



Corporate Sustainability Report

2023

At Helix, our purpose is to enable energy transition through:

Maximizing Existing Reserves

Enhancing remaining production from existing oil and gas wells

Lowering Decommissioning Costs

Restoring the seabed in an environmentally safe manner

Offshore Renewables & Wind Farms

Transitioning our energy economy to a sustainable model

Our Vision, Values and Strategy

At Helix, we pursue our business with **integrity** and **respect** for others and the communities in which we operate.

As a company, we believe that wherever we operate, not only should our activities **generate economic benefits** and **opportunities**, but also our conduct should be a source of positive influence, our relationships should be honest and open, and we should expect to be held accountable for our actions.

We **value** our strong commitment to health, safety and the environment; our innovative, technical and commercial approach to conducting business; our can-do work ethic; our excellent customer relationships; and our devotion to providing outstanding service and work.

At Helix, **we seek continual improvement** both in our own performance and that of our business partners.

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Abbreviations/Acronyms

ADCI	Association of Diving Contractors Inc.	mg/L	Milligram per Liter
APAC	Asia Pacific Region	MGO	Marine Gas Oil
BBL	Barrel	ML	Megaliter
BOPD	Barrels of Oil Per Day	MMBOE	Million Barrels of Oil Equivalent
CO₂e	Carbon Dioxide Equivalent	MMBTU	Million British Thermal Units
DAN	Divers Alert Network	MMSCFD	Million Standard Cubic Feet per Day
DMAC	Diving Medical Advisory Committee	mtCO₂e	Metric Tons of Carbon Dioxide Equivalent
DP	Dynamic Positioning	PPE	Personal Protective Equipment
EWA	Europe / West Africa Region	ULSD	Ultra-Low-Sulfur Diesel
IMCA	International Marine Contractors Association	USCG	United States Coast Guard
kwH	Kilowatt-hour		
MBOE	Thousand Barrels of Oil Equivalent		
MBOEPD	Thousand Barrels of Oil Equivalent per Day		

Introduction



2022 Highlights¹

Our People

0
Lost Time Incidents
(LTIs)

4,409
Helix Producer 1 Days
Without an LTI

0
Work-Related
Fatalities

34
Nationalities Represented
in our Global Workforce

Safety First
Protect Your Hands
Safety Campaign

57%
Employees employed
5+ years

34%
Onshore employees
are Female

Our Environment

12%
Scope 1 Reduction in
CO₂e Per Day Under Charter²

29%
Scope 2
Reduction²

11%
Scope 3
Reduction²

0
Significant Environmental
Spills

53%
Renewable Energy
Trenching Projects

55%
Renewable Energy
ROV Projects

427
Total wells plugged and
abandoned globally

Our Leadership

38%
Female Board
Members

88%
of our Board is
Independent

100%
Independent Board
Committees

Separate
Board Chairman and
Chief Executive Officer

100%
Executive Leadership Team
Promoted from Within

22 Years
Average Tenure of
Executive Leadership Team

40%
Corporate and subsidiary
management from
underrepresented groups

¹ Metrics disclosed throughout this Report are for Helix legacy employees and operations and do not include the employees or operations from the mid-year 2022 acquisition of the Alliance group of companies, unless expressly notated.
² From 2019 baseline.

Letter to Our Stakeholders

As the Chief Executive Officer of Helix Energy Solutions Group for over three decades, I have personally witnessed and directed the evolution of Helix from our predecessor Cal-Dive as an offshore diving services company to a multi-faceted energy services company supporting energy transition. Through the years, we have maintained incremental growth and a strong balance sheet with an overarching focus on our **Safety, Sustainability** and **Value Creation**. Recently, the COVID-19 pandemic and the invasion into Ukraine brought to light, on a global stage, the realization that energy security is an essential component on the path to energy transition. The Company we have evolved into and the continued enhancement of our services are well suited to support both of these goals.

As I have previously noted, 2022 was planned to be a transitional year for Helix, a year of progress and growth in a market that was improving. We focused heavily on human capital management and employee engagement initiatives that are coming to fruition in 2023. We continued to evolve from our origins as an oilfield services company to being identified by all the services we provide – services that support energy security, energy transition and sustainability.

While our assets and capabilities can be used in fossil fuel development, our business model does not focus on the upstream portion of the oil and gas market; our greatest value add comes from services supporting the later life cycle of oil and gas wells and the early phases of offshore wind development. Our services promote both energy security and energy transition through the three legs of our business model: maximizing existing reserves; lowering decommissioning costs; and supporting the offshore renewables and wind markets. Going forward, we will be emphasizing these services and focusing our future returns to stakeholders from these elements.

2022 was an exciting year with our acquisition of the Alliance group of companies at a time when we anticipated real growth in the abandonment market. We wanted to position Helix as a full field abandonment service provider, and this acquisition expanded our offerings and market, diversified our revenue stream and further positioned us to benefit from the improving economic environment. The acquisition complements our existing offerings and enhances our services in the Gulf of Mexico.

We see demand continuing to build for the three legs of our business model. Our Well Intervention assets are currently highly utilized and are naturally hedged between maximizing existing reserves and decommissioning depending on commodity price and the political climate.

We continue to seek to maximize the operating leverage that our services can make possible, and as demand grows we'll look to add incremental capacity within our current niches while managing our balance sheet and building our cash position. We're not looking for growth for the sake of growth, but to add sustainably and accretively to our free cash flow generation while staying healthy financially.

We believe the markets we are in are the correct ones that fit a true energy transition story and we're dedicated to continuing to improve our Environmental, Social and Governance ("ESG") efforts. Advancing our ESG program remains a priority. The implementation of ESG programs throughout our organization is not to check a box, but rather a strategic alignment of programs, policies and disclosures that we believe bring value to all of our stakeholders—employees, the communities in which we operate, and our shareholders—alike. We aim to balance the opportunities to achieve what we feel is the greatest value to our shareholders all the while focusing

"These three legs establish Helix as a meaningful energy transition company with significant potential. There's a lot to do, but a very bright future."

Owen Kratz
President and Chief Executive Officer
Helix Energy Solutions Group, Inc.
Q1 Earnings Call, April 26, 2022

on our safety goals and sustainability efforts throughout our business. The market and Helix are evolving rapidly, and there are surely variables that will become more clear over time. We remain ready for the challenges and opportunities that are to come.

I am proud of the Company we have built together, and hope you enjoy this Report.



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



Our Sustainability Priorities



People
While we maintain a fleet of superior vessels and equipment throughout the world, it is our employees that truly make Helix a premier service provider by providing best-in-class service 24 hours a day, 7 days a week, 365 days a year. To hire, retain and develop top talent, we prioritize a work environment based on integrity, respect and inclusion and working conditions aligned with international standards respecting human rights.



Health and Safety
With over 1,200 offshore employees globally, the health and safety of our workforce is our number one priority. We provide our employees with the resources, support, and tools to perform their jobs safely, efficiently and in an environmentally conscious way. Safety is a performance metric that is core to our Company's culture.



Environmental Impact and Energy Transition
Our mission is to be the premier provider and partner of choice for offshore well intervention services, decommissioning and renewable energy support, while providing these services in a manner that meets evolving environmental standards and our own greenhouse gas emission and energy reduction goals. We strive to minimize our impact on the ecosystems and biodiversity of the waters where we operate.



Governance
We believe that solid corporate governance practices are the foundation of lasting performance, and we are committed to maintaining best practices in governance, with appropriate Board oversight of strategy and risk, including entrustment of ESG oversight to our Board's Corporate Governance and Nominating Committee.



Value Creation
By providing our customers with superior service using more efficient vessels and tools, we play a critical role in maximizing existing reserves and decommissioning wells throughout the world. In addition, we are focused on capital discipline, cash flow generation and returns to our shareholders.



Ethics
Obeying the law, both in letter and in spirit, is the foundation on which Helix's ethical standards are built. Ingraining ethical behavior into all interactions through the implementation of our Code of Business Conduct and Ethics is paramount throughout our organization.



Establish

Our Company

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 existing oil and gas reserves, decommissioning end-of-life oil and gas fields, and supporting renewable energy developments.

Helix was originally established in 1983 as a diving and plugging and abandonment company servicing offshore wells in the Gulf of Mexico and California. Over the course of almost 4 decades of operation, Helix has evolved into a company whose service segments not only support offshore oil and gas producers but also support energy security and energy transition. These services can be broken into three primary segments including (i) maximizing existing reserves, (ii) abandonment and decommissioning, and (iii) offshore renewables and windfarms. **Helix is not an offshore drilling company.** We provide a lower cost and environmentally responsible solution for enhancing production and the eventual decommissioning of offshore wells, as well as supporting renewable energy developments. Each of our business segments supports the other allowing efficiencies and innovation across our Company.

Maximizing Existing Reserves:

- Maximizing the output of hydrocarbons from an existing well;
- Extending the life of a field that continues to produce;
- Mitigating the need to replace production reserves; and
- Mitigating the need to drill new wells thereby avoiding the emissions from such drilling.

Abandonment and Decommissioning:

- Shallow and deepwater well abandonment;
- Properly plugging and abandoning wells to prevent future uncontrolled releases;
- Asset retirement obligation (ARO) solution; and
- Operations that are quicker and more efficient than a conventional drilling vessel (drillship).

See highlights from the 2020 study which we commissioned by avieco, a sustainability consultant, to compare a Helix vessel to a conventional drillship (available on p. 14-15).

The avieco study found that a Helix vessel is able to accomplish a well intervention more efficiently and with less carbon footprint than a traditional drillship. These services, including removal of equipment, promote returning the seabed to a state that is conducive for sea life. Any items remaining on the sea floor may act as an artificial reef allowing marine life and the biodiversity of the habitat to flourish.

Offshore Renewables and Windfarms:

- Assisting with the implementation of alternative energy sources; and
- Applying techniques and technologies proven in offshore oil and gas fields in the renewables space.

