

2025 ANNUAL REPORT

SBM OFFSHORE

TRUE.
BLUE.
TRANSITION.

3.8 ESG CONTENT INDEX

ESRS 2 IRO-2

This annual report has been prepared to comply with the European Sustainability Reporting Standards principles and disclosure requirements, prioritizing and emphasizing the most material information to produce a concise, relevant and clear report.

The ESG content index includes the ESRS references.

Material Topic	ESRS Reference		Disclosure Requirement	Section
General Disclosures	ESRS 2	BP-1	General basis for preparation of sustainability statements	3.1.1; 3.7
General Disclosures	ESRS 2	BP-2	Disclosures in relation to specific circumstances	3.1.1; 3.7
General Disclosures	ESRS 2	GOV-1	The role of the administrative, management and supervisory bodies	2.1.2; 2.1.3; 2.2; 3.1.1; 3.4.1
General Disclosures	ESRS 2	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	2.1.2; 2.1.3; 2.2; 2.5; 3.1.1
General Disclosures	ESRS 2	GOV-3	Integration of sustainability-related performance in incentive schemes	2.3.1; 2.3.2; 3.1.1; 3.2.2
General Disclosures	ESRS 2	GOV-4	Statement on due diligence	1.4; 2.1.2; 2.5; 3.1.1; 3.1.3; 3.1.4; 3.3.3; 3.4; 3.7
General Disclosures	ESRS 2	GOV-5	Risk management and internal controls over sustainability reporting	1.4; 2.1; 2.2; 2.5; 3.1.1
General Disclosures	ESRS 2	SBM-1	Strategy, business model and value chain	1.2; 1.3; 3.1.2 3.1.4; 3.7; 4.1.1
General Disclosures	ESRS 2	SBM-2	Interests and views of stakeholders	1.4; 2.1; 2.5.2; 3.1.3; 3.1.4; 3.2.2; 3.2.3; 3.3; 3.4; 3.7
General Disclosures	ESRS 2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.2; 1.3; 1.4; 2.5; 3.1.4; 3.1.5; 3.2.1; 3.2.2; 3.2.3; 3.3; 3.4; 3.7; 4.3.27
General Disclosures	ESRS 2	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	1.4; 2.5; 3.1.3; 3.1.4; 3.1.5; 3.2.1; 3.2.2; 3.2.3; 3.3; 3.4; 3.7; 4.3.27
General Disclosures	ESRS 2	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	3.1.4; 3.8; 3.9
Emissions	E1	GOV-3	Integration of sustainability-related performance in incentive schemes	2.3.1; 2.3.2; 2.3.4; 3.1.1; 3.2.2
Emissions	E1	E1-1	Transition plan for climate change mitigation	1.1.3; 1.3; 1.4; 1.5; 3.1.1; 3.2.1; 3.2.2; 3.2.4; 3.6.1.1; 3.6.1.2; 4.2.1; 4.3.7; 4.3.13; 4.3.27
Emissions	E1	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.4; 3.1.4; 3.2.1; 3.2.2; 3.7
Emissions	E1	IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	1.4; 3.1.3; 3.1.4; 3.2.1; 3.2.2; 3.7; 4.3.27
Emissions	E1	E1-2	Policies related to climate change mitigation and adaptation	1.1.3; 3.2.2
Emissions	E1	E1-3	Actions and resources in relation to climate change policies	1.3; 1.5; 3.2.1; 3.2.2; 3.2.4; 4.2.1; 4.3.7; 4.3.13; 4.3.27
Emissions	E1	E1-4	Targets related to climate change mitigation and adaptation	1.1.3; 3.2.1; 3.2.2; 3.6.1.1; 3.6.3;3.7.2
Emissions	E1	E1-5	Energy consumption & mix	3.2.2; 3.6.1.1; 3.6.3; 3.7.2

