

SBM OFFSHORE DIVERSITY & INCLUSION POLICY

SBM Offshore views diversity as an integral part of creating value, made possible by the ingenuity and unique skills of our people. We promote an inclusive environment where people can be true to themselves, feel a sense of belonging, and perform at their best. As drivers of company success, diversity of thought and perspective are encouraged, regardless of gender, age, ethnicity, sexual orientation, religion, disability, education, national origin, or any other personal attribute.

We are committed to high standards and do not tolerate discrimination in any of our workplaces. This Policy is the foundation of our D&I approach.

SBM OFFSHORE COMMITS TO:

- The ongoing development of a professional environment built on the premise of equality that safeguards an inclusive approach across all business activities.
 - Equitable treatment in human resource processes (i.e. unbiased recruitment and selection, compensation and benefits, merit-based professional development and training).
 - Equal opportunities to collaborate, contribute, and grow within the organization.
 - Recognize talent based on ability, performance, and contribution to business goals.
- Develop leaders who are mindful of themselves and others, leverage team diversity and foster the sense of belonging.
 - Tap into the broad range of experiences and knowledge of our people and wider stakeholders, enabling the safe and successful operations of our global businesses.

IN CONDUCTING ITS BUSINESS ACTIVITIES, SBM OFFSHORE:

- Is respectful towards all cultures, promotes local communities, and treats people with dignity to nurture safe, caring environments.
- Embeds diversity and inclusion as a base of sustainable development, building long-term relationships with the communities in which we operate.
- Provides training opportunities needed in developing the skills and knowledge to understand and adhere to our D&I Policy.
- Ensures access for all stakeholders to appropriate channels to speak up if inappropriate conduct or behavior is exhibited.
- Proactively engages with stakeholders to discuss perceptions, identify barriers, and prioritize solutions.

