



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2022 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer: 981 919 971
Organisasjonsform: Aksjeselskap
Foretaksnavn: SLB KRISTIANSAND AS
Forretningsadresse: Andøyfaret 3
4623 KRISTIANSAND S

Regnskapsår

Årsregnskapets periode: 01.01.2022 - 31.12.2022

Konsern

Morselskap i konsern: Nei

Regnskapsregler

Regler for små foretak benyttet: Nei
Benyttet ved utarbeidelsen av årsregnskapet til selskapet: Regnskapslovens alminnelige regler

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Noor Sait
Dato for fastsettelse av årsregnskapet: 30.06.2023

Grunnlag for avgivelse

År 2022: Årsregnskapet er elektronisk innlevert
År 2021: Tall er hentet fra elektronisk innlevert årsregnskap fra 2022

Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.

Brønnøysundregistrene, 11.07.2024



Resultatregnskap

Beløp i: NOK	Note	2022	2021
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt	2, 3	636 350 000	1 022 179 000
Sum inntekter		636 350 000	1 022 179 000
Kostnader			
Varekostnad	3	183 623 000	674 753 000
Lønnskostnad	4	315 762 000	367 407 000
Avskrivning	7	8 447 000	9 112 000
Annen driftskostnad	4, 5	131 160 000	156 623 000
Sum kostnader		638 993 000	1 207 896 000
Driftsresultat		-2 643 000	-185 717 000
Finansinntekter og finanskostnader			
Annen finansinntekt		44 000	625 000
Sum finansinntekter		44 000	625 000
Annen finanskostnad	3	7 695 000	4 197 000
Sum finanskostnader		7 695 000	4 197 000
Netto finans		57 289 000	17 013 000
Ordinært resultat før skattekostnad		54 646 000	-168 704 000
Skattekostnad på ordinært resultat	6	12 164 000	-36 939 000
Ordinært resultat etter skattekostnad		42 482 000	-131 765 000
Årsresultat		42 482 000	-131 765 000
Overføringer og disponeringer			
Konsernbidrag	13	151 821 000	
Overføringer annen egenkapital	13	-109 339 000	-131 765 000
Sum overføringer og disponeringer		42 482 000	-131 765 000



Balanse

Beløp i: NOK	Note	2022	2021
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Utsatt skattefordel	6	48 114 000	17 768 000
Sum immaterielle eiendeler		48 114 000	17 768 000
Varige driftsmidler			
Maskiner og anlegg	7	23 465 000	29 673 000
Driftsløsøre, inventar, verktøy, kontormaskiner ol	7	0	0
Sum varige driftsmidler		23 465 000	29 673 000
Sum anleggsmidler		71 579 000	47 441 000
Omløpsmidler			
Varer			
Sum varer	8	70 188 000	77 338 000
Fordringer			
Kundefordringer	9, 10, 11	760 209 000	682 900 000
Andre fordringer	9, 10	113 113 000	272 782 000
Sum fordringer		873 322 000	955 683 000
Bankinnskudd, kontanter og lignende			
Sum bankinnskudd, kontanter og lignende	12	16 586 000	16 409 000
Sum omløpsmidler		960 096 000	1 049 429 000
SUM EIENDELER		1 031 675 000	1 096 870 000
BALANSE - EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Aksjekapital	13, 14	4 001 000	4 001 000



Balanse

Beløp i: NOK	Note	2022	2021
Annen innskutt egenkapital	13	59 304 000	59 304 000
Sum innskutt egenkapital		63 305 000	63 305 000
Opptjent egenkapital			
Annen egenkapital	13	0	0
Sum opptjent egenkapital		0	0
Sum egenkapital		63 305 000	63 305 000
Gjeld			
Langsiktig gjeld			
Utsatt skatt	6		0
Andre avsetninger for forpliktelser		743 000	22 161 000
Sum avsetninger for forpliktelser		743 000	22 161 000
Annen langsiktig gjeld			
Sum langsiktig gjeld		743 000	22 161 000
Kortsiktig gjeld			
Leverandørgjeld	10	71 706 000	114 393 000
Betalbar skatt	6	2 651 000	129 000
Skyldige offentlige avgifter	12	22 182 000	23 155 000
Annen kortsiktig gjeld	10, 11	871 088 000	873 728 000
Sum kortsiktig gjeld		967 627 000	1 011 405 000
Sum gjeld		968 370 000	1 033 566 000
SUM EGENKAPITAL OG GJELD		1 031 675 000	1 096 870 000



Brønnøysundregistrene

ÅRSREGNSKAP FOR REGNSKAPSÅRET 2022 - GENERELL INFORMASJON

Journalnummer: 2023 641319

Enheten

Organisasjonsnummer: 981 919 971
Organisasjonsform: Aksjeselskap
Foretaksnavn: CAMERON SENSE AS
Forretningsadresse: Andøyfaret 3
4623 KRISTIANSAND S

Regnskapsår

Årsregnskapets periode: 01.01.2022 - 31.12.2022

Konsern

Morselskap i konsern: Nei

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årsregnskapet til selskapet: Regnskapslovens alminnelige regler

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Bekreftet av representant for selskapet: Noor Sait
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Grunnlag for avgivelse

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Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.

Brønnøysundregistrene, 03.08.2023



Organisasjonsnr: 981 919 971
CAMERON SENSE AS

RESULTATREGNSKAP

Beløp i: NOK	Note	2022	2021
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt	2, 3	636 350 000	1 022 179 000
Sum inntekter		636 350 000	1 022 179 000
Kostnader			
Varekostnad	3	183 623 000	674 753 000
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Årsresultat		42 482 000	-131 765 000
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Organisasjonsnr: 981 919 971
CAMERON SENSE AS

BALANSE

Beløp i: NOK	Note	2022	2021
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BALANSE - EIENDELER

Anleggsmidler

Immaterielle eiendeler

Utsatt skattefordel	6	48 114 000	17 768 000
Sum immaterielle eiendeler		48 114 000	17 768 000

Varige driftsmidler

Maskiner og anlegg	7	23 465 000	29 673 000
Driftsløsøre, inventar, verktøy, kontormaskiner ol	7	0	0
Sum varige driftsmidler		23 465 000	29 673 000

Sum anleggsmidler		71 579 000	47 441 000
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Omløpsmidler

Varer

Sum varer	8	70 188 000	77 338 000
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Fordringer

