

SLB Flex

Your 2027 Flex Guide

Benefits That Fit Your Life

This guide provides information about your Retirement and Savings Plan, SLB Flex Benefits, paid time off programs, and other benefit programs and resources designed to support you at any stage in life.

Discover your options →

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SLB Flex and Our Commitment to You

At SLB, we recognise that every employee has unique needs. That's why SLB Flex is designed to provide choice, flexibility, and support for every stage of life.

Whether you're just getting started at SLB or reviewing your options for the year ahead, your benefits are designed to help you take care of what matters most.

Use this guide to explore the programs, coverage, and resources available to you and find the benefits that best fit your life.

Important Enrollment Information

As a new employee to SLB Canada, there are two important enrollment actions you'll need to complete:

1. **Enroll in your Flex Benefits within 30 days of receiving your enrollment invitation.** Select the benefit coverage options that best meet your needs through Flex Benefits Enrollment.
2. **Review your Retirement and Savings Plan.** Make updates to your products, contributions, investments, and beneficiaries through Sun Life.

The sections below explain each action and where to find support.

Need Support?

Visit Benefits Central for information about your SLB benefits, including resources to help you get started with both Flex Benefits and the Retirement and Savings Plan.

If you need additional assistance:

- → For **Flex Benefits support**, contact the SLB Canada Benefits Centre at **1-866-557-5222**, Monday through Friday, 6:30 a.m. to 3 p.m. MT.
- → For **Retirement and Savings Plan support**, contact Sun Life at **1-866-896-6976**, Monday through Friday, 6 a.m. to 6 p.m. MT, for enrollment assistance and general plan questions.

→ Flex Benefits

One to two weeks after your first day at SLB, you will receive an email invitation to enroll through Flex Benefits Enrollment. You can access your Flex Benefits Enrollment account without logging in if you're connected to the SLB intranet. If you're using an external computer and not on the SLB intranet, you'll need to log in using your LDAP email and password.

Once logged in, select **Enroll** from the home page and follow the instructions to make your elections and confirm your benefit choices.

If you do not enroll in your Flex Benefits within the first 30 days from receiving the enrollment invitation:

- → You will default to Option 2 for extended health care, dental care, and long-term disability (LTD).
- → You will not have coverage for any optional plans.
- → Your dependents will not be covered if it is your initial enrollment—they must be added.

If you miss your enrollment window you can update your Flex Benefits coverage during the next Annual Enrollment window or if you have a qualifying life event.

→ Retirement and Savings Plan

You will automatically be enrolled in the Defined Contribution Pension Plan (DCPP) with a base 6% employer contribution. You will be enrolled at a 4% employee contribution to ensure you receive the full 4% company match. Your contributions will be invested in the Target Date Fund closest to the year you turn age 65, and your estate will be designated as your default beneficiary.

Member Responsibilities

Although you have been auto enrolled, as a plan member, you are responsible for managing your account, reviewing your investment choices, maintaining up-to-date beneficiary information, and making informed savings and contribution decisions. To do this, follow the steps below.

1. **Sign in to Sun Life.**
   If you don't have an account, register first.
2. **Review your DCPP enrollment.**
   Add a beneficiary, review investments and contributions.
3. **Enroll in available savings products.**
   Combined with your DCPP, SLB matches contributions up to 4% of admissible compensation across all products.

More information about the Retirement and Savings Plan can be found on page 4.

Financial Benefits

SLB offers flexible programs to help you save, invest, and plan for the future through retirement savings, a Discounted Stock Purchase Plan (DSPP), and retiree benefits.

→ 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.

Learn more about your Retirement and Savings Plan on Benefits Central.

The plan includes the following products:

- → **Defined Contribution Pension Plan (DCPP):** Workplace pension savings for retirement
- → **Registered Retirement Savings Plan (RRSP) / Spousal Registered Retirement Savings Plan (RRSPS):** Tax-deferred retirement savings
- → **Tax-Free Savings Account (TFSA):** Tax-free savings and investment growth
- → **Non-Registered Savings Account (NREG):** Additional savings beyond registered limits

Here's how SLB contributes to your Retirement and Savings Plan to help you save for retirement:

slb 6%

We contribute no matter what.

SLB automatically contributes an amount equal to 6% of your eligible earnings to the DCPP.

YOU 4% + slb 4%

You contribute 4% and get the full company match.*

SLB matches 100% of your contributions up to 4% of your earnings to the DCPP, RRSP/RRSPS, TFSA and/or NREG.

