



Corporate Sustainability Report

2022



"... our services have always supported the **path to energy transition** and integration, and we want to be at the forefront of the world's initiative to **more sustainable energy options.**"

Owen Kratz

President and Chief Executive Officer
Helix Energy Solutions Group, Inc.



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Letter to Our Stakeholders

The past two years have proved challenging for all businesses, and ours was no exception. COVID-19 and the global threat of climate change remain realities that, as a good corporate citizen, we need to address and take real action to manage. Despite ongoing uncertainty, sustainability continues to drive our business strategy and decision-making with a renewed focus on our commitment to and participation in the world's energy transition.

While this commitment and participation are elements highlighted in this Report, they have always formed a part of our core business model evident in the products and services we provide. This model aligns with the underlying principle that fossil fuels will not be eliminated from consumption as we and the world strive for better emissions, but rather there will be a transition from relying primarily on fossil fuels to a more integrated approach that includes renewable energy.

Our services provide a path to that integration. At their highest level, they include (1) production maximization, (2) decommissioning and (3) renewable energy support. These resources target energy transition at multiple points and through a variety of mechanisms. First, we assist our customers with maximizing remaining reserves from each well. By producing more hydrocarbons from existing wells, we help clients address the challenge of replacing production reserves. This extends the useful life of wells allowing for greater recovery and diminishing the need to drill new wells. Second, once a well is at the end of its useful life, we safely decommission the well in both deep and shallow water to prevent uncontrolled releases into the subsea environment and to return the seabed to a habitat suitable for maintaining the biodiversity of the area. Third, we facilitate the implementation of renewable energy and reduced emissions technology by providing jet trenching, boulder removal and unexploded ordnance (UXO) clearance. We implement a variety of tools, techniques and protocols designed to minimize emissions and our footprint on the environment.

As noted in our 2021 Corporate Sustainability Report, avieco, a sustainability consultant, determined that Helix's vessels, in comparison to a conventional drilling vessel, were 31% more efficient and reduced the time to complete the same well intervention task by almost 50%. This equates to a 60% decrease in emissions when using a Helix vessel compared to a drillship.

We are not only looking outward at how our services can reduce the environmental impact of our customers' operations, but we are also looking inward to implement structures and strategies to reduce our own carbon footprint on and offshore. In 2021, we released our inaugural 5-year Greenhouse Gas (GHG) Emission Targets from the baseline year 2019. I am pleased to note that we are on track in our reduction efforts with a nearly 8% decrease in our Scope 1 emissions, a 30% decrease in our Scope 2 emissions, and a nearly 43% decrease in our Scope 3 emissions. We will continue to evaluate our strategy and targets in light of the progress we have made and our acquisition of the Alliance group of companies in July 2022.

We provide substantive support in the monumental task of energy transition by not only facilitating a shift by legacy oil and gas providers to enhance production and decommission more efficiently, but also aiding the renewable energy sector in creating necessary infrastructure to implement cleaner energy solutions. Our service offerings act as a meaningful component of the world's transition to a lower carbon economy and provide a lower cost and environmentally responsible solution for decommissioning offshore wells. In short, our assets are uniquely designed to enhance and extend the lives of existing oil and gas reserves, eventually decommission those oil and gas reserves, and lay the groundwork for the future of energy.

As we progress our sustainability strategy and goals, we continue to revisit one underlying theme – our services have always supported the path to energy transition and integration, and we want to be at the forefront of the world's initiative to more sustainable energy options.

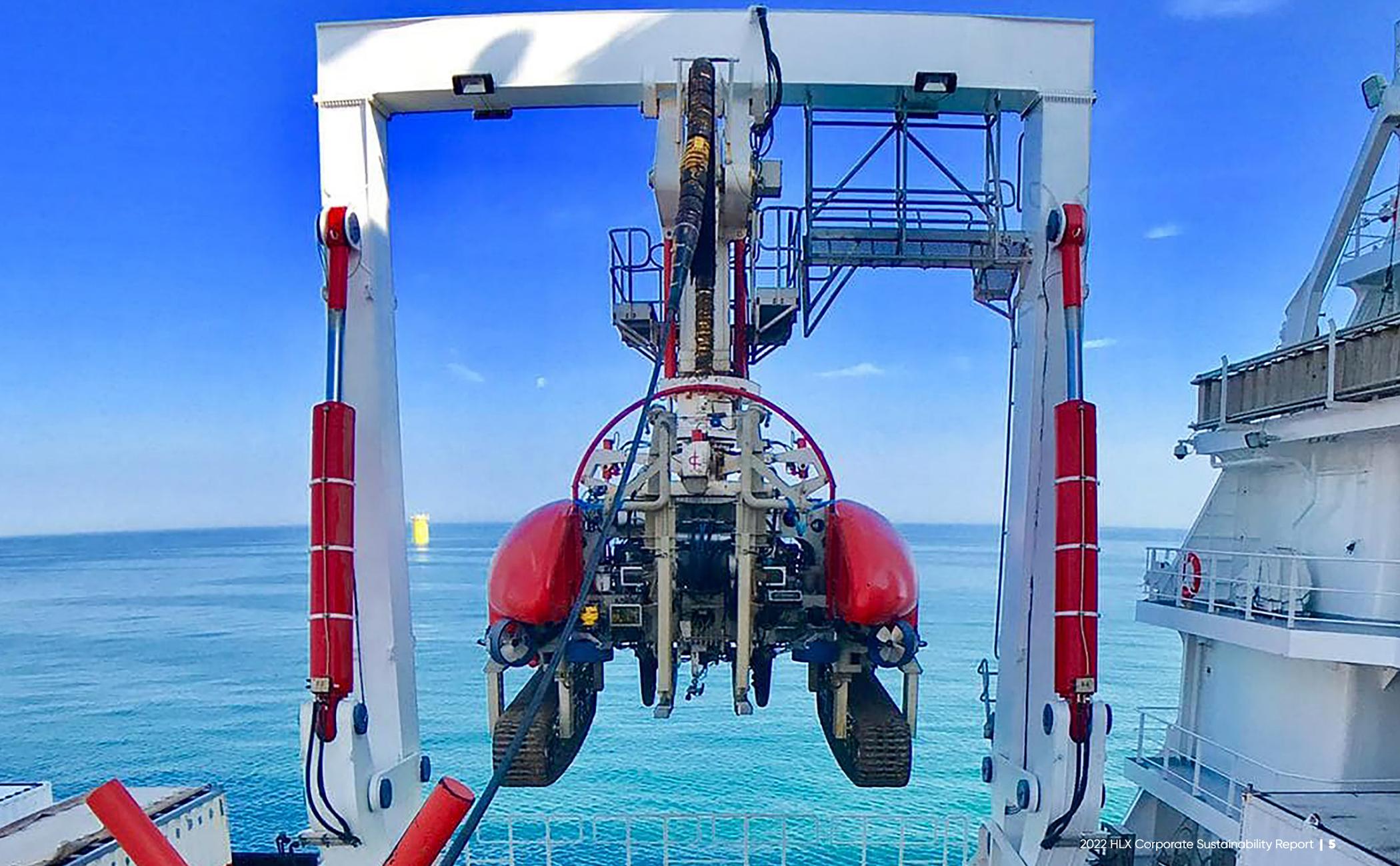
We look forward to the future of Helix and our commitment to energy efficiency.



Owen Kratz
President and Chief Executive Officer
Helix Energy Solutions Group, Inc.

"Safety, Sustainability and Value Creation – our core goals – support our vision as a preeminent offshore energy transition company."

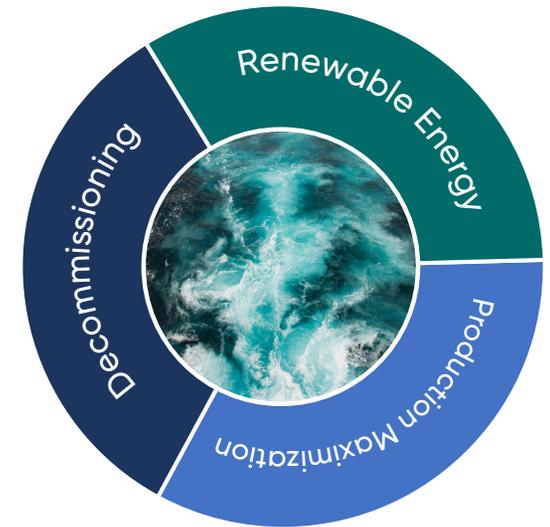
Owen Kratz, President and Chief Executive Officer
Helix Energy Solutions Group, Inc.



About Helix

2022 Company at a Glance

Helix Energy Solutions provides specialty services to the offshore energy industry with a focus on well intervention and robotics operations. Our services are centered toward and well positioned to facilitate global energy transition by maximizing production of remaining oil and gas reserves, decommissioning end-of-life oil and gas fields, and supporting renewable energy developments.



Maximizing Remaining Reserves

- Production Enhancement – continue assisting oil and gas producers maximize the recovery of existing fields, mitigating need for new drilling, using our methodologies and purpose-built assets
- Alternative solutions – extending end-of-life fields prior to our provision of abandonment solutions

Abandonment and Decommissioning

- Historical success as full-field abandonment contractor
- Expansion into Gulf of Mexico shallow water full-field abandonment with Alliance acquisition in 2022
- Believe regulators’ renewed push for accelerated plug and abandonment (P&A) will accelerate growth of abandonment

Offshore Renewables and Wind Farms

- Cable trenching and site preparation services, with opportunities to expand
- Ability to offer further specialty support services and geographic expansion



Regional Offices

Houston, Texas, USA (HQ)
 Houma, Louisiana, USA
 Aberdeen, United Kingdom
 Rio de Janeiro, Brazil
 Singapore



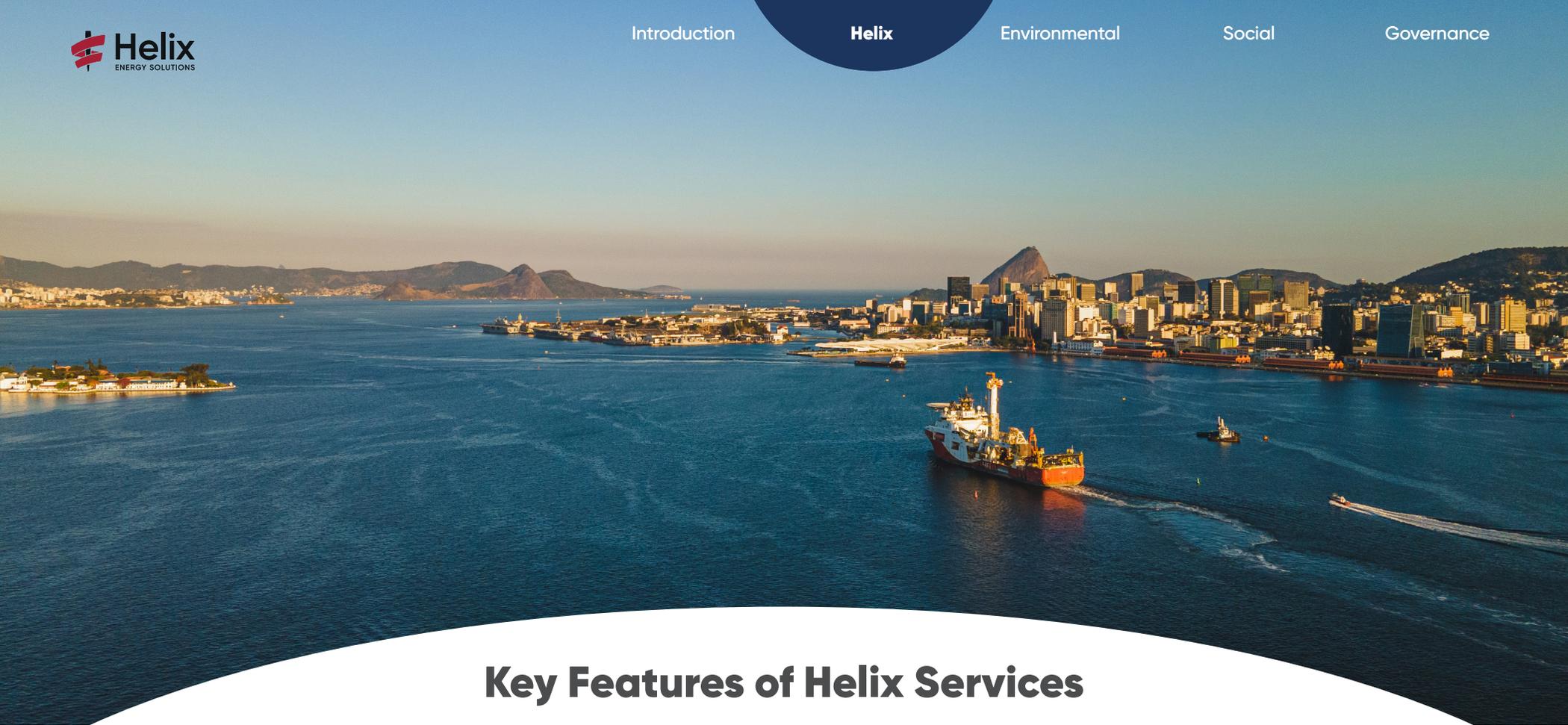
Employees (as of 12/31/21)

1,327 global employees
 Representing 32 different nationalities



Financial Highlights (as of 12/31/21)

\$675 million revenue
 \$305 million liquidity
 NYSE: HLX



Key Features of Helix Services

What We Do

- ✓ Production Enhancement
- ✓ Field Development
- ✓ Offshore Renewables Services
- ✓ Deepwater Decommissioning
- ✓ Shallow Water Decommissioning
- ✓ Production Facilities
- ✓ Helix Fast Response System
- ✓ Strategic Alliance

What We Don't Do

- ✗ **NO** Ownership of Onshore Wells
- ✗ **NO** Hydraulic Fracturing
- ✗ **NO** Drilling
- ✗ **NO** Onshore Oil & Gas Services



7

Well Intervention Vessels

Seven dedicated well intervention vessels

4

Robotics Support Vessels

Four robotics support vessels on term charters

40

Remotely Operated Vehicles (ROVs)

40 work-class ROVs

10

Intervention Systems

Six intervention riser systems, three subsea intervention lubricators, and one riserless open water abandonment module

6

Robotics Assets

Four trenching systems, one ROVDrill system and one boulder grab

20

Helix Alliance Systems

14 marketable P&A systems and six coiled tubing systems

5

Regional Offices

Houston, Texas, USA (HQ)
 Houma, Louisiana, USA
 Aberdeen, United Kingdom
 Rio de Janeiro, Brazil
 Singapore

21

Helix Alliance Vessels

Ten liftboats, six OSVs, three diving vessels, one heavy lift barge and one crew boat



Environmental

Helix is comprised of three service segments that are keyed towards energy transition. These include maximizing remaining reserves, abandonment and decommissioning, and offshore renewables and wind farms. Each of these business segments support the other allowing efficiencies and innovation across our Company. With these services, we are able to provide innovative solutions designed to maximize the recovery of oil in offshore environments, decommission offshore facilities, and facilitate the implementation of renewable energy. We are committed to supporting the responsible transition from a carbon-based economy and are in the vanguard of integrating offshore wind energy and reduced emissions technology.

We apply the techniques and technologies proven in offshore oil and gas fields to customers' needs in the rapidly growing industry of Renewables. These include jet trenching, boulder removal, UXO clearance and the burial of cables that link wind turbines to each other and the wind farm to the shore bringing sustainable energy to local communities. In addition to the Renewables sector, our Robotics segment also assists with end of field life. At the end of field life, the primary goal is to leave behind a clean seabed, so that our seas and oceans are safe to be sustainably used by others for centuries to come. We partner with our clients to make this goal a reality.

2021 Highlights

754

Workdays on Renewables projects

100%

of Robotics site clearance projects were related to Renewables

80

wells P&A'd

70mT*

CO₂E per year savings converting to biomethane at Helix House in Aberdeen

30%

of Robotics projects were related to Renewables, consisting of site clearance, trenching and ROV projects

38%

of trenching projects were related to Renewables

25%

of ROV projects were related to Renewables

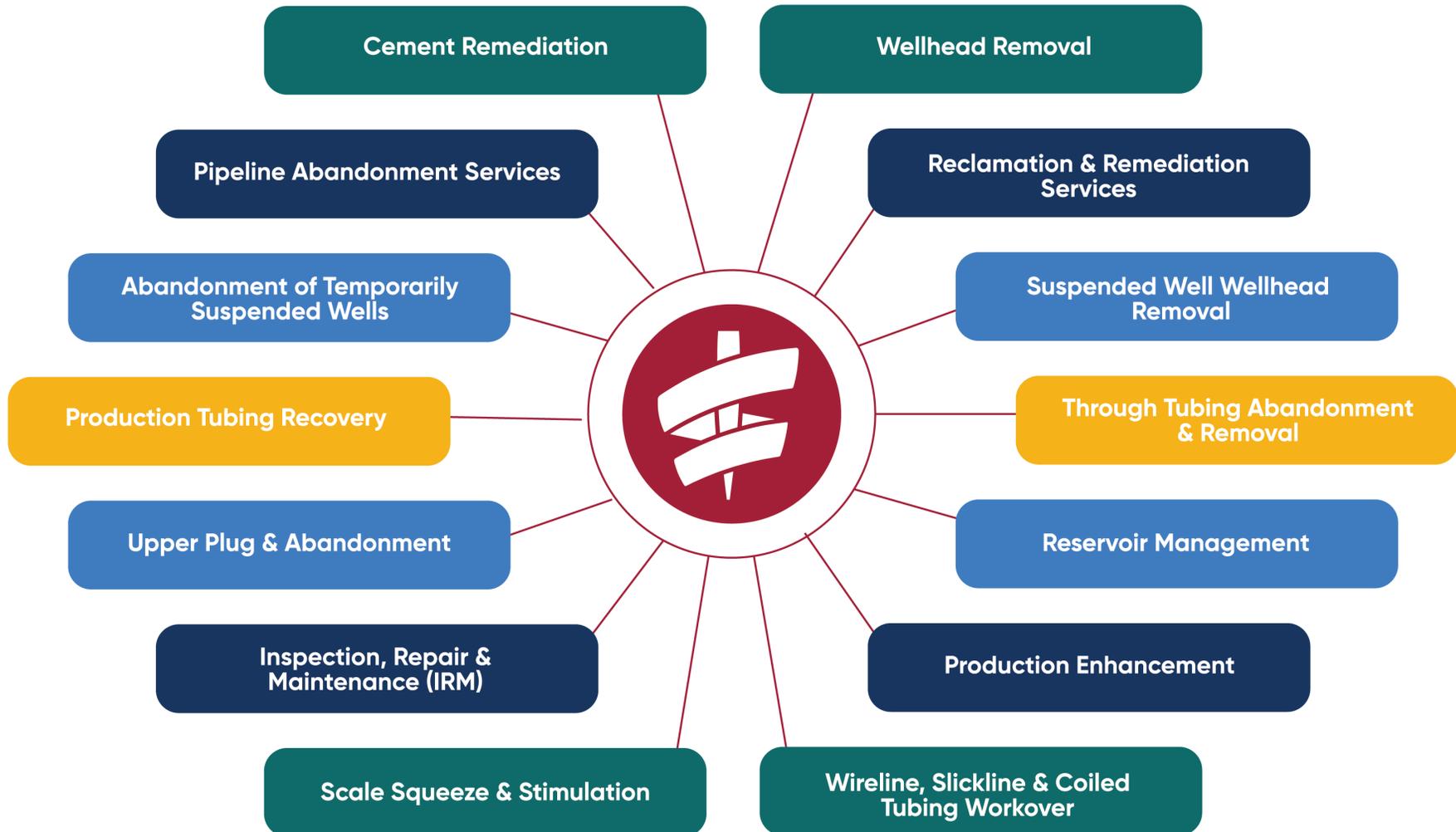
27.5 mT*

CO₂E per year savings converting to LED lighting at Helix House in Aberdeen**

* Estimated

** Savings inclusive of prior lighting conversions

Production Maximization and Decommissioning Services



Well Intervention Efficiencies: Maximizing Remaining Reserves, Lower Emissions and Decommissioning

Helix is not an offshore drilling company, but through the use of our well intervention technology we are able to assist companies in reducing the emissions from oil and gas operations through a three-part strategy. First, our services enhance the production at our customers' existing wells minimizing their need to drill new wells. Producing more hydrocarbons from existing wells helps clients address the challenge of replacing production reserves. By maximizing the remaining reserves at these existing wells, our clients have the ability to reduce their emissions footprint by avoiding the significant CO₂e emissions that result from drilling a new well.

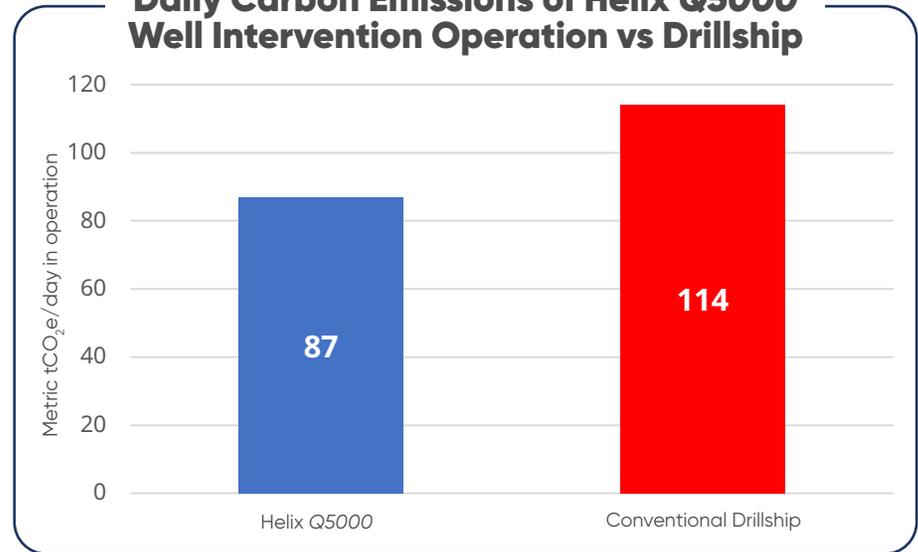
Second, the manner in which we provide services produces lower emissions when compared to a conventional drilling vessel (drillship). In 2020, Helix engaged avieco, a sustainability consultant operating since 2007, to assess the efficiency a Helix vessel may offer in well intervention compared to a drillship. From avieco's analysis a Helix vessel on average carries out a typical well intervention in 17.5 days, compared to a drillship which on average takes 33.65 days. In other words, avieco determined Helix's vessel reduced the time to complete the same task by almost 50% and additional efficiencies followed suit. avieco found that during a well intervention operation on average a Helix vessel emitted 87 metric tons of CO₂e per day compared to 114 metric tons of CO₂e

per day emitted by a drillship. These numbers demonstrate the use of a Helix vessel was 31% more efficient per day during the well intervention compared to a drillship. Combined with the reduction in days required to complete a project, the study shows using a Helix vessel reduces emissions by approximately 60% with a well intervention project. These efficiencies coupled with production enhancement services aim to reduce emissions at different critical paths throughout operations.

Third, when the lifecycle of an offshore well has been reached, Helix vessels are able to provide full field abandonment in both deep and shallow water. This means that we properly plug and abandon wells that no longer have a useful life to prevent any future uncontrolled releases. The July 2022 acquisition of the Alliance group of companies augments Helix's decommissioning and life-of-field maintenance service capabilities through the addition of comprehensive shallow water assets, including a fleet of Jones Act-compliant vessels, lift boats, heavy lift derrick barges, offshore supply vessels, diving vessels, plug and abandonment system, coiled tubing systems and snubbing units.

