



**David Mullen**  
Chairman of the Corporate  
Governance and  
Nominations Committee

## CREATING SUSTAINABLE VALUE FOR SHAREHOLDERS

**As Chairman of the Corporate Governance and Nominations Committee and Senior Independent Director my objective is to provide independent oversight and constructive challenge in order to ensure that the Company's corporate governance supports its strategic goals.**

### CHANGES TO BOARD COMPOSITION

This past year has seen some changes to our Board composition. The Board welcomed Eldar Sætre as an Independent Director and Louisa Siem as a non-Independent Director (their biographies are on pages 38 to 39). We also bid farewell to Ms Elisabeth Proust and I would like to take this opportunity to thank Elisabeth for her very valuable contributions to the Board.

During 2021 the Board adopted a Board Diversity Policy, the purpose of which is to ensure that the Board as a whole has the skills, expertise and experience to guide the business and strategy of Subsea 7. This policy will continue to be a focus area for the Board over the next few years.

### WORK OF THE BOARD DURING 2021

Covid-19 related restrictions on travel meant that Board meetings and shareholders meetings could not proceed on an in-person basis for most of the calendar year 2021. However, in September the Board was able to resume face-to-face meetings for the first time since February 2020. It was great to be back together and to meet the recently appointed Board members in person.

Despite the limitations on physical meetings, it was nonetheless a very productive year for the Board where we oversaw a number of important strategic projects including the combination of

Subsea 7's fixed offshore wind business with OHT ASA, creating Seaway 7 ASA, a global leader in the delivery of fixed offshore wind farm solutions. Subsea 7 also acquired a majority interest in Nautilus Floating Solutions S.L., a developer of technology for the floating wind market based in Bilbao, Spain and formed a joint venture partnership with Simply Blue Energy in order to develop the Salamander floating wind project off the coast of Scotland. The Board of Directors was pleased to approve these transactions, which represent fundamental building blocks in our energy transition strategy.

### SUSTAINABILITY

Sustainability has continued to be a key area of focus for the Board. This year we committed to align with the UN Paris Agreement to target Net Zero emissions by 2050, with an interim target of a 50% reduction in the Company's carbon emissions by 2035. In addition, the alignment of our disclosures with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD) has been identified by the Board as a focus area. You will find more detail on the Company's work on sustainability in the Sustainability Report, which has been published concurrently with the Annual Report. You can also read more about Subsea 7's six sustainability priorities and the progress made in relation to each priority in 2021 on pages 18 to 20.

### BOARD EVALUATION

The periodic external evaluation of the Board was postponed in 2020 due to Covid-19 related logistic constraints. I am pleased to report the external evaluation was recently completed. An external independent practice led by experienced advisers was appointed to conduct an independent evaluation. The evaluation was based on a questionnaire and interview

process, which took place in January 2022. The results were delivered to the Board in February 2022 and highlighted a well-performing Board. During 2022 we will continue to make improvements to Board practices based upon the results.

### REGULATORY FRAMEWORK

Following the forthcoming implementation of the EU Central Securities Depositories Regulation in Norway and as a company listed on the Oslo stock exchange, the Company is required to transform its shares from registered form into fully dematerialised shares. In order to do this, it will be necessary to first amend the Articles of Incorporation of the Company to permit dematerialisation. An extraordinary general meeting of shareholders will be convened on 12 April 2022 to request that the shareholders approve the change. The Board of Directors believes that the dematerialisation of the Company's shares will be in the best interests of the Company's shareholders and recommends that shareholders vote in favour of the amendment.

Despite the continuing challenges faced, 2021 was again a productive year and as a Board, we kept our focus on corporate governance that supports the strategic goals of the Company and delivers sustainable value to our shareholders.

### GOVERNANCE AT A GLANCE

The areas listed below, on which we report on the pages indicated, are aligned with the Norwegian Code of Practice for Corporate Governance.

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# BOARD OF DIRECTORS

## KRISTIAN SIEM

Chairman

Mr Siem brings an extensive knowledge of the offshore oil and gas services business worldwide from previous senior executive and non-executive roles combined with long-standing experience as chairman of public companies listed in the US, UK and Norway. Mr Siem is the founder of the Siem Industries Group and has been Director and Chairman of Siem Industries since 1982. Prior to joining the Group, he held several management positions with the Fred. Olsen Group in the US and Norway. Mr Siem has previously held directorships and executive positions at Kvaerner ASA, Transocean Inc. and Norwegian Cruise Line. He holds a degree in Business Economics.

## DAVID MULLEN

Senior Independent Director\*

Mr Mullen brings over 30 years' experience in the oil services business. He has previously held the position of CEO at two other companies in the subsea industry, Wellstream Holdings PLC and Ocean Rig ASA. Prior to these appointments he was Senior Vice President of Global Marketing, Business Development and M&A at Transocean from 2005 to 2008. Mr Mullen also had a 23-year career at Schlumberger, including as President of Oilfield Services for North and South America. He holds a Bachelor of Arts degree in Geology and Physics from Trinity College, Dublin, and an MSc degree in Geophysics from the National University of Ireland.

## DOD FRASER

Independent Director\*

Mr Fraser brings comprehensive experience in corporate finance and investment banking both internationally and in the United States. This is supplemented by extensive knowledge of corporate governance in his current and prior appointments as audit committee member. Mr Fraser served as a Managing Director and Group Executive with Chase Manhattan Bank, now JP Morgan Chase, leading the global oil and gas group from 1995 until 2000. Until 1995 he was a General Partner of Lazard Frères & Co. Mr Fraser has been a trustee of Resources for the Future, a Washington-based environmental policy think-tank. He is a graduate of Princeton University.

## JEAN CAHUZAC

Director

Mr Cahuzac has wide multi-country technical, commercial and general management experience in senior executive roles in the oil and gas services sector spanning a period of 40 years. He was appointed Chief Executive Officer of Acergy S.A. in 2008 and in 2011, post merger, became the Chief Executive Officer of Subsea 7 S.A., a position he held until his retirement in December 2019. Mr Cahuzac was Chief Operating Officer and then President at Transocean from 2000 to 2008. He worked at Schlumberger from 1979 to 1999 in various field management positions and then as President of Sedco Forex. He holds a Master's degree in Engineering from École des Mines de St-Étienne and is a graduate of the French Petroleum Institute in Paris.

