



SAVINGS AND RETIREMENT PLANS

**Summary Plan Description
for Eligible Schlumberger Employees
As in Effect January 1, 2024**

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ACCOUNT ACCESS OPTIONS

Savings and Retirement Plan

You can find information on the Savings and Retirement Plan (including information about your own account) 24-hours a day, seven days a week on the internet at:

iThrive at <https://iThrive.slb.com/> or

Alight Website at <http://digital.alight.com/schlumberger>. You will need your Alight user ID and password to access the site via the Internet.

You can also reach the **Automated Phone System** at 800-474-4015. If you are outside the toll free area, you can call 847-883-2175.

SAVINGS AND RETIREMENT PLAN

This summary plan description describes both the Schlumberger Limited Savings and Retirement Plan and the Schlumberger Technology Corporation Savings and Retirement Plan (together, the “Savings and Retirement Plan” or “Plan”) and reflects plan provisions as of January 1, 2024. While the benefits under the Schlumberger Limited Savings and Retirement Plan and the Schlumberger Technology Corporation Savings and Retirement Plan are similar, your applicable plan is dependent on your employer, and you should review this summary plan description carefully to determine the benefits applicable to you. Please refer to Chart 1 under Supplemental Information for the Company or Plan Sponsor applicable to your benefits.

An Introduction to the Plan

The Savings and Retirement Plan is a convenient and effective way for you to build financial resources for your retirement. The Plan provides for contributions from both you and the Company.

Your contributions include any pre-tax and / or Roth after-tax contributions you elect to make through the Plan's 401(k) feature and any rollover contributions you may have from another tax-qualified plan. Effective January 1, 2024, your contributions will also include any after-tax spillover contributions resulting from your election to convert your pre-tax and/or Roth contributions to after-tax spillover contributions once your total 401(k) contributions to the Plan equal the IRS maximum annual employee contribution limit (\$23,000 for 2024).

Company contributions include matching contributions and retirement contributions.

A choice of investment options is available for both your contributions and the Company contributions.

Some commonly used terms have specific meaning in the context of your Savings and Retirement Plan. These terms are capitalized throughout this document. Please refer to the [Terms to Know](#) section at the back of this booklet for definitions.

Eligibility and Enrollment

Full-time and part-time regular employees are eligible to make pre-tax and / or Roth after-tax contributions and receive Company matching contributions under the 401(k) feature of the Savings and Retirement Plan beginning on the first day of the month coinciding with or next following date of hire. Effective January 1, 2024, full time and part-time regular employees are also eligible elect to convert pre-tax and/or Roth savings contributions to after-tax spillover contributions once their total 401(k) contributions to the Plan equal the IRS maximum annual employee contribution limit. Additionally, employees are eligible to irrevocably elect to rollover vested amounts credited to any of their accounts under the Plan (other than their Roth contribution account) to their in-Plan Roth rollover account.

Newly eligible employees who do not make an election within 45 days will be automatically enrolled in pre-tax contributions at a 6% contribution rate. The contribution rate of all employees that are automatically enrolled will automatically increase by 1% each year on the anniversary of automatic enrollment in the Plan until contributions reach 15%; provided that no such increase in contribution rate will occur if you opt out of such automatic increases. You may elect to have your contribution rate automatically increased by a specified percentage each year on the one-year anniversary of your most recent change to your contribution rate until such contribution rate reaches the maximum percentage elected by you or until

you opt out of subsequent automatic increases. Your 401(k) contributions, Company contributions and earnings will be invested in the Target Date Fund that corresponds to the year that's closest to the one in which you will reach age 65 (see Savings and Retirement Investments).

You may change your election, opt out of any automatic election or automatic contribution increase and/or change the fund in which your contributions are invested any time after your online account is established at Alight Solutions (Alight) (about two weeks after hire). If you do not actively change your election, your automatic election will take effect approximately 45 days after your date of hire or rehire.

If you choose not to make 401(k) contributions, you automatically become a member of the Plan on the first day of the month coincident with, or following completion of, a year of Eligibility Service.

Once you have completed a year of Eligibility Service, you are eligible to receive any retirement contributions the Company may choose to make on the first day of the month coinciding with or next following the date you completed a year of Eligibility Service. If you are not making 401(k) contributions, you are not eligible for any Company matching contributions; however, you are still eligible to receive any other retirement contributions the Company may make.

If you elect to begin contributing other than when you first become eligible, you must enroll at least 15 days before the date you want your contributions to begin. You can enroll on the Alight website by linking from iThrive or access the site directly from the Internet. Alternatively, you can call Alight and use the automated phone system to enroll (see Account Access Options).

Meeting the Eligibility Service Requirement

A year of Eligibility Service is a consecutive 12-month period during which you complete 1,000 hours of service. The first 12-month period begins on your date of hire. If you do not complete 1,000 hours of service during your first 12 months with the Company, your hours of service are counted during each calendar year following your date of hire until you meet the service requirement. The period during which your hours are being counted for the purposes of meeting eligibility requirements under the Plan is called the Eligibility Computation Period.

An hour of service is each hour for which you are paid or entitled to payment for the performance of duties and responsibilities related to your position at the Company or an affiliated company that is part of the Schlumberger Group.

YOUR SAVINGS AND RETIREMENT PLAN BENEFITS AND CONTRIBUTIONS

Plan Benefits and Accounts

Your Savings and Retirement Plan account is made up of two parts:

- Your **Employee Contribution Account**, which includes your 401(k) and catch-up contributions, your rollover contributions (if any) and investment earnings on your contributions; and
- Your **Employer Contribution Account**, which includes Company matching contributions (including core and enhanced matching contributions), Company retirement contributions (including regular Company retirement contributions and Company retirement contributions for IAR Participants), frozen Company retirement contributions (including retirement contributions accrued prior to January 1, 2024 under the Plan by a Legacy Cameron Participant) and frozen Company profit sharing contributions (including discretionary profit sharing contributions accrued prior to January 1, 2023 under the Plan and profit sharing contributions accrued prior to January 1, 2018 under the Cameron Plan by a Legacy Cameron Participant), and the investment earnings on these amounts.

The following chart summarizes the accounts and features of the Plan.

Your Savings and Retirement Plan Accounts and Features	
Plan Accounts	Plan Features
<u>Employee Contribution Account</u>	401(k), Match, In-Plan Roth Rollover and After-Tax Spillover Conversion Features
<ul style="list-style-type: none"> • Your 401(k) contributions (pre-tax and / or Roth after-tax) • Your catch-up contributions • In-Plan Roth rollover contributions • Your after-tax spillover contributions (effective January 1, 2024) • Your rollover contributions, if any • Investment earnings on your 401(k), catch-up and rollover contributions 	<ul style="list-style-type: none"> • Allows you to contribute a percentage of your <u>Admissible Compensation</u> on a pre-tax or after-tax basis • You are eligible for core Company matching contributions of 100% on the first 6% of your contributions and, effective September 1, 2023, enhanced matching contributions of 50% on the next 4% of your contributions • You may irrevocably elect to rollover vested amounts credited to any of your accounts under the Plan (other than your Roth contribution account) to your in-Plan Roth rollover account • Effective January 1, 2024, you are eligible to elect to convert your pre-tax and/or Roth contributions to after-tax spillover contributions once your total 401(k) contributions to the Plan equal the IRS maximum annual employee contribution limit
<u>Employer Contribution Account</u>	Retirement Contribution Feature
<ul style="list-style-type: none"> • Company matching contributions • Company retirement contributions • Frozen Company retirement contributions • Frozen Company profit sharing contributions • Investment earnings on Company contributions 	<ul style="list-style-type: none"> • The Company may make a retirement contribution unrelated to your 401(k) contributions if you have completed one year of <u>Eligibility Service</u> • For IAR Participants, the Company will make a contribution equal to 3% of <u>Admissible Compensation</u>.

Your 401(k) Contributions

You may elect to contribute to the Plan on a pre-tax or Roth after-tax basis. Each type of 401(k) contribution (pre-tax or Roth after-tax) comes with different tax advantages that are described in this section.

Pre-tax Contributions

Your pre-tax contributions are made through automatic payroll deductions as a percentage of your Admissible Compensation. These contributions (referred to as your pre-tax 401(k) contributions) are deducted from your paycheck before any federal income taxes (and in most cases, before state and local taxes) are withheld. The amount you contribute each year directly reduces your taxable income for that year because your pre-tax 401(k) contributions are not taxed until you receive a distribution from the Plan.

Although your pre-tax 401(k) contributions reduce the federal income tax you pay, your contributions are included in the pay which is used to determine your merit increases, bonuses, group life and accident insurance, disability benefits, pension (if applicable) and non-elective benefits, as well as any other salary-related benefits. Your pre-tax 401(k) contributions are subject to Social Security tax (FICA).

Roth After-tax Contributions

Your Roth after-tax contributions are also made through automatic payroll deduction as a percentage of your Admissible Compensation. These contributions (referred to as your Roth 401(k) contributions) are deducted from your paycheck after any federal and state income taxes are withheld. While the Roth 401(k) contributions are taxed as ordinary income, the investment earnings associated with these contributions grows tax-free, and may be withdrawn tax-free after you retire if you meet certain requirements. To be eligible for a tax-free withdrawal from your Roth account, you must be at least age 59½ and your Roth account must be at least 5 years old at the time of distribution.

Comparing 401(k) Contributions

The significant difference between contributing on a pre-tax basis or a Roth after-tax basis is when taxes apply to your contributions and their earnings and how these contributions impact your take home pay (or “spendable income”).