Since 1987, we have performed over 1,600 subsea well intervention operations and our services act as a meaningful component of the world's transition to a lower carbon economy and provide a lower cost and environmentally responsible solution for enhancing production and the eventual decommissioning of offshore wells.

Daily Carbon Emissions of Helix Q5000 Well Intervention Operation vs Drillship



Decrease of 2,318 metric tons of CO₂e

- ✓ Helix vessel is **2.5 times less** carbon intensive than a conventional drillship
- ✓ **Over 90%** of the carbon emissions occur from the well intervention
- ✓ Helicopter travel used to support both vessels contributes no more than **1%** of emissions

Activity Stage	Helix Q5000	Drillship
Helicopter Travel	16	32
Supply Boat Support	95	190
Well Intervention	1,411	3,618
Total metric tons CO₂e	1,522	3,840

Helix Q5000 produced **60% lower emissions** than the conventional drillship.

Source: avieco Helix ESG Well Intervention Carbon Footprint Analysis, November 18, 2020. avieco works with a broad range of organizations in a variety of sectors, including financial services, retail, food and beverage, construction, manufacturing, transport, media and technology, the public sector and the third sector. avieco was selected based on their experience in GHG reporting to WRI GHG protocol and ISO 14064:1 standards and their extensive experience using ISO 14064:3 and PAS 2050:2011 for product carbon footprints.

Case Study: Maximizing Reserves

The case study described below provides additional detail into the benefits Helix can provide producers to increase their production capacity. Our services facilitate better producing wells as evidenced by the significant increase in barrels per day (BBLs/day). By increasing the output of existing wells, we help mitigate the need to replace production reserves by drilling new wells.

13-Well Riser based Intervention Campaign

Project Overview

The Q4000 successfully completed a 13-well campaign combining both mechanical and hydraulic interventions through Helix's subsea well access package.

The Helix Q4000 was contracted by a major operator in the U.S. Gulf of Mexico to complete a 13-well intervention campaign across seven different fields, with the primary objective being to increase subsea production.

The project utilized the Q4000 with riser based Intervention Riser System and 2 ROVs from Helix Robotics Solutions to access the wells.

Objectives on all 13 wells were successfully completed including over 41 miles of Intervention Riser System hops and 44 submissions to the Bureau of Safety and Environmental Enforcement. The project provided significant increase in the operator's production by more than 40k BBLs/day, as well as adding over 20k BBLs/day water injection capability.

Project Location

The 13-well campaign performing integrated well intervention services was located 193 miles offshore in 1,300'-2,500' water depth.

Project Highlights

13-well campaign completed in 135 days across 7 different subsea fields

Increased operator's production of more than 40k BBLs/day

41 miles of subsea Intervention Riser System well hops

Worked 25,000 man hours

Learn more: <https://helixesg.com/experience/13-well-riser-based-intervention-campaign>

The Q4000 successfully completed a 13-well campaign for a major operator in the Gulf of Mexico, increasing the operator's production by more than 40k BBLs/day.



Leaders in safe well containment

The Helix Fast Response System (HFRS) is a compilation of our Company's unique assets, experience, preparedness, dedication to industry safety and past offshore spill response emergencies.

Based on the lessons learned and technologies developed for the BP Macondo spill response in 2010, Helix developed the HFRS to respond to future spills. The HFRS combines services offered by both the *Helix Producer I (HPI)* and either the *Q4000* or the *Q5000* vessels, depending upon availability and location. During the BP Macondo spill, the *HPI* processed oil and gas discharged from the well and the *Q4000* deployed the cofferdam, burned off oil and gas from the well and recovered the Deepwater Horizon blowout preventer. The *HPI*, *Q4000* and *Q5000* all operate in the Gulf of Mexico to form a strategic team to react to and assist with well control and containment efforts.

Calling off working vessels is operationally preferable to a modular system that would take longer to deploy and may go untested for extended periods. The HFRS uses the proven methodologies from Macondo to provide spill response capacity.

Since February 2011, the HFRS has been cited as the spill response system of record for more than 200 new drilling permits issued in the Gulf of Mexico. At full production capacity, the *HPI* is capable of producing 55,000 barrels of oil per day (BOPD) and 95 million standard cubic feet per day (MMSCFD) of gas at 10,000 psi in water depths to 10,000 feet. In addition, the *Q4000* and *Q5000* have been outfitted to accommodate a temporary process package that can handle 130,000 BOPD and 220 MMSCFPD at 10,000 psi in water depths to 10,000 feet.

The HFRS continues to be named as a well control resource in customers' permit applications and is a powerful tool in the industry's arsenal to help mitigate and remediate the environmental risks associated with offshore drilling and production operations in the Gulf of Mexico.

Helix Fast Response System



Helix Producer I



Q4000



Q5000

Alliance Acquisition

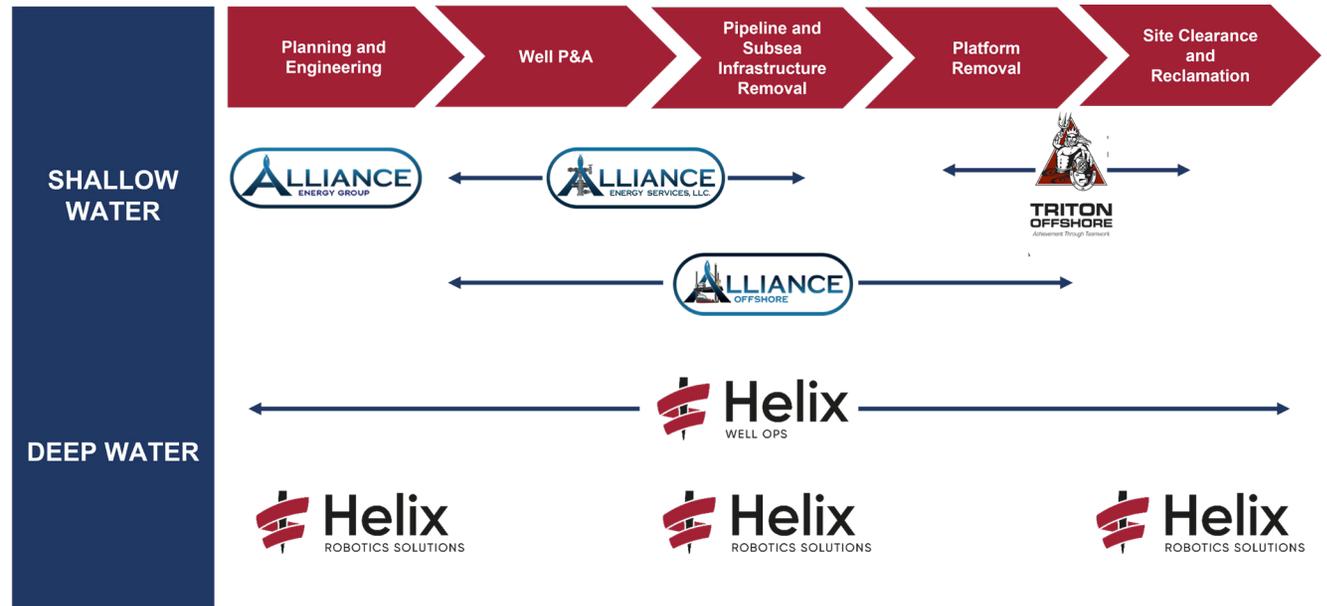
The July 2022 acquisition of the Alliance group of companies (including Alliance Energy Services, Alliance Offshore and Triton Offshore) aligns with Helix's energy transition business model by expanding our decommissioning presence in the Gulf of Mexico shelf and advancing our energy transition strategy by responsibly supporting end-of-life requirements of oil and gas projects.

The addition of this business augments Helix's decommissioning and life-of-field maintenance service capabilities through Alliance's comprehensive shallow water assets, including a fleet of Jones Act-compliant vessels and other equipment and complimentary service offerings, including:

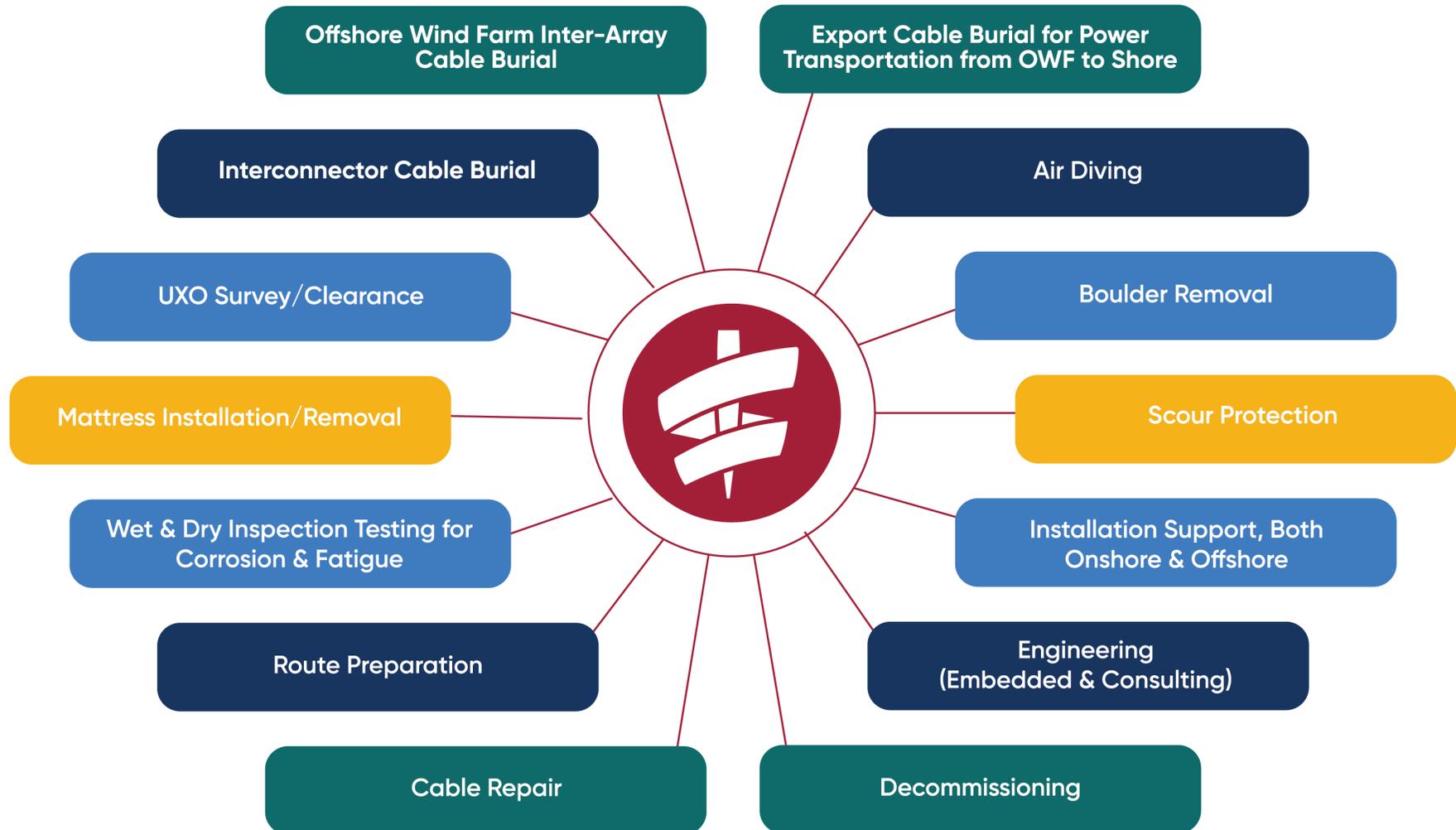
- Plug and Abandonment
- Decommissioning and reclamation
- Project management
- Coiled tubing
- In-house engineering
- Specialized cutting
- Intervention, maintenance and repair
- Heavy lift
- Commercial diving services



Shallow Water Offshore Infrastructure Decommissioning Restoring Seafloor to its Pre-Production Conditions



Offshore Renewables Services



Case Study: Offshore Renewables and Wind Farms

Helix is a leading supplier of subsea engineering services, operating state-of-the-art ROVs, seabed trenching and geotechnical vehicles, and support vessels. Our ROV track record spans 20+ years, including oil and gas, renewable energy, subsea mining, and specialty services projects around the world. Our services play an important role in making new sources of renewable offshore energy available via proven subsea engineering techniques. We have years of experience trenching seabeds of differing compositions and water depths, from shallow water inter-array cable burials to deepwater pipeline burial programs.

Galloper Offshore Wind Farm Project

Project Overview

The Galloper Offshore Wind Farm (GOWF) is a 353MW wind farm project. For 133 days, we trenched and buried 56 subsea array cables linking the turbines to the Offshore Transformer Station. In addition, we buried part of the two subsea export cables, each approximately 45 kilometers in length.

The Project exemplifies Helix Robotics' ability to implement tried and true burial techniques in the offshore wind farm sector to assist in connecting renewable energy sources to the shore.

Project Location

The GOWF located 30km off England's Suffolk coast, in water depths of between 6-60m LAT, is an extension to the Greater Gabbard Offshore Wind Farm. GOWF is served by one Offshore Transformer Station, 56 Wind Turbine Generators, 56 array and interconnecting array cables of different sizes, and two Export Cables from shore to Offshore Substation Platforms (OSP).



Project Highlights

77 kms of trenching completed

56 array cables buried

2 subsea export cables buried

Learn more: <https://helixesg.com/experience/galloper-offshore-wind-farm-project>

Helix Robotics successfully completed 77km of inter-array cable burial for the Galloper Offshore Wind Farm Project, combining our experience and expertise through project completion.



Climate Change – Risks and Opportunities

Helix's business strategy mitigates climate-related risks and takes advantage of identified opportunities.

To date, Helix has identified and assessed climate-related risks through a variety of processes. In 2022, Helix conducted a climate risk and opportunity screening to identify material climate-related risks and opportunities for our business. This process occurred in collaboration with dozens of cross-functional partners across our organization. Spearheaded by our Climate Change Action Committee, participants completed a strategic questionnaire to provide a comprehensive picture of climate-related risks and opportunities our Company faces globally.

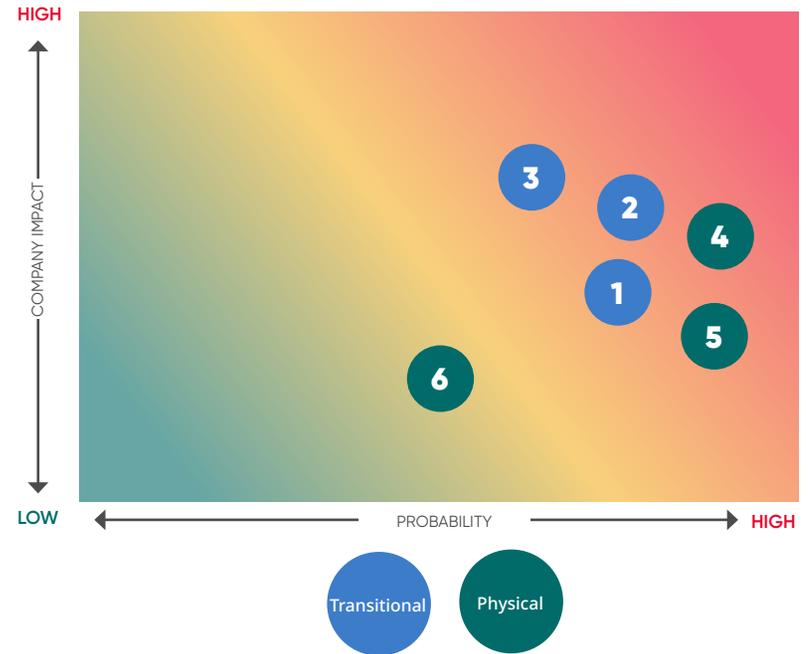
In this assessment, we looked for not only specific risks or opportunities, but also the timeframe that the risk or opportunity may present itself (e.g. short term, medium term or long term) and the likelihood and potential impact to our business. From these responses, we are able to identify the key risks and opportunities that impact (or may impact) our business over the short, medium and long term and incorporate these into our overall risk management.

After intake and evaluation of the questionnaires, responses were grouped by general themes provided and the findings were presented to our Climate Change Action Committee, Executive leadership and our Board of Directors for further evaluation. The responses identified both physical and transition risks related to climate change, and the opportunities we as a Company have.

We have mapped the climate-related risks on the heat map based on the identified risk's impact and probability to occur. Impact and probability were each rated on a scale from 1 to 4 with impact ranging from "not likely to occur" to "has occurred" and probability ranging from "likely no effect" to "significant" impact. Also listed below the heat map are the potential impacts identified by our teams that may arise from the climate-related risks.

From the cumulative responses, severe weather implications were identified as the risk with the highest probability. This risk is one with which we are very familiar, as our risk management has plans in place not only at our headquarters in Houston and our operations in the Gulf of Mexico, but also at all of our offices, worksites, and operations globally to mitigate the impact of this climate-related risk.

Climate-Related Risks and Impacts on Business, Strategy and Financial Planning



Risks	Timeframe	Type
1. Regulatory/Government Imposed Targets/Reduction Requirements	Short Term	Transitional
2. Client Requirements - Reporting Requirements in Contracts		Transitional
3. Implementation Costs (ROI)		Transitional
4. Severe Weather Implications		Physical
5. Legacy Equipment and Assets (potential to upgrade)		Physical
6. Consumable Cost Increase and Raw Material Scarcity (Fuel/Basic Supplies)		Physical

Impact

- Stakeholder Perception
- Capital Expenditures for Environmental Sustainability Improvements and Emissions Monitoring
- Shift More Proactively from Oil & Gas focus to Decommissioning and/or Renewable Energies
- Client Climate-Related Commercial Demands

Short Term - 0-5 years Medium Term - 5-10 years Long Term - 10+ years

Implementation costs were identified as the risk with the greatest potential impact on our organization. Responses related to this risk identified several triggers including (1) the significant investment required to upgrade a vessel such as the Q4000, Q5000 or Q7000, (2) the potential benefits, if any, that such an investment would create to our sustainability, our strategy and the value created for our stakeholders, and (3) the challenge to implement new technology on an offshore vessel which would require significant internal time and cost through a cross-functional team coordinated among Finance, Business Units, Quality, Health, Safety and Environmental (QHSE), and Information Technology plus governmental and regulatory approvals to ensure the safety of the vessel and the crew. Investment opportunities and the risks

they raise continue to be evaluated by our Board and Executive management as opportunities are presented and through an ongoing review of our business strategy and risk management.

Lastly our Climate Change Questionnaire identified three climate-related opportunities (and their potential impacts) which we continue to analyze and determine how to best facilitate and incorporate the opportunities into our strategy. These are included in the chart below for reference.

In sum, the Questionnaire served as a useful resource to reinforce and direct our strategy as outlined in this Report but will continue to evolve as we engage with our stakeholders and as we gauge performance.

Climate-Related Opportunities and Impacts

Climate-Related Opportunities	Timeframe
Ability to Use Current Vessel Data for Solution to Reduce Emissions	Short Term
Improved Technology to Reduce Emissions, Waste and Harmful Chemicals	Short Term
Service Expansion/Acquisition/Partnerships with Green Tech Companies	Medium Term

- Impact**
- Ability to Participate in Global Energy Transition – Decommissioning Wells/Renewable Energy
 - Cost Impact from Investing in Green Tech to Reduce GHG Emissions
 - Leveraging Environmental Sustainability Performance

Short Term – 0-5 years Medium Term – 5-10 years Long Term – 10+ years



Management and Impact of Climate-Related Risks and Opportunities

According to the United Nations, Climate Change refers to the long-term shift in temperatures and weather patterns. The burning of fossil fuels generates GHG emissions which in turn traps heat and raises the Earth’s temperature. Rising temperatures lead to droughts, water scarcity, fires, rising sea levels, flooding, melting polar ice, severe weather and declining biodiversity which in turn creates food insecurity, health risks, trade risks, and supply chain breakdown. To keep global warming to no more than 1.5°C – as called for in the Paris Agreement – emissions need to be reduced by 45% by 2030 and reach net zero by 2050.

Management

Climate-related risks and opportunities influence our business strategy in a variety of ways. Growing demand from stakeholders for sustainable energy has influenced our focus on energy transition and creating value in the markets we serve, particularly energy, environmental and renewable markets.

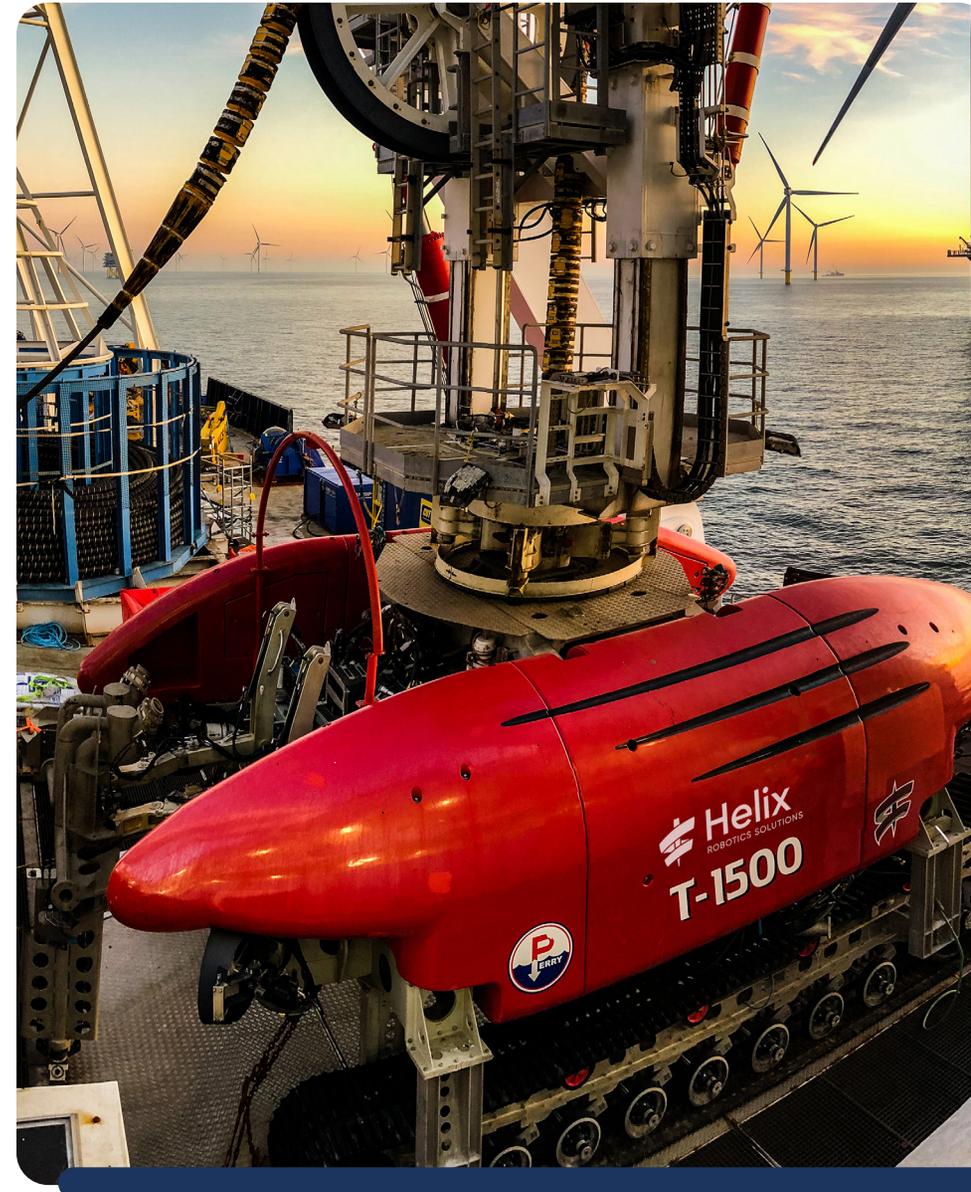
We use a multi-disciplinary approach to identify, assess and manage these risks. We evaluate and analyze the costs and financial impact that the identified risks and opportunities may have on our business through modeling within our finance team and discussions at all levels of the organizations including Business Unit leads, our Executive team and our Board. Climate Change and the risks and opportunities that arise therefrom have a global impact on our business, how we operate and how we plan our future capital expenditures.

