

**DIVERSITY AND INCLUSION POLICY FOR**  
**THE SUPERVISORY BOARD OF SBM OFFSHORE N.V.**

(effective date: December 10, 2025)

**1 Introduction and Definitions**

- 1.1 In line with the company wide Inclusion, Diversity & Inclusion Policy, which can be found on the Company [website](#), this Diversity and Inclusion Policy 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 by the Supervisory Board on December 10, 2025. Further 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 fosters a culture of respect, integrity and continuous improvement, promoting collaboration across diverse perspectives to drive innovation and excellence. By ensuring psychological safety, SBM Offshore creates an environment where colleagues can be themselves, share experiences, and thrive. SBM Offshore values diversity in all forms, including gender, age, disability, ethnicity, sexual orientation, religion, education and national origin. SBM Offshore has zero tolerance for discrimination, harassment or inappropriate conduct, which forms the foundation of its Inclusion, Diversity and Equity approach.
- 2.2 Diversity and inclusion are not only foundational values for SBM Offshore, but they are also essential for the functioning of the Supervisory Board. SBM Offshore acknowledges that a broad spectrum of backgrounds, experience, expertise and perspectives brings benefits to the Company and its Business. A diverse composition of the Supervisory Board contributes to a well-balanced decision-making process and proper functioning of the Supervisory Board. Such diversity also enables each member to make valuable contributions in carrying out the respective Supervisory Board and its Committee’s responsibilities.

**3. Diversity and inclusion aspects and targets**

- 3.1 In line with Dutch statutory gender diversity legislation and the Code, the following diversity and inclusion aspects and targets have been identified as relevant for the Supervisory Board to contribute to a diverse and inclusive composition:
- a) nationality/cultural background: The aspiration is to achieve fair and appropriate representation in the Supervisory Board in terms of nationality, cultural background and experience relevant to the geographic regions in which the Company operates. This approach reflects the international scope of the Company’s business activities and supports proper governance through diverse perspectives;
  - 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 In general, while experience and strong performance are often weighing heavily on the decision to nominate a Supervisory Board member for re-appointment, new appointments offer the opportunity to re-balance the Supervisory Board's composition when necessary. When considering vacancies, particular attention is given to achieving and maintaining an appropriate balance in nationality, cultural background, and gender. Additionally, experience and expertise are carefully considered. Ultimately the most qualified candidate will be nominated for appointment.

##### **4.2 Review and updates**

- 4.2.1 The Company shall regularly 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.

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