

# ESG performance data and ratings

We report on a range of key performance indicators associated with our sustainability priorities and focus areas as a measure of progress. The performance data has been reviewed and approved prior to publication by our Sustainability Committee.

Our reporting covers the period from 1 January to 31 December 2022<sup>1</sup>.

## ESG ratings and rankings

Rating agencies	Score ranges	2022 Score	Industry group, ranking <sup>2</sup>
S&P Global ESG	1 to 100 (best)	52	Energy Equipment & Services, 5 <sup>th</sup>
Sustainalytics	100 to 0 (best)	19.9	Energy Services, 9 <sup>th</sup>
ISS ESG Corporate	D- to A+ (best)	C	Oil & Gas Equipment/Services
MSCI	CCC to AAA (best)	AA	
CDP (Climate change)	D- to A (best)	C	

1. The consolidation of data from 2022 covers Subsea7 and Seaway7. However, the data for the years 2020 and 2021 covers Subsea7 and the Group's Renewables business unit before the combination with OHT ASA.

2. Industry group ranking is defined by rating agency. Ranking by S&P Global based on score date of 15 December 2022 out of 92 companies. Ranking by Sustainalytics out of 107 companies.





## Climate and greenhouse gas emissions

Performance indicator	Unit	Measurement		
		2020	2021	2022
<b>Greenhouse gas (GHG) emissions</b>				
Scope 1 GHG emissions <sup>1,2</sup>	CO <sub>2</sub> -e tonnes	420,564	*483,987	<b>617,309</b>
Scope 2 GHG emissions <sup>1,3</sup>	CO <sub>2</sub> -e tonnes	2,974	2,168	<b>1,794</b>
Scope 3 GHG emissions <sup>4</sup> (GHG Protocol scope 3 Category 6 – business air travel emissions)	CO <sub>2</sub> -e tonnes	27,579	29,469	<b>47,886</b>
<b>Carbon dioxide (CO<sub>2</sub>) emissions</b>				
CO <sub>2</sub> emissions <sup>2</sup>	CO <sub>2</sub> tonnes	410,446	*477,386	<b>608,824</b>
<b>Energy consumption</b>				
Fuel consumption <sup>2,5</sup>	tonnes	111,476	*148,920	<b>185,008</b>
Purchased onshore electricity from renewable energy tariffs	%	45	66	<b>73</b>
<b>CO<sub>2</sub> emissions and energy saving initiatives<sup>6</sup></b>				
CO <sub>2</sub> emissions reduced from energy efficiency initiatives	CO <sub>2</sub> tonnes	30,909	*77,317	<b>98,744</b>
Fuel saved from energy efficiency initiatives	m <sup>3</sup>	10,759	*29,080	<b>37,536</b>
Operational cost savings from energy efficiency initiatives	million USD	4.7	*16.4	<b>31.0</b>
<b>Renewable capacity</b>				
Cumulative offshore wind farm monopile foundations installed	number	605	639	<b>769</b>
Cumulative offshore wind farm jacket foundations installed	number	142	152	<b>259</b>
Cumulative offshore wind turbine generator foundations installed	number	747	791	<b>1,028</b>
Cumulative renewable cables installed	number	548	726	<b>944</b>
Cumulative length of renewable cables installed	km	816	1,281	<b>1,968</b>
Cumulative offshore substations installed	number	35	35	<b>35</b>
Cumulative power capacity of renewable projects supported	GW	6.0	7.5	<b>10.5</b>
<b>EU Taxonomy key performance indicators<sup>7</sup></b>				
Total revenue	million USD	3,466	5,010	<b>5,136</b>
Renewables business unit revenue	million USD	631	1,260	<b>1,117</b>
EU Taxonomy-eligible revenue	million USD	**	1,239	<b>1,106</b>
EU Taxonomy-eligible OPEX	million USD	**	31	<b>18</b>
EU Taxonomy-eligible CAPEX	million USD	**	403	<b>122</b>
EU Taxonomy-aligned revenue	million USD	**	**	<b>1,061</b>
EU Taxonomy-aligned OPEX	million USD	**	**	<b>17</b>
EU Taxonomy-aligned CAPEX	million USD	**	**	<b>122</b>
<b>Other</b>				
Total R&D budget associated with energy transition (share of total)	%	**	44	<b>56</b>

\* Following a review of our data tracking, figures restated for the indicated year.

\*\* Data not available

### Comments on 2022 Performance

Scope 1 emissions increased as a result of both an increase in operational activity and an increase in fuel consumption from the addition of six heavy transportation vessels as part of the business combination with OHT ASA, completed in fourth quarter of 2021.