### Date of appointment

Appointed Director and Chairman from January 2011. Prior to the merger of Acergy S.A. and Subsea 7 Inc. in January 2011 Mr Siem was Chairman of Subsea 7 Inc. from January 2002.

Appointed a Non-Executive Independent Director from April 2018 and appointed Senior Independent Director from January 2021.

Appointed a Non-Executive Independent Director from December 2009 (then named Acergy S.A.).

Appointed a Director from May 2008 (then named Acergy S.A.).

### Committee membership



### Key external appointments

Chairman of Siem Industries S.A., Siem Offshore Inc. and Frupor S.A.

CEO and Director of Shelf Drilling Limited.

Director of Rayonier Inc. Director of Fleet Topco Limited, the private holding company of Argus Media Ltd. Director of OCI N.V.

Member of the Supervisory Board of Société Phocéenne de Participations. Director of Seadrill Limited.

### Nationality and date of birth



1949



1958



1950



1954

### Tenure

Re-elected by shareholders on 14 April 2021 until the 2023 AGM.

Re-elected by shareholders on 7 April 2020 until the 2022 AGM.

Re-elected by shareholders on 14 April 2021 until the 2023 AGM.

Re-elected by shareholders on 7 April 2020 until the 2022 AGM.

**NIELS KIRK**

Independent Director\*

Mr Kirk brings to the role over 35 years of international corporate and structured finance experience combined with extensive knowledge of the energy, power and resource sectors at executive level. He is a co-founder and Chief Executive of the energy advisory firm Kirk Lovegrove and Company Ltd. Prior to this, he worked at Citibank and Banque Paribas. Mr Kirk is a former member of the Advisory Council of Advanced Power, which develops, acquires, owns and manages power generation and related infrastructure projects in Europe and North America. Mr Kirk holds an MBA in Finance and International Business from the Stern School at New York University.

**ELDAR SÆTRE**

Independent Director\*





Mr Sætre brings a wealth of experience in the energy sector combined with extensive knowledge of accounting and finance. Mr Sætre was President and CEO of Equinor from February 2015 until he stepped down in November 2020. As CEO he was extensively engaged in transforming the cost base in the company and creating a more resilient global business, as well as transitioning Equinor into a broader energy company focused on low carbon strategies and new energy solutions. Prior to becoming CEO, Mr Sætre held several senior management positions in the company, mainly in the fields of accounting, finance and performance management. Mr Sætre has an MA in Business Economics from the Norwegian School of Economics and Business Administration (NHH) in Bergen.

**LOUISA SIEM**

Director

Ms Siem is the daughter of Mr Kristian Siem and has been selected by Siem Industries S.A. in accordance with the relationship agreement entered into between Subsea 7 Inc., Subsea 7 S.A. (then Acergy S.A.), and Siem Industries S.A. (then Siem Industries Inc.) on 20 June 2010, in respect of the combination of Subsea 7 Inc. and Acergy S.A., which was completed on 7 January 2011. Ms Siem is an artist and holds a Bachelor of Fine Arts degree from the Ruskin School of Art at Oxford University. She has exhibited her work around the world and worked as a studio manager for world-renowned painter Harold Ancart in New York and Los Angeles.

**Committee key**

-  Chairman
-  Compensation Committee
-  Corporate Governance and Nominations Committee
-  Audit Committee

**Date of appointment**

Appointed a Non-Executive Independent Director from April 2018.

Appointed a Non-Executive Independent Director from June 2021.

Appointed a Non-Executive Director from June 2021.

**Committee membership****Key external appointments**

Co-founder and CEO of Kirk, Lovegrove and Company Ltd.

Director of Fjord Base Holding AS and Trucknor AS. Chairman of the boards of Strømberg Gruppen AS, Vartdal Holding AS and Vartdal Plastindustri AS. Advisory role at Nysnø Climate Investments.

Ms Siem has no other external appointments with public companies.

**Nationality and date of birth**

1962



1956



1992

**Tenure**

Re-elected by shareholders on 7 April 2020 until the 2022 AGM.

Elected by shareholders on 14 April 2021, with effect from 1 June 2021, until the 2023 AGM.

Elected by shareholders on 4 June 2021 until the 2023 AGM.

\* 'Independent' is defined by the rules and codes of corporate governance of the Oslo Børs on which Subsea 7 S.A. is listed, which the Board must satisfy, in particular the Norwegian Code of Practice for Corporate Governance. Under the terms of the Company's Articles of Incorporation, Directors may be elected for terms of up to two years and serve until their successors are elected. Under the Company's Articles of Incorporation, the Board must consist of not fewer than three Directors.

# EXECUTIVE MANAGEMENT TEAM

## JOHN EVANS

Chief Executive Officer

John has over 30 years of experience in the oil and gas services industry, primarily in the SURF and offshore engineering and construction sectors. He started his career in 1986, working with Brown & Root, and built a successful track record in general management, and commercial and operational roles in the offshore oil and gas industry.

Prior to his current appointment, from July 2005, John held the position of Chief Operating Officer of Subsea 7.

John has a Bachelor of Engineering degree in Mechanical Engineering from Cardiff University, is a Chartered Mechanical and Marine Engineer and a Chartered Director.

## MARK FOLEY

Chief Financial Officer

Mark started his career in 1996 with the UK's Government Economic Service. In 2000, he joined Royal Dutch Shell and held several finance positions with increasing responsibility. Between 2011 and 2012, he was Vice President Finance for Baker Hughes in Europe and, from 2012 to 2017, he was Group Financial Controller for Subsea 7. In October 2021, he returned to Subsea 7 from Petrofac where he was Group Financial Controller and Senior Vice President Finance for its Engineering & Construction business unit.

Mark has undergraduate and postgraduate degrees in Economics from the Universities of Stirling and Strathclyde respectively, an MBA from the University of Warwick and is a Fellow of the Association of Chartered Certified Accountants.

## OLIVIER BLARINGHEM

Executive Vice President  
– Subsea and Conventional

Olivier started his career in the oil and gas engineering and contracting sector in 1995, working for seven years with Entrepose Contracting in project management and commercial roles, based in Nigeria, China and France.

