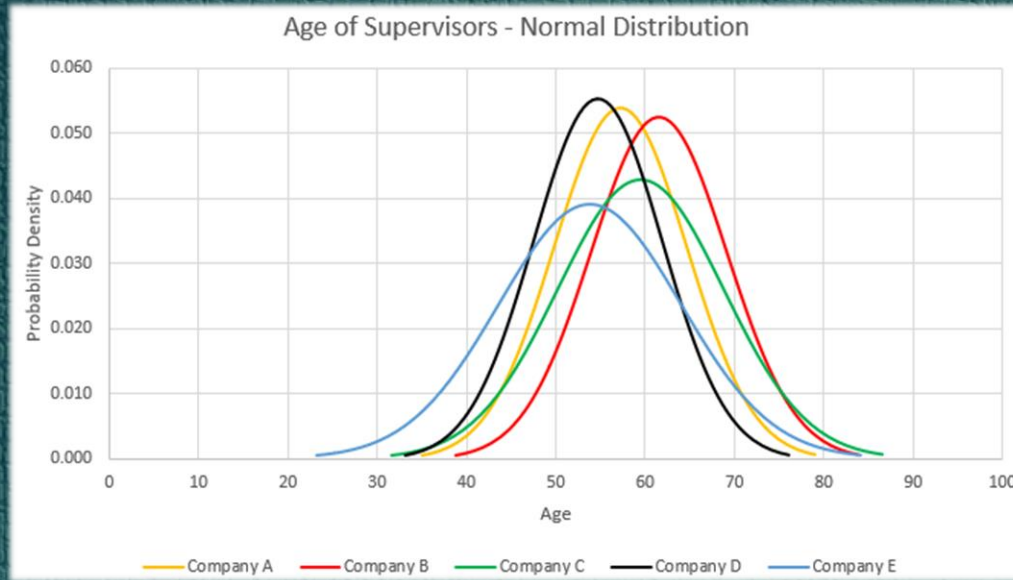
| Company A | |
|--------------|------|
| Average Age | 57.2 |
| Youngest | 43 |
| Oldest | 68 |
| Standard Dev | 7.38 |

| Company B | |
|--------------|------|
| Average Age | 61.4 |
| Youngest | 44 |
| Oldest | 71 |
| Standard Dev | 7.53 |

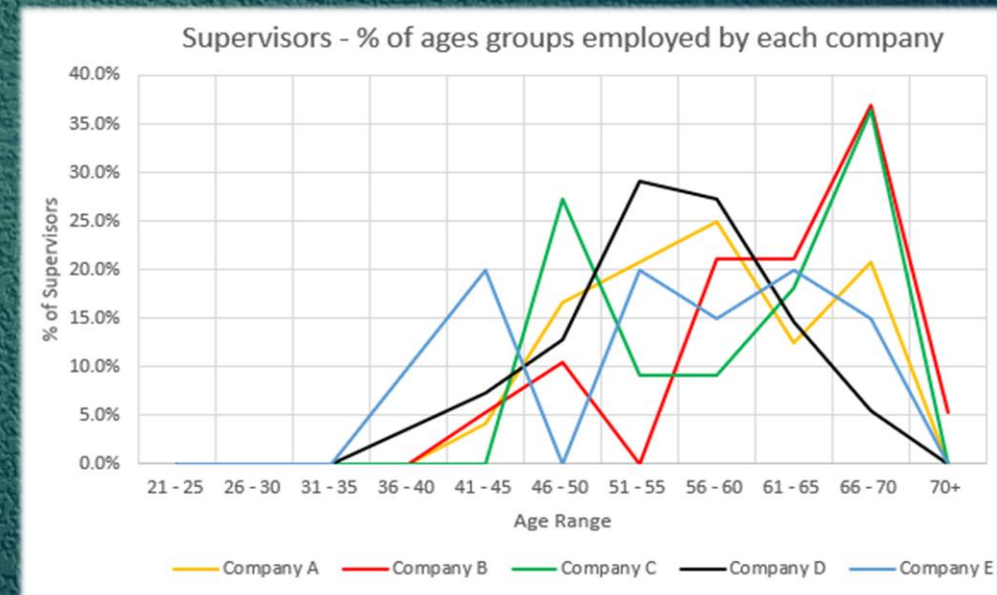
| Company C | |
|--------------|------|
| Average Age | 59.5 |
| Youngest | 46 |
| Oldest | 69 |
| Standard Dev | 9.31 |

