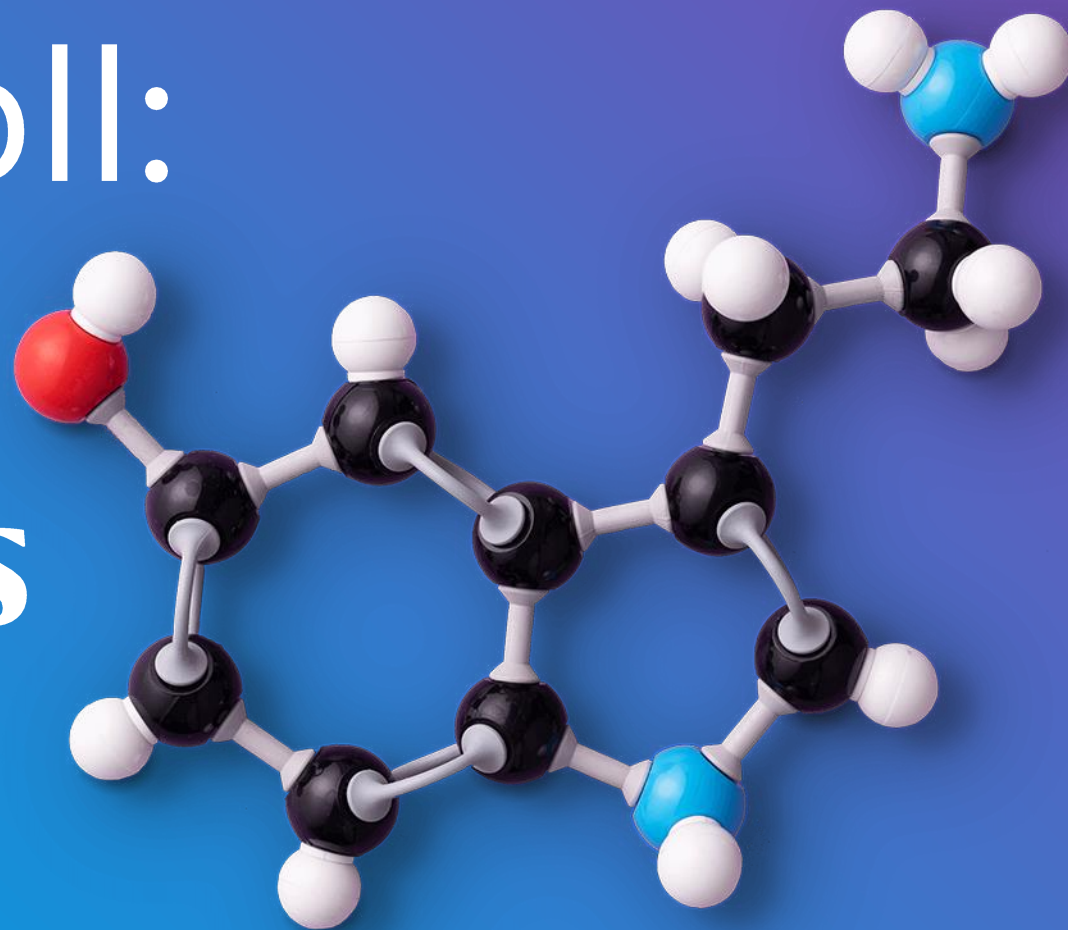


Energy Spot Poll: COVID-19 & Low Oil Prices

Middle East & Africa Results
March 17-25, 2020



Mercer Energy Vertical COVID-19 & Oil Price Decline Poll 1 - Results

Middle East & Africa (MEA) Participant Profile (16)

