

DIVERSITY AND INCLUSION POLICY

IN RESPECT OF THE SUPERVISORY BOARD

1 Introduction and Definitions

- 1.1 SBM Offshore N.V. prepared this policy which sets out the diversity and inclusion aspects and targets for the Supervisory Board (the “Diversity and Inclusion Policy”). The Diversity and Inclusion Policy was amended and restated after the approval of the Supervisory Board on November 8, 2023. Details on the size, composition, experience and expertise of the Supervisory Board are stipulated in Schedule 2 of the Supervisory Board Rules (Profile of the Supervisory Board).
- 1.2 Capitalized terms used in this Diversity and Inclusion Policy have the meaning set out in Schedule 1 of the Supervisory Board Rules.

2 General

- 2.1 SBM Offshore views diversity and inclusion as an integral part of creating value made possible by the ingenuity and unique skills of its people. SBM Offshore promotes an inclusive environment where people can be true to themselves, feel a sense of belonging and perform at their best. In this respect reference is made to SBM Offshore Diversity & Inclusion Policy for the entire organization as stated on SBM Offshore’s [website](#).
- 2.2 SBM Offshore recognizes the importance of diversity within the Supervisory Board and believes that the Company’s business activities benefit from a wide range of experience, expertise and diversity. A diverse composition of the Supervisory Board contributes to a well-balanced decision-making process and proper functioning of the Supervisory Board and enables each of the members to have a valuable contribution in carrying out the (variety of the) respective Supervisory Board or committee’s responsibilities.

3. Diversity and inclusion aspects and targets

- 3.1 The following diversity and inclusion aspects and targets have been identified as relevant for the Supervisory Board:
- a) nationality/cultural background: it is aspired to have a due and fair representation in the Supervisory Board of the geographic regions in which the Company operates;
 - b) gender: at least one third of the Supervisory Board members should be male, and at least one third should be female.
- 3.2 The diversity and inclusion aspects and targets referred to in Clause 3.1 shall be considered and promoted when composing the Supervisory Board and selecting persons to be nominated for appointment as member hereof.

4 Implementation and reporting

4.1 Meeting the diversity objectives

- 4.1.1 More than for re-appointments, where experience and good performance often weigh heavily on the decision to nominate a member for re-appointment, new appointments offer the opportunity to re-balance the composition of the Supervisory Board when needed. When considering vacancies, achieving and/or maintaining an appropriate balance in nationality/cultural background and gender are important aspects that will be taken into account. Furthermore, experience and expertise are also taken into consideration. Ultimately the most qualified candidate will be nominated for appointment.

4.2 Review and updates

4.2.1 The Company shall annually review this Diversity and Inclusion Policy and update it if and when necessary.

4.3 Reporting

4.3.1 This Diversity and Inclusion Policy and the way it has been implemented in practice shall be explained in the annual report of the Company, addressing more specifically:

- a) the targets of the Diversity and Inclusion Policy;
- b) how the Diversity and Inclusion Policy has been implemented;
- c) the results of the Diversity and Inclusion Policy in the past financial year; and
- d) if the targets of the Diversity and Inclusion Policy are not met, the state of affairs and measures to be taken to achieve the pursued situation will be explained.
