

SAUDI ARABIAN OIL COMPANY (Saudi Aramco)
GENERAL INSTRUCTION MANUAL

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04/01/2011

SUBJECT

PROCEDURE FOR HANDLING SAUDI ARAB AND
FOREIGN CONTRACT EMPLOYEES' RETIREMENT AND
POST-RETIREMENT DEATH BENEFITS

APPROVAL

SAD

PAGE NO.

1 of 9

Content:

This General Instruction outlines the procedures for handling retirement and post-retirement death benefits of Saudi Arab and eligible Foreign Contract Employees and the benefits provided under the respective Supplemental Retirement Income Plans. The text includes:

1. Objective
2. Eligibility
3. Retirement Benefits
4. Post-Retirement Death Benefits
5. Retirement Processing
6. Buyout of Annuity
7. Control of Annuity Payment
8. Post-Retirement Medical Coverage
9. Post-Retirement Saudi Riyal Thrift Plan Participation
10. Processing of Post-Retirement Death Benefits
11. Annuitant's ID & Vehicle Stickers
12. Other Information

1.0 Objective:

The objective of the Supplemental Retirement Income Plan (SRIP) is to provide Saudi Arab and eligible Foreign Contract employees, after a full career with the Company, a level of retirement income from all sources, which is equivalent to 2% of their last 24 months average wages, including 13th month pay and Annual Ramadan Payment for Saudi Arab employees only, for each year of continuous service. (The sources of income for this purpose are GOSI annuity for Saudi Arabs, Annuity Value of Severance for Foreign Contract employees, and Supplemental Retirement Income Plan annuity.)

2.0 Eligibility:

- 2.1 Employees become eligible for early retirement benefits upon reaching age 50 years Gregorian, if they have at least fifteen (15) years of continuous service, or normal retirement benefit at age 60 years Gregorian, regardless of the length of service.
- 2.2 In case of a break in service, the actual benefits are calculated on the basis of the new service after the break(s), if any.

3.0 Retirement Benefits:

3.1 Saudi Arab Employees:

- 3.1.1. Employees who retire at **normal retirement** age will receive a supplemental monthly annuity, which when added to the primary Social Insurance old age annuity attributable to the Company's service, will be equal to **2% of their final average monthly pay** times total continuous Gregorian years of service. (Partial year of service is prorated.)
- 3.1.2. The **final average monthly pay** is determined by multiplying the average of the highest twenty-four months base salary during the last 120 months of continuous service by 1.16667 to include the monthly equivalent of the 13th month pay and Annual Ramadan Payment, and to add the applicable Incentive Compensation Payment (ICP) portion pertaining to the same period, if any.

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