ADNOC
AECI Limited
BP
CABGOC

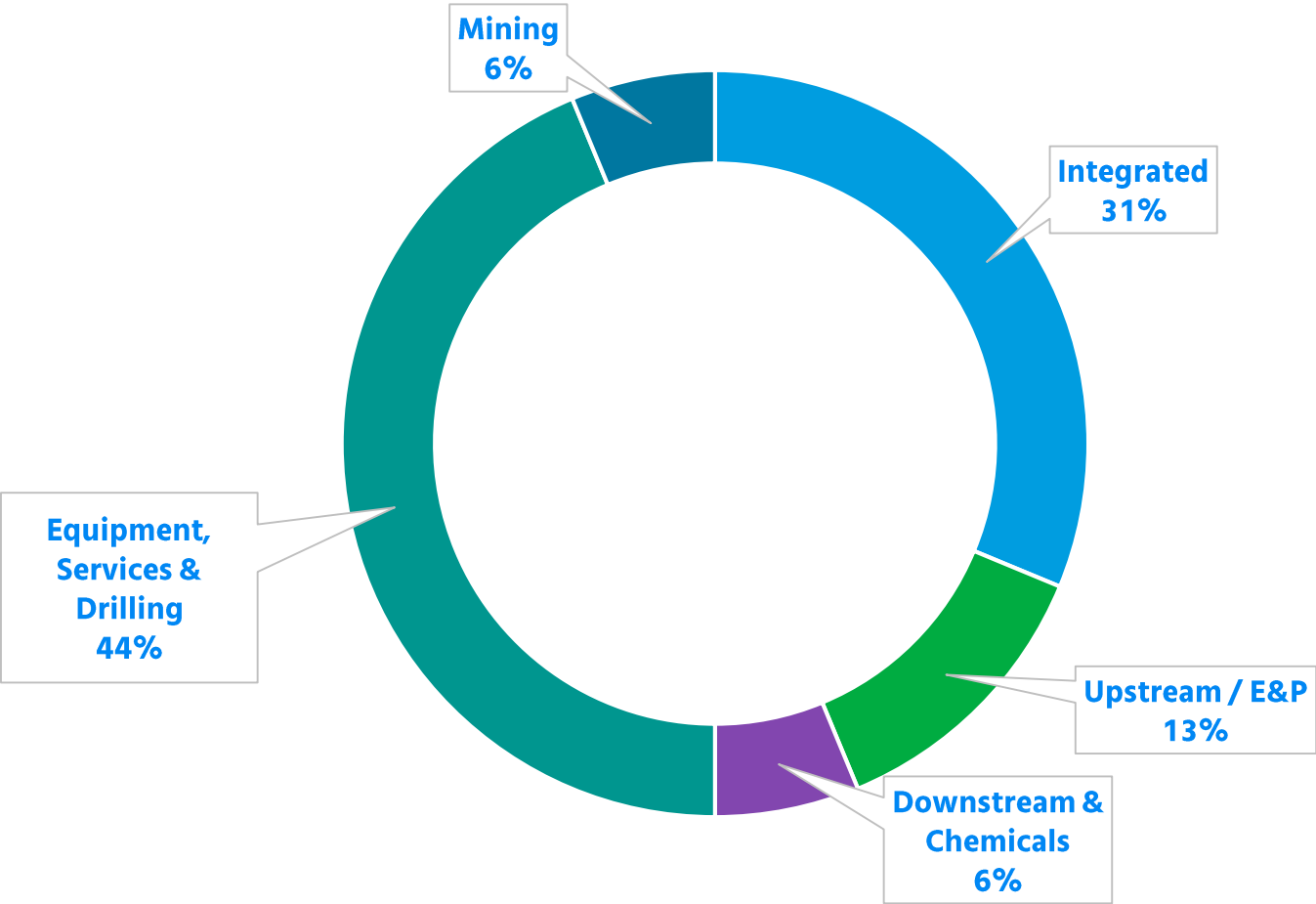
Emdad
Halliburton
MB Holding
Metorex

Sasol
Saudi Aramco
Schlumberger
Shelf Drilling

Somoil
Tenaris
Weir Oil and Gas
Wood

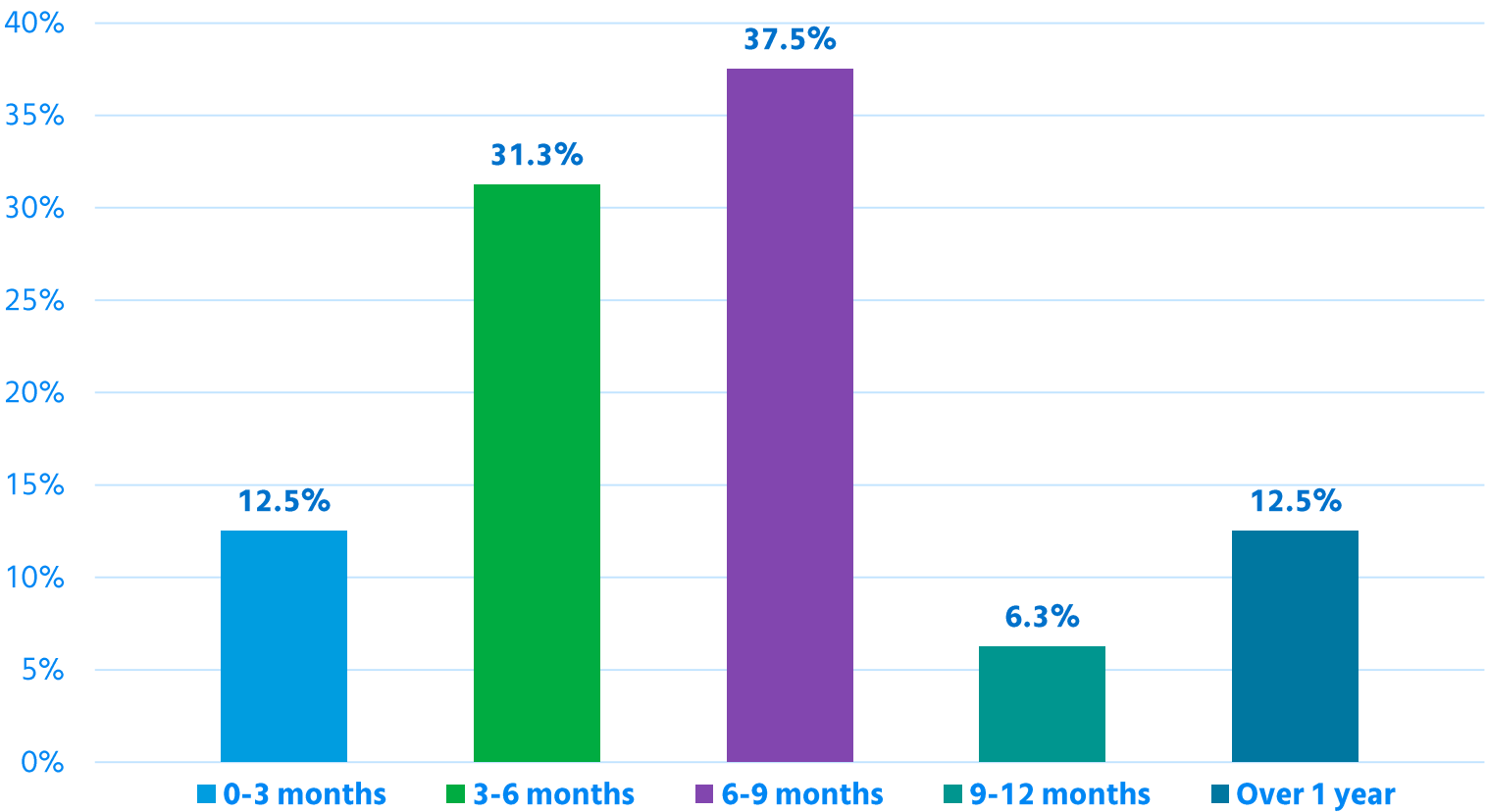
Mercer Energy Vertical COVID-19 & Oil Price Decline Poll 1 - Results

