

Patent and Confidential Information Agreement

This Agreement is made between (hereinafter referred to as the Contractor) and **Schlumberger Procurement and Support Services Sdn Bhd** for itself and on behalf of its subsidiaries and associated companies (hereinafter referred to as "the Company" or "SLB") shall be effective as of the

In consideration of the specialised training and the Company's employment or continued employment of Contractor in an initial and possible other locations or Company(s), and the payment of a salary or other remuneration, the parties agree as follows:

1. Contractor will not remove from SLB's facilities, except as required in Contractor's duties to Company(s), any invention, records, computer software, customer information, well logs or data, equipment, drawings, notes, reports, manuals, or other material, whether produced by Contractor or obtained from SLB. Contractor agrees immediately to return all such materials to Company(s) upon request and in any event upon termination, Contractor will not publish, or disclose to anyone outside SLB, or use in any business other than SLB's, any trade secrets or confidential technical or business information or material of SLB either during or after his employment by Company.
2. In order to avoid situations where conflicts of interest might arise, Contractor will not directly or indirectly acquire except by inheritance, invest or trade in oil, gas, or other mineral leases, concessions, or other interests, or in securities representing such interests except securities which are regularly quoted on a recognized national or international securities exchange or are of publicly offered drilling funds.
3. As the Contractor has had or will receive specialized training, and/or field experience in oilfield services and has been or will be entrusted with trade secrets and other confidential information of SLB to enable him/her to perform his highly skilled duties in the oil field services business. Paragraphs 3(a) and 3(b) which follow are effective only after Contractor is above grade 8:-
 - a) To protect SLB against disclosure of such trade secrets and confidential information, and to shield Contractor from pressure to use or disclose SLB's trade secrets and confidential information, Contractor agrees that, for a period of two (2) years following, the date of termination of his employment with Company(s), he will not engage in the oilfield services business whether in operations, sales or in engineering or research or in computer log data processing, for him/herself or as a consultant or Contractor of a company other than in SLB group of Company(s), in a zone of 100 miles radius from a location or office where Company(s) or its Affiliate shall have, in the year preceding the date of such termination, done or committed itself to do such business.
 - b) Additionally, Contractors will have close knowledge or and possible influence over customers of Company(s) by reason of personal contacts with such customers during the course of his employment and will possess a portion of the goodwill of SLB. In order then to protect Company(s) against unfair loss of its goodwill and to shield Contractor from pressure to use or disclose his knowledge of, and influence Company(s)'s customers, Contractor agrees that for a period of one (1) year following the date of termination of his employment with Company(s), he will not engage in the oilfield services business, in oilfield services sales or operations, for himself/ herself or as a consultant or Contractor of a company

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other than a SLB group of Company(s), in a zone of 100 miles radius from a location or office where Company(s) or its Affiliate shall have, in the year preceding the date of such termination, done or committed itself to do such business.

4. Although Company(s) has attempted to place the narrowest possible limitations on Contractor's subsequent employment opportunities consistent with Company(s) protection of its legitimate business interest, Contractor may nonetheless find that such limitations constitute a serious handicap to him/her in securing further employment. In order to accommodate Contractor whenever reasonably possible, procedures have been established to handle requests for waiver of any limitations in sub-paragraphs 3(a) and/or 3(b) above, such request to include the name and address of the organisation with which Contractor seeks employment and where and with what position and duties he will be employed. All written requests for waiver will be duly processed promptly. Waivers, unqualified or upon stated conditions, may be granted and shall not be unreasonably withheld.
5. If the Contractor encounters a technological problem in the course of his employment, he will undertake as a duty within his functions to study and try to find a solution. Contractor will promptly furnish a complete record of any and all technological ideas, inventions, and improvements, whether patentable or not, which he, solely or jointly may receive, make, or first disclose during the period of his employment. If at any time during his/her employment the Contractor makes or discovers or participates in the making or discovery of any invention or improvement upon or addition to an invention ("the Invention") which is applicable to the business for the time being carried on by the Company, the Contractor shall promptly disclose the same to the Company and it shall be the absolute property of the Company.
6. Contractor agrees to and does hereby grant and assign to Company(s) or its nominee his entire right, title, and interest in and to ideas, inventions, and improvements coming within the scope of Paragraph 5
 - a) which relate in any way to the oilfield services business or activities of Company(s), or
 - b) which are suggested by or result from any task or work of Contractor for Company(s), or
 - c) which relate in any way to the business or activities of oil field Affiliates of Company(s),

together with any and all domestic and foreign patent rights in such ideas, inventions and improvements. Contractor agrees to execute specific assignments and to do anything else reasonably requested by Company(s), at any time during or after employment with Company(s), to secure such rights.

7. This Agreement shall inure to the benefit of and be binding upon Company(s), its successors and assigns, and upon the heirs and legal representatives of Contractor.
8. Should any portion of this Agreement be held judicially invalid, unenforceable, or void, such holding, will not have the effect of invalidating or voiding, the remainder of this Agreement not so declared or any part thereof, the parties hereby agreeing that the portion so held to be invalid, unenforceable, or void shall, if possible, be deemed,

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amended or reduced in scope, otherwise to be stricken there from, only to the extent required for purposes for validity and enforcement in the jurisdiction of such holding.

For Schlumberger Procurement and Support Services Sdn Bhd



Authorised Signatory

Name: Wendy Chong

Position: KL Hubs Recruiting Manager

Read, understood, accepted and agreed

Cheong Hui Ting

Date:

Cheng Hui Ting
20 December 2023