

OIL & GAS | PROJECT DEVELOPMENT

| Design / Engineering | Design Engineer | Senior Design Engineer | Design Drafter | Senior Design Drafter | Design Manager |
|--|-------------------|------------------------|------------------|-----------------------|-------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 100,000 - 140,000 | 140,000 - 180,000 | 80,000 - 110,000 | 110,000 - 140,000 | 140,000 - 170,000 |
| New Zealand (Remuneration Package Range) | 75,000 - 80,000 | 90,000 - 100,000 | 60,000 - 70,000 | 70,000 - 80,000 | 90,000 - 105,000 |

| Design / Engineering | Principal/ Lead Engineer | Engineering Manager |
|--|--------------------------|---------------------|
| | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 180,000 - 220,000 | 200,000 - 240,000 |
| New Zealand (Remuneration Package Range) | 115,000 - 150,000 | 150,000 - 210,000 |

| Project Delivery / Controls | Planner | Planning Manager | Contracts Administrator | Contracts Manager | Project Controls Manager |
|--|-------------------|-------------------|-------------------------|-------------------|--------------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 130,000 - 160,000 | 160,000 - 200,000 | 100,000 - 120,000 | 150,000 - 180,000 | 160,000 - 200,000 |
| New Zealand (Remuneration Package Range) | 70,000 - 90,000 | 90,000 - 130,000 | 55,000 - 75,000 | 100,000 - 140,000 | 100,000 - 140,000 |

| Project Delivery / Controls | Commissioning Engineer | Commissioning Manager | HSE Officer | HSE Manager | QA/QC Manager |
|--|------------------------|-----------------------|------------------|-------------------|-------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 120,000 - 140,000 | 160,000 - 200,000 | 80,000 - 140,000 | 160,000 - 190,000 | 140,000 - 170,000 |
| New Zealand (Remuneration Package Range) | 70,000 - 110,000 | 110,000 - 150,000 | 70,000 - 90,000 | 100,000 - 160,000 | 85,000 - 120,000 |

| Project Delivery / Controls | Project Engineer | Superintendent | Construction Manager | Project Manager |
|--|-------------------|-------------------|----------------------|-------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 130,000 - 170,000 | 140,000 - 180,000 | 170,000 - 240,000 | 190,000 - 280,000 |
| New Zealand (Remuneration Package Range) | 80,000 - 100,000 | 80,000 - 90,000 | 100,000 - 130,000 | 110,000 - 170,000 |

OIL & GAS | OPERATIONS & MAINTENANCE

| Operations & Maintenance | Discipline Engineer | Maintenance Planner | Maintenance Supervisor | Production Superintendent | Production Manager |
|--|---------------------|---------------------|------------------------|---------------------------|--------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 130,000 - 200,000 | 110,000 - 140,000 | 120,000 - 160,000 | 120,000 - 160,000 | 140,000 - 180,000 |
| New Zealand (Remuneration Package Range) | 120,000 - 180,000 | 75,000 - 100,000 | 80,000 - 100,000 | 120,000 - 160,000 | 140,000 - 180,000 |

□ Discipline Engineer - Discipline (E&I/Mech/Process/Corrosion/Materials/Reliability)

| Operations & Maintenance | Discipline Tech | OIM | Ops Support Engineer | Ops Superintendent | Ops Manager |
|--|------------------|-------------------|----------------------|--------------------|-------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 85,000 - 120,000 | 190,000 - 240,000 | 100,000 - 150,000 | 150,000 - 180,000 | 200,000 - 260,000 |
| New Zealand (Remuneration Package Range) | 60,000 - 80,000 | 190,000 - 240,000 | 100,000 - 130,000 | 110,000 - 150,000 | 180,000 - 250,000 |

□ Discipline Tech - Discipline (E&I/Mech/Process/Corrosion/Materials/Reliability)

| Exploration & Drilling | Petroleum Engineer | Geologist | Geophysicist | Exploration Manager | Drilling Manager |
|--|--------------------|-------------------|-------------------|---------------------|-------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 170,000 - 220,000 | 120,000 - 180,000 | 130,000 - 180,000 | 200,000 - 280,000 | 230,000 - 300,000 |
| New Zealand (Remuneration Package Range) | 170,000 - 220,000 | 120,000 - 170,000 | 130,000 - 170,000 | 200,000 - 280,000 | 230,000 - 300,000 |

| Exploration & Drilling | Development Engineer | Drilling Superintendent | Rig Manager | Completions Engineer |
|--|----------------------|-------------------------|-------------------|----------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 180,000 - 225,000 | 220,000 - 260,000 | 220,000 - 280,000 | 160,000 - 210,000 |
| New Zealand (Remuneration Package Range) | 180,000 - 210,000 | 220,000 - 260,000 | N/A | 160,000 - 210,000 |

| Exploration & Drilling | LWD / MWD Engineer | Technical Assistant |
|--|--------------------|---------------------|
| | Typical Salary | Typical Salary |
| Australia (Remuneration Package Range) | 100,000 - 120,000 | 80,000 - 110,000 |
| New Zealand (Remuneration Package Range) | 70,000 - 100,000 | 70,000 - 90,000 |