Industry Sector Representation (MEA)



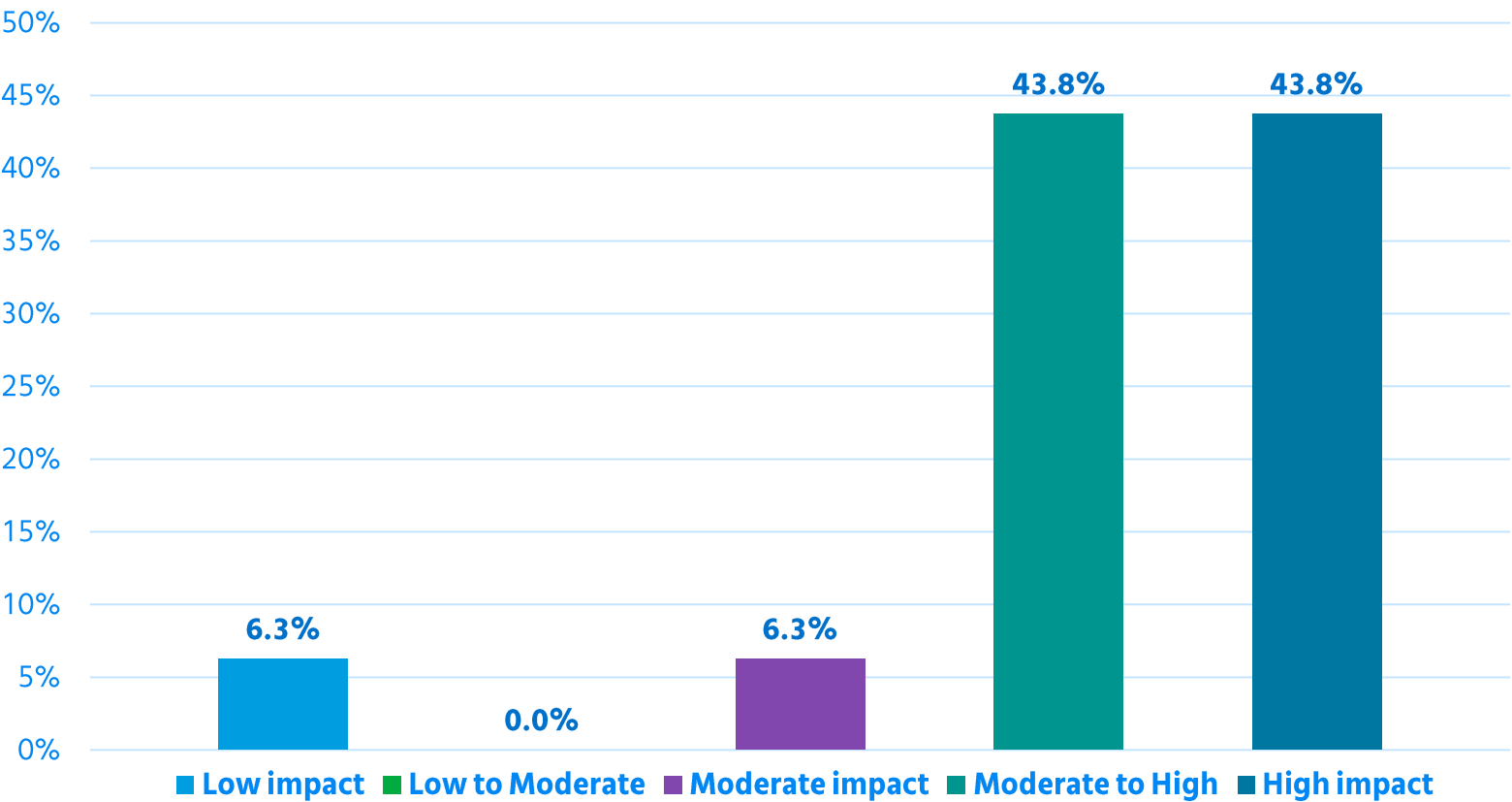
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Expectation as to how long COVID-19 will significantly impact your company (MEA)



