



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2022 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer: 971 644 281
Organisasjonsform: Aksjeselskap
Foretaksnavn: CAMERON NORGE AS
Forretningsadresse: Mekjarvik 1
4072 RANDABERG

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: Torbjørn Kristoffersen
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, 30.06.2024



Resultatregnskap

Beløp i: NOK	Note	2022	2021
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt	2	978 034 875	913 035 202
Annen driftsinntekt		16 119 626	12 565 149
Sum inntekter		994 154 501	925 600 351
Kostnader			
Varekostnad		431 578 913	400 951 449
Lønnskostnad	3	173 581 914	160 941 150
Avskrivning	6	9 637 601	10 002 574
Annen driftskostnad	3	125 089 259	108 790 397
Sum kostnader		739 887 687	680 685 570
Driftsresultat		254 266 814	244 914 781
Finansinntekter og finanskostnader			
Renteinntekt fra foretak i samme konsern		7 445 262	1 352 670
Annen finansinntekt		145	3 624
Sum finansinntekter		7 445 407	1 356 294
Rentekostnad til foretak i samme konsern		3 731 618	187 193
Annen finanskostnad		116	302 558
Sum finanskostnader		3 731 734	489 751
Netto finans	4	-13 607 287	1 654 014
Ordinært resultat før skattekostnad		240 659 527	246 568 795
Skattekostnad på ordinært resultat	5	52 972 356	54 257 725
Ordinært resultat etter skattekostnad		187 687 171	192 311 070
Årsresultat		187 687 171	192 311 070
Overføringer og disponeringer			
Konsernbidrag	10	170 174 702	219 177 623
Overføringer annen egenkapital	10	17 512 469	-26 866 553
Sum overføringer og disponeringer		187 687 171	192 311 070



Resultatregnskap

Beløp i: NOK	Note	2022	2021
---------------------	-------------	-------------	-------------



Balanse

Beløp i: NOK	Note	2022	2021
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Utsatt skattefordel	5	5 368 471	10 342 834
Sum immaterielle eiendeler		5 368 471	10 342 834
Varige driftsmidler			
Tomter, bygninger og annen fast eiendom	6	26 437 433	27 495 296
Maskiner og anlegg	6	38 711 611	45 762 791
Driftsløsøre, inventar, verktøy, kontormaskiner ol	6	94 228	159 693
Sum varige driftsmidler	6	69 537 626	74 790 981
Sum anleggsmidler		74 906 097	85 133 815
Omløpsmidler			
Varer			
Sum varer	7	139 290 058	251 758 799
Fordringer			
Kundefordringer	8	210 733 645	128 297 443
Andre fordringer	8	19 165 114	27 777 251
Sum fordringer		229 898 759	156 074 694
Bankinnskudd, kontanter og lignende			
Sum bankinnskudd, kontanter og lignende	9	6 256 553	6 084 013
Sum omløpsmidler		375 445 370	413 917 506
SUM EIENDELER		450 351 467	499 051 321
BALANSE - EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Aksjekapital	10, 11	93 464 000	93 464 000



Balanse

Beløp i: NOK	Note	2022	2021
Sum innskutt egenkapital		93 464 000	93 464 000
Opptjent egenkapital			
Annen egenkapital	10	2 041 531	-15 470 939
Sum opptjent egenkapital		2 041 531	-15 470 939
Sum egenkapital		95 505 531	77 993 061
Gjeld			
Langsiktig gjeld			
Pensjonsforpliktelser	3	1 290 998	1 290 998
Sum avsetninger for forpliktelser		1 290 998	1 290 998
Annen langsiktig gjeld			
Sum langsiktig gjeld		1 290 998	1 290 998
Kortsiktig gjeld			
Leverandørgjeld	8	96 173 415	100 180 301
Betalbar skatt		0	0
Skyldige offentlige avgifter	9	11 021 945	10 888 520
Annen kortsiktig gjeld	8	246 359 578	308 698 441
Sum kortsiktig gjeld		353 554 938	419 767 262
Sum gjeld		354 845 936	421 058 260
SUM EGENKAPITAL OG GJELD		450 351 467	499 051 321



