



MASTER ENGINEERING SERVICES AGREEMENT

Contract Award Document

TURKEY

Presented by

LARS PEETERS
Relations Officer Exxon

Presented to

DAMIAN JAMAL
Enginner



PURPOSE OF AGREEMENT

This Agreement formalizes the award of a comprehensive engineering services contract valued at Two Hundred Twenty Million United States Dollars (USD \$220,000,000) for the provision of engineering design, offshore systems advisory, project controls, compliance oversight, and commissioning support services.

SCOPE OF SERVICES

The Contractor shall provide the following services:

1. Technical Analysis and Design
2. Conduct engineering analysis and prepare design documentation for [specific facility or system].
3. Project Management Support
4. Provide project planning, scheduling, and coordination support, including meetings with Exxon Mobil technical teams.
5. Documentation and Reporting
6. Prepare regular progress reports, deliverables, and compliance documentation as required by Exxon Mobil.
7. Compliance and Safety
8. Ensure all work conforms to Exxon Mobil's industry safety, environmental, and operational standards.

Deliverables:

- [Deliverable 1] – Due [Date]
- [Deliverable 2] – Due [Date]
- [Final Report / Milestone Package] – Due [Date]

CONTRACT VALUE & COMPENSATION

The total contract value awarded to Engineer Damian Jamal under this Agreement is \$[Amount USD], payable under the following terms:

- Initial Payment: \$[Amount] upon contract signing.
- Milestone Payments: Based on completion of project phases.
- Final Payment: \$[Amount] upon final acceptance of deliverables.

Payments will be made within [number] business days following receipt of invoice and approval by Exxon Mobil's project manager.

PERFORMANCE SCHEDULE

Work under this Agreement shall begin on [Start Date] and is expected to conclude by [End Date], unless extended by mutual written consent.

Key milestones include:

Milestone	Description	Target Date
Kick-off Meeting	Initiate project and scope	Kick-off Meeting
Mid-Project-Review	Assess progress	Kick-off Meeting
Final Delivery	Submit all deliverables	Kick-off Meeting

FINANCIAL CAPACITY & PROOF OF FUNDS REQUIREMENT

Minimum Financial Capacity Requirement

As a material condition precedent to the effectiveness of this Agreement, the Contractor (Engineer Damian Jamal) shall demonstrate verifiable financial capacity evidencing not less than Five Million United States Dollars (USD \$5,000,000) in available liquid financial resources.

Such financial capacity is required to ensure:

- Adequate mobilization capability
- Operational liquidity during early execution phases
- Financial resilience against short-term cash flow gaps
- Performance assurance for project continuity

Acceptable Forms of Financial Evidence

The Contractor shall provide one or more of the following, subject to ExxonMobil’s review and approval:

1. Official bank statement(s) issued within the last thirty (30) calendar days showing available funds of not less than USD \$5,000,000;
2. A certified bank reference letter confirming maintained liquid balances not less than USD \$5,000,000;
3. An irrevocable standby letter of credit issued by a reputable international financial institution;
4. Escrow confirmation from a recognized financial institution;
5. Audited financial statements demonstrating unrestricted liquid assets equal to or exceeding USD \$5,000,000.
6. All financial documentation must:
 7. Be verifiable upon request
 8. Be issued by regulated financial institutions
 9. Be provided prior to contract mobilization

Failure to Provide Proof

1. Failure to provide satisfactory proof of financial capacity within ten (10) business days of request shall constitute:
2. A material breach of this Agreement; and
3. Grounds for suspension of mobilization, withholding of payments, or termination for cause.

Confidentiality of Financial Records

- All financial documents submitted shall be treated as confidential and shall be used solely for contract qualification and compliance verification purposes.
- If you would like, I can also add:
 - A Performance Bond requirement clause (e.g., 10%–20% of contract value)
 - A Parent Company Guarantee clause
 - A Bank Guarantee template
 - Or restructure this into a more aggressive oil & gas industry-standard EPC financial security framework**

CONFIDENTIAL FINANCIAL ASSISTANCE & DEBT SETTLEMENT BENEFIT

Purpose

As part of the strategic engagement framework and subject to strict contractual compliance, ExxonMobil may, at its sole discretion, consider providing structured financial assistance for the settlement of certain personal debts of the Contractor (Engineer Damian Jamal) and, where applicable, his legally recognized business partner, subject to the conditions outlined herein.