Kundefordringer	9, 10, 11	760 209 000	682 900 000
Andre fordringer	9, 10	113 113 000	272 782 000
Sum fordringer		873 322 000	955 683 000

Bankinnskudd, kontanter og lignende

Sum bankinnskudd, kontanter og lignende	12	16 586 000	16 409 000
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Sum omløpsmidler		960 096 000	1 049 429 000
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SUM EIENDELER		1 031 675 000	1 096 870 000
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BALANSE - EGENKAPITAL OG GJELD

Egenkapital

Innskutt egenkapital

Aksjekapital	13, 14	4 001 000	4 001 000
Annen innskutt egenkapital	13	59 304 000	59 304 000
Sum innskutt egenkapital		63 305 000	63 305 000

Opptjent egenkapital

Annen egenkapital	13	0	0
Sum opptjent egenkapital		0	0

Sum egenkapital		63 305 000	63 305 000
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Gjeld



Langsiktig gjeld			
Utsatt skatt	6		0
Andre avsetninger for forpliktelser		743 000	22 161 000
Sum avsetninger for forpliktelser		743 000	22 161 000
Annen langsiktig gjeld			
Sum langsiktig gjeld		743 000	22 161 000
Kortsiktig gjeld			
Leverandørgjeld	10	71 706 000	114 393 000
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SUM EGENKAPITAL OG GJELD		1 031 675 000	1 096 870 000



Organisasjonsnr: 981 919 971
CAMERON SENSE AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

Note
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Antall aksjer og aksjeeiere

<u>Aksjeklasse</u>	<u>Ant. aksjer</u>	<u>Pålydende</u>	<u>Bokført verdi</u>
Ordinary shares	1.00	4000760.00	4000760.00
<u>Aksjeeiere - fritekst</u>	<u>Antall</u>	<u>Eierandel</u>	<u>Aksjeklasse</u>
Cameron Norge Holding AS	100.00	100.00%	Ordinary shares
<u>Sum</u>	<u>Sum antall</u>	<u>Sum eierandel</u>	
	100.00	100.00%	

The entity is part of the consolidated accounts for Schlumberger Limited, whose address is in Curacao, with main executive offices as listed below. The Annual Report is available at <https://investorcenter.slb.com/financials/annual-reports-proxies>. 42 rue Saint-Dominique, Paris, France. 5599 San Felipe, 17th Floor Houston, Texas, United States of America. 62 Buckingham Gate, London, United Kingdom. Parkstraat 83, The Hague, The Netherlands.

Note
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Lønn og ytelser

<u>Lønn</u>	<u>Årets</u>	<u>Fjorårets</u>
	243429230000	285109490000
	.00	.00
<u>Arbeidsgiveravgift</u>	<u>Årets</u>	<u>Fjorårets</u>
	33771607000	37367258000
	.00	.00
<u>Pensjonskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	13411013000	14649039000
	.00	.00
<u>Andre ytelser</u>	<u>Årets</u>	<u>Fjorårets</u>
	25150646000	30281274000
	.00	.00
<u>Sum lønnskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	315762496000	367407061000
	.00	.00



The general manager is not employed by Cameron Sense AS, but hired from Schlumberger Norge AS. The Company paid 6 196 for the services of the General Manager in 2022. There have been no remuneration made to the Board of Directors in 2022. Senior Management have bonus agreement where the bonus is based on operating profit and strategic development. The bonus of the Managing Director is capped at 50 % of base salary. There is currently no severance agreement for the Managing Director. The pension scheme is based on the same terms as for the other employees in the group. No loans or guarantees are granted to the Director, members of the board or their related parties. The company has a pension scheme that covers all employees. Obligations are covered through an insurance company. The company is required to have an occupational pension scheme in accordance with the Norwegian Act relating to mandatory occupational pensions ("lov om obligatorisk tjenstepensjon"). The company's pension scheme meets the requirements of this Act.

Note

Ytelser til revisjon

<u>Revisjon</u>	<u>Årets</u>	<u>Fjorårets</u>
	928400000.00	844000000.00
<u>Andre tjenester</u>	<u>Årets</u>	<u>Fjorårets</u>
	98174000.00	87000000.00
<u>Sum godtgjørelse til revisor</u>	<u>Årets</u>	<u>Fjorårets</u>
	1026574000.0	931000000.00
	0	

Note

Antall årsverk i regnskapsåret

Virksomheten har hatt følgende antall årsverk:
0.00

<u>Omløpsmidler</u>	<u>Startdato</u>	<u>Sluttdato</u>	<u>Endring</u>
<u>Skattemessig fremf.undersk.</u>	<u>Startdato</u>	<u>Sluttdato</u>	<u>Endring</u>
<u>Kortsiktig gjeld</u>	<u>Startdato</u>	<u>Sluttdato</u>	<u>Endring</u>



To the General Meeting of Cameron Sense AS

Independent Auditor's Report

Opinion

We have audited the financial statements of Cameron Sense (the Company), which comprise the balance sheet as of 31 December 2022, the income statement and cash flow statement for the year then ended, and notes to the accounts, including a summary of significant accounting policies.

In our opinion

- the financial statements comply with applicable statutory requirements, and
- the financial statements give a true and fair view of the financial position of the Company as at 31 December 2022, and its financial performance and its cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company as required by relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors and the Managing Director (management) are responsible for the information in the Board of Directors' report. The other information comprises information in the annual report, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the information in the Board of Directors' report.

In connection with our audit of the financial statements, our responsibility is to read the Board of Directors' report. The purpose is to consider if there is material inconsistency between the Board of Directors' report and the financial statements or our knowledge obtained in the audit, or whether the Board of Directors' report otherwise appears to be materially misstated. We are required to report if there is a material misstatement in the Board of Directors' report. We have nothing to report in this regard.

Based on our knowledge obtained in the audit, it is our opinion that the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable statutory requirements.

PricewaterhouseCoopers AS, Kanalsletta 8, Postboks 8017, NO-4068 Stavanger
T: 02316, org. no.: 987 009 713 MVA, www.pwc.no
Statsautoriserte revisorer, medlemmer av Den norske Revisorforening og autorisert regnskapsførerselskap



Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern. The financial statements use the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

For further description of Auditor's Responsibilities for the Audit of the Financial Statements reference is made to: <https://revisorforeningen.no/revisjonsberetninger>

Stavanger, 30 June 2023
PricewaterhouseCoopers AS

Roy Henrik Heggelund
State Authorised Public Accountant

(This document is signed electronically)



 Securely signed with Brevio

Auditor's report

Signers:

Name	Method	Date
Heggelund, Roy Henrik	BANKID	2023-07-07 12:48

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- The electronic signatures. These are not visible in the document, but are electronically integrated.