In the case of pre-tax 401(k) contributions, taxes do not apply when you make the contribution to the Plan, resulting in an increase to your take home pay. Taxes will apply to your pre-tax contributions (and any associated earnings on these contributions) when you receive a distribution from the Plan. Roth after-tax contributions, however, are taxed before they are made to the Plan (lowering your take home pay when compared to pre-tax contributions) but, when you receive a distribution from the Plan they are not subject to any additional tax and the earnings on your Roth after-tax contributions are distributed tax free provided you meet the requirements noted in the preceding section.

Your total 401(k) contributions to the Plan cannot exceed the IRS maximum annual employee contribution limit. The maximum contribution for 2024 is \$23,000 (plus an additional \$7,500 in “catch-up” contributions if you are age 50 or older). The IRS may adjust the maximum contribution limit each year.

You can change or discontinue your 401(k) contributions at any time through iThrive, the Alight website on the Internet or by using the automated phone system (see Account Access Options). Changes will take effect on the earliest payroll processing date following your new election.

Catch-up Contributions

Employees who are age 50 or older, are eligible to make "catch-up" contributions to the Savings and Retirement Plan.

If you are eligible, you may designate from 1% to 25% of your Admissible Compensation as "catch-up" contributions, which will be made on a pre-tax or Roth basis through automatic payroll deduction. The maximum catch-up contributions are determined on an annual basis. For 2024, the maximum catch-up contribution is \$7,500.

Once you reach the maximum catch-up contribution, payroll will automatically stop your contributions for the remainder of the calendar year. At the beginning of the next year your catch-up contributions will resume at the same rate unless you make a change. If you do not want to contribute in a subsequent year, you must remember to change your catch-up contribution rate to 0%.

If you are eligible and want to make catch-up contributions you can make your elections online or over the Alight automated phone system.

In-Plan Roth Rollovers

You may irrevocably elect to rollover vested amounts credited to any of your accounts under the Plan (other than your Roth contribution account) to your in-plan Roth rollover account, subject to obtaining prior approval of the Plan Administrator or its designee. This rollover may be executed as a "direct rollover" from your account to your in-Plan Roth rollover account or as an "indirect rollover" of amounts previously distributed from the Plan to you and contributed to the Plan as a rollover contribution within 60 days of such distribution. Amounts in your in-Plan Roth rollover account will remain subject to the same distribution requirements and rules as applied to such amounts prior to the in-Plan Roth rollover.

The minimum amount that you may elect to rollover to your in-plan Roth rollover account is \$1,000. Furthermore, you are limited to making a maximum of four in-Plan Roth rollover elections each calendar year.

If you are eligible and want to make in-Plan Roth rollovers, you can make your elections online or over the Alight automated phone system.

After-Tax Spillover Contributions

Effective January 1, 2024, you are eligible to elect to automatically convert your pre-tax and/or Roth savings elections to after-tax spillover contributions once your total 401(k) contributions to the Plan equal the IRS maximum annual employee contribution limit.

After-tax spillover contributions will be made through automatic payroll deduction as a percentage of your Admissible Compensation. The percentage of your Admissible Compensation that will be automatically deducted for after-tax spillover contributions will equal the percentage you elect to contribute on a pre-tax or Roth basis or the sum of the percentages you elected to contribute on a pre-tax and Roth basis before reaching the IRS maximum annual employee contribution limit. For example:

- If you elected to contribute 7% of your Admissible Compensation in the form of Roth after-tax contributions, contributions exceeding the IRS maximum annual contribution limit will be in the form

of after-tax spillover contributions and the after-tax spillover contribution percentage will be 7% of your Admissible Compensation.

- If you elect to contribute 7% of your Admissible Compensation in the form of Roth after-tax contributions and also elect to contribute 8% of your Admissible Compensation in the form of pre-tax contributions prior to reaching the IRS maximum annual contribution limit, contributions exceeding the IRS maximum annual employee contribution limit will be in the form of after-tax spillover contributions and the after-tax spillover contribution percentage will be 15% of your Admissible Compensation.

After-tax spillover contributions will cease once the IRS maximum annual total contribution limit on all employee and employer contributions (\$69,000 in 2024) is reached or, otherwise, once the maximum dollar limit for the after-tax spillover contributions established by the Plan Administrator is reached (\$11,500 in 2024).

After-tax spillover contributions are deducted from your paycheck after any federal and state income taxes are withheld. They are taxed as ordinary income and may be withdrawn tax-free after you retire. The investment earnings associated with after-tax spillover contributions grow tax-free, but, unlike earnings on Roth after-tax contributions, earnings associated with after-tax spillover contributions will be taxed as ordinary income when withdrawn. You may revoke your after-tax spillover election at any time under the procedures established by the Company. Such revocation will be effective as soon as practicable thereafter, but in no event later than the payday following the expiration of 15 days after receipt of such revocation.

Company Matching Contributions

You are eligible to receive Company matching contributions on your 401(k) contributions (which include catch-up contributions and, effective January 1, 2024, after-tax spillover contributions, for purposes of Company matching contributions). Company matching contributions are payable on the first 10% of Admissible Compensation that you contribute to the Plan each year, payable to your account after each pay period.

In general, the percentage of your Company 401(k) core match on the first 6% of Admissible Compensation is based on your date of hire and other factors as described below.

- If you were hired on or after October 1, 2004, the Company match is 100% on the first 6% of Admissible Compensation that you contribute to the Plan.
- If you were hired before October 1, 2004 and you elected to continue earning pension credits under the Schlumberger U.S. Pension Plan, the Company match is 50% on the first 6% of Admissible Compensation that you contribute to the Plan.
- If you were hired before October 1, 2004 and you elected to stop earning pension credits under the Schlumberger U.S. Pension Plan as of January 1, 2005, the Company match is 100% on the first 6% of Admissible Compensation that you contribute to the Plan.
- If you are a REDA Enhanced Participant, the Company match is 100% on the first 6% of Admissible Compensation that you contribute to the Plan.
- If you are a Brookshire Union Employee, the Company match is (i) 100% of the first 3% of Admissible Compensation you contribute to the Plan and (ii) 50% of the next 3% of Admissible Compensation you contribute.
- Special provisions may apply to former employees who are rehired on or after October 1, 2004 (see Special Provisions for Rehires).

Effective September 1, 2023, in addition to the core matching contribution on the first 6% of Admissible Compensation, the Company will make an additional enhanced matching contribution equal to 50% of the Admissible Compensation that you contribute to the Plan which exceeds 6% of Admissible Compensation up to 10% of your Admissible Compensation after each pay period.

This example shows the Company matching contribution at different rates of employee 401(k) contributions.

Company Matching Contribution				
Example of annual amounts based on \$100,000 Admissible Compensation				
<u>Your 401(k) Contribution Rate</u>	<u>Your 401(k) Contributions</u>	Company Match		
		50% up to 6% + 50% on next 4%*	100% up to 6% + 50% on next 4%**	100% up to 3% + 50% up to next 3%
3%	\$3,000	\$1,500	\$3,000	\$3,000
6%	\$6,000	\$3,000	\$6,000	\$4,500
10%	\$10,000	\$5,000	\$8,000	\$4,500
15%	\$15,000	\$5,000	\$8,000	\$4,500

* Applies to employees hired before October 1, 2004 who continue to earn pension credits.
 ** Applies to employees hired on or after October 1, 2004, employees who elected to stop earning pension credits under the Schlumberger U.S. Pension Plan on and after January 1, 2005 and REDA Enhanced Participants.
 *** Applies to Brookshire Union Employees.

After the close of each Plan Year, the Company may make an additional true-up matching contribution based on your total contributions and Admissible Compensation for the Plan Year, if you are employed by the Company or an affiliate on the last day of the Plan Year.

Company Retirement Contributions

In addition to Company matching contributions, once you complete a year of Eligibility Service, you are eligible to receive retirement contributions the Company makes through the Plan's retirement feature provided you are employed by the Company or an affiliate on the last day of the Plan Year. Company retirement contributions equal 2% of the total Admissible Compensation paid to Plan Participants during the year.

The following example shows how the Company retirement, core and enhanced matching contributions are calculated.

Regular Retirement, Core Match and Enhanced Match Contributions	
Example shows 2% retirement plus core and enhanced matching contribution assuming a 10% contribution rate.	
Your annual <u>Admissible Compensation</u>	\$100,000
Your annual 401(k) contributions (10%)	\$10,000
Company Matching contribution (at 100% of first 6%)	\$6,000 <i>(100% x \$6,000)</i>
Enhanced Matching contribution (at 50% of excess 4%)	\$2,000 <i>(50% of 4,000)</i>
Company Retirement contribution (at 2%)	\$2,000 <i>(\$100,000 x 2%)</i>
Total Company contribution*	\$10,000
OR	
Company Matching contribution (at 50% of first 6%)	\$3,000 <i>(50% x \$6,000)</i>
Enhanced Matching contribution (at 50% of excess 4%)	\$2,000 <i>(50% of \$4,000)</i>
Company Retirement contribution (at 2%)	\$2,000 <i>(\$100,000 x 2%)</i>
Total Company contribution**	\$7,000
OR	
Company Matching contribution (at 100% of first 3% + 50% of next 3%)	\$4,500 <i>((100% x \$3,000) + (50% x \$3,000))</i>
Total Company contribution***	\$4,500
<p>* Applies to employees hired before October 1, 2004 who continue to earn pension credits. ** Applies to employees hired on or after October 1, 2004, employees who elected to stop earning pension credits under the Schlumberger U.S. Pension Plan on and after January 1, 2005 and REDA Enhanced Participants. *** Applies to Brookshire Union Employees.</p>	

Company Retirement Contributions for IAR Participants

If you are an *IAR Participant*, you are eligible to receive a Company retirement contribution for each month that is equal to the product of your hours worked for the month times the rate from the chart below that applies to you at the time that you work the hours.

