



**OFFSHORE**

ENERGY. COMMITTED.

ANNUAL REPORT 2020

## 4.11 GRI CONTENT INDEX

This report has been prepared in accordance with the Global Reporting Initiative standards: Core option (General Disclosures and information linked to our Material Topics from version 2016 of the GRI standards).

| 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                  | 5.2                      |
| 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, 2.2                 |
| 102-8                            | Information on employees and other workers                   | 2.1.4, 4.10              |
| 102-9                            | Supply chain   | 2.1.3                    |
| 102-10                           | Significant changes to the organization and its supply chain | No significant changes   |
| 102-11                           | Precautionary Principle or approach                          | Sustainability policy    |
| 102-12                           | External initiatives   | 2.2                      |
| 102-13                           | Memberships of associations                                  | 2.1.2.1                  |
| <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, 3.6.2, 3.8.2      |
| <b>4. Governance</b>             |  |                          |
| 102-18                           | Governance structure   | 3.2                      |
| <b>5. Stakeholder Engagement</b> |  |                          |
| 102-40                           | List of stakeholder groups                                   | 1.2                      |
| 102-41                           | Collective bargaining agreements                             | 4.9.4, 4.10.3            |
| 102-42                           | Identifying and selecting stakeholders                       | 1.2, 4.8                 |
| 102-43                           | Approach to stakeholder engagement                           | 1.2, 4.8                 |
| 102-44                           | Key topics and concerns raised                               | 1.2                      |
| <b>6. Reporting practise</b>     |  |                          |
| 102-45                           | Entities included in the consolidated financial statements   | 4.3.30                   |
| 102-46                           | Defining report content and topic Boundaries                 | 4.9                      |
| 102-47                           | List of material topics                                      | 1.2, 4.8                 |
| 102-48                           | Restatements of information                                  | n/a                      |
| 102-49                           | Changes in reporting   | 4.9                      |
| 102-50                           | Reporting period   | calendar year 2020       |
| 102-51                           | Date of most recent report                                   | February 11, 2021        |
| 102-52                           | Reporting cycle  | annual                   |
| 102-53                           | Contact point for questions regarding the report             | 5.2                      |
| 102-54                           | Claims of reporting in accordance with the GRI Standards     | 2.2 , 4.8.1              |
| 102-55                           | GRI content index  | 4.11                     |
| 102-56                           | External assurance   | 4.13                     |