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of the document.



Skattedirektoratet

Saksbehandler Rune Tystad	Deres dato 27.11.2012	Vår dato 14.12.2012
Telefon 977 59 464	Deres referanse Reidun Johre/Dag Stenevik	Vår referanse 2012/931303

CAMERON SENSE AS
Andøyfaret 3
4623 KRISTIANSAND S

Dispensasjon fra kravet om utarbeidelse av årsregnskap og årsberetning på norsk språk for Cameron Sense AS, org.nr. 981 919 971

- Det vises til deres brev av 27. november 2012 hvor dere søker om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for Cameron Sense AS.

Skattedirektoratet gir på bakgrunn av en konkret helhetsvurdering de ovennevnte selskapene dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk, jf. regnskapsloven § 3-4 tredje ledd.

Dispensasjonen forutsetter at engelsk språk benyttes i stedet ved utarbeidelsen, og at øvrige opplysninger som vedtaket baserer seg på, heller ikke endres vesentlig.

Bakgrunn

Cameron Sense AS tilbyr borepakker og –utstyr til internasjonale kunder i offshorebransjen. Selskapets arbeidsspråk er engelsk og selskapet er eid av Cameron Holding Norge AS som igjen indirekte er eid av et amerikansk selskap. Flertallet av styremedlemmene er amerikanske.

Skattedirektoratets vurdering

Etter regnskapsloven § 3-4 tredje ledd skal årsregnskapet og årsberetningen være på norsk. Departementet kan ved enkeltvedtak bestemme at årsregnskapet og/eller årsberetningen kan være på et annet språk.

I Ot. prp. nr. 42 (1997-1998) Om lov om årsregnskap m.v., er det uttalt følgende om regnskapslovens formål, jf. pkt. 1.1:

Regjeringen har som siktemål at regnskapsloven skal bidra til informative regnskaper for ulike grupper av regnskapsbrukere. Regnskapsbrukerne er dels investorer og kreditorer som tilfører kapital til foretakene, og dels andre grupper som har interesse av å vite hvordan foretaket drives, f.eks. de ansatte og lokalsamfunnet. Informasjonen til kapitalmarkedet skal gi grunnlag for riktig prising av finansielle objekter. Riktig prisdannelse på aksjer er en forutsetning for at ressursbruken i samfunnsøkonomien skal bli best mulig. Gode regnskaper vil også gjøre det vanskeligere for markedsdeltakere å ta ut spekulasjonsgevinster med basis i skjevt fordelt informasjon.

Postadresse Postboks 9200 Grønland 0134 Oslo For elektronisk henvendelse se www.skatteetaten.no	Besøksadresse: Se www.skatteetaten.no Org.nr: 996250318	Sentralbord 800 80 000 Telefaks 22 17 08 60
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Det fremgår således at et av hovedformålene med regnskapsloven er å bidra til "*informative regnskaper for ulike grupper av regnskapsbrukere*". Regnskapsbrukere vil omfatte, jf. uttalelsen i proposisjonen, blant andre investorer, kreditorer, ansatte og lokalsamfunnet.

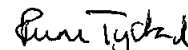
Det er etter Skattedirektoratets vurdering derfor avgjørende ved vurdering av om dispensasjon fra kravet til å utarbeide årsregnskap og/eller årsberetning på norsk kan gis, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Som nevnt ovenfor er det særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I denne vurderingen har Skattedirektoratet lagt vekt på at selskapenes virksomhet er utpreget internasjonal og at arbeidsspråket er engelsk. Videre er det vektlagt at selskapene indirekte er eid av et amerikansk selskap.

Vennligst oppgi vår referanse ved henvendelser i saken.

Med hilsen


Torstein Kinden Helleland
seniorrådgiver
Rettsavdelingen, foretaksskatt
Skattedirektoratet


Rune Tystad



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Cameron Sense AS

Annual report 2022

Board of directors' report

Annual accounts

- **Income statement**
- **Balance sheet**
- **Cash flow statement**
- **Notes**

Auditors' report



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Cameron Sense AS

Income statement

Amounts in NOK thousands

	Note	2022	2021
Revenue			
Sales revenue	2, 3	636 350	1 022 179
Operating expenses			
Cost of goods sold	3	183 623	674 753
Payroll expenses	4	315 762	367 407
Depreciation and amortization	7	8 447	9 112
Other operating expenses	4, 5	131 160	156 623
Total operating expenses		638 993	1 207 896
Operating result		-2 643	-185 717
Financial income and expenses			
Other financial income		44	625
Net currency gain/(loss)		64 940	20 584
Other financial expenses	3	7 695	4 197
Net financial items		57 289	17 013
Result before tax		54 646	-168 704
Tax expense	6	12 164	-36 939
Net profit or loss for the year		42 482	-131 765
Allocated as follows			
Group contribution	13	151 821	0
Transferred to/(-from) other equity	13	-109 339	-131 765
Total allocations		42 482	-131 765



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Cameron Sense AS

Balance sheet as of December 31

Amounts in NOK thousands

	Note	2022	2021
Fixed assets			
<i>Intangible assets</i>			
Deferred tax asset	6	48 114	17 768
Total intangible assets		48 114	17 768
<i>Tangible assets</i>			
Machinery and plant	7	23 465	29 673
Total tangible assets		23 465	29 673
Total fixed assets		71 579	47 441
Current assets			
Inventories	8	70 188	77 338
<i>Receivables</i>			
Accounts receivable	9, 10, 11	760 209	682 900
Other receivables	9, 10	113 113	272 782
Total receivables		873 322	955 683
Cash and cash equivalents	12	16 586	16 409
Total current assets		960 096	1 049 429
Total assets		1 031 675	1 096 870



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Cameron Sense AS

Balance sheet as of December 31

Amounts in NOK thousands

	Note	2022	2021
Equity			
<i>Paid-in capital</i>			
Share capital	13, 14	4 001	4 001
Other paid-in capital	13	59 304	59 304
Total paid-in capital		<u>63 305</u>	<u>63 305</u>
<i>Retained earnings</i>			
Other equity	13	0	0
Total retained earnings		<u>0</u>	<u>0</u>
Total equity		<u>63 305</u>	<u>63 305</u>
Liabilities			
<i>Provisions</i>			
Other provisions		743	22 161
Total provisions	6	<u>743</u>	<u>22 161</u>
<i>Current liabilities</i>			
Accounts payable	10	71 706	114 393
Tax payable	6	2 651	129
Public duties payable	12	22 182	23 155
Other short-term liabilities	10, 11	871 088	873 728
Total current liabilities		<u>967 627</u>	<u>1 011 405</u>
Total liabilities		<u>968 370</u>	<u>1 033 566</u>
Total equity and liabilities		<u>1 031 675</u>	<u>1 096 870</u>

