



2023 ANNUAL REPORT



5 ESG INFORMATION

5.3.4 5-YEAR KEY ESG FIGURES

Five Year Key Sustainability Figures

	2023	2022	2021	2020	2019
Health, Safety and Security					
TRIFR (rate)	0.08	0.12	0.06	0.1	0.13
Serious injuries & Fatalities (number) ¹	0	2.00	n/a	n/a	n/a
Total consolidated exposure hours ²	66,645,896	52.87	44.12	35.16	34.58
Environment					
Total GHG Emissions Offshore per production ³	98.95	108.79	110.99	120.35	115.53
Flaring per production	9.00	9.71	9.73	13.86	12.77
Offshore energy processed ⁴	64,291,224	62,399,131	65,036,820	64,806,711	60,720,811
Human Resources⁵					
Total Employees ⁶	7,416	7,073	6,426	5,527	5,530
Total Direct Hires ⁶	5,935	5,499	5,019	4,574	4,439
Total Contractors ⁶	1,481	1,574	1,407	953	1,091
Contractors / Direct Hires Ratio ⁶	25%	22%	22%	17%	20%
Total of Females in Direct Hire Workforce	20%	19%	19%	20%	22%
Part-time Workforce	2%	2%	2%	3%	2%
Employee Rates⁵					
Turnover	13%	12%	14%	13%	13%
Appraisals					
Performance Appraisals Completed	99%	99%	99%	97%	93%

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 2019, and 0 in 2020 and 2021. In November 2023 a fatality happened on FPSO KIKEH. Until the disclosure of this annual report, the incident was still under investigation to define the work or non-work relatedness. As such, the results presented in this report do not include this event.

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 and Oil and Gas Sector 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. The GRI content index includes additional references to the ESRS as a first step in mapping the information to be included next year. The assurance process was provided only based on GRI Standards.

	Disclosure	Reference/direct answer	ESRS reference
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, 2023 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, 3.1.1, 5.5, 6.2	
2-2	Entities included in the organization's sustainability reporting	4.3.2, 5.1, 5.2	ESRS 1 5.1; ESRS 2 BP-1
2-3	Reporting period, frequency and contact point	Calendar year 2023, 6.2	ESRS 1 6.1
2-4	Restatements of information	5.2.2	ESRS 2 BP-2
2-5	External assurance	3.1.7, 5.6	
2. Activities and workers			
2-6	Activities, value chain and other business relationships	1.2.1, 2.1.4	ESRS 2 SBM-1
2-7	Employees	2.1.5, 5.2.4, 5.3.3	ESRS 2 SBM-1; ESRS S1-6
2-8	Workers who are not employees	2.1.5, 5.2.4, 5.3.3	ESRS S1-7
3. Governance			
2-9	Governance structure and composition	3.1, 3.2	ESRS 2 GOV-1; ESRS G1
2-10	Nomination and selection of the highest governance body	3.1, 3.2	
2-11	Chair of the highest governance body	3.1, 3.2	
2-12	Role of the highest governance body in overseeing the management of impacts	3.1, 3.2	ESRS 2 GOV-1, GOV-2, SBM-2; ESRS G1
2-13	Delegation of responsibility for managing impacts	2.1, 3.1, 3.2	ESRS 2 GOV-1, GOV-2; ESRS G1-3
2-14	Role of the highest governance body in sustainability reporting	1.2.2, 3.1, 3.2, 5.1.2	ESRS 2 GOV-5, IRO-1
2-15	Conflicts of interest	3.1.9	
2-16	Communication of critical concerns	3.1, 3.2, 3.6	ESRS 2 GOV-2; ESRS G1-1, G1-3
2-17	Collective knowledge of the highest governance body	3.1, 3.2	ESRS 2 GOV-1
2-18	Evaluation of the performance of the highest governance body	3.1, 3.2, 3.3	
2-19	Remuneration policies	3.3	ESRS 2 GOV-3; ESRS E1
2-20	Process to determine remuneration	3.1, 3.2, 3.3	ESRS 2 GOV-3
2-21	Annual total compensation ratio	3.3	ESRS S1-16