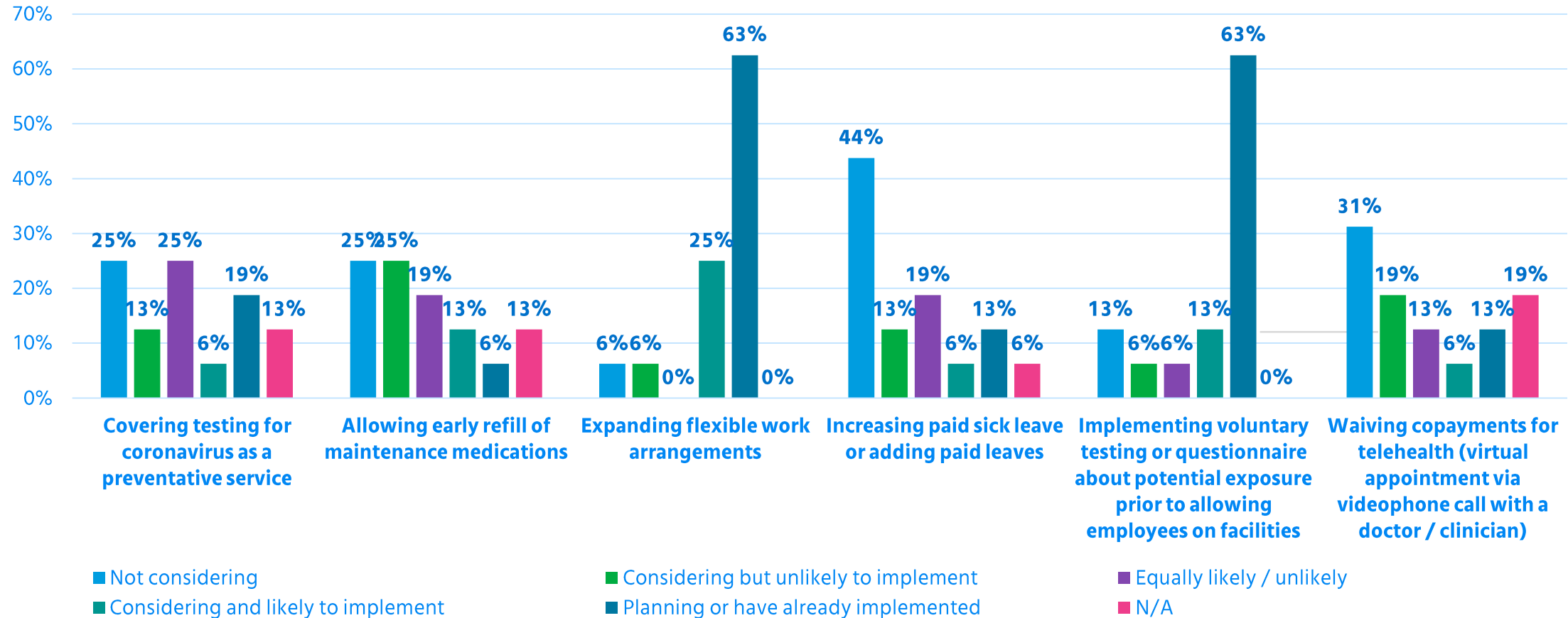
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To what extent are you anticipating COVID-19 will impact your company’s financial performance for 2020? (MEA)



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What, if any, changes to your Health & Welfare policies are you considering in response to COVID-19? (MEA)

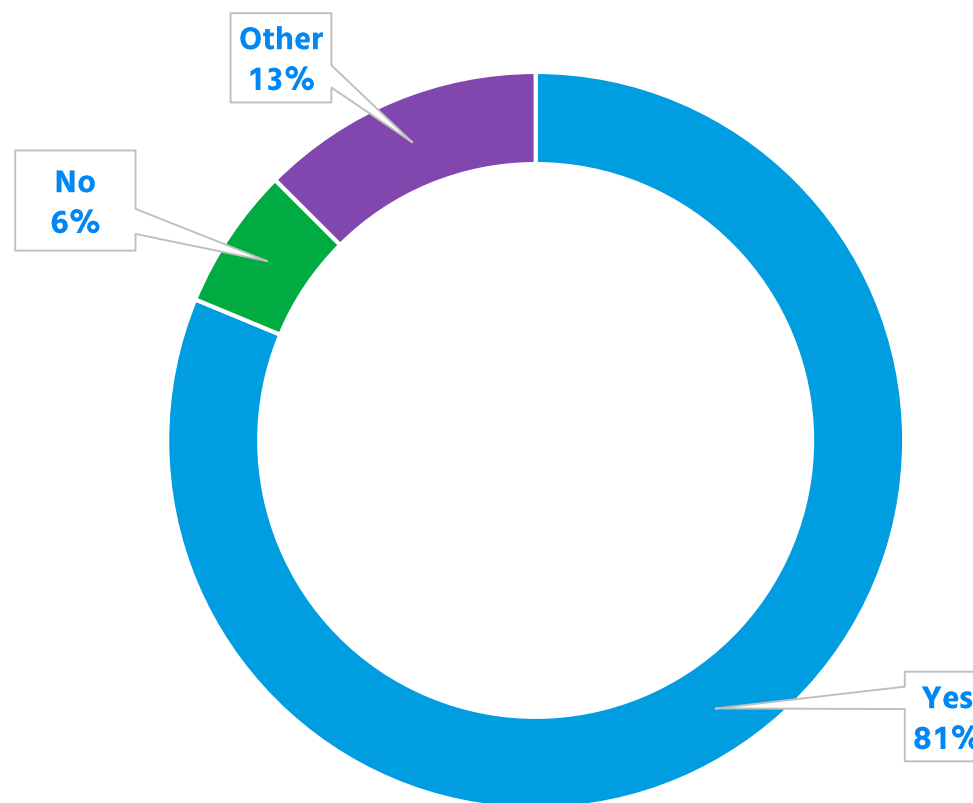


Mercer Energy Vertical COVID-19 & Oil Price Decline Poll 1 - Results

Will your company continue to pay workers that are quarantined and unable to work remotely? (MEA)

Other responses include:

- Under review
- Considered sick leave
- Yes, but for a defined period of time (i.e. two weeks or 80 hours)
- Determined on a case-by-case basis
- Depends on Government directives
- Yes, paying them on a separate earnings code to track the total spend



Mercer Energy Vertical COVID-19 & Oil Price Decline Poll 1 - Results

What other COVID-19 related issues/challenges is your company preparing to face? (Global)

- Lingering supply chain issues – even within HR/benefits
- Repatriation of rotational employees that were grounded due to closed borders
- Keeping plants/camps COVID-19 free
- Mental health concerns
- Workforce reductions
- Rapid deployment of a remote workforce, implementing new communications channels, preparing leaders to manage remote workers
- Keeping essential workers healthy
- Potential furlough or layoffs if financial performance suffers

