

Flex Your Benefits

Your 2024 Flex at a Glance

Your SLB benefits go way beyond your compensation and include protection through a variety of health, welfare, and financial benefits—known as SLB Flex—designed to support you and your family now and in the future.

This Flex-at-a-glance booklet builds off of your SLB Flex guide to provide a snapshot of your SLB benefits features for 2024. For more details, read the SLB Flex guide, or visit the **Benefits Central website** at slb-benefits.ca.



Benefits Central Website

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Retirement and Savings Plan

As an SLB employee, we get you started with the Retirement and Savings Plan immediately. When it comes to saving money, everyone's needs are unique. You might have short-term or mid-term savings goals, while others are planning for life much further down the road. That's why SLB offers a range of financial benefits with substantial employer contributions and flexible matching options—to help you not only save for retirement and invest in the future but live your best life in the here and now.

The SLB Canada Retirement and Savings Plan is made up of the following products to help you save for your future:

- Defined Contribution Pension Plan (DCPP);
- Registered Retirement Savings Plan (RRSP);
- Tax-Free Savings Account (TFSA); and
- Non-Registered Savings Account (NREG).

Here are the highlights:

Plan	Feature
DCPP	SLB will contribute a base 6% of your admissible compensation.
DCPP, RRSP, TFSA, and NREG	When you contribute up to 4%, SLB will match 100% of this contribution.

New hires and employees who have transferred to Canada will be auto-enrolled in the DCPP at a 6% employer base contribution, 4% employee contribution, and 4% employer match to ensure that you receive the full employer match. Log on anytime to mysunlife.ca to manage your contributions, investments, and beneficiaries.

Your 2024 Flex Benefits Options

In addition to the Retirement and Savings Plan, you have more health and welfare protection through Flex Benefits. We recognize that our employees' needs are diverse and can change over time. With Flex Benefits, you choose the coverage you need now. Know that as this changes, your benefits change with you.

How Flex Benefits work

Each year, SLB gives you Flex dollars to spend. The provided Flex dollars are enough to cover health and dental for you and your covered dependents if you select Option 1 or Option 2. Basic life insurance for you and your dependents and basic AD&D for you are also covered by Flex dollars. If you choose a higher level or additional coverage, you will be responsible for paying any additional cost.

Our enrollment website calculates the cost of your payroll deductions for benefits, based on the amount of Flex dollars you have, whom you cover, and which options you choose. If you have Flex dollars remaining after you choose your elections, you can redirect them to a Health Spending Account (HSA), Personal Spending Account (PSA), or, during annual enrollment, the Registered Retirement Savings Plan (RRSP).



Flex Benefits Coverage Highlights

The next set of tables reflects the various benefits and coverage options available to you. Each benefit offers different coverage levels so you can choose the option that best meets your and your family's needs.

Extended Health Care

Coverage	Option 1	Option 2	Option 3
Paying for coverage	Covered by Flex dollars	Covered by Flex dollars	Covered by Flex dollars plus a contribution from you
Reimbursement for all eligible expenses¹	60%	90%	100%
Prescription drugs			
Generic substitution unless physical override	All drugs legally requiring a prescription plus life-sustaining drugs		
Dispensing fee	Not covered unless dispensed through a Costco pharmacy		
Paramedical services			
Physical services²			
→ Maximum per specialty	\$500	\$750	\$1,250
→ Annual combined maximum	\$1,000	\$1,500	\$2,500
Holistic services³			
→ Maximum per specialty	\$500	\$750	\$1,250
→ Annual combined maximum	\$1,000	\$1,500	\$2,500
Psychological services⁴			
→ Maximum per specialty	None	None	None
→ Annual combined maximum	\$1,000	\$1,500	\$2,500
Vision services			
Vision care (every 24 months)	No coverage	\$300	\$500
Eye exams	1 every 24 months		
Other			
Hospital	Semi-private		Private
Hearing aids	\$5,000 (every 5 years)		
Foot orthotics	\$600 (every 36 months for adults and every 12 months for children)		
Fertility drugs (lifetime maximum)	No coverage	\$5,000	\$10,000
Fertility coverage (lifetime maximum)	No coverage	\$10,000	\$20,000
Gender affirmation (lifetime maximum)	No coverage	\$10,000	\$20,000
Out-of-country medical emergency insurance	100% emergency travel assistance (includes a maximum of 90 days per trip and a lifetime maximum of \$3,000,000 per person)		
Lumino Health Virtual Care services	Includes 24/7 access to health care professionals via Lumino Health's website or mobile app		
Wellness Personal Spending Account	\$450 per benefit year for employee fitness, nutrition, and wellness-related expenses		