31 December 2022

Kristiansand, 30/06/2023

<p>DocuSigned by: <i>Noor Sait</i> Noor Sait Board member/General manager</p>	<p>DocuSigned by: <i>Hans Magnus Bjørnelli</i> Hans Magnus Bjørnelli Chairman of the Board</p>	<p>DocuSigned by: <i>Cecilie Victoria Furnes</i> Cecilie Victoria Furnes Board member</p>	<p>DocuSigned by: <i>Rick Johnston</i> Rick Johnston Board member</p>
<p>DocuSigned by: <i>Jan Alvær</i> Jan Alvær Board member</p>	<p>DocuSigned by: <i>Jon Helle</i> Jon Helle Board member</p>	<p>DocuSigned by: <i>Anstein Jorud</i> Anstein Jorud Board member</p>	



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Cameron Sense AS

Cash flow statement

Amounts in NOK thousands	Note	2022	2021
Cash flow from operating activities			
Result before tax		54 646	-168 704
Taxes paid		-129	0
Depreciation and amortization	7	8 447	9 112
Changes in inventories, accounts receivable and accounts payable	3, 10	-99 384	-159 282
Changes in long term provisions		-21 418	0
Changes in other current balance sheet items		-30 187	-146 934
Net cash flow from operating activities		<u>-88 024</u>	<u>-465 808</u>
Cash flow from investing activities			
Purchase of fixed assets	7	<u>-2 239</u>	<u>-1 873</u>
Net cash flow from investing activities		<u>-2 239</u>	<u>-1 873</u>
Cash flow from financing activities			
Changes in intercompany cash pool accounts		-154 520	138 728
Group contribution	10	<u>244 960</u>	<u>329 445</u>
Net cash flow from financing activities		<u>90 440</u>	<u>468 173</u>
Net change in cash and cash equivalents		178	492
Cash and cash equivalents as of 01.01.		<u>16 409</u>	<u>15 917</u>
Cash and cash equivalents as of 31.12.		<u>16 586</u>	<u>16 409</u>



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note - 1 Accounting Principles

The financial statements comprise the income statement, balance sheet, statement of cash flows and notes and have been prepared in accordance with company law, accounting regulations and generally accepted accounting principles in Norway (NGAAP). All numbers are in NOK 1,000 unless otherwise stated.

The financial statements are based on the underlying principles of historic cost, comparability, going concern, the all-inclusive income concept and prudence. Transactions are recognized at the value of the consideration at the time of the transaction. Income is recognized in the income statement when it is earned, and costs are expensed in the same period as related income. When actual values are not available at the reporting date, NGAAP require that management apply the best estimate for use in the income statement and balance sheet. Discrepancies can arise between estimates and actual values.

There can arise certain exceptions to the general valuation rules. These exceptions are described in the respective notes, where applicable. In the application of accounting principles and the presentation of transactions and other disclosures, weight is placed on economic substance rather than legal form. Conditional losses, which are probable and quantifiable, are recognized as expenses.

There have not been any changes in accounting principles from the prior year.

Sales revenue

Income from the sale of goods and services is recognized once delivery takes place and the significant risks and rewards of ownership of the goods have passed to the buyer.

Balance sheet classification

Assets intended for permanent ownership or use are classified as fixed assets. Other assets are classified as current assets. Receivables to be repaid within one year from the point of delivery are classified as current assets. Similar criteria are applied for the classification of short-term and long-term liabilities.

Fixed assets are valued at cost. Fixed assets with a limited useful life are depreciated in accordance with a reasonable depreciation plan. Should there be a decline in the value of fixed assets, and it is expected that the decline is not temporary, the fixed assets are written down to the recoverable amount. Current assets are valued at the lower of cost and net realizable value. Net realizable value is defined as the estimated sales value less estimated selling costs. Similar policies are generally applied to liabilities. Short-term and long-term liabilities are recorded at the nominal value at the creation date.

Accounts receivable and other receivables

Accounts receivable and other current receivables are recorded in the balance sheet at nominal value less provisions for doubtful debts. Provisions for doubtful debts are calculated on the basis of individual assessments. In addition, for the remainder of accounts receivables outstanding balances, a general provision is carried out based on expected loss.

Inventories

Inventories are valued at the lower of cost or market value. Cost is estimated using the FIFO method. Finished goods and work in progress are valued at full production cost. Write-downs are carried out for foreseeable obsolescence.



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Projects under construction

Income from long-term manufacturing projects is recognized on a percentage-of-completion basis, when the outcome of the transaction can be estimated reliably. The percentage of completion is generally estimated based on incurred costs. When the outcome of a project cannot be estimated reliably, only income equivalent to the amount of incurred costs will be recognized. For projects for which it is probable that a loss will be incurred, the entire amount of the estimated loss is expensed immediately in the profit and loss statement.

Foreign currency translation

Foreign currency transactions are translated to the Norwegian kroner as at the point of the transaction. Monetary items denominated in foreign currency are translated using the year end exchange rates. Non-monetary items which are measured at historic cost in foreign currency are translated to Norwegian kroner at the exchange rate as at the date of the transaction. Non-monetary items which are measured at fair value in a foreign currency are translated to the reporting currency using the rate as at the date of measurement. Foreign exchange gains and losses are recognized immediately in the income statement under other financial income.

Property, plant and equipment

Property, plant and equipment is capitalized and depreciated over the estimated useful economic life. Direct maintenance costs are expensed as incurred, whereas improvements and upgrading are assigned to the acquisition cost and depreciated along with the asset. If carrying value of a non-current asset exceeds the estimated recoverable amount, the asset is written down to the recoverable amount. The recoverable amount is the greater of the net selling price and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value.

Research and development

Research and development costs are capitalized providing that a future economic benefit associated with development of the intangible asset can be identified. Otherwise, the costs are expensed as incurred. Capitalized research and development are amortized linearly over the economic lifetime.