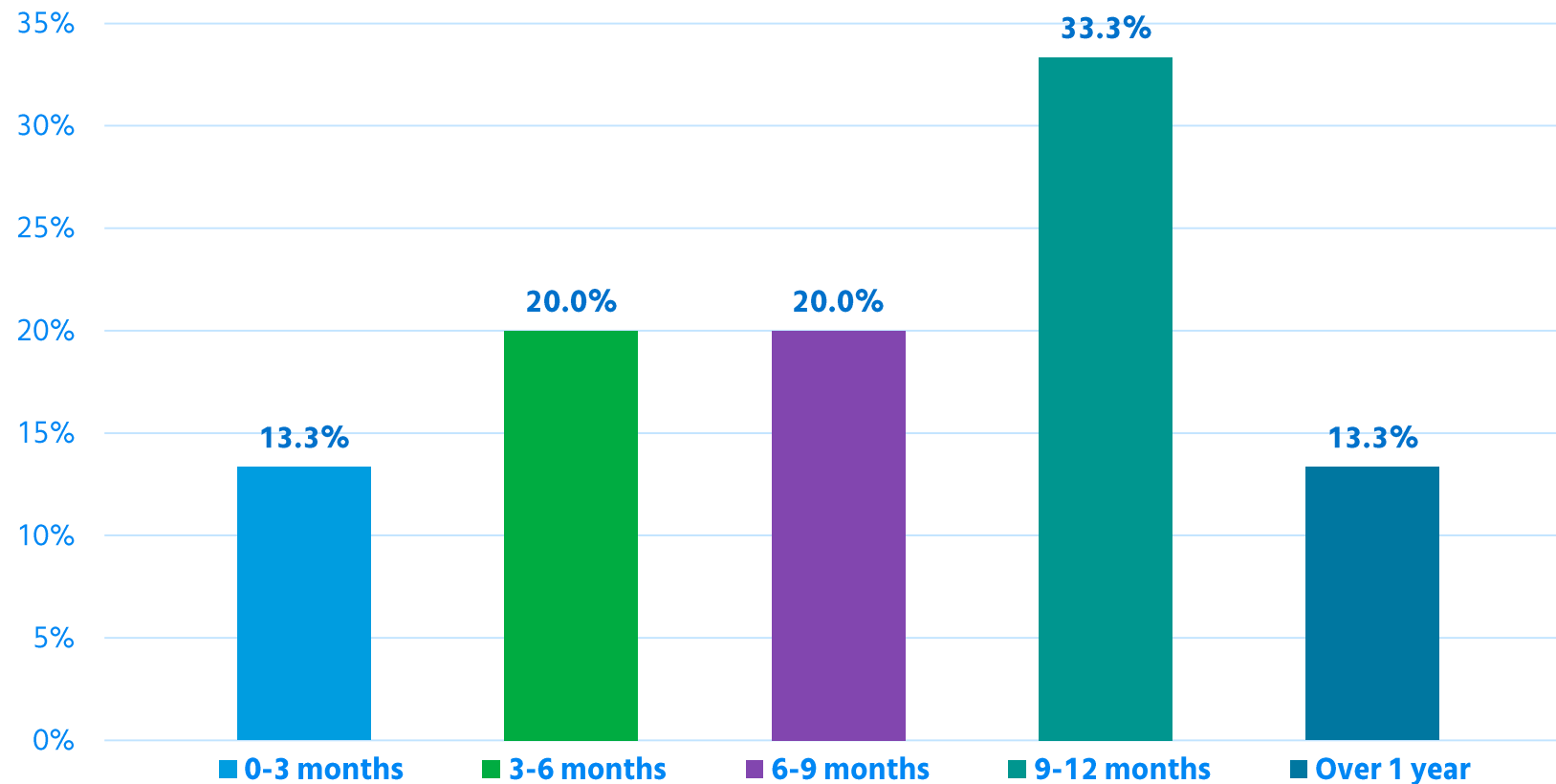
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What price or other assumptions were your 2020 company's budgets predicated on? (MEA)

Average Budgeted Brent Price = \$50.00

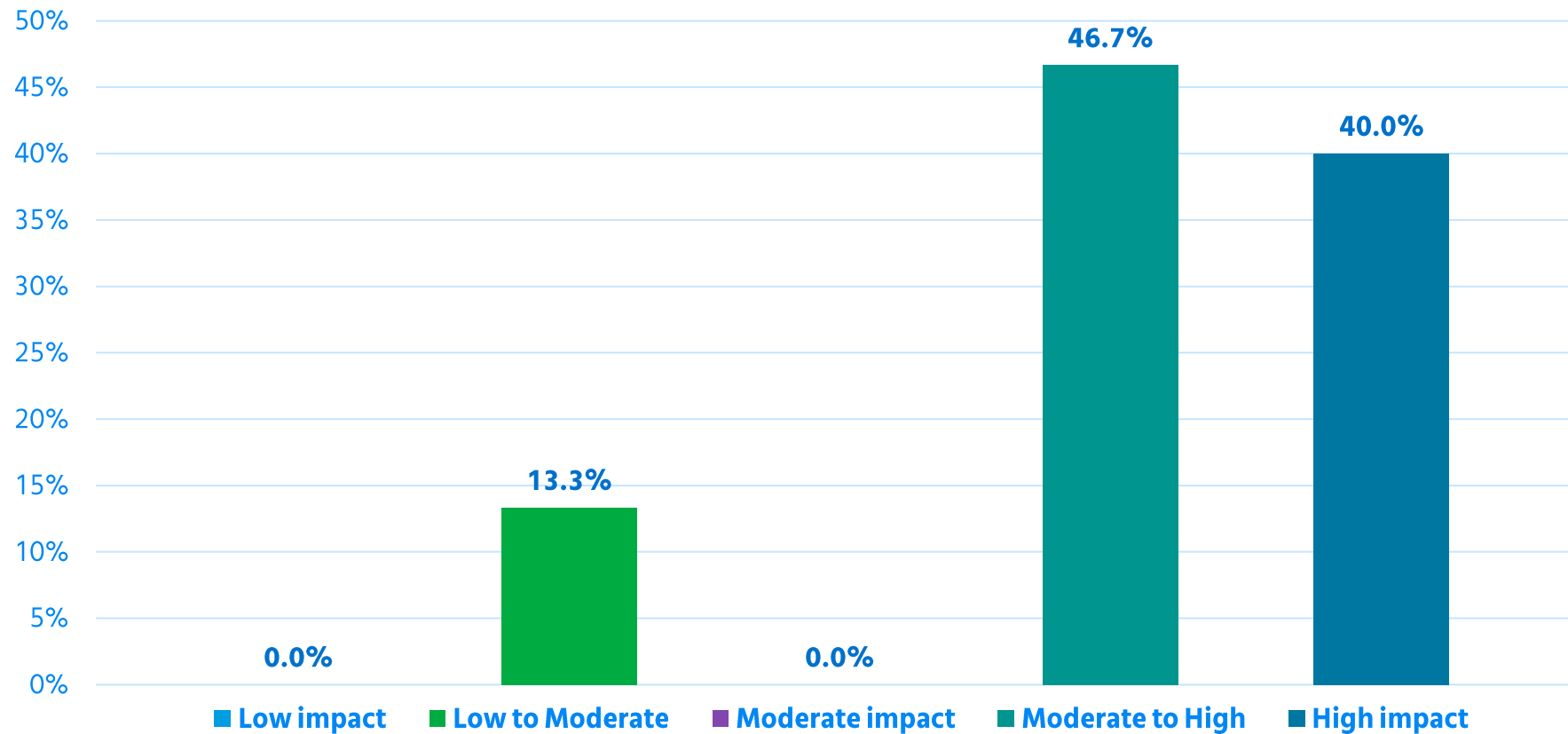
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What is your expectation as to how long commodity prices will remain lower than what was anticipated for 2020? (MEA)