## 4 CORPORATE STATEMENTS 2020

### MATERIAL TOPICS

| Reporting standard   | Disclosure   | Reference/omission |
|--|--|--------------------|
| <b>1. Material topic: <i>Energy Transition</i></b>   |  |                    |
| GRI 103: Management approach   | 103-1 Explanation of the material topic and its Boundary   | 2.1.9, 4.8.4       |
|  | 103-2 The management approach and its components   | 2.1.9, 4.8.4       |
|  | 103-3 Evaluation of the management approach  | 2.1.9, 4.8.4       |
| Own Indicator  | % of R&D investments in non-carbon technologies  | 2.1.9              |
| <b>2. Material topic: <i>Ethics &amp; Compliance</i></b>   |  |                    |
| GRI 103: Management approach   | 103-1 Explanation of the material topic and its Boundary   | 2.1.1, 3.6.2       |
|  | 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   | 2.1.1              |
| 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   | 2.1.1              |
| <b>3. Material topic: <i>Employee Health, Safety and Security (incl. content re. Human Rights)</i></b>                   |  |                    |
| GRI 103: Management approach (for HSSE & Human Rights)   | 103-1 Explanation of the material topic and its Boundary   | 2.1.2              |
|  | 103-2 The management approach and its components   | 2.1.2              |
|  | 103-3 Evaluation of the management approach  | 2.1.2              |
| GRI 403-9 Occupational Health and Safety   | Work-related Injuries  | 2.1.2              |
| Own Indicator  | Number of process safety events by business activity   | 2.1.2              |
| GRI 412-3 Human Rights Assessment  | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 2.1.2              |
| <b>4. Material topic: <i>Economic Performance</i></b>  |  |                    |
| GRI 103: Management approach   | 103-1 Explanation of the material topic and its Boundary   | 2.1.5              |
|  | 103-2 The management approach and its components   | 2.1.5              |
|  | 103-3 Evaluation of the management approach  | 2.1.5              |
| GRI 201-1: Economic Performance  | Direct economic value generated or distributed (Cash Flow/ EBITDA %)   | 2.1.5              |
| <b>5. Operational Excellence &amp; Quality</b>   |  |                    |
| GRI 103: Management approach   | 103-1 Explanation of the material topic and its Boundary   | 2.1.3              |
|  | 103-2 The management approach and its components   | 2.1.3              |
|  | 103-3 Evaluation of the management approach  | 2.1.3              |
| Own Indicator  | Certification and classification performance on; ISO 9001, ISO 14001, OHSAS 18001 & ISM                                    | 2.1.3, 4.12        |
| <b>6. Material topic: <i>Market Positioning (incl. content re partnerships &amp; retaining/developing employees)</i></b> |  |                    |
| GRI 103: Management approach   | 103-1 Explanation of the material topic and its Boundary   | 2.1.10             |
|  | 103-2 The management approach and its components   | 2.1.10             |
|  | 103-3 Evaluation of the management approach  | 2.1.10             |
| Own Indicator  | Sustainability Benchmarking  | 2.1.10             |
| 102-7 or Own Indicator   | # of Projects Under Development (construction)   | 2.1.10             |

| Reporting standard   | Disclosure   | Reference/omission |
|--|--|--------------------|
| <b>7. Material topic: Emissions</b>                              |  |                    |
| GRI 103: Management approach                                     | 103-1 Explanation of the material topic and its Boundary                             | 2.1.6              |
|  | 103-2 The management approach and its components                                     | 2.1.6              |
|  | 103-3 Evaluation of the management approach  | 2.1.6              |
| GRI 305-1 Emissions  | Direct greenhouse gas (GHG) emissions (Scope 1)                                      | 2.1.6, 4.9.2       |
| GRI 305-2 Emissions  | Energy indirect greenhouse gas (GHG) emissions (Scope 2)                             | 2.1.6, 4.9.2       |
| GRI 305-7 Emissions  | and other significant air emissions  | 2.1.6, 4.9.2       |
| Own Indicator  | Volume of flared and vented hydrocarbon  | 2.1.6, 4.9.2       |
| <b>8. Material topics: Innovation</b>                            |  |                    |
| GRI 103: Management approach                                     | 103-1 Explanation of the material topic and its Boundary                             | 2.1.8              |
|  | 103-2 The management approach and its components                                     | 2.1.8              |
|  | 103-3 Evaluation of the management approach  | 2.1.8              |
| Own Indicator  | TRL Progress (Market Readiness – TRL 4)  | 2.1.8              |
| <b>9. Material topics: Digitalization</b>                        |  |                    |
| GRI 103: Management approach                                     | 103-1 Explanation of the material topic and its Boundary                             | 2.1.7              |
|  | 103-2 The management approach and its components                                     | 2.1.7              |
|  | 103-3 Evaluation of the management approach  | 2.1.7              |
| Own Indicator  | # of signals captured & percentage increase y-o-y                                    | 2.1.7              |
| <b>10. Material topics: Retaining &amp; Developing Employees</b> |  |                    |
| GRI 103: Management approach                                     | 103-1 Explanation of the material topic and its Boundary                             | 2.1.4              |
|  | 103-2 The management approach and its components                                     | 2.1.4              |
|  | 103-3 Evaluation of the management approach  | 2.1.4              |
| GRI 404-3 Training and Education                                 | Percentage of employees receiving regular performance and career development reviews | 2.1.4              |
| Own Indicator  | Employee Turnover rate   | 4.10.3             |