We are committed to supporting energy security throughout the world through our services and the responsible transition from a fully carbon-based economy.



Regional Offices

Houston, Texas, U.S.A. (HQ)
Houma, Louisiana, U.S.A.
Aberdeen, United Kingdom
Rio de Janeiro, Brazil
Singapore



Employees¹ (as of 12/31/22)

1,564 global employees
Representing 34 nationalities



Financial Highlights² (as of 12/31/22)

\$873 million revenue
\$285 million liquidity
NYSE: HLX

¹ Employee metrics disclosed throughout this Report are for Helix legacy employees and do not include any employees from the mid-year 2022 acquisition of the Alliance group of companies, unless expressed notated.
² The full year financial highlights are consolidated to include Alliance's revenue and liquidity.

Helix built-for-purpose well intervention vessels are faster, more efficient and emit less CO₂e than a drilling ship according to the avieco study.

avieco Study Highlights

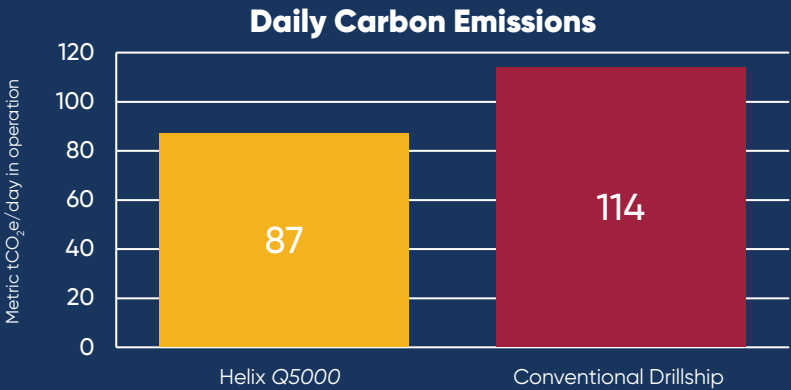
- ✓ Helix vessel on average carries out a typical well intervention in 17.5 days, compared to a conventional drillship which on average takes 33.65 days
- ✓ Almost 50% reduction in time for Helix vessel to complete the same task as a conventional drillship
- ✓ Helix vessel emits 87 metric tons of CO₂e per day, while a conventional drillship emits 114 metric tons of CO₂e per day
- ✓ Helix vessel operation on average shows a 31% decrease per day in emissions in comparison to a conventional drillship
- ✓ With lower per day emissions and significantly fewer days to complete the same scope, use of a Helix vessel results in ~60% fewer emissions over the life of a project in comparison to utilizing a 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.



Activity Stage	Helix Q5000	Drillship
Helicopter Travel	16	32
Supply Boat Support	95	190
Well Intervention Operations	1,411	3,618
Total metric tons CO ₂ e	1,522	3,840

Helix Q5000 performed the services **almost 50% faster** than a conventional drillship, emitting **~31% fewer emissions per day** resulting in **~60% fewer emissions over the life of the project.**



Decrease of 2,318 metric tons of CO₂e

Key Features of Helix Services



What We Do

Production Enhancement
Field Development
Deepwater Decommissioning
Shallow Water Decommissioning
Oil and Natural Gas Processing
Well Control Response

Offshore
Renewables
Services

Inter-Array Cable Burial
Unexploded Ordnance
Survey & Clearance
Subsea Trenching



What We Don't Do

NO - Ownership of Onshore Wells
NO - Hydraulic Fracturing
NO - Drilling

Life Cycle of Offshore Oil & Gas Well

Exploration,
Appraisal and
Development

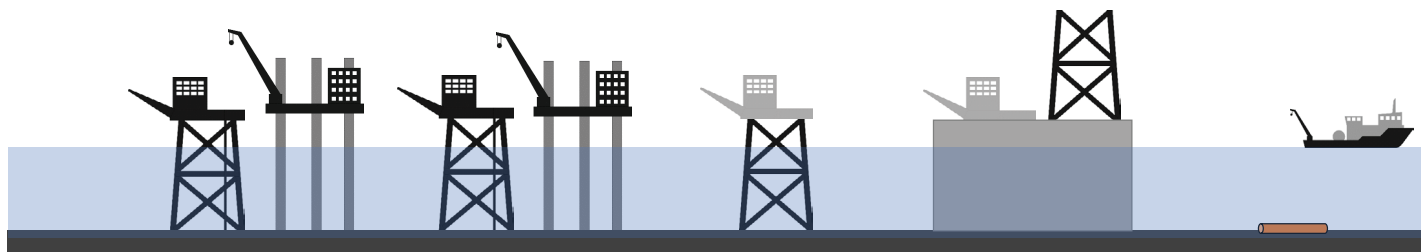
Construction and
Drilling

Production
Enhancement/
Maximization

Decommissioning
Plugging and
Abandonment

Salvage
Recycling

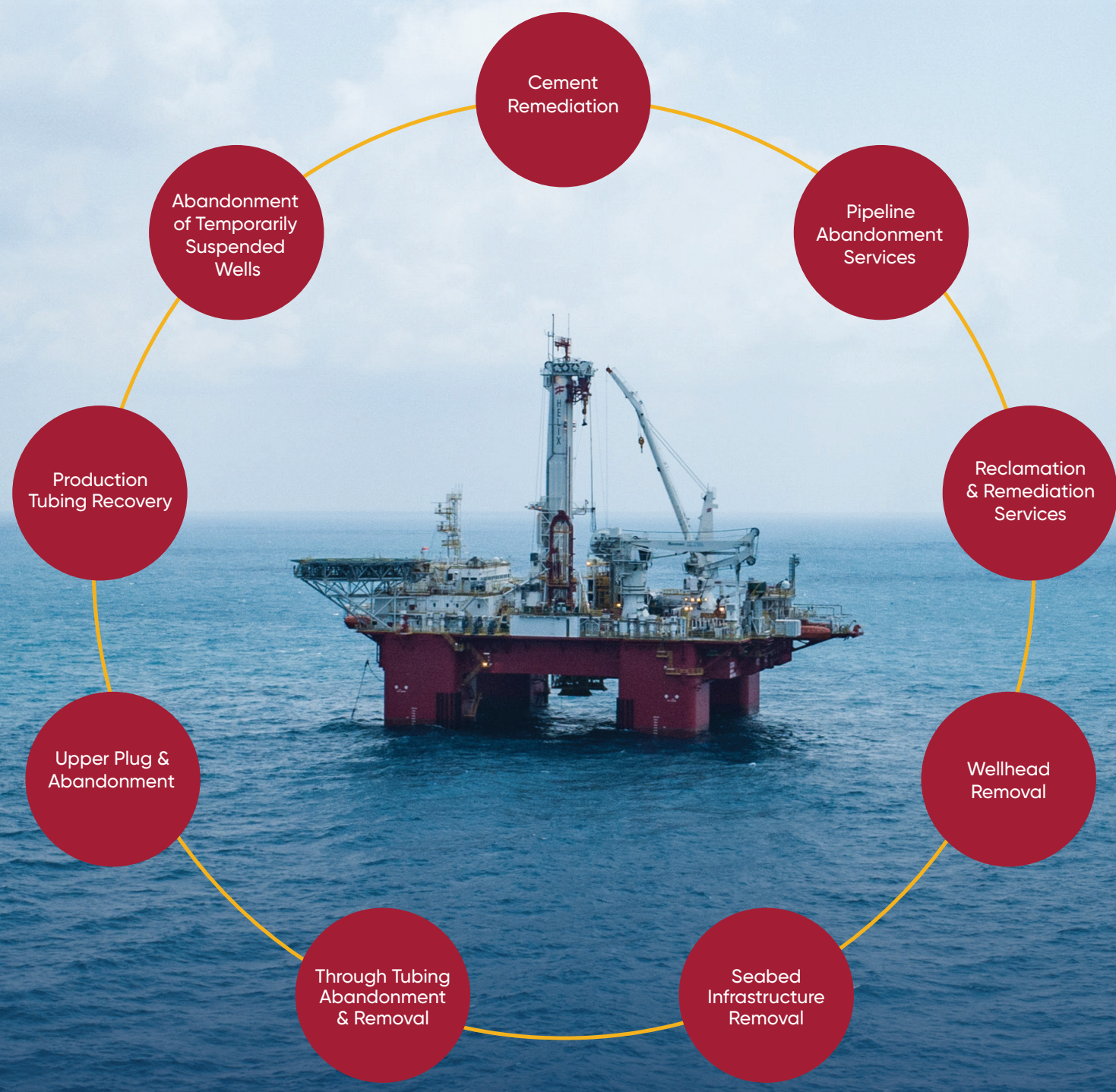
Reclamation
Site Clearance



Maximizing Existing Reserves

Maximizing Existing Reserves Through Well Intervention

We provide rigless subsea well intervention throughout the world to enhance production from deepwater and shallow water subsea wells through wireline, coiled tubing intervention, hydraulic stimulation and dry tree intervention.



Decommissioning Services

Decommissioning

We provide full-field abandonment services in both shallow and deepwater delivering comprehensive services to end of life wells including temporary well suspension, cement remediation, well plugging, reclamation and/or remediation services. Our Helix Alliance business furthers our services allowing for the removal, salvage and recycling of surface infrastructure.

Case Study

Trident Energy Permanent Plug and Abandonment Campaign

Dates: November 23, 2022 - Ongoing
Location: Campos Basin, offshore Brazil
Assets: *Siem Helix 1*, ROVs, Intervention Riser System 3
Water Depth: 94m - 396m

Project Overview:

Helix do Brasil safely completed a comprehensive 12-well decommissioning campaign for Trident Energy in the Campos Basin off the coast of Brazil with Subsea Services Alliance's partner, SLB.