Material Topic	ESRS Reference		Disclosure Requirement	Section
Emissions	E1	E1-6	Gross scopes 1, 2, 3 and Total GHG emissions	3.2.2; 3.6.1.1; 3.6.3; 3.7.2
Emissions	E1	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	3.2.2
Emissions	E1	E1-8	Internal carbon pricing	Not material per the outcome of DMA.
Emissions	E1	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Reported only qualitative disclosures in sections 3.2.1 and 3.2.2 based on ESRS phased-in disclosure requirements (transitional provision).
Decommissioning	ESRS 2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.4; 3.1.4; 3.2.3; 3.7
Decommissioning	ESRS 2	MDR-P	Policies in place to manage material impacts, risks and opportunities	1.1.3; 3.2.3
Decommissioning	ESRS 2	MDR-A	Actions and resources to manage material impacts, risks, and opportunities	1.3; 1.4; 1.5; 3.2.3; 4.2.7; 4.3.24
Decommissioning	ESRS 2	MDR-M	Metrics used to evaluate performance and effectiveness in relation to a material impact, risk or opportunity	1.1.3; 3.2.3; 3.7.1
	ESRS 2	MDR-T	Targets set to manage material impacts, risks and opportunities	
Our People	S1	SBM-2	Interests and views of stakeholders	3.1.3; 3.1.4; 3.3.1; 3.7
Our People	S1	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.4; 3.1.4; 3.3.1; 3.7
Our People	S1	S1-1	Policies related to own workforce	1.1.3; 3.3.1
Our People	S1	S1-2	Processes for engaging with own workers and workers' representatives about impacts	3.1.3; 3.1.4; 3.3.1; 3.4.1; 3.7
Our People	S1	S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	2.5.2; 3.1.3; 3.3.1; 3.4.1
Our People	S1	S1-4	Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	1.1.3; 1.4; 2.5; 3.1.3; 3.3.1; 3.4.1; 3.6.2.1; 3.6.3; 3.7.3; 4.2.1; 4.3.14; 4.3.6
Our People	S1	S1-5	Targets related to managing material impacts, advancing positive impacts, as well as to risks and opportunities	1.1.3; 3.3.1
Our People	S1	S1-6	Characteristics of the undertaking's employees	3.3.1; 3.6.2.1; 3.6.3; 3.7.3; 4.3.6
Our People	S1	S1-7	Characteristics of non-employee workers in the undertaking's own workforce	3.3.1; 3.6.2.1; 3.6.3; 3.7.3
Our People	S1	S1-8	Collective bargaining coverage and social dialogue	Not material per the outcome of DMA.
Our People	S1	S1-9	Diversity metrics	3.3.1; 3.6.2.1; 3.6.3; 3.7.3
Our People	S1	S1-10	Adequate Wages	3.3.1; 3.6.2.1; 3.7.3
Our People	S1	S1-11	Social protection	Not material per the outcome of DMA.

Material Topic	ESRS Reference		Disclosure Requirement	Section
Our People	S1	S1-12	Persons with disabilities	Not material per the outcome of DMA.
Our People	S1	S1-13	Training and Skills Development metrics	3.3.1; 3.6.2.1; 3.7.3
Our People	S1	S1-15	Work-life balance	Not material per the outcome of DMA.
Our People	S1	S1-16	Remuneration metrics (pay gap and total remuneration)	2.3.2; 3.3.1; 3.6.2.1; 3.7.3
Our People	S1	S1-17	Incidents, complaints and severe human rights impacts	3.3.1; 3.3.3; 3.4.1
Health, Safety and Security	ESRS 2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.4; 3.1.4; 3.3.2; 3.7
Health, Safety and Security	ESRS 2	MDR-P	Policies in place to manage material impacts, risks and opportunities	1.1.3; 3.3.2
Health, Safety and Security	ESRS 2	MDR-A	Actions and resources to manage material impacts, risks, and opportunities	1.4; 3.3.2; 4.2.1
Health, Safety and Security	ESRS 2	MDR-M	Metrics used to evaluate performance and effectiveness in relation to a material impact, risk or opportunity	1.1.3; 3.3.2; 3.6.2.2; 3.6.3; 3.6.4; 3.7
	ESRS 2	MDR-T	Targets set to manage material impacts, risks and opportunities	
	S1	S1-14	Health and safety metrics	
Human rights	S2	SBM-2	Interests and views of stakeholders	3.1.3; 3.1.4; 3.3.3; 3.7
Human rights	S2	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.4; 3.1.4; 3.3.3; 3.7
Human rights	S2	S2-1	Policies related to value chain workers	1.1.3; 3.3.3; 3.4.1
Human rights	S2	S2-2	Processes for engaging with value chain workers about impacts	3.1.3; 3.1.4; 3.3.3; 3.4.1; 3.7
Human rights	S2	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	2.5.2; 3.1.3; 3.3.3; 3.4.1
Human rights	S2	S2-4	Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and approaches	1.1.3; 1.4; 2.5; 3.1.3; 3.3.3; 3.4.1; 4.2.1
Human rights	S2	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	1.1.3; 3.3.3
Ethics and Compliance	G1	GOV-1	The role of the administrative, supervisory and management bodies	2.1.2; 2.1.3; 2.2; 2.5.2; 3.1.1; 3.4.1
Ethics and Compliance	G1	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	1.4; 2.5.2; 3.1.3; 3.1.4; 3.4.1; 3.7
Ethics and Compliance	G1	G1-1	Corporate culture and business conduct policies and corporate culture	1.1.3; 2.5.2; 3.4.1
Ethics and Compliance	G1	G1-2	Management of relationships with suppliers	2.5.2; 3.3.3; 3.4.1

Material Topic	ESRS Reference		Disclosure Requirement	Section
Ethics and Compliance	G1	G1-3	Prevention and detection of corruption and bribery	2.5.2; 3.4.1
Ethics and Compliance	G1	G1-4	Confirmed incidents of corruption or bribery	1.1.3; 2.5.2; 3.4.1; 3.7.4
Ethics and Compliance	G1	G1-5	Political influence and lobbying activities	Not material per the outcome of DMA.
Ethics and Compliance	G1	G1-6	Payment practices	Not material per the outcome of DMA.