Since joining Subsea 7 in 2002, Olivier has held a number of country, regional and corporate management positions based in the North Sea, Africa, Asia and the Middle East. In 2016, Olivier was appointed Vice President of Asia Pacific and the Middle East until his appointment to Executive Vice President – SURF and Conventional in January 2020.

Olivier has a degree in Mechanical and Electrical Engineering from the École Spéciale des Travaux Publics in Paris.

## PHILLIP SIMONS

Executive Vice President  
– Projects and Operations

Phil began his career in 1987 in offshore drilling until 1992 when he became an engineer for pipeline installation contractor, European Marine Contractors. Phil has more than 20 years' experience in the subsea pipelines business.

Phil joined Subsea 7 in Aberdeen in 2004 as a senior project manager and in 2011 was appointed Vice President for Canada, Mediterranean and Russia. In 2013 he was appointed Vice President UK and Canada before taking up the role of Vice President for North Sea and Canada in 2016. In 2018 Phil was appointed Senior Vice President Global Projects and Operations.

Phil has a Bachelor of Engineering degree in Mining Engineering from the University of Leeds.

### Date of appointment

John has been Chief Executive Officer of Subsea 7 since January 2020 and on the Board of Directors of Seaway 7 since October 2021.

Mark has been Chief Financial Officer since January 2022.

Olivier was appointed Executive Vice President – Subsea and Conventional in January 2020.

Phil was appointed Executive Vice President – Projects and Operations in January 2020.

### Nationality and date of birth



1963



1973



1970



1966

**NATHALIE LOUYS**

General Counsel

Nathalie began her legal career in 1986, working with Saint-Gobain and Eurotunnel, gaining extensive legal experience across various industries. In 1996 she joined Technip, based in Paris, progressing to the role of Vice President Legal – Offshore.

In 2006 Nathalie joined Subsea 7 performing senior corporate and operational legal roles. Prior to her current appointment Nathalie was Vice President Legal – Commercial.

Nathalie has been admitted to the Paris Bar and has legal qualifications from University Paris I – Panthéon Sorbonne and Paris XI in France and the University of Kent in the UK.

**KATHERINE LYNE**Executive Vice President  
– Human Resources

Kate began her career in the power generation sector with Alstom, where she held roles in Belgium, France, the UK and the US. In 2004 she moved to Imerys where she was initially HR Director for the Paper division before being appointed as HR Director for the Ceramics, Refractories, Abrasives, and Foundry business based in Paris.

In 2012 Kate joined Subsea 7 as Vice President Group Human Resources which she held until her current appointment.

Kate has a business degree from the University of Brighton and is a fellow of the Chartered Institute of Personnel and Development.

**Date of appointment**

Nathalie has been General Counsel of Subsea 7 since April 2012 and on the Board of Directors of Seaway 7 since October 2021.

Kate has been Executive Vice President – Human Resources since September 2019.

**Nationality and date of birth**

1963



1969

# 2021 CORPORATE GOVERNANCE REPORT

## REGULATORY COMPLIANCE

This section sets out the arrangements the Board has put in place to help ensure that it fulfils its corporate governance obligations, including the application of the principles of the Norwegian Code of Practice for Corporate Governance.

### LEGAL AND REGULATORY FRAMEWORK

Subsea 7 S.A. is a 'société anonyme' organised in the Grand Duchy of Luxembourg under the Company Law of 1915, as amended, being incorporated in Luxembourg in 1993, and acts as the holding company for all of the Group's entities.

Subsea 7 S.A.'s registered office is located at 412F, route d'Esch, L-2086 Luxembourg. The Company is registered with the Luxembourg Register of Commerce and Companies under the designation 'R.C.S. Luxembourg B 43172'. As a company incorporated in Luxembourg and with shares traded on the Oslo stock exchange and ADRs traded over-the-counter in the US, Subsea 7 S.A. is subject to Luxembourg laws and regulations with respect to corporate governance.

As a company listed on the Oslo stock exchange, where its shares are actively traded, the Company follows the Norwegian Code of Practice for Corporate Governance on a 'comply or explain' basis, where this does not contradict Luxembourg laws and regulations. The Norwegian Code of Practice for Corporate Governance is available at [www.nues.no](http://www.nues.no).

The Group's corporate governance policies and procedures are explained below, with reference to the principles of corporate governance as set out in the sections identified in the Norwegian Code of Practice for Corporate Governance dated 14 October 2021.

### ARTICLES OF INCORPORATION – NATURE OF THE GROUP'S BUSINESS

As stated in its Articles of Incorporation, Subsea 7 S.A.'s business activities are as follows:

"The objects of the Company are to invest in subsidiaries which predominantly will provide subsea construction, maintenance, inspection, survey and engineering services, in particular for offshore energy related industries. The Company may further itself provide such subsea construction, maintenance, inspection, survey and engineering services, and services ancillary to such services.

The Company may, without restriction, carry out any and all acts and do any and all things that are not prohibited by law in connection with its corporate objects and to do such things in any part of the world whether as principal, agent, contractor or otherwise. More generally, the Company may participate in any manner in all commercial, industrial, financial and other enterprises of Luxembourg or foreign nationality through the acquisition by participation, subscription, purchase, option or by any other means of all shares, stocks, debentures, bonds or securities; the acquisition of patents and licences which it will administer and exploit; it may lend or borrow with or without security, provided that any monies so borrowed may only be used for the purposes of the Company, or companies which are subsidiaries of or associated with or affiliated to the Company; it may grant assistance, including, without limitation, grant parent company guarantees, to any affiliated company and take any measure for the control and supervision of such companies; in general it may undertake any operations directly or indirectly connected with these objects."

The full text of the Company's Articles of Incorporation, as amended, is available on Subsea 7's website.

### BUSINESS

The Board of Directors has set strategies and targets for the Company's business. Since 1 January 2021, the Group has structured itself around its diversified strengths, reporting through two operational business units: Subsea and Conventional, and Renewables.

The Subsea and Conventional business unit is a global leader in offshore energy services delivering design, engineering, procurement, construction and installation (EPCI), and decommissioning projects in all water depths, operating under the Subsea 7 brand.

The Renewables business unit is an experienced partner for the delivery of offshore wind farm projects and specialist foundations and cable lay services, mainly operating under the Seaway 7 brand.

Further details of the Group's business units are outlined in the 'Strategy' and 'Business Review' sections on pages 10 to 17.