Processes for managing climate-related risks exist across different functions at Helix. To date, teams that have been critical to this process include Procurement, Engineering, QHSE, Audit,

Finance and Legal. Legal and QHSE identify and assess policy and legal risks and share this information with potentially impacted businesses.

We further manage regulatory risks at the regional level as regulations vary by jurisdiction and we engage experts in the applicable fields to assist with assessing and mitigating the risks to any potentially impacted business unit.

Physical risks are identified and assessed at multiple points in our organization beginning with corporate for all existing facilities and vessels. Each business unit further reviews its applicable facilities and vessels, and lastly vessel management undertakes to review potential physical risks to their specific vessel and its operations. These identified physical risks are addressed through our contingency plan process aimed at minimizing the impact of severe weather. The Company’s contingency plans and the crisis reporting and communication plans, including the Helix Crisis Assistance Team (HCAT), support our response to severe weather events and catastrophic emergencies.



Climate Change poses a risk to our offices and vessels, our supply chain and our operations. We strategically engage with customers to maximize efficiency of our operations and the safety of our employees. We plan for and consider climate-related risks and growth opportunities through increasing energy efficiency and GHG reduction efforts throughout our global operations.

Helix continues to examine various climate scenarios, in line with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) to understand the potential implications of climate-related risks and opportunities on our business.

Impact

In light of the identified climate-related risks and to begin reducing our emissions, we completed an initial review of our 2020 GHG Emissions data, while included herein, is not representative of our customary practices or usage, and therefore was not an appropriate year from which to base our targets. One of the challenges of our business is that as utilization of

our vessels and services increases, that in turn increases our total aggregate GHG Emissions regardless of our reduction measures. Additionally, an increase in vessel fleet size almost assuredly leads to a larger emissions profile.

As we disclose our emissions numbers, please be mindful that these numbers will be relative to fleet demand, and where marine assets are added to or removed from the calculations, their performance will be based on years of our substantial control and operation. Fluctuations in our GHG Emissions results reflect the increased or decreased demand for our vessels and services, and while our overall GHG Emissions numbers merit review, our GHG Emissions Per Day Under Charter may provide better insight into our year-over-year improvements.

The baseline year may be periodically recalculated if significant changes occur to establish an accurate representation of our assets and activities. The GHGs evaluated in the emissions inventory throughout this Report include Carbon Dioxide, Methane and Nitrous Oxide.

Potential Helix Strategies to Counteract Climate-Related Risks

Scope 1

Power Management Systems Upgrades Across Vessels

Reduce Fuel Burn

Customer Collaboration

Scope 2

Invest in Renewable Energy Hardware

Renewable Energy Supplies

Encourage reduced electricity usage

Transition to renewable energy onshore where able and available

Scope 3

Hybrid working to reduce fuel burn from commute and/or downsize office space

Reduce flights/direct routes/Extended Trips

Vendor Collaboration to Reduce Emissions



Greenhouse Gas Emissions

Scope 1

Emissions include direct GHG Emissions that come from sources owned and/or significantly controlled by Helix. Scope 1 is comprised of fuel consumed by the vessels and vehicles we own and operate and other releases from our assets. Scope 1 GHG Emissions are calculated based on the consumed quantities of commercial fuels (such as MGO, ULSD, natural gas and heating oil, etc.) using published, region-specific emission factors. This Report addresses fuel consumption only.

Scope 1 GHG Emissions include:

- Marine assets owned or substantially controlled by Helix.
- Other vehicles owned or substantially controlled by Helix.
- Other stationary sources owned or substantially controlled by Helix.

Scope 2

Emissions include indirect GHG Emissions that come from electricity purchased from a utility provider for our offices and onshore support facilities. Scope 2 GHG Emissions physically occur at the generation facility. These emissions are calculated using the location-based method, from metered electricity consumption and supplier-specific, local grid, or other published emission factors. Where such information is not available, such as in leased property, Helix will utilize published values for average energy consumption per square foot of floor area, e.g. using the US Energy Information Administration's Commercial Building Energy Consumption Survey.

Scope 2 GHG Emissions include:

- Facilities owned or substantially controlled by Helix; where shared among Business Units proportional allocations are used.

Scope 3

This scope is an optional category that encompasses Helix's indirect emissions, or emissions from sources not controlled by us. Scope 3 GHG Emissions are reported based on the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Per the GHG Protocol, Scope 3 GHG Emissions are reported for Section 6: Business Travel to account for employee business-related travel. Scope 3 GHG Emissions are primarily calculated from activity data such as passenger miles and published or third-party emission factors.

Scope 3 GHG Emissions include:

- Helix air travel

In the future, Helix will review the potential to expand Scope 3 to consider:

- Supply chain
- Non-company owned vehicle transportation
- Waste disposal
- Employee commuting

Strategy to Seize Climate-Related Opportunities

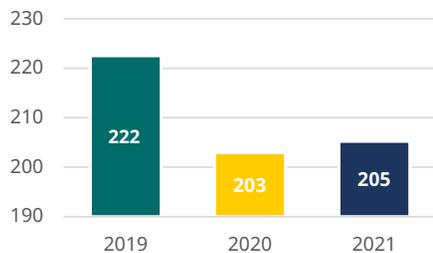
OUR FOCUS

Decommissioning

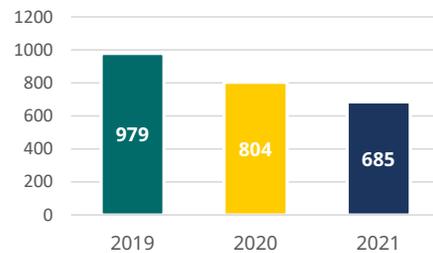
Renewable Energy Services

Helix Global Emissions Reductions

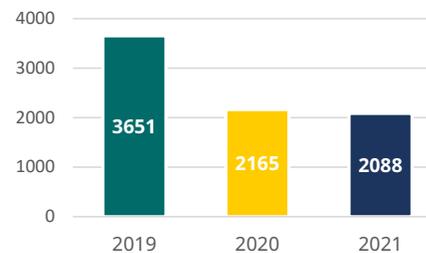
Total Scope 1 GHG Emissions
(in 000s CO₂e mT)



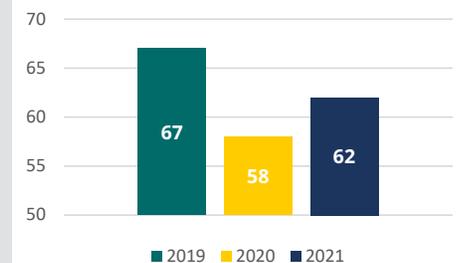
Total Scope 2 GHG Emissions
(in CO₂e mT)



Total Scope 3 GHG Emissions
(in CO₂e mT)



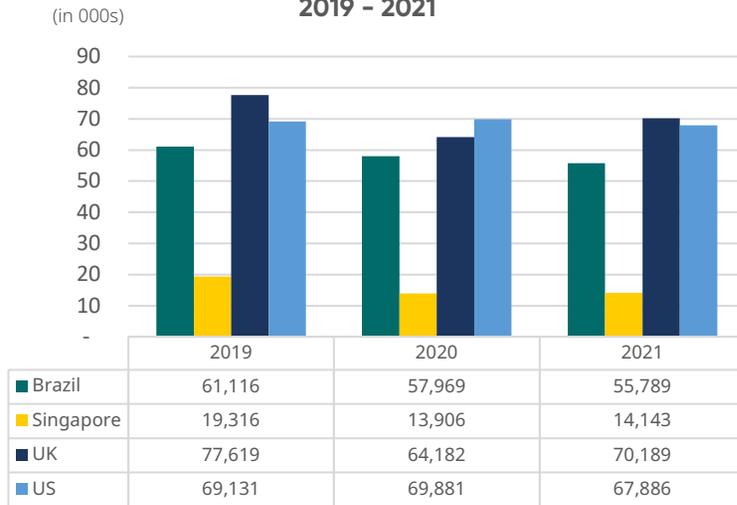
CO₂e Emissions Per Day Under Charter



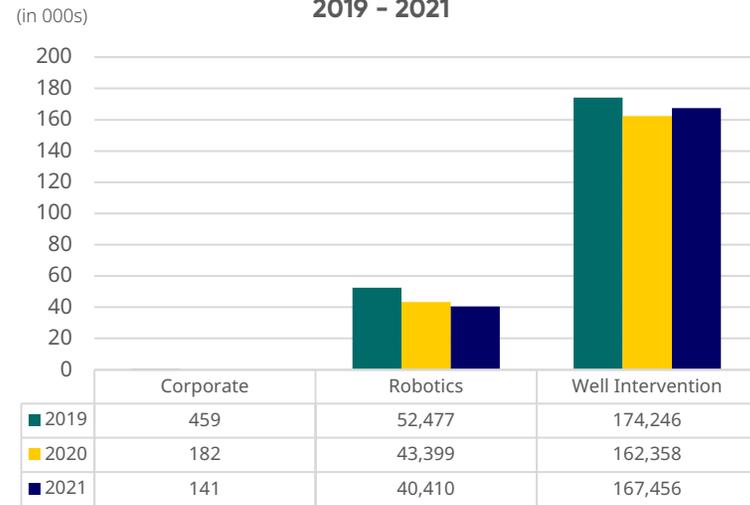
Climate Change Snapshot

Total Energy Use* in 2021 globally was 208,007 CO₂e (mT)

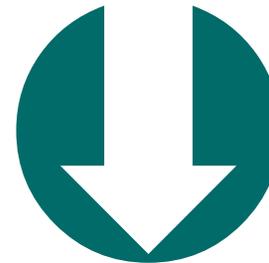
Total GHG Emissions
CO₂e (mT)
By Helix Region
2019 - 2021



Total GHG Emissions
CO₂e (mT)
By Helix Business Unit
2019 - 2021



98.62%
of total CO₂e emitted
was from vessels

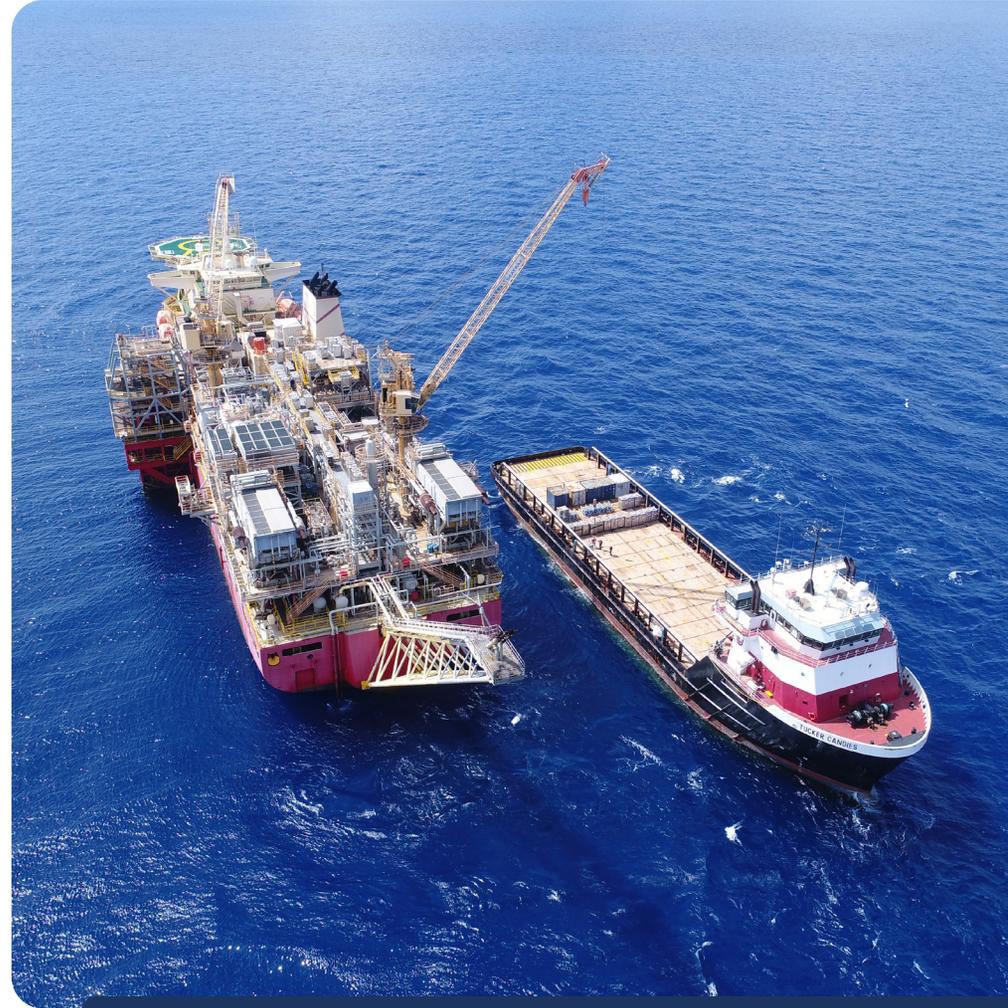


7.19% reduction
in CO₂e (mT) Per Day Under Charter from our
baseline year of 2019

* Inclusive of Helix's Scope 1, 2 and 3 GHG Emissions

Helix Climate Change Targets

<p>Scope 1</p>	<p>Reduce Scope 1 CO₂e emissions Per Day Under Charter 10% below the baseline year for owned and chartered assets by 2024.</p>	<p>Scope 3</p>	<p>Reduce Scope 3 CO₂e emissions 5% below the baseline year by 2024. Helix will increasingly use alternatives to air travel to the extent available and practical.</p>
<p>Scope 2</p>	<p>Reduce Scope 2 CO₂e emissions 10% below the baseline year by 2024.</p>	<p>Goal</p>	<p>Convert Helix-controlled electrical usage globally to renewable supply, as able and available.</p>



Scope 2 and Scope 3
Reduction Aligned with Targets

GHG Emissions Scopes 2021 vs 2019 Baseline



Scope 1 – 7.78% reduction



Scope 2 – 30.02% reduction



Scope 3 – 42.80% reduction



Total Emissions – 8.44% reduction

Sustainability Strategy to Meet Our Targets

Reduction measures to reach Helix’s Climate Change targets are continually being evaluated to not only achieve our goals but be nimble to the needs of our assets and customers while tracking new and emerging technologies.

In 2021, Helix House in Aberdeen made significant strides on our path to reach our GHG Emissions Targets by switching from natural gas to biomethane gas and replacing incandescent lighting with LED. Both of these changes contributed to lowering our Scope 2 emissions in 2021.



Initiatives to Reduce Future Emissions: 2022–2023 Proposed Projects

Scope 1

- a. Q7000 vessel hull cleaning resulting in a more efficient speed and more efficient use of fuel;
- b. Continued analysis of route planning for vessels and adverse weather avoidance to minimize fuel use;
- c. Altering transit speed to maximize fuel efficiency and reduce auxiliary power;
- d. Investment in Power Management Systems on the *Well Enhancer* and Q7000;
- e. Incorporating battery powered hybrid engines on chartered vessels.

Scope 2

- a. Converting Helix-controlled onshore electricity to renewable sources.

Scope 3

- a. Installation of electric car charging stations at Helix House in Aberdeen;
- b. Continued use of remote meeting technology;
- c. Expanded use of chat messages;
- d. Route Travel Planning.

Potential Future Projects

1. Alternative power solutions for owned vessels;
2. Power Management System improvements across all vessels;
3. Expanded vessel hull cleaning;
4. Continued use and expansion of battery powered hybrid engines on chartered vessels.

Challenges to Meet Our Targets

Being an offshore services company creates challenges that many onshore companies do not face. We are performing work in an area that is riddled with hazards. Because of these hazards there are customer- and regulatory-imposed requirements in how we manage and operate our vessels. As evidenced by our Scope 1 GHG Emissions numbers in this Report, fuel burn is the largest contributor to our GHG Emissions.

Our use of fuel can be managed in a variety of ways, including vessel speeds, the number of engines in operation and transit routes. Certain safety and operational requirements may be imposed by our customers and regulators surrounding our vessel speed, engine operations and transit routes that limit our ability to maximize fuel efficiency. We are continuing to work with both regulatory agencies and customers to find the best methodology to operate in a safe and efficient manner while meeting our sustainability goals.

Hazards working offshore, whether real or perceived, constrain our ability to make certain changes with respect to our vessels and their operation.

Climate Change Action Committee and Helix's Commitment to Sustainability

Our Climate Change Action Committee was formed in 2021 to further Helix's commitment on its journey to improved sustainability and had its inaugural meeting in November 2021 attended by more than 85% of its members. The Committee is comprised of key leaders from QHSE, Legal, our Business Units and Executive management. Throughout the year the Committee convenes to evaluate and audit Helix's impact on Climate Change and our go-forward strategies and disclosures of emissions.

Mike Newbury, Helix's Vice President of QHSE, reports directly to Scotty Sparks, Helix's Executive Vice President and Chief Operating Officer, and leads the Climate Change Action Committee.

Environmental Risks

Helix maintains a Health, Safety & Environmental Statement of Policy available [here](#) (the HSE Policy). The HSE Policy guides Helix's actions globally with respect to our health, safety and environmental management plans.

In addition to the HSE Policy, each Helix vessel has a plan in place to prevent pollution and manage any incident to minimize its environmental impact. Helix's Business Units maintain Environmental Aspects registers that document specific environmental risks posed by operations.

Risks may include fuel bunkering and storage, freshwater production, storage and handling of waste (hazardous and non-hazardous), overboard discharges, and sewage/wastewater treatment.

"Always glad to have the crew from Helix onboard. They continue to prove themselves vital to our continued success." - 2021 Customer Feedback



Carbon and Climate

While our increasing involvement in new technology bringing sustainable energy to the world is ongoing, we are also working with many customers to reduce their carbon footprint. This includes reducing our clients' operational carbon intensity and need to build new projects, as well as reducing their costs and saving them time. Our Robotics segment assists in connecting offshore oil and gas installations to onshore renewable electricity generation, thereby reducing and/or eliminating traditional energy methods used to power these assets.

Energy

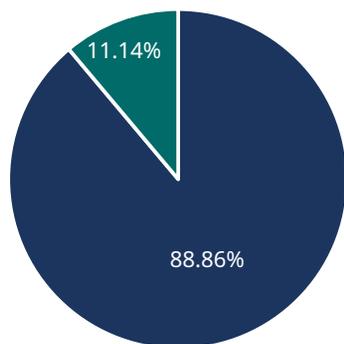
We track our onshore energy usage and are committed to reducing our energy use from non-renewable sources. In Aberdeen at our Helix House office, we converted to biomethane from natural gas resulting in an estimated savings of 70mT CO₂e per year with an estimated cost impact of \$5,300 per year and replaced remaining incandescent

lighting with LED resulting in an estimated savings of 27.5mT/CO₂e per year (inclusive of prior lighting changes) with a cost impact of \$45,000 for all lighting upgrades and an annual estimated cost savings of \$20,000 per year. We are currently evaluating the transition to a renewable energy source at our warehouse in Houston.

Our onshore energy consumption comprises our Scope 2 GHG Emissions and therefore our onshore energy reduction targets and measures are aligned with our Scope 2 GHG Emissions targets and measures.

Helix vessels undergo annual inspections, testing and maintenance to maintain their integrity and efficiency. This helps the efficiency of our assets and helps reduce our emissions. Certain management systems of our Business Units have been independently assessed and registered compliant to ISO 9000 (Quality Management Systems) and ISO 14001 (Environmental Management Systems).

Percentage of Renewables in Stationary Fuels
(As Part of Scope 1)



■ Natural Gas ■ Renewable Gas (Biogas)

2021 Energy Consumption

Diesel Fuel (m ³)	74,113.06
Propane (m ³)	1.76
Gas (kwh)	386,765.35
Biogas (kwh)	48,468.12
Electricity (kwh)	2,130,833.58

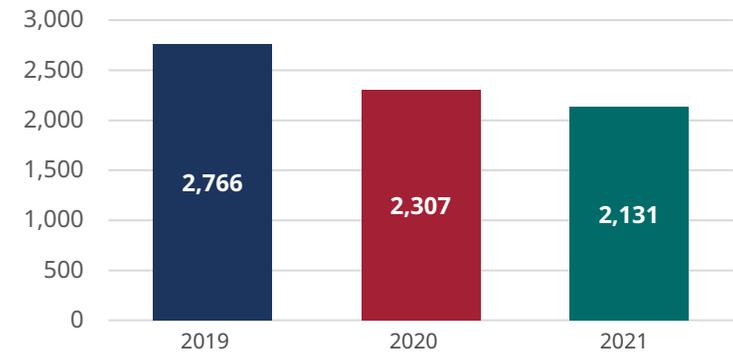
Total Electricity Consumption 2,130,833.58 (kwh)

7.63% Reduction from 2020

Total Electricity Usage

Comparison

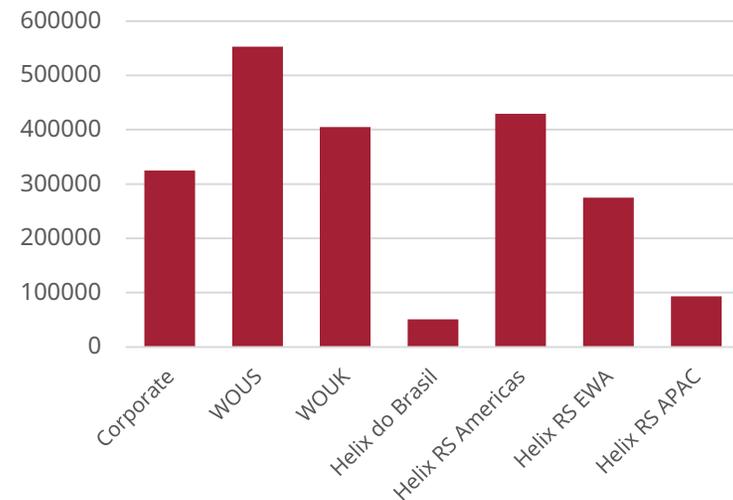
(kwh in 000s)
2019 to 2021



All Helix's electricity usage was directly provided from the urban power grid which is a non-renewable source.

Electricity Usage

by Business Unit (kwh)



Fuel

Helix's fuel burn is the largest contributor to our Scope 1 GHG Emissions and is tracked continuously to ensure accurate reporting of these numbers and to determine methodologies to increase efficiency with respect to the use of fuel. We have aligned our fleet fuel targets and measures with our Scope 1 GHG Emissions targets and measures, and in order to reach the goals we have set, we are evaluating engine operations and the safest and most efficient number of engines to run depending on the services being provided, altering transit routes and speeds to determine the appropriate efficiencies for the varying vessels and vessel hull cleaning to provide for less resistance in the water and therefore more efficiency in transit of the vessel.