The Subsea Services Alliance, a partnership between Helix and SLB established in 2015, combines decades of experience in surface, subsea and subsurface aspects of well intervention and decommissioning to provide a suite of integrated services to the client with a "one down all down" contracting structure. For this campaign, Helix utilized the DP3 well intervention vessel *Siem Helix 1*, two work class ROVs and the Intervention Riser System 3. In addition, Helix managed all campaign engineering, project management, and the coordination of all operations conducted onboard. SLB provided a comprehensive suite of downhole services, including coiled tubing, digital slickline, wireline, cementing, well testing, and fluid management.

Helix utilized an innovative shallow water tethering system during operations to provide a safe decommissioning process that mitigated the need for a slower and less fuel-efficient moored drilling rig, avoiding the associated increased operational time and CO₂e emissions.

By implementing an integrated project management approach and leveraging Helix's specially designed, fuel-efficient resources, the project achieved an estimated 40% reduction in vessel time compared to similar campaigns in the same region.

Project Challenges:

- Trident Energy (the Operator) was new to the region after acquiring fields from the original licensee and had no well-access tooling. All subsea tooling needed to be acquired.
- Aggressive starting execution date, only nine months from contract signature to mobilization, including initial concept engineering through detailed engineering, equipment procurement, procedure development and mobilization.
- Newly acquired tooling would land on 40-year-old subsea trees with (i) diminished connections and valve integrity, (ii) small OD re-entry hubs, (iii) multiple clash risks, (iv) dozens of tree configurations and types and (v) occasionally, no well status information available.

Project Successes:

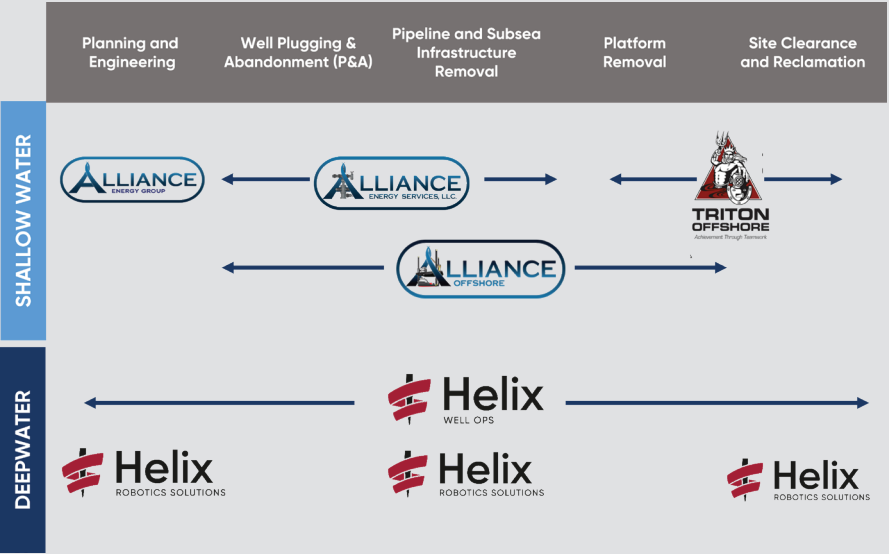
- Zero LTIs.
- **Time savings of up to an estimated 40% per well were achieved compared to similar campaigns.**
- Shallowest riser based well intervention from a DP vessel/rig in Brazil (94m).
- Shallowest open water tubing recovery from a DP vessel/rig in Brazil (116m).
- A and B annulus perforation and cementing avoided the need for a rig intervention to perform casing recovery.
- 12 subsea wells permanently abandoned.
- **20 days per well versus 36 days per well on similar campaigns.**
- Rapid changeovers between services were critical to enable flexibility in the operation when downhole challenges occurred.
- Intervention Tension Frame integrated pre-tested pressure control equipment of Coiled Tubing, Wireline and Digital Slickline and facilitated changeovers between services in as little as 1 hour.
- Partial tubing recovery method developed by Helix significantly reduced personnel and environmental risk, as well as operating time. This methodology avoided standard tubing and the handling and offloading of associated Naturally Occurring Radioactive Material (NORM).



Helix Alliance Shallow Water Decommissioning

In July of 2022, we acquired the Alliance group of companies (including Alliance Energy Services, Alliance Offshore and Triton Offshore). This group aligns with Helix's energy transition strategy by expanding our decommissioning presence in the Gulf of Mexico shelf and advancing our support of end-of-life requirements for oil and gas projects.

Throughout 2022 and into 2023 we have been working to integrate Alliance into Helix. Due to our mid-year acquisition, the tracking and reporting of emissions, metrics and programs throughout this Report apply only to the Helix legacy companies and do not include Alliance's business, services or employees unless expressly stated.



Helix Fast Response System

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

The HFRS is the spill response system of record for more than 160 drilling permits issued in the Gulf of Mexico since 2014.

Consists of:



Helix Producer I

Helix Producer I

The HPI is able to process oil and gas discharged from a well. At full production capacity, the HPI is capable of producing 55,000 BOPD and 95 MMSCFD of gas at 10,000 psi in water depths to 10,000 feet.

and



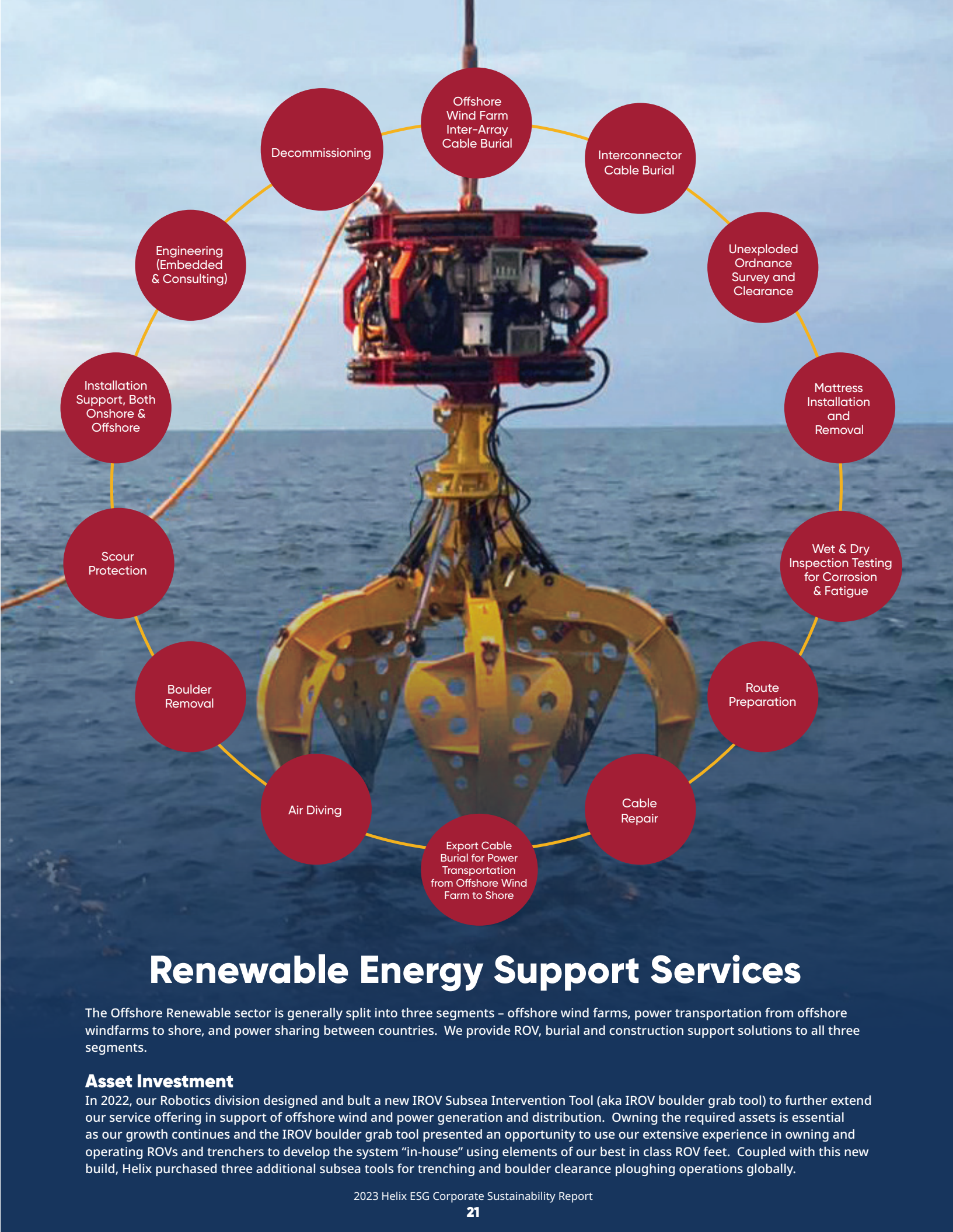
Q4000

Q4000 or Q5000

The Q4000 and Q5000 are each able to deploy the cofferdam to contain a spill, burn off oil and gas from the well, and in past services, have recovered the blowout preventer. Each vessel has 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.



Q5000



Renewable Energy Support Services

The Offshore Renewable sector is generally split into three segments – offshore wind farms, power transportation from offshore windfarms to shore, and power sharing between countries. We provide ROV, burial and construction support solutions to all three segments.

Asset Investment

In 2022, our Robotics division designed and built a new IROV Subsea Intervention Tool (aka IROV boulder grab tool) to further extend our service offering in support of offshore wind and power generation and distribution. Owning the required assets is essential as our growth continues and the IROV boulder grab tool presented an opportunity to use our extensive experience in owning and operating ROVs and trenchers to develop the system "in-house" using elements of our best in class ROV feet. Coupled with this new build, Helix purchased three additional subsea tools for trenching and boulder clearance ploughing operations globally.

Collaboration and Conferences

Subsea Services Alliance

The Subsea Services Alliance combines the expertise and capabilities of Helix Energy Solutions and SLB to form an advanced subsea well construction, intervention, and decommissioning portfolio, including marine support, well services, project management, and subsea well access and control.