## BOARD OF DIRECTORS

**KRISTIAN SIEM**

Chairman

**DAVID MULLEN**

Senior Independent Director

**JEAN CAHUZAC**

Director

**DOD FRASER**

Independent Director

**NIELS KIRK**

Independent Director

**ELDAR SÆTRE**

Independent Director

**LOUISA SIEM**

Director

### BOARD OF DIRECTORS: COMPOSITION AND INDEPENDENCE

As a Luxembourg incorporated entity, the Company does not have a corporate assembly.

The Board of Directors comprises seven Directors. The majority of the Directors were, during the year ended 31 December 2021, considered independent in accordance with the rules of the Oslo stock exchange on which Subsea 7 S.A. is listed and the independence criteria of the Norwegian Code of Practice for Corporate Governance.

The Board has a Senior Independent Director elected from among its independent members to provide a sounding board for the Chairman and to serve as an intermediary for the other Directors when necessary.

Biographies of the individual Directors are detailed on pages 38 to 39.

The charters of the permanent committees do not permit executive management to be members. The composition of the Company's Board of Directors and the controls to avoid conflicts of interest are in accordance with both Luxembourg company law and good corporate governance practice.

During 2021 the Board of Directors adopted a Board Diversity Policy, the purpose of which is to ensure an inclusive and diverse membership of the Board of Directors and that the Board as a whole has the skills, expertise and experience to guide the business and strategy of the Company for the benefit of its

shareholders as a whole, having regard to the interests of all its stakeholders.

This Board Diversity Policy is applicable to the Board only but sits alongside the Company's Code of Conduct and associated global policies, which set out the Company's broader commitment to diversity and inclusion. Other details of the Company's practices and initiatives in relation to diversity are disclosed on page 21.

The Board of Directors aspires to ultimately have 30% female representation on the Board, with a commitment to have at least one female Director whilst recognising that periods of change in Board composition may result in periods when this balance is not achieved.

The Corporate Governance and Nominations Committee is responsible for ensuring that the Board has the right balance of skills, experience and knowledge and shall, among other things, report annually, in the Company's Annual Report, on the implementation of the Board Diversity Policy and other matters as required by regulatory and statutory requirements applicable to the Company.

Prior to proposing candidates to the relevant general meeting for election to the Board of Directors, the Corporate Governance and Nominations Committee seeks to consult with the Company's major shareholders before recommending candidates to the Board of Directors.

Directors are elected by a general meeting for a term not exceeding two years and may be re-elected. Directors need not be

shareholders. At a general meeting the shareholders may dismiss any Director, with or without cause, at any time notwithstanding any agreement between the Company and the Director. Such dismissal may not prejudice the claims that a Director may have for indemnification as provided for in the Articles of Incorporation or for a breach of any contract existing between him or her and the Company.

If there is a vacancy on the Board of Directors, the remaining Directors appointed at a general meeting have the right to appoint a replacement Director until the next meeting of shareholders, who will be asked to confirm such appointment.

With the exception of a candidate recommended by the Board of Directors, or a Director whose term of office expires at a general meeting of the Company, no candidate may be appointed unless at least three days and no more than 22 days before the date of the relevant meeting, a written proposal, signed by a duly authorised shareholder, shall have been deposited at the registered office of the Company together with a written declaration, signed by the proposed candidate, confirming his or her wish to be appointed.

The Directors of the Board are encouraged to hold shares in the Company as the Board of Directors believes it promotes a common financial interest between the members of the Board of Directors and the shareholders of the Company. Details of the Directors' shareholdings are on page 127.

# WORK OF THE BOARD OF DIRECTORS

The Board of Directors adheres to a Board Charter which sets out the instructions for the Board.

The main responsibilities of the Board of Directors are:

1. Setting the Values used to guide the affairs of the Group. This includes the Group's commitment to achieving its health and safety vision and the Group's adherence to the highest ethical standards in all of its operations worldwide.
2. Integrating environmental improvement into business plans and strategies, and seeking to embed sustainability into the Group's business processes.
3. Overseeing the Group's compliance with its statutory and regulatory obligations and ensuring that systems and processes are in place to enable these obligations to be met.
4. Setting the strategy and targets of the Group.
5. Establishing and maintaining an effective corporate structure for the Group.
6. Overseeing the Group's compliance with financial reporting and disclosure obligations.

7. Overseeing the risk management of the Group.
8. Overseeing Group communications.
9. Determining its own composition, subject to the provisions of the Company's Articles of Incorporation.
10. Ensuring the effective corporate governance of the Group.
11. Approving the remuneration package for the CEO based upon the recommendation of the Compensation Committee.
12. Setting and approving policies.

The Board of Directors' Charter is available on the Subsea 7 website: [www.subsea7.com](http://www.subsea7.com).

## RESPONSIBILITIES DURING THE YEAR

During the year, the Board of Directors sets a plan for its work for the following year, which includes a review of strategy, objectives and their implementation, the review and approval of the annual budget and the review and monitoring of the Group's current year financial performance. In 2022, the Board of Directors is scheduled to convene on seven occasions, but the schedule is flexible to react to operational or strategic changes in the market and circumstances affecting the Group.

The Board of Directors has overall responsibility for the management of the Group and has delegated the daily management and operations of the Group to the CEO, who is appointed by and serves at the discretion of the Board of Directors. The CEO is supported by the other members of the Executive Management Team, further details of which are on pages 40 to 41.

The Executive Management Team has the collective duty to deliver Subsea 7's strategic, financial and other objectives, as well as to safeguard the Group's assets, organisation and reputation. The Board of Directors has internal regulations for its own operation and approves objectives for its own work, as well as the work of the Executive Management Team, with particular emphasis on clear internal allocation of responsibility and duties.

It is the duty of the Executive Management Team to provide the Board of Directors with appropriate, precise and timely information on the operations and financial performance of the Group, in order for the Board of Directors to perform its duties. The Board of Directors has established a Corporate Governance and Nominations

## 2021 MEETING ATTENDANCE

	Board	Audit Committee*	Corporate Governance and Nominations Committee*	Compensation Committee
Kristian Siem	9/9		6/6	5/5
David Mullen	9/9	5/5	6/6	
Jean Cahuzac	9/9	4/4		
Dod Fraser	9/9	6/6		
Niels Kirk	9/9	2/2	6/6	5/5
Eldar Sætre**	5/5			3/3
Louisa Siem**	4/4			
Elisabeth Proust**	4/4	1/1		1/1
Allen Stevens***				1/1
Total meetings in 2021****	9	6	6	5

\* A joint session of the Audit Committee and the Corporate Governance and Nominations Committee was held on 23 February 2021 at which all members of both committees were present.