We continue to evaluate these tactics to maintain fuel efficiencies while providing safe services. Our fuel use is directly correlated to the number of days on charter and therefore we strive to improve our fleet fuel economy provided our fuel use will invariable fluctuate based on the number of days our vessels are working.

We will continue to align our fuel targets with our Scope 1 reduction schemes including the metrics and timeline identified in this Report and use the strategy outlined herein to meet these targets.

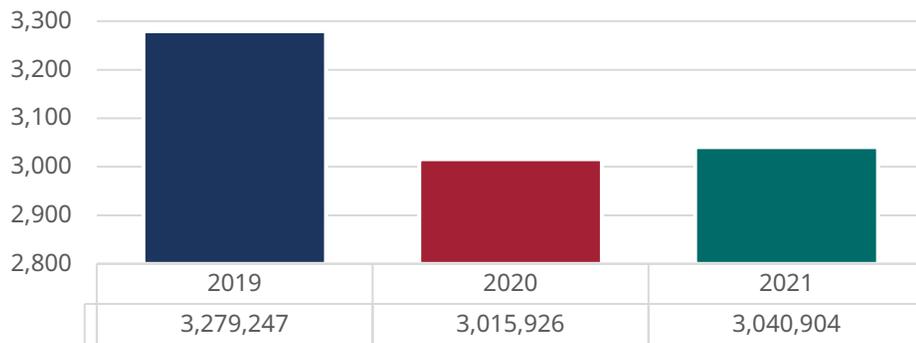
As part of Scope 1

Total Percentage of Renewables		
Type	Amount (GJ)	% of Total
Non-Renewable	3,042,297	99.99%
Renewable (Biogas)	174	0.01%
Total	3,042,471	

3 onshore forklifts meet Tier 4 compliance

Total Fuel* Use by Helix's Offshore Vessels & Onshore Vehicles

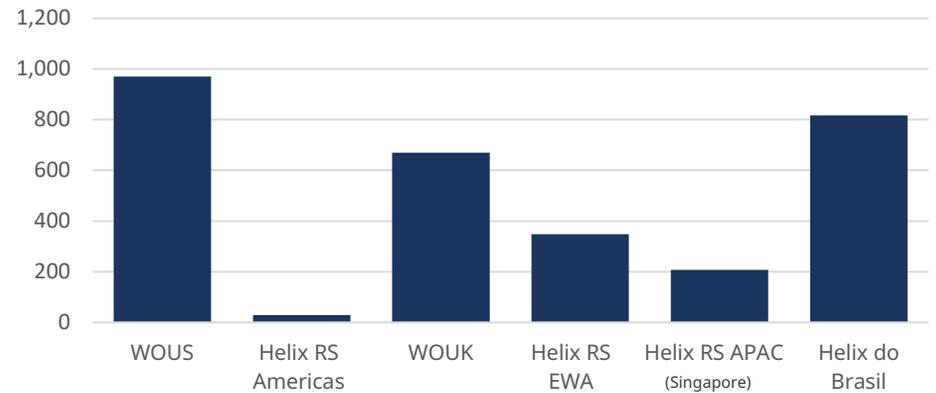
(GJ in 000s)
2019 to 2021



*Fuel not from a renewable source

Offshore Assets and Onshore Vehicles Fuel* Use by Business Unit

(GJ in 000s)



*Fuel not from a renewable source



7.3% Reduction in Fuel* Use Since 2019

Biodiversity

Helix prioritizes the protection of the ecosystems in which we operate by managing the environmental impact of our operations. This includes maintaining equipment in compliance with applicable regulations and engineering standards and training our employees on the proper procedures and protocols should an incident occur. We strive to have the appropriate environmental controls in place to prevent pollution and preserve local biodiversity where we operate.

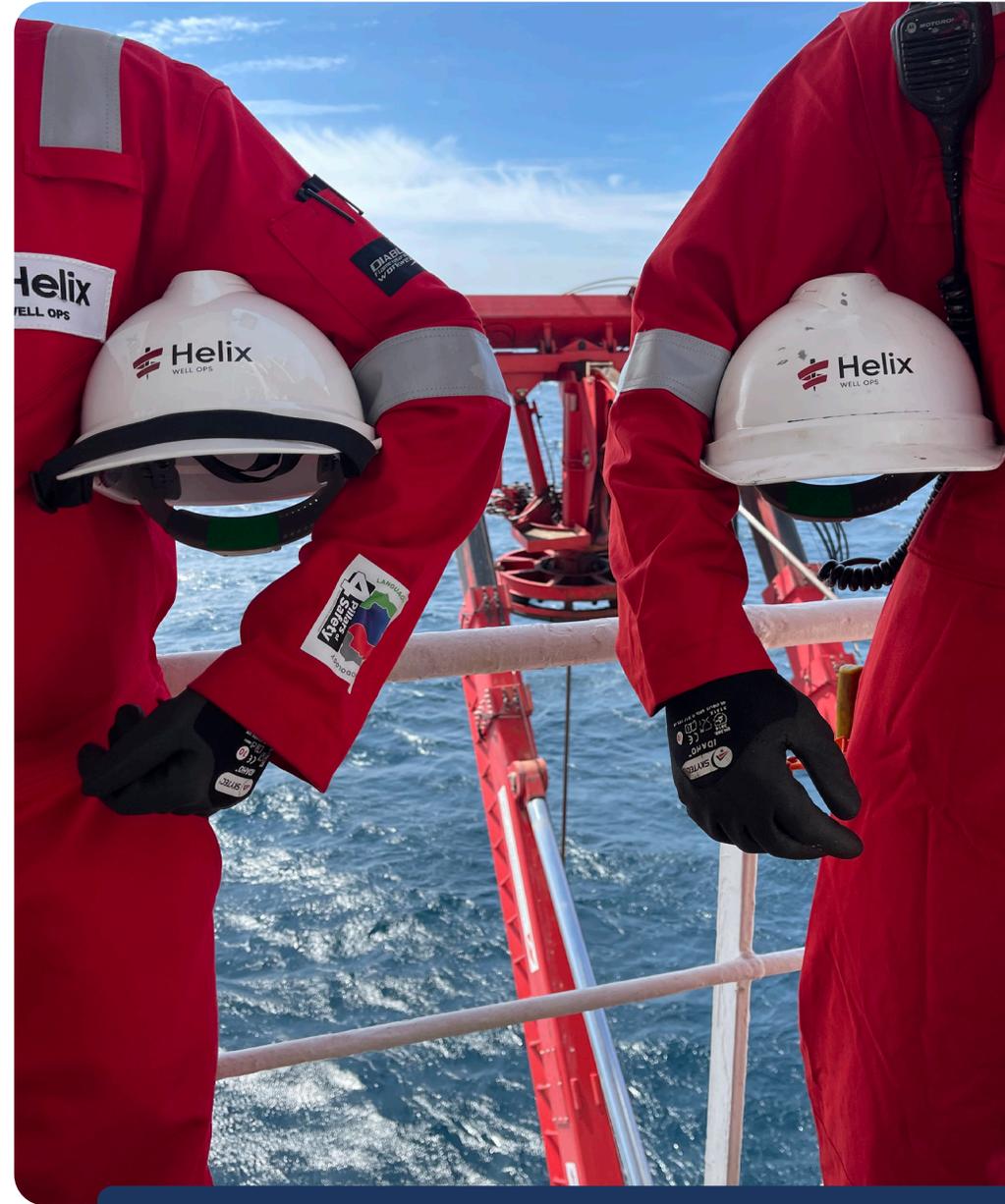
Our services aim to restore the biodiversity of the seabed and to minimize the impact of our and our customers' operations.

Spills

Helix is committed to minimizing environmental spills by implementing control measurements across operations, acting proactively through periodic audits and inspection and environmental spill prevention awareness. Each Helix vessel operates pursuant to a Vessel Response Plan, an Emergency Procedures Manual and a Shipboard Oil Pollution Emergency Plan. The three plans work in tandem to delineate the appropriate response procedure in the event of any accidental spill. Helix conducts drills to train our crews to respond to any environmental incident and spill kits are readily available to immediately address any clean-up.

Helix vessels comply with the International Convention for the Prevention of Pollution from Ships (MARPOL) Annex III (Harmful Substances Pollution Prevention). Chemicals carried in packaged form, in solid form or in bulk are regulated by Part A of Safety of Life at Sea Chapter VII – Carriage of Dangerous Goods, which includes provisions for the classification, packing, marking, labeling and placarding, documentation and stowage of dangerous goods. MARPOL Annex III also sets out regulations for the prevention of pollution by harmful substances in packaged form and includes general requirements for issuing detailed standards on packing, marking, labeling, documentation, stowage, quantity limitations, exceptions and notifications for preventing pollution by harmful substances.

In 2021, Helix had no significant environmental controversies and no significant spills, although we did have approximately 547 gallons in the aggregate of releases, none of which were significant or recoverable. We define a "significant" environmental event as one resulting from Helix-operated activities with a severity rating of 3 and above (out of 5) as defined by Helix's Risk Assessment Standards internal severity rating scale.



Water

The Clean Water Act imposes controls on the discharge of pollutants into the navigable waters of the U.S. and imposes potential liability for the costs of remediating releases of petroleum and other substances. Permits must be obtained to discharge pollutants into state and federal waters.

The EPA issues Vessel General Permits (VGPs) covering discharges incidental to normal vessel operations, including ballast water, and implements various training, inspection, monitoring, recordkeeping and reporting requirements, as well as corrective actions upon identification of each deficiency. Additionally, certain state regulations and VGPs prohibit the discharge of produced waters and sand, drilling fluids, drill cuttings and certain other substances related to the exploration for, and production of, oil and natural gas into certain coastal and offshore waters. Many states have laws analogous to the Clean Water Act and also require remediation of releases of hazardous substances in state waters.

Internationally, the International Convention for the Control and Management of Ships' Ballast Water and Sediments covers mandatory ballast water exchange requirements. In

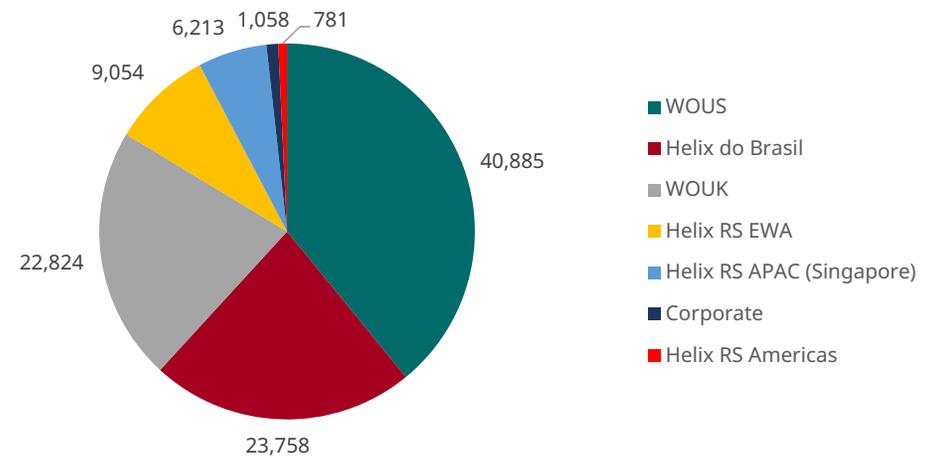
order to comply with such regulations, we maintain a robust operational compliance program that we update regularly to meet or exceed applicable regulatory requirements.

In addition to our compliance efforts, we maintain a Reverse Osmosis Water Making Plant aboard our vessels to use ocean water cleaned through this system for the vessel's needs.

Heightened water scarcity due to climate change and droughts may prompt regulatory authorities to limit Helix's ability to withdraw necessary amounts of water onshore, and that limitation could directly affect our onshore operations. The vessels' Reverse Osmosis Water Making Plant enables a vessel to be fully sustainable with respect to their water needs when operating in deepwater; therefore, water withdrawal or scarcity does not generally impact our offshore operations as the water we use for our vessels comes directly from the ocean and not from any country with high or extremely high baseline water stress.

Stormwater Pollution Prevention Plans have been put in place at our onshore locations (where applicable) to comply with local regulations.

Water Use by Region/Business Unit (m³)



Water Usage

Water used in operations (on and offshore)	99,043 m ³
Bunkered (offshore)	15,410 m ³
Made at sea (seawater)	85,379 m ³
Total Water withdrawn/consumed (on vessels)	100,075 m ³
Total water withdrawn (onshore facilities)	4,498 m ³

Onshore water and bunkered water provided by municipal utility

No incidents of non-compliance with water quality or quantity permits, standards or regulations

Air

A variety of regulatory developments, proposals and requirements and legislative initiatives focused on restricting the emissions of carbon dioxide, methane and other GHGs apply to the jurisdictions in which we operate.

Helix vessels are certified under MARPOL. These regulations, introduced by the International Maritime Organization (IMO) for the Prevention of Air Pollution from Ships (Annex VI), seek to minimize airborne emissions (such as carbon dioxide, sulfur oxides, nitrogen oxides and particulate matter) from vessels and their contribution to local and global air pollution and other environmental problems.

Annex VI of MARPOL requires the use of low sulfur fuels worldwide in both auxiliary and main propulsion diesel engines on vessels. The IMO designates the waters off North America as an Emission Control Area, meaning that vessels operating in the U.S. must use fuel with a sulfur content no greater than 0.1%. Directives have been issued designed to reduce the emission of nitrogen oxides and sulfur oxides. These can impact both the fuel and the engines that may be used onboard vessels. We regularly monitor these regulations through our operational compliance program to maintain compliance.

To maintain certification, Helix vessels are subject to annual surveys by vessel classification societies and regular inspection by flag and port state control inspectors.



The IMO also has introduced mandatory technical and operational energy efficiency measures, which are expected to significantly reduce the amount of carbon dioxide emissions from international shipping. Each Helix vessel operates under a vessel-specific Shipboard Energy Efficiency Management Plan.

In 2021, we had no significant air emissions in or near areas of dense population as the majority of our emissions are offshore.

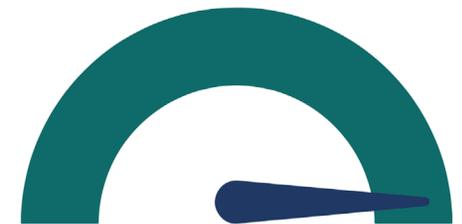
Waste

Helix recycles waste, and in 2021 we were able to recycle 928 m³ tons of waste. Approximately 97% of water onboard our vessels is treated and returned to the sea. Any remaining water is sent to shore to be appropriately processed.

We generate zero Total Hazardous Waste at our Corporate Headquarters in Houston and maintain a Hazardous Waste Disposal Program on all our vessels. All of our onshore facilities operate in accordance with local requirements for the proper handling and disposal of any hazardous waste generated.

Three of our owned vessels have incinerators with the capability to incinerate waste, provided that incineration is used sparingly aboard these vessels and is subject to and in compliance with all applicable regulations.

Our Aberdeen office has a business waste recycling program.



Approximately 97% of water onboard our vessels is treated and returned to the sea



Social Human Capital Management

Investment in our human capital through competitive compensation and attractive benefits, including training and development programs, is necessary to attract and retain talent. Helix provides a competitive salary and bonus program along with the opportunity for growth within the Company. As of December 31, 2021, we employed 1,327 employees worldwide, representing 32 different nationalities. Helix consistently seeks new talent via social media outlets, job board postings and by utilizing third-party recruiting firms, on an as-needed basis. When hiring employees we strive to create value in the communities in which we operate by looking for local talent first.

In 2021, we had 310 non-U.S. employees covered by collective bargaining agreements or similar arrangements.

Compensation and Performance Program

Helix retains talent by participating in annual third-party compensation market surveys and through the periodic review of equal pay analyses. These surveys and reviews allow us to assess our pay rates within the market and internally amongst men

and women and adjust those rates as necessary. We strive to pay all employees within the same position equally, irrespective of gender. We continue to review our recruitment practices to ensure that our methods are open and encouraging to all. We encourage female employees to join our team at all levels and are establishing closer links with universities and colleges supporting women in energy.

Employee Stock Purchase Plan

Eligible employees who enroll in the Helix Employee Stock Purchase Plan (ESPP) have the opportunity to purchase discounted shares of Helix's common stock through payroll deductions on an after-tax basis over four-month periods beginning on January 1, May 1 and September 1 of each year, subject to certain restrictions and limitations established by the Compensation Committee of our Board of Directors and Section 423 of the Internal Revenue Code.

The per share price of common stock purchased under the ESPP is equal to 85% of the lesser of its fair market value on (i) the first trading day of the purchase period or (ii) the last trading day of the purchase period. As of the date of this Report, the ESPP has a purchase limit of 260 shares per employee per purchase period.

Helix commits to providing fair and equitable wages and benefits in accordance with local laws to our employees, and in 2021 we suffered no controversy linked to labor standards or a “living wage.”

Health and Welfare Programs

Helix wants to provide support for our employees through life’s challenges. We have engaged a third party to administer our Employee Assistance Program (EAP), available 24 hours a day, 7 days a week at no cost to Helix employees.

EAP services include:

- Problem-solving support for marriage and relationship issues, workplace problems, loss, grief, stress and anxiety support and concerns about the use of alcohol or drugs;
- Work and life services such as childcare and eldercare assistance, financial services such as budgeting, investment advice and retirement planning;
- Legal services such as adoption, divorce, custody and estate planning;
- Six in-person or remote counseling sessions for each issue, per year;
- Health and wellness resources; and
- Identity theft recovery services.

Financial Planning

Helix employees are able to plan for the future, save to meet their retirement goals and prepare for the unexpected through a variety of Helix-provided plans, including life insurance, short- and long-term disability plans, health savings accounts, a 401(k) plan in the U.S. and a pension plan in the U.K. Third-party financial professionals are available to provide our employees free comprehensive financial education resources and programs.

Employee Tenure and Turnover

Investment in our human capital is a priority at Helix. In order to monitor the effectiveness of that investment, Helix tracks tenure and voluntary employee turnover. We use this data to inform and shape our human capital strategy.

In 2021, 63% of our workforce had been with the Company for five years or longer. In 2021, Helix’s global voluntary turnover rate was approximately 12.4%, an increase over 2020’s 4% voluntary turnover rate. The increased voluntary turnover rate is in line with the increased “quit rate” throughout the United States in 2021 post-COVID-19 as identified by the Bureau of Labor Statistics, and therefore we do not believe the rise in our voluntary turnover rate was specific to Helix but rather a general market trend.

We will continue to monitor our turnover rate to assess any necessary changes to maintain Helix as an attractive place to work and build one’s career.

Employee Engagement

Helix conducts periodic Employee Engagement Surveys to collect feedback on employee satisfaction. We provide region-based surveys to examine employee satisfaction at a regional level. We understand that the needs and interests of our employees may vary by region and therefore we assess employee satisfaction on this level to provide targeted improvements, to the extent necessary.

The most recent survey was conducted in 2021 for our UK Robotics employees.

Training

Proper and recurring training is necessary so our staff can be as prepared as possible to perform our operations safely. Training is implemented at all levels of our organization and is customized to the employee’s position within Helix.

Our staff receives up to date and relevant training required for their jobs, and Helix leadership actively engages staff so that behaviors reflect the training and critical safety approach we all desire.

Offshore employees receive vessel orientation when newly hired and are assigned a Qualifications and Training Matrix which specifies the qualifications and training required of the employee for his or her position. The Qualifications and Training Matrix indicates training prior to employment to qualify for a position, pre-deployment and during employment. Training is tracked annually and evaluated to validate its quality.



In 2021, Helix had \$0 net revenues in countries that have the 20 lowest rankings in Transparency International's 2021 Corruption Perception Index.

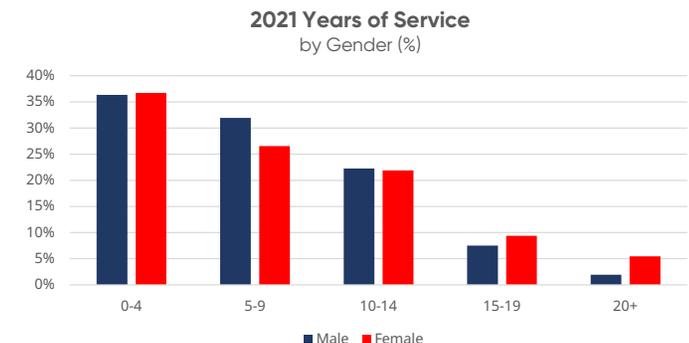
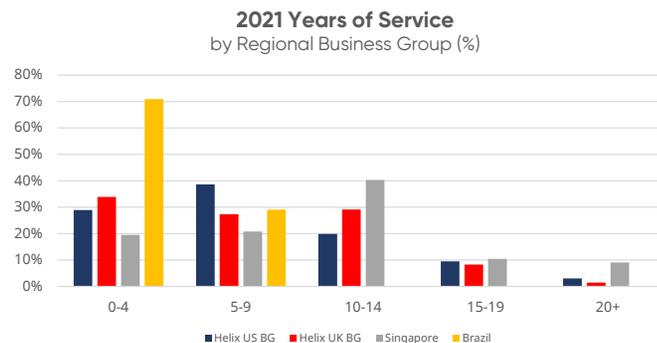
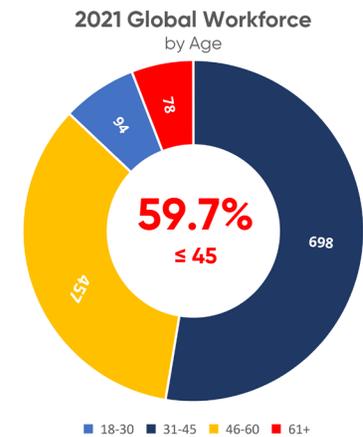
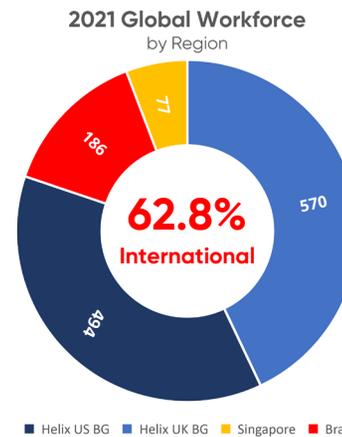
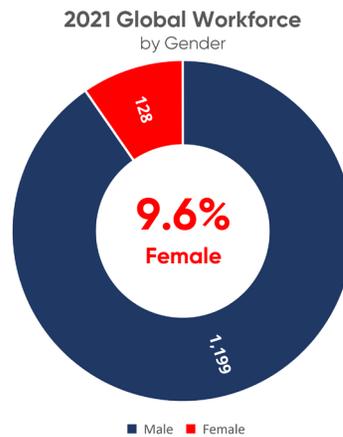
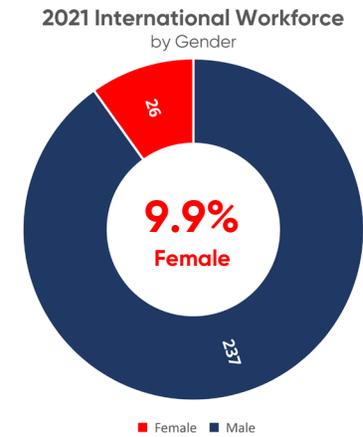
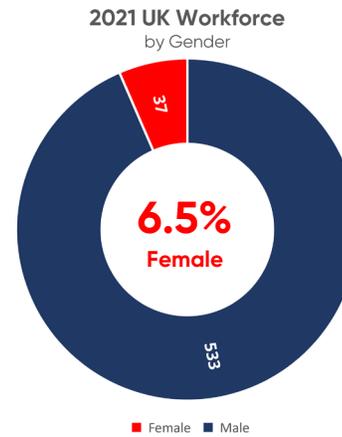
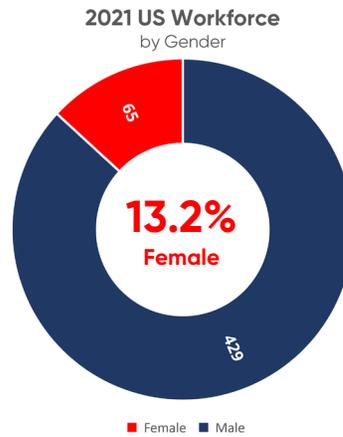
Ongoing and thoughtful employee participation is a vital element in the success of our QHSE processes. While we believe in the strength and effectiveness of our QHSE programs we continuously review how we can improve our control of QHSE risks through the behavior and feedback of our employees.

