

Frequently Asked Questions About the Transition to SLB Canada Benefits

Transitioning to SLB Canada Benefits

1. What actions do I need to take for my 2027 employee benefits?

As part of the benefits transition, you will have the opportunity to make your benefit elections and review your Retirement and Savings Plan before your coverage takes effect.

- **November 2 – November 20, 2026:** Enroll in **Flex Benefits** during SLB's 2027 Annual Enrollment period. Your Flex Benefits options include extended health care, dental care, life and accidental death and dismemberment (AD&D) insurance, disability coverage, plus the option to add supplemental coverage, including life, AD&D, and critical illness insurance.
- **December 1 – December 15, 2026:** Review your participation in the **Retirement and Savings Plan**. While you are enrolled in the Defined Contribution Pension Plan (DCPP) by default, between December 1 and December 15, 2026, you can use Sun Life's MAX Review tool to update your choices in advance of January 1, 2027. This includes your contribution rate, investment selections, and beneficiaries, as well as exploring additional retirement and savings products available through the plan.

The Flex Benefits elections and Retirement and Savings Plan selections made during these periods will take effect January 1, 2027. Between now and the end of these windows, you'll receive more information, including reminders from the SLB Canada Benefits Team.

2. How will the transition to SLB benefits affect my current benefits?

The transition to SLB will not disrupt your current benefits. Your current company benefits will remain in effect until December 31, 2026. Please note:

- On November 2, 2026, you'll receive an email notification from the SLB Canada Benefits Team that the enrollment window for SLB Flex Benefits is open through the [Flex Benefits Enrollment website](#). At this time, you can elect benefits for yourself and any eligible family members.
- On December 1, 2026, you'll receive an email notification from Sun Life that the MAX Review tool window for the SLB Retirement and Savings Plan is open through the [Sun Life website](#). At this time, you can review your default election, confirm your contribution rate and investment selections, designate your beneficiary, and explore additional retirement and savings products available through the plan.

The benefits elected during the enrollment periods will take effect January 1, 2027.

3. What happens if I experience a qualifying life event before January 1, 2027?

If you experience a qualifying life event after the enrollment period but before January 1, 2027, you can make changes to your 2027 benefits coverage by visiting the [Flex Benefits Enrollment website](#) on or after January 4, 2027.

If you do not make changes within 30 days of the event, you must wait until the next Annual Enrollment period unless you have another qualifying life event. If by January 4, 2027, it has been greater than 30 days since the Life event occurred, you must contact the SLB Canada Benefits Centre at **1-866-557-5222**, Monday through Friday, from 6 a.m. to 6 p.m. MT for support.

4. When can I expect to receive more information about my SLB Canada benefits?

Communications regarding your SLB Canada benefits will be sent to your SLB email leading up to and throughout the enrollment and review periods. You will also receive mailed information prior to these periods.

5. Where can I go to see additional frequently asked questions?

Visit the [FAQs page](#) on Benefits Central for even more answers to frequently asked questions.

6. Will I need to reapply for prior authorization medications under the new plan?

No. If you have prior authorization drug approvals under your previous plan, those approvals will automatically transfer to the SLB plan effective January 1, 2027. You will not need to submit a new request or obtain a new approval.

7. What happens to dental treatment plans or predeterminations that were approved before January 1, 2027?

Any dental predeterminations approved before the effective date of the new plan will continue to be honored. However, expenses will be reimbursed according to the coverage level you elect under the SLB Flex Benefits plan. When submitting your claim, please include a copy of your predetermination approval.

8. Will I need to provide medical evidence of insurability (EOI) again to qualify for optional life or critical illness insurance?

No. If you have optional insurance that was previously approved under the ChampionX plan, the approved coverage amount will be grandfathered into the SLB plan. You and or your spouse/partner or dependent children will not be required to provide new EOI for the amount that has already been approved. If you choose to elect coverage above your previously approved amount, the additional coverage may be subject to EOI requirements and approval by the insurer. Please note that you must still actively elect your desired coverage amount during enrollment. Coverage will not transfer unless you make an election.

SLB Canada Flex Benefits

1. What are Flex Benefits?

Your Flex Benefits options include extended health care, dental care, life and accidental death and dismemberment (AD&D) insurance, disability coverage, plus the option to add supplemental coverage, including life, AD&D and critical illness insurance. You can enroll in these coverages during your enrollment window.