1 See the SLB Extended Health Wellness Benefits Policy found on slb-benefits.ca > **Forms & Plan Documents** page for full coverage details.

2 Physical services include physiotherapists, athletic therapists, kinesiologists, occupational therapists, massage therapists, chiropractors, podiatrists or chiropodists, and osteopaths.

3 Holistic services include naturopaths, acupuncturists, dietitians, homeopaths, speech therapists, and audiologists.

4 Psychological services include mental health practitioners, clinical counselor and clinical therapists, marriage and family therapists, mental health counselors, psychiatrists, psychoanalysts, psychotherapists, psychologists, and social workers.

Dental Care

Coverage	Option 1	Option 2	Option 3*	Option 4
Paying for coverage	Covered by Flex dollars	Covered by Flex dollars	Covered by Flex dollars plus a contribution from you	No coverage; if you choose this option, you are electing to opt out of dental care.
Annual combined maximum (basic and major dental services)	\$1,500	\$2,500	\$3,500	
Dental fee guide	Current year		Current year plus 20% (for basic dental services only)	
Basic dental				
Services	60%	90%	100%	
Recall examinations	Every 6 months			
Periodontics (scaling and root planing)	16 units			
Major dental				
Services (includes dentures and implants)	50%	70%	80%	
Orthodontia				
Services	No coverage	50% (up to a \$2,500 lifetime maximum)	50% (up to a \$3,500 lifetime maximum)	

* If you choose dental Option 3, there is a lock-in provision, which means you cannot change your coverage for two full plan years, unless you experience a qualified life event.

Insurances

When the unexpected occurs, you have insurance options through SLB to protect yourself and your family financially. These options include basic life insurance and basic AD&D insurance, which are provided automatically by SLB at no cost to you. You also have the option to buy additional life, AD&D, and critical illness coverages during enrollment.

Refer to this key when reviewing your coverage options.

- ★ – Automatically provided by SLB
- ✔ – Optional purchase through payroll deductions

Basic and Optional Life Insurance

Coverage Type	Coverage Level	Amount
Basic life insurance ★	You	2x your eligible compensation
	Your spouse or partner	Up to \$10,000
	Your dependent children	Up to \$5,000 per dependent child
Optional life insurance ✔ (Note: Evidence of insurability (EOI) is required for optional life insurance.)	You	Up to \$500,000 in coverage (available in multiples of \$25,000)
	Your spouse or partner	
	Your dependent children	Up to \$25,000 in coverage (available in multiples of \$5,000)

Basic and Optional Accidental Death and Dismemberment (AD&D) Insurance

Coverage Type	Coverage Level	Amount
Basic AD&D insurance ★	You	2x your eligible compensation
Optional AD&D insurance ✔	You	Up to \$500,000 in coverage (available in multiples of \$25,000)
	Your spouse or partner	
	Your dependent children	Up to \$25,000 in coverage (available in multiples of \$5,000)

Business and travel accident insurance

In addition to your basic life and AD&D insurances, SLB also automatically provides you with business travel accident insurance, equal to 4.5x your eligible compensation, up to \$1 million, at no cost to you. This coverage pays a benefit in the event you die or suffer dismemberment as a result of an accident while traveling on SLB business. This is a taxable benefit.