In 2021, Helix employees dedicated approximately 40,355 hours to Health, Safety & Environmental (HSE) training and we spent in excess of \$1 million on HSE training.

Progressive Discipline

In the event Helix becomes aware that an employee has breached our Code of Business Conduct and Ethics (Code), our Modern Slavery Statement, Human Rights Policy, or other applicable policies, we implement a progressive discipline strategy in which the discipline aligns with the violation. The progressive discipline we employ includes oral warnings, written warnings, suspension, and termination; provided, termination may be the initial response if the circumstances so warrant.

Global Workforce Profile



Reporting Hotline

While we encourage open lines of communication between all employees of our Company and their manager, we also understand that employees may need the ability to maintain anonymity in reporting certain matters. In light of this, we maintain an anonymous reporting system administered by a third-party provider for our employees, agents and representatives to report any actual or suspected unethical behavior or misconduct (e.g., human rights violation, harassment, discrimination, bribery, fraud or other financial misconduct). This system can be accessed at any time, through an online portal, a toll-free telephone number within the U.S. or an international telephone number outside the U.S., and reflective of our global presence the system is available in multiple languages and provides translation services.

Upon submission of a report, the report is received by our Audit Committee Chair and our Compliance Officer, who together work with the relevant

business unit and/or HR, as required, to investigate, respond to and resolve such concerns.

We regularly seek to promote and encourage the use of our reporting hotline, however, in 2021, we had a decrease from the number of hotline reports received in 2020. We believe this is primarily due to the *Siem Helix I* operating in West Africa rather than Brazil and the cultural differences in the use of the tool. We are reaching out to all employees to promote this tool so it can be appropriately utilized.

In 2021, the reporting hotline received 6 reported inquiries or concerns. As of the date of this Report, all 2021 hotline reports have been resolved.

“Excellent equipment and crew. Supervisors had a detailed understanding of our project scope and tooling requirements. The systems were already 90% tooled and tested when we arrived on location. This reflects greatly on both the offshore supervisors and Helix project management. Equipment and personnel were reliable, efficient, and always ready for upcoming tasks.”

- 2021 Customer Feedback



Culture: Fostering Diversity, Equity and Inclusion

At Helix, we take a broad approach to diversity such that all genders, races, ethnicities and religions are equally respected.

Our hiring managers and Human Resources departments in all regions partner to find the most qualified candidates without regard to race, religion, color, national origin, age, sex, gender, sexual orientation, gender identity, disability, marital status, veteran status, genetic information or any other basis that would be in violation of applicable federal, state, local or international law.

Employing people with different backgrounds, experiences and perspectives is important to Helix, and to reinforce this commitment in the U.S. we continue to use blind hiring. Through this practice, Helix HR masks certain identifying characteristics of potential new hires at the initial stages of the hiring process, including characteristics that may identify a person's gender, race, disability, ethnicity or nationality. Studies have shown that this strategy has helped reduce the internal biases that many individuals experience and allow the focus to remain on the qualifications of the applicant.

In 2021, we completed a Gender Pay Report for one of our UK subsidiaries (available [here](#)) where we analyzed the representation and pay of our UK offshore employees on a snapshot date. It is generally recognized in the industry that there is a significant imbalance in representation across offshore employees, skewing heavily male. We acknowledge that the percentage of female employees working in our UK offshore operations falls below the average, and we are striving to address this. The UK Gender Pay Report also notes a gender pay gap in favor of male employees. While we do offer equal pay for equal work, the report is indicative of our predominately male workforce. The differentials identified in pay within the report are directly linked to the under-representation of female employees across every level offshore in our UK operations.

We have established pay bandings throughout Helix where all employees within the same position are paid equally, irrespective of gender, and provided equal access to training and progression opportunities.

37% of US Senior Management* identify as racially/ethnically diverse at Helix

* Defined as executive officers, corporate officers, and corporate and subsidiary supervisors and professionals.

Global Equity and Diversity

1,327 Total Employees

(As of December 31, 2021)

30% of Female Employees are Managers/Professionals

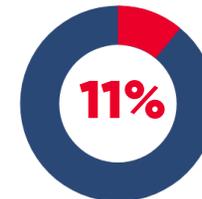
70% of Minority* Employees are Managers/Professionals

* Self-Identification limited to US, UK and Singapore personnel.

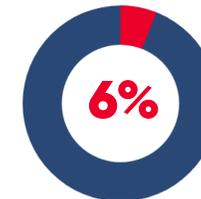
Male = 90% Female = 10%

95% of workforce is full-time

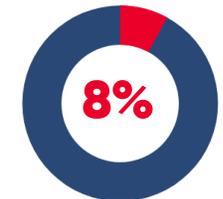
Helix's U.S. and Singapore workforce included the following self-identified ethnicities*:



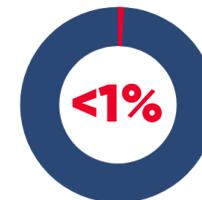
Hispanic



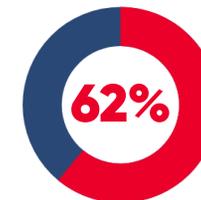
Asian



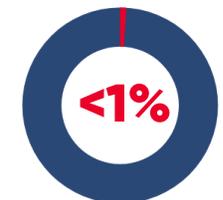
Black or African American



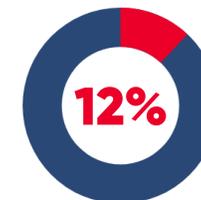
Native America



White



Native Hawaiian or Other Pacific Islander



Did Not Self-Identify

*Anticipate expanded future participation from Brazil, Europe and/or West Africa

As a business, we continue to review our recruitment practices to ensure that our methods are open and encouraging to all. We strive to utilize up to date recruitment practices, increasingly relying on social media to raise awareness of open positions to attract a wider audience for recruitment. We encourage female employees to join our team at all levels and recently recruited our first female ROV trainee via the North East of Scotland College. We are establishing closer links with this college and supporting their “Girls in Energy” program.

We value diversity within our organization but also call on our vendors and contractors to be committed to diversity. In 2021, we requested our third-party legal and accounting firms to conduct business in way that recognizes the rights and dignity of all people and that their teams reflect the diversity of the community.

We are committed to aligning Helix and our dollars spent with companies who work hard to hire, retain and promote employees who are diverse in race, religion, color, national origin, age, sex, gender sexual orientation and gender identity, and without regard to disability. We expect our suppliers and vendors to implement policies and practices designed to attract a broad spectrum of employees, who in turn support Helix.

Girls in Energy

In 2022, to continue our commitment to female recruitment we hosted a “Girls in Energy” visit involving a group of 16 girls from St. Machar Academy at our Aberdeen office. The attendees were given a presentation on well intervention, robotics and trenching solutions and a guided tour of the workshop. During the tour, they were shown the ROVs and the SIL that we currently have on site. The aim of this “Girls in Energy” course is to provide females a better understanding of the energy sector and encourage them to join the industry.



Key Policies

- ⚡ **Code of Business Conduct and Ethics**
- ⚡ **Anti-Corruption Policy**
- ⚡ **Compliance Hotline**
- ⚡ **Human Rights Policy**
- ⚡ **Modern Slavery Statement**
- ⚡ **HSE Policy**
- ⚡ **Supplier & Vendor Expectations**
- ⚡ **Code of Ethics for Chief Executive Officer and Senior Financial Officers**

Anti-Corruption Program

Bribery and corruption cause serious social, economic and political problems globally which in turn undermine the rule of law and erode equality and fairness in the marketplace. We at Helix are committed to combatting these issues through the implementation of appropriate protocols and training throughout our organization and amongst the suppliers and vendors we engage. We embrace the highest standards of honesty, ethics and integrity as core business values, and do business only by lawful and ethical means.

Our Anti-Corruption Compliance Policy (Anti-Corruption Policy) applies to all Helix officers, directors, employees, agents, employees of any affiliate, subsidiary or other entity controlled by Helix, temporary agency personnel or non-employee third parties acting on Helix's behalf, and contract-basis personnel, wherever located. We also advance a risk-based approach in the

implementation of our anti-corruption and anti-bribery tools for third-party engagements.

Our Anti-Corruption Policy, available **here**, includes measures, controls and guidance to identify and assess risks, relevant laws and reported concerns internally and externally. Helix strictly prohibits bribery, including offering, promising, giving or accepting (or agreeing to do any of the foregoing) any financial or other advantage to any person, with the intent for that person or a third party to improperly perform a function or activity. We also strictly prohibit employees and agents from making "facilitating payments."

Third Party Risk Rating

We have established internal and external controls through our Legal and Audit teams and third-party resources to monitor and track potential issues and risks when engaging third parties. With the selection of each new vendor, supplier or agent, a risk rating

occurs. We consider the location of the third party, the nature and scope of work to be performed, the country where the services will be performed, the duration of the services and the potential interaction of the third party with government agents or officials. Based on these risks, the third party is rated on a scale from 1 through 4, with Level 4 requiring the most stringent of diligence and review, including approval from Helix's Compliance Officer.

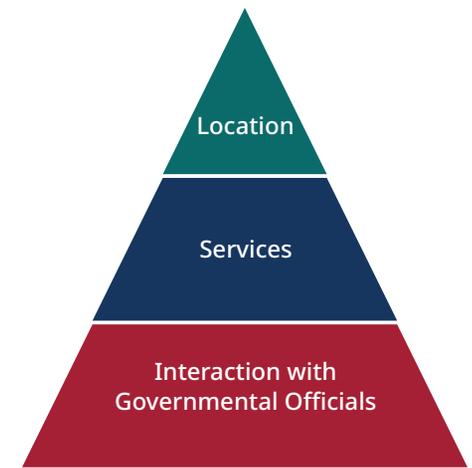
In addition to diligence disclosures and/or reference checks, we require third parties to comply with (i) Helix's Anti-Corruption Policy and (ii) the applicable anti-corruption laws of the third-party's home location, Helix's location and the country in which services are performed.

During our engagement applicable transaction partners certify annually to their knowledge and compliance with our Anti-Corruption Policy, and Helix seeks the ability to audit the books and records related to our engagement.

Anti-Corruption Training and Certification

In-person and/or online training is delivered to our employees to provide guidance on applicable anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act 2010, the Brazilian Clean Companies Act and the Singapore Prevention of Corruption Act. We continue to partner with TRACE International to provide customized

Risk Rating



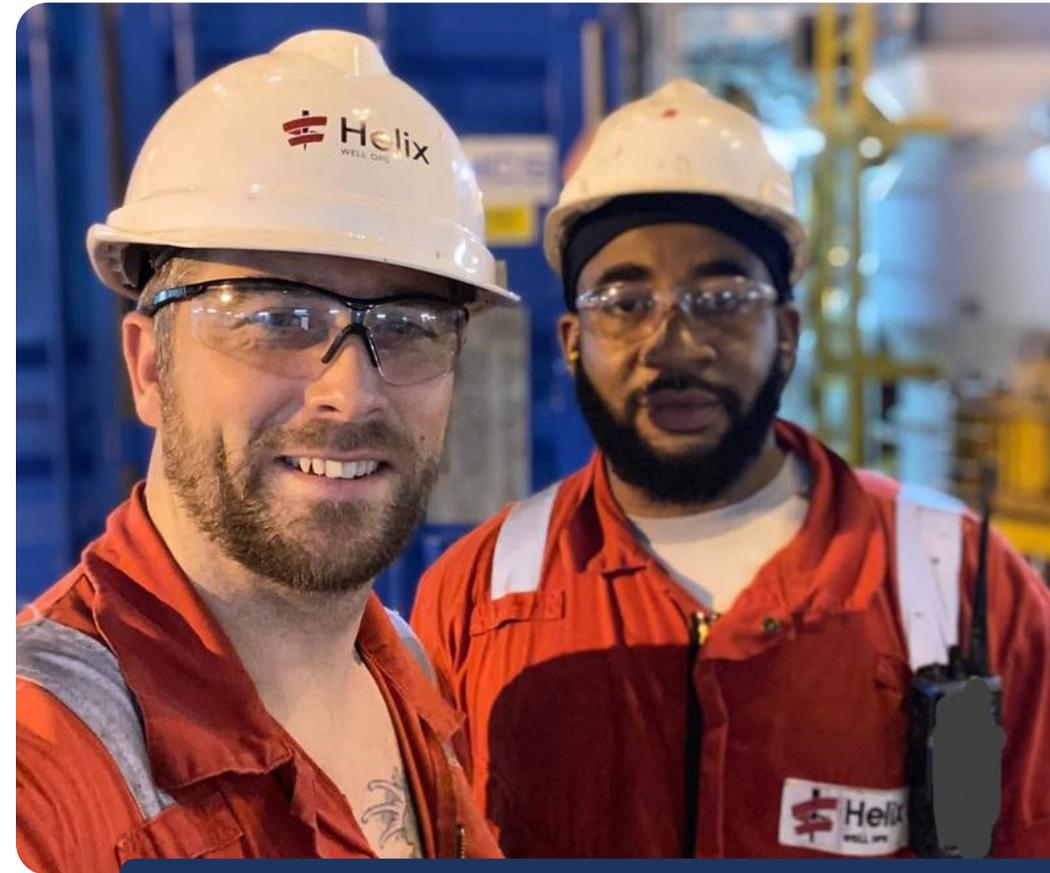
online anti-bribery training in multiple languages.

To supplement training, we also seek annual certifications from management requiring them to certify to their understanding of and compliance with our Anti-Corruption Policy.

Training and certifications create an open dialogue between Helix's Compliance Officer and employees in all locations and at all levels of our organization. Helix's Board of Directors maintains direct communication with our Compliance Officer who reports regularly to the Board regarding legal compliance matters.

In 2021, Helix had

- 0** legal and regulatory fines or settlements associated with violations of bribery, corruption or anti-competitive standards.
- 0** confirmed incidents of corruption.
- 0** dismissals or disciplinary actions against any employees for corruption.
- 0** confirmed incidents of contracts being terminated or not renewed due to violations related to corruption.
- 0** public legal cases regarding corruption brought against Helix or our employees.



Risks to Human Rights

Modern slavery is a crime and a violation of fundamental human rights. It can take various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty in order to exploit him or her for personal or commercial gain.

Helix is committed to ensuring that there is no modern slavery or human

trafficking in our business or our supply chain. Our workplace policies and procedures implement effective systems and controls designed to prevent slavery and human trafficking from taking place within our organization or anywhere in our supply chains. Our Modern Slavery Statement is available [here](#).

We evaluate and monitor the social landscape in the communities in which we work, and in order to mitigate these

risks our HR, Legal and Procurement teams work in tandem to implement and enforce Helix's hiring practices and confirm that suppliers and vendors in higher-risk nations are adequately vetted through our risk rating system. All new hires participate in a background investigation in conjunction with our internal review to mitigate and prevent slavery and human trafficking at our worksites. We provide training on Human Trafficking and Slavery to our HR, Legal and Procurement teams

to educate them on the risks associated with modern slavery and trafficking as well as red flags in order to spot potential slavery or trafficking in Helix's supply chain.

As stated in the Helix Statement on Human Rights (Human Rights Policy) as reviewed and approved by our Board of Directors and available [here](#), Helix is committed to respecting and protecting human rights everywhere we operate and expects similar standards



49% of Level 3 and 4 Vendors* Certified to ISO 14001 or Comparable Standard**

46% of Level 3 and 4 Vendors* Working to Reduce Emissions**

49% of Level 3 and 4 Vendors* Plan to Reduce Energy Consumption**

* Vendors who are significant or critical for vessel operations or project execution and the services are or may be provided at our owned onshore facilities or our owned/operated vessels.

** Based on responses received as of the date of this Report.

of our suppliers, vendors and partners, as evidenced by the incorporation of Helix's Human Rights Policy into Helix's Supplier and Vendor Expectations. We have committed to the principles underscoring the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Helix suffered no major controversy linked to Human Rights or Corruption in 2021.

Within our Human Rights Policy, we reiterate our stance prohibiting discrimination or harassment based on race, religion, color, national origin, age, sex, gender, sexual orientation, gender identity, disability, marital status, veteran status, genetic information or any other basis that would be in violation of any applicable federal, state, local or international law. In conjunction with this anti-discrimination policy, we strive to maintain a work environment free from harassment and abuse. Helix continues to engage with stakeholders to evaluate and update our policies, including the Helix Human Rights Policy and how to best implement the tenets underlying this policy.

In 2021, Helix did not suffer any controversy linked to labor standards.

Suppliers and Vendors

Helix is committed to working with suppliers and vendors who are responsible in their environmental, economic and social activities. We strive to work with suppliers and vendors that have proactive safety and environmentally focused management systems and are committed to the principles we identify in our Supplier and Vendor Expectations available **here**. Suppliers and vendors are also expected to review and become familiar

with our Code, Human Rights Policy and Anti-Corruption Policy. Accordingly, we actively audit our suppliers to confirm they provide us with reliable services that do not violate applicable law or adversely impact our safety and environmental commitments.

QHSE performs the audits and tracks any non-compliance of audited suppliers and vendors. Annual audits are performed on select critical suppliers and vendors. In the event Helix is made aware of a nonconformance by a Helix supplier or vendor through an audit, self-disclosure or third party, Helix holds the supplier or vendor accountable for such

There were no reported breaches of our Supplier and Vendor Expectations in 2021.



deviation, with remedies that could include cancellation of the contract. In 2022, we conducted an audit of our Level 3 and 4 vendors* to determine compliance with ISO 14001 certification or an alternative standard, and whether our vendors have a plan in place to reduce energy consumption and/or carbon emissions. Review was limited to vendors who provide goods or services on-site or critical to operations.

* Vendors who are significant or critical for vessel operations or project execution and the services are or may be provided at our owned onshore facilities or our owned/operated vessels.

Supplier and Vendor Expectations

Helix suppliers and vendors are expected to:

1. Comply with all applicable environmental, health and safety laws and regulations;
2. Protect the environment and promote sustainable business practices;
3. Provide a healthy and safe workplace of equal employment opportunity that is free of all forms of harassment or unlawful discrimination;
4. Refrain from engaging in bribery, corruption, money laundering or unethical practices;
5. Support fair competition and comply with applicable antitrust and competition laws and regulations;
6. Comply with applicable trade laws and regulations;
7. Comply with all applicable wage and hour laws;
8. Avoid conflicts of interests between personal and business interests;
9. Respect the human rights of all people as set out in International Labour Organization (ILO) labor standards and UN Guiding Principles on Business and Human Rights, including no use of forced labor, human trafficking, child labor or slavery;
10. Not source materials from supply chains with human trafficking and take reasonable efforts to assure that its own suppliers comply with this requirement;
11. Respect ILO labor standards, including the freedom of association and right to collective bargaining;
12. Protect the Company's information, including the confidential, proprietary and intellectual property rights of the Company;
13. Not use or share our or our customers' confidential information for illegal or unethical purposes;
14. Require periodic self-assessments of their operations and audits of their supply chain to ensure its and its representatives' compliance with the principles set out in these Expectations;
15. Comply with our end client's policies and procedures, as may be required; and
16. Establish and enforce their own business code of conduct and ethics.

Our Safety Principles

4 Pillars of Safety

1

Beliefs

We encourage the belief that we have the ability to influence our culture of safety.

2

Language

We encourage language that supports and reinforces confidence.

3

Workplace

We encourage pride in our workplace so it's clean, well organized and hazard-free.

4

Methodology

We encourage a constant check of methodologies to make sure they are operationally sound, safe and efficient.

Safety

Safety at All Levels

Helix has established a corporate culture in which Health, Safety and the Environment are embraced as core business values. Our corporate vision of a zero-incident workplace is based on the belief that all incidents are preventable and that we manage our working conditions to prevent unsafe behavior.

Helix leadership cultivates and drives our safety culture through their values and behaviors. How our leaders identify and control risk and communicate and define critical safety behaviors they expect from our staff, are crucial in the development of a safety culture that is both positive and proactive.

Each week, offshore and land-based work sites submit reports on their leading performance indicators, such as Total Recordable Incident Rate (TRIR), Lost Time Incidents (LTI) and Near Miss Rate, to the Proactive Monitoring Report. This provides management an overview of actions being taken to prevent safety incidents.

Helix requires subcontractors to implement and follow our safety protocols in connection with performing services for us. When we engage an offshore subcontractor, a two-way exchange of information is initiated to educate offshore subcontractors regarding applicable safety policies aboard the vessel. In this exchange of information, all subcontractor personnel joining a vessel are subject to a vessel familiarization process to communicate policies and safety rules, the vessel layout, emergency equipment and emergency procedures to the subcontractor's personnel. The subcontractor likewise provides us information related to its personnel boarding the vessel, including all medically necessary information.

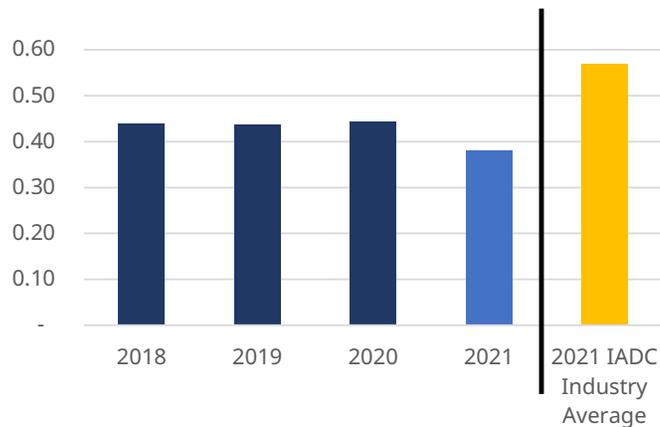
Our offshore safety management systems were created in accordance with ISO 45001.

"Safety culture on the rig was superb."

