



**OFFSHORE**

ENERGY. COMMITTED.

# ANNUAL REPORT 2018

## 5 NON-FINANCIAL DATA

### 5.3.4 5-YEAR KEY SUSTAINABILITY FIGURES

|  | 2018       | 2017       | 2016       | 2015       | 2014   |
|--|------------|------------|------------|------------|--------|
| <b>Health, Safety and Security</b>                       |            |            |            |            |        |
| LTIFR (rate)   | 0.10       | 0.06       | 0.11       | 0.03       | 0.05   |
| TRIFR (rate)   | 0.18       | 0.19       | 0.31       | 0.22       | 0.22   |
| Fatalities work related (number)                         | 1          | 0          | 0          | 0          | 2      |
| Total consolidated exposure hours                        | 27.32      | 13.38      | 14.63      | 31.36      | 64.02  |
| <b>Environment</b>                                       |            |            |            |            |        |
| Total GHG Emissions Offshore <sup>1</sup>                | 5,105      | 5,585      | 6,317      | 5,456      |        |
| Total GHG Emissions Offshore per production <sup>2</sup> | 97.79      | 99.88      | 141.58     | 160.34     |        |
| Offshore energy consumption <sup>3</sup>                 | 57,993,254 | 62,746,663 | 55,486,649 | 38,298,297 |        |
| Offshore energy Consumption per production <sup>4</sup>  | 1.11       | 1.12       | 1.24       | 1.13       |        |
| Number of Oil Spills > 1 Barrel per Production           | 0          | 0          | 0          | 0          | 1      |
| <b>Human Resources<sup>5</sup></b>                       |            |            |            |            |        |
| Total Employees <sup>6</sup>                             | 4,740      | 4,810      | 4,748      | 7,020      | 10,215 |
| Contractors / Direct Hires Ratio <sup>6</sup>            | 14%        | 14%        | 12%        | 10%        | 19%    |
| Total Direct Hires <sup>6</sup>                          | 4,079      | 4,126      | 4,174      | 6,342      | 8,234  |
| Total Contractors <sup>6</sup>                           | 661        | 684        | 574        | 678        | 1,981  |
| Total of Females in Direct Hire Workforce                | 19%        | 18%        | 20%        | 21%        | 16%    |
| Part-time Workforce                                      | 3%         | 4%         | 4%         | 3%         | 3%     |
| Part-time Females  | 62%        | 56%        | 57%        | 66%        | 75%    |
| Part-time Males  | 38%        | 44%        | 43%        | 34%        | 25%    |
| <b>Employee Rates<sup>5</sup></b>                        |            |            |            |            |        |
| Turnover   | 10%        | 10%        | 19%        | 22%        | 14%    |
| Resignation  | 4%         | 4%         | 2%         | 6%         | 8%     |
| Dismissal  | 4%         | 5%         | 16%        | 14%        | 4%     |
| Retirement   | 0%         | 0%         | 0%         | 1%         | 0%     |
| Fatalities Non Work Related                              | 0%         | 0%         | 0%         | 0%         | 0%     |
| <b>Appraisals</b>  |            |            |            |            |        |
| Performance Appraisals Completed                         | 96%        | 94%        | 94%        | 96%        | 96%    |
| <b>Competency Training Indicators</b>                    |            |            |            |            |        |
| Offshore Training Hours per Eligible Employee            | 53         | 58         | 54         | 60         | 66     |
| Onshore Training Hours per Eligible Employee             | 25         | 26         | 25         | 26         | 30     |

<sup>1</sup> thousand tonnes of CO<sub>2</sub> equivalents

<sup>2</sup> tonnes of GHG emissions per thousand tonnes of hydrocarbon production

<sup>3</sup> in Gigajoules

<sup>4</sup> Gigajoule of energy per tonnes of hydrocarbon production

<sup>5</sup> does not include construction yards except if specified otherwise

<sup>6</sup> including construction yards

## 5.4 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 – except G4-OG5, G4-OG6 and G4-OG13 and own indicators).

| 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, 1.6                 |
| 102-3                            | Location of the organization's headquarters                  | 6.2                      |
| 102-4                            | Location of operations                                       | 1.2                      |
| 102-5                            | Ownership and legal form                                     | 3.5                      |
| 102-6                            | Markets served   | 1.4                      |
| 102-7                            | Scale of the organization                                    | 1.1, 1.2                 |
| 102-8                            | Information on employees and other workers                   | 2.9, 5.3.3               |
| 102-9                            | Supply chain   | 1.6                      |
| 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   | 2.3, 2.7.2, 2.12         |
| 102-13                           | Memberships of associations                                  | 2.12                     |
| <b>2. Strategy</b>               |  |                          |
| 102-14                           | Statement from senior decision-maker                         | 1.1                      |
| <b>3. Ethics and integrity</b>   |  |                          |
| 102-16                           | Values, principles, standards, and norms of behavior         | 1.3                      |
| <b>4. Governance</b>             |  |                          |
| 102-18                           | Governance structure   | 3.5                      |
| <b>5. Stakeholder Engagement</b> |  |                          |
| 102-40                           | List of stakeholder groups                                   | 5.1.3                    |
| 102-41                           | Collective bargaining agreements                             | 5.3.3                    |
| 102-42                           | Identifying and selecting stakeholders                       | 5.1.3                    |
| 102-43                           | Approach to stakeholder engagement                           | 5.1.3                    |
| 102-44                           | Key topics and concerns raised                               | 1.7, 5.1.2               |
| <b>6. Reporting practise</b>     |  |                          |
| 102-45                           | Entities included in the consolidated financial statements   | 4.3.31                   |
| 102-46                           | Defining report content and topic Boundaries                 | 1.7, 5.2                 |
| 102-47                           | List of material topics                                      | 1.7                      |
| 102-48                           | Restatements of information                                  | none                     |
| 102-49                           | Changes in reporting   | none                     |
| 102-50                           | Reporting period   | calendar year 2018       |
| 102-51                           | Date of most recent report                                   | February 8, 2018         |
| 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     | 5.1                      |
| 102-55                           | GRI content index  | 5.4                      |
| 102-56                           | External assurance   | 5.6, 5.1.1               |