

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 |
|--|------------|------------|------------|------------|------------|
| Health, Safety and Security | | | | | |
| TRIFR (rate) | 0.12 | 0.06 | 0.1 | 0.13 | 0.18 |
| Serious injuries & Fatalities (number) ¹ | 2 | n/a | n/a | n/a | n/a |
| Total consolidated exposure hours ² | 52.87 | 44.12 | 35.16 | 34.58 | 27.32 |
| Environment | | | | | |
| Total GHG Emissions Offshore per production ³ | 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 ⁴ | 62,399,131 | 65,036,820 | 64,806,711 | 60,720,811 | 62,044,614 |
| Human Resources⁵ | | | | | |
| Total Employees ⁶ | 7,073 | 6,426 | 5,527 | 5,530 | 4,740 |
| Total Direct Hires ⁶ | 5,499 | 5,019 | 4,574 | 4,439 | 4,079 |
| Total Contractors ⁶ | 1,574 | 1,407 | 953 | 1,091 | 661 |
| Contractors / Direct Hires Ratio ⁶ | 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% |
| Employee Rates⁵ | | | | | |
| Turnover | 12% | 14% | 13% | 13% | 10% |
| Appraisals | | | | | |
| Performance Appraisals Completed | 99% | 99% | 97% | 93% | 96% |

¹ 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.

² in million hours

³ tonnes of GHG emissions per thousand tonnes of hydrocarbon production

⁴ GJ = gigajoule, energy from fuel gas and marine gas oil

⁵ does not include construction yards except if specified otherwise

⁶ 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 | |