2. When can I enroll in Flex Benefits?

The enrollment window for 2027 SLB Flex Benefits begins November 2, 2026, and ends November 20, 2026. The benefits you elect during this period will take effect January 1, 2027. The Flex Benefits Enrollment website will not be accessible before November 2, 2026.

3. Who is eligible to enroll in Flex Benefits?

You are eligible to enroll in Flex Benefits during the enrollment window if you are a full-time or part-time employee scheduled to work 20 or more hours per week.

Please note that there is no waiting period for Flex Benefits. If you want your dependents to have coverage, you must actively enroll them during the Flex Benefits enrollment window.

4. Can I enroll my partner and my partner's children in Flex Benefits?

You can enroll your partner and your partner's children in Flex Benefits if they meet the dependent eligibility requirements.

5. Who is considered a dependent?

A dependent child is your natural child, adopted child, or stepchild who is entirely dependent on you for maintenance and support and who is:

- Under 21 years of age, or
- Under 26 years of age and attending a college or university full-time, or

- Physically or mentally disabled and incapable of self-support, and
- Not married or in a formal union recognized by law

If a dependent child becomes disabled, you must submit proof of the child's disability to Sun Life within 31 days of the disability and notify the SLB Canada Benefits Centre. The definition of disabled for purposes of the Extended Health and Dental Care plans is as follows:

- The child is incapable of self-sustaining employment because of mental or physical handicap.
- The child became disabled prior to reaching age 21.
- The child is chiefly dependent on the participant for support and maintenance.

6. What happens if I don't enroll during the Flex Benefits enrollment window?

If you don't enroll during the Flex Benefits enrollment window, you will be enrolled in option 2 for extended health care, dental care, and long-term disability (LTD). You will not have coverage for any optional plans, and your dependents will not have coverage. Coverage for dependents is not automatic and must be elected during enrollment.

7. Where do I enroll in Flex Benefits?

You can enroll in SLB Flex Benefits through the [Flex Benefits Enrollment website](#). You can access the website through the SLB intranet using single sign-on. If you're accessing it externally, log in with your LDAP email and password.

8. How do I enroll in SLB Flex Benefits?

Once you're on the [Flex Benefits Enrollment website](#), select **Enroll** on the homepage to begin. Here, you will follow the steps to enroll. After your benefit elections are made, select the **Confirm** button at the bottom of the page. The **Confirm** button must be selected to complete enrollment.

9. How do I add dependents when I'm enrolling in SLB Flex Benefits?

During enrollment on the [Flex Benefits Enrollment website](#), you'll be prompted to add any eligible dependents, such as your spouse, partner, birth children, adopted children, stepchildren, domestic partner's children, and/or children for whom you are the exclusive legal guardian to your SLB benefits coverage.

10. Can I make changes to my Flex Benefits after the enrollment window closes?

Please note that the [Flex Benefits Enrollment website](#) will be unavailable from November 21, 2026, through January 4, 2027. During this period, you will not be able to access the site or make changes to your 2027 benefits coverage.

If you experience a qualifying life event between November 21, 2026, and January 4, 2027, you may update your 2027 benefits coverage once the website reopens on January 4, 2027. Because your 2027 benefits coverage becomes effective on January 1, 2027, you will have 30 days from January 1, 2027, to report and submit any qualifying life events that occurred during the website blackout period. Approved changes will be applied retroactively to January 1, 2027, as applicable.

If you have questions or require assistance, please contact the SLB Canada Benefits Centre at **1-866-557-5222**, Monday through Friday, from 6:30 a.m. to 3 p.m. MT.

11. I was hired after the enrollment period. When can I enroll in Flex Benefits?

If you are hired after the enrollment period closes, you will be eligible to enroll in Flex Benefits beginning January 4, 2027. You will be enrolled by default in the Retirement and Savings Plan beginning January 1, 2027.

12. Who do I contact if I have questions about the Flex Benefits enrollment process?

During the enrollment period, you can contact the SLB Canada Benefits Centre at **1-866-557-5222**, Monday through Friday, from 6 a.m. to 6 p.m. MT for questions about the enrollment processes or your SLB Canada benefits. Note that outside of the enrollment period, the SLB Canada Benefits Centre is available from 6:30 a.m. to 3 p.m. MT.

The SLB Canada Benefits Centre will not be able to provide information on SLB 2027 benefits enrollment until November 2.