Brønnøysundregistrene

ÅRSREGNSKAP FOR REGNSKAPSÅRET 2022 - GENERELL INFORMASJON

Journalnummer: 2023 633547

Enheten

Organisasjonsnummer: 971 644 281
Organisasjonsform: Aksjeselskap
Foretaksnavn: CAMERON NORGE AS
Forretningsadresse: Mekjarvik 1
4072 RANDABERG

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: Torbjørn Kristoffersen
Dato for fastsettelse av årsregnskapet: 30.06.2023

Grunnlag for avgivelse

År 2022: Årsregnskap 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, 01.08.2023



Organisasjonsnr: 971 644 281
CAMERON NORGE AS

RESULTATREGNSKAP

Beløp i: NOK	Note	2022	2021
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt	2	978 034 875	913 035 202
Annen driftsinntekt		16 119 626	12 565 149
Sum inntekter		994 154 501	925 600 351
Kostnader			
Varekostnad		431 578 913	400 951 449
Lønnskostnad	3	173 581 914	160 941 150
Avskrivning	6	9 637 601	10 002 574
Annen driftskostnad	3	125 089 259	108 790 397
Sum kostnader		739 887 687	680 685 570
Driftsresultat		254 266 814	244 914 781
Finansinntekter og finanskostnader			
Renteinntekt fra foretak i samme konsern		7 445 262	1 352 670
Annen finansinntekt		145	3 624
Sum finansinntekter		7 445 407	1 356 294
Rentekostnad til foretak i samme konsern		3 731 618	187 193
Annen finanskostnad		116	302 558
Sum finanskostnader		3 731 734	489 751
Netto finans	4	-13 607 287	1 654 014
Ordinært resultat før skattekostnad			
Skattekostnad på ordinært resultat	5	52 972 356	54 257 725
Ordinært resultat etter skattekostnad		187 687 171	192 311 070
Årsresultat		187 687 171	192 311 070
Overføringer og disponeringer			
Konsernbidrag	10	170 174 702	219 177 623
Overføringer annen egenkapital	10	17 512 469	-26 866 553
Sum overføringer og disponeringer		187 687 171	192 311 070



Organisasjonsnr: 971 644 281
CAMERON NORGE AS

BALANSE

Beløp i: NOK	Note	2022	2021
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Utsatt skattefordel	5	5 368 471	10 342 834
Sum immaterielle eiendeler		5 368 471	10 342 834
Varige driftsmidler			
Tomter, bygninger og annen fast eiendom	6	26 437 433	27 495 296
Maskiner og anlegg	6	38 711 611	45 762 791
Driftsløsøre, inventar, verktøy, kontormaskiner ol	6	94 228	159 693
Sum varige driftsmidler	6	69 537 626	74 790 981
Sum anleggsmidler		74 906 097	85 133 815
Omløpsmidler			
Varer			
Sum varer	7	139 290 058	251 758 799
Fordringer			
Kundefordringer	8	210 733 645	128 297 443
Andre fordringer	8	19 165 114	27 777 251
Sum fordringer		229 898 759	156 074 694
Bankinnskudd, kontanter og lignende			
Sum bankinnskudd, kontanter og lignende	9	6 256 553	6 084 013
Sum omløpsmidler		375 445 370	413 917 506
SUM EIENDELER		450 351 467	499 051 321
BALANSE - EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Aksjekapital	10, 11	93 464 000	93 464 000
Sum innskutt egenkapital		93 464 000	93 464 000
Opptjent egenkapital			
Annen egenkapital	10	2 041 531	-15 470 939
Sum opptjent egenkapital		2 041 531	-15 470 939
Sum egenkapital		95 505 531	77 993 061



