

# 2022 ANNUAL REPORT



TRUE.  
BLUE.  
TRANSITION.

## 5 NON-FINANCIAL INFORMATION

### Direct Hires Equal Remuneration by organizational function

	Count Male	Count Female	Avg Compa Ratio Male	Avg Compa Ratio Female	Pay Gap
Business Support	65	167	101	101	1.00
Construction & Operations	1,273	124	107	104	0.97
Engineering	456	90	103	96	0.93
Executive Management & Legal	26	25	109	106	0.97
Finance, Tax and IT	237	158	101	101	1.00
Project Management	109	39	101	109	1.08
Quality, Health, Risk & Safety	85	48	109	102	0.94
Strategy & Development	145	59	102	100	0.98
Supply Chain	158	63	103	100	0.97

### 5.3.4 5-YEAR KEY SUSTAINABILITY FIGURES

	2022	2021	2020	2019	2018
<b>Health, Safety and Security</b>					
TRIFR (rate)	0.12	0.06	0.1	0.13	0.18
Serious injuries & Fatalities (number) <sup>1</sup>	2	n/a	n/a	n/a	n/a
Total consolidated exposure hours <sup>2</sup>	52.87	44.12	35.16	34.58	27.32
<b>Environment</b>					
Total GHG Emissions Offshore per production <sup>3</sup>	108.79	110.99	120.35	115.53	116.59
Flaring per production	9.71	9.73	13.86	12.77	12.66
Offshore energy consumption <sup>4</sup>	62,399,131	65,036,820	64,806,711	60,720,811	62,044,614
<b>Human Resources<sup>5</sup></b>					
Total Employees <sup>6</sup>	7,073	6,426	5,527	5,530	4,740
Total Direct Hires <sup>6</sup>	5,499	5,019	4,574	4,439	4,079
Total Contractors <sup>6</sup>	1,574	1,407	953	1,091	661
Contractors / Direct Hires Ratio <sup>6</sup>	22%	22%	17%	20%	14%
Total of Females in Direct Hire Workforce	19%	19%	20%	22%	19%
Part-time Workforce	2%	2%	3%	2%	3%
<b>Employee Rates<sup>5</sup></b>					
Turnover	12%	14%	13%	13%	10%
<b>Appraisals</b>					
Performance Appraisals Completed	99%	99%	97%	93%	96%

<sup>1</sup> Serious injuries and Fatalities prevention program launched in 2022. From 2018 to 2021, the historical data is limited to number of Fatalities. There was 1 work related fatality in 2018, 1 in 2019, and 0 in 2020 and 2021.

<sup>2</sup> in million hours

<sup>3</sup> tonnes of GHG emissions per thousand tonnes of hydrocarbon production

<sup>4</sup> GJ = gigajoule, energy from fuel gas and marine gas oil

<sup>5</sup> does not include construction yards except if specified otherwise

<sup>6</sup> including construction yards

## 5.4 GRI CONTENT INDEX

This annual report has been prepared in accordance with the latest GRI Standards, the revised 2021 Universal Standards. Considering the GRI Principles and the

opportunity to prioritize and emphasize the most material information to produce a concise, relevant and clear report. SBM Offshore welcomes any engagement on sustainability and contact details can be found in 5.1.3.

	Disclosure	Reference/direct answer	GRI sector standard
Statement of use	Statement of use	SBM Offshore has reported the information cited in this GRI content index for the period January 1 to December 31, 2022 in accordance with the GRI Standards 2021.	
GRI 1: GRI used	GRI used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)	GRI Sector Standard used	GRI 11: Oil and Gas sector 2021	
GRI 2: General Disclosures 2021			
1. The organization and its reporting practices			
2-1	Organizational details	SBM Offshore N.V, 1.2.1, 5.5, 5.6, 6.2	
2-2	Entities included in the organization's sustainability reporting	4.3.2, 5.1.5, 5.2	
2-3	Reporting period, frequency and contact point	Calendar year 2022, 6.2	
2-4	Restatements of information	5.1, 5.2	
2-5	External assurance	3.2.7, 5.6	
2. Activities and workers			
2-6	Activities, value chain and other business relationships	1.2.1, 2.1.4	
2-7	Employees	2.1.5, 5.2.4, 5.3.3	
2-8	Workers who are not employees	5.2.4, 5.3.3	
3. Governance			
2-9	Governance structure and composition	3.2, 3.3	
2-10	Nomination and selection of the highest governance body	3.2.2, 3.2.3, 3.3	
2-11	Chair of the highest governance body	3.3	
2-12	Role of the highest governance body in overseeing the management of impacts	3.2	
2-13	Delegation of responsibility for managing impacts	2.1.1, 2.1.2, 2.1.3, 2.1.4, 2.1.5, 2.1.6, 2.1.7, 2.1.8, 2.1.9, 2.1.10, 2.1.11, 3.2.1, 3.2.2	
2-14	Role of the highest governance body in sustainability reporting	3.3	
2-15	Conflicts of interest	3.2.9	
2-16	Communication of critical concerns	3.6	
2-17	Collective knowledge of the highest governance body	3.3	
2-18	Evaluation of the performance of the highest governance body	3.3	
2-19	Remuneration policies	3.3	
2-20	Process to determine remuneration	3.3	
2-21	Annual total compensation ratio	3.4	