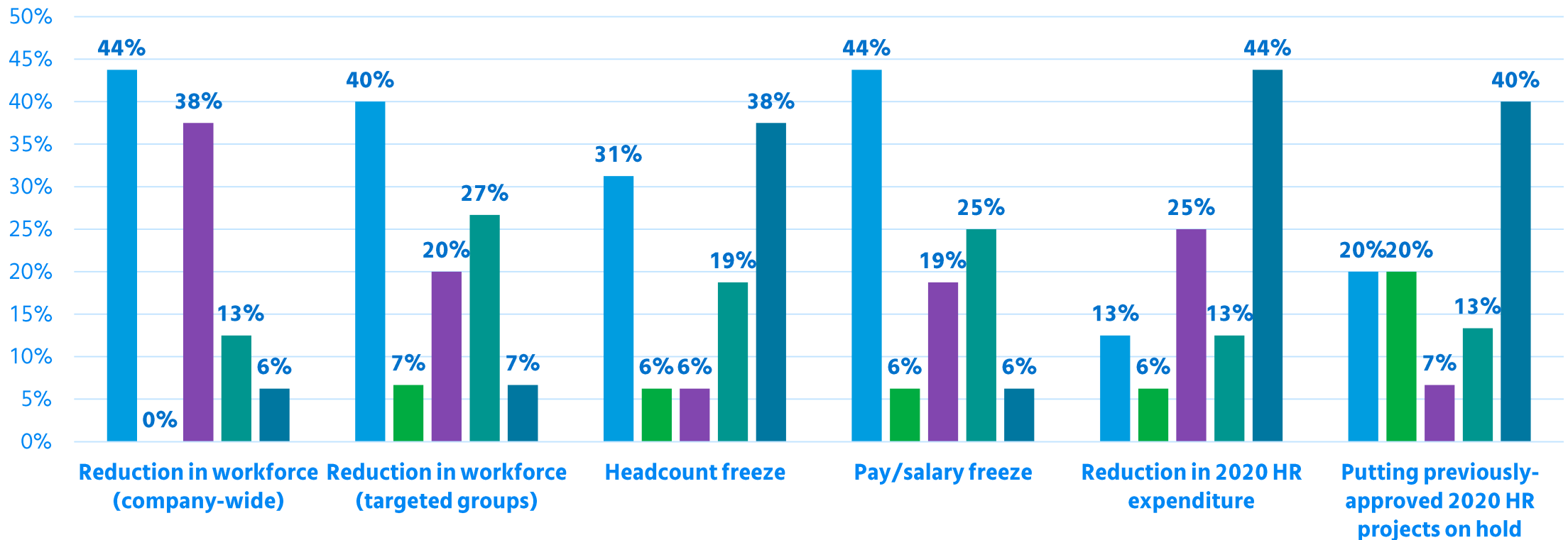
Mercer Energy Vertical COVID-19 & Oil Price Decline Poll 1 - Results

To what extent are you anticipating lower than expected oil prices will impact your company's financial performance for 2020? (MEA)



Mercer Energy Vertical COVID-19 & Oil Price Decline Poll 1 - Results

To what extent is your company currently considering the following measures? (MEA)