Gjeld			
Langsiktig gjeld			
Pensjonsforpliktelser	3	1 290 998	1 290 998
Sum avsetninger for forpliktelser		1 290 998	1 290 998
Annen langsiktig gjeld			
Sum langsiktig gjeld		1 290 998	1 290 998
Kortsiktig gjeld			
Leverandørgjeld	8	96 173 415	100 180 301
Betalbar skatt		0	0
Skyldige offentlige avgifter	9	11 021 945	10 888 520
Annen kortsiktig gjeld	8	246 359 578	308 698 441
Sum kortsiktig gjeld		353 554 938	419 767 262
Sum gjeld		354 845 936	421 058 260
SUM EGENKAPITAL OG GJELD		450 351 467	499 051 321



Organisasjonsnr: 971 644 281
CAMERON NORGE AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

Note
11

Antall aksjer og aksjeeiere

<u>Aksjeklasse</u>	<u>Ant. aksjer</u>	<u>Pålydende</u>	<u>Bokført verdi</u>
Ordinary shares	93464.00	1000.00	93464000.00
<u>Aksjeeiere - fritekst</u>	<u>Antall</u>	<u>Eierandel</u>	<u>Aksjeklasse</u>
Cameron Norge Holding AS	93464.00	100.00%	Ordinary shares
<u>Sum</u>	<u>Sum antall</u>	<u>Sum eierandel</u>	
	93464.00	100.00%	

Note
3

Lønn og ytelser

<u>Lønn</u>	<u>Årets</u>	<u>Fjorårets</u>
	118794660.00	123758646.00
<u>Arbeidsgiveravgift</u>	<u>Årets</u>	<u>Fjorårets</u>
	19660556.00	18146856.00
<u>Pensjonskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	10158903.00	9299299.00
<u>Andre ytelser</u>	<u>Årets</u>	<u>Fjorårets</u>
	24967795.00	9736349.00
<u>Sum lønnskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	173581914.00	160941150.00

The company is obliged to have a pension scheme pursuant to the pension law in Norway and has established a defined contribution pension scheme which covers all employees. As of 1 January 2015, the company changed pension scheme from defined benefit plan to defined contribution plan affecting all employees. Due to contractual considerations the company has 2 employees under the old plan. This corresponds to a liability of NOK 1 290 998 per 31.12.

The entity has not paid any remuneration to the general manager or the board of directors during the year. There are no



loans/securities issued to the general manager or board of directors. The general manager is employed in parent company Schlumberger Norge AS.

Note

Ytelser til revisjon

<u>Revisjon</u>	<u>Årets</u>	<u>Fjorårets</u>
	476190.00	432900.00
<u>Andre tjenester</u>	<u>Årets</u>	<u>Fjorårets</u>
	98174.00	70310.00
<u>Sum godtgjørelse til revisor</u>	<u>Årets</u>	<u>Fjorårets</u>
	574364.00	503210.00

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 Norge AS

Independent Auditor's Report

Opinion

We have audited the financial statements of Cameron Norge AS (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

This document package contains:

- Closing page (this page)
- The original document(s)
- The electronic signatures. These are not visible in the document, but are electronically integrated.



This file is sealed with a digital signature.
The seal is a guarantee for the authenticity
of the document.



Skattedirektoratet

Saksbehandler Torstein Kinden Helleland	Deres dato 04.06.2012	Vår dato 13.06.2012
Telefon 22078139	Deres referanse Helen Øveland Nilsen	Vår referanse 2012/389820

CAMERON NORGE AS
Mekjarvik 1
4070 RANDABERG



Tillatelse til å utarbeide årsregnskap og årsberetning på engelsk språk.

Det vises til deres brev av 4. juni 2012 samt telefonsamtale i sakens anledning. Det søkes om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for følgende selskaper.

