

SLB Flex

Your 2027 Flex At-a-Glance

At SLB, we understand that every employee and family has unique needs. That's why SLB Flex, including the Retirement and Savings Plan and Flex Benefits, is designed to help you find your fit. With personalized choices that go beyond pay, our programs support your health, wellbeing, and the moments that matter most at every stage of life.

This Flex At-a-Glance builds off your SLB Flex Guide and provides a snapshot of your 2027 SLB benefits features. For more details, review the SLB Flex Guide or visit **Benefits Central** at slb-benefits.ca.



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Benefits Central

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Retirement and Savings Plan

The SLB Canada [Retirement and Savings Plan](#) makes saving for the future easy through substantial employer contributions, flexible matching options, investment choices, and convenient payroll deductions. SLB contributes an amount equal to **10%** of your earnings when you contribute **4%** for a combined contribution of **14%**!

The Retirement and Savings Plan includes the following 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)

Here Are the Highlights:

Plan	Feature
DCPP	SLB will contribute an amount equal to 6% of your admissible compensation.
DCPP, RRSP/RRSPS, TFSA, and NREG	When you contribute up to 4% of your admissible compensation, SLB will match 100% of this contribution.

Member Responsibilities

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. You can make changes at anytime through the Sun Life website at mysunlife.ca.

Need Help Planning for Retirement?

As a member of the SLB Retirement and Savings Plan, you have access to licensed financial advisors, retirement consultants, and online planning tools. Learn more on on Benefits Central > SLB Flex > Retirement and Savings > [Resources](#).

Your 2027 Flex Benefits Options

In addition to the Retirement and Savings Plan, SLB Flex Benefits are designed to help you build the health, wellbeing, and insurance coverage that meets your needs today, with the flexibility to adjust your coverage as your needs evolve.

How Flex Benefits Work

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.

The Flex Benefits Enrollment website automatically calculates the cost of your benefit elections, the Flex dollars available to you, and the eligible family members you choose to cover. Any remaining Flex dollars after making your elections can be allocated to a Health Spending Account (HSA), Personal Spending Account (PSA), or, during Annual Enrollment, the Registered Retirement Savings Plan (RRSP).

Flex Benefits Coverage Highlights

These tables reflect 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 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 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			
Physical services ²			
→ Maximum per specialty	\$500	\$750	\$1,250
→ Annual combined maximum	\$1,000	\$1,500	\$2,500
Holistic services ³			
→ Maximum per specialty	\$500	\$750	\$1,250
→ Annual combined maximum	\$1,000	\$1,500	\$2,500
Psychological services ⁴			
→ 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		
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 See the SLB Flex Benefits Policy found on Benefits Central > SLB Flex > [Forms and Plan Documents](#) 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 counsellors and clinical therapists, marriage and family therapists, mental health counsellors, psychiatrists, psychoanalysts, psychotherapists, psychologists, and social workers.

Other Benefits

In addition to the services listed above, regardless of which extended health care option you chose, you have access to:

- Out-of-province and out-of-country emergency medical coverage covered at 100%. This includes a maximum of 90 days per trip and a lifetime maximum of \$3 million per person.
- Sun Life Virtual Care, by Dialogue, which offers 24/7 access to health care professionals through the Sun Life website available at mysunlife.ca or the Sun Life mobile app.
- Company-provided Personal Spending Account (PSA) dollars, which includes a \$450 contribution from SLB each plan year for fitness, nutrition, and wellness-related expenses.

Dental 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
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.

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 Annual 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 ★ <small>Note: Evidence of insurability (EOI) is required for optional life insurance.</small>	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)

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 taxable benefit provides coverage and pays you a benefit in the event of death or dismemberment as a result of an accident while travelling on SLB business.

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.

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.



Free and confidential support through the Employee Assistance Program (EAP)

TELUS Health EAP provides you and your family with 24/7 free, immediate, and confidential help for work, health, or life concerns. You have access to professional coaches, consultants, and counsellors 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	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	<ul style="list-style-type: none"> → Enrollment support → Help updating coordination of benefits or dependents
Flex Benefits Enrollment	Visit slb.seb-admin.com	<ul style="list-style-type: none"> → 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: <ul style="list-style-type: none"> → Retirement and Savings Plan - 19739 → Health and Dental, and Health Spending Account - 150939 → Basic and optional life insurance - 103039 → Personal Spending Account - 151039 	<ul style="list-style-type: none"> → 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: <ul style="list-style-type: none"> → 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: <ul style="list-style-type: none"> → 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: <ul style="list-style-type: none"> → Call 1-877-847-4525 → Visit one.telushealth.com or download the mobile app at app.one.telushealth.com (Username: slb Password: EAP) 	<ul style="list-style-type: none"> → 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	<ul style="list-style-type: none"> → 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.