\*\* Eldar Sætre and Louisa Siem were appointed as Directors with effect from 1 June 2021 and 4 June 2021 respectively. Elisabeth Proust's mandate expired on 14 April 2021.

\*\*\* Allen Stevens passed away on 10 January 2021.

\*\*\*\* Each Director's attendance is shown as a proportion of the total number of meetings they were eligible to attend.



Committee, a Compensation Committee and an Audit Committee, each of which has a charter approved by the Board of Directors. Matters are delegated to the committees as appropriate. The Directors appointed to these committees are selected based on their experience and to ensure the committees operate in an effective manner. The minutes of all committee meetings are circulated to all Directors.

The performance and expertise of the Board of Directors are monitored and reviewed annually, including an evaluation of the composition of the Board of Directors and the manner in which its members function, both individually and as a collegiate body. In line with best practice, the evaluation of the performance of the Board of Directors is conducted by an external facilitator every third year. Following the postponement of the external review in 2020 as a result of the Covid-19 pandemic, the evaluation of the performance of the Board of Directors during the 2021 year was conducted by an independent external facilitator and the results of the evaluation were shared with the Corporate Governance and Nominations Committee.

### **RISK MANAGEMENT AND INTERNAL CONTROL**

The Board of Directors acknowledges its responsibility for the Group's identification and management of risk along with the system of internal control and for reviewing the effectiveness of these. The Group's system of internal control is designed to manage, rather than eliminate, the risk of failure to achieve business objectives and can only provide reasonable but not absolute assurance against material financial misstatement or loss. The Board of Directors carries out an annual review of the Group's most important areas of exposure to risk and its internal control arrangements, having regard to the changing nature of risk and the Group's ability to cope with them.

The Group adopts internal controls appropriate to its business activities and geographical spread. The key components of the Group's system of risk management and internal control are described in the Risk Management section on pages 24 to 36. The Group has in place clearly defined lines of responsibility and limits of delegated authority. Comprehensive procedures provide for the appraisal, approval, control and review of capital expenditure. An Executive Risk Committee meets on a quarterly basis to review and discuss the Group's risk and risk management procedures and reports to the Board. The Executive Management Team also meets with functional senior management on a regular basis to discuss particular issues, including key operational and commercial risks, health and safety performance, sustainability, environmental factors, and legal and financial matters.

The Group has a comprehensive annual planning and management reporting process. A detailed annual budget is prepared in advance of each year and supplemented by forecasts updated during the course of the year. Financial results are reported monthly to the Executive Management Team and quarterly to the Board of Directors and compared to budget, forecasts, market consensus and prior year results.

The Board of Directors reviews reports on actual financial performance and forward-looking financial guidance.

The Board of Directors derives further assurances from the reports of the Audit Committee. The Audit Committee has been delegated responsibility to review the effectiveness of the internal financial control systems implemented by management and is assisted by the internal audit function and the external auditor where appropriate.

### **SUSTAINABILITY**

The Board of Directors is responsible for guiding the Company's sustainability strategy and when defining the objectives, strategies and risk profiles for the Company's business activities, sustainability risks and opportunities are considered. Sustainability represents a permanent feature on every Board agenda, and this is in line with the Board's aim to carry out business in a manner that is sustainable for the Company's shareholders, having regard to financial, social and environmental considerations.

# COMMUNICATION WITH STAKEHOLDERS

## IMPLEMENTATION AND REPORTING ON CORPORATE GOVERNANCE

Subsea 7 S.A. acknowledges the division of roles between shareholders, the Board of Directors and the Executive Management Team. The Group further ensures good governance is adopted by holding regular Board of Directors' meetings, which the Executive Management Team attends and at which strategic, operational and financial matters are presented.

The Group's vision is: To lead the way in the delivery of offshore projects and services for the energy industry.

The Group's Values are: Safety, Integrity, Sustainability, Innovation, Performance and Collaboration.

In pursuit of the six Values, the Group has an Ethics Policy Statement and a Code of Conduct which reflect its commitment to clients, shareholders, employees and other stakeholders to conduct business legally and with integrity and honesty. The Ethics Policy Statement and the Code of Conduct were approved by the Board of Directors and were issued to all Directors, officers and employees and are subject to periodic review and updating.

## GENERAL MEETINGS

The Articles of Incorporation provide that the Annual General Meeting (AGM) shall be held within six months from the end of the financial year and in 2022 it will be held on 12 April.

The notice of meeting and agenda documents for the AGM are posted on the Group's website at least 21 days prior to the meeting and shareholders receive the information at least 21 days prior to the meeting by mail. Documentation from previous AGMs is available on the Subsea 7 website: [www.subsea7.com](http://www.subsea7.com).

All shareholders that are registered with the Norwegian Central Securities Depository System receive a written notice of the AGM. The Company will set a record date as close as practicable to the date of the AGM, taking into account the differing deadlines for ADR and common share proxies. Subject to the procedures described in the Articles of Incorporation, all shareholders holding individually or collectively at least 10% of the issued shares have the right to submit proposals or draft resolutions. All shareholders on the register as at the record date will be eligible to attend in person, or vote by proxy, at the AGM.

Proxy forms are available and may be submitted by eligible shareholders which allow separate voting instructions to be given for each proposed resolution to one of the representatives indicated on the proxy form and also allow a person to be nominated to vote on behalf of shareholders as their proxy. There will be a separate vote for each candidate nominated for election to the Board of Directors. Details will be provided in the resolutions and supporting information distributed to the shareholders ahead of the AGM.

Under Luxembourg law, there are minimum quorum requirements for extraordinary general meetings but no minimum quorum requirement for AGMs. Decisions will be validly made at the AGM regardless of the number of shares represented if approval is obtained from the majority of the votes of those shareholders that are present or represented.