YOU + slb 14%

Your 4% contribution can grow to 14% with SLB contributions!

How Your Savings Can Add Up

Example: Employee earning $80,000 who contributes 4%.

SLB automatic contribution (6%)	$4,800
+	
Your contribution (4%)	$3,200
+	
SLB matching contribution (4%)	$3,200
=	
Total annual contribution (14%)	$11,200

* The SLB match will be directed in the following order: DCPP, RRSP / RRSPS, TFSA, & NREG.

Need Help Planning for Retirement?

As a member of the Retirement and Savings Plan you have access to licensed financial advisors, retirement consultants, and online planning tools. Learn more on Benefits Central.

→ Discounted Stock Purchase Plan (DSPP)

The DSPP gives you the opportunity to purchase shares of SLB stock at a reduced price through convenient payroll deductions. You may contribute between 1% and 10% of your admissible compensation. The purchase price is based on the average share price on the first day and the last day of each purchase period and does not take into account any share price changes during the period. The plan offers two purchase periods each year: January 1 to June 30 and July 1 to December 31.

For more information, visit MyShares on the Hub.

→ Retiree Health Spending Account (HSA) and Life Insurance

SLB offers retiree medical coverage to eligible employees to assist with the transition to retirement. Eligible employees will receive an HSA with $1,200 from SLB at the beginning of each benefit year, up to the maximum number of eligible years. These funds can be used for eligible medical, dental, and hospital expenses, as well as premiums for medical insurance. Under the Canada Income Tax Act, these funds are not covered, or are not covered in full, under a group plan, a spouse's plan, or a government-sponsored plan. Unused HSA funds are forfeited two plan years after deposit.

Visit Retiring on Benefits Central to learn more.



Your 2027 Flex Benefits Options

Flex Benefits offer a variety of coverage choices for some benefits and mandatory coverage for others. An overview of what you have can be found on the next several pages.

→ Flex Dollars

Each year, SLB provides Flex dollars to help pay for your benefits coverage. Your Flex dollars are enough to fully cover extended health care and dental care coverage for you and your eligible dependents if you enroll in Option 1 or Option 2. Basic life insurance for you and your dependents and basic AD&D insurance for you are also covered by Flex dollars. If you choose higher levels of coverage, you'll pay the additional cost through payroll deductions.

If, after you elect your desired coverage, you find that you have remaining Flex dollars to spend, you can deposit those extra funds in your:

- → Health Spending Account (HSA)
- → Personal Spending Account (PSA)
- → Registered Retirement Savings Plan (RRSP) (available during Annual Enrollment only)

Learn more about how Flex Benefits work on Benefits Central.



→ Extended Health Care

With Flex Benefits, you choose the option that provides the coverage that meets your needs for prescription drugs and other medical services and supplies. For each coverage option you can choose to enroll yourself only, yourself and one dependent, or yourself and two or more dependents.

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 expenses[1]	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 (see details below)			
Physical services → Maximum per specialty → Annual combined maximum	 $500 $1,000	 $750 $1,500	 $1,250 $2,500
Holistic services → Maximum per specialty → Annual combined maximum	 $500 $1,000	 $750 $1,500	 $1,250 $2,500
Psychological services → Maximum per specialty → Annual combined maximum	 None $1,000	 None $1,500	 None $2,500
Vision services			
Vision care (every 24 months)	No coverage	$300	$500
Eye exams	1 every 24 months		
Family-building services			
Fertility coverage (lifetime maximum)	No coverage	$10,000	$20,000
Fertility drugs (lifetime maximum)	No coverage	$5,000	$10,000
Other services			
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)		
Gender affirmation (lifetime maximum)	No coverage	$10,000	$20,000

[1] For full coverage details, see the SLB Flex Benefits Policy found at Forms and Plan Documents on Benefits Central.

Paramedical Services Details

- → **Physical services** include physiotherapists, athletic therapists, kinesiologists, occupational therapists, massage therapists, chiropractors, podiatrists or chiropodists, and osteopaths.
- → **Holistic services** include naturopaths, acupuncturists, dietitians, homeopaths, speech therapists, and audiologists.
- → **Psychological services** include mental health practitioners, clinical counsellors and clinical therapists, marriage and family therapists, mental health counsellors, psychiatrists, psychoanalysts, psychotherapists, psychologists, and social workers.