Retirement Contributions for IAR Participant	
Labor Grade	Contribution Rate
Labor Grade 82, 83, or 84	\$0.37
Labor Grade 85	\$0.44
Labor Grade 86, 87, or 88	\$0.48

Your hours for these purposes will include any hours worked for which you are paid *Admissible Compensation*, including overtime and vacation/holiday pay, but not including pay for other absences for work.

Rollover Contributions

You may roll over distributions you have received from another tax-qualified plan into the Savings and Retirement Plan, including direct trust-to-trust transfers of qualified plan balances that contain contributions made on an after-tax basis. The Savings and Retirement Plan will also accept rollover contributions from tax-deductible IRAs. Your rollover contributions will be placed in a Rollover Account separate from your 401(k) contributions under the Plan. If you have questions on rollovers, you can contact *Alight* for more information (see *Recordkeeper*).

VESTING REQUIREMENTS

Vesting means you have earned a right to your benefits under the Plan. You are always fully Vested in your 401(k) contributions, catch-up contributions, after-tax spillover contributions and rollover contributions, if any.

You vest in Company matching and profit sharing contributions based on your years of Active Service:

<u>Years of Active Service</u>	<u>Percent Vested</u>
4 or more	100%
3	66 $\frac{2}{3}$ %
2	33 $\frac{1}{3}$ %
less than 2 years	0%

Additionally, you vest in Company retirement contributions based on your years of Active Service:

<u>Years of Active Service</u>	<u>Percent Vested</u>
3 or more	100%
less than 3 years	0%

If you are a Legacy Cameron Participant or Brookshire Union Employee, you are fully Vested in matching contributions accrued prior to January 1, 2024.

If you are an IAR Participant, you also vest in Company retirement contributions to IAR Participants based on your years of Active Service:

<u>Years of Active Service</u>	<u>Percent Vested</u>
3 or more	100%
less than 3 years	0%

Regardless of your years of Active Service, you automatically become fully vested in all Company contributions once you reach age 60 or if you die while actively employed by Schlumberger Group.

Special vesting rules may have applied to employees and former employees of companies that were acquired by Schlumberger Group.

Forfeitures

If you leave the Company before you are fully Vested, you forfeit any Company contributions that are not yet Vested. The forfeited contributions are returned to the Plan and are used to reinstate the forfeitures of any Participants who were re-hired and are eligible for reinstatement of their benefits (see Breaks in Service). If any amount remains after these benefits have been reinstated, then the forfeitures may be used to reduce future Company contributions.

SAVINGS AND RETIREMENT PLAN INVESTMENTS

Investment Options

The Savings and Retirement Plan offers a variety of investment choices for your contributions to the Plan. Different investment options apply to your Employee Contribution Account and your Employer Contribution Account.

You can invest the money in your Employee Contribution Account among the following options in 1% increments on a daily basis:

Target Date Funds

- Retirement Income Fund
- 2025 Target Date Fund
- 2030 Target Date Fund
- 2035 Target Date Fund
- 2040 Target Date Fund
- 2045 Target Date Fund
- 2050 Target Date Fund
- 2055 Target Date Fund
- 2060 Target Date Fund
- 2065 Target Date Fund

Core Funds

- Short-term Fixed Income Fund
- Intermediate Fixed Income Fund
- U.S. Equity Fund
- Global Equity Fund

Self-Directed Account (SDA)

You may invest the money in your Employer Contribution Account in any of the Target Date or Core Funds listed above in 1% increments on a daily basis. Money in the Employer Contribution Account is not eligible for investment in the Self-Directed Account.

Target Date Funds

Schlumberger's Target Date Series is a suite of ten Target Date Funds that are designed to simplify retirement investing with an all-in-one, professionally managed and well diversified fund that evolves as your career does. Other than the Retirement Income Fund, each Fund has a target date in its name that corresponds to the approximate year when you expect to retire. The Retirement Income Fund is for those whose retirement is expected before 2025.

The Target Date Funds invest in a combination of actively and passively managed funds that cover multiple asset classes and fund families, to create diversified allocations for you based on your retirement date and risk profile. The Funds gradually adjust the asset allocation over time to become more conservative as the target year approaches. These asset class adjustments are referred to as a glide path.

Generally, the Fund's glide path will transition to the target equity allocations on an annual basis. The actual percentage allocation of any asset class in each Fund at any given time will vary slightly due to market value fluctuations of underlying assets or tactical positioning within the Fund.

Each Fund is generally rebalanced to target weights on a monthly basis.

Short-term Fixed Income Fund

The Fund invests in predominantly high-quality fixed income instruments with an average maturity of less than 3 years. The Fund is diversified by debt issuer and credit quality, as well as by investment manager. The Fund utilizes external SEC registered investment advisors to actively manage the portfolios.

The Fund's fixed income holdings are a diversified mix of short, intermediate and very few long-term U.S. government, U.S. agency, investment grade corporate bonds, as well as mortgage-backed and asset-backed securities (including collateralized mortgage obligations), certain derivatives (for example; options, futures, forwards), commercial paper and money market funds.

Intermediate Fixed Income Fund

The Fund seeks to track the performance of the broad U.S. bond market. The Fund is well diversified by debt issuer and credit quality, as well as by investment management. The Fund utilizes external SEC registered investment advisors to actively manage certain of the asset class portfolios.

The Fund's fixed income holdings are a diversified mix of short, intermediate and long-term U.S. government, U.S. agency, investment grade corporate bonds, as well as mortgage-backed and asset-backed securities (including collateralized mortgage obligations), certain derivatives (for example: options, futures, forwards), commercial paper and money market funds.

U.S. Equity Fund

The entire Fund is invested in stocks of U.S. companies and seeks to track the performance of the broad U.S. stock market. The Fund is diversified by market capitalization, equity style and investment management. The Fund employs a combination of passive (indexed) and active management investment strategies. The Fund utilizes external SEC registered investment advisors to actively manage certain assets of the portfolio.

Global Equity Fund

The Fund seeks to track the performance of the broad Global stock market. The Fund is allocated to foreign stocks, emerging market stocks and U.S. stocks. The Fund is well diversified by country, market capitalization, equity style and investment management. The Fund employs a combination of passive(indexed) and active management investment strategies. The Fund utilizes external SEC registered investment advisors to actively manage certain assets of the portfolio.

You can find the most up-to-date asset allocation information for the [*Target Date Funds*](#) and the [*Core Funds*](#) on the [*Alight*](#) partner website.

Self-Directed Account (SDA)

The Self-Directed Account (SDA) is an innovative approach for offering a wide range of investment alternatives for your Employee Contribution Account.* Designed for the experienced investor who wants to take full advantage of the tax-deferred savings offered by the Plan, the SDA permits virtually unlimited diversification. The SDA allows you to establish an account at Alight Financial Advisors (AFA), through which access to mutual funds, stocks, bonds and various other investments is available. You are entirely responsible for the management of the funds in your SDA.

Certain restrictions apply to the SDA based on Company policy and government regulations concerning tax-qualified retirement plans. Some of the trades that are not allowed under the SDA are Schlumberger stock, securities traded on non-U.S. securities exchanges, non-U.S. dollar denominated securities, trading on margin, short sales and trade-away-trades, futures, options, precious metals and other commodities, currency, municipal bonds, private placements, and other investments that cannot be valued on a daily basis.

* Restriction on Trading in the Securities of Schlumberger Customers - No director, officer or other employee of Schlumberger may purchase the securities of any Schlumberger customer that is primarily engaged in the exploration or production of oil or gas, except indirectly through mutual funds.

Enrollment In the SDA

You may open an SDA account, direct future payroll contributions to your account and transfer money from the Target Date and/or *Core Funds* to your account on the *Alight* partner website. After your account has been established, you will receive a "welcome package" from Alight Financial Advisors (AFA) containing information about your SDA account, the commissions and fees associated with the account, a description of the services AFA offers and detailed information on how to use your SDA.

There is a \$12.50 quarterly administration fee for maintaining an SDA. If you open an SDA, this fee will be deducted from your account.

Trading in the SDA

To invest in the SDA, you may direct payroll contributions to your account or transfer funds to your SDA from the Target Date and/or *Core Fund* investments in your *Employee Contribution Account*. You can do this at any time using any of the access options available under the Plan (see *Account Access Options*). Since trading on margin is not permitted, you must always have enough funds in your SDA account to cover the full purchase price of any investments you buy through the account.

Once funds are directly contributed or transferred from a Target Date or Core Fund to the SDA they are held in a money market account until you give AFA your trading instructions. You will be responsible for paying any transaction fees associated with your trades. Transaction fees are automatically debited from your SDA account. You do not pay taxes on any earnings you have in your SDA during the year. Since your earnings are in a tax-qualified retirement plan, you will only pay taxes on your earnings when you receive a distribution from the Plan.

Alight Financial Advisors will provide confirmation of your trades and regular statements showing activity in your account (see *Account Statements*).