Cameron Holding (Norway) AS	org. nr. 985 277 893
Cameron Norge AS	org. nr. 971 644 281
Cameron Norge Holding AS	org. nr. 996 687 880
TS-Technology AS	org. nr. 893 229 922
Cameron AS	org. nr. 991 851 631
Cameron Systems AS	org. nr. 981 213 696

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

Dispensasjonen forutsetter at opplysningene som vedtaket baserer seg på ikke endres vesentlig.

Bakgrunn

Selskapene er 100 % eide datterselskap i Cameron International Corporation konsernet som er hjemmehørende i USA. Konsernet er en av lederne i det globale markedet for leveranser av petroleum produksjonsutstyr. I Norge består dets virksomhet hovedsakelig av å selge utstyr benyttet til å kontrollere trykk og dirigere olje- og gasstrømmer. I tillegg utføres vedlikehold og drift av slikt utstyr, både onshore og offshore. Konsernet har også datterselskaper og betydelige virksomheter lokalisert i Tyskland, Frankrike, Italia, Romania, Storbritannia og USA. Selskapene opererer i en bransje av sterk internasjonal karakter. Alle sentrale aktører og samarbeidspartnere innen denne bransjen behersker og benytter engelsk. Selskapene benytter engelsk som arbeidsspråk. En norsk oversettelse vil kun ha til formål å oppfylle regnskapslovens språkkrav.

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."

Postadresse Postboks 9200 Grønland 0134 Oslo	Besøksadresse Se www.skatteetaten.no Org. nr: 996250318	Sentralbord 800 80 000 Telefaks 22 17 08 60
For elektronisk henvendelse se www.skatteetaten.no		



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.”

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, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Det er særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I denne vurderingen har Skattedirektoratet lagt særlig vekt på at selskapene er 100 % eiet fra USA og inngår i et internasjonalt konsern. Selskapets arbeidsspråk er engelsk og all kommunikasjon skjer på engelsk. Videre er det vektlagt at selskapet driver virksomhet i en internasjonal bransje der alle aktører behersker og benytter engelsk språk.

Vennligst oppgi vår referanse ved henvendelser i anledning saken.

Med hilsen

Rune Tystad
seniorrådgiver
Rettsavdelingen, foretaksskatt
Skattedirektoratet

Torstein Kinden Helleland



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Annual report 2022

Board of directors' report

Annual accounts

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

Auditors' report



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Income statement

	Note	2022	2021
Revenue			
Sales revenue	2	978 034 875	913 035 202
Other operating income		16 119 626	12 565 149
Total revenue		<u>994 154 501</u>	<u>925 600 351</u>
Operating expenses			
Cost of goods sold		431 578 913	400 951 449
Payroll expenses	3	173 581 914	160 941 150
Depreciation	6	9 637 601	10 002 574
Other operating expenses	3	125 089 259	108 790 397
Total operating expenses		<u>739 887 687</u>	<u>680 685 570</u>
Operating result		<u>254 266 814</u>	<u>244 914 781</u>
Financial income and expenses			
Interest income from group companies		7 445 262	1 352 670
Other financial income		145	3 624
Net currency gain/(loss)	4	-17 320 960	787 471
Interest paid to group companies		3 731 618	187 193
Other financial expenses		116	302 558
Net financial items		<u>-13 607 287</u>	<u>1 654 014</u>
Result before tax		<u>240 659 527</u>	<u>246 568 795</u>
Tax expense	5	<u>52 972 356</u>	<u>54 257 725</u>
Net profit for the year		<u>187 687 171</u>	<u>192 311 070</u>
Allocated as follows			
Group contribution	10	170 174 702	219 177 623
Transferred to/(-from) other equity	10	17 512 469	-26 866 553
Total allocations		<u>187 687 171</u>	<u>192 311 070</u>



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Balance sheet as of December 31

