

2022  
ANNUAL  
REPORT



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TRANSITION.

## 4 FINANCIAL INFORMATION 2022

The increase during 2022 in 'Other costs' is mainly driven by the overall ramp-up of activities impact on consultancy and contractor fees, currency exchange differences and by uncertain tax position other than corporate income tax which were released during 2021.

### 4.3.6 EMPLOYEE BENEFIT EXPENSES

Information with respect to employee benefits expenses are detailed as follows:

	<i>Note</i>	<b>2022</b>	<b>2021</b>
Wages and salaries		(370)	(353)
Social security costs		(48)	(49)
Contributions to defined contribution plans		(33)	(35)
Contributions to defined benefit plans		1	(2)
Share-based payment cost		(24)	(27)
Contractors' costs		(178)	(139)
Other employee benefits		(88)	(64)
<b>Total employee benefits</b>	<b>4.35</b>	<b>(740)</b>	<b>(669)</b>

Wages and salaries increased due to FPSO *Liza Unity* joining the fleet and the increased activity due to the projects under construction. This was partially offset by FPSO *Capixaba* no longer contributing to the fleet.

Contractors costs include expenses related to contractor staff not on the Company's payroll. The increase in contractors' costs compared with previous year reflects the general ramp-up of Turnkey activities and the Company's strategy of aiming to maintain flexibility in its workforce management. Other employee benefits mainly include commuting, training, expatriate and other non-wage compensation costs.

### DEFINED CONTRIBUTION PLAN

The contributions to defined contribution plans includes Company participation in the Merchant Navy Officers Pension Fund (MNOFF). The MNOFF is a defined benefit multi-employer plan, which is closed to new members. The fund is managed by a corporate Trustee, MNOFF Trustees Limited, and provides defined benefits for nearly 22,440 (2021: 22,830) Merchant Navy Officers and their dependents out of which approximately 29 (2021: 29) are SBM Offshore former employees.

The Trustee apportions its funding deficit between Participating Employers, based on the portions of the Fund's liabilities, which were originally accrued by members in service with each employer. When the Trustee determines that contributions are unlikely to be recovered from a Participating Employer, it can re-apportion the deficit contributions to other Participating Employers.

Entities participating in the MNOFF are exposed to the actuarial risk associated with the current and former employees of other entities through exposure to their share of the deficit of those other entities' default. As there is only a notional allocation of assets and liabilities to any employer, the Company is accounting for the MNOFF in its financial statements as if it was a defined contribution scheme. There are no contributions to the plan agreed at present.

### DEFINED BENEFIT PLANS AND OTHER LONG-TERM BENEFITS

The employee benefits provisions recognized in accordance with accounting principles, relate to:

	<i>Note</i>	<b>2022</b>	<b>2021</b>
Pension plan		(3)	2
Lump sums on retirement		6	9
<b>Defined benefit plans</b>		<b>3</b>	<b>11</b>
Long-service awards		12	16
<b>Other long-term benefits</b>		<b>12</b>	<b>16</b>
<b>Employee benefits provisions</b>	<b>4.3.24</b>	<b>15</b>	<b>26</b>