



**OFFSHORE**

ENERGY. COMMITTED.

# ANNUAL REPORT 2021

# 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
<b>1. Organizational profile</b>		
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
<b>2. Strategy</b>		
102-14	Statement from senior decision-maker	1.1.1
<b>3. Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	1.3.1, 2.1.1, 3.6.2
<b>4. Governance</b>		
102-18	Governance structure 6	3.2
<b>5. Stakeholder Engagement</b>		
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
<b>6. Reporting practise</b>		
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

## MATERIAL TOPICS

Reporting standard	Disclosure	Reference/omission
<b>1. Material topic: <i>Energy Transition</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.10, 5.1.4, 5.1.5
GRI 103: Management approach	103-2 The management approach and its components	2.1.10, 5.1.4, 5.1.5
	103-3 Evaluation of the management approach	2.1.10, 5.1.4
	Own Indicator/EU Taxonomy OPEX KPI	% of R&D investments in non-carbon technologies
<b>2. Material topic: <i>Ethics &amp; Compliance</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.1, 3.6.2
GRI 103: Management approach	103-2 The management approach and its components	2.1.1, 3.6.2
	103-3 Evaluation of the management approach	2.1.1, 3.6.2
	Own Indicator	Training on corruption policies and procedures
GRI 205-3: Anti- corruption	Confirmed incidents of corruption and actions taken	2.1.1
GRI 419-1: Socioeconomic Compliance	Non-compliance with laws and regulations in the social and economic area	1.1.3, 2.1.1, 2.1.4, 4.3.25, 5.2.5
<b>3. Material topic: <i>Employee Health, Safety and Security (incl. content re. Human Rights)</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.2, 5.2.1
GRI 103: Management approach	103-2 The management approach and its components	2.1.2, 5.2.1
	103-3 Evaluation of the management approach	2.1.2
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	Risk identification and incident management
GRI 403-9: Occupational Health and Safety	Work-related Injuries	2.1.2, 5.2.1
Own Indicator	Number of process safety events by business activity	2.1.2
<b>4. Material topic: <i>Human Rights</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.3
GRI 103: Management approach	103-2 The management approach and its components	2.1.3
	103-3 Evaluation of the management approach	2.1.3
	GRI 412-3: Human Rights Assessment	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening
<b>5. Material topic: <i>Economic Performance</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.6
GRI 103: Management approach	103-2 The management approach and its components	2.1.6
	103-3 Evaluation of the management approach	2.1.6
	GRI 201-1: Economic Performance	Direct economic value generated or distributed (Cash Flow/EBITDA %)
<b>6. Operational Excellence &amp; Quality</b>		
	103-1 Explanation of the material topic and its Boundary	2.1.4
GRI 103: Management approach	103-2 The management approach and its components	2.1.4
	103-3 Evaluation of the management approach	2.1.4
	Own Indicator	Certification and classification performance on; ISO 9001, ISO 14001, OHSAS 18001 & ISM

## 5 NON-FINANCIAL INFORMATION

Reporting standard	Disclosure	Reference/omission
<b>7. Material topic: <i>Market Positioning</i> (incl. content re partnerships &amp; retaining/developing employees)</b>		
	103-1 Explanation of the material topic and its Boundary	2.1.11
GRI 103: Management approach	103-2 The management approach and its components	2.1.11
	103-3 Evaluation of the management approach	2.1.11
Own Indicator	Sustainability Benchmarking	2.1.11
Own Indicator	# of Projects Under Development (construction)	2.1.11
<b>8. Material topic: <i>Emissions</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.7, 5.2.2
GRI 103: Management approach	103-2 The management approach and its components	2.1.7
	103-3 Evaluation of the management approach	2.1.7
GRI 305-1: Emissions	Direct greenhouse gas (GHG) emissions (Scope 1)	2.1.7, 5.2.2
GRI 305-2: Emissions	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	2.1.7, 5.2.2
GRI 305-3: Emissions	Other indirect GHG emissions (Scope 3)	5.2.2, 5.3.2
GRI 305-7: Emissions	and other significant air emissions	2.1.7, 5.2.2, 5.3.2, Omission a. iii, v, vi, vii. (Scope 3 information not available)
Own Indicator	Volume of flared and vented hydrocarbon	2.1.7, 5.2.2, 5.3.2
<b>9. Material topics: <i>Innovation</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.9
GRI 103: Management approach	103-2 The management approach and its components	2.1.9
	103-3 Evaluation of the management approach	2.1.9
Own Indicator	TRL Progress (Market Readiness – TRL 4)	2.1.9
<b>10. Material topics: <i>Digitalization</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.8
GRI 103: Management approach	103-2 The management approach and its components	2.1.8
	103-3 Evaluation of the management approach	2.1.8
Own Indicator	# of signals captured & percentage increase y-o-y	2.1.8
<b>11. Material topics: <i>Retaining &amp; Developing Employees</i></b>		
	103-1 Explanation of the material topic and its Boundary	2.1.5
GRI 103: Management approach	103-2 The management approach and its components	2.1.5
	103-3 Evaluation of the management approach	2.1.5
GRI 404-3: Training and Education	Percentage of employees receiving regular performance and career development reviews	2.1.5, 5.3.3
GRI 401-1	Employee Turnover rate	5.3.3, 5.3.4
GRI 405-1	Gender Pay Gap	2.1.5, 3.1, 3.2.9, 5.3.3

## 5.5 CERTIFICATION AND CLASSIFICATION TABLES

Complementing sections 2.1.4 and 3.8, the below tables map the compliance and certification of SBM Offshore entities and (onshore and offshore) sites with the following international certification standards and codes:

- ISO 9001: Quality Management System

- ISO 14001: Environmental Management System
- OHSAS 18001: Occupational Health & Safety Management System
- Class: Vessel Classification
- ISM: International Safety Management
- ISPS: International Ship & Port Facility Security Code
- GEMS: SBM Offshore's Group Enterprise Management System

OFFICES & WORKSITES	ISO 9001	ISO 14001	OHSAS 18001/ISO 45001	ISM
<b>Corporate Offices</b>				
Amsterdam (Netherlands)	Certified			
Monaco	Certified			
<b>Offices</b>				
Rio de Janeiro (Brazil)	Certified			
Monaco	Certified			
Schiedam (Netherlands)	Certified			
Kuala Lumpur (Malaysia)	Certified			
Shanghai (China)	Certified			
<b>Imodco</b>				
Monaco	Certified			
<b>SBM Navvata Joint Venture</b>				
Bengaluru (India)	Certified			
<b>Construction Sites</b>				
PAENAL (Angola)	Certified		Certified	
<b>Operations Offices</b>				
Monaco (Management Office)	Certified	Compliant	Compliant	Certified
Angola		Compliant	Compliant	Certified
Brazil		Compliant	Compliant	Certified
Equatorial Guinea		Compliant	Compliant	Certified
Guyana		Ongoing	Ongoing	Certified
Malaysia		Certified	Compliant	Certified

Certified: certified by accredited 3<sup>rd</sup> Party  
 Compliant: verified as compliant by independent, qualified 3<sup>rd</sup> Party  
 Classed: certified by classification society