The Articles of Incorporation of the Company provide that the AGM will be chaired by the Chairman of the Board of Directors. However, the Board of Directors ordinarily delegates authority to the Company Secretary to chair the AGM. If a majority of the shareholders request an alternative independent chairman, one will be appointed.

At the AGM, the shareholders, inter alia, elect members of the Board of Directors for nominated terms of appointment, approve the Company's Annual Accounts, the Group's Annual Report and Consolidated Financial Statements, discharge the Directors from their duties for the financial year and approve the statutory auditor's appointment. In accordance with Luxembourg law and the Company's Articles of Incorporation, the Chairman of the Board is elected by the Board of Directors based on its insight into who has the most suitable level of understanding of the Company to carry out the duties of the Chairman.

## EQUITY AND DIVIDENDS

### Shareholders' equity

Total shareholders' equity at 31 December 2021 was \$4.5 billion (2020: \$4.3 billion) which the Board of Directors believes is satisfactory given the Group's strategy, objectives and risk profile.

### Dividend policy

It is Subsea 7's objective to give its shareholders an attractive return on their invested capital. The Group's commitment to returning capital to shareholders was reaffirmed by formalising the dividend policy of Subsea 7 in March 2022. The Board recognises the merits of establishing a regular dividend at this point in the evolution of the Group and recommends a regular, annual dividend of NOK 1.00 per share, equivalent to \$33 million. The return of excess cash in the form of a special dividend or share repurchase will continue to be assessed by the Board annually. In 2022, reflecting the current valuation of Subsea 7 shares, the Group intends to distribute approximately \$70 million through share repurchases. The dividend will normally be paid in the month following its approval at the AGM.

### Equity mandates

At the extraordinary general meeting held on 14 April 2021, the Board of Directors' authority to approve the purchase of the Company's shares up to a maximum of 30,000,000 common shares (representing 10% of the issued common shares as at 14 April 2021) was granted until 14 April 2023. This authority is subject to certain purchase price conditions and is conditional on such purchases being made in open market transactions through the Oslo stock exchange, subject to certain limitations. The Board of Directors was also granted authority for a period ending on 14 October 2023 to cancel shares repurchased under such authorisation and to reduce the issued share capital through such cancellations.

At the same extraordinary general meeting the Company's shareholders approved the renewal of the authorised share capital at \$900,000,000 (including the issued share capital) with authority for the Board of Directors to issue new common shares within the authorised unissued share capital and with any authorised but unissued common shares lapsing on 10 May 2023. Additionally, the Board of Directors was authorised to issue new shares within the authorised unissued share capital. The Board of Directors was authorised to waive, suppress or limit existing shareholders' preferential subscription rights up to a maximum of 30,000,000 common shares (representing 10% of the issued common shares as at 14 April 2021). These authorisations were granted for a period of two years, expiring on 10 May 2023, to reduce inter alia the administrative burden of convening an extraordinary general meeting annually.

An extraordinary general meeting will be held on 12 April 2022 at which it will be proposed that the shareholders approve an amendment to the Company's Articles of Incorporation in order to allow the dematerialisation of the Company's shares. Further detail of the proposed amendment can be found on page 37.

## EQUAL TREATMENT OF SHAREHOLDERS AND TRANSACTIONS WITH CLOSE ASSOCIATES

### One class of shares

The Company has one class of shares which are listed on the Oslo stock exchange. Each share carries equal rights including an equal voting right at annual or extraordinary general meetings of shareholders of the Company. No shares carry any special control rights. The Articles of Incorporation contain no restrictions on voting rights.

### Share issues

The Board of Directors is authorised to suppress the pre-emptive rights of shareholders under certain circumstances and within the limits set forth previously. This is to allow flexibility to deal with matters deemed to be in the best interest of the Company.

In the event of the Board of Directors resolving to issue new shares and waive the pre-emptive rights of existing shareholders, the Board of Directors intends to comply with the recommendation of the Norwegian Code of Practice for Corporate Governance that the justification for such waiver is noted in the stock exchange announcement relating to such a share issue.

### Related party transactions

Any transactions between the Group and members of the Board of Directors, executive management or close associates are detailed in Note 34 'Related party transactions' to the Consolidated Financial Statements.

The Board of Directors' instructions contain provisions on how the Board of Directors and executive management will handle agreements with related parties and the Board of Directors will, from time to time, determine the necessity of obtaining third-party valuations on transactions with related parties. Under Luxembourg law, Directors may not vote on transactions in which they are directly or indirectly financially interested.

The Group's Code of Conduct requires any Director or employee to declare if they hold any direct or indirect financial interest in any transaction entered into by the Group.

### Freely negotiable shares

Subsea 7 S.A.'s shares are traded as common shares on the Oslo stock exchange and as ADRs over-the-counter in the US.

All shares are freely negotiable. The Articles of Incorporation contain no form of restriction on the negotiability of shares in the Company.

# CORPORATE GOVERNANCE AND NOMINATIONS COMMITTEE

## COMMITTEE MEMBERS

David Mullen  
Committee Chairman

Kristian Siem  
Niels Kirk

The Board of Directors has established a Corporate Governance and Nominations Committee. The composition of this Committee is for the Board of Directors to determine in accordance with the Company's Articles of Incorporation. The Board of Directors believes that the Committee, comprising certain members of the Board of Directors, the majority of whom are independent of the Company's main shareholders, has the most suitable level of understanding of the Company to carry out the duties of the Committee.

The Corporate Governance and Nominations Committee's main responsibilities are:

1. Actively seeking and evaluating individuals qualified to become Directors of the Company and nominating candidates to the Board of Directors.
2. Periodically reviewing the composition and duties of the Company's permanent committees and recommending any changes to the Board of Directors.
3. Periodically reviewing the compensation of Directors and making any recommendations to the Board of Directors.
4. Annually reviewing the duties and performance of the Chairman of the Board and recommending to the Board of Directors a Director for election by the Board of Directors to the position of Chairman of the Board.
5. Annually reviewing the Company's corporate governance guidelines, procedures and policies for the Board of Directors and recommending to the Board of Directors any changes and/or additions thereto that they believe are desirable and/or required. These governance guidelines include the following:
  - How the Board of Directors is selected and compensated (for example, the size of the Board, Directors' compensation, qualifications, independence, retirement and conflicts of interests).
  - How the Board of Directors functions (for example, procedures for Board meetings, agendas, committee structure and format and distribution of Board materials).
  - How the Board of Directors interacts with shareholders and management (for example, selection and evaluation of the CEO, succession planning, communications with shareholders and access to management).
6. Overseeing the annual evaluation of the Board of Directors' performance.
7. Overseeing all aspects of Subsea 7's compliance and ethics programme. This will include a regular review of the structure of the compliance function, the scope of its activities and the effective implementation of the programme (including procedures for employees to raise concerns about breaches of the Code of Conduct and for such concerns to be investigated and remediated).
8. Annually reviewing the Committee's own performance.