	Note	2022	2021
Fixed assets			
<i>Intangible assets</i>			
Deferred tax asset	5	5 368 471	10 342 834
Total intangible assets		<u>5 368 471</u>	<u>10 342 834</u>
<i>Tangible assets</i>			
Land, buildings and other real property	6	26 437 433	27 495 296
Machinery and plant	6	38 711 611	45 762 791
Fixtures and fittings, tools, office machinery etc.	6	94 228	159 693
Assets under construction	6	4 294 354	1 373 201
Total tangible assets		<u>69 537 626</u>	<u>74 790 981</u>
Total fixed assets		<u>74 906 097</u>	<u>85 133 815</u>
Current assets			
Inventories	7	<u>139 290 058</u>	<u>251 758 800</u>
<i>Receivables</i>			
Accounts receivable	8	210 733 645	128 297 443
Other receivables	8	19 165 114	27 777 251
Total receivables		<u>229 898 759</u>	<u>156 074 694</u>
Cash and cash equivalents	9	<u>6 256 553</u>	<u>6 084 013</u>
Total current assets		<u>375 445 370</u>	<u>413 917 507</u>
Total assets		<u>450 351 467</u>	<u>499 051 322</u>



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Balance sheet as of December 31

	Note	2022	2021
Equity			
<i>Paid-in capital</i>			
Share capital	10, 11	<u>93 464 000</u>	<u>93 464 000</u>
Total paid-in capital		<u>93 464 000</u>	<u>93 464 000</u>
<i>Retained earnings</i>			
Other equity	10	<u>2 041 531</u>	<u>-15 470 938</u>
Total retained earnings		<u>2 041 531</u>	<u>-15 470 938</u>
Total equity		<u>95 505 531</u>	<u>77 993 062</u>
Liabilities			
<i>Provisions</i>			
Pension liabilities	3	<u>1 290 998</u>	<u>1 290 998</u>
Total provisions		<u>1 290 998</u>	<u>1 290 998</u>
<i>Current liabilities</i>			
Accounts payable	8	96 173 415	100 180 301
Tax payable	5	0	0
Public duties payable	9	11 021 945	10 888 520
Other short-term liabilities	8	246 359 578	308 698 441
Total current liabilities		<u>353 554 938</u>	<u>419 767 262</u>
Total liabilities		<u>354 845 936</u>	<u>421 058 260</u>
Total equity and liabilities		<u>450 351 467</u>	<u>499 051 322</u>

31 December 2022
Tananger, 30.06.2023

DocuSigned by:

Torbjørn Kristoffersen
Chairman

DocuSigned by:

Olav Lien
Board member, General Manager



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Cash flow statement

	Note	2022	2021
Cash flow from operating activities			
Result before tax		240 659 527	287 453 153
Depreciation	6	9 637 601	10 002 574
Changes in inventories, accounts receivable and accounts payable	7, 8	26 025 654	-43 295 830
Changes in other current balance sheet items		3 100 216	-58 012 213
Net cash flow from operating activities		<u>279 422 998</u>	<u>196 147 684</u>
Cash flow from investing activities			
Purchase of fixed assets	6	-4 384 246	-5 790 959
Change in intercompany cash pool, net	8	6 130 740	0
Net cash flow from investing activities		<u>1 746 494</u>	<u>-5 790 959</u>
Cash flow from financing activities			
Change in intercompany cash pool, net	8	0	8 538 894
Group contribution	8	-280 996 952	-198 375 742
Net cash flow from financing activities		<u>-280 996 952</u>	<u>-189 836 848</u>
Net change in cash and cash equivalents		172 540	519 877
Cash and cash equivalents as of 01.01.		6 084 013	5 564 136
Cash and cash equivalents as of 31.12.		<u>6 256 553</u>	<u>6 084 013</u>



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Notes to the accounts for 2022

Note 1 - Accounting Principles

The annual accounts are prepared according to the Norwegian Accounting Act and Norwegian generally accepted accounting principles.

Recognition of sales

Sales income is recorded at the time of delivery of goods and services.

Balance sheet classification

Fixed assets are meant for permanent ownership or use. Other assets are current assets. When classifying debt analogous principles are used.