Investing in the Target Date and Core Funds

In considering how you will invest your contributions to the Savings and Retirement Plan, you'll want to keep in mind a few important points:

- The Target Date Fund is designed to provide an all-in-one, single investment solution. The fund includes a well-diversified mix of equity and fixed income investments that gradually change over time to become more conservative as you approach retirement. The fund managers regularly rebalance the mix of stock and bond allocations and make changes as needed to address market trends, so your investments automatically stay on track throughout your career.
- If you decide to invest in the Target Date Fund, you'll get maximum advantage from these built-in features if you invest in only one fund that corresponds to the year that's closest to the one in which you expect to retire. Investing in more than one Target Date Fund - or allocating a portion of your account balance to any of the Core Funds - may result in a less-than-optimal investment mix for your specific retirement time horizon.
- The Core Funds are offered as investment alternatives to the Target Date Fund. Each of these funds is invested in only one of the major asset classes - equities (stocks) and fixed income investments (bonds). Because these funds are not diversified, if you decide to invest in them, you'll need to diversify your investments yourself by allocating the money in your account across several of the Core Funds.
- Similarly, if you invest in the Core Funds, you'll need to monitor your investments regularly and rebalance as needed to maintain the asset allocation you've chosen. You can set up auto-rebalancing for your account on the Alight partner website to help you stay on track with your investments. However, you'll also need to make manual adjustments yourself over time to address market trends and to reduce risk as you approach retirement.

Investing Your Company Contributions

You may direct the investment of your Employer Contribution Account in any of the Target Date or Core Funds. Company contributions will automatically be invested in the Target Date Fund that corresponds to the year that's closest to the one in which you will reach age 65, unless you elect to invest in one of the other Target Date or Core Funds. You can change the investment of your existing and future Company contributions in 1% increments on a daily basis.

Special Provisions for Investments in the Stock Fund

You may transfer the entire balance of your account in the Schlumberger Common Stock Fund to any of the Target Date and/or Core Funds. To do this, you must contact a Benefits Center Representative at Alight. Once you transfer your money out of a stock fund, you may not transfer it back into a stock fund.

Investing Your Account after Termination

If you terminate employment and leave your account in the Plan, you may continue to direct the investment of your account among the available investment options.

IN-SERVICE DISTRIBUTIONS

Loans

The Plan has a loan feature that enables you to borrow money from your Employee Contribution Account for any reason while you are working. The amount you borrow is not subject to taxes, and you repay the amount (with interest) directly back into your own account. Loan repayments are made through automatic payroll deductions.

The amount you are eligible to borrow depends on the balance in your Employee Contribution Account. The minimum amount you may borrow is \$1,000. The maximum you may borrow is the lesser of:

- 50% of your total Vested account balance;
- 100% of your Employee Contribution Account balance; or
- \$50,000 minus your highest outstanding loan balance at any time during the past 12 months, whichever is less.

You must have a sufficient account balance in the Target Date and Core Funds of the Plan to cover the full amount of your loan. Funds invested in your SDA [and Company retirement contributions for IAR Participants] are not available for a loan. To borrow from these assets, you must first transfer funds out of the SDA to one of the Target Date or Core Fund options.

You may have only one outstanding loan through a Schlumberger-sponsored Plan at any given time. Loans are granted for a term of at least one year, but no more than five years.

If you apply for a loan and are approved, a \$60.00 loan origination fee will be deducted from the loan that you receive. The interest rate for your loan is based on the prime lending rate in effect at large commercial banks on the date your application is approved. Once the interest rate is determined, it remains fixed for the term of the loan.

If you leave the Company or transfer out of the U.S. prior to repaying your loan in full, you may repay the loan in a single payment or you may continue monthly payments. Monthly payments must be made by certified check or money order in U.S. dollars. If you do not continue payments in a timely manner, you may be in default on your loan. Any distribution that occurs as a result of your default is subject to applicable federal, state and local taxes as well as early withdrawal penalties.

If you are an active employee with an Employee Contribution Account (including rollover contributions, if any), you may request a loan by completing a loan application and a promissory note available from the Benefits Center at Alight (see Account Access Options). All loans are granted in a uniform and non-discriminatory manner and must be approved by the Plan Administrator. Written loan policies established by the Plan Administrator are available from Alight.

Any qualified individual could have chosen to delay, for up to one year, repayments that were due between April 23, 2020, and December 31, 2020. Interest rates continued to accrue during that period. This delay period did not count for purposes of maximum loan period. A qualified individual is someone who is diagnosed with COVID-19, someone whose spouse or dependent is diagnosed with COVID-19, or someone who has experienced adverse financial consequences due to COVID-19.

401(k) Withdrawals

At age 59½, you may withdraw all or part of your Employee Contribution Account or the portion of your Employer Contribution Account relating to retirement contributions at any time, for any reason. If you are a Legacy Cameron Participant, you may also withdraw all or part of your benefit in the Employer Contribution Account that transferred over to the Plan from the legacy plan account as of December 31, 2018 at any time, for any reason. You may continue to participate in the Plan after a withdrawal. The withdrawal will be paid in cash and is taxable as ordinary income in the year it is distributed.

Severe Financial Hardship Withdrawals

You may apply for a hardship withdrawal from the Plan in cases of severe financial hardship. A severe financial hardship is an unexpected, immediate and heavy financial emergency that cannot be met through other resources available to you. To apply for a hardship withdrawal, you must represent in writing or electronic medium, in the form and manner prescribed by the Plan's Administrative Committee, that you have insufficient cash or other liquid assets to satisfy your financial need. The Plan's Administrative Committee is permitted to rely on your self-certification. The Plan limits hardship withdrawals to the following situations:

- To prevent eviction or foreclosure of your primary residence;*
- To pay for unreimbursed medical expenses (a) under the Schlumberger Medical Plan, after your annual out-of-pocket maximum has been met; and (b) for your spouse and your eligible dependent children (as defined under the Schlumberger Medical Plan) who do not have medical insurance coverage;
- To pay for certain costs to repair damage to your primary residence due to a natural disaster (for example, a hurricane, tornado or earthquake);
- To pay for costs directly related to the purchase (excluding mortgage payments) or construction of your principal residence; and
- To pay for costs to fix unforeseen damage to your primary residence that isn't covered by insurance.

The Plan's Administrative Committee or its authorized representative will make all determinations regarding the approval of severe hardship withdrawals on a uniform and nondiscriminatory basis, according to the facts of each case and current IRS guidelines.

Hardship withdrawals will be made first from your Employee Contribution Account and second from the Vested amount (if any) in your Employer Contribution Account. The amount of your Employee Contribution Account available for a hardship withdrawal excludes your SDA investments. To include these assets for a withdrawal, you must first transfer funds out of the SDA to one of the Target Date or Core Fund options.

Severe hardship withdrawals will be paid in cash and are taxable as ordinary income in the year they are distributed. Hardship withdrawals may also be subject to a 10% federal tax penalty if you are under age 59½.

From April 23, 2020 to December 31, 2020, qualified individuals could withdraw up to \$100,000 from their Vested account balance. The qualified individual could repay all or part of this withdraw within 3 years after the date they received the withdraw. The repayment would be deemed a rollover contribution if the qualified individual is an active employee.

*Employees will be limited to two hardship requests for evictions or foreclosures in any 12-month period, not to exceed two per lifetime, provided they meet all of the other requirements for a hardship withdrawal.

OBTAINING YOUR BENEFIT

Distributions from the Savings and Retirement Plan are normally made when you leave the Company for any reason (retirement, resignation, involuntary termination, death, etc.).

Form and Timing of Payment

Upon termination, you may elect a distribution of your entire Savings and Retirement Plan account balance or you may elect a direct transfer of your account balance to another tax-qualified plan or individual retirement account. If you have investments in the SDA, you must first transfer these funds to one of the Target Date or Core Fund options before you can receive a distribution of your Savings and Retirement Plan account.

Payment may be made in the following forms:

- Full Lump sum distribution - A lump sum distribution is a single cash payment equal to the value of your total Vested account balance in the Plan. If your account includes amounts from the Schlumberger Common Stock Fund your distribution may be made in cash or in the form of shares of common stock of Schlumberger Limited, whichever you elect. A full lump sum distribution is the normal form of distribution under the Plan.
- Partial lump sum distribution – A partial lump sum distribution is a cash payment equal to a portion of your total Vested account balance in the Plan. For purposes of making a partial lump sum, your account is liquidated on a pro rata basis, the distribution cannot be less than \$1,000 and no more than one partial lump sum distribution may be made per calendar quarter.
- Installment payments - If you are fully Vested in the Plan, you may elect to receive a distribution of your account in installment payments of up to 10 years or, if less than 10 years, your life expectancy. This payment method allows you to receive a portion of your account over the number of years you select.

For example, if you elect 10-year installment payments, you will receive 1/10 the first year, 1/9 the second year, etc. with the last payment being made in the tenth year. You can continue to choose how you want to invest the money remaining in your account after each installment is made. The remaining funds will share in the earnings or losses of the investments you elect.

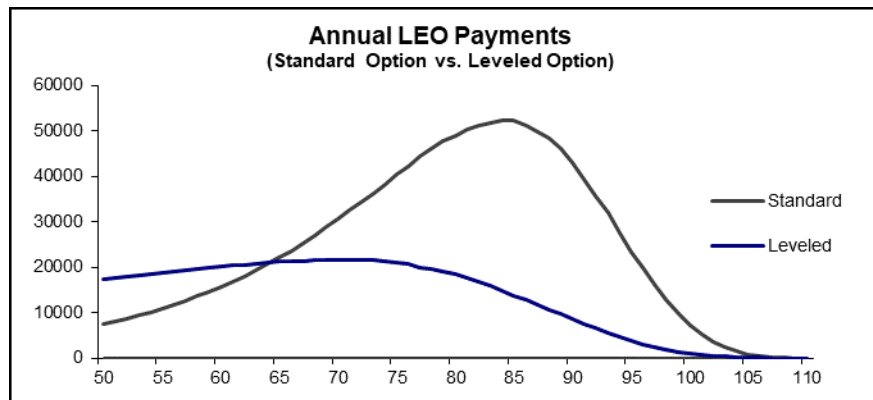
You have the right to cancel this option at any time and receive the remaining balance in a lump sum. If you die before receiving the full number of installment payments, any remaining payments will be made to your designated Beneficiary.

