



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 |
|----------------------------------|--|---|
| 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 |

MATERIAL TOPICS

| Reporting standard | Disclosure | Reference/omission |
|--|---|--|
| 1. Material topic: <i>Energy Transition</i> | | |
| | 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 |
| 2. Material topic: <i>Ethics & Compliance</i> | | |
| | 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 |
| 3. Material topic: <i>Employee Health, Safety and Security (incl. content re. Human Rights)</i> | | |
| | 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 |
| 4. Material topic: <i>Human Rights</i> | | |
| | 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 |
| 5. Material topic: <i>Economic Performance</i> | | |
| | 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 %) |
| 6. Operational Excellence & Quality | | |
| | 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 |
|--|--|--|
| 7. Material topic: <i>Market Positioning</i> (incl. content re partnerships & retaining/developing employees) | | |
| | 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 |
| 8. Material topic: <i>Emissions</i> | | |
| | 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 |
| 9. Material topics: <i>Innovation</i> | | |
| | 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 |
| 10. Material topics: <i>Digitalization</i> | | |
| | 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 |
| 11. Material topics: <i>Retaining & Developing Employees</i> | | |
| | 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 |
|----------------------------------|-----------|-----------|-----------------------|-----------|
| Corporate Offices | | | | |
| Amsterdam (Netherlands) | Certified | | | |
| Monaco | Certified | | | |
| Offices | | | | |
| Rio de Janeiro (Brazil) | Certified | | | |
| Monaco | Certified | | | |
| Schiedam (Netherlands) | Certified | | | |
| Kuala Lumpur (Malaysia) | Certified | | | |
| Shanghai (China) | Certified | | | |
| Imodco | | | | |
| Monaco | Certified | | | |
| SBM Navvata Joint Venture | | | | |
| Bengaluru (India) | Certified | | | |
| Construction Sites | | | | |
| PAENAL (Angola) | Certified | | Certified | |
| Operations Offices | | | | |
| 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 3rd Party
 Compliant: verified as compliant by independent, qualified 3rd Party
 Classed: certified by classification society