Current assets are valued at the lower of cost and realizable value. Short-term loans are recorded at the historical nominal value.

Fixed assets are valued at cost, but are written down to net realizable value when this value is not expected to be of short-term character. Fixed assets with a limited economic life are depreciated according to a defined plan.

Accounts and other receivables

Trade debtors and other debtors are valued at nominal value reduced for provision for potential loss.

Inventories

Purchased inventory is valued at the lower of cost according to the FIFO-principle and realizable value. Goods manufactured internally and work in progress are valued at the lower of manufacturing cost or estimated net sales value.

Foreign currency translation

Transactions in foreign currency are recorded at the rate of the day of transaction. Monetary balance sheet items are valued at the exchange rate at year-end.

Property, plant and equipment

Tangible fixed assets are capitalized and depreciated over the expected useful life. Maintenance on fixed assets is expensed when occurred and are included in other operating expenses. Repairs and modifications resulting in significant improvements on the asset are capitalized and depreciated over the same period as the fixed asset.

Income tax

The tax cost in the income statement includes tax payable and change in deferred tax during the period. Deferred tax are assessed at 22% on the temporary differences existing between the book values and taxable values, together with possible tax loss carried forward at year-end. Tax increasing and tax reducing temporary differences, which reverse or might reverse in the same period are offset and recorded net.

The tax effect of group contribution is posted directly in the balance sheet.

Cash flow statement

The cash flow statement is presented using the indirect method. Cash and cash equivalents include cash, bank deposits and other short term, highly liquid investments with maturities of three months or less.



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB
Cameron Norge AS

Notes to the accounts for 2022

Note 2 - Sales revenue

	2022	2021
<i>By business area</i>		
Surface	705 845 729	635 924 006
Drilling	272 189 146	277 111 196
Total sales revenue	<u>978 034 875</u>	<u>913 035 202</u>
<i>Geographical distribution</i>		
Norway/North Sea	<u>978 034 875</u>	<u>913 035 202</u>
Total sales revenue	<u>978 034 875</u>	<u>913 035 202</u>

Note 3 - Payroll expenses, number of employees, loans to employees and auditor's fee

	2022	2021
<i>Payroll expenses</i>		
Salaries	118 794 660	123 758 646
Payroll tax	19 660 556	18 146 856
Pension costs	10 158 903	9 299 299
Other payments	24 967 795	9 736 349
Total payroll expenses	<u>173 581 914</u>	<u>160 941 150</u>

Average number of full-time equivalents 139 141

The company is obliged to have a pension scheme pursuant to the pension law in Norway and has established a defined contribution pension scheme which covers all employees.

As of 1 January 2015, the company changed pension scheme from defined benefit plan to defined contribution plan affecting all employees. Due to contractual considerations the company has 2 employees under the old plan. This corresponds to a liability of NOK 1 290 998 per 31.12.

Management remuneration

The entity has not paid any remuneration to the general manager or the board of directors during the year. There are no loans/securities issued to the general manager or board of directors.

The general manager is employed in parent company Schlumberger Norge AS.

<i>Auditor fee has been divided as follows</i>	2022
Statutory audit fee	476 190
Other services	98 174

VAT is not included in the auditor fees.

Note 4 - Financial market risk

The company is exposed to changes in the exchange rate, because the material to the well pressure control is bought mainly from Romania, France and USA. Most equipment sales are made in NOK. Net currency loss for 2022 was NOK 17 320 960. In 2021, the company experienced a net currency gain of NOK -787 471



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB
Cameron Norge AS

Notes to the accounts for 2022

Note 5 - Income taxes

<i>Income tax expenses</i>	2022	2021
Tax payable	47 997 993	61 819 329
Tax payable booked equity	5 039 215	0
Change in deferred tax	-64 852	-7 561 604
Total income tax expense	<u>52 972 356</u>	<u>54 257 725</u>