The Corporate Governance and Nominations Committee Charter is available on the Subsea 7 website: [www.subsea7.com](http://www.subsea7.com).

# COMPENSATION COMMITTEE

## COMMITTEE MEMBERS

**Kristian Siem**  
Committee Chairman

**Eldar Sætre**  
**Niels Kirk**

The Compensation Committee has been established by the Board to assist in developing a fair compensation programme for the executive officers and to ensure compliance with legal requirements as to executive officer compensation. The Compensation Committee's main responsibilities are:

1. Annually reviewing and approving the compensation paid to the executive officers of the Company with the exception of the CEO where the Compensation Committee may make a recommendation to the Board of Directors.
2. Establishing annually performance objectives for the Company's CEO and annually reviewing the CEO's performance against objectives and setting the CEO's compensation based on its evaluation.
3. Overseeing the Company's Benefit Plans in accordance with the objectives of the Company established by the Board of Directors.
  - Reviewing executive compensation plans and making recommendations to the Board on the adoption of new plans or programmes.
4. Recommending to the Board of Directors the terms of any contractual agreements and any other similar arrangements that may be entered into with executive officers of the Company and its subsidiaries.
5. Approving appointments of the CEO, the CEO's direct reports and certain other appointments.
6. Preparing the report on executive compensation to be included in the Company's Annual Report and Consolidated Financial Statements.
7. Annually reviewing the Compensation Committee's own performance.

The Compensation Committee Charter is available on the Subsea 7 website: [www.subsea7.com](http://www.subsea7.com).

## REMUNERATION OF THE BOARD OF DIRECTORS

The Company's Directors receive remuneration in accordance with their individual roles and committee membership. The Directors are encouraged to own shares in the Company but no longer participate in any incentive or share option schemes. The remuneration of the

Board of Directors is approved at the AGM annually and is disclosed in Note 34 'Related party transactions' to the Consolidated Financial Statements. Directors are not permitted to undertake specific assignments for the Group unless these have been disclosed to and approved in advance by the Board of Directors.

## REMUNERATION OF THE EXECUTIVE MANAGEMENT

The Group's remuneration policy is set by the Compensation Committee. The policy is designed to provide remuneration packages which will help to attract, retain and motivate senior management to achieve the Group's strategic objectives and to enhance shareholder value. The Compensation Committee also seeks to ensure that the remuneration policy is applied consistently across the Group and that remuneration is fair and transparent, while encouraging high performance.

The Compensation Committee benchmarks executive remuneration against comparable companies and seeks to ensure that the Group offers rewards and incentives which are competitive with those offered by the Group's peers. In benchmarking elements of remuneration against Subsea 7's peers, the Compensation Committee may from time to time take advice from external consultants.

Remuneration comprises base salary, bonus, share-based payments, benefits and pension. Performance related remuneration schemes define limits in respect of the absolute awards available. These are defined within the scheme arrangements and set out limits regarding total award in a given year and, in specific instances, the total award available to certain individuals.

## ANNUAL SALARY REVIEW ARRANGEMENTS

The annual salary review is a key annual process that allows the Company to recognise our eligible employees' performance through an increase to base salary in line with Company performance, local performance and with an understanding of market rates.

Following the challenging year of 2020, there was no annual salary review budgeted for our onshore employees in 2021, however, as always we conducted market reviews across the business to

# COMPENSATION COMMITTEE CONTINUED

ensure our salaries are aligned with the local markets we operate in and made salary adjustments where appropriate.

In recognition of the commitment shown by our offshore crew in ensuring our vessel operations continued during the global pandemic, an annual salary review was awarded to all our offshore employees. In addition, we reviewed and enhanced contractual terms and benefits.

## SHORT-TERM INCENTIVE ARRANGEMENTS

The Group operates a common annual short-term incentive plan (bonus) with targets set by the Compensation Committee. The current performance conditions for executive officers are based upon the following metrics with the relevant weighting: Financial performance (45%), Project performance (20%), Safety performance (10%) and Personal objectives (25%).

For the January to December 2021 performance period, the Adjusted EBITDA threshold of \$515 million was met, and net income was positive. The Committee agreed that the outcome corresponded with Subsea 7's performance over the period, therefore approved payment of the 2021 STIP to participants.

For the CEO, the maximum bonus opportunity in respect of 2021 was 150% of base salary. Based on performance against metrics, the bonus payable to the CEO in respect of 2021 was \$481,913. For the CFO, the maximum bonus opportunity in respect of 2021 was 100% of base salary. Based on performance against metrics, the bonus payable to the CFO in respect of 2021 was \$219,710.

## LONG-TERM INCENTIVE ARRANGEMENTS

The Group currently operates a single long-term incentive arrangement, the 2018 Long-term Incentive Plan ('2018 LTIP') to reward and incentivise key management. The 2018 LTIP provides for conditional awards based upon performance conditions over a performance period of at least three years. The performance conditions are based upon two measures: relative Total Shareholder Return (TSR) and Return on Average Invested Capital (ROAIC) based upon a weighting of 65%/35%.

There is an award cap such that executive officers may not be granted shares in a single year that have an aggregate market value in excess of 150% of their annual base salary and must build up a shareholding with a fair value of 150% of their annual base salary. There are also former schemes which are now closed to new awards. Full details of the 2018 LTIP, including details of the LTIP 2018 award vesting, are set out in Note 35 'Share-based payments' to the Consolidated Financial Statements. A conditional award was made to the CEO on 1 October 2021 in respect of 50,000 shares, equivalent to 64% of base salary. No award was made to the CFO due to planned retirement effective 31 December 2021.