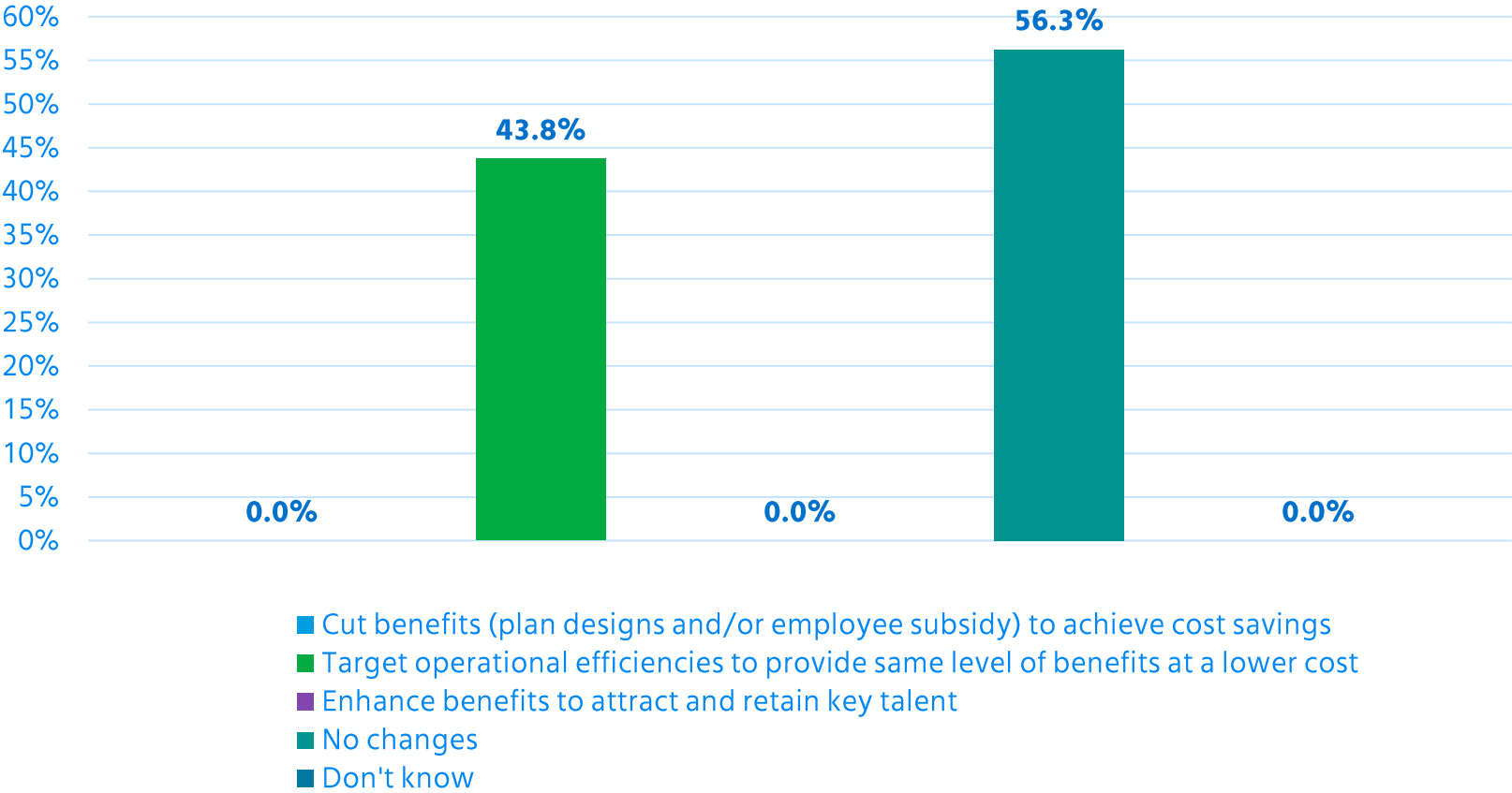


■ Not considering ■ Considering but unlikely to implement ■ Equally likely / unlikely ■ Considering and likely to implement ■ Planning or have already implemented



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With the recent decline in the price of oil, please indicate your company's top priority for Health & Welfare benefits (MEA):



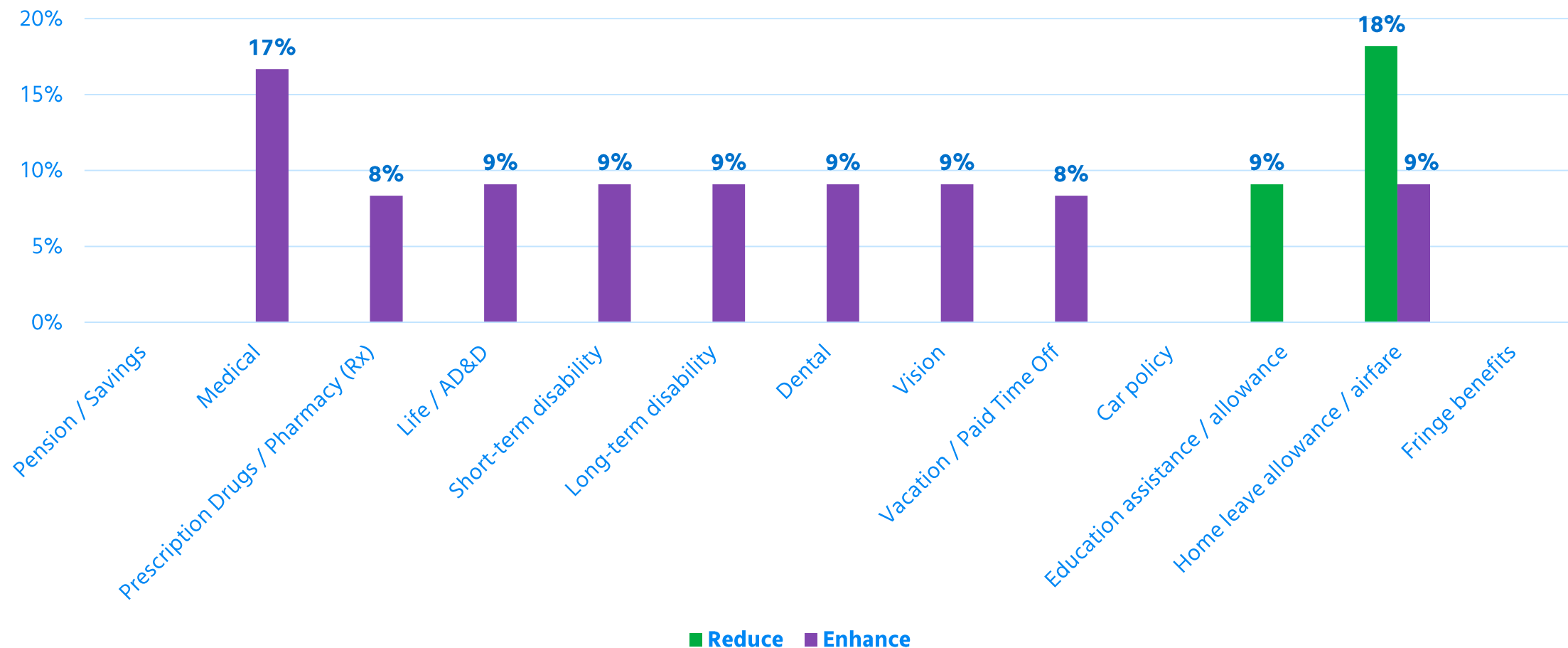
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What other measures are you considering? (Global)