Leasing

The company has lease agreements for property and various operating equipment. All leases are accounted for as operating leases.

Warranties

Provisions for warranty-related costs in relation to completed sales and sales in progress are valued at estimated cost. The company has accrued for specific cost related to reported warranty claims from customers as per year-end.

Pensions

The company operates with defined contribution schemes. All new employees are included in the defined contribution scheme. For personnel who are included in the defined contribution scheme, the company pays a contribution to privately administered pension insurance plans on a contractual basis. The company has no additional payment obligations once the contributions have been paid. The contributions are accounted for as payroll costs as they fall due. Prepaid contributions are classified as an asset to the extent that the contribution can be refunded or reduce future contributions.



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Income tax

Tax expenses in the profit and loss account comprise both tax payable for the accounting period and changes in deferred tax. Deferred tax is calculated at 22 percent on the basis of existing temporary differences between accounting profit and taxable profit together with tax deductible deficits at the year end. Temporary differences both positive and negative, are balance out within the same period. Deferred tax assets are recorded in the balance sheet to the extent it is more likely than not that the tax assets will be utilized.

To what extent group contribution is not registered in the profit and loss, the tax effect of group contribution is posted directly against the investment in the balance.

Cash flow statement

The statement of cash flows is prepared using the indirect method. Cash and cash-equivalents include cash, bank deposits and other short-term liquid investments with a maturity of three months or less and which can immediately be converted to known cash amounts with negligible foreign exchange risk.

Use of estimates

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts in the profit and loss statement, the measurement of assets and liabilities and the disclosure of contingent assets and liabilities on the balance sheet date. Actual results can differ from these estimates.

Contingent losses that are probable and quantifiable is expensed as occurred.



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note 2 - Sales revenue

	2022	2021
<i>By business area</i>		
Drilling equipment	636 350	1 022 179
Total sales revenue	636 350	1 022 179
<i>Geographical distribution</i>		
Scandinavia	115 539	34 022
Europe	56 520	44 812
Asia	155 512	670 810
America	303 750	265 358
Other	5 028	7 176
Total sales revenue	636 350	1 022 179

Note 3 - Intercompany transactions with group and associated companies

All companies within the group, the Board of Directors and group management are considered to be related parties.

The group has had various transactions with related parties. All transactions are considered to be a part of normal business activity and are conducted on an arm's-length basis.

<i>Related party transactions</i>	2022	2021
Sales of goods and services	181 545	149 364
Purchase of goods and services	183 936	410 146
Finance expense	7 690	2 801
Finance income	429	

As of 31 December 2022, Cameron Sense AS has not provided any mortgage securities or guarantees in relation to any Group companies.



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note 4 - Payroll expenses, number of employees and loans to employees and auditor's fee

<i>Wage costs</i>	2022	2021
Salaries	243 429	285 109
Payroll tax	33 772	37 367
Pension costs	13 411	14 649
Other payments	25 151	30 281
Total payroll expenses	<u>315 762</u>	<u>367 407</u>
Average number of full-time equivalents	221	252

Management remuneration

The general manager is not employed by Cameron Sense AS, but hired from Schlumberger Norge AS. The Company paid 6 196 for the services of the General Manager in 2022.

There have been no remuneration made to the Board of Directors in 2022.

Senior Management have bonus agreement where the bonus is based on operating profit and strategic development. The bonus of the Managing Director is capped at 50 % of base salary. There is currently no severance agreement for the Managing Director. The pension scheme is based on the same terms as for the other employees in the group. No loans or guarantees are granted to the Director, members of the board or their related parties

The company has a pension scheme that covers all employees. Obligations are covered through an insurance company. The company is required to have an occupational pension scheme in accordance with the Norwegian Act relating to mandatory occupational pensions ("lov om obligatorisk tjenestepensjon"). The company's pension scheme meets the requirements of this Act.

<i>Auditor fee has been divided as follows</i>	2022	2021
Statutory audit fee	928	844
Other services	98	87

VAT is not included in the auditor fees.

Note 5 - Rental obligations

The company has the following rental obligations as of 31 December 2022:

Company	Maturity	Option	Annual nominal fee
Krs Teknologipark AS (A,B and C)	2023		15 679
Mjåvann	2023		2 066
Andøya Industripark AS	2023	2 x 5 years	5 654
Telemark Kompetansebygg AS	Until notice		15
Total			<u>23 414</u>



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note 6 - Income taxes

Amounts in NOK thousands

<i>Income tax expenses</i>	2022	2021
Tax payable	45 472	-53 762
Too much/little allocated in previous year(s)	-1	0
Change in deferred tax	-33 307	16 823
Total income tax expense	<u>12 164</u>	<u>-36 939</u>

<i>Tax base estimation</i>	2022	2021
Result before tax	54 646	-168 704
Permanent differences	649	798
Prior year adjustment booked equity	13 461	
Changes in temporary differences	137 936	-76 468
Tax base	<u>206 692</u>	<u>-244 374</u>
Tax payable (22%) of the tax base	45 472	-53 762
Tax effect group contribution	-42 821	53 891
Tax payable in the balance sheet	<u>2 651</u>	<u>129</u>

<i>Temporary differences outlined</i>	2022	2021
Accounts receivable	-51 829	-21 556
Inventories	-90 806	-80 022
Fixed assets	-8 557	-11 010
Gains and losses	24	30
Project margins	91 244	85 175
Other liabilities	-158 776	-53 381
Net temporary differences	<u>-218 700</u>	<u>-80 764</u>

Deferred income tax asset (22%)	-48 114	-17 768
---------------------------------	---------	---------

<i>Effective tax rate</i>	2022
Expected income taxes, statutory tax rate 22%	12 022
Too much/little allocated in previous year(s)	-1
Permanent differences (22%)	143
Income tax expense	<u>12 164</u>

Effective tax rate *)	22,3 %
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*) Tax expense divided by pre-tax income



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note 7 - Tangible assets

Amounts in NOK thousands

	Machinery and equipment etc.	Total
Acquisition cost 01.01.	125 185	125 185
Additions	2 239	2 239
Acquisition cost 31.12.	127 424	127 424
Acc.depreciation 31.12.	-103 959	-103 959
Net carrying amount at 31.12.	23 465	23 465
Depreciation for the year	8 447	8 447
Useful economic life	Max 15 years	

All tangible assets are amortized/depreciated using the straight-line method.