<i>Tax base estimation</i>	2022	2021
Result before tax	240 659 527	246 568 795
Permanent differences	123 920	57 229
Prior year adjustment booked equity	-22 905 522	0
Change in temporary differences	294 770	34 370 928
Tax base	<u>218 172 695</u>	<u>280 996 952</u>
Tax payable (22%) of the tax base	47 997 993	61 819 329
Tax effect group contribution	-47 997 993	-61 819 329
Tax payable in the balance sheet	<u>0</u>	<u>0</u>

<i>Temporary differences outlined</i>	2022	2021
Fixed assets	-7 277 306	-8 226 561
Inventory	-10 328 760	-33 825 736
Receivables	-199 183	-213 198
Gain and loss account	4 498 239	5 622 799
Pension liabilities	-1 290 998	-1 290 998
Accounting accruals	-9 804 131	-9 079 188
Temporary differences	<u>-24 402 139</u>	<u>-47 012 882</u>
Deferred income tax asset (22%)	-5 368 471	-10 342 834

<i>Effective tax rate</i>	2022
Expected income taxes, statutory tax rate 22%	52 945 094
Too much/little allocated in previous year(s)	5 039 215
Permanent differences (22%)	-5 011 950
Income tax expense	<u>52 972 356</u>

Effective tax rate *) 22 %

*) Tax expense divided by pre-tax income



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Notes to the accounts for 2022

Note 6 - Tangible assets

	Land and buildings	Machinery	Office equipment	Assets under construction	Total
Acquisition cost 01.01.	63 600 236	147 855 697	2 845 652	1 363 201	215 664 786
Purchased tangibles	220 182	1 232 913	0	2 931 153	4 384 248
Acquisition cost 31.12.	63 820 418	149 088 610	2 845 652	4 294 354	220 049 034
Acc.depreciation 31.12.	-37 382 985	-110 376 999	-2 751 424	0	-150 511 408
Net carrying amount at 31.12.	26 437 433	38 711 611	94 228	4 294 354	69 537 626
Depreciation for the year	1 278 045	8 294 091	65 465	0	9 637 601
Depreciation plan	Straight line*	Straight line	Straight line		
Depreciation rate	4%*	10-30 %	10-30 %		

* Land is not subject to depreciation.

Note 7 - Inventories

	2022	Restated 2021
Raw materials	441 292	254 327
Work in progress	18 427 472	32 059 226
Finished goods	130 750 054	230 365 470
Reserve for obsolescence	-10 328 760	-10 920 223
Total inventories	<u>139 290 058</u>	<u>251 758 800</u>

The comparatives for 2021 have been restated to present a better classification of inventory and other equity for details of the restatement refer to note 13.

Note 8 - Intercompany balances with group and associated companies

Receivables	2022	2021
Accounts receivable	51 194 687	26 223 032
Other short-term receivables	6 672 920	5 514 038
Cash pool balance	12 492 194	18 622 934
Total intercompany receivables	<u>70 359 801</u>	<u>50 360 004</u>
Payables	2022	2021
Accounts payable	70 655 134	80 298 461
Group contribution	218 172 695	280 996 952
Total intercompany payables	<u>288 827 829</u>	<u>361 295 413</u>

All intercompany receivables/liabilities as of 31.12.22 are due within a year.



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Notes to the accounts for 2022

Note 9 - Bank deposit

Cameron Norge is part of the cash pool between Norwegian group entities of which Schlumberger Norge AS is the header.

	2022
Restricted cash for employee withholding taxes as of 31.12.	6 256 553

Note 10 - Equity

	Share capital	Other equity	Total
Equity 31.12.	93 464 000	2 395 369	95 859 369
Prior year adjustment	0	-17 866 307	-17 866 307
Equity 01.01.	93 464 000	-15 470 938	77 993 062
Net profit for the year	0	187 687 171	187 687 171
Group contribution given	0	-170 174 702	-170 174 702
Equity 31.12.	93 464 000	2 041 531	95 505 531

It has been detected an error in the calculation of book value of inventory in prior year resulting in an overstatement of inventory of 22 905 523 at year end 2021. The amount has been booked to equity, adjusted for tax effect of NOK 5 039 215.