- Life Expectancy Option (LEO) - If you retire or leave the Company after age 50, you may elect to receive a distribution of your account in annual payments over your expected remaining lifetime. There are two Life Expectancy Options available: the "standard LEO" and the "leveled LEO".

If you elect the standard option, you will receive a payment each year based on your life expectancy at the time of payment. The balance remaining in your account after each payment is made stays in the Plan where it continues to share in any earnings or losses of the investments you elect until your next annual payment. You can continue to choose how you want to invest your remaining balance for as long as you have money in the Plan.

For example, let's assume you retire at age 50 with an account balance of \$250,000. Your life expectancy at age 50 is 33.1 years. To determine your first payment, divide your account balance (\$250,000) by your life expectancy (33.1 years). The result (\$7,553) is your annual payment in the first year. The next year, let's assume the \$242,447 that remained in your account increased by 8%. Your new account balance is \$261,843 and your life expectancy at age 51 is 32.2 years. To determine your second payment, divide your new account balance (\$261,843) by your life expectancy (32.2 years). The result (\$8,132) is your annual payment in the second year. Your annual payment in each subsequent year is determined in the same manner.

If you elect the leveled LEO, your annual payment is based on an adjusted life expectancy factor, which provides a more uniform payment over your expected lifetime. The adjusted life expectancy factors are shown in *Annual Payment Factors - Life Expectancy Option (LEO)*. The graph below shows the effect on your annual payments if you elect either the standard LEO or the leveled LEO. Annual payments assume the same \$250,000 account balance with payments beginning at age 50 and 8% annual earnings on the balance remaining in the Plan after each annual payment is made.



Your annual life expectancy for the standard LEO is determined according to IRC Section 72 Table V and your adjusted life expectancy under the leveled LEO is based on the same life expectancy table and an assumed interest rate. See *Annual Payment Factors - Life Expectancy Option (LEO)* for a copy of the chart, which shows the factors used to calculate your annual payments under both LEO options.

If you elect either of the LEO options, you are eligible to receive a portion of your account balance in a lump sum when payments begin, and one additional lump sum distribution at any time after payments begin. You have the right to cancel this option at any time and receive the remaining balance in a lump sum. There are certain tax consequences if you are under age 59½ and receive the entire balance of your account in a lump sum within five years of the time payments begin.

If you die before receiving the full value of your account, any remaining amount will be payable to your designated *Beneficiary* in a single lump sum payment. If the value of your account is \$1,000 or less at the time an annual payment is made, you will receive a lump sum distribution of the entire amount remaining in your account.

- Annuity - You may elect to receive your benefit in the form of an annuity purchased from an insurance company or other financial institution. If you elect this method of distribution, the value of your Savings and Retirement Plan account is used to purchase an annuity from the provider you

have selected. You may choose from various types of annuities offered, however if you are married, certain restrictions may apply to your selection unless your Spouse gives written consent.

You may elect to receive distribution of your account at any time following termination of your employment. Your payment will be based on the value of your total Savings and Retirement Plan account balance as of the weekly processing date immediately following your election. If the value of your account is less than \$1,000 you will automatically receive a normal distribution in a lump sum payment. You may not elect any other optional form of payment or a Deferred Payment.

When you elect a distribution will determine whether or not you receive Company contributions payable after the end of the calendar year in which you terminate:

- Early Payment - The early payment option allows you to receive distribution of your account at any time during the calendar year in which you terminate employment. If you make this election, you will not receive any Company contributions you might otherwise have received after the end of the calendar year in which you terminate.
- Normal Payment - Under the normal payment option, you leave the balance in your account until the end of the calendar year in which you terminate employment. This option allows you to share in any Company contributions that might be payable after the end of the calendar year in which you terminate. Your Company contribution will be based on your 401(k) contributions and Admissible Compensation up the date you leave the Company.
- Deferred Payment - The deferred payment option allows you to take distribution of your account any time after the end of the calendar year in which you leave the Company. If you elect this option, you will receive your share of any Company contributions that might be payable after the end of the calendar year in which you terminate. However, you will not receive any further Company contributions. You may leave your money in the Plan (and continue to direct the investment of your account balance) until April 1 following the later of your termination or Required Minimum Distribution (RMD) Age (the "Required Beginning Date"), at which time you will be required to start payments from the Plan. "RMD Age" means the following:
 - Age 70 ½ if you attain age 70 ½ before January 1, 2020.
 - Age 72 if you attain (i) age 70 ½ after December 31, 2019 and (ii) age 72 on or before January 1, 2023.
 - Age 73 if you attain (i) age 72 after December 31, 2022 and (ii) age 73 before January 1, 2033.
 - Age 75 if you attain age 73 after December 31, 2032.

However, unless you elected otherwise, RMDs for the (i) 2020 calendar year (including RMDs payable in 2021 for the 2020 calendar year if your Required Beginning Date was April 1, 2021), and (ii) 2019 calendar year if your Required Beginning Date was April 1, 2020 that were not paid in 2019 and therefore were required to be paid between January 1, 2020 and April 1, 2020, were waived.

RMDs during your lifetime will not apply to your Roth account beginning in 2024. (But any RMDs from your Roth account required for the 2023 Plan Year must still be made by April 1, 2024.)

Special Rules for IAR Participants

Special rules apply to the distribution of benefits for Brookshire Union Employees who are designated as IAR Participants because they were employed by Cameron before January 1, 2005.

The normal form of payment for IAR Participants is an annuity (a joint and survivor annuity if the IAR Participant is married). The following optional forms of payment are also generally available for IAR Participants:

- An annuity based on your life that pays out any additional amounts from the purchase of the annuity to your beneficiary (a cash refund annuity);
- An annuity for a term of ten years, with payments continuing if you continue to live past the end of the ten years;
- An annuity based on your life with a survivor annuity paid to your beneficiary at 50%, 75% or 100% of the annuity paid during your lifetime;
- Lump sum payment.

You may make an election regarding the distribution of your benefits beginning 180 days prior to your annuity starting date, that is, the date on which your benefits will begin to be paid. You will receive additional information about your distribution options and how to make an election at that time.

If you are an IAR Participant, please contact the plan administrator for additional information about distribution options available for you.

Tax Considerations

You do not pay taxes on your pre-tax 401(k) contributions, Company contributions, or investment earnings associated with these contributions until you actually receive a distribution from the Plan. When you elect to receive a distribution, the payment will be subject to income taxes. If you elect a lump sum payment or installment payments for less than 10 years, the payment is also subject to a 20% mandatory withholding requirement.

You pay taxes on your Roth after-tax contributions and after-tax spillover contributions at the time they are contributed to the Plan. When you receive a distribution of Roth after-tax contributions, provided you have had a Roth account for at least five (5) years and you are at least age 59½, your distribution of your Roth after-tax contributions plus any associated investment earnings on these contributions is tax-free. Earnings on after-tax spillover contributions are taxable upon distribution.

You may use one of the following methods to reduce or defer the tax due on your distribution:

- You may request a direct transfer of all or part of the taxable portion of your Savings and Retirement Plan account balance to either an IRA or another qualified employer plan. If you elect this option, the 20% mandatory withholding requirement does not apply and no tax will be due until you withdraw funds from the IRA or other qualified employer plan. Under certain circumstances, all or a portion of your account balance may not qualify for this direct transfer option.
- You may rollover all or part of the taxable portion of your distribution to an Individual Retirement Account (IRA) or another qualified employer plan. If you elect this option, no tax will be due until you withdraw funds from the IRA or other qualified employer plan. Rollovers are subject to certain IRS requirements and must be made within strict time frames (normally, within 60 days after you

receive your distribution). Under certain circumstances all or a portion of a distribution may not qualify for this rollover option.

Rollovers are subject to a mandatory 20% withholding requirement. This will reduce the amount you actually receive.

- If you qualify, you may be able to use favorable income tax treatment for the distribution under the “10-year forward averaging” or “capital gains” methods of taxation. More detailed information is available on the Special Tax Notice you will receive when you elect a distribution.

The Trustee is generally required by law to withhold federal and state income tax from your distribution unless you elect a direct transfer. However, in some limited circumstances you may be eligible to elect not to have taxes withheld from your distribution. If this applies to you, you will receive the appropriate notice when you request a distribution of your account.

When you request a distribution, the Benefits Center at *Alight* will provide you with a more detailed explanation of these options together with the appropriate forms (see *Recordkeeper*). If you are a non-resident alien and residing outside of the United States, you must complete a Form W-8BEN when requesting a distribution.

It's a good idea to consult with a qualified tax advisor before selecting the form and timing of your payment. Your tax advisor will be able to recommend an appropriate course of action based on current local, state and federal income tax laws and your individual situation.

NAMING A BENEFICIARY

Your Beneficiary will receive the Vested value of your Savings and Retirement Plan account in the event of your death. If you are married, your Spouse is automatically your designated Beneficiary. You and your Spouse may choose an alternate Beneficiary only if your Spouse:

- consents in writing to an alternate Beneficiary;
- acknowledges in the written consent that the effect of choosing an alternate Beneficiary is to forfeit benefits that would otherwise be payable in the event of your death;
- specifies in writing the alternate Beneficiary to receive benefits under the Plan; and
- understands that an election is not valid without consent and that consent is irrevocable.