- Temporary salary reductions for some or all employees
- Hiring freeze already implemented
- Reducing work schedules for non-exempt to cut back on overtime, lay off contractors
- Salary cuts, bonus target reductions, director pay-cuts
- Reducing LTI eligibility
- Temporary layoffs
- Reduction or elimination of annual STI
- Corporate cost reduction programs to manage low oil price
- Consolidation of programs as much as possible

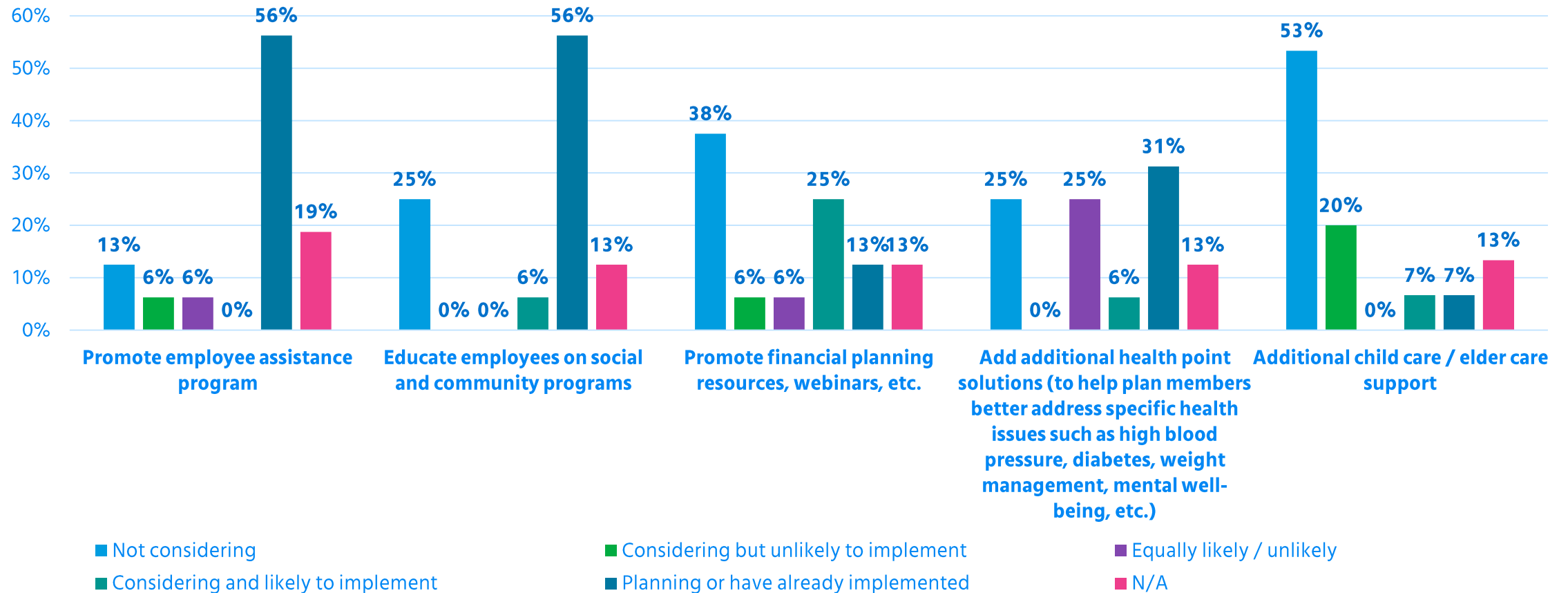
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If considering changes to your benefits program, which benefits are you targeting? (MEA)



Mercer Energy Vertical COVID-19 & Oil Price Decline Poll 1 - Results

Are you taking or considering any of the following steps to address stress and other behavioral health issues due to lower oil prices and/or fear of COVID-19? (MEA)



Mercer Energy Vertical Experience and Knowledge

1,500+

Energy clients partnered with around the world

110

Energy surveys delivering sector-specific data needs

24

Energy centres of excellence fulfilling client needs locally, regionally & globally

6,000+

Energy projects performed annually across Health, Wealth & Career

600+

Consultants working in energy from our diverse pool of over 21,000 colleagues

74

Years as a firm, proudly serving energy companies across the globe

Mercer gathers and delivers energy insights via a range of peer-to-peer industry networks including:

North America Energy Forum ♦ European Energy HR Strategy Network ♦ Africa Energy Forum
Asia Pac Energy Forum ♦ Middle East Energy Forum ♦ European Renewables Network

For further information on Mercer's energy expertise and experience and how we can partner with your organization to manage and mitigate your people risks, please visit: <https://www.mercer.com/our-thinking/career/energy-industry-practice.html>

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