Helix contributes marine support, operational expertise, and project management capability. Eliminating the need to use drilling rigs for support, the Subsea Services Alliance commands vessels that can handle well commissioning, intervention, artificial lift, and abandonment services.

SLB technology segments provide a complete offering of intervention and completion running technologies, and are joined by OneSubsea, a SLB company, for subsea production systems.



Conference Snapshot

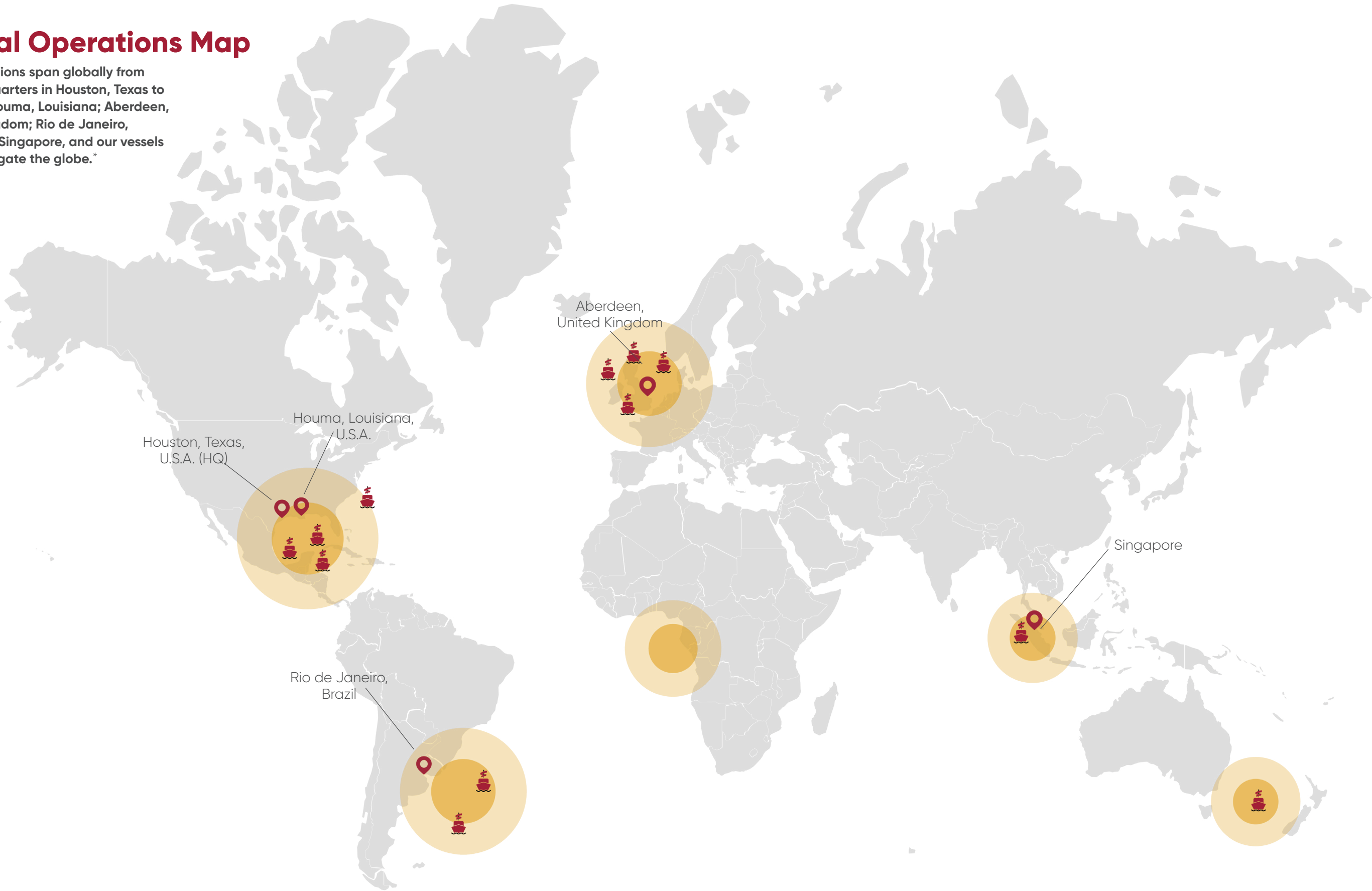
In 2022, Helix participated in the following conferences:

- **Decommissioning & Abandonment (D&A) GOM**
Houston, Texas, U.S.A.
- **Decommissioning & Abandonment (D&A) AUSTRALIA**
Perth, Australia
- **OWI EUROPE**
Aberdeen, U.K.
- **OWI WEST AFRICA**
Accra, Ghana
- **WindEnergy**
Hamburg, Germany
- **OWI LATAM**
Rio de Janeiro, Brazil
- **OWI GOM**
Houston, Texas, U.S.A.
- **International Partnering Forum**
Atlantic City, New Jersey, U.S.A.
- **AADE Technical Forum**
New Orleans, Louisiana, U.S.A.
- **DrillWell Conference**
Perth, Australia
- **SPE Subsea Well Intervention Symposium**
Galveston, Texas, U.S.A.
- **Offshore Windpower**
Providence, Rhode Island, U.S.A.
- **Sub Saharan African International Petroleum Exhibition and Conference**
Accra, Ghana



Global Operations Map

Our Operations span globally from our headquarters in Houston, Texas to offices in Houma, Louisiana; Aberdeen, United Kingdom; Rio de Janeiro, Brazil; and Singapore, and our vessels circumnavigate the globe.*



* Vessel Operations do not occur in locations with high or extremely high baseline water stress.

Experience



Our People

Our people are the lifeblood of our organization and enable us to provide services with the safety and precision necessary when operating in an unforgiving environment. In order to attract and retain such talent, we offer competitive compensation and benefits, including training and development programs and the opportunity for growth within the Company.

Talent Acquisition

We strive to ensure our recruitment and selection process is bias-free and identifies the best candidates with the most suitable knowledge, skills and experience through inclusive interviewing and selection training. 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 recruiting. Through this practice, Helix HR masks certain identifying characteristics of applicants 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 an applicant's qualifications. Globally, we work with colleges, technical schools and veteran organizations to attract top talent to our industry, increasing the diversity of our hiring slate.

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 2022, Helix's global voluntary turnover rate was approximately 12.5% staying consistent with the voluntary turnover rate of 12.4% in 2021. With the rebounding oil and gas market and the highly competitive nature of our industry, we have been able to maintain a flat attrition rate in a tight labor market through continued engagement with employees to provide training, career development opportunities, and competitive pay programs to retain our top talent.

Training

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 online anti-bribery training in multiple languages.

To supplement training, we also seek annual certifications from management certifying 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.



57% of Employees
employed 5+ years



~ 80% Employees
offshore



45% of Female Employees
are Managers/Professionals



~60% Employees
of an Underrepresented Racial/Ethnic Group
are Managers/Professionals



91% of Workforce
is full-time

Promotion From Within

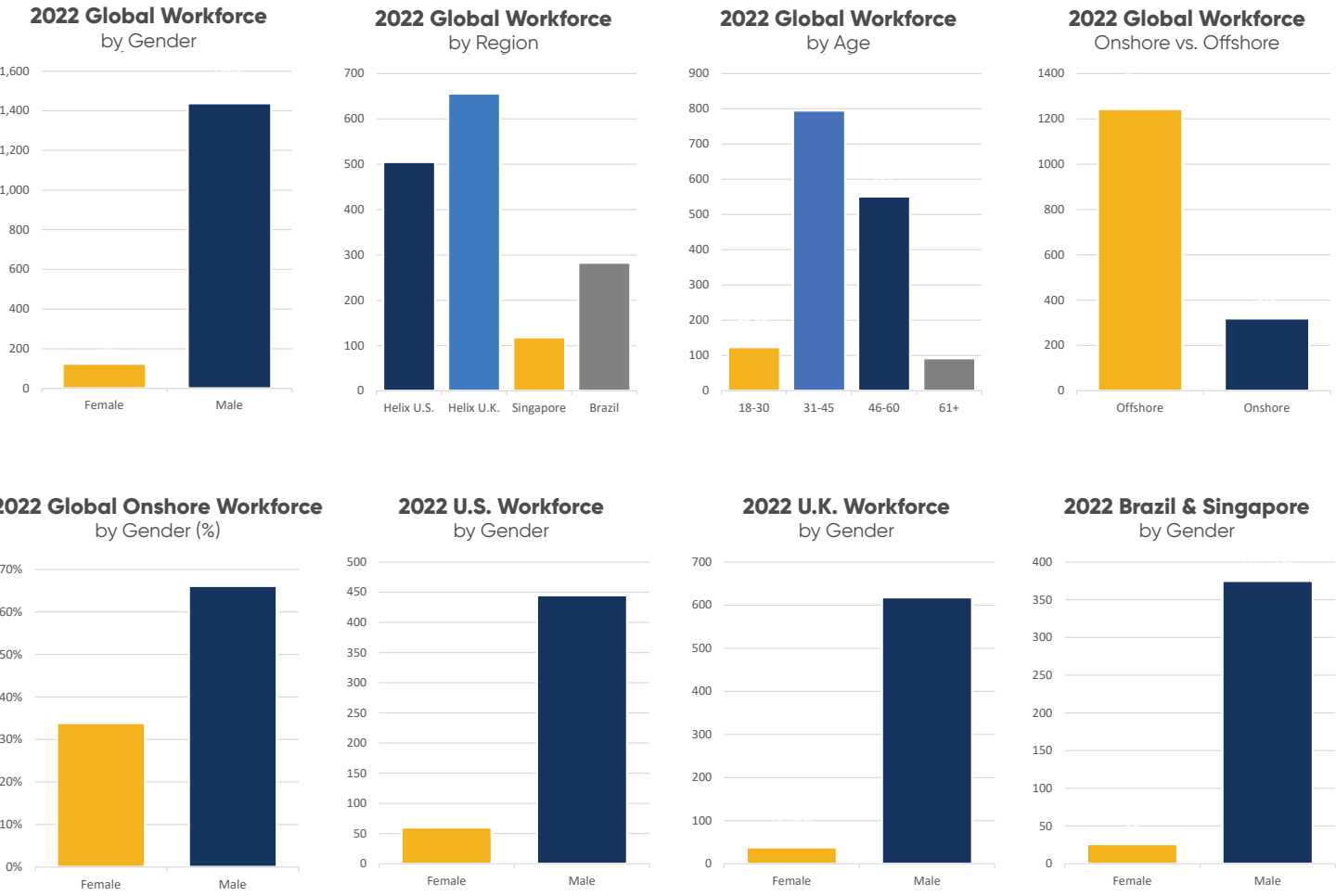
Helix seeks talent internally and externally to provide the best people, with the best qualifications for the job, but a true testament to who we are as a company is the longevity of our employees and their promotion throughout their employment, climbing the proverbial corporate ladder. Exemplified by our Chief Operating Officer, our employees not only stay at Helix but are given the opportunity for growth and advancement to the highest levels of the Company.