Spousal consent must be witnessed by an authorized Plan representative or notary public. Spousal consent is not valid until it is filed with the Benefits Center at Alight.

If you are not married, you may name any person(s) as your Beneficiary, and you may change your Beneficiary designation at any time.

If you are a married Brookshire Union Employee who is considered an "IAR Participant" because you were employed by Cameron prior to January 1, 2005, you may name someone who is not your spouse as your Beneficiary once you have received notice from Alight of your election opportunities the year that you turn 32. However, this election will no longer be in force once you turn 35; if you wish to redesignate a Beneficiary who is not your spouse at that point, you will need to complete the election again.

For your Beneficiary designation (or change in Beneficiary) to take effect, you must complete and return the appropriate forms and proper authorization to the Benefits Center at Alight. Each new Beneficiary designation you submit will supersede any existing designation on file.

If you do not complete and return a written Beneficiary designation form, or if your Beneficiary dies before you and you have not named a contingent or new Beneficiary, distribution of your account upon your death will be made to your closest survivor in this order:

- your Spouse;
- equal shares to each of your surviving children and to living descendants of any of your deceased children;
- parents equally or to the survivor;
- brothers and sisters equally;
- executor or administrator of your estate.

BREAKS IN SERVICE

Breaks in service may affect your years of *Active Service*, *Vesting* and your right to benefits under the Savings and Retirement Plan. Different rules apply depending on whether or not you have become a Plan *Participant* at the time you leave the Company.

Termination after Becoming a Savings and Retirement Plan Participant

If you become a Savings and Retirement Plan *Participant* and subsequently leave Schlumberger, you will incur a break in service at the end of the 12-month period following your termination. (In cases of maternity leave, the break in service occurs at the end of the 24-month period following termination.)

If you leave Schlumberger and return to *Active Service* within the 12-month (or 24-month) period following termination, you will not incur a break in service and your period of absence will be treated as *Active Service*. Any amounts you forfeited upon termination will be automatically restored unless a lump sum distribution was paid to you at the time you left the Company.

If you return to *Active Service* after a break in service has occurred, you will enter the Plan immediately upon rehire and your prior *Active Service* will be restored immediately. Any amounts you forfeited when you left the Company will be automatically restored, unless a lump sum distribution was paid to you at the time you left the Company.

If you received a lump sum payment at the time you left the Company, you have the right to repay the distribution. Repayment must be made within five years of re-employment, with interest compounded annually at the applicable rate. Once the repayment has been made, any amounts you forfeited when you left Schlumberger will be restored.

Termination before Completing a Year of Eligibility Service

If you terminate employment with Schlumberger before you have completed a year of *Eligibility Service* and you are subsequently re-employed by the Company, whether or not your hours of service before termination will count for eligibility purposes depends on whether or not you incurred a break in service.

You will incur a break in service if you failed to complete at least 501 hours of service during either the 12 consecutive-month period following your original date of hire (24 months for breaks due to maternity leave) or during any subsequent calendar year.

If you have a break in service and are subsequently re-hired, your prior hours of service will not count and your *Eligibility Service* will be measured beginning on your date of re-employment.

If you do not have a break in service and are subsequently rehired, the hours of service you completed before you terminated employment which fall within the 12-month *Eligibility Computation Period* of the year in which you return to work will count for eligibility purposes.

LEAVE OF ABSENCE

If you are absent from work on a paid leave, the period of absence is counted toward eligibility and Vesting requirements. You also receive any Company contributions during your absence based on your Admissible Compensation.

If you are absent from work on an approved unpaid leave, the period of absence is counted toward eligibility and Vesting requirements. However, you do not receive any Company contributions since they are based on your Admissible Compensation.

During any period of approved leave, whether paid or unpaid leave, you can continue to choose how you want to invest the money in your account and you will share in the earnings or losses of the investments you elect.

If the approved leave of absence expires and you do not return to work, you will be considered as a terminated employee. For purposes of determining your service under the Plan, including the Vested amount of your Savings and Retirement Plan benefit, your termination date will be the last day of the approved leave or one year after the leave began, whichever is earlier.

Special rules apply if you are absent on long-term disability or active military duty. Refer to your Disability Plan benefits for further information on treatment of your Savings and Retirement Plan benefits while on long-term disability. For more information on your benefits while on active military duty, contact your Human Resources Representative or Benefits Administrator.

OTHER SAVINGS AND RETIREMENT PLAN CONSIDERATIONS

Loss of Benefits

There are certain circumstances under which you may lose or forfeit benefits under this Plan.

- If you leave Schlumberger (and its affiliated companies) before you reach age 60 and you do not have at least four years of *Active Service*, you will forfeit all or part of the balance in your *Employer Contribution Account*. The amount you will forfeit is determined by the *Vesting* requirements of the Plan (see *Vesting Requirements*).
- If your benefit becomes assigned to a *Spouse*, former Spouse or dependent pursuant to the terms of a court order known as a *Qualified Domestic Relations Order (QDRO)*, you may lose all or a portion of your benefit in accordance with the terms of the order.

Qualified Domestic Relations Order

Generally, your interest in the Plan is not subject to sale, transfer, assignment, pledge, garnishment or other encumbrance, and your interest or right to benefits under the Plan cannot be taken voluntarily or involuntarily to pay off debts or other obligations or claims against you.

However, as required by federal law, your Savings and Retirement Plan account is subject to applicable requirements of any *Qualified Domestic Relations Order (QDRO)*. A QDRO is an order issued by a court in connection with a divorce, marital or child support proceeding that assigns part or all of your benefit to a former *Spouse* or dependent. In the event the Plan Administrator receives a QDRO, your Savings and Retirement Plan account will be reduced by the amount of any payment required by the terms of the QDRO.

You will receive notification from your Benefits Administrator if a QDRO is received on your account. Once a QDRO is received, withdrawals and loans from your account will be placed on hold while the QDRO is under review.

Trust Safeguards and Expenses

The money in the Plan is held in trust for the exclusive benefit of Savings and Retirement Plan *Participants* and *Beneficiaries*. The Trustee records are audited annually by an independent firm of certified public accountants.

Trustee

Schlumberger has selected The Northern Trust Company as Trustee for the Savings and Retirement Plan.

Recordkeeper

Schlumberger has selected *Alight Solutions (Alight)* as recordkeeper and administrator for the Savings and Retirement Plan. You should contact the Benefits Center at Alight to enroll in the Plan, change your contribution rate, direct your investments in the Target Date and/or *Core Funds*, transfer money to your

SDA account at Alight Financial Advisors, receive distribution of your account and obtain other information about the Plan, including loan details (see [Account Access Options](#) for information on how to contact Alight.)

Account Statements

You may request an individual statement of your Savings and Retirement Plan account at any time. This statement shows:

- your 401(k) contributions, if any;
- Company matching contributions;
- Company retirement contributions;
- Frozen Company retirement contributions;
- Frozen Company profit sharing contributions;
- earnings attributable to your [Employee](#) and [Employer Contribution Accounts](#); and
- your ending balance.

Your Savings and Retirement Plan account information is also available at any time through [iThrive](#), the [Alight](#) website on the Internet or by using the automated phone system (see [Account Access Options](#)).

SDA Statements

If you have invested in the SDA and AFA has a valid e-mail address for you, you will be automatically enrolled in electronic delivery of brokerage account statements, trade confirmations and other important records. You will receive an e-mail notice once your documents are ready for viewing online.

Transfers to Affiliates

When transferring to another Schlumberger company that does not participate in the Plan, your account balance will remain unaffected until you leave the Company and elect to receive benefits.

Right to Change or Terminate Plan

The Company expects to continue the Savings and Retirement Plan. However, future circumstances may make it impossible or inadvisable to continue the Plan. The Company therefore reserves the right to change or terminate the Plan at any time for any reason by action of its Board of Directors, or in certain circumstances, by action of the Plan Administrator.

If the Savings and Retirement Plan were terminated, each [Participant](#) would become 100% [Vested](#) and would receive the total amount credited to his or her account up to the date of termination. All of the Plan assets would be distributed to the Participants and no part of the assets would revert to the Company. Savings and Retirement Plan benefits are not insured (nor are they required to be insured) by the Pension Benefit Guaranty Corporation.

Supplemental Information

Various government regulations require the disclosure of certain information with respect to employer-provided pension and welfare benefits, including plan provisions, financial information and standards of conduct for trustees and administrators of these plans. Please refer to the [Supplemental Information](#) section for additional information on the following topics as they apply to this Plan:

- Plan Funding and Administration;
- Problem Resolution Procedure; and
- Employee Retirement Income Security Act of 1974 (ERISA).

Plan Document Governs

This is a brief explanation of the Schlumberger Limited Savings and Retirement Plan and the Schlumberger Technology Corporation Savings and Retirement Plan. Although it is written in everyday language, all statements are subject to the specific terms of the legal documents establishing the Plan. Should there be a conflict or misunderstanding, the provisions of the legal document shall govern. The Plan is also subject to approval by the Internal Revenue Service.

TERMS TO KNOW

Active Service

Active Service is any period during which you are actively employed by the Company (or by any of the operating companies within Schlumberger). Active Service begins on your date of hire by the Company and ends on the date you leave the Company, die or retire.

