



OFFSHORE

ENERGY. COMMITTED.

ANNUAL REPORT 2021

Direct Hires Equal Remuneration by organizational function

	Count Male	Count Female	Avg Compa Ratio Male	Avg Compa Ratio Female	Pay Gap
Business Support	62	167	102	98	0.97
Construction & Operations	1,231	99	100	101	1.01
Engineering	462	92	103	96	0.93
Executive Management & Legal	35	35	111	104	0.94
Finance, Tax and IT	216	146	101	99	0.98
Project Management	108	38	103	105	1.02
Quality, Health, Risk & Safety	83	47	106	100	0.94
Strategy & Development	126	44	101	100	0.99
Supply Chain	147	55	101	100	0.99

5.3.4 5-YEAR KEY SUSTAINABILITY FIGURES

	2021	2020	2019	2018	2017
Health, Safety and Security					
TRIFR (rate)	0.06	0.1	0.13	0.18	0.19
High consequence Injury rate	0	0	0	0	0
Fatalities work related (number)	0	0	1	1	0
Total consolidated exposure hours ¹	44.12	35.16	34.58	27.32	13.38
Environment					
Total GHG Emissions Offshore per production ²	110.99	120.35	115.53	116.59	118.18
Flaring per production	9.73	13.86	12.77	12.66	13.74
Offshore energy consumption ³	65,036,820	64,806,711	60,720,811	62,044,614	67,089,628
Human Resources⁴					
Total Employees ⁵	6,426	5,527	5,530	4,740	4,810
Total Direct Hires ⁵	5,019	4,574	4,439	4,079	4,126
Total Contractors ⁵	1,407	953	1,091	661	684
Contractors / Direct Hires Ratio ⁵	22%	17%	20%	14%	14%
Total of Females in Direct Hire Workforce	19%	20%	22%	19%	18%
Part-time Workforce	2%	3%	2%	3%	4%
Employee Rates⁴					
Turnover	14%	13%	13%	10%	10%
Appraisals					
Performance Appraisals Completed	99%	97%	93%	96%	94%

1 in million hours

2 tonnes of GHG emissions per thousand tonnes of hydrocarbon production

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

4 does not include construction yards except if specified otherwise

5 including construction yards

5 NON-FINANCIAL INFORMATION

5.4 GRI CONTENT INDEX

Disclosures and information linked to our Material Topics from version 2016 of the GRI standards.

This report has been prepared in accordance with the Global Reporting Initiative standards: Core option. General

Standard	Disclosure	Reference /direct answer
1. Organizational profile		
102-1	Name of the organization	SBM Offshore N.V
102-2	Activities, brands, products, and services	1.2
102-3	Location of the organization's headquarters	6.2
102-4	Location of operations	1.2
102-5	Ownership and legal form	3.2
102-6	Markets served	1.2
102-7	Scale of the organization	1.2, 2.1.4, 2.1.5
102-8	Information on employees and other workers	2.1.5, 4.3.6, 5.2.4, 5.3.3
102-9	Supply chain	2.1.4
102-10	Significant changes to the organization and its supply chain	No significant changes
102-11	Precautionary Principle or approach	Sustainability Policy and Policy on HSSE, Human Rights and Process Safety
102-12	External initiatives	2.2
102-13	Memberships of associations	2.1.1, 2.1.3
2. Strategy		
102-14	Statement from senior decision-maker	1.1.1
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	1.3.1, 2.1.1, 3.6.2
4. Governance		
102-18	Governance structure 6	3.2
5. Stakeholder Engagement		
102-40	List of stakeholder groups	1.2
102-41	Collective bargaining agreements	5.2.4, 5.3.3
102-42	Identifying and selecting stakeholders	1.2, 5.1.2
102-43	Approach to stakeholder engagement	1.2, 5.2
102-44	Key topics and concerns raised	1.2.2, 2.1
6. Reporting practise		
102-45	Entities included in the consolidated financial statements	4.3.29
102-46	Defining report content and topic Boundaries	5.2
102-47	List of material topics	1.2, 5.1
102-48	Restatements of information	n/a
102-49	Changes in reporting	5.2
102-50	Reporting period	calendar year 2021
102-51	Date of most recent report	February 11, 2021
102-52	Reporting cycle	annual
102-53	Contact point for questions regarding the report	6.2
102-54	Claims of reporting in accordance with the GRI Standards	2.2, 5.1.1
102-55	GRI content index	5.4
102-56	External assurance	5.6