Scotty Sparks
Executive Vice President and
Chief Operating Officer

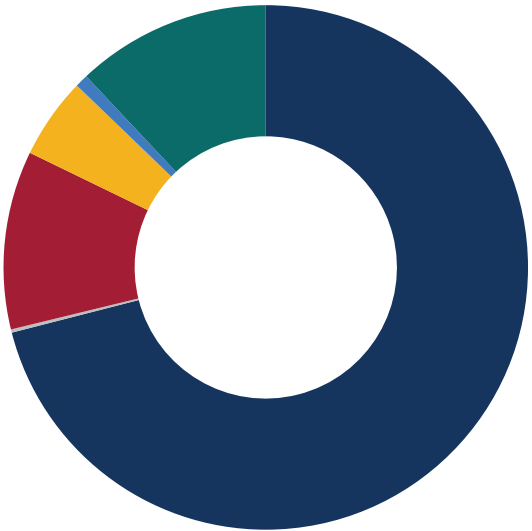
Since joining the Company in 2001 as Vice President - Trenching Operations, **Scotty Sparks** has served throughout the organization in varying positions including Senior Vice President of Helix Robotics Solutions, Inc. from 2007 to 2012, Helix's Vice President - Commercial and Strategic Development and Executive Vice President - Operations prior to becoming Executive Vice President and Chief Operating Officer. Mr. Sparks has been stationed in various locations on- and offshore including Houston, Aberdeen and Singapore. His movement and promotion through the Company allowed him to gain valuable insight into our different business lines as well as create trust and friendship. This has served him well as he continues to lead the organization in its newest endeavors.

Human Capital Snapshot

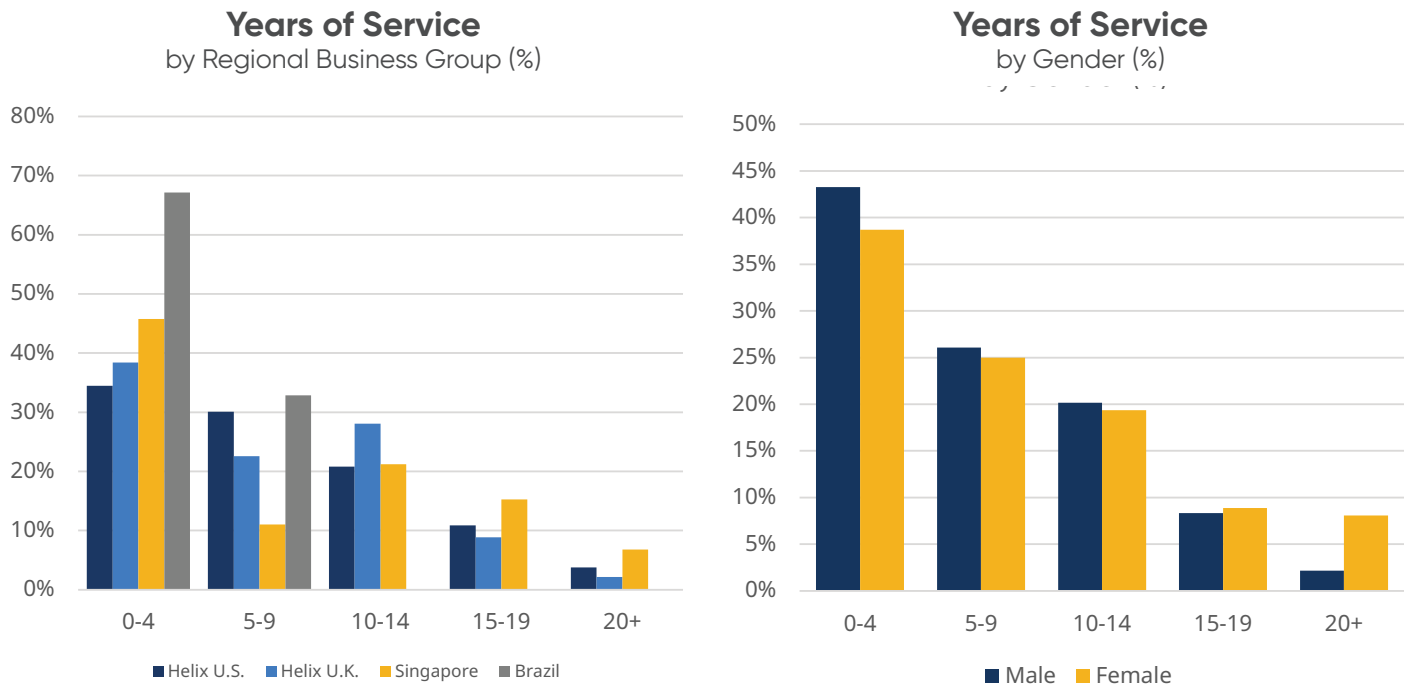


Helix's U.S. and Singapore workforce* included the following self-identified ethnicities:

- White
- Native Hawaiian or Other Pacific Islander
- Black or African American
- Asian
- American Indian Alaskan Native
- Hispanic



Total Employees 1,564¹
(as of December 31, 2022)



*Responses represent ~30% of employees globally.

¹ Employee metrics disclosed throughout this Report are for Helix legacy employees and do not include any employees from the mid-year 2022 acquisition of the Alliance group of companies, unless expressly notated.



“Very pro-active in encouraging a positive safety culture onboard”
~ 2022 Customer Feedback

Our Leadership and Governance

At Helix, we believe maintaining effective corporate governance practices is essential to the success of our business.

Our Board of Directors

Our Board is comprised of eight members, seven of whom are independent and all of whom bring a diverse viewpoint to strategy and issues we face as an offshore services company. Our Board has been significantly refreshed over the past five years, adding five new members.

Board Oversight

Our Board is committed to effective corporate governance and high ethical standards. Oversight of Helix's key business objectives, strategic direction and performance is vested with our Board and implemented by our Executive Management Team. Our Board has established three independent committees to assist in the discharge of its responsibilities: the Audit Committee, the Compensation Committee and the Corporate Governance and Nominating Committee (Governance Committee). 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.

Our Board 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. The Board regularly receives reports on Helix's climate strategy, enterprise risk management, ESG, information security matters, safety record (including TRIR), LTIs, and any significant accident or illness incident.

Sustainability Oversight

Helix's Board is responsible, as a whole and through its Committees, for the Company's sustainability and climate-related strategy supported by the efforts of various individuals and teams at all levels of the Company. The Board has entrusted oversight of sustainability to specific Committees and ESG, generally, to the Governance Committee and as further described in the chart below. The Board is regularly informed through its Committees of ESG priorities, risks and opportunities.



Separate Independent Board Chairman and CEO



38% of Directors are Female



25% of Directors are Members of an Underrepresented Racial/Ethnic Group



33% of Committee Chairs are Female

Sustainability Oversight

Board of Directors		
Short- and long-term strategy, integration of significant initiatives and risk management, including issues related to ESG, climate change and emissions		
Audit Committee	Compensation Committee	Governance Committee
Enterprise Risk Management Business Continuity Cybersecurity Risk and Prevention Investor and Financial Reporting	Executive Management Performance and Compensation, including ESG key performance indicators Human Capital Management	ESG trends, performance and related disclosure, including climate-related issues Executive Succession Planning
Executive Leadership Team		
Development, implementation and reporting of sustainability initiatives		
Climate Change Action Committee		
Data analysis reporting, monitoring trends and developments, identifying and integrating practices supportive of our initiatives Cross-functional membership reports quarterly to Board		
Employees		
Execute on strategy and advance our mission		

Board Oversight

Cybersecurity Oversight

The Audit Committee is responsible for overseeing our cybersecurity risk management and practices. Our Chief Information Officer reports to the Chief Financial Officer and provides regular updates to the Audit Committee regarding our cybersecurity risk assessment and response. On at least an annual basis, the Chief Information Officer provides a comprehensive cybersecurity review to the Audit Committee.

Safety Oversight

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 standards, and various initiatives being implemented by HSE management.

Risk Oversight

The Board and its Committees are actively involved in overseeing risk management for Helix. In order to advance our business strategy, maintain our financial strength and create long-term value for our shareholders, the Board routinely reviews the major, "mission critical" risks facing Helix and various options for mitigating those risks. Management is responsible for the day-to-day operation and oversight of Helix, and identifies and prioritizes risks associated with our business, which are discussed at Board and/or Committee meetings as appropriate.

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 management presentations that include discussion of risks as necessary and appropriate, including risks associated with safety and proposed transactions.


Committee Oversight of Risk		
Audit	Compensation	Governance
<ul style="list-style-type: none">• Our policies and processes with respect to risk assessment, mitigation and management, including our Enterprise Risk Management Policy and material enterprise risks;• Our systems of disclosure controls and internal controls over financial reporting;• Key credit risks;• Human capital management;• Our hedging policies and transactions;• Cybersecurity risk and control procedures; and• Our compliance with legal and regulatory requirements.	<ul style="list-style-type: none">• Our compensation philosophy, policies and programs;• Retention risk; and• Alignment of executive compensation with shareholder interests.	<ul style="list-style-type: none">• The disclosure and reporting of any ESG matters, and specifically including with respect to climate change, regarding our business and industry;• Shareholder concerns and matters regarding corporate governance; and• Succession planning.