→ Emergency Travel Medical Coverage

You and your dependents receive emergency medical travel coverage through your SLB extended health care plan, regardless of which option you choose. This company-paid benefit provides coverage for up to 90 days per trip with a lifetime maximum of $3 million per person for emergency medical care while travelling for business or personal reasons.

Emergency medical travel coverage includes access to Global Excel Management (GEM), part of the world's largest emergency travel assistance network and a service provider to Sun Life Assurance Company of Canada.



Learn more about Emergency Travel Medical Coverage on Benefits Central.



Virtual Health Care

Sun Life Virtual Care, by Dialogue, provides 24/7 access to a multitude of health care professionals. This service helps resolve any concerns that don't require a physical exam and connects you with the right health care professionals including doctors, nurses, nurse practitioners, mental health specialists, and more.

Virtual Care also offers convenient support for general health needs, health care navigation, skin concerns, mental health, and women's health throughout different life stages. Services include access to care, educational resources, and referrals to help meet individual needs.

Download the Sun Life app to get started.

Please note that all visits are confidential. Only you and Sun Life can access your medical information. SLB cannot view information shared during your visits.

→ Dental Care

With Flex Benefits, you can choose the dental coverage option that best meets your needs. For each coverage option you can choose to enroll yourself only, yourself and one dependent, or yourself and two or more dependents.

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
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 qualifying life event.

Visit Dental Care on Benefits Central to learn more about your options, including what is covered for basic and major dental services and for orthodontia services.



→ Health Spending Account and Personal Spending Account

Depending on the Flex Benefits options you've selected, you may have remaining Flex dollars available to allocate to your Health Spending Account (HSA), Personal Spending Account (PSA), or split between them. These accounts can be used to reimburse eligible expenses that are not covered or fully covered by the Flex Benefits plan.

HSA

Your HSA is designed to help pay for eligible health, dental, or other eligible expenses as defined by the Canadian Revenue Agency. Reimbursements are tax free.

Learn more about Spending Accounts on Benefits Central.

PSA

Your PSA can be used for a broad range of eligible personal and wellbeing-related expenses. Reimbursements are taxable.

Your PSA may include funds from two sources:

- **Employee-Directed PSA dollars:** If you have excess Flex dollars remaining after making your benefit elections, you can choose to direct those dollars to your PSA.
- **Company-Provided PSA dollars:** Each year, SLB provides all employees with a $450 contribution to support personal wellbeing and healthy lifestyle expenses.

Although your PSA may contain dollars from different funding sources, all funds are held in a single PSA and accessed through the same claim process.

Comparing the HSA and PSA

	HSA	PSA
What it is	A tax-effective account that helps cover eligible health and dental expenses not fully covered by your Flex Benefits.	A spending account that helps reimburse eligible physical and financial wellness-related expenses.
How it's funded	Excess Flex dollars you choose to allocate to your HSA after making your benefit elections.	Employee-Directed PSA Dollars: Excess Flex dollars you choose to allocate to your PSA after making your benefit elections. Company-Provided PSA Dollars: In addition to the excess Flex dollars you choose to allocate to your PSA, SLB provides an annual $450 contribution.
Eligible expenses	→ Extended health or dental expenses not covered by your plan → Any expense eligible as a medical expense under Canada Revenue Agency guidelines	→ Paid optional life, critical illness, and long-term disability premiums → Education and electronic devices → Fitness, exercise, nutrition, and wellness
Submitting claims	You can submit your claims through the Sun Life website or mobile app, or by email or mail.	
Taxable	Non-taxable	Reimbursements are taxable
Expiration	Unused funds expire after 2 years	
Covered dependents	Yourself, your eligible dependents, and any person you may claim as a dependent under the Canada Income Tax Act	Yourself and your eligible dependents

→ 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. Note that these insurances are considered taxable benefits by the Canada Revenue Agency. This means you will pay tax on the premiums paid by SLB, but the benefits you receive are not taxed.

In addition to the coverages automatically provided to you by SLB, you also have the option to buy additional life, AD&D, and critical illness coverages during your initial enrollment or Annual Enrollment windows.

Refer to this key when reviewing your coverage options below.

✓ – Automatically provided by SLB ★ – Optional purchase through payroll deductions

What Is Eligible Compensation?

For employees with more than one year of service, eligible compensation is the greater of the last full year of admissible compensation at Annual Enrollment or this year's base salary. For employees with less than one year of service, eligible compensation is your base salary only. Admissible compensation includes base pay, overtime, bonuses, commissions, and geographical coefficients.