- 2021 Customer Feedback

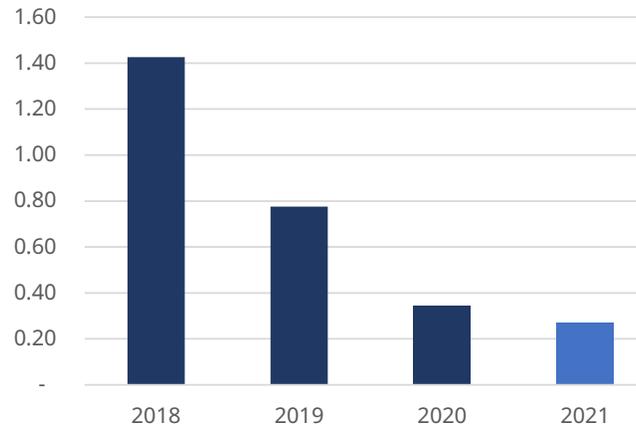
2021 Safety Snapshot

Total Recordable Incident Rate (TRIR)



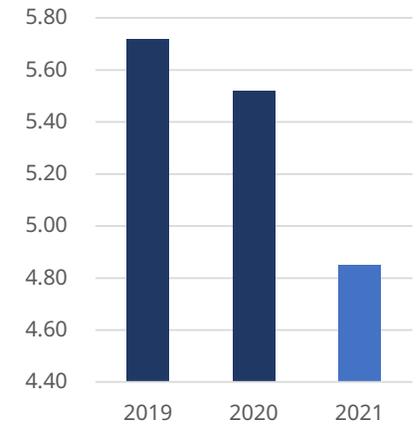
TRIR decreased to 0.38%, equivalent to a 15% reduction from 2020

High Potential Incident Rate



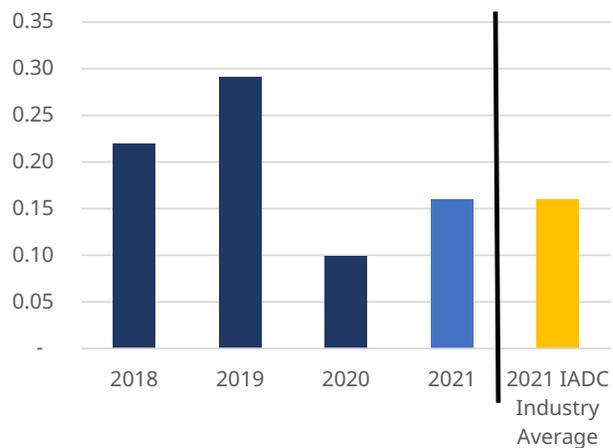
22% reduction in High Potential Incident from 2020 to 2021

Near Miss Frequency Rate



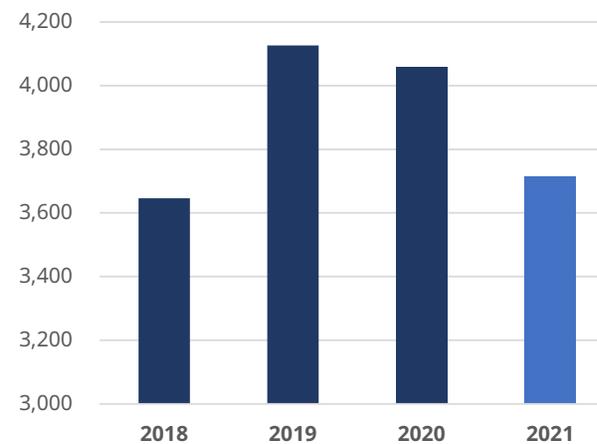
12% reduction in Near Miss Frequency Rate from 2020 to 2021

Lost Time Incident (LTI) Rate



64% increase in LTI Rate from 2020 to 2021 due to a reduction in man hours worked and one additional incident

Man Hours (in 000s)



9% decrease in man hours worked from 2020 to 2021

Zero onshore vehicle incidents globally

Zero Work-Related Fatalities

Zero Significant Environmental Spills

* We define a "significant" environmental event as one resulting from Helix-operated activities with a severity rating of 3 and above (out of 5) as defined by Helix's Risk Assessment Standards internal severity rating scale.

Safety on Our Vessels

Drops

Helix recognizes the high potential risk of serious injury from a very simple source: dropped objects. We continue to focus on and implement our DROPS standard, which is aligned with industry best practices, and develop training and communication resources to support our teams with a focus on personnel competence and active DROPS zone management.

Each of our vessels maintains an evergreen Safety Gram notebook. Safety Grams share lessons learned from incidents both within Helix and our industry as a whole. Safety Grams are used in training and safety meetings and are kept on our Company intranet for reference and search purposes.

Helix's Management of Change procedure manages changes presented in our project work in a safe and efficient manner and helps to minimize the effects of potential risks to persons or property.

All Stop

Every Helix employee has the absolute right and obligation to cease operations at any time by calling an "All Stop" on any job if they feel an unsafe condition is present and proceeding could pose a danger to any person, property or the work itself. We empower our employees

to feel safe and confident that their safety and the safety of those who may be affected by the operations are the primary concern of the Company over the task at hand.

Hazard Hunts

Prior the start of a project, our crews assess and mitigate known risks. Additionally, our crews carry out regular "Hazard Hunts" in an effort to identify potential safety risks that may occur during the project.

A Hazard Hunt involves physical inspections of defined areas by crew members. Issues identified in a Hazard Hunt are reviewed and addressed by site leadership with an action plan for improvement based on a Hazard Hunt Inspection Form.

2021 Top 4 Safety Hazards	
1	Environmental Hazards
2	Dynamic Situation Hazards
3	Lifting Operations
4	Toxic Gas

Days Without an LTI

as of December 31, 2021



Emergency Response and Crisis Management

The ability to immediately and confidently respond to an emergency situation is critical. We hold regular training on our response protocols wherein we simulate emergency or catastrophic scenarios. In the event of these scenarios we engage the HCAT, comprised of members of Executive and Business Unit management, QHSE, Legal, Risk, Human Resources, Information Technology and Information Technology. These drills facilitate effective and efficient responses in a real situation in order to minimize harm to people, the environment, assets and client operations.

HCAT supports our operational emergency response teams to assist with the effective management of communications and interaction among Helix and our key audiences, including employees, their families, customers, third parties, regulatory agencies, news sources, investors and the community in general.

Security

We regularly assess the security risks of the locations of our people and assets and obtain expert advice to support our project teams during the project preparation phase and throughout project completion. Based on such assessments, we engage third parties to assist with security in those regions we've identified as high risk. This includes detailed journey management plans for our employees, updated security information for our vessels and vessel hardening where required. In the event of a security incident we have detailed repatriation plans in place for our people to return home safely to their families.

At Helix, security goes beyond the physical security of people and assets. Prior to the work from home arrangement that so many companies implemented in 2020 in light of the safety concerns surrounding COVID-19, Helix maintained a robust IT team and security protocols protecting our confidential and proprietary information. This was bolstered throughout 2020 and 2021 to mitigate and protect Helix from losses of information or other cybersecurity issues.

"Great people, excellent vessel and ROVs. It's an excellent atmosphere on this vessel, compliments to all vessel staff for a great trip onboard."

- 2021 Customer Feedback



Governance

Board Oversight

Oversight of Helix's key business objectives, strategic direction and performance is vested with our Board and implemented by our Executives. Our Board has established three independent committees to assist it in the discharge of its responsibilities: the Audit Committee, the Compensation Committee and the Corporate Governance and Nominating Committee (Governance Committee). Additional detail on each Committee, its membership and function is provided herein. Our Board and Executives are committed to effective corporate governance and high ethical standards. Our Board routinely assesses corporate governance policies and practices to align with our key business objectives, strategic direction and risks. Value creation through effective leadership starts with our Board, its Committees and our Executives.

Environmental, Social and Governance (ESG)

Our Board is focused on not only Helix governance practices, but is actively engaged on environmental, health, safety and social issues, including climate change. The Board provides meaningful insight into management's efforts through an open dialogue. At every regular Board meeting our Chief Operating Officer or his designee reports to the Board on Helix's performance compared to HSE

targets set for ourselves against industry statistics, and various initiatives being implemented by HSE management. The Board receives a report on Helix's climate strategy, risk, ESG, information security matters, safety record (including TRIR), LTIs, and any significant accident or illness incident.

Board Structure and Committee Composition

Board Composition

Our Board currently consists of eight members who are diverse in age, gender, race, ethnicity, country of birth and expertise. Our Board has been significantly refreshed over the past four years, adding five new members: Mr. Amerino Gatti, Ms. Amy H. Nelson, Mr. T. Mitch Little, Ms. Diana Glassman and Ms. Paula Harris.

Composition of Committees

Each of the three standing Board committees is comprised solely of independent directors. Each committee acts under the terms of a written charter; the Audit Committee charter is available [here](#); the Compensation Committee charter is available [here](#) and the Governance Committee Charter is available [here](#).

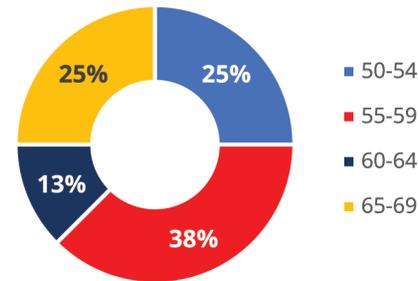
Board of Directors Composition



Chairman of the Board is Independent
All members of the Committees are Independent:

- ✓ Corporate Governance and Nominating Committee
- ✓ Compensation Committee
- ✓ Audit Committee

Board Composition
by Age Group



10 Years

Average tenure of our Directors

7 Years

Average tenure of our Independent* Directors

59

Average Directors' Age

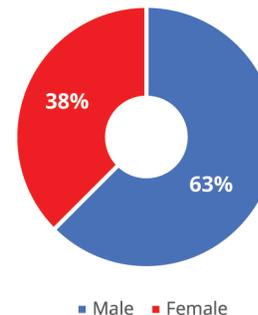
5.58

Standard Deviation of Director Age

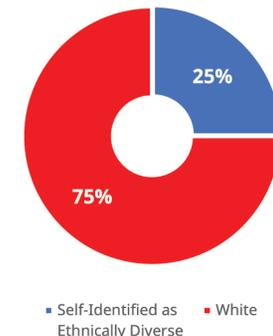
11.59

Standard Deviation of Director Tenure

Board Composition
by Gender



Board Composition
by Ethnicity



Note: Percentages may not total to 100 due to rounding.

* Defined under NYSE Rule 303A and applicable rules promulgated under the Securities Exchange Act of 1934

All of our Directors own stock in the Company.

Audit Committee

The Audit Committee is appointed by our Board to assist in fulfilling its oversight responsibility to our shareholders, potential shareholders, the investment community and others relating to: (1) the integrity of the financial statements of the Company; (2) the compliance by the Company with applicable legal and regulatory requirements related to disclosure; (3) the performance of the Company's internal audit function and independent auditors; and (4) the independent auditors' qualifications and independence.

Our Board has determined that each of the members of the Audit Committee is financially literate and that currently two members are "audit committee financial experts" as that term is defined in the rules promulgated by the Securities and Exchange Commission pursuant to the Sarbanes-Oxley Act of 2002.

Compensation Committee

The Compensation Committee is appointed by our Board to discharge the Board's responsibilities relating to compensation of the Company's executive officers. The Compensation Committee has overall responsibility for reviewing, evaluating and approving the Company's executive

officer compensation agreements (to the extent such agreements are considered necessary or appropriate by the Compensation Committee), plans, policies and programs. The Compensation Committee is also responsible for producing an annual report on executive compensation for inclusion in the Company's Proxy and for performing such other functions as the Board may assign from time to time.

Corporate Governance and Nominating Committee

The goal of the Governance Committee is to take the leadership role in shaping the corporate governance and business standards of our Board and of the Company.

The Governance Committee oversees, assesses and reviews the disclosure and reporting of ESG matters, including with respect to climate change, regarding Helix's business and industry. Sustainability is viewed on an ongoing basis in conjunction with environmental, health and safety, and social matters at each Governance Committee meeting.

Our Board's performance is evaluated annually through shareholder election and self-evaluation processes.

Board Committees

	Corporate Governance and Nominating Committee	Audit Committee	Compensation Committee
Transier		✓	
Gatti	Chair*		✓
Glassman	✓		
Harris			✓
Kratz			
Little	✓		✓
Lovoi		✓	Chair*
Nelson	✓	Chair*	
Committee Functions	<ul style="list-style-type: none"> Evaluate processes and criteria to identify potential director nominees, including retaining any necessary search firm Review and recommend director nominees Review incumbent directors qualifications, including independence Recommend the number, term, class and committees of directors <p>Responsible for:</p> <ul style="list-style-type: none"> Director Orientation and Education ESG matters, including Climate-Related Risks and Opportunities Shareholder concerns and matters regarding corporate governance Succession Planning 	<ul style="list-style-type: none"> Appoint and oversee independent registered public accounting firm Review our systems of disclosure controls and internal controls over financial reporting Review Policies and Processes with respect to risk assessment, mitigation and management, including: <ul style="list-style-type: none"> Compliance and Ethics Program, including Anti-Corruption Statement on Human Rights Supplier and Vendor Expectations <p>Responsible for:</p> <ul style="list-style-type: none"> Cybersecurity Risks and Control Procedures Key Credit Risks Our Hedging Policies and Transactions Compliance with Legal and regulatory Requirements Related Party Transactions 	<ul style="list-style-type: none"> Engage Compensation Advisers, as Required Review Shareholder Feedback on Executive Compensation Compare Compensation Programs with Market Peers Establish and monitor Stock Ownership Guidelines Report and Compensation Discussion & Analysis <p>Responsible for:</p> <ul style="list-style-type: none"> Compensation Philosophy, Policies and Programs Chief Executive Officer Compensation Executive Officer Compensation Plans Employment Agreements Employee Benefit and Stock Plans Retention Risk Director Compensation
	* Independent		

New Board Members

Diana Glassman

Professional Experience:

Ms. Glassman was appointed as a director in September 2022. Ms. Glassman since December 2019 has been Director-Engagement at EOS at Federated Hermes, a leader in the evolving field of responsible investing, leading their Oil & Gas and co-leading their Technology sector engagements and spearheading engagement on diversity, equity and inclusion with a focus on business strategy, capital allocation and ESG considerations. Ms. Glassman sits on Federated Hermes Limited's Inclusion Committee and is Chair of its employee networks. Between July 2014 and December 2019 Ms. Glassman was Chief Executive Officer of Integration Strategy, Inc., a strategy consulting firm advising leaders of companies, private equity firms and government entities primarily in energy and infrastructure, and previously held positions of increasing responsibility at TD Bank Group, Credit Suisse and PricewaterhouseCoopers. Ms. Glassman holds a Bachelor of Science degree in Biology, *magna cum laude* and with Distinction in the major, from Yale University, an M.P.A. in International Development from Harvard Kennedy School, and an M.B.A. from Harvard Business School.



Director Qualifications:

Ms. Glassman brings experience as a senior strategy consultant and public and private company executive. She has extensive experience in informing investment decisions, corporate governance, defining strategy, realigning companies and leading change. Ms. Glassman also has professional experience and direct engagement regarding ESG and energy transition matters. As a result of her professional experiences, Ms. Glassman possesses particular knowledge and leadership experience in ESG matters, business strategy and capital allocation that strengthen the board's collective qualifications, skills and experience.

Paula Harris

Professional Experience:

Ms. Harris was appointed as a director in September 2022. Ms. Harris is on the executive leadership team at the Houston Astros serving as Senior Vice President of Community and overseeing the Houston Astros Foundation. Ms. Harris has over 34 years of experience in international oilfield services with Schlumberger Limited (NYSE: SLB), most recently serving as Director of Global Stewardship from 2015 until her retirement in 2020. Prior to such role at Schlumberger Ms. Harris served in a variety of roles of progressing leadership responsibility, initially having worked in field operations offshore before roles in training, sales and environmental-social sustainability, including leading the development and implementation of metrics-based, cost-efficient environmental programs tailored to meet the needs of stakeholders, communities and customers and aiding the delivery of the long-term sustainable development goals in carbon reduction, energy efficiency, increased green technology sales and increased female and minority employees. Ms. Harris currently serves on the boards of directors of Hunting PLC (LSE: HTG), a manufacturer and provider of downhole metal tools and components to the oil and gas industry, and Chart Industries, Inc. (NYSE: GTLS), a global manufacturer of engineered equipment servicing multiple applications in the clean energy and industrial gas markets, as well as other privately held and non-profit boards. Ms. Harris holds a Bachelor of Science degree in petroleum engineering from Texas A&M University and a Master of Education degree in technical instruction and learning from Abilene Christian University.



Director Qualifications:

As a result of her professional experiences, Ms. Harris possesses particular knowledge and experience in the oilfield services sector, ESG and sustainability matters, human capital resource management and training, corporate governance and community engagement that strengthen the board's collective qualifications, skills and experience.

Board of Directors Matrix



	Gatti	Glassman	Harris	Kratz	Little	Lovoi	Nelson	Transier
Knowledge, Skills and Experience	Accounting/Financial					✓	✓	✓
	Corporate Governance/Ethics	✓	✓		✓	✓	✓	✓
	Energy Industry	✓	✓	✓	✓	✓	✓	✓
	Energy Transition/Sustainability		✓	✓			✓	
	Executive Experience	✓	✓		✓	✓		✓
	Health, Safety & Environmental	✓			✓	✓		
	HR/Compensation/DEI	✓	✓	✓				✓
	International Business	✓	✓	✓	✓	✓		✓
	Mergers and Acquisitions	✓	✓		✓	✓	✓	✓
	Operations	✓			✓	✓		✓
	Other Public Company Board Experience	✓		✓	✓		✓	✓
	Risk Management		✓		✓	✓		✓
	Science, Technology and Engineering	✓	✓			✓		
	Strategic Planning/Oversight	✓	✓		✓	✓	✓	✓
	Race / Ethnicity	Asian		✓				
Black/African American				✓				
Caucasian/White		✓	✓		✓	✓	✓	✓
Hispanic/Latinx								
Native American/Alaska Native								
Native Hawaiian/Pacific Islander								
Gender	Country of Birth	Canada	USA	USA	Zimbabwe	USA	USA	USA
	Female		✓	✓			✓	
	Male	✓			✓	✓	✓	✓
	Non-Binary							
Other	LGBTQ+							
	Tenure (Years)	4	0	0	32	1	19	22
	Age	51	55	58	67	58	61	67
	Independence	✓	✓	✓		✓	✓	✓
Committee Membership	Gov. (Chair) Comp.	Gov.	Comp.	--	Comp. Gov.	Comp. (Chair) Audit	Audit (Chair) Gov.	Audit

Enterprise Risk Management

Our Board is responsible for overseeing how management assesses and mitigates risk, with a focus on the most significant risks facing Helix. Management identifies and prioritizes risks associated with our business, which are discussed at Board and/or committee meetings as appropriate. Our Board reviews risk mitigation strategies that are implemented by and guide management. The Board is also informed of particular risks in connection with its general oversight, review and approval of corporate matters. The Board delegates to the Audit Committee oversight of certain of our risk management processes. Among its duties, the Audit Committee regularly reviews with management:

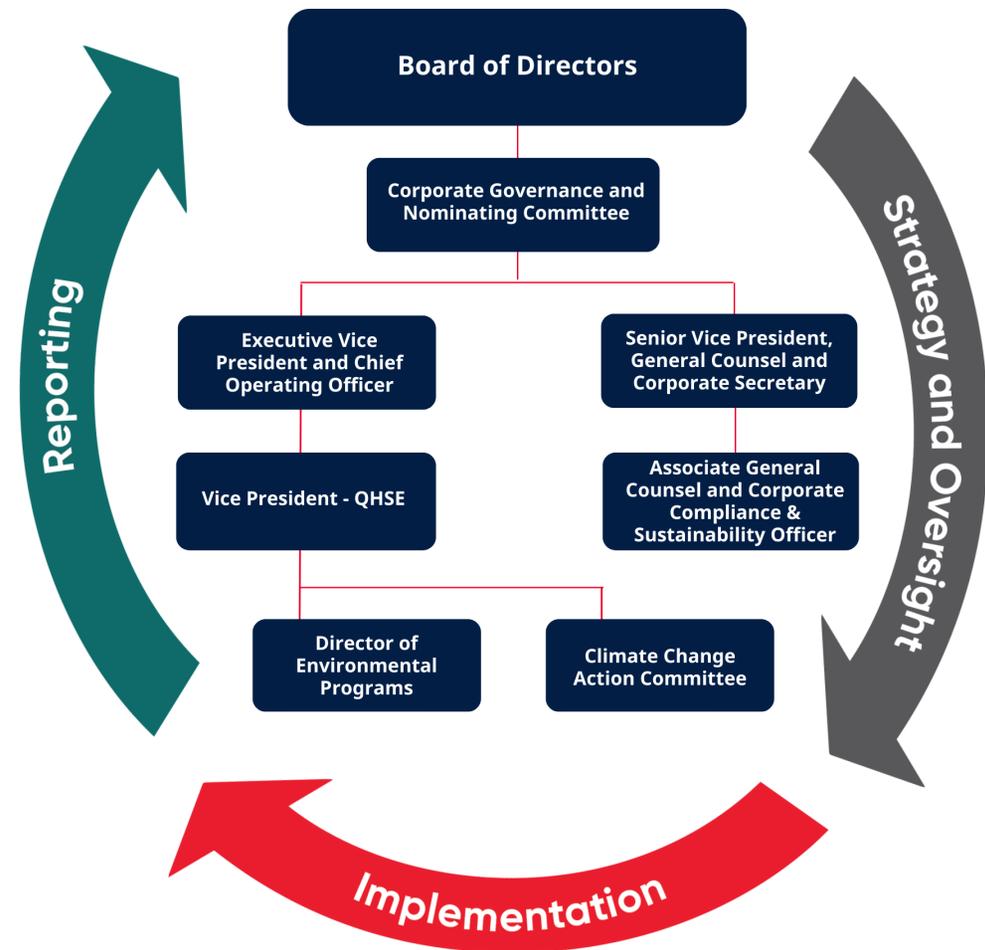
- Our policies with respect to risk assessment and the management of risks that may be material;
- Our systems of disclosure controls and internal controls over financial reporting;
- Key credit risks;
- Our hedging policies and transactions;
- Cybersecurity risk and control procedures;
- Climate-related risks and opportunities;
- Human Capital and
- Our compliance with legal and regulatory requirements, and our programs related to that compliance.

Our Board's risk oversight process builds upon management's risk assessment and mitigation processes. Management is responsible for the day-to-day operations and oversight of Helix including the management of risk.

Our Finance, Legal (which includes compliance, human resources, contracts and insurance functions) and Internal Audit departments serve as the primary monitoring and testing functions for Company policies and procedures and manage the day-to-day oversight of our risk management strategy. This oversight includes identifying, evaluating and addressing potential risks that may exist at the enterprise, strategic, financial, operational, compliance and reporting levels. Management regularly reports on these risks to our Board and/or its relevant committees. Additional review and reporting of risks is conducted as needed or as requested by our Board and/or such committees. The committees also consider and address risk as they perform their respective responsibilities.

All committees report to the full Board as appropriate, including when a matter rises to the level of a material risk. In addition to reports from its committees, throughout the year the Board receives from various members of management presentations that include discussion of risks as necessary and appropriate, including risks associated with safety and proposed transactions.

ESG Leadership Responsibility



At each Board meeting, our Chief Executive Officer addresses matters of particular importance or concern, including any significant areas of risk that may call for Board attention, whether commercial, operational, legal, regulatory or other type of risk. Additionally, the Board reviews our short- and long-term strategies, including consideration of significant risks facing Helix and the impact of such risks. We believe that our risk management responsibilities, processes and procedures serve as an effective approach for addressing the risks facing Helix, and that our Board and management structure supports this approach.

Climate-Related Risks and Sustainability Strategy

Our Governance Committee is responsible for the oversight, assessment and review of ESG activities and risks, including climate change, as is reflected in the Committee's Charter. The Committee is active in determining the Company's ESG strategy and public reporting. The Committee reviews ESG matters on a routine basis. Our Sustainability & Compliance Officer presents to the Governance Committee at each meeting providing an update to the Committee on the Company's sustainability efforts and strategy,

including ESG performance, risks and opportunities and future plans. The Committee provides input on the risks and opportunities and discusses these risks and opportunities with the entire Board, as appropriate. The Climate Change Action Committee in cooperation with the Vice President – QHSE and the Sustainability & Compliance Officer, and as directed by the Board and Executive management, furthers the Company's sustainability strategy, reviews programs and performance and is engaged in identifying and managing risks and opportunities related to climate change.