Optional Critical Illness Insurance

Coverage Level	Amount
You	Between \$20,000 and \$250,000 (available in multiples of \$10,000)
Your spouse or partner	Between \$20,000 and \$250,000 (available in multiples of \$10,000)
Your dependent children	Up to \$5,000

Note: Evidence of insurability (EOI) is required for optional critical illness insurance.

Disability coverage

Short-Term Disability (STD)

Coverage Level	Onset of STD to 26 Weeks (maximum 6 months)	27 Weeks to 52 Weeks (maximum 12 months)
All employees	100% of base salary	80% of base salary
Legacy SLB field direct employees	130% of base salary	110% of base salary

Long-Term Disability (LTD)

Coverage Level	Option 1	Option 2	Option 3
Formula (based on eligible compensation)	45% of first \$5,500 and 32% of remainder	55% of first \$4,000 and 42% of remainder	65% of first \$2,000, 53% of next \$5,000, and 45% of remainder with COLA
Indexing	None		Yes
Monthly benefit maximum	\$15,000 per month		
Benefits payable to	Age 65, retirement, recovery, or death (earliest of)		

Note: Evidence of insurability (EOI) is required for LTD coverage increases during annual enrollment.



Employee Assistance Program (EAP)

TELUS Health EAP provides you and your family with 24/7 immediate and confidential help for work, health, or life concerns. You have access to professional coaches, consultants, and counselors to assist you anytime and from anywhere by phone, online, or through the TELUS Health One mobile app. See Contacts for how to get started.

Contacts

Resource	How to Get There	Support Type
Benefits Central Website	Visit slb-benefits.ca	All your benefits information needs can be found here
SLB Canada Benefits Centre	Call 1-866-557-5222 (toll-free), Monday to Friday, 6:30 a.m. to 3 p.m. MT	<ul style="list-style-type: none"> → Enrollment support → Help updating coordination of benefits or dependents
My Benefits Portal	Visit slb.seb-admin.com	<ul style="list-style-type: none"> → Enroll in your benefits → Make a life event change → Designate beneficiaries for insurances → View your enrollment choices → View your Total Rewards Statement → Access the single sign-on to your Sun Life account
Enterprise Service Management Portal (ESM-HR)	Visit esm.slb.com/hr	<ul style="list-style-type: none"> → SLB's employee support platform → View common FAQs, and submit a ticket here to get internal support for personal benefits questions or issues
Sun Life	Visit mysunlife.ca , call 1-866-896-6976 (toll-free) Monday to Friday, 6 a.m. to 6 p.m. MT, or download the my Sun Life mobile app Contract numbers: <ul style="list-style-type: none"> → Health and Dental – 150939 → Basic and Optional Life Insurance – 103039 → Optional Critical Illness Insurance – 105739 → Health Spending Account – 150939 → Personal Spending Account – 151039 → Wellness Personal Spending Account – 152260 	<ul style="list-style-type: none"> → Retirement and Savings Plan – Enroll in products, select investments options, and designate beneficiaries → Contact for health and dental claims support, claims status, and coverage support or general benefits questions → Use the website to view your account online, print claim forms or cards, and use the drug look-up tool → Use the my Sun Life mobile app for quick access to your accounts and coverage card
Global Excel Management (GEM)	For 24/7 medical assistance while traveling, call: <ul style="list-style-type: none"> → 1-800-511-4610 (U.S. and Canada) → 1-519-514-0351 (anywhere else) 	Contact if you need support to start an emergency medical claim or for emergency medical assistance while traveling out of province or country
HumanaCare	Call 1-877-305-9551 (toll-free) Monday to Friday, 6:30 a.m. to 4 p.m. MT	Contact if you need to start a short-term disability claim
TELUS Health	For 24/7 support, visit one.telushealth.com , call 1-844-880-9142 , or download the TELUS Health One mobile app (Username: slb Password: EAP)	Contact to access the Employee Assistance Program (EAP)