Board Independence


88% of our Board is Independent as defined under NYSE Rule 303A and applicable rules promulgated under the Securities Exchange Act of 1934.




The Chairman of the Board is Independent and all members of its Committees are Independent:



Audit Committee



Compensation Committee



Corporate Governance and Nominating Committee

Board of Directors



William L. Transier
Chief Executive Officer
Transier Advisors, LLC



Amerino Gatti
Energy Executive



Diana Glassman
Director-Engagement
EOS at Federated Hermes



Paula Harris
Senior Vice President of
Community - Astros Foundation



Owen Kratz
President and CEO
Helix Energy Solutions Group, Inc.



T. Mitch Little
Energy Executive

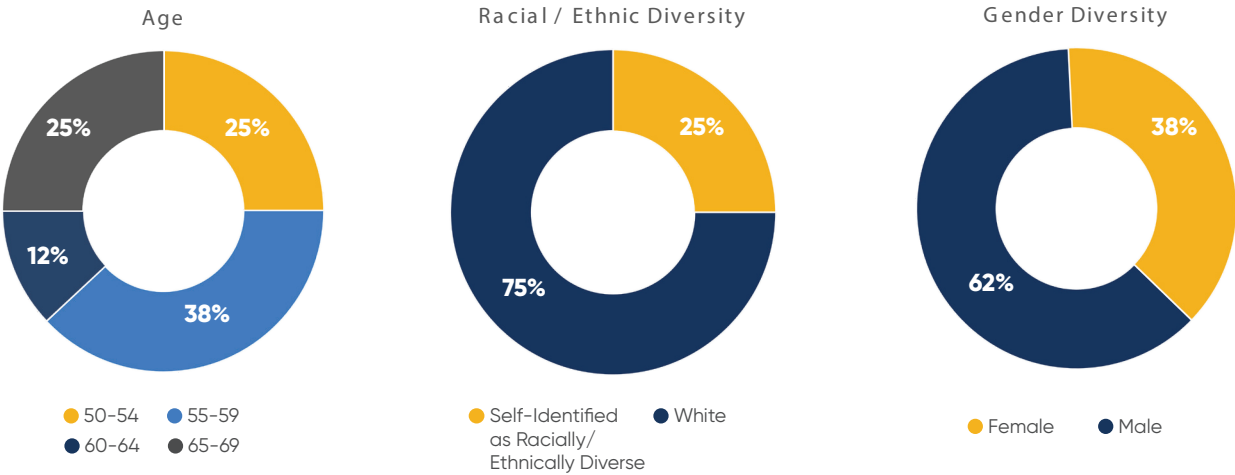


John V. Lovoi
Managing Partner
JVL Partners



Amy H. Nelson
President
Greenridge Advisors, LLC

Board of Directors Composition



11 Years

Average Tenure of our Directors

8 Years

Average Tenure of our Independent Directors

	Gatti	Glassman	Harris	Kratz	Little	Lovoi	Nelson	Transier
Board	✓	✓	✓	✓	✓	✓	✓	✓
Audit Committee		✓				✓	✓	✓
Compensation Committee	✓		✓		✓	✓		
Governance Committee	✓	✓	✓		✓			

✓ Chair

✓ Member

Board Committees

Each Committee is appointed by our Board to assist in fulfilling its oversight responsibility to our stakeholders. Some of these responsibilities are highlighted below and are discussed in more detail in our 2023 Proxy Statement [available here](#).

Audit Committee	Compensation Committee	Corporate Governance and Nominating Committee
<ul style="list-style-type: none">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-CorruptionStatement on Human RightsSupplier and Vendor ExpectationsReview systems of disclosure controls and internal controls over financial reportingAppoint and oversee independent registered public accounting firm	<ul style="list-style-type: none">Engage compensation advisers, as requiredReview shareholder feedback on executive compensationCompare compensation programs with market peersEstablish and monitor stock ownership guidelinesReport and compensation discussion & analysis	<ul style="list-style-type: none">Evaluate processes and criteria to identify potential director nominees, including retaining any necessary search firmReview and recommend director nomineesReview incumbent directors qualifications, including independenceRecommend the number, term, class and committees of directors
Responsible for: <ul style="list-style-type: none">» Integrity of Financial Statements» Compliance with Legal and Regulatory Requirements related to disclosure» Performance of internal audit function and independent auditors» Independent auditors' qualifications and independence» Key Credit Risks» Cybersecurity Risks and Control Procedures» Related Party Transactions» Hedging Policies and Transactions	Responsible for: <ul style="list-style-type: none">» Compensation Philosophy, Policies and Programs» Executive Officer Compensation Plans» Employment Agreements» Director Compensation» Human Capital Management» Employee Benefit and Stock Plans» Retention Risk	Responsible for: <ul style="list-style-type: none">» Shareholder concerns and matters regarding corporate governance» Stakeholder outreach» ESG matters, including Climate-Related Risks and Opportunities» Succession Planning» Board assessment» Director Onboarding, Orientation and Education

Committee Highlights

Each Committee works collaboratively with the Board, executive leadership and management. Below we describe some of the interactions and updates that occur regularly to apprise Committee members of the material events occurring at the Company.

Audit Committee

Our internal audit team provides regular reports to the Audit Committee in committee meetings and the Committee meets privately with internal audit and our independent auditors at least quarterly. Additionally the Audit Committee reviews and approves our compliance program, including compliance training. The Audit Committee Chair receives updates on the Compliance Hotline and other complaints, including the status of investigations.

Compensation Committee

In 2023, the Compensation Committee approved a revised Short Term Incentive Program for each of the Company's named executive officers to include new ESG key performance indicators in addition to the existing financial metrics to establish each named executive officer's target bonus.

Corporate Governance and Nominating Committee

The 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 thereof.

The Committee reviews ESG matters on a routine basis. Our Sustainability & Compliance Officer provides to the Governance Committee at each meeting an update on the Company's sustainability efforts and strategy, including ESG performance, risks and opportunities and future plans.

The Committee provides input on risks and opportunities and discusses them with the entire Board, as appropriate. Our Climate Change Action Committee in cooperation with our Vice President – QHSE and our 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.

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
Executive 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




Daniel Stuart
Vice President – Special Projects


Subsidiary and Corporate Management




Gary Aylmer
Vice President Europe and West Africa – Helix Robotics Solutions U.K.




Jeremiah Hebert
Vice President – Americas Region – Helix Robotics Solutions U.S.



Trennice Jackson
Chief Information Officer



Terrence Jamerson
Vice President – Production Facilities – Helix Well Ops U.S.



Kenric McNeal
Director – Human Resources



Stephen Nairn
Vice President – Helix Well Ops U.K.



Bjorn Ronning
Vice President – Helix Well Ops U.S.



Jonathan Rourke
Vice President – International Business Development



Fred Vieghert
Managing Director – Helix do Brasil



Angie Wickert
Associate General Counsel and Sustainability & Compliance Officer

“Leadership conveys the safety vision daily.”
~ 2022 Customer Feedback

Key Policies and Practices



Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics (the “Code”) 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 guides our employees’ and business partners’ 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 underrepresented groups and women’s rights, and fair wages for our employees.

Ethical principles set forth in the Code 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 facilitates an open dialogue to discuss concerns and any potential violations, and the path to address them.



Code of Ethics for Chief Executive Officer and Senior Financial Officers

Helix maintains a separate Code of Ethics for its Chief Executive Officer, Chief Financial Officer, Principal Accounting Officer or Corporate Controller, and Vice President – Internal Audit (the “Senior Officers Code”) which is intended to supplement and be read in conjunction with the Code. The Senior Officers Code promotes honest and ethical conduct, including the ethical handling of actual and apparent conflicts of interest between personal and professional relationships, the compliance with applicable laws, rules and regulations, confidentiality, and fair and full disclosure in the Company’s public communications.



Related Party Transactions

Our Audit Committee is responsible for reviewing and approving the terms and conditions of all related party transactions and has adopted a written Statement of Policy with respect to Related Party Transactions. Based on this policy, we approve and enter into transactions with a related party when the Board acting through the Audit Committee, determines that such transaction is in, or not inconsistent with, the best interests of Helix and our shareholders.



Progressive Discipline

In the event Helix becomes aware that an employee has breached our Code, Modern Slavery Statement, Human Rights Policy, or any other applicable policy, we implement a progressive discipline strategy in which the discipline aligns with the violation. The progressive discipline we employ may include oral warnings, written warnings, suspension, or termination; any of these disciplinary measures, including termination, may be the initial response. Each circumstance is evaluated to determine the appropriate response based on the severity of the event.

Our Anti-Corruption Compliance 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.



Anti-Corruption Program

Throughout our organization we integrate a culture of honesty, the antithesis of bribery and corruption. We are committed to combatting corruption and bribery not only through our culture but also by implementing training, appropriate protocols, practices amongst our employees and the suppliers and vendors we engage.

Our Anti-Corruption Policy 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.”

We utilize a risk-based approach when engaging with third parties, including agents, whereby we implement our anti-corruption and anti-bribery program based on the level of risk the proposed third-party may have.