Note 8 - Inventories

	2022	2021
Finished goods	155 648	136 204
Work in progress	5 346	21 156
Write-downs for obsolescence	-90 806	-80 022
Total	70 188	77 338

Note 9 - Receivables

<i>Account receivables and accrued income</i>	2022	2021
Accrued income	74 764	94 455
Acc. receivable incl. intercompany	737 275	610 001
Allowance for bad debt	-51 829	-21 556
Total	760 209	682 900

<i>Other receivable</i>	2022	2021
VAT receivable	3 334	5 361
Advances to suppliers	6 739	6 649
Group contribution	98 840	244 960
Other receivable	4 199	15 813
Total	113 113	272 783

The company does not have any non-current receivables or liabilities with more than one year to maturity.



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note 10 - Intercompany balance with group and associated companies

Amounts in NOK thousands

<i>Receivables</i>	2022	2021
Accounts receivable	209 967	146 725
Group contribution	98 840	244 960
Total intercompany receivables	<u>308 806</u>	<u>391 685</u>
<i>Payables</i>	2022	2021
Accounts payable	30 254	71 818
Other short term payables	488 952	643 472
Group contribution	194 643	0
Total intercompany payables	<u>713 849</u>	<u>715 290</u>

Cameron Sense is part of the cash pool arrangement between Norwegian group entities of which Schlumberger Norge AS is the header. The amount of 489 MNOK relates to the cash pool as of 31.12.2022 and 643 MNOK at 31.12.2021.

Note 11 - Work in progress

<i>The company's ongoing projects</i>	2022	2021
Executed production	1 128 717	1 672 603
Project cost incurred	-1 195 636	-1 662 478
Estimated contract profit	<u>-66 919</u>	<u>10 125</u>
<i>Current assets related to projects</i>	2022	2021
Accrued income	74 764	94 455
<i>Current liabilities related to projects</i>	2022	2021
Accrued cost related to projects	0	112 499
Advances from customers	97 269	25 004
Total	<u>97 269</u>	<u>137 503</u>

For fixed-price contracts progress is measured based on costs incurred relative to total expected costs.

Risks associated with the estimates supporting these values are addressed in the section on accounting principles in Note 1.

Note 12 - Bank deposit

	2022
Restricted cash for employee withholding taxes as of 31.12.	13 115



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note 13 - Equity

Amounts in NOK thousands

	Share capital	Other paid-in capital	Other equity	Total
Equity at 31 December 2018	4 001	59 304	0	63 305
Prior year adjustment	0	0	10 500	10 500
Equity 01.01.	4 001	59 304	10 500	73 804
Net profit for the year	0	0	42 482	42 482
Group contribution given	0	0	-151 821	-151 821
Group contribution received	0	0	98 840	98 840
Equity 31.12.	4 001	59 304	0	63 305

It has been detected an error in the calculation of book value of inventory in prior year, resulting in an understatement of inventory of NOK 13 460 939 at year end 2021. The amount has been booked to equity, adjusted for tax effect of NOK 2 961 407.

The company have received group contribution without tax effect from Cameron Holding Norge AS, and have given group contribution to Schlumberger Norge AS with tax effect.

Note 14 - Share capital and shareholder information

Share capital:

	Number of shares	Face value	Book value
Ordinary shares	1	4 000 760	4 001

Shareholders per 31.12:

	Ordinary shares	Ownership share	Voting rights
Cameron Norge Holding AS	100	100 %	100 %

The entity is part of the consolidated accounts for Schlumberger Limited, whose address is in Curacao, with main executive offices as listed below. The Annual Report is available at <https://investorcenter.slb.com/financials/annual-reports-proxies>.

42 rue Saint-Dominique, Paris, France.

5599 San Felipe, 17th Floor Houston, Texas, United States of America.

62 Buckingham Gate, London, United Kingdom.

Parkstraat 83, The Hague, The Netherlands.



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Cameron Sense AS

Notes to the accounts for 2022

Amounts in NOK thousands

Note 15 - Secured debt

The company has issued advance payment guarantees and warranty/maintenance guarantees totaling MNOK 85 as per 31 December 2022.

Cameron Sense is part of a cash pool arrangement with other group companies. Schlumberger Norge AS is set at main guarantor, while other group companies which are part of the cash pool arrangement are set as secondary guarantor for the balance amount.

No assets have been pledged as security for the guarantees.



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REPORT OF THE BOARD OF DIRECTORS

CAMERON SENSE AS

2022

The operation

Cameron Sense AS (hereafter also 'Company') is primarily engaged in the sale of advanced drilling equipment. Further, Cameron Sense AS provides engineering, technical or aftermarket services within the group. Major products sold include drawworks, top drives, pipehandling systems, hydraulic power units, drilling derricks, mud control systems, control systems, hydraulic roughnecks and motion compensation equipment. The main office for the operation is in Kristiansand.

Cameron Sense AS is 100% owned by Cameron Norge Holding AS, with an ultimate Parent Company, Schlumberger Limited. Schlumberger is the world's leading provider of technology for reservoir characterization, drilling, production, and processing to the oil and gas industry in more than 100 countries and employees representing almost twice as many nationalities.

Going concern

In accordance with the Accounting Act § 3-3a the Board of Directors confirms that the annual accounts are based on a going concern assumption.

Annual Accounts

The 2022 revenue totaled NOK 636 million, compared to NOK 1 022 million in 2021. Net profit for the year was NOK 42 million, compared to a loss of NOK 132 million in 2021.

In 2022 net cashflow from operations activity are NOK -88 Million. Net cashflow from investment activity are -2 Million. Net cashflow from finance activity are NOK 90 Million.

In the Board of Director's view, the presented income statement, balance sheet and cash flow statement give complementary information about the operation and the year-end financial position. No changes of significance are expected in market demand and pricing levels in the current year.

The Company has no long-term debt as at 31.12.2022. The Cameron Sense AS financial position is sound and adequate to settle short-term debt as at 31.12.2022 with the most liquid assets.

The Company's equity by the end of the year is satisfactory.

The Company employed 221 persons by the end of the year.

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Future development

The Company has a long-term perspective for its business and is expecting significant activity in future years.

Discrimination

The Discrimination Act's objective is to promote gender equality, ensure equal opportunities and rights, and to prevent discrimination due to ethnicity, national origin, descent, skin colour, language, religion and faith.

The board is not aware that there are circumstances which are contrary to the law on gender equality and discrimination. As a member of a multinational company, Cameron Sense AS possesses an international corporate culture with employees from different ethnic and national backgrounds. The Group is working actively, determined and systematically to encourage the act's purpose within our business. Included in the activities are recruiting, salary and working conditions, promotion, development opportunities and protection against harassment.