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 $50,000 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 $50,000 in coverage (available in multiples of $5,000)

Optional Critical Illness Insurance

Coverage Level	Amount
You ★	Between $20,000 and $500,000 (available in multiples of $10,000)
Your spouse or partner ★	Between $20,000 and $500,000 (available in multiples of $10,000)
Your dependent children ★	Up to $25,000 (available in multiples of $5,000)

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

Learn more about your insurance options by visiting Insurances on Benefits Central.

Business 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 4.5 times 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 travelling on SLB business. This is a taxable benefit.

→ Disability Coverage

Dealing with a disability is stressful, and you should not have to worry about your income while you are recovering. That's why SLB offers comprehensive disability benefits in the event of the unexpected. These benefits provide various types of financial protection, depending on how long you are away from work.

Visit Disability on Benefits Central to review full details.

Short-Term Disability (STD)

Your STD coverage is automatically provided by SLB at no cost to you. It is intended to be a wage continuation benefit if you cannot work for a short time due to a non-work-related illness or injury. There are some differences in coverage, as noted below.

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)

Your LTD coverage is a mandatory benefit that all SLB employees must participate in. You choose your coverage option and pay the premiums associated with your LTD benefits. This ensures that any disability benefit you may receive will be tax free. If your STD coverage has ended, and you cannot return to work, you may qualify for LTD benefits. Once your LTD claim is approved, your coverage will begin.

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	At age 65, retirement, recovery, or death (earliest of)		

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

Reporting a Disability Claim

To report a disability claim, call GreenShield at **1-877-305-9551**. A GreenShield nurse will guide you through the process, answer your questions, and provide support every step of the way. Think of the nurse as your advocate throughout your claim process.



Other Benefits

Life is about more than work, and SLB is committed to supporting you both on and off the job. From employee perks to confidential support and time away from work to rest, recharge, or celebrate important moments, these benefits are designed for your overall wellbeing.

→ Employee Discounts

Enjoy access to exclusive discounts on vehicles, fitness memberships, insurance, apparel, electronics, and more through SLB's employee discount programs. Visit Employee Discounts on Benefits Central for details and current offers.

→ Employee Assistance Program (EAP)

If you or a family member needs extra support, the EAP through TELUS Health One is available to help. The EAP provides confidential, professional support at no cost to employees and their eligible family members, 24 hours a day, seven days a week.

Whether you are facing a work-related challenge, managing a personal concern, or simply looking for guidance, experienced coaches, consultants, and counsellors are available to support your mental, emotional, and overall health and wellbeing.

Mental Health Support

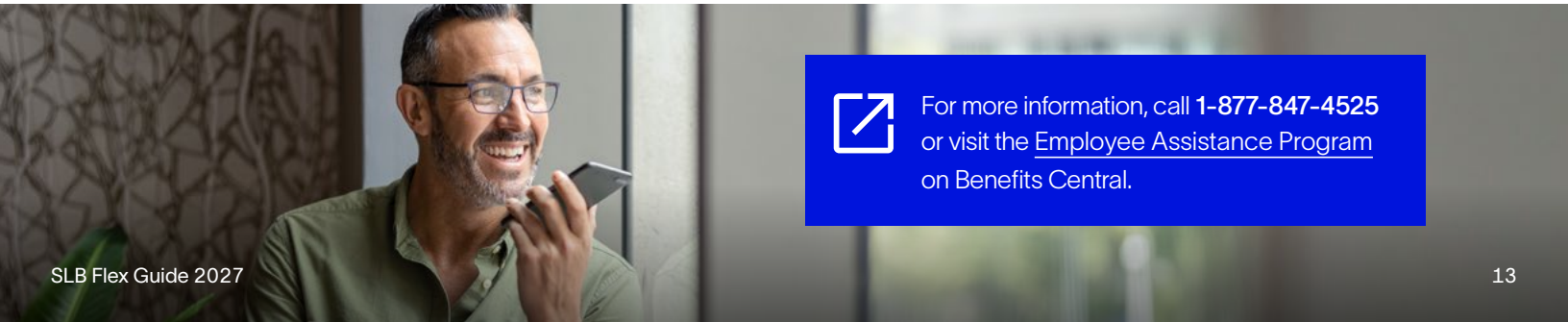
Professional counselling and mental health resources are available to help you manage a wide range of personal, family, and workplace concerns, including stress, anxiety, relationships, life transitions, and more. Here are the highlights:

- → Up to six counselling sessions (50 minutes each) per issue
- → 10–12 sessions of depression care for individuals experiencing depression or anxiety
- → Access to both virtual and in-person counselling
- → Confidential support for employees and eligible family members
- → 24/7 access to professional coaches, consultants, and counsellors

WorkLife Services

WorkLife Services provide confidential guidance, practical resources, and referrals to help you navigate everyday challenges and support your overall wellbeing. Expert advice and support are available for a variety of work and life matters, including:

- → **Nutrition and health coaching** – Personalized guidance to help you achieve your health and wellness goals
- → **Family support services** – Resources and referrals for child care, elder care, parenting, and family-related needs
- → **Legal services** – Consultation and information to assist with personal legal matters
- → **Financial services** – Support with budgeting, financial planning, debt management, and other financial concerns
- → **Career counselling** – Professional guidance to support career development, workplace challenges, and career transitions



For more information, call **1-877-847-4525** or visit the Employee Assistance Program on Benefits Central.

→ Paid Time Off

SLB provides a variety of paid time off options to support your personal wellbeing, family responsibilities, and life's important milestones.

Personal and Vacation Time

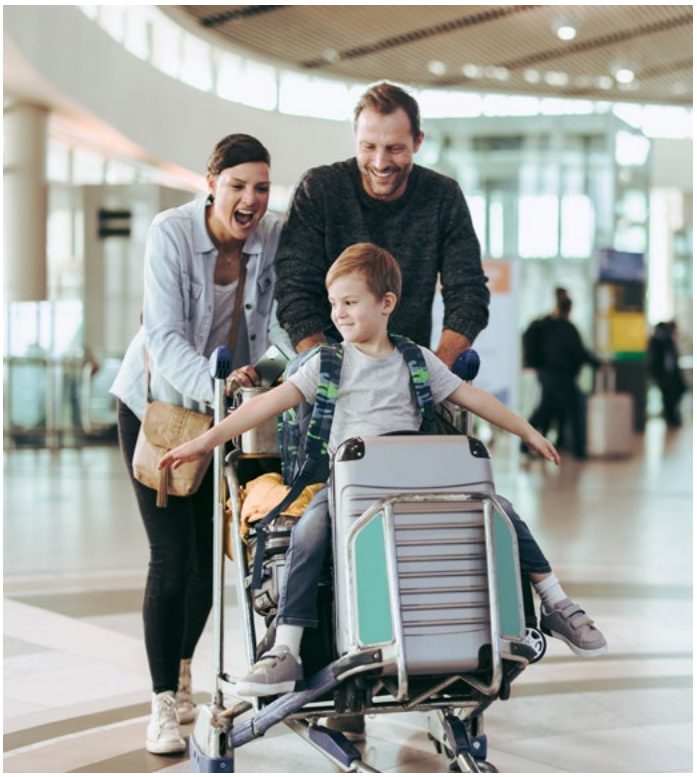
You begin earning vacation on your first day at SLB. Vacation entitlement is based on your completed years of service and work schedule.* Your annual vacation balance is available on January 1 and accrues daily; therefore, you may see a negative balance temporarily if you use vacation time before it has been fully earned.

Any unused, non-statutory vacation is forfeited at the end of the calendar year in which it's earned. Be sure to use all your vacation time—you've earned it!

Classification	Completed Years of Service	Annual Vacation Entitlement**
Standard Vacation Entitlement	0-6.99	15 days
	7-13.99	22 days
	14+	25 days
Legacy SLB 7 Day Entitlement	0-6.99	21 days
	7-13.99	31 days
	14+	35 days

*Your date of hire will be used to determine your vacation accruals. Vacation for rehires is based on your adjusted seniority date.

**This schedule reflects vacation entitlement for full-time employees.



Holidays (STAT)

Employees receive 12 statutory holidays each year, as recognised in your province of employment.

- → New Year's Day
- → Family Day
- → Good Friday
- → Victoria Day
- → Discovery Day*
- → Canada Day
- → Civic Holiday**
- → Labour Day
- → National Day for Truth and Reconciliation
- → Thanksgiving
- → Christmas Day
- → Boxing Day
- → Remembrance Day

*Discovery Day is recognised by the province of Newfoundland only.

**Civic Holiday is recognised by all provinces except Newfoundland and Northwest Territories.

Personal Health and Family Responsibility Days

Regular full-time employees are eligible for up to seven paid Personal Health and Family Responsibility Days each calendar year.* These days may be used to support your physical and mental wellbeing or to attend to family responsibilities. Family includes eligible dependents, extended family members, and non-related dependents in your care.