From a social perspective, the Board and management recognize their leadership responsibility in embracing our vision and core values. The Board is focused on maintaining an ethical culture at all levels within our organization. The Audit Committee receives an update from management at every regular committee meeting outlining the Company's compliance initiatives, including adherence to the Company's Code of Business Conduct and Ethics. The Board also receives regular educational updates on matters such as anti-corruption, legal and regulatory developments and specific risks in the geographic areas in which

we operate or seek to operate. Our Board is invested in maintaining Helix's employee culture including embracing diversity and inclusion. The Board believes that employing people with diverse viewpoints, professional experiences, skills and backgrounds, specifically including diversity in gender, race and ethnicity makes Helix a stronger company.

Leadership responsibility for the development and execution of the Company's climate-related sustainability strategy is set forth above. These leaders in conjunction with the Climate Change Action Committee engage cross-functionally with other leaders throughout the organization to address Helix's current and future strategy and financial position, including revenues, expenditures, assets and liabilities and capital and financing.

Related Party Transactions

In accordance with its charter, the Audit Committee is responsible for reviewing and approving the terms and conditions of all related party transactions.

The Audit Committee has adopted a written Statement of Policy with respect to Related Party Transactions. It is our policy to approve and enter into transactions with a related party (as

defined below) only when the Board acting through the Audit Committee, determines that a transaction with a related party is in, or not inconsistent with, the best interests of Helix and our shareholders.

The Audit Committee will consider all relevant facts and circumstances available to the Audit Committee to determine whether a related party transaction is in, or no not consistent with, those best interests, including the benefits to us, the impact on a director's independence if the party is a director or a party related to a director, the availability of other sources for the product or services, the terms of the transaction and the terms available from unrelated third parties. The policy covers any transaction, arrangement or relationship in which we are a participant and in which a related party has a direct or indirect interest, other than transactions available to all employees generally or transactions involving less than \$5,000. A "related party" includes any person that served as a senior officer or director of Helix during the last fiscal year, a person that beneficially owns more than 5% of any class of our outstanding voting securities, and a person that is an immediate family member of either of the foregoing or an entity that is controlled by any of the foregoing.

Our Leadership Team

Executive Officers



Owen Kratz
President and Chief Executive Officer



Scotty Sparks
Executive Vice President and Chief Operating Officer



Erik Staffeldt
Executive Vice President and Chief Financial Officer



Ken Neikirk
Senior Vice President, General Counsel and Corporate Secretary

Corporate Officers



Brent Arriaga
Chief Accounting Officer and Corporate Controller



Leigh Beck
Vice President - Chief Technical Officer



Troy Collman
Vice President - Tax



Erik Heymann
Deputy General Counsel and Assistant Secretary



Mike Newbury
Vice President - QHSE



Kimberly Seitz
Vice President - Internal Audit

Subsidiary and Corporate Management



Gary Aylmer
Vice President Europe and West Africa – Helix Robotics Solutions UK



David Carr
Senior Vice President International Development – Helix Well Ops UK



Jeremiah Hebert
Vice President Americas Region - Helix Robotics Solutions US



Trennice Jackson
Chief Information Officer



Terrence Jamerson
Vice President Production Facilities - Helix Well Ops US



Kenric McNeal
Director - Human Resources



Stephen Nairn
Vice President - Helix Well Ops UK



Bjorn Ronning
Vice President - Helix Well Ops US



Daniel Stuart
Managing Director - Helix do Brasil



Angie Wickert
Associate General Counsel and Sustainability & Compliance Officer



Steve Williams
President - Helix Alliance Decom

Diversity

The Board defines diversity expansively and has determined that it is desirable for the Board to have diverse viewpoints, professional experiences, skills and backgrounds, specifically including diversity in gender, race and ethnicity. As part of a long standing refreshment process, the Governance Committee remained engaged in a search for additional independent directors with the diverse characteristics sought by the Board, and in September 2022 the Board added two new gender and ethnically diverse members.

Succession Planning

One hallmark of a business that is healthy and prepared for the future is the thoughtful consideration it gives to its leadership succession plan. Led by the Governance Committee, we undertake a comprehensive review of our management Succession Plan on a regular, and at least annual, basis. We do so to, among other things, protect Helix from any sudden or unexpected changes, identify and retain our most skilled employees for the long term, strengthen the collective knowledge base within our organization, promote training and development, understand our own vulnerabilities and any gaps in skills, and maintain our identity and reputational integrity. We believe this approach promotes stability, enables us to be prepared for uncertainties, and reinforces a proven path to the long-term success of Helix.



Ethics and Business Conduct

The Code, available **here**, underpins the standards of integrity to which we hold each of our employees and business partners. Operating ethically is paramount in all of our actions to create the trust necessary to achieve operational excellence. The Code provides guidance to our employees and business partners to guide their performance to meet Helix's standards in their day-to-day activities. Our beliefs are embedded within the Code and demonstrate Helix's commitments among other things to fundamental human rights, freedom of association, protecting minority and women's rights, and fair wages for our employees.

Ethical principles set forth in this policy include, among other principles, matters such as:

1. Compliance with laws, rules and regulations
2. Avoiding insider trading
3. Competing fairly and honestly
4. Promoting honest and ethical behaviors
5. Complying with disclosure and reporting obligations
6. Promoting a safe working environment
7. Acting ethically with honesty and integrity
8. Respecting the confidentiality of information

Each year managers are asked to certify to their compliance with the Code and provide information on any actual or suspected violations of the Code. This permits an open dialogue with managers to discuss potential violations and the path to address such violations.

Political Advocacy

Helix's Code of Ethics and Business Conduct prohibits the use of Company funds or assets for political purposes.

To demonstrate adherence to this policy:

In 2021, Helix paid \$0 in political contributions.

In 2021, Helix paid \$0 in Political Action Committee contributions.

Stakeholder Engagement

Good corporate governance includes being responsive to the owners of our Company – our shareholders. We engage with our shareholders to discuss operational, financial, governance, executive compensation, environmental, safety, social and policy issues. Fostering long-term relationships, maintaining shareholder trust and goodwill through our policies and activities, and adhering to our core values remain principal objectives of our Company. Any shareholder or other interested party may send written communications to any one or more of our directors.

We actively engage with our stakeholders at every level of the organization to embed the tenets learned from such engagement in our commitment to sustainable progress.

Stakeholder Engagement

Customers

- Daily work on customer locations
- Daily communications via emails, calls and meetings
- Performance assessments and reports
- Social Media
- Annual Corporate Sustainability Report

Employees

- Quarterly Employee Newsletter
- Social Media
- Training and Development
- Performance management
- Periodic Employee Engagement Surveys
- Annual Corporate Sustainability Report

Shareholders

- Quarterly earnings calls
- Regular investor calls and meetings
- Annual Meeting of Shareholders open to all shareholders
- Annual Corporate Sustainability Report
- Social Media
- Sustainability outreach with investors

Industry Groups and Non-Governmental Organizations

- Meetings and educational events
- Industry group sponsorship/participation
- Data gathering and analytics

Communities

- Volunteer Opportunities
- Social Media

Vendors and Suppliers

- Selection and contracting process
- Direct communication
- Audit of Level 3 and 4 Vendors* and Suppliers

* Vendors who are significant or critical for vessel operations or project execution and the services are or may be provided at our owned onshore facilities or our owned/operated vessels.

Data Privacy and Security

We take a multi-faceted approach to identifying and mitigating information security risks. This includes but is not limited to an annual penetration test of our external network, the utilization of third-party scanning tools to monitor our network, maintenance of software and implementing applicable updates timely, training employees to recognize security risks and encouraging employees to report suspicious activity via designated e-mail accounts and Helix's internal helpdesk.

Cybersecurity Awareness training is provided to onshore and offshore users according to a designated deployment schedule annually. The training is administered in the form of web-based training, on-site workshops and PowerPoint presentations. The training seeks to demonstrate to users the risks in using technology and how to effectively defend against cyber threats. At Helix, security is of utmost importance and therefore we implement various protocols and tools to secure our data and require multiple access control measures. Helix currently does not maintain an information security risk insurance policy, provided, this is reviewed and

In 2021, our employees completed 993 hours of cybersecurity training.

discussed the Board annually to weigh risks and mitigating factors. Our Chief Technology Officer briefs the Audit Committee at least annually on IT security matters and in the event of heightened risks in the market.

To Helix's knowledge, Helix has not suffered a security breach in the last 3 years that resulted in the loss of any information; therefore, net expenses incurred from information security breaches, breach penalties and settlements over the last three years, relative to total revenue, is 0%. Helix has no penalties or settlements related to IT security over the past three years.



About this Report

This Report is based on Helix Energy Solutions Group, Inc. and its affiliates' and subsidiaries' corporate performance for the 2021 calendar year (unless otherwise expressly stated), provided however some additional significant events that have occurred between the end of 2021 and the release of this Report have been included for reference. This Report is designed to align with the Task Force for Climate-Related Financial Disclosure (TCFD) voluntary reporting framework and provides a comprehensive view of our business, potential climate-related risks and opportunities, and our strategies for managing them. In addition to TCFD, our engagement and disclosures continue to be guided by the Applicable Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) - Oil and Gas Services Standard, Institutional Shareholder Services (ISS) and Sustainalytics.

From time to time we provide information about Helix on social media, including:



Assurance and Review

Quantitative data, methodologies and reporting processes went through an internal review and assurance process led by our Internal Audit and Financial Reporting teams.

Forward-Looking Statements

This Report contains forward-looking statements that involve risks, uncertainties and assumptions that could cause our results to differ materially from those expressed or implied by such forward-looking statements. All statements, other than statements of historical fact, are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, including, without limitation, any statements regarding the COVID-19 pandemic and oil price volatility and their respective effects and results, our protocols and plans, our current work continuing, the spot market, our ability to identify, effect and integrate acquisitions, joint ventures or other transactions, including the integration of the Alliance acquisition; our spending and cost reduction plans and our ability to manage changes; our strategy; any statements regarding visibility and future utilization; any projections of financial items including projections as to guidance and other outlook information; any statements regarding future operations expenditures; any statements regarding our plans, strategies and objectives for future operations; any statements regarding our ability to enter into, renew and/or perform commercial contracts; any statements concerning developments; any statements regarding our environmental, social and governance (ESG) initiatives; any statements regarding future economic conditions or performance; any statements of expectation or belief; and any statements of assumptions underlying any of the foregoing. Forward-looking statements are subject to a number of known and unknown risks, uncertainties and other factors that could cause results to differ materially from those in the forward-looking statements, including but not limited to the results and effects of the COVID-19 pandemic and actions by governments, customers, suppliers and partners with respect thereto; market conditions; results from acquired properties; demand for our services; the performance of contracts by suppliers, customers and partners; actions by governmental and regulatory authorities; operating hazards and delays, which include delays in delivery, chartering or customer acceptance of assets or terms of their acceptance; our ability to secure and realize backlog; the effectiveness of our ESG initiatives and disclosures; human capital management issues; complexities of global political and economic developments; geologic risks; volatility of oil and gas prices and other risks described from time to time in our reports filed with the Securities and Exchange Commission (SEC), including our most recently filed Annual Report on Form 10-K and in our other filings with the SEC, which are available free of charge on the SEC's website at www.sec.gov. We assume no obligation and do not intend to update these forward-looking statements, which speak only as of their respective dates, except as required by law.

Index to SASB / ISS / TCFD

The mapping report below provides investors useful information about Helix's ESG, climate risks, opportunities and governance. The disclosures within this Report as well as other supplementary disclosures are referenced with respect to the SASB - Oil and Gas Services Standard – Oil and Gas Services Standard, ISS and TCFD metrics. We continue to highlight SASB, ISS and TCFD in our disclosures and support their efforts towards greater transparency of relevant ESG data that helps investors make informed decisions.

Category	Metric	Indicator	Relevant Helix Disclosure
SASB OIL & GAS SERVICES			
Emissions Reduction Services & Fuels Management	Total Fuel consumed, percentage renewable, percentage used in: (1) on road equipment and vehicles and (2) off road equipment	EM-SV-110a.1	p. 28
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-11a.2	p. 31
	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	p. 28 (Percentage calculation of this metric is under consideration)
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	(1) p. 30 (2) p. 30
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	p. 30
Chemicals Management	Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	p. 7; N/A
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	p. 7; N/A
Ecological Impact Management	Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	p. 7; N/A
	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	p. 4; 10; 29-31
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	(1) p. 43 (2) p. 43 (3) p. 43 (4) p. 43 (5) p. 34; 36
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	p. 42-45
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	p. 34
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	p. 38-39
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	p. 42-45; 50-51
Activity Metrics	Number of active rig sites	EM-SV-000.A	p. 7; N/A
	Number of active well sites	EM-SV-000.B	p. 7; N/A
	Total amount of drilling performed	EM-SV-000.C	p. 7; N/A
	Total number of hours worked by all employees	EM-SV-000.D	p. 43

Category	Metric	Indicator	Relevant Helix Disclosure
ISS			
Environmental – Risks and Opportunities	Does the company disclose an enterprise level environmental policy?	1	p. 26; HSE Policy
	Does the company's publicly disclosed environmental policy apply the same standards to suppliers or vendors?	5	p. 26; 40-41; HSE Policy; and Helix Supplier and Vendor Expectations
	Does the company disclose the presence of an Environmental Management System?	7	p. 26; 42-45; HSE Policy
	Does the company's annual/integrated/sustainability report identify specific salient risks that its activities and business relationships pose on the environment?	19	p. 29-31
	If the company suffered a major environmental controversy, has it failed to provide an adequate response?	295	p. 29
	Does the company's publicly disclosed Code of Vendor Conduct address the environmental impact of supplier products or services?	366	p. 40-41; Helix Supplier and Vendor Expectations
	Does the company's publicly disclosed Code of Vendor Conduct address supply chain audits for environmental management?	370	p. 40-41; Helix Supplier and Vendor Expectations
Environmental – Carbon and Climate	Does the company disclose a climate change policy or equivalent information that specifically addresses the company's climate change risks, performance, and opportunities?	21	p. 18-28
	Does the company's climate change disclosure specifically address climate change risks?	22	p. 18-21
	Does the company's climate change disclosure specifically address climate change strategy?	23	p. 18-28
	Does the company's climate change disclosure specifically address climate change performance?	24	p. 18-28
	Does the company's climate change disclosure specifically address climate change targets?	25	p. 24
	Does the company's climate change disclosure specifically provide analysis of performance against targets?	26	p. 22-24
	Does the company's climate change disclosure specifically address climate change opportunities?	28	p. 18-21
	Does the company's climate change disclosure describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning?	35	p. 18-28
	Does the company's climate change disclosure present and describe multiple scenarios for the potential impact of climate-related risks and opportunities on its businesses, strategy, and financial planning?	36	p. 18-28
	Does the company disclose targets for reducing GHG emissions?	38	p. 24
	Does the company define GHG emissions reduction targets at group level?	39	p. 24
	Are the company's GHG emissions reduction targets clearly aligned with the 2°C scenario?	40	p. 20
	Does the company provide quantitative metrics about GHG emissions?	50	p. 22-24
	Does the company disclose its total Direct GHG emissions?	51	p. 22-24
	Does the company disclose its total Scope 2 GHG emissions?	52	p. 22-24
	Does the company disclose its total Scope 3 GHG emissions?	53	p. 22-24
	Does the company disclose its direct GHG emissions at any level other than enterprise (including facility, business unit, region, etc.)?	54	p. 22-24
	Does the company provide quantitative metrics about energy consumption?	61	p. 23; 27
	Does the company disclose its total energy use?	62	p. 23; 27
	Does the company disclose information on energy derived from renewable and non-renewable sources?	63	p. 27
Does the company disclose the percentage of energy used that is derived from renewable sources?	64	p. 27	

Appendix

Category	Metric	Indicator	Relevant Helix Disclosure
Environmental – Carbon and Climate	Does the company disclose the gross total of energy used that is derived from renewable sources?	65	p. 27
	Does the company disclose a breakout of the sources of the renewable energy used?	66	p. 27
	Does the company disclose the percentage of energy used that is derived from non-renewable sources?	67	p. 27
	Does the company disclose the gross total of energy used that is derived from non-renewable sources?	68	p. 27
	Does the company disclose the amount of energy used that is derived from non-renewable sources at any level other than enterprise (including facility, business unit, region, etc.)?	69	p. 27
	Does the company disclose the amount of energy used that is derived from renewable sources at any level other than enterprise (including facility, business unit, region, etc.)?	70	p. 27
	Does the company disclose information on energy conservation programs and performance?	71	p. 25-28
	Does the company disclose the total amount of energy conserved through its energy conservation programs? (This should be a total amount, not a percentage)	72	p. 10; 25; 27
	Does the company disclose its energy conservation resulting from such programs at any level other than enterprise (including facility, business unit, region, etc.)?	73	p. 27
	Does the company disclose the amount of total investment in energy conservation programs?	74	p. 10; 25; 27
	Does the company disclose the associated total savings or profits achieved as a result of energy conservation programs?	75	p. 27
	Does the company disclose its total electrical power use?	78	p. 27
	Does the company disclose a normalized total electrical power use value?	79	p. 27
	Does the company disclose its electrical power use at any level other than enterprise (including facility, business unit, region, etc.)?	80	p. 27
	Does the company disclose the percentage of consumed energy from the grid?	82	p. 27
	Does the company disclose information on electrical power derived from renewable and non-renewable sources?	83	p. 27
	Does the company disclose the percentage of electrical power used that is derived from non-renewable sources?	84	p. 27
	Does the company disclose the percentage of electrical power from renewable sources?	85	p. 27
	Does the company disclose the gross total of electrical power used that is derived from non-renewable sources?	86	p. 27
	Does the company disclose the gross total of electrical power used that is derived from renewable sources?	87	p. 27
	Does the company disclose a breakout of the sources of the non-renewable electrical power used?	88	p. 27
	Does the company disclose a breakout of the sources of the renewable electrical power used?	89	p. 27
	Does the company disclose the amount of electrical power used that is derived from renewable sources at any level other than enterprise (including facility, business unit, region, etc.)?	91	p. 27
	Does the company disclose a clear approach to reduce energy consumption from non-renewable sources?	96	p. 20-28
	Does the company's approach to reducing energy consumption from non-renewable sources include relative targets?	97	p. 20-28
	Does the company's approach to reducing energy consumption from non-renewable sources include specific information on an implementation timeline?	99	p. 20-28
	Does the company describe management's role in assessing and managing climate-related risks and opportunities?	105	p. 18-21; 50-51
	Does the company describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management?	106	p. 18-21; 50-51
Does the company disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process?	107	p. 18-21; 50-51	

Category	Metric	Indicator	Relevant Helix Disclosure
Environmental – Carbon and Climate	Does the company describe the board's oversight of climate-related risks and opportunities?	110	p. 18-21; 50-51
	Does the company have a clearly defined strategy for improving the fleet fuel economy?	112	p. 22; 24-26; 28
	Does the company's strategy for improving fleet fuel economy include relative targets?	113	p. 22; 24-26; 28
	Does the company's strategy for improving fleet fuel economy include absolute targets?	114	p. 22; 24-26; 28
	Does the company's strategy for improving fleet fuel economy include specific information on an implementation timeline?	115	p. 22; 24-26; 28
	Does the company provide quantitative metrics about fleet fuel consumption?	116	p. 28
	Does the fleet fuel consumption metrics disclose the percentage from renewable sources?	117	p. 28
Environmental – Natural Resources	Does the company disclose its total water use?	199	p. 30
	Does the company's disclosed data regarding water use identify the total water withdrawn?	200	p. 30
	Does the company's disclosed data regarding water use identify the total water consumed?	201	p. 30
	Does the company break out its disclosed water withdrawal by source?	202	p. 30
Environmental – Natural Resources	Does the company disclose the percentage of water sourced from regions with High or Extremely High Baseline Water Stress?	203	p. 30
	Does the company disclose information on risks associated with water withdrawal or scarcity?	204	p. 30
	Does the company provide information on strategies to mitigate water withdrawal or scarcity risks?	205	p. 30
	Does the company disclose information on incidents of non-compliance with water quality or quantity permits, standards, or regulations?	206	p. 30
	Does the company disclose its water use for any of its operations located outside its primary domicile (e.g. the U.S. for Russell 3000 companies) at any level other than enterprise (including facility, business unit, region, etc.)?	207	p. 30
	Does the company disclose its total wastewater discharge?	208	p. 29-31
	Does the company disclose a water recycling program?	209	p. 30
	Does the company disclose information about water recycled and reused?	210	p. 30
	Does the company's disclosed information about water recycled and reused include the percentage recycled?	212	p. 30
	Does the company's disclosed information about water recycled and reused include the percentage reused?	213	p. 30
Does the company disclose the presence of a Biodiversity Program?	217	p. 4; 10; 29-31	
Environment – Waste and Toxicity	Does the company provide information about water discharge in connection with hydraulic fracturing, including quality?	138	p. 7; N/A
	Does the company's disclosed information regarding water discharge in connection with hydraulic fracturing include quantitative metrics?	139	p. 7; N/A
	Does the company's disclosed information regarding water discharge in connection with hydraulic fracturing cover all operations?	140	p. 7; N/A
	Does the company disclose the percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used?	144	p. 7; N/A
	Does the company disclose information on efforts to actively monitor groundwater quality in connection with hydraulic fracturing operations?	145	p. 7; N/A
	Does the company's disclosed information on efforts to actively monitor groundwater quality in connection with hydraulic fracturing operations include baseline groundwater quality metrics?	146	p. 7; N/A
	Does the company's disclosed information on efforts to actively monitor groundwater quality in connection with hydraulic fracturing operations include quantitative performance against baseline groundwater quality metrics?	147	p. 7; N/A

Appendix

Category	Metric	Indicator	Relevant Helix Disclosure
Environment – Waste and Toxicity	Does the company provide data on significant spills?	150	p. 29; 43
	Does the company's disclosed data on spills include the number of significant or reportable spills?	151	p. 29; 43
	Does the company's disclosed data on spills include the aggregate quantity of significant or reportable spills?	152	p. 29
	Does the company's disclosed data on spills include the percentage recovered?	153	p. 29
	Does the company disclose a clear approach to mitigate environmental risks linked to deep-water drilling operations?	156	p. 4; 6; 10; 12; 14; 29-30
	Does the company's disclosed information regarding its approach to mitigating environmental risks linked to deep-water drilling operations include monitoring procedures?	157	p. 4; 6; 10; 12; 14; 29-30
	Does the company disclose its total hazardous waste generation?	159	p. 31
	Does the company disclose its hazardous waste generation for any of its operations located outside its primary domicile (e.g. the US for Russell 3000 companies) at any level other than enterprise (including facility, business unit, region, etc.)?	160	p. 31
	Does the company disclose details regarding its hazardous waste disposal program?	161	p. 31
	Does the company provide information about non-hazardous waste?	162	p. 31
	Does the company's disclosed information on non-hazardous waste include quantitative metrics?	163	p. 31
	Does the company's disclosed information on non-hazardous waste cover all operations?	164	p. 31
	Does the company's disclosed information on non-hazardous waste include the percentage of waste recycled?	165	p. 31
	Does the company's disclosed information on non-hazardous waste include the percentage of waste incinerated?	166	p. 31
	Does the company disclose information on its waste management and recycling programs?	168	p. 31
Does the company disclose a business waste recycling program?	169	p. 31	
Social – Human Rights	If the company suffered a major controversy linked to human rights or corruption, has it failed to provide an adequate response?	302	p. 40; N/A
	Does the company disclose an enterprise level human rights policy?	316	p. 39-40; Human Rights Policy
	Does the company's human rights policy address the protection of minority groups' rights?	317	p. 39-40; Human Rights Policy
	Does the company's human rights policy address the protection of women's rights?	318	p. 39-40; Human Rights Policy
	Does the company's publicly disclosed human rights policy include a training element?	329	p. 39-40; Human Rights Policy
	Does the company's human rights or other publicly disclosed policy cover community consultations and indigenous rights?	330	p. 39-40 Human Rights Policy
	Does the company's publicly disclosed human rights policy include a commitment to stakeholder involvement in the development of the policy, the implementation of the policy, and/or the evaluation of effective outcomes of the policy's implementation?	331	p. 39-40; Human Rights Policy
	Does the company disclose a formal grievance reporting process for concerns related to human rights?	334	p. 35
	Does the company explicitly identify the right to water as a fundamental human right in its environmental policy, human rights policy, or other policy document?	335	Human Rights Policy
	Does the company disclose information on the applicability of its human rights policy to operations, suppliers, vendors, or partners?	336	p. 39-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	Is the company's human rights policy a global policy applying the same comprehensive standards to all company operations regardless of geographic location?	338	p. 39; Human Rights Policy
Does the company indicate that it applies the same human rights policy standards to partners?	340	p. 39-41; Human Rights Policy and Helix Supplier and Vendor Expectations	