Scope of Eligible Debts

Eligible debts may include, but are not limited to:

- Educational loans (including student loan obligations)
- Verified bank credit facilities
- Mortgage obligations
- Personal credit card liabilities
- Documented business loans
- Other legally enforceable financial debts

All debts must be:

- Legally documented
- Verifiable through financial institutions
- Not under fraud investigation or legal dispute
- Not resulting from unlawful activity

Conditional Review Period

Debt settlement consideration shall only occur:

- After a minimum of five (5) months from the Contractor's official mobilization date;
- Upon successful performance review of contractual obligations;
- After verification of milestone compliance and satisfactory HSE performance;
- Subject to Steering Committee approval.

No debt settlement review shall commence prior to the completion of the five-month evaluation window.

Tax & Legal Responsibility

The Contractor shall be solely responsible for:

- Any tax liabilities arising from such settlement;
- Reporting obligations in relevant jurisdictions;
- Ensuring legality of debt discharge under applicable laws.

Non-Assignment

This benefit is non-transferable and shall not extend to third parties beyond the Contractor and formally disclosed partner identified in this Agreement.

TOTAL CONTRACT VALUE & FINANCIAL MODEL

Contract Value Breakdown

Component	Amount(USD)
Base Engineering Services	\$180,000,000
Performance Incentive Pool	\$20,000,000
Contingency Allocation	\$15,000,000
Risk Escalation Buffer	\$5,000,000
Total Contract Value	\$220,000,000

MILESTONE PAYMENT STRUCTURE

Payments shall be milestone-based:

Milestone	Payment%	Amount
M1 – Mobilization	10%	\$22,000,000
M2 – Conceptual Completion	10%	\$22,000,000
M3 – FEED Completion	15%	\$33,000,000
M4 – 50% Detailed Engineering	15%	\$33,000,000
M5 – 100% Detailed Engineering	15%	\$33,000,000
M6 – Procurement Closeout	10%	\$22,000,000
M8 – Commissioning	10%	\$22,000,000
M9 – Final Closeout	5%	\$11,000,000

PERFORMANCE INCENTIVE STRUCTURE

Up to \$20,000,000 may be awarded for:

- Early milestone completion
- Zero Lost Time Incident performance
- Budget underruns
- Innovation-driven cost savings
- Operational optimization

Incentives are discretionary and subject to Steering Committee approval.

This Engineering Services Agreement (“Agreement”) is made and entered into this ____ day of _____, 20 (“Effective Date”), by and between:

Exxon Mobil Corporation, a corporation duly organized and existing under the laws of the State of New Jersey, United States of America, with principal offices located at 5959 Las Colinas Boulevard, Irving, Texas, USA (hereinafter referred to as “ExxonMobil” or “Company”);

AND

Engineer Damian Jamal, an independent engineering consultant duly qualified and professionally certified in accordance with applicable engineering regulatory bodies (hereinafter referred to as “Contractor”).

ExxonMobil and Contractor may hereinafter be referred to individually as a “Party” and collectively as the “Parties.”

RECITALS

WHEREAS, ExxonMobil is engaged in global exploration, production, refining, transportation, and marketing of petroleum and petrochemical products;

WHEREAS, ExxonMobil intends to undertake engineering services relating to upstream and/or downstream operations including but not limited to offshore infrastructure development, asset integrity optimization, facilities engineering, and technical advisory services;

WHEREAS, Contractor represents that he possesses the technical expertise, professional qualifications, experience, and capacity necessary to perform such services;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

Note: You are expected to be onboarded at the Turkish offshore office, latest 8th December 2025

Note: This is a confidential documentation and the details herein should not be shared externally

Acknowledgement of Award

I, the undersigned, on behalf of [Awardee's Company Name], acknowledge receipt and acceptance of this contract award, including all payment terms, remittance obligations, and conditions stipulated herein.

Signature: _____

Name: _____

Position: _____

Date: _____

Exxon™

Mobil™

