

# 2022 ANNUAL REPORT



TRUE.  
BLUE.  
TRANSITION.

# 3 GOVERNANCE

## 3.8 OPERATIONAL GOVERNANCE

Operational Governance of the Company is managed through:

- GEMS, as introduced in section 3.8.1.
- GTS, as introduced in section 3.8.2.

A detailed certification and classification table is provided in section 5.5, mapping compliance of SBM Offshore entities and sites with international certification standards and codes.

Note: for complementary details on SBM Offshore’s approach to Operational Excellence, refer also to section 2.1.4.

### 3.8.1 GLOBAL ENTERPRISE MANAGEMENT SYSTEM (GEMS)

The Management System is one of the key enablers for the Company to perform its business activities in a consistent,

reliable and sustainable manner, meeting client expectations, adapting to new challenges and continuously improving ways of working.

The Management System of SBM Offshore is called the Global Enterprise Management System (GEMS) and is based on several international standards and other good practices. GEMS is the core of a broader ecosystem, including software solutions (e.g. LUCY, SBM Offshore’s Human Capital Management System) and other elements such as SharePoint microsites and Group Technical Standards (GTS) as introduced in section 3.8.2. The Group’s Vision, Values (section 1.3.1) and Policies are embedded in GEMS to support the correct governance of SBM Offshore’s organization and business activities. These form the foundation processes that are consistently applied throughout all offices and fleet operations (in-country offices and vessels).