13. When will I see my 2027 Flex Benefits coverage choices on my Sun Life account?

Your coverage choices will be visible on your Sun Life account on January 1, 2027.

14. How much will my Flex Benefits cost?

The cost of your benefits depends on the coverage options you choose. SLB provides Flex dollars that are sufficient to fully cover health option 1 or 2 and dental option 1 or 2, including coverage for you and your eligible dependents. If you elect any of these options, you will not have any payroll deductions for health or dental coverage. If you choose a higher level of coverage, such as health option 3 and/or dental option 3, it may result in additional out-of-pocket costs. Optional insurance coverages require employee-paid premiums. Any out-of-pocket costs related to your benefit selections will be deducted through payroll.

Long term disability (LTD) coverage is employee-paid. This means LTD premiums are deducted from your pay. Having employees pay the full cost of LTD premiums may provide a tax advantage, as any LTD benefits received are generally non-taxable.

Employer-paid premiums for insured benefits are considered a taxable benefit and reported as taxable income in accordance with applicable tax legislation. Any applicable taxable benefits will be reflected on your pay statement.

15. Where can I find pricing for the Flex Benefits Plan?

Pricing for the Flex Benefits Plan is available on the [Flex Benefits Enrollment website](#). During the enrollment process, you can review and compare the costs associated with different coverage options and model various benefit selections before making your final choices. As you make your benefit elections, the enrollment tool will automatically calculate and display the financial impact of your selections, including both the annual cost and the cost per pay period, allowing you to see how changes to your coverage affect your costs in real time. This helps you compare options and choose the coverage that best meets your needs and budget before completing your enrollment. Please note that the Flex Benefits Enrollment website will not be available until November 2, 2027.

SLB Retirement and Savings Plan

1. What is the Retirement and Savings Plan?

The Retirement and Savings Plan makes saving for the future easy through convenient payroll deductions, flexible savings options, and investment choices. With SLB contributions of up to 10% of eligible earnings, it's one of the most valuable benefits available to you. The plan includes the following savings and investment products:

- Defined Contribution Pension Plan (DCPP)
- Registered Retirement Savings Plan (RRSP) / Spousal Registered Retirement Savings Plan (RRSPS)
- Tax-Free Savings Account (TFSA)
- Non-Registered Savings Account (NREG)

2. When can I enroll in the Retirement and Savings Plan?

While no action is required to enroll in the Defined Contribution Pension Plan (DCPP), between December 1 and December 15, 2026, you will have access to update your choices in advance of January 1, 2027, using Sun Life's MAX Review tool. During this time, you can update your contribution rate, investment selections, beneficiaries and explore additional retirement and savings products available through the plan.

3. How do I review and adjust my Retirement and Savings Plan?

After January 1, 2027, you have full access to review and adjust your Retirement and Savings Plan through the [Sun Life website](#). Here are a few important actions you can take once on the Sun Life website:

- You can name a beneficiary for any enrolled products by selecting **Manage plan** followed by **Manage beneficiaries**.
- You can review investment options by selecting **Manage plan**, followed by **My plan**, **Make a change**, then **Change investments**.
- You can review your payroll contributions by selecting **Manage plan**, followed by **My plan**, **Put money in**, then **Manage payroll contributions**.

- You can enroll in your other available savings products, such as the Registered Retirement Savings Plan (RRSP), Spousal RRSP (SRRSP), and Tax-Free Savings Account (TFSA) and non-registered account (NREG).

4. What happens if I don't review my Retirement and Savings Plan during the Sun Life MAX Review tool window?

While no action is required to enroll in the Defined Contribution Pension Plan (DCPP), if you do not act between December 1 and December 15, 2026, you will have a contribution of the 6% base employer contribution plus employee contribution of 4% of your eligible pay, ensuring that you receive the maximum 4% employer match. Your contributions will be invested in the Target Date Fund closest to the year you turn 65, and your estate will be designated as your beneficiary.

5. Will I be able to make updates to my Retirement and Savings Plan enrollment outside of the window?

Yes. You can make changes to your Retirement and Savings Plan enrollment after the MAX review period closes, but you will not be able to enroll in new products until January 1, 2027.

6. Who do I contact if I have questions about the Retirement and Savings Plan?

Contact Sun Life for general questions and enrolment support beginning December 1 at **1-866-896-6976**, Monday to Friday, 6 a.m. to 6 p.m. MT.