The company operates in an industry where men represent majority of the workforce. One of the goals of the Company is to ensure equality of status for men and women in the working place. The number of females working in the Company is 17%.

Quality, Health, Safety, Environment

Quality, Health, Safety, Environment (QHSE) remains a constant priority for the company. A number of policies and procedures have been developed to secure a consistent approach to QHSE throughout the organisation. The company continually trains and develops personnel in the field of QHSE.

Transparency Act

The board have received and reviewed the statement signed and published by Schlumberger Norge AS' board as per the Transparency Act Section 5. It was unanimously decided that the Company shall accede to the same statement as its own. The statement can be find on the company's website - <https://www.slb.com/-/media/files/locations/snas-transparency-act-statement-2023-signed.ashx>

Insurance

In accordance with the Accounting Act § 3-3a the Board of Directors confirms that Norway is covered under the master program insurance. The director and officers of local SLB affiliates of Schlumberger Limited N.V.

Gender Equality Report 2022

SLB-Private



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This report covers various legal entities associated with SLB in Scandinavia, as per the requirements of the Equality and Anti-Discrimination Act in Norway for the year 2022. Most of the information included within this report is relevant to the different entities.

Part 1: State of Gender Equality

SLB complies with the employment laws of the countries in which it operates and prohibits all forms of discrimination, including discrimination in employment, employment-related decisions, and business dealings. Discrimination includes any prejudicial treatment due to an individual's race, color, ancestry, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, veteran status, marital status, pregnancy, or any other representation category that may be recognized locally, as indicated in our [Code of Conduct](#) and our [Human Rights Position Statement](#).

One of our company's strengths is the diversity of our workforce. Employees of many nationalities and backgrounds work together to achieve common objectives. As a global company, we encourage fair employment practices and offer equal opportunities to all our employees.

Gender balance is an important pillar of our diversity and inclusion strategy. We are committed to lead our industry in gender diversity, and we incentivize SLB managers to continuously challenge gender stereotypes and to monitor and increase the representation of women within their teams.

We are on track to reach our interim milestone of 25% women in our salaried employee population by 2025. As a result of the progress, we have set our next milestone for women to comprise 30% of our salaried employee population by 2030. This target includes executive roles and all other salaried positions.

In Scandinavia, we have exceeded our objectives and achieved 30% female placements or promotions to management level positions. We have a culture of promotion from within. Most of our employees join us early in their careers and progress with us.

Our compensation practice, which has been in place for many decades, is anchored in our HR principles supporting diversity and promotion from within. We audit our salary data annually, and as part of this process we review our gender pay gap to identify and rectify any bias.

Our employees represent more than 170 nationalities and have experience in more than 120 countries. SLB recruits and develops people in alignment with our business objectives, and we have continued to maintain a workforce nationality mix aligned to the revenue derived from the countries in which we work. This includes our hiring policy in Norway. Our long-standing commitment to national and cultural diversity fosters a culture that is global in outlook, yet local in practice, which permeates every layer of the company. This commitment is particularly important in the context of increasing regionalization and deglobalization and represents a competitive advantage for SLB.

In 2022, SLB underwent a redefinition of its purpose, culture, and brand to strengthen its strategy both internally and externally. To align our culture with our values, we have identified specific behaviors, including inclusivity and respect for work and personal life. Diversity has become part of our DNA and we are now prioritizing inclusion to ensure that every employee can thrive and be their best selves.

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Code of Conduct: <https://www.slb.com/-/media/files/about-us/slb-code-of-conduct.ashx>
 Human Rights Position Statement: <https://www.slb.com/about/who-we-are/our-guiding-principles/corporate-accountability/human-rights>

Gender Equality Status

Legal entity	Category	Gender distribution at different levels / groups		Women's wages in % of men			
		Women	Men	Fixed Salary	Overtime Allowance	Comments to OT Overtime	Bonus - % of salary
Schlumberger Norge AS	Management	35	120	99 %	100 %		99 %
	All Others	267	1 560	97 %	100 %	Fixed amount	97 %
Schlumberger Information Solutions AS	Management	6	38	96 %	100 %		96 %
	All Others	80	271	101 %	100 %	Fixed amount	101 %
OneSubsea Processing AS	Management	22	84	94 %	94 %		94 %
	All Others	116	471	94 %	94 %	Percent of salary	94 %
Cameron Sense AS	Management	4	19	96 %	NA		96 %
	All Others	32	152	100 %	NA		100 %
Cameron Norge AS	Management	1	3	113 %	NA		113 %
	All Others	15	114	96 %	NA		96 %

[The wage report calculates the wages of female employees versus male employees per grade, as well as the aggregated average per category. Each grade represents a salary band for a job, and we have assigned all jobs to one of the 16 available salary bands. Salary bands where there are no females represented have been excluded from the average calculated]

Gender Balance Status

Legal entity	Gender Balance		Temporary employees - Stated in number		Parental leave - Average number of weeks		Actual part-time - Number of EE		Involuntary part-time - Number of EE	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Schlumberger Norge AS	16 %	84 %	4	5	24	11	5	11	0	0
Schlumberger Information Solutions AS	22 %	78 %	0	0	19	7	1	0	0	0
OneSubsea Processing AS	20 %	80 %	3	6	21	11	3	2	0	0
Cameron Sense AS	17 %	83 %	0	0	0	10	1	2	0	0
Cameron Norge AS	13 %	87 %	1	0	0	13	1	1	0	0

[Temporary employees do not include apprentices. For parental leave, we calculate the average number of weeks taken for maternity or paternity leave during the calendar year]

Part 2: Our work for equality and against discrimination

Principles, procedures, and standards for equality and against discrimination

Achieving improved gender balance has been a focus of policy and action in SLB since the late 1970s, when we began recruiting women for field operations roles. Since then, we have continued to expand opportunities for women across our field operations, technology, business, and management roles. Our goal is to continually strive for gender balance around the world through recruiting, career development, and a

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culture of inclusion. We continually monitor compensation equality for women and men across all jobs, in every country, with the goal of maintaining equal pay. In addition, we measure respect and recognition in our annual survey while also protecting the anonymity of our employees regarding these sensitive topics.

