2017 Alliance Schlumberger meeting

Midori Nakagawa
*International Support Center Manager*
Agenda

- Updated ISC and C&B Org. Chart
- Deferred Benefits Key Updates
- A look at the Future
- Key Points
International Support Center - Dubai

Midori Nakagawa
ISC Manager

- **IS Compensation**
  - Support and be consistent with business strategy for the IS population
  - Be competitive in the appropriate labour markets
  - Recognise and reward individual contributions and long-term potential

- **SGR Bermuda**
  - Keep an up to date record of employment documents for all IS employees and provide data on this to HR
  - Ensure compliance and adherence to IS employment rules
  - Authorised signatories for IS Employment Documentation
  - Storage and E-file of IS employment documents

- **IS Payroll**
  - Professional and timely responses to IS payroll related queries
  - Ensure that salary payments are made correctly and on time
  - Compliance with TCC
  - Support Geomarkets with their local payroll regulations
  - Storage and E-file of IS Employment Documents
  - Storage of changes in IS Policies are implemented into the payroll system

- **BACO**
  - Professional and timely responses to IS Benefit related queries
  - One point of contact for processing IS deferred benefits upon departure
  - Provide advisory services on IS benefits for our customers
  - Administration of IS Deferred Benefits for IS and Non-IS employees

- **Trustee Agent**
  - Professional and timely responses to our former employees' and retirees' queries
  - Ensure that deferred benefit payments are made correctly and on time
  - Ensure the accurate record keeping of all of the IS Deferred Benefit plans
  - Validation of capital movements, calculation and integration of fund valuations
Contacts for IS Benefits at the **International Support Center** in Dubai:

**Record Keeping**
Email: ibis@slb.com  
Telephone No: +971 4 449 8998

**BACO**
Email: bacodept@slb.com  
Telephone No: +971 4 436 3900
ISPP Status Update

Plan Status
- Current Plan funding level is 89%
- ISPP closed to new participants in 2014
  - Still open to accrual for previous participants
- No plans for retiree update in current climate

Recent Changes
- **CoE** authorization signatories updated to include SLB HR Mgrs, Bank Managers and Doctors to make certification simpler
- 1,400 new ISPP Retirees in the last 24 months - Total to 5,825.
- Pilot Advisory Session on Retirement Process - EEs reaching Retirement age.
A look at the Future

- Since Q4-2016: FAQ to new Retirees, providing information on common queries.

- Advisory Sessions pilot – had very positive feedback, and will expand in 2017 to all employees who reach retirement age.

- Plan to issue annual Retiree Newsletter in 2017 – Feedback
Key Points

- Keep your contact details up-to-date (email address, mailing address and phone number) by sending any changes to ibis@slb.com.
- Bank details: Communicate any changes promptly, at least 15 days ahead of pension payments.
- Provide a Certificate of Existence “COE” in a timely manner based on the ‘COE Guidelines’.
- Every quarter, RK sends a pension payment email notification.
- Upon request RK issues:
  - Tax Letter: Pension payments processed the previous calendar year.
  - Pension Letter: Annual pension amount, (for banks and 3rd. Parties).
# Certificate Of Existence Guidelines

<table>
<thead>
<tr>
<th>Pension Scenario</th>
<th>Age</th>
<th>New COE Required</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiree with Joint &amp; Survivor pension option</td>
<td>Below 70 years</td>
<td>Every 3 Years</td>
<td>Last COE date: 10 Mar 2016 Next COE should be obtained &amp; sent before 09 Mar 2019</td>
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<tr>
<td></td>
<td>Above 70 years</td>
<td>Every 2 Years</td>
<td>Last COE date: 10 Mar 2016 Next COE should be obtained &amp; sent before 09 Mar 2018</td>
</tr>
<tr>
<td>Retiree with Single Life Pension option</td>
<td>All ages</td>
<td>Every year</td>
<td>Last COE Date: 10 Mar 2016 Next COE should be obtained &amp; sent before 09 Mar 2017</td>
</tr>
<tr>
<td>Beneficiary (designated survivor) of the retiree</td>
<td>All ages</td>
<td>Every year</td>
<td></td>
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</tbody>
</table>

**Who can attest a COE?**
Notary Public, Senior Civil Servant, Officer from Consular Officer (or) Embassy, Bank Manager of a licensed regulated bank, Schlumberger GeoMarket/Area HR Manager, Doctor, Officer of the Courts (judge, magistrate, court clerk) high ranking police officer, Justice of Peace, Commissioner of Oaths, or any other person serving in a high government or quasi government capacity.

**Where should the COE be sent?**
Scanned copy should be emailed to [IBIS@slb.com](mailto:IBIS@slb.com) and original sent by post to: Schlumberger Global Resources Ltd. Attn: Record Keeping Dept. Level 9, Burj Daman Building, DIFC, P.O. Box 506579, Dubai, United Arab Emirates
2017 Pension Payment Schedule

<table>
<thead>
<tr>
<th>Period</th>
<th>Payment Value Date</th>
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</thead>
<tbody>
<tr>
<td>Quarter 1</td>
<td>10th March 2017</td>
</tr>
<tr>
<td>Quarter 2</td>
<td>9th June 2017</td>
</tr>
<tr>
<td>Quarter 3</td>
<td>11th September 2017</td>
</tr>
<tr>
<td>Quarter 4</td>
<td>11th December 2017</td>
</tr>
</tbody>
</table>

- Please allow up to 3-5 working days, from the value date, for the funds to reach the beneficiary bank.

- Keep us updated on any changes in the bank details and allow sufficient time for us to verify and update them in the system (the cut-off date is 15 days before the value date above)

- Changes in bank details should be submitted on the Bank Details Form and sent to IBIS@slb.com – Please send a scanned copy of your passport with the form in order for us to verify your signature
Thank You!