### Notes

- Our reporting on GHG emissions is based on carbon dioxide-equivalent (CO<sub>2</sub>-e), a standard unit for measuring carbon footprints. The conversion factors to calculate CO<sub>2</sub>-equivalent (CO<sub>2</sub>-e) are IEA for electricity and Defra for fuel/gas.
- Scope 1 reporting covers direct GHG emissions, CO<sub>2</sub> emissions and fuel consumption from owned vessels and leased-in vessel that Subsea7 uses for a period of 12 months or over.
- Scope 2 reporting covers indirect emissions from purchased electricity (non-renewable sources) for our onshore facilities.
- Scope 3 reporting covers only emissions associated to business travel – air miles travelled by our people for work. Emission data are pre-calculated and provided by external provider.
- Fuel consumption data does not include power from shore while vessels are in port.
- CO<sub>2</sub> emissions reduced from using hybrid vessels (read more on page 18) and through energy saving measures.
- Financial data taken from audited 2022 Subsea 7 S.A. Annual Report.



## Environmental

Performance indicator	Unit	Measurement		
		2020	2021	2022
<b>Emissions to air<sup>1</sup></b>				
Nitrogen oxides (NOx) emissions	tonnes	4,808	7,088	<b>9,450</b>
Sulphur oxides (SOx) emissions	tonnes	379	381	<b>575</b>
<b>Environmental incidents<sup>2</sup></b>				
Environmental incident frequency per 200,000 hours worked	rate	0.86	1.18	<b>1.06</b>
<b>Spills</b>				
Number of environmental spills <sup>3</sup>	number	94	106	<b>101</b>
Volume of environmental spills <sup>3</sup>	litres	**	1,752	<b>2,041</b>
Environmental spills <sup>3</sup> frequency in litres per 200,000 hours worked	rate	36	16	<b>16</b>
Number of significant spills <sup>4</sup> >10m <sup>3</sup> (hydrocarbon)	number	n/r	n/r	<b>0</b>
Volume of significant spills <sup>4</sup> >10m <sup>3</sup> (hydrocarbon)	m <sup>3</sup>	n/r	n/r	<b>0</b>
<b>Waste generation and disposal</b>				
Hazardous waste generated from:	tonnes			
Offshore <sup>1</sup>		1,523	2,938	<b>3,202</b>
Onshore <sup>5</sup>		150	108	<b>251</b>
Non-hazardous waste generated from:	tonnes			
Offshore <sup>1</sup>		2,883	3,057	<b>4,265</b>
Onshore <sup>5</sup>		3,451	3,194	<b>3,852</b>
Total hazardous and non-hazardous waste directed to disposal from onshore <sup>5</sup> sites	tonnes	849	761	<b>618</b>
Total hazardous and non-hazardous waste recycled from onshore <sup>5</sup> sites	tonnes	2,752	2,541	<b>3,485</b>
	%	76	77	<b>85</b>
Non-hazardous waste generated from offshore segregated <sup>6</sup> for recycling	%	61	69	<b>66</b>
<b>Environmental fees</b>				
Significant fines or non-monetary sanctions in excess of \$100K USD for non-compliance with environmental laws/regulations	USD	0	0	<b>0</b>

\*\* Data not available.

n/r Data not reported. The indicator was introduced in our sustainability reporting in 2022.

### Comments on 2022 performance

Emissions to air – In line with scope 1 emissions, the increase in NOx and SOx emissions relates to the increased fuel consumption from Subsea7's fleet.

### Notes

1. We report emissions (NOx and SOx), waste and spills generated from Subsea7 owned vessels and leased-in vessels that Subsea7 uses for a period of 12 months or over.
2. An environmental incident is defined as an actual unplanned, uncontrolled or unauthorised release to the environment causing pollution to land, air, water or the seabed.
3. An environmental spill is reported as spill reaching gravel, soil, water, sewer systems or absorbing floors, even if only a small portion of the spill is not contained. Spills fully contained by drip trays, overflow tanks etc. are not considered environmental spills.
4. For Subsea7, significant spill is defined as the number of uncontained hydrocarbon liquids spills greater than 10 m<sup>3</sup>.
5. Onshore waste data is limited to owned worksites. We are working on consolidation of data to cover both owned and leased worksites.
6. Excludes an element of non-hazardous waste which cannot be recycled.