## CHIEF EXECUTIVE OFFICER REMUNERATION

The remuneration package of the CEO was determined by the Board of Directors on the recommendation of the Compensation Committee. The compensation of the CEO is reported in Note 34 'Related party transactions' to the Consolidated Financial Statements.

## CHIEF FINANCIAL OFFICER REMUNERATION

The remuneration package of the CFO was determined by the Compensation Committee. The compensation of the CFO is reported in Note 34 'Related party transactions' to the Consolidated Financial Statements.

## EXECUTIVE MANAGEMENT TEAM REMUNERATION

The remuneration package of the other members of the Executive Management Team was determined by the Compensation Committee and is shown in aggregate in Note 34 'Related party transactions' to the Consolidated Financial Statements.

## SHARE OWNERSHIP OF THE EXECUTIVE MANAGEMENT TEAM

Details of total performance shares and shares held in the Company by the Executive Management Team are shown in Note 34 'Related party transactions' to the Consolidated Financial Statements.

# AUDIT COMMITTEE

## COMMITTEE MEMBERS

**Dod Fraser**  
Committee Chairman

**Jean Cahuzac**  
**David Mullen**

The Audit Committee is responsible for ensuring that the Group has an independent and effective external and internal audit process. The Audit Committee supports the Board of Directors in the administration and exercise of its responsibility for supervisory oversight of financial reporting and internal control matters and to maintain appropriate relationships with the external auditor. A majority of the Audit Committee, including the Chairman, are independent as required by Luxembourg law.

The Audit Committee's main responsibilities include:

1. Monitoring the financial reporting process and submitting recommendations or proposals to ensure its integrity.
2. Monitoring the effectiveness of the Company's and the Group's internal quality controls, internal audit function, financial controls framework and, where applicable, risk management systems.
3. Monitoring the statutory audit of the Company's Annual Accounts and the Consolidated Financial Statements of the Group, in particular its performance, taking into account any findings and conclusions of the competent authority.
4. Reviewing the quarterly, half-yearly, interim and annual financial statements of the Group before their approval by the Board of Directors.
5. Informing the Board of Directors of the outcome of the statutory audit and explaining how the statutory audit contributed to the integrity of financial reporting and the role of the Committee in that process.
6. Reviewing and monitoring the independence of the external auditor, in particular with respect to the appropriateness of the provision of additional non-audit services to the Company and the Group and putting in place procedures and making

recommendations with respect to the selection and the appointment of the external auditor.

7. Reviewing the report from the external auditor on key matters arising from the Group and the Company statutory audits.
8. Dealing with complaints received directly or via management, including information received confidentially and anonymously, in relation to accounting, financial reporting, internal controls and external audit issues.
9. Reviewing the disclosure of transactions involving related parties.
10. Annually reviewing the Audit Committee's own performance.

The Audit Committee Charter is available on the Subsea 7 website: [www.subsea7.com](http://www.subsea7.com).

The terms of reference of the Audit Committee, as set out in the Audit Committee Charter, satisfy the requirements of applicable law and are in accordance with the Articles of Incorporation.

The Chairman of the Audit Committee is Dod Fraser, whose biography can be found on page 38. The Board of Directors has determined that Mr Fraser is the Audit Committee's financial expert and competent in accounting and audit practice with recent and relevant financial experience. The Audit Committee Charter requires that the Audit Committee shall consist of not less than three Directors. The Audit Committee meets at least four times a year and its meetings are attended by representatives of the external auditor and by the head of the internal audit function.

## AUDITOR

The external auditor meets the Audit Committee annually regarding the planning and preparation of the audit of the Group's Consolidated Financial Statements and the Company's Annual Accounts.

The Audit Committee members hold separate discussions with the external auditor during the year without members of the Executive Management Team being present. The scope, resources and level of fees proposed by the external auditor in relation to the Group's and the Company's audits and related activities are approved by the Audit Committee.

The Audit Committee recognises that it is occasionally in the interest of the Group to engage its external auditor to undertake certain other non-prohibited non-audit assignments. Fees paid to the external auditor for audit and non-audit services are reported in Note 6 'Net operating income' to the Consolidated Financial Statements, which are in turn approved at the AGM. The Audit Committee also requests the external auditor to confirm annually in writing that the external auditor remains independent.

## TAKE-OVERS

Subsea 7 S.A.'s Board of Directors endorses the principles concerning equal treatment of all shareholders. In the event of a take-over bid, it is obliged to act in accordance with the requirements of applicable Luxembourg and Norwegian law provisions and in accordance with the applicable principles for good corporate governance.

The Company has been notified of the following significant shareholders who control 5% or more of the voting rights of the Company:

	% <sup>(a)</sup>
Siem Industries Inc.	23.2
Folketrygdfondet	7.9

(a) Information is correct as at 31 December 2021.

## INFORMATION AND COMMUNICATIONS

Subsea 7 S.A.'s Board of Directors concurs with the principles of equal treatment of all shareholders and the Group is committed to reporting financial results and other information on an accurate and timely basis. The Group provides information to the market through quarterly and annual reports, investor and analyst presentations which are available to the media and by making operational and financial information available on Subsea 7's website. Announcements are released through notification to the company disclosure systems of the Oslo stock exchange and the Luxembourg Commission de Surveillance du Secteur Financier and simultaneously on the Subsea 7 website. As a listed company, the Company complies with the relevant regulations regarding disclosure. Information is only provided in English.

The Company complies in all material respects with the Oslo stock exchange's Code of Practice for IR, which is available at [www.oslobors.no/](http://www.oslobors.no/).

## DIRECTORS' AND CHIEF EXECUTIVE OFFICER'S RESPONSIBILITY STATEMENT

We confirm that, to the best of our knowledge, the Consolidated Financial Statements and the Unconsolidated Financial Statements for the year ended 31 December 2021 have been prepared in accordance with current applicable accounting standards and give a true and fair view of the assets, liabilities, financial position and results of the Company and the Group taken as a whole. We also confirm that, to the best of our knowledge, the 2021 Annual Report, Consolidated Financial Statements and Unconsolidated Financial Statements include a fair review of the development and performance of the business and the position of the Group, together with a description of the principal risks and uncertainties facing the Group.

By Order of the Board of Directors of Subsea 7 S.A.

**Kristian Siem**  
Chairman

**John Evans**  
Chief Executive  
Officer