Active Service is used to determine *Vesting* rights under the Plan and your eligibility to receive Company retirement contributions, including any increased matching contributions. Specific rules apply to the treatment of breaks in service when determining length of Active Service (see *Breaks in Service*).

Admissible Compensation

Admissible Compensation includes your base pay, bonuses such as merit and PIP bonuses, if any, shift differential, geographical coefficient, overtime pay and commissions. Your 401(k) contributions and any pre-tax medical or dependent care contributions are automatically included in Admissible Compensation.

Admissible Compensation does not include special compensation such as moving allowances, severance pay, tuition reimbursements, hiring bonuses, one-time special recognition awards or cash-in-lieu of vacation when employment ends.

Alight Solutions (Alight)

Alight is the recordkeeper and administrator Schlumberger has selected for maintaining the records of the Savings and Retirement Plan.

Beneficiary

Your Beneficiary is the person eligible to receive benefits from the Plan in the event of your death. If you are married, your *Spouse* is automatically your designated Beneficiary unless you and your Spouse consent in writing to an alternate Beneficiary. If you are not married, you may designate any individual as your Beneficiary.

Brookshire Union Employee

An individual employed by Cameron International Corporation who is a member of the Local Lodge 15 and District Lodge 37, International Association of Machinists and Aerospace Workers.

Cameron

Cameron International Corporation and its subsidiaries.

Cameron Participant

Any Participant (other than a Brookshire Union Employee) who was a participant in the Cameron Plan on July 8, 2018 or initially employed (or reemployed) by Cameron International Corporation or a subsidiary thereof other than OneSubsea LLC on or after July 9, 2018 and on or prior to December 1, 2018 and who

remains employed by Cameron International Corporation or a subsidiary thereof; provided that all Cameron Participants will cease to be Cameron Participants as of January 1, 2019, other than those Cameron Participants who elect to become Legacy Cameron Retirement Contribution Participants.

Cameron Plan

The Cameron International Corporation Retirement Savings Plan as in effect on July 8, 2018.

Company

Schlumberger Limited, Schlumberger Technology Corporation and any of their respective subsidiaries.

Core Funds

The Core Funds collectively refers to four of the investment options available under the Plan. They include the Short-term Fixed Income Fund, the Intermediate Fixed Income Fund, the U.S. Equity Fund and the Global Equity Fund.

Duration

Duration is a measure of the sensitivity of a bond's price to interest rate movements. It is approximately proportional to the percentage change in price for a given change in yield. For example, for small interest-rate changes, the Duration is the approximate percentage that the value of the bond will lose for a 1% increase in interest rates. So a 15-year bond with a Duration of 7 would fall approximately 7% in value if the interest rate increased by 1%.

Eligibility Computation Period

The Eligibility Computation Period is the period of time during which your hours of service are being counted for the purposes of meeting eligibility requirements for Company retirement contributions, including any increased matching contributions, under the Savings and Retirement Plan.

The first Eligibility Computation Period used is the twelve consecutive month period that begins on your date of hire. If you do not meet the necessary requirements in this initial 12-month period, the next Eligibility Computation Period is the twelve consecutive month period beginning January 1 following your date of hire, and each January 1 thereafter until the requirements are met.

Eligibility Service

A year of Eligibility Service is a consecutive 12-month period in which you work at least 1,000 hours (see *Meeting the Eligibility Service Requirement* for more detailed information on Eligibility Service).

Employee Contribution Account

Your Employee Contribution Account includes your 401(k), catch-up, in-Plan Roth rollovers, after-tax spillover and rollover contributions (if any) and investment earnings on your contributions.

Employer Contribution Account

Your Employer Contribution Account includes Company matching contributions, retirement contributions and the investment earnings on these amounts. If you are a Cameron Participant, your Employer Contribution Account also includes discretionary contributions accrued prior to January 1, 2018 under the Cameron Plan and the investment earnings on these amounts. If you are an IAR Participant, your Employer Contribution Account also includes retirement contributions to IAR Participants and the investment earnings on these amounts.

401(k) Contribution

401(k) Contribution includes both your pre-tax 401(k) contributions and your Roth after-tax 401(k) contributions

IAR Participant

A Brookshire Union Employee initially employed (or reemployed) by Cameron International Corporation prior to January 1, 2005. Notwithstanding the foregoing, for purposes of distributions on retirement or other termination of employment and for purposes of death benefits, the term "IAR Participant" includes each Participant who was an IAR Participant on or before December 31, 2007.

iThrive

iThrive is the U.S. benefits web site available at <https://iThrive.slb.com>. In addition to offering information about your Schlumberger U.S. benefit plans, the site allows you to obtain personal data about your benefits and offers interactive features including online enrollment in most plans, financial modeling for retirement and links to related web sites.

Legacy Cameron Participant

A Cameron Participant (other than a Brookshire Union Employee) who has attained forty (40) years of age as of January 1, 2019 and who elects to remain a Cameron Participant before December 31, 2018 in accordance with the election procedures set forth by the Administrator.

Participant

A Participant is an individual who has met the eligibility requirements for participation in the Savings and Retirement Plan.

Qualified Domestic Relations Order (QDRO)

A QDRO is an order issued by a court in connection with a divorce, marital or child support proceeding that assigns part of your benefit to a former spouse or dependent.

REDA Enhanced Participant

(1) Any hourly employee hired or rehired on or after June 1, 2019 who is employed by the Company at the Company's Bartlesville, Oklahoma facility and who is represented by the bargaining unit of the International

Union of Operating Engineers (but not including any leased employee) and (2) any employee hired prior to May 31, 2019 who irrevocably elected to cease participation in the REDA Hourly Pension Plan from and after June 1, 2019. For the avoidance of doubt, no employee accruing a benefit under the REDA Hourly Pension Plan on or after June 1, 2019 is a REDA Enhanced Participant.

Schlumberger Group

The Schlumberger Group includes those companies that are at least 40% directly or indirectly owned by Schlumberger Limited.

Spouse

Effective September 16, 2013, your Spouse is the person to whom you are legally married at the later of your death or the date on which payment of your benefits are to commence. Effective June 26, 2013, your Spouse includes a same sex Spouse if you resided in the District of Columbia or a state that legally recognized your marriage.

Target Date Funds

Target Date Funds collectively refers to a group of ten well-diversified funds with investments that gradually become more conservative over time as they approach their maturity (or "target") date. The target date for each fund is included in the name of the fund, and is intended to correspond to the year in which investors in the fund expect to retire. For example, an employee born in 1970 who expects to retire at age 65 would choose to invest in the 2035 Target Date Fund.

The ten *Target Date Funds* under the Savings and Retirement Plan are:

- Retirement Income Fund (this fund is for someone whose retirement time horizon is before 2025)
- 2025 Target Date Fund
- 2030 Target Date Fund
- 2035 Target Date Fund
- 2040 Target Date Fund
- 2045 Target Date Fund
- 2050 Target Date Fund
- 2055 Target Date Fund
- 2060 Target Date Fund
- 2065 Target Date Fund

As *Target Date Funds* wear away, a new 5-year Target Date Fund will be added.

Vesting (Vested)

Vesting means you have a right to - or "own" - benefits under the Plan. You are always fully Vested in your pre-tax and Roth after-tax contributions, catch-up contributions, after-tax spillover contributions, rollover contributions and their investment earnings. You earn a right to the Company contributions based on your years of *Active Service*. When you are fully Vested, you have a right to 100% of the benefits you have earned under the Savings and Retirement Plan. Except as otherwise stated below for Legacy Cameron Participants, Brookshire Union Employees, and IAR Participants, you are Vested in your *Employer Contribution Account* according to the following schedule: 1/3rd Vested after two years of Active Service;

2/3rd Vested after three years of Active Service and 100% Vested after four years of Active Service. If you are a Legacy Cameron Participant or Brookshire Union Employee, you are fully Vested in matching contributions accrued prior to January 1, 2024. If you are an IAR Participant, you also vest in Company retirement contributions to IAR Participants according to the following schedule: 0% Vested if you have completed less than three years of Active Service and 100% Vested after three years of Active Service.

ANNUAL PAYMENT FACTORS - LIFE EXPECTANCY OPTION (LEO)

Under the Standard LEO, your balance in the Plan each year is divided by your life expectancy at time of payment to determine your annual payment. Under the Leveled LEO, your balance in the Plan each year is divided by an adjusted life expectancy factor to produce more uniform payments over your lifetime.

Standard LEO			Leveled LEO		
Age	Remaining Life Expectancy (years)	Adjusted Life Expectancy Factor	Age	Remaining Life Expectancy (years)	Adjusted Life Expectancy Factor
50	33.10	14.30	81	8.90	6.60
51	32.20	14.10	82	8.40	6.30
52	31.30	14.00	83	7.90	6.00
53	30.40	13.80	84	7.40	5.80
54	29.50	13.60	85	6.90	5.60
55	28.60	13.40	86	6.50	5.30
56	27.70	13.20	87	6.10	5.10
57	26.80	13.00	88	5.70	4.90
58	25.90	12.80	89	5.30	4.60
59	25.00	12.60	90	5.00	4.40
60	24.20	12.40	91	4.70	4.20
61	23.30	12.10	92	4.40	4.00
62	22.50	11.90	93	4.10	3.80
63	21.60	11.60	94	3.90	3.60
64	20.80	11.40	95	3.70	3.40
65	20.00	11.10	96	3.40	3.30
66	19.20	10.80	97	3.20	3.10
67	18.40	10.60	98	3.00	2.90
68	17.60	10.30	99	2.80	2.80
69	16.80	10.00	100	2.70	2.60
70	16.00	9.70	101	2.50	2.40
71	15.30	9.40	102	2.30	2.30
72	14.60	9.10	103	2.10	2.10
73	13.90	8.80	104	1.90	2.00
74	13.20	8.50	105	1.80	1.80
75	12.50	8.20	106	1.60	1.70
76	11.90	7.90	107	1.40	1.50
77	11.20	7.70	108	1.30	1.40
78	10.60	7.40	109	1.10	1.20
79	10.00	7.10	110	1.00	1.00
80	9.50	6.80			

SPECIAL PROVISIONS FOR REHIRES

For the purpose of determining Company matching contributions under the Plan, eligible employees who elect to re-enter the Schlumberger U.S. Pension Plan upon rehire receive the same matching contribution as employees hired before October 1, 2004 who elected to continue earning pension credits under the Schlumberger U.S. Pension Plan:

- The Company match is 50% on the first 6% of *Admissible Compensation* that you contribute to the Plan.
- The matching contribution is payable to your account following the end of each pay period.