| Company D | |
|--------------|------|
| Average Age | 54.7 |
| Youngest | 38 |
| Oldest | 68 |
| Standard Dev | 7.20 |

| Company E | |
|--------------|-------|
| Average Age | 53.8 |
| Youngest | 38 |
| Oldest | 68 |
| Standard Dev | 10.21 |



- Supervisors are typically on average the oldest position within the North Sea diving contractors' employees
- 57% of all supervisors could retire within the next 10 years
- Only Company D & Company E have a supervisor below the age of 40
- Company E have the largest range of age groups and employ the most supervisors under 50 by some margin



Life Support within various companies

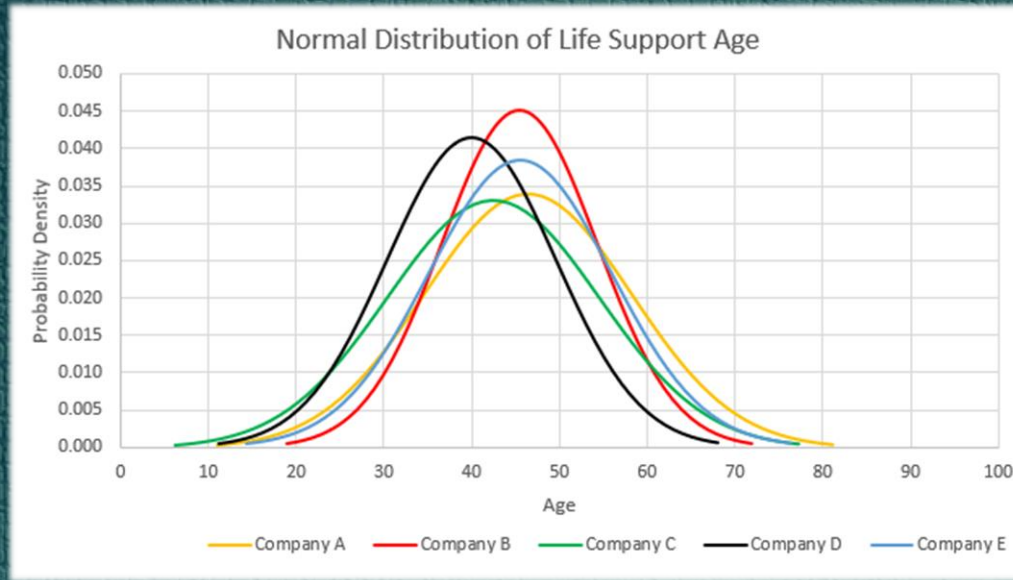
| Company A | |
|--------------|-------|
| Average Age | 46.4 |
| Youngest | 21 |
| Oldest | 67 |
| Standard Dev | 11.79 |

| Company B | |
|--------------|------|
| Average Age | 45.3 |
| Youngest | 22 |
| Oldest | 56 |
| Standard Dev | 8.94 |

| Company C | |
|--------------|------|
| Average Age | 45.3 |
| Youngest | 22 |
| Oldest | 56 |
| Standard Dev | 8.94 |

| Company D | |
|--------------|------|
| Average Age | 40.0 |
| Youngest | 24 |
| Oldest | 63 |
| Standard Dev | 9.62 |

| Company E | |
|--------------|-------|
| Average Age | 45.5 |
| Youngest | 23 |
| Oldest | 66 |
| Standard Dev | 10.40 |



- The normal distribution shows ages as low as 10 – This is due to their being no constraints and a 0.14% chance of a contractor having personnel that age

- Life Support tends to have the largest spread of age ranges from early 20's to late 60's.
 - This is also due to the data set including ALST's and LSS's, so a wider range of experience
- Company A & Company E have the largest range of age groups