SLB is proud to provide a career platform that enables a culture of lifelong learning for all employees. SLB is committed to offering borderless careers and making career decisions based on merit. SLB's borderless career's philosophy is powered by its internal mobility practices, which offer employees multiple, flexible, career paths to help them acquire the required skills to reach their ambition. We seek to provide continuous growth opportunities through a combination of training and experience. SLB strives to identify talent early and to provide opportunities for those employees who demonstrate exceptional performance and potential to progress to higher levels within the organization. These opportunities accelerate career development while fostering an agile workforce and the next generation of business leaders.

SLB aims to be an employer of choice for the new generation of employees in the workplace and to have a positive impact in the countries in which we live and work, including Norway. This by providing equal opportunities for challenging and fulfilling careers for all. We support this aim through both global and local initiatives to improve our broader culture of inclusion.

CEO commitment: <https://www.thevaluable500.com/member/slb>

How SLB work to ensure equality and non-discrimination in practice

To actively maintain our leadership and key expertise talent pipeline, top performers in every team are identified annually across the company. We perform a systematic validation of the representation of women and the nationality mix as part of this process to maintain fair and equitable access to technical, functional, and operational leadership roles.

In April 2022, we released our first 'Women and Pay: Driving Gender Balance in SLB' report. The report aims to increase the transparency of the company's pay practices to employees and external stakeholders. SLB plans to produce its Women and Pay report biannually. Not only does this signify the company's commitment to continuous transparency and gender balance improvement, but it also demonstrates its aim to align with United Nations Sustainable Development Goals (SDGs) 5 and 10, which represent gender equality and reduced inequalities, respectively.

See our guiding principles for D&I here: <https://www.slb.com/about/who-we-are/our-guiding-principles>

As we widen our lens to include not only nationality, culture diversity and gender balance, but also other areas of workplace diversity, we are making strides to improve our working environment for all our employees and to enable a culture of inclusion. We regularly review our working practices, which has resulted in new ways of working that include flexible working models. We also developed a new career entry point for remote operations engineers to offer challenging technical roles without the need to travel to the rig site. We believe these changes will have a positive impact on the attractiveness of our careers for, and retention of, women and other diverse profiles.

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Initiatives at SLB:

Resources and Training:

We want every member of our teams to understand the importance of diversity and inclusion, and the role that we all must play in facilitating an environment of equality and belonging. To support this goal, we offer a variety of resources to help our employees better understand and appreciate the importance of diversity and inclusion. These resources include training modules, research, and useful guidelines:

- **Respect in the Workplace Certification**
In 2022, we updated our online training for all employees to emphasize the importance of maintaining a respectful and professional work environment and to ensure a harassment-free workplace.
- **Catalyst Resources**
Catalyst is global non-profit research, advisory, and membership organization that seeks to accelerate progress for women and underrepresented groups.
 - *MARC (Men Advocating Real Change) Workshop*. In 2022, a workshop was held for the Scandinavian leadership team, HR, and workforce managers. MARC is a Catalyst initiative that inspires men to leverage the unique opportunity and responsibility they have to be advocates for equity. The workshop approach is to enhance gender partnership and truly accelerate the creation of inclusive workplaces.
- **Degreed Pathways (Diversity, Equity & Inclusion)**
Degreed helps identify the skill gaps across businesses, helping to find learning and talent development opportunities for your people to help close those gaps and everything your workforce uses to learn and grow.
 - *Racial Discrimination Awareness and Training Pathway*
 - *LGBTQ + Awareness and Training Pathway*
 - *Disability Awareness Pathways*
 - *Neurodiversity Pathways*
 - *Unconscious Bias Pathways*
- **Female Future**
Is a leadership development program for female talents in which companies see the potential and want to invest. Female Future focuses on management, board work, profiling, and networking. The purpose of the program is to mobilize more talent, give them development opportunities and create meeting places, and thus contribute to more women getting into positions of leadership and board positions.

Communications & Campaigns:

In Scandinavia, we regularly support celebrations and initiatives to maintain momentum and to further our inclusion objectives over the long term. For example, in 2022, we celebrated:

- International Women's Day (IWD). The day marks a call to action for accelerating gender parity.
- Pride month is celebrated to improve awareness and support for our employees in the LGBTQ+ community and their allies.
- Driving Disability Inclusion: International Day for Persons with Disabilities.
- As part of our Diversity and Inclusion strategy at SLB, we are committed to supporting disability inclusion and confidence (Training & Awareness).

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- International Day for the Elimination of Racial Discrimination. On this day, we encourage employees to show their support, make a pledge, and help build a more inclusive work environment for all. In addition, we have resources for Racial Discrimination Awareness and training accessible to all our employees.

Employee Resource Groups:

- Women Inspiring Supporting Empowering (WISE): In 2022, we started the group WISE.
- SCA Equality Group Stavanger: In 2022, the Stavanger Equality Group hosted a BreakTheBias Breakfast. The agenda covered: Committee update, experiences and stories shared from management and an open forum to discuss relevant issues surrounding gender equality.
- ThisAbility Network: An employee resource group to build a community to better understand the needs of different employees across the company. This while providing a space for employees and caregivers to share experiences. The launch was actively supported at our headquarters in Norway. ThisAbility expands on our pre-existing groups: Connect Women, Black Organization for Leadership and Diversity (BOLD), and LGBTQ+ Allies.
- Connect Women: An internal SLB networking community, in which women and men exchange ideas, promote gender equality and support career progression.

How we work to identify the risk of discrimination and our steps to prevent inequality

Employees receive training on the SLB Code of Conduct during their onboarding. This training is tracked in our system of record. A focus on discrimination is also included in the training of our recruiters, hiring managers and campus managers prior to university or hiring events. We regularly review our historical hiring data to identify any biases that might have occurred in the selection process. This information is then communicated to our hiring managers and recruiters in reviewing our hiring practices. All grievances are assessed via a formal process.

1. Human Right audits
2. HR investigation

If an employee knows or suspects a violation of the Code of Conduct or applicable laws, they have an obligation to report it internally. SLB prohibits retaliation for good faith reporting of a potential or actual violation of the Code of Conduct, our internal requirements, or applicable laws.

Results of the work and expectations for the work ahead

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By maintaining focus on diversity in recruitment and embedded equality in established processes and policies, SLB can work to secure diversity and equality. Even with the processes that are in place, the Company must continue to work with gender balance and equality across the whole organization. We are and will continue to be focused on identifying relevant challenges and strive to continuously improve our environment.

SIGNATURES ON THE NEXT PAGE

Kristiansand, June 30th , 2023

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