See Special Rules for Pension Benefits in the Pension Plan Benefit Details pages for more information.

SUPPLEMENTAL INFORMATION

This section contains administrative information on the various benefit plans offered by the Company, and provides certain Plan information required by the Employee Retirement Income Security Act of 1974 (ERISA).

The Plans shown in Chart 1 are covered by ERISA. The information contained in this section applies to the benefit plans identified in Chart 1.

Chart 1				
Schlumberger Benefit Plans Addressed in This Section				
Savings and Retirement Plans	Plan Type	Company or Plan Sponsor	Plan Number	Employer ID Number
Schlumberger Limited Savings and Retirement Plan	Defined Contribution	Schlumberger Limited	015	52-0684746
Schlumberger Technology Corporation Savings and Retirement Plan		Schlumberger Technology Corporation	016	22-1692661

FUNDING AND ADMINISTRATION OF BENEFIT PLANS

Funding and Administration of Benefit Plans

Plan Funding

The Company pays the entire cost to provide many of your benefits. In other cases, you and the Company either share the cost of the plans, or you pay the entire cost. The responsibility of the Company and the responsibility of the employees to pay for the cost of Plan benefits is described under "*Your Savings and Retirement Plan Benefits and Contributions*." Chart 2 shows how Schlumberger benefit plans are funded.

Chart 2 Plans Funded by a Trust		
Plan	Name of Trust Fund	Trustee¹
Savings and Retirement Plans (listed in Chart 1 above)	Schlumberger Master Retirement Trust	The Northern Trust Company 50 South LaSalle Street Chicago, IL 60675

¹ Trustees are appointed by the Board of Directors of the Company, and hold the plan assets in trust for the purpose of paying Plan benefits and reasonable and necessary expenses of the Plan.

Plan Year

Plan financial records are kept on a calendar year basis. The end of the year, for the purpose of maintaining financial records for each of the benefit plans listed in Chart 1, is December 31.

Agent for Service of Legal Process

Legal process may be served on the Plan Administrator. The person designated to receive service of the legal process on the Plan is:

Administrative Committee for the Savings and Retirement Plan
3600 Briarpark Drive, 3rd Floor
Houston, TX 77042
Telephone: 281-285-8500

PROBLEM RESOLUTION PROCEDURE

Claims and appeals of claim denials are handled as described in the Claims Procedures (see *ERISA Information Claims Review by Plan Administrator* for further details). If you have questions or problems concerning your benefits, you should use the following procedure to address them:

1. For the Savings and Retirement Plan, first contact *Alight* online or by telephone at:

Online: <http://digital.alight.com/schlumberger>
Telephone: 800-474-4015 or 847-883-2175 if outside the U.S. or Canada
2. For questions or problems on the Savings Plan that cannot be resolved by Alight, contact a Benefits Administrator vi the ESM HR platform <https://esm.slb.com/hr>
3. If the Benefits Administrators are not able to resolve your problem, write to the appropriate Plan Administrator as shown in Chart 3. See *ERISA Information, Claims Review by Plan Administrator* for further details.
4. After you have completed the ERISA claims and appeals process, if you feel legal action is necessary to resolve a question regarding your benefits, you may serve process on the plan in question by serving the appropriate Plan Administrator or Plan Trustee as listed in Chart 3.

Chart 3	
Plan Administrator for Schlumberger Benefit Plans	
Schlumberger Savings and Retirement Plan	Administrative Committee for the Savings and Retirement Plan c/o Schlumberger Limited 3600 Briarpark Drive, 3rd Floor Houston, TX 77042 Attn: Manager, Benefit Plan Compliance Telephone: 281-285-8500

ERISA INFORMATION

ERISA (Employee Retirement Income Security Act of 1974, as amended) requires disclosure of company benefit plan provisions and financial information, and establishes standards of conduct for trustees and administrators of pension and welfare plans.

All of the Company's benefit plans have been carefully designed to meet the requirements of ERISA.

Administration

The Department of Labor administers ERISA with the exception of pension plan termination insurance, which is administered by the Pension Benefit Guaranty Corporation.

Claims Review by Plan Administrator

If you have a question about your benefits under a plan listed in Chart 1 and it has not been settled to your satisfaction by the US Benefits Center or your local benefits contact, you have the right to refer the matter to the appropriate Plan Administrator for review (see [*Chart 3*](#) for the applicable Plan Administrator).

You (or your *Beneficiary*) should submit a written request stating the nature of your question or claim and providing related documentation to support your case. The Administrator will decide whether your claim is valid and notify you of the findings.

If your claim is denied, the Administrator usually notifies you in writing within 90 days of receiving your request for review, although under special circumstances, the Administrator may need an extension of up to 90 days to complete processing on your claim. If an extension is required, you will be notified by the Administrator in writing within the initial 90-day period.

If your claim is wholly or partially denied, the Administrator will clearly tell you by written or electronic notification:

- the specific reasons why it was denied;
- the exact plan provisions on which the decision was based;
- any additional material or information you can supply to help your case;
- the claim review procedure to which you are entitled; and
- a statement that you can file suit under ERISA if your claim is denied on appeal.

If you do not receive any written notification concerning your claim, your claim is deemed to be denied at the end of the initial 90-day period.

Right to Appeal

Any time a claim is denied by the Administrator, you have the right to appeal its decision, in writing. Your appeal must be filed in writing within 60 days after you receive (or are deemed to have received) a denial of your claim. Your appeal should include any additional information that you wish to supply to the Administrator to help review or support your claim.

The Administrator must make a final decision on your appeal within 60 days after receiving your request. If special circumstances arise, the Administrator may extend the review for an additional 60 days. If such

an extension is necessary, you will receive written notice from the Administrator within the initial 60-day period.

The Administrator will provide a written or electronic reply clearly stating:

- the specific reason(s) for the denial;
- a reference to each of the specific provision(s) of the Plan on which the denial is based;
- a statement that you are entitled to receive, free of charge, reasonable access to and copies of, all documents, records and other information relevant to your claim for benefits; and
- a statement that you can file a lawsuit under ERISA if your claim is denied on appeal.

If you do not receive a reply within the time limits described above, your claim is deemed to be denied on appeal.

Limitation on Ability to Sue for Plan Benefits

You may not sue for any Plan benefits until you have gone through all of the appeal procedures provided for above and your claim has been denied in whole or in part on appeal. If your claim remains denied after you have gone through all of the appeal procedures described above, you may sue for Plan benefits.

Governing Law, Jurisdiction and Venue

The Plan and all of its provisions will be governed by the laws of the United States, including ERISA. To the extent ERISA or other federal law does not preempt local law, the Plan will be governed by the laws of the State of Texas. Exclusive jurisdiction and venue of all disputes arising out of or relating to this Plan will be in federal district court for the Southern District of Texas, Houston Division.

Your Rights under ERISA

As a *Participant* in the Savings and Retirement Plan, you are entitled to certain rights and protections. Under ERISA, all plan Participants are legally entitled to:

- receive information about your plan and benefits;
- examine, without charge, at the Plan Administrator's office and at other specified locations, worksites and union halls, all documents governing the plan, including insurance contracts and collective bargaining agreement, and a copy of the latest annual report (Form 5500) filed by the plan with the U.S. Department of Labor, and available at the Public Disclosure Room of the Employee Benefits Security Administration;
- obtain, upon written request to the plan administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Administrator may make a reasonable charge for the copies;
- receive a summary of each plan's annual financial reports. The Plan Administrator is required by law to furnish each *Participant* with a copy of these summary financial reports;
- obtain a statement of your account.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan *Participants*, ERISA imposes duties upon the people who are responsible for the operation of employee benefit plans. These people who operate your plans, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan Participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied in whole or in part, you must receive a written explanation of the denial. You have the right to have the Plan Administrator review and reconsider your claim.

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules as explained above. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you to a \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal Court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your plans, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

COMMODITY FUTURES TRADING COMMISSION INFORMATION

As a result of particular investment options offered in the Company's retirement plan, the U.S. Commodity Futures Trading Commission (the CFTC) requires that particular disclosure be provided or made available to *Participants*. In particular, the CFTC requires that the Company state that

The Schlumberger Group Trust is operated by a person who has claimed an exclusion from the definition of the term "commodity pool operator" under the Commodity Exchange Act and, therefore, who is not subject to registration or regulation as a pool operator under the Commodity Exchange Act.

As a result of this claim for exclusion, the ERISA fiduciaries are relieved of certain disclosure and recordkeeping obligations with respect to particular investments which would otherwise be imposed upon them by the CFTC.