In 2022, Helix had

ZERO

- **legal and regulatory fines or settlements associated with violations of bribery, corruption or anti-competitive standards.**
- **confirmed incidents of corruption.**
- **dismissals or disciplinary actions against any employees for corruption.**
- **confirmed incidents of contracts being terminated or not renewed due to violations related to corruption.**
- **public legal cases regarding corruption brought against Helix or our employees.**
- **net revenues in countries that have the 20 lowest rankings in Transparency International’s 2022 Corruption Perception Index.**



Statement on Human Rights

Helix’s strategy to respect the rights and dignity of all people is incorporated into the Helix Statement on Human Rights (Human Rights Policy). This Human Rights Policy as well as the strategy that underpins it is reviewed and approved by our Board of Directors. Through this strategy we commit to respect and protect human rights everywhere we operate. Our Human Rights Policy outlines the fundamental principles that we expect all employees, suppliers, vendors, and agents to adhere to. We have incorporated our Human Rights Policy into Helix’s Supplier and Vendor Expectations to set clear standards and expectations of our suppliers and vendors. 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.

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.



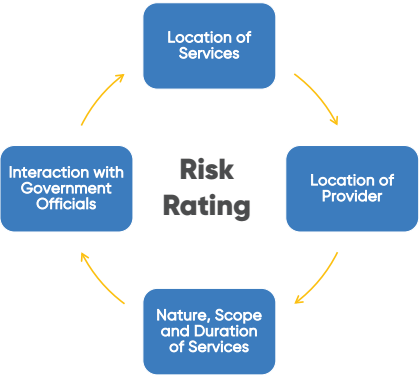
Third-Party Risk Rating



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. 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.



Compliance Hotline



Compliance Hotline

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 24 hours a day, 7 days a week, 365 days a year, through an online portal, a toll-free telephone number within the U.S. or an international telephone number outside the U.S. Reflective of our global presence, the system is available in multiple languages and provides translation services.

Upon submission, each 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 including posting the resource throughout our vessels and offices and sending key reminders of this tool to our employees as an alternative reporting option. The number of Hotline reports continued to decline in 2022 from 2021 and we continue to believe this may be due to the varying locations of operations and the cultural differences in the use of the tool.

We maintain a confidential and anonymous reporting Hotline through a third-party service provider, Convercent.

In 2022, our reporting Hotline received 7 reported inquiries or concerns. As of the date of this Report, all 2022 Hotline reports have been resolved.

Modern Slavery Statement



Modern Slavery Statement

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 chain.

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 regular 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.

Health, Safety and Security Statement of Policy



Health, Safety and Security Statement of Policy

We are committed to the health, safety, security and welfare of our employees, contractors and parties affected by our activities as set forth in the Helix Health, Safety and Security Statement of Policy. Through our health and safety management system we strive to reduce injury and occupational illnesses while meeting our customer needs. Each business unit maintains its health and safety management system in accordance with applicable international, national and local health, safety and environmental regulations. All Helix employees, activities and Helix-controlled workplaces are covered by a Helix health and safety management system controlled and implemented by the relevant business unit. Each such system is assessed internally and by QHSE with the goal of reducing the risk to ALARP (as low as reasonably practicable). This includes Hazard Identification Risk Assessments, Project Risk Assessments, Job Safety Analyses, Toolbox Talks, and Dynamic Risk Assessments. When identifying controls and mitigation measures to reduce the severity and potential effects from hazards, we implement the most effective control mechanisms first. For example, where possible hazards should be eliminated first; PPE and emergency response being less effective and used as a last method for mitigation.

Environmental and Energy Statement of Policy



Environmental and Energy Policy and Practices

Helix is committed to protecting the environments in which we operate while maintaining efficient operations. Applying our management systems, we aim to protect and reduce our impact on the environment, reduce our energy consumption where possible, meet our clients' needs all while delivering shareholder value. When planning our operations, including transit routes, we consider the biodiversity of our operating locations and of our route. We strive to use local crews which helps reduce our Scope 3 emissions from air travel. We have further detailed our environmental and energy strategy in the Environmental and Energy Statement of Policy ("Environmental and Energy Policy"). This policy provides additional information on our certifications as well our Scope 1 and 2 emission reduction targets. In addition to this 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 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.

Political Advocacy



Political Advocacy

Helix is politically neutral and does not lobby. Helix's Code of Business Conduct and Ethics prohibits the use of Company funds or assets for political purposes.

In 2022, Helix paid

\$0 in Political Action Committee contributions, \$0 in political contributions and \$0 in legal proceedings associated with environmental regulations.



Supplier and Vendor Expectations



Supplier and Vendor Expectations

Our relationships with our suppliers and vendors are critical to our operations. We roll down our principles so that we can communally provide a standard of safety and sustainability throughout our value chain of services.

We are committed to working with suppliers and vendors who are responsible in their environmental, economic and social activities. We review the services each supplier provides and categorize their services into one of four categories based on (i) impact of services on the operations, (ii) location of services, (iii) lead time for services, and (iv) interaction with third parties including government officials. This rating then initiates our screening process and evaluation to implement appropriate diligence.

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. 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.

Helix QHSE performs 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 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 such 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 which are critical to operations.

Approximately 200 vendors were assessed for environmental impacts and of those assessed we identified zero vendors (0%) as having significant actual or potential negative environmental impacts. As part of the assessment, we found no significant actual or potential negative environmental impacts in our supply chain.

49%

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

41%

Through an ongoing process,
41% of our suppliers have
been screened using internal
environmental criteria

*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.

There were no
reported breaches
of our Supplier and
Vendor Expectations
in 2022.

In 2022, Helix did
not suffer any
controversy linked
to labor
standards.



Enterprise Risk Management

Our Board oversees Helix's enterprise risk management process and reviews our short- and long-term strategies and significant risks that Helix may face, including climate risks. Management identifies and prioritizes risks associated with our business, which are discussed at Board and/or Committee meetings as appropriate. Additional review and reporting of risks is conducted as needed or as requested by our Board and/or such Committees. Our Board reviews risk mitigation strategies that are implemented by management and reviews and approves the Enterprise Risk Management Policy that guides management. Risk management strategies are then stewarded by Helix's executive management team.

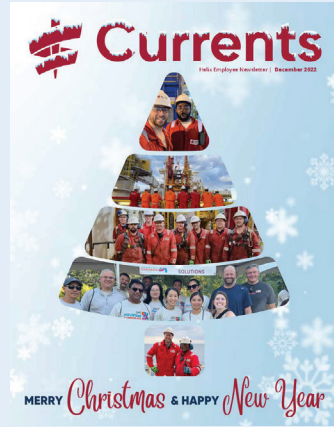
Our Board's risk oversight process builds upon management's risk assessment and mitigation processes. Management is responsible for the day-to-day operations and oversight of Helix including the management of risk. Our Finance, Legal (which includes compliance, HR, contracts and insurance functions) 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 pursuant to our Enterprise Risk Management Policy. This oversight includes identifying, evaluating and addressing potential risks that may exist at the enterprise, strategic, financial, operational, compliance and reporting levels.

Helix's 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.

Customers	Employees	Shareholders	Industry Groups and Non-Governmental Organizations	Communities
<ul style="list-style-type: none">Daily work on customer locationsDaily communications via emails, calls and meetingsPerformance assessments and reportsAnnual Corporate Sustainability ReportSocial Media	<ul style="list-style-type: none">Quarterly Employee NewsletterSocial MediaTraining and DevelopmentPerformance managementPeriodic Employee Engagement SurveysAnnual Corporate Sustainability Report	<ul style="list-style-type: none">Quarterly earnings callsRegular investor calls and meetingsAnnual Meeting of Shareholders open to all shareholdersSustainability outreach with investorsAnnual Corporate Sustainability ReportSocial Media	<ul style="list-style-type: none">Meetings and educational eventsIndustry group sponsorship/participationData gathering and analytics	<ul style="list-style-type: none">Volunteer opportunitiesSocial Media
				Vendors and Suppliers
				<ul style="list-style-type: none">Selection and contracting processDirect communicationAudit of certain Vendors and Suppliers



In 2022, Helix reached out to investors who collectively held a 56% ownership interest in Helix's shares, and Helix directly engaged with investors holding 43% of Helix's shares.

Enrich

Our Resources and Benefits

Investment in our human capital through competitive compensation and attractive benefits, including training and development programs, attracts and retains talent.

Training

Employees receive training throughout their career at Helix beginning with orientation. Each business unit maintains a Qualification and Training Matrix for each specific job function delineating training prior to employment to qualify for a position, pre-deployment and during employment. The Training Manager tracks and monitors applicable training annually and evaluates training to validate its quality. General training for offshore employees may include offshore survival and Helicopter Underwater Escape Training (HUET), with specific job descriptions having additional required training such as Standards of Training Certification and Watchkeeping, fire-fighting, chemical handling, well control, high voltage, and working at heights.

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.

Helix commits to providing fair and equitable wages and benefits in accordance with local laws to our employees, and in 2022 we suffered no controversy linked to labor standards or a "living wage."

Compensation and Performance

During 2022, Helix offered our full-time permanent employees:

- Health and welfare benefits for our employees and their immediate family members, including for same-sex partners.
- A health savings plan with a Company contribution.
- A 50% employer match for the first 5% contributed by the employee into the 401(k) plan.
- An Employee Stock Purchase Plan (ESPP).
- Participation in the performance-based short term incentive (bonus) program.
- Paid time off which includes 10 paid holidays, as well as bereavement leave, sick leave and paid time off for voting and jury service.
- Employee assistance program.

Employee Stock Purchase Plan

Eligible employees who enroll in the Helix Employee Stock Purchase Plan (ESPP) have the opportunity to purchase shares of Helix's common stock at a discounted price 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 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.



31,000 Hours
of Health, Safety and Emergency
Response (HSE) Training



~ \$1 Million
spent on HSE Training



29% of Employees
covered by collective
bargaining agreement



Q4000
successfully completed IMO's
Cybersecurity Audit

* Due to our mid-year acquisition of the Alliance group of companies, the tracking and reporting of emissions, metrics and programs apply only to Helix legacy companies and do not include the Alliance group of companies' business, services or employees, unless expressly notated.



Employee Assistance Program

To provide support for our employees through life's challenges, we have engaged a third-party to administer an Employee Assistance Program (EAP), available 24 hours a day, 7 days a week, 365 days a year 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.