## Social

Performance indicator	Unit	Measurement		
		2020	2021	2022
<b>Safety<sup>1, *</sup></b>				
Total recordable injury	number	32	39	<b>28</b>
Lost-time injury	number	8	14	<b>1</b>
Fatality	number	0	0	<b>0</b>
Total recordable injury frequency per 200,000 hours worked	rate	0.29	0.33	<b>0.21</b>
Lost-time injury frequency (LTIF) per 200,000 hours worked	rate	0.07	0.12	<b>0.01</b>
Serious injury frequency <sup>2</sup> per 200,000 hours worked	rate	n/r	n/r	<b>0</b>
Total near miss reports <sup>3</sup>	number	273	248	<b>265</b>
<b>Training on health, safety, and wellbeing<sup>†</sup></b>				
Total days of health, safety and wellbeing training	days	2,738	4,022	<b>4,699</b>
Safety courses taken per person by employee category:	average number			
Offshore		2.17	2.66	<b>3.30</b>
Onshore		0.63	1.45	<b>1.52</b>
Health and wellbeing courses taken per person <sup>4</sup>	average number	0.55	0.28	<b>0.16</b>
Emergency Response exercises conducted onshore <sup>5</sup>	number	119	137	<b>128</b>
<b>Human rights programme</b>				
Proportion of our workforce <sup>6</sup> covered by a human rights risk assessment within the last three years	%	n/r	n/r	<b>92</b>
Relevant employees trained on human rights <sup>7</sup>	%	n/r	n/r	<b>83</b>
High-risk suppliers undergoing enhanced human rights risk assessment	%	n/r	n/r	<b>18</b>
Suppliers with a contract that included human rights clauses	number	6,660	6,164	<b>6,521</b>
	%	82	86	<b>81</b>
<b>Employee training and education<sup>†</sup></b>				
Courses taken per person by employee category:	average number			
Offshore		3.88	3.02	<b>4.05</b>
Onshore		6.00	7.81	<b>11.12</b>
Hours of training undertaken per person by employee category:	average hours			
Offshore		4.44	3.34	<b>4.64</b>
Onshore		7.42	8.51	<b>8.44</b>
<b>Employee survey results</b>				
Satisfaction score for following statement:	score out of 10			
“At Subsea7, people of all backgrounds are accepted for who they are”		**	8.3	<b>8.4</b>
“Employee health and wellbeing is a priority at Subsea7”		**	7.4	<b>7.6</b>

\* Excludes Xodus, 4Subsea and consolidated joint ventures.

\*\* Data not available.

n/r Data not reported. The indicator was introduced in our sustainability reporting in 2022.

### Notes

1. Safety data includes employees (permanent and non-permanent), subcontractor or supplier employees working on behalf of Subsea7.
2. For Subsea7, serious injury frequency is actual injuries that result in the injured person having a permanent impairment per 200,000 hours worked.
3. A near miss is an incident that has no actual consequences but does have potential negative consequences.
4. Health and wellbeing courses apply only to those with access to our Human Resource training platform.
5. Emergency Response exercises are based on simulated scenarios developed to reflect potential offshore or onshore operational issues and conducted by onshore support team.
6. The proportion of the Group's permanent and non-permanent workforce headcount who work across all our offices, sites and vessels.
7. Relevant employees refer to those employees who need to have good level of understanding of human rights because their roles mean they can and should help identify and manage human rights risks.



## Social continued

Performance indicator	Unit	Measurement		
		2020	2021	2022
<b>Employment, new hires and turnover (as per 31 December 2022)<sup>1</sup>:</b>				
Total number of employees (headcount):	%	10,870	12,502	<b>13,437</b>
Onshore		5,747	6,592	<b>7,885</b>
Offshore		5,123	5,910	<b>5,552</b>
Employee by gender mix of male or female:	%	M/F	M/F	<b>M/F</b>
Onshore		39/14	39/14	<b>43/16</b>
Offshore		46/1	46/1	<b>40/1</b>
Employee by nationality mix:	%			
Europe		57	53	<b>52</b>
Asia Pacific		22	20	<b>21</b>
Americas		17	19	<b>20</b>
Africa		4	8	<b>7</b>
Employee by age group of onshore population:	%			
under 30		14	12	<b>15</b>
30-50		67	69	<b>67</b>
over 50		19	19	<b>18</b>
Employee by age group of offshore population:	%			
under 30		8	8	<b>8</b>
30-50		68	67	<b>67</b>
over 50		24	25	<b>25</b>
Permanent employee by employment type (full time and part time) <sup>2</sup>	%	FT/PT	FT/PT	<b>FT/PT</b>
		97/3	97/3	<b>97/3</b>
New permanent employee hires by gender mix of male or female <sup>3</sup>	%	M/F	M/F	<b>M/F</b>
		72/28	75/25	<b>69/31</b>
New permanent employee hires by age group <sup>3</sup> :	%			
under 30		27	31	<b>31</b>
30-50		67	62	<b>62</b>
over 50		6	7	<b>7</b>
Permanent employee voluntary turnover rate <sup>4</sup>	%	4.0	7.0	<b>8.2</b>
<b>Leadership diversity</b>				
Onshore leadership by gender mix of male or female <sup>2</sup> :	%	M/F	M/F	<b>M/F</b>
Leadership group		87/13	87/13	<b>85/15</b>
Executive Management Team of Subsea 7 S.A.		75/25	67/33	<b>71/29</b>
Board of Directors of Subsea 7 S.A.		86/14	86/14	<b>86/14</b>