Note 11 - Share capital and shareholder information

Share capital:

	Number of shares	Face value	Book value
Ordinary shares	93 464	1 000	93 464 000

Shareholders per 31.12:

	Ordinary shares	Ownership share	Voting rights
Cameron Norge Holding AS	93 464	100 %	100 %



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

Cameron Norge AS

Notes to the accounts for 2022

Note 12 - Prior year restatement

During financial year 2022, the company identified an error in presenting the inventory.

The year-end inventory balances for prior years were not presented at actual cost due to a system error that was corrected in current year.

The error has been corrected by restating each of the affected financial statement line items for the prior periods as follows:

	2021	Changes	Restated 2021
Cost of goods sold	378 045 926	22 905 522	400 951 448
Tax expense	59 296 940	-5 039 215	54 257 725
Net profit for the year	210 177 378	-17 866 307	192 311 071
Deferred tax asset	5 303 619	5 039 217	10 342 834
Inventories	274 664 322	-22 905 522	251 758 800
Other equity	2 395 369	-17 866 307	-15 470 938



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

REPORT OF THE BOARD OF DIRECTORS

CAMERON NORGE AS

2022

The operation

Cameron Norge AS is an aftermarket facility that does not manufacture equipment, but provides sale of, repair and services on the equipment. Our repair and headquarters facility is located in Randaberg, outside Stavanger and we have a warehouse at Mongstad, outside Bergen.

Cameron Norge 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 delivered by a team consisting of 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 operating revenue for CAMERON NORGE AS in 2022 amounts to NOK 994 million, higher 7 percent compared with 2021. The operating expenses increased by 9 percent to NOK 740 million. The operating profit for the year is profit with NOK 254 million. The operating profit in 2021 was NOK 245 million.

Total revenue for CAMERON NORGE AS in 2022 amounts to NOK 994 million. The net profit for the year is NOK 188 million. In 2021 the revenue was NOK 926 million, and net profit NOK 192 million.

In 2022 net cashflow from operations activity are NOK 279 million. Net cashflow from investment activity are NOK 2 million. Net cashflow from finance activity is NOK -281 million.

The company had an equity ratio of 21 percent at year-end. The company's financial position is sound.

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.

SLB-Private



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

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

The Company employed 139 employees by the end of 2022.

No R&D activity in the company.

Future development

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

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.

In the Board of Directors' opinion, the working environment in the Company is satisfactory. There has been no injuries or accidents in 2022.

The Company's operations do not pollute the external environment. If we, through our services, handle products that operate or utilize products like grease, fluids or paint that can pollute the environment, this is fully controlled through our environmental certificated re-cycle system.

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

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.

SLB-Private



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

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.

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>

SLB-Private



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

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 %	Fixed amount	99 %
	All Others	267	1 560	97 %	100 %		97 %
Schlumberger Information Solutions AS	Management	6	38	96 %	100 %	Fixed amount	96 %
	All Others	80	271	101 %	100 %		101 %
OneSubsea Processing AS	Management	22	84	94 %	94 %	Percent of salary	94 %
	All Others	116	471	94 %	94 %		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 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-Private



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

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.

Initiatives at SLB:

Resources and Training:

SLB-Private



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

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).
- 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.

SLB-Private



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

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

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

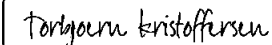
SLB-Private



DocuSign Envelope ID: 176F9904-E007-48FB-A987-E9AD5EBBB5FB

and will continue to be focused on identifying relevant challenges and strive to continuously improve our environment.

Tananger, June 30th, 2023

DocuSigned by:

7072AA91C5E94E4
Torbjørn Kristoffersen
Chairman

DocuSigned by:

639FA60D51BA403...
Olav Lien
Board Member

SLB-Private