* If you were hired after June 30, you will receive four paid Personal Health and Family Responsibility Days.

Parental Leave

We offer paid parental leave at 100% of your base pay when welcoming a new addition to your family through birth, adoption, or surrogacy:

- → **Maternity leave:** Eligible employees can take up to 16 weeks of paid parental leave.
- → **Paternity leave:** Eligible employees can take up to eight weeks of paid parental leave.

For more details, visit Time Away on Benefits Central.

Flex Benefits Enrollment and Changes

You can update your benefits during Annual Enrollment or within 30 days of an eligible life event. As you review your options, keep these key considerations in mind:

- **Who in your family needs coverage**
  Choose from three coverage tiers for extended health and dental coverage: employee only, employee plus one dependent, or employee plus two or more dependents.
- **Your health care needs**
  Consider anticipated medical, dental, vision, and prescription expenses.
- **Your financial protection needs**
  Evaluate your insurance coverage, and review your beneficiary designations.
- **How you've used your benefits**
  Claims and coverage during the previous year can help guide your coverage decisions.
- **What's ahead**
  Consider planned treatments, family changes, or other life events that may affect your coverage needs.

Ready to enroll? Visit Flex Benefits Enrollment to elect your choices.

→ Experiencing a Life Event?

Certain life events may allow you to update your benefits outside of Annual Enrollment. If you experience a life event, you must update your coverage within 30 days through Flex Benefits Enrollment.

Common life events include:

- → Marriage, separation, or divorce
- → Birth or adoption of a child
- → Change in dependent eligibility

For a complete list and instructions on how to make changes, visit When Life Changes on Benefits Central.



If you do not report the life event within 30 days, your next opportunity to make changes will be Annual Enrollment or if you experience another life event. Your new coverage and any payroll deductions will be retroactive to the date of the eligible life event.

Contacts

Resource	How To Get There	Support Type
Benefits Central	Visit slb-benefits.ca	All benefits information can be found here
SLB Canada Benefits Centre	Call **1-866-557-5222** Monday to Friday, 6:30 a.m. to 3 p.m. MT	→ Enrollment support → Help updating coordination of benefits or dependents
Flex Benefits Enrollment	Visit slb.seb-admin.com	→ Enroll in your benefits → Make a change after a qualifying life event → Designate beneficiaries for insurances → View your Total Rewards Statement → Access the single-sign-on to your Sun Life account
Sun Life	Visit mysunlife.ca or call **1-866-896-6976** Monday to Friday, 6 a.m. to 6 p.m. MT Contract numbers: → Retirement and Savings Plan – 19739 → Health and Dental, and Health Spending Account – 150939 → Basic and optional life insurance – 103039 → Personal Spending Account – 151039	→ Retirement and Savings Plan – Register and 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
AIG	Contact aigcanada.ah@aig.com with general inquiries Contract numbers: → Basic AD&D insurance – 9430746 → Optional AD&D insurance – 9430747 → Optional critical illness insurance – 9430745	Contact for questions related to AD&D or critical illness insurance coverage or claims
Global Excel Management (GEM)	Emergency medical travel coverage 24/7 assistance → **1-800-511-4610** (U.S. and Canada) → **1-519-514-0351** (anywhere else)	Contact to start an emergency medical claim or for emergency medical assistance while travelling out of province or country
GreenShield	Call **1-877-305-9551** Monday to Friday, 6:30 a.m. to 5 p.m. MT	Contact to start a short-term disability claim
TELUS Health	For 24/7 Employee Assistance Program (EAP) support: → Call **1-877-847-4525** → Visit one.telushealth.com or download the mobile app at app.one.telushealth.com (Username: slb | Password: EAP)	→ Professional counselling and mental health support for personal, family, and workplace concerns → Confidential guidance, resources, and referrals to support everyday wellbeing and life challenges
Enterprise Service Management Portal (ESM-HR)	Visit esm.slb.com/esc Catalogs > Human Resources > My Benefits > Canada Benefit Support and Resources	→ SLB's employee support platform → View common FAQs and submit a ticket to get support for personal benefits questions or issues

The information in this document is a general description of your employer-sponsored benefits plans. These plans are subject to change from time to time. In the event of any discrepancy or misunderstanding, benefits will be paid according to the applicable contracts, policies, plan documents, and legislation.