### Notes

1. Data includes all types of employees (permanent and non-permanent), unless otherwise stated.
2. Permanent onshore population only. Excludes 4Subsea, Xodus, and consolidated joint ventures.
3. Permanent onshore population only. Excludes consolidated joint ventures.
4. Annual turnover is calculated by number of permanent employee voluntary leavers (rolling 12-month total) per number of permanent headcount (rolling 12-month average).



## Governance

Performance indicator	Unit	Measurement		
		2020	2021	2022
<b>Compliance and ethics programme</b>				
Proportion of the business covered by an independent anti-corruption compliance programme assessment <sup>†</sup>	%	**	80	<b>86</b>
<b>Speak Up channel and culture</b>				
Speak Up and other compliance and ethics cases <sup>1</sup>	number	32	31	<b>47</b>
Speak Up and other compliance and ethics cases <sup>1</sup> frequency per 1,000 employees	rate	2.94	2.62	<b>3.50</b>
Compliance and ethics cases <sup>1</sup> relating to:				
Human rights	number	0	1	<b>2</b>
Labour practice (including grievance)	number	15	13	<b>18</b>
Discrimination	number	0	2	<b>0</b>
Human rights impact on local communities	number	0	0	<b>0</b>
<b>Communication, education and training</b>				
Governance body members <sup>2</sup> that have received compliance and ethics training <sup>3</sup>	number	122	156	<b>141</b>
	%	64	81	<b>95</b>
Employees that have received compliance and ethics training <sup>3</sup>	number	5,153	5,067	<b>6,691</b>
Proportion of our people required to complete compliance and ethics training <sup>3</sup>	%	47	46	<b>55</b>
Categories that have had Subsea7 anti-corruption policies communicated to them:				
Governance body members <sup>2</sup>	number	122	156	<b>141</b>
	%	64	81	<b>95</b>
Incorporated joint venture partners <sup>4</sup>	number	18	22	<b>21</b>
	%	100	100	<b>100</b>
Unincorporated joint venture, consortium, and alliance partners <sup>4,5</sup>	number	**	**	<b>**</b>
	%	100	100	<b>100</b>
Suppliers	number	6,660	6,164	<b>6,521</b>
	%	82	86	<b>81</b>
Employees	number	5,153	5,067	<b>6,691</b>
	%	47	46	<b>55</b>
Suppliers attending a compliance, ethics and integrity session	number	481	527	<b>319</b>
<b>Supply chain management</b>				
Medium and high-risk suppliers assessed for corruption risk <sup>6</sup>	%	**	40	<b>91</b>
<b>Other</b>				
Monetary value of financial/in-kind political contributions made by Subsea7	USD	0	0	<b>0</b>

\* Excludes Xodus, 4Subsea and consolidated joint ventures.

\*\* Data not available

### Notes

1. Compliance and ethics cases include all alleged or suspected breaches of the Code of Conduct, whether raised via Safecall or reported via other channels, and excluding any duplicate concerns.
2. Governance body members include directors of Subsea 7 S.A., Seaway 7 ASA and every wholly owned subsidiary in the Group.
3. Training on compliance and ethics including anti-corruption. Training is conducted through e-learning, general and targeted workshops.
4. An unincorporated joint venture is a contractual arrangement between the partners, whereas in an incorporated joint venture, the partners hold shares in a company.
5. As part of Subsea7 standard anti-corruption compliance process, all unincorporated joint venture, consortium and alliance partners would have had Subsea7 anti-corruption policies communicated to them however the total number of this category is not known.
6. Subsea7 considers any supplier in a high risk country as medium risk or, if it interacts with public officials on our behalf, high risk.