Appendix

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Human Rights	Does the company indicate that it applies the same human rights policy standards to suppliers/vendors?	342	p. 39-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose an audit program to evaluate its suppliers’ performance in the area of human rights (including human trafficking and slavery)?	345	p. 40-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	How frequently does the company conduct audits to evaluate suppliers’ performance in the area of human rights?	346	p. 40-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose a program to screen its new suppliers for any of the following: environmental performance, labor practices or human rights performance?	350	p. 38; 40-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose information on efforts to address the risks of human trafficking and slavery in the supply chain?	354	p. 38-41; Modern Slavery Statement
	Does the company disclose that it maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking?	357	p. 34; 40-41; 54; Helix Supplier and Vendor Expectations
	Does the company disclose that it provides training on human trafficking and slavery to its employees and management with direct responsibility for supply chain management?	358	p. 39
	Does the company disclose that its supplier policy prohibits the use of child labor?	360	p. 40-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose that its supplier policy prohibits the use of forced labor?	361	p. 40-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company indicate that the company’s human rights policy supports any specific recognized public convention?	375	p. 39-40; Human Rights Policy
	Does the company’s human rights policy have clear reference to conformance with the UN Universal Declaration of Human Rights?	376	p. 39-40; Human Rights Policy
	Does the company’s human rights policy have clear reference to conformance with the UN Guiding Principles on Business and Human Rights?	379	p. 39-41; Human Rights Policy
	Does the company’s annual/integrated/sustainability report identify specific salient risks that its activities and business relationships pose on human rights?	381	p. 39-40
	Does the company disclose strategies to prevent and mitigate identified risks?	382	p. 39-40
	Does the company’s human rights or other publicly disclosed policy cover security arrangements?	389	p. 45; Human Rights Policy
Does the company’s publicly disclosed human rights policy include a guarantee of free, prior and informed consent (FPIC)?	404	Human Rights Policy	
Social – Labor, Health & Safety	If the company suffered a controversy linked to “living wage”, has it failed to provide an adequate response?	297	p. 33; N/A
	If the company suffered a controversy linked to labor standards, has it failed to provide an adequate response?	300	p. 33; N/A
	What is the scope of the company’s disclosed training or professional development programs for employees?	304	p. 32-40
	Does the company disclose that it monitors employee satisfaction or engagement?	305	p. 33
	Does the company’s publicly disclosed Code of Vendor Conduct address freedom of association?	363	p. 40-41; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company’s publicly disclosed Code of Vendor Conduct address collective bargaining?	364	p. 32; 40-41; Human Rights Policy and Helix Supplier and Vendor Expectations

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Labor, Health & Safety	Does the company's publicly disclosed Code of Vendor Conduct address working hours?	365	Helix Supplier and Vendor Expectations
	Does the company's publicly disclosed Code of Vendor Conduct have clear reference to conformance with ILO standards?	367	p. 40-41; Helix Supplier and Vendor Expectations
	Does the company disclose an enterprise level workforce/labor rights policy?	413	p. 32-34; 39-40; 54
	Does the company indicate that it applies the same workforce policy standards to suppliers/vendors?	414	p. 40-41; Helix Supplier and Vendor Expectations
	Does the company disclose the priority non-conformance rate and associated corrective action rate for suppliers' compliance with labor rights policies?	416	p. 40
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the board, senior management, or workforce levels?	422	p. 34; 36-37; 46; 51; 53
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the board level?	423	p. 34; 36-37; 46; 51; 53
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the senior management level?	424	p. 34; 36-37; 46; 51; 53
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the workforce level?	425	p. 34; 36-37
	Does the company publicly disclose a diversity strategy or similar commitment to ensure workforce equality beyond gender at the board, senior management, or workforce levels?	426	p. 34; 36-37; 48-49; 51-53
	Does the company's apply a diversity strategy (beyond gender) to the board level?	427	p. 34; 36-37; 48-49; 51-53
	Does the company apply a diversity strategy (beyond gender) to the senior management level?	428	p. 34; 36-37
	Does the company's apply a diversity strategy (beyond gender) to the workforce level?	429	p. 34; 36-37
	Does the company's publicly disclosed labor rights policy address discrimination (including gender, race, disability, ethnicity, nationality, religion, LGBTQ), workforce equality, or fair employment?	430	p. 36-37; 53; Human Rights Policy
	Does the company's labor rights policy address discrimination based on gender?	431	p. 36-37; 39-40; 53; Human Rights Policy
	Does the company's labor rights policy address discrimination based on race?	432	p. 36-37; 39-40; 53; Human Rights Policy
	Does the company's labor rights policy address discrimination based on disability?	433	p. 36-37; 39-40; 53; Human Rights Policy
	Does the company's labor rights policy address discrimination based on ethnicity?	434	p. 36-37; 39-40; 53; Human Rights Policy
	Does the company's labor rights policy address discrimination based on nationality?	435	p. 36-37; 39-40; 53; Human Rights Policy
	Does the company's labor rights policy address discrimination based on religion?	436	p. 36-37; 39-40; 53; Human Rights Policy
	Does the company's labor rights policy address discrimination based on sexual orientation?	437	p. 36-37; 39-40; 53; Human Rights Policy
Does the company's labor rights policy address discrimination based on gender identity or gender expression?	438	p. 36-37; 39-40; 53; Human Rights Policy	
Does the company publicly disclose data on workforce equality connected with gender, race, disability, ethnicity, nationality, religion, LBGTQ, or other potentially-protected classes?	441	p. 34; 36-37	

Appendix

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Labor, Health & Safety	Does the company's disclosed information on workforce equality include data on equality for the board?	442	p. 48-49; 53
	Does the company's disclosed information on workforce equality include data on equality for senior management?	443	p. 34; 36-37; 52
	Does the company's disclosed information on workforce equality include data on equality for the workforce?	444	p. 34; 36-37
	Does the company provide workforce demographic disclosure?	445	p. 34; 36-37
	Does the company's disclosed information on workforce demographics include race?	446	p. 36
	Does the company's disclosed information on workforce demographics include age?	447	p. 34
	Does the company's disclosed information on workforce demographics include ethnicity?	448	p. 36
	Does the company's disclosed information on workforce demographics include gender?	449	p. 34; 36-37
	Does the company provide workforce disclosure on gender and racial/ethnic group representation?	450	p. 34; 36-37
	Does the company disclose information on gender and racial/ethnic group representation across the total workforce?	451	p. 34; 36-37
	Does the company disclose information on gender and racial/ethnic group representation for executives and senior management?	452	p. 34; 36-37
	Does the company disclose information on gender and racial/ethnic group representation for professionals or technical staff?	453	p. 36
	Does the company disclose a labor rights or other formal policy that encompasses freedom of association and the right to collective bargaining?	456	p. 39-40; Human Rights Policy
	Does the company's labor rights or other formal policy reference relevant conventions or standards, e.g., ILO 87 or 98?	457	p. 39-40; Human Rights Policy
	Does the company disclose a policy that specifically addresses occupational health and safety?	459	p. 26; HSE Policy
	Does the company's occupational health and safety policy explicitly encompass all facilities and operations?	460	p. 26; HSE Policy
	Does the company's publicly disclosed occupational health and safety policy explicitly extend to suppliers?	461	p. 26; 40-41; HSE Policy and Helix Supplier and Vendor Expectations
	Does the company disclose information about OH&S performance, including injuries, occupational diseases, and work-related fatalities?	467	p. 43
	Does the company's disclosed information regarding occupational health and safety performance include quantitative metrics?	468	p. 43
	Do the company's occupational health and safety performance metrics include injury data?	469	p. 43
	Do the company's occupational health and safety performance metrics include the Fatality Rate?	470	p. 43
	Do the company's occupational health and safety performance metrics include the Near Miss Frequency Rate (NMFR)?	471	p. 43
	Do the company's occupational health and safety performance metrics cover all operations?	475	p. 42-43
	Does the company disclose specific efforts for reducing the occurrence of injuries, occupational diseases, and work-related fatalities?	476	p. 42-45
Does the company's disclosed information on reducing the occurrence of injuries, occupational diseases, and work-related fatalities include quantitative targets?	477	p. 42-45	
Does the company's disclosed information on reducing the occurrence of injuries, occupational diseases, and work-related fatalities include an implementation timeline?	478	p. 42-45	
Does the company disclose information on management systems used to integrate a culture of safety and emergency preparedness?	479	p. 42-45	
Does the company state a commitment to a fair or living wage for all employees?	484	p. 32-33; Human Rights Policy	

Appendix

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Stakeholders and Society	Does the company have any public reports (regardless of standard) or information on its website equivalent to that found in a CSR/EHS report?	245	Helix Corporate Sustainability
	What is the filing date of the company's most recent CSR report/material?	246	November 1, 2022
	Does the company have a publicly disclosed Business Ethics Policy or Code of Conduct?	250	p. 54; Helix Code of Business Conduct and Ethics
	Does the company actively monitor/audit internal compliance with its Business Ethics Policy or Code of Conduct?	251	p. 54; Helix Code of Business Conduct and Ethics
	Does the company's publicly disclosed Business Ethics Policy or Code of Conduct extend to include suppliers?	252	p. 40-41; 54; Helix Supplier and Vendor Expectations
Social – Stakeholders and Society	Does the company disclose processes or strategies for monitoring supplier compliance with its Business Ethics Policy or Code of Conduct?	253	p. 40-41; Helix Supplier and Vendor Expectations
	Does the company disclose the priority non-conformance rate and associated corrective action rate for suppliers' compliance with its Business Ethics Policy or Code of Conduct?	254	p. 40-41; Helix Supplier and Vendor Expectations
	What is the company's percentage of suppliers audited for compliance with its Vendor or Supplier Code of Conduct, or its Business Ethics Policy or Code of Conduct?	255	p. 40-41; Helix Supplier and Vendor Expectations
	What is the highest level of executive oversight for the company's anti-bribery or anti-corruption program?	256	p. 38; 46-47; 50-51
	Does the company's publicly disclosed anti-bribery or anti-corruption policy specifically prohibit personnel from receiving and giving gifts, bribes, or facilitation payments?	257	p. 38; Anti-Corruption Policy
	Does the company disclose that it provides anti-corruption training to all employees, including management?	258	p. 38; Anti-Corruption Policy
	Does the company disclose the existence of a confidential hotline and stated protection of whistleblowers?	259	p. 35
	Does the company's disclosed information on internal monitoring, whistleblower, or reporting systems include metrics related to the number of inquiries, complaints, or issues received by the legal or compliance office?	261	p. 35
	Does the company disclose the amount of legal and regulatory fines, and settlements associated with violations of bribery, corruption, or anti-competitive standards?	264	p. 38-39
	Does the company describe its management system for prevention of corruption and bribery throughout the value chain?	265	p. 38
	Does the company have a publicly disclosed policy relating to the use of company funds for political purposes?	267	p. 54; Helix Code of Business Conduct and Ethics
	Does the company publicly disclose information on the use of corporate funds for the purposes of political advocacy, including lobbying, campaign contributions, and contributions to tax-exempt groups including trade associations?	268	p. 54
	Does the company's disclosed information related to political advocacy include the amounts spent on political advocacy?	269	p. 54
	Does the company's disclosed information related to political advocacy include the recipients?	270	p. 54; N/A
	Does the company's disclosed information related to political advocacy include, at a minimum, the five largest political, lobbying, or tax-exempt group expenditures?	271	p. 54; N/A
	Does the company's disclosed information related to political advocacy include a discussion of the objectives related to the use of company funds for political advocacy?	272	p. 54; N/A
	Does the company disclose that its board has a formal schedule for consideration of environmental, health and safety, and social matters?	275	p. 46-47; 50-51
	Does the company disclose the existence of a dedicated Environment, Corporate Social Responsibility, Health and Safety, or Sustainability board committee?	276	p. 26; 46-47; 50-51

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Stakeholders and Society	Does the company disclose that its Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee has oversight of policies and operational controls of environmental, health and safety, and social risks?	277	p. 26; 46-47; 50-51
	Does the company's Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee report directly to the board of directors or is it chaired by a named board member?	278	p. 26; 46-47; 50-51
	According to company disclosure, how many times did the Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee meet in the most recent fiscal year?	279	p. 26
	Does the company disclose whether its Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee meetings in the most recent fiscal year were well attended?	280	p. 26
	Does the company disclose whether its environmental management system lead reports directly to the CEO or management board?	281	p. 26; 50
	Is the Board of Directors specifically mentioned as having responsibility for the company's human rights policy?	282	p. 47
	Does the company disclose specific non-financial targets in executive compensation plans?	290	Helix 2022 Proxy
	Does the company publicly disclose a Code of Vendor Conduct?	359	p. 40-41; Helix Supplier and Vendor Expectations
	Does the company's publicly disclosed Code of Vendor Conduct address generic supply chain audits?	373	p. 40-41; Helix Supplier and Vendor Expectations
	Does the company disclose a formal system to implement stakeholder consultation and engagement?	402	p. 54; Helix 2022 Proxy
Social – Product Safety, Quality and Brand	Does the company disclose information about customer satisfaction or retention?	307	p. 4; 13; 17; 26; 35; 42; 45; 54
	Does the company provide information on notices of violations received for non-conformance with regulatory labeling and/or marketing codes	308	p. 7; N/A
Social – Product Safety, Quality and Brand	“Does the company disclose the amount of legal and regulatory fines, settlements, and enforcement actions associated with false, deceptive, or unfair marketing, labeling, and advertising?”	309	p. 7; N/A
	Does the company's publicly disclosed Code of Vendor Conduct address supply chain audits for product safety?	371	p. 7; N/A
Governance – Board Structure	How many directors serve on the board?	9	p. 46; 49; Helix 2022 Annual Report ; Helix 2022 Proxy
	What percentage of the board is independent based on an ISS local market classification?	10	p. 46; Helix 2022 Proxy
	What percentage of non-executive directors on the board has lengthy tenure?	13	p. 46; Helix 2022 Proxy
	What is the classification of the Board Chair?	14	p. 46; Helix 2022 Proxy
	Has the company identified a senior independent director or an independent lead director?	16	p. 46-47; Helix 2022 Proxy
	What percentage of the nominating committee is independent based on an ISS local market classification?	19	p. 46-47; Helix 2022 Proxy
	What is the classification of the chair of the nominating committee?	23	p. 46-47; Helix 2022 Proxy
	What percentage of the compensation committee is independent based on an ISS local market classification?	25	p. 46-47; Helix 2022 Proxy
	Are there executive directors on the compensation committee?	27	p. 46-47; Helix 2022 Proxy
	What is the classification of the chair of the compensation committee?	28	p. 46-47; Helix 2022 Proxy
	What percentage of the audit committee is independent based on an ISS local market classification?	31	p. 46-47; Helix 2022 Proxy
	Are there executive directors on the audit committee?	33	p. 46-47; Helix 2022 Proxy
	What is the classification of the chair of the audit committee?	34	p. 46-47; Helix 2022 Proxy

Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Board Structure	How many executive directors serve on an excessive number of outside boards?	36	Helix 2022 Proxy
	How many boards does the CEO sit on?	37	Helix 2022 Proxy
	How many non-executive directors serve on a significant number of outside boards?	38	Helix 2022 Proxy
	Does the Board Chair serve on a significant number of outside boards?	39	Helix 2022 Proxy
	Does the company disclose a policy requiring an annual performance evaluation of the board?	41	p. 46; Helix 2022 Proxy
	What percentage of the directors attended less than 75% of board and/or committee meetings?	44	Helix 2022 Proxy
	Did any directors attend less than 75% of the aggregate board and applicable committee meetings without a valid excuse?	45	Helix 2022 Proxy
	Does the company disclose board or governance guidelines?	46	Corporate Governance Guidelines
	How many directors received withhold/against votes of 50% or greater at the last annual meeting?	49	Helix 8-K (May 20, 2022)
	What percentage of the directors were involved in material related-party transactions?	50	Helix 2022 Proxy
	Do the directors with related-party transactions sit on key board committees?	51	Helix 2022 Proxy
	Has the board adequately addressed a shareholder proposal supported by a majority vote?	99	Helix 2022 Proxy
	Are directors subject to stock ownership guidelines?	143	p. 47; Helix 2022 Proxy
	What percentage of directors with more than one year of service own stock, who can legally or practically do so?	144	p. 47; Helix 2022 Proxy
	What percentage of the board consists of immediate family members of majority shareholders, executives, and former executives within the past five years?	205	Helix 2022 Proxy
	What percentage of the board are former or current employees of the company?	206	p. 46-47; Helix 2022 Proxy
	What is the quorum for director meetings?	215	Helix 2022 Proxy
	Are there material related-party transactions involving the CEO?	216	Helix 2022 Proxy
	Did any executive or director pledge company shares?	243	Helix 2022 Proxy
	Does the company have a policy prohibiting hedging of company shares by employees?	244	Helix 2022 Proxy
	How many women are on the board?	304	p. 46; 48-49
	Are there executive directors on the nominating committee?	306	p. 46-47; Helix 2022 Proxy
	How many directors serve on a significant number of outside boards?	309	Helix 2022 Proxy
	What percentage of directors received shareholder approval rates below 80%?	312	Helix 8-K (May 22, 2020) ; Helix 8-K (May 21, 2021) ; Helix 8-K (May 20, 2022)
	What was the average outside director's total compensation as a multiple of the ISS peer median?	315	Helix 2022 Proxy
	Does the company disclose the existence of a formal CEO and key executive officers' succession plan?	348	p. 53; Helix 2022 Proxy
	Does the board have any mechanisms to encourage director refreshment?	349	p. 46; 48; 53; Helix 2022 Proxy
	What is the percentage of women on the board?	354	p. 46; 48-49
	What percentage of non-executive directors has been on the board less than six years?	355	p. 46; 49; Helix 2022 Proxy
	What percentage of the board is independent based on an ISS global classification?	378	p. 46; Helix 2022 Proxy
What percentage of the nominating committee is independent based on an ISS global classification?	380	p. 46; 49 Helix 2022 Proxy	

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Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Board Structure	Do the directors with related-party transactions sit on key board committees?	51	Helix 2022 Proxy
	What percentage of the compensation committee is independent based on an ISS global classification?	381	p. 46; 49 Helix 2022 Proxy
	What percentage of the audit committee is independent based on an ISS global classification?	382	p. 46; 49 Helix 2022 Proxy
	What was the lowest percentage of vote support received by management-nominated directors at their most recent annual meeting?	383	Helix 8-K (May 20, 2022)
	How many women serve in leadership roles on the board?	386	p. 47; Helix 2022 Proxy
	How many women are executive officers at the company as of the last annual meeting?	387	p. 52
	What is the standard deviation of director age?	388	p. 46
	What is the standard deviation of director tenure (in years)?	389	p. 46
	Does the board exhibit ethnic or racial diversity?	390	p. 46; 48-49
	What was the percentage of vote support for the CEO at the most recent annual meeting?	391	Helix 8-K (May 21, 2021)
	What was the percentage of vote support for the Board Chair at the most recent annual meeting?	392	Helix 8-K (May 22, 2020)
	What percentage of the board has familial relationships with other directors?	401	Helix 2022 Proxy
	What is the level of disclosure of the company's board and executive aggregate diversity data?	413	p. 36; 46; 48-49; 53
	Does the company have a gender diversity statement for the board and/or executives?	424	p. 46; 48-49; 51- 53; Helix 8-K (September 26, 2022)
	Does the board exhibit diversity based on aggregate disclosure?	425	p. 46; 48-49; 52
	Do executives exhibit diversity based on aggregate disclosure?	426	p. 36; 52
	Do executive or senior level officials and managers exhibit ethnic and racial diversity?	430	p. 36; 52
	Do executive or senior level officials and managers exhibit gender diversity?	431	p. 36; 52
Did any executive or director pledge company shares?	243	Helix 2022 Proxy	
Governance – Audit/Risk	Non-audit fees represent what percentage of total fees?	1	Helix 2022 Proxy
	Has a regulator initiated enforcement action against the company in the past two years?	5	Helix 2022 Proxy
	How many financial experts serve on the audit committee?	6	p. 47; 49; Helix 2022 Proxy
	What is the tenure of the external auditor?	347	Helix 2022 Proxy
Governance – Board Structure	What percentage of the sustainability committee is independent?	396	p. 26; 47; Helix 2022 Proxy

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Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Audit/Risk	Does the company disclose an approach on identifying and mitigating information security risks?	402	p. 45; 47; 50-51; 55
	What percentage of the committee responsible for information security is independent?	403	p. 47
	How often does senior leadership brief the board on information security matters?	404	p. 46; 50; 55
	How many directors with information security experience are on the board?	405	p. 49; Helix 2022 Proxy
	What are the net expenses incurred from information security breaches over the last three years relative to total revenue?	406	p. 55; N/A
	Has the company experienced an information security breach in the last three years?	407	p. 55
	What are the net expenses incurred from information security breach penalties and settlements over the last three years relative to total revenue?	408	p. 55; N/A
	Has the company entered into an information security risk insurance policy?	409	p. 55
	Does the company have an information security training program?	411	p. 55
	How long ago did the most recent information security breach occur (in months)?	412	p. 55

Recommendation	Recommended Disclosure	Helix Disclosure
TCFD		
Governance - Disclose the organization's governance around climate-related risks and opportunities		
a) Describe the board's oversight of climate-related risks and opportunities.		
b) Describe management's role in assessing and managing climate-related risks and opportunities.		p. 18-21; 50-51; Helix 2022 Proxy
Strategy - Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.		p. 18-19
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.		p. 18-19; 22-26
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		p. 22-26
Disclose how the organization identifies, assesses, and manages climate-related risks		
a) Describe the organization's processes for identifying and assessing climate-related risks.		p. 18-21; 50-51; Helix 2022 Proxy
b) Describe the organization's processes for managing climate-related risks.		p. 18-26; 50-51; Helix 2022 Proxy
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		p. 18-26; 50-51; Helix 2022 Proxy
Metrics and Targets - Disclose the metrics and target used to assess and manage relevant climate-related risks and opportunities where such information is material.		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.		p. 18-26; 50-51; Helix 2022 Proxy
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		p. 22-26
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		p. 22-26