Personalized Wellness Coaching

Helix partners with Comp Psych to off personalized wellness coaching to employees, including weight management, smoking cessation, fitness and exercise, stress management, lifestyle improvement and lifestyle support for chronic conditions such as asthma, diabetes, and cardiovascular disease.

Discounted Services

Through Beneplace, Helix offers employees certain discounts on shopping, travel, insurance, and more.

Human Capital Development

Our Employee Engagement

Traditionally, specific business units would conduct Employee Engagement Surveys to collect feedback on employee satisfaction. We believe this provides a good understanding of the varying needs and interests that may impact employees at a regional level. While this has provided good insight and will continue to be utilized on a go-forward basis, we are also in the process of creating a global Employee Engagement Survey to garner additional feedback on an anonymous basis from our teams. We believe that this will provide Helix with valuable information to further promote the health, welfare and happiness of our workforce.

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 ROVs and the Subsea Intervention Lubricator (SIL) then onsite. The aim of this “Girls in Energy” course was to provide females a better understanding of the energy sector and encourage them to join the industry.

Gender Pay Report

In 2022, we completed the annual Gender Pay Report for one of our U.K. subsidiaries ([available here](#)) where we analyzed the representation and pay of our U.K. 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 U.K. offshore operations falls below the average, and we are striving to address this.

The 2022 U.K. Gender Pay Report also noted a gender pay gap in favor of male employees. While we do offer equal pay for equal work, the report was indicative of our predominantly male workforce. The differentials identified in pay within the report were directly linked to the under-representation of female employees across every level offshore in our U.K. operations.

In 2022, we had 447 non-U.S. employees covered by collective bargaining agreements or similar arrangements.

Diversity, Equity and Inclusion

Helix believes that a diverse workforce and culture of inclusion are critical to our long-term success and sustainability. At Helix, diversity and inclusion means:

- **Respect** – Such that all genders, races, ethnicities and religions are equally respected.
- **Recruiting** – Continuous improvement of our 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. Through our newest Employee Resource Group, Women’s LEAD, we are evaluating how to better recruit female employees to a predominantly male dominated field.
- **Hiring** – Globally 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 recruiting. 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.



- **Equity** – Helix reviews its compensation 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 have established pay bandings throughout Helix where employees within the same position are paid equally, irrespective of gender, and provided equal access to training and progression opportunities. We strive to pay all employees within the same position equally, irrespective of gender.

- **Suppliers** – 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. We call on our suppliers, vendors and contractors to be committed to diversity. We request 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.

Board of Directors

Our 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 racially/ethnically diverse members.

Climate Change Action Committee

Our Climate Change Action Committee was formed in 2021 to further Helix’s commitment on its journey to improved sustainability and held meetings throughout 2022 to further these goals with attendance in excess of 60% of its members at each meeting. 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.

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.

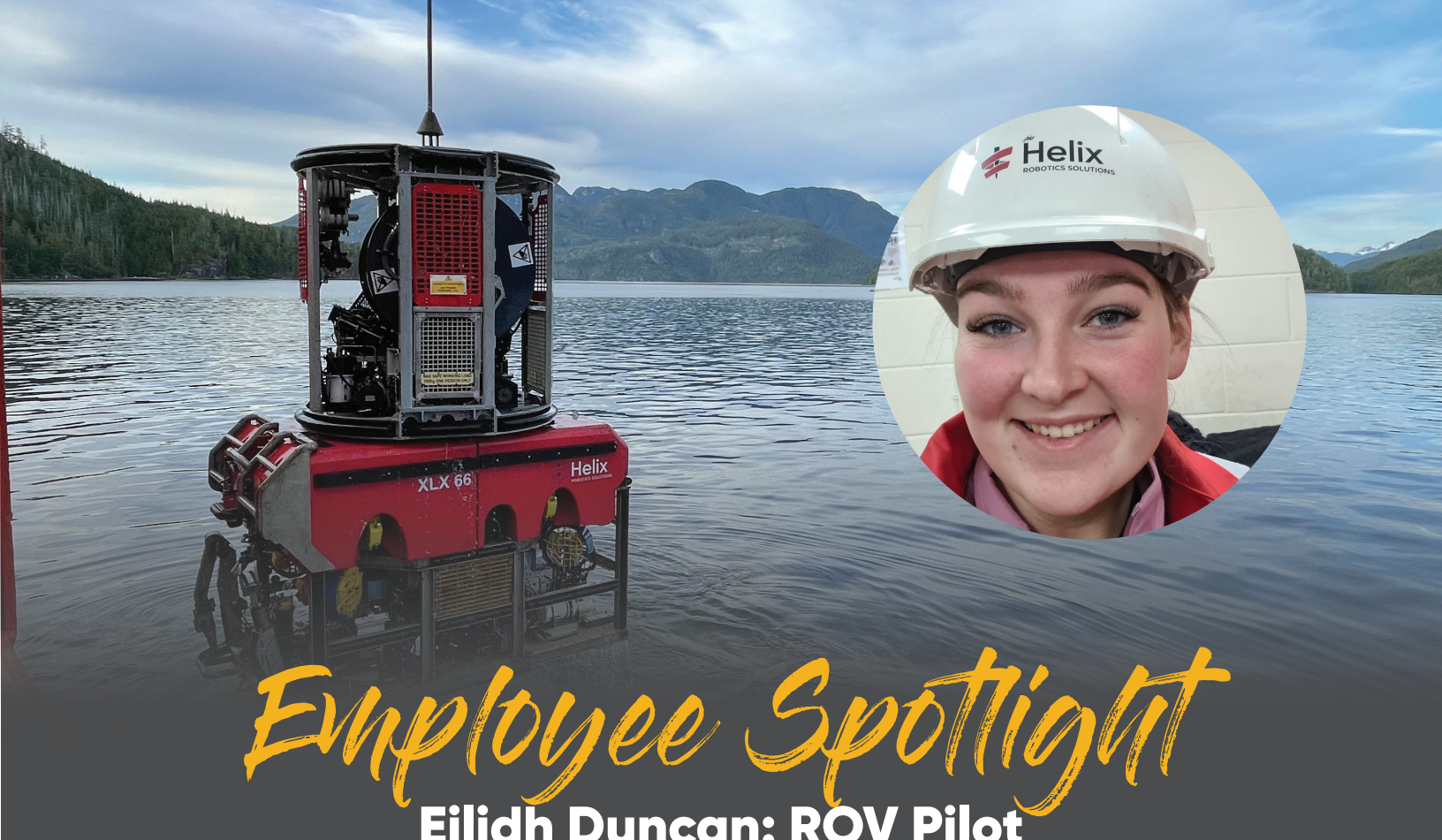


Women’s LEAD Resource Group

In 2023, Helix implemented its first Employee Resource Group, Women’s Leadership, Education and Development.

Pioneered by our Sustainability and Compliance Officer and sponsored by our Chief Operating Officer, this group is the first of its kind at Helix and has local support in the U.S., U.K. and Brazil.

With the success of its initial resource group, Helix is looking to implement other resource groups that may be of interest to its employees.



Employee Spotlight

Eilidh Duncan: ROV Pilot

My name is Eilidh Duncan, I am a 21-year-old ROV pilot, one of a few female Remotely Operated Vehicle (ROV) pilots for Helix Robotics Solutions. Since I was 14 years old, I have wanted to work in the oil and gas sector. I had the opportunity to take part in a college linked course “Girls in Energy”, a year-long course that introduced us to the Oil & Gas and Renewables sector. This was my first experience of engineering, which I absolutely loved and knew this is what I wanted to do. I was shocked and surprised at how few women work in the STEM industries. This was one of the main reasons I wanted to be involved in engineering – I wanted to make a difference and help promote women working in STEM.

I completed my Highers and applied for an Electrical & Instrumentation course at Fraserburgh College (NESCol). After two years of school, I graduated with two Higher National Certificates (HNCs) in Electrical and Instrumentation Engineering. In addition, I had also completed some work experience that involved learning about the manufacturing of little eyeball ROVs. I had very little experience and hardly knew

anything about the industry. This is where Helix came into play. I was lucky enough to be selected by the college for placement interviews and secured a dream role at Helix. I was in awe of the ROVs and what they could do underwater and knew this was the career path for me.

I have completed my two-year base traineeship at Helix and have completed two offshore trips so far. I love every bit of this experience. The Helix team has been so welcoming to me. There are no differentiators, we are all equal and I’ve found it easy to adapt to the environment both on and offshore.

During my two-year base traineeship, we mainly did repair and maintenance work on ROVs that couldn’t be done offshore. This was great hands-on experience as I learned the ins and outs of ROV systems. The base training was invaluable experience to have before going offshore. We also went in the ROV simulator at base to learn the controls and the general flying of ROVs. It is not anywhere near accurate compared to the real ROV systems, but it did give us a vague

understanding. When I first started in base, I didn’t have the confidence in myself that I could lift the same as the men or that I would be able to do as much as them. I soon realised that I can – and did. I’m not scared to help with any of the heavy parts now.

My first trip offshore was to Norway onboard the *Grand Canyon III* with T1500 subsea trencher and Ultra Heavy Duty (UHD) ROVs 65 & 87. Offshore was so different than being in base. I’ll admit, I was like a deer in headlights for the first few days however the team was very helpful and encouraging. While working on the GCIII, I completed a mix of ROV flying and trenching work. During my time offshore there was only three women onboard the vessel, but we never felt left out because the crew was very friendly and welcoming.

At 14 years old, I never would have dreamed I’d end up where I am today. Inspired by what I do and the technology we operate. We are always doing something different, which is what I love the most. I want to encourage as many women as possible to join the STEM industry and make a difference!

Our Community Initiatives

As a global company, represented in 4 different onshore countries, five different offices and vessels that transit the entire world, we have a unique opportunity to provide careers, make an economic impact at the local level and enrich and support the communities with which we interact. A few 2022 examples include:

Undersea and Hyperbaric Medical Society (UHMS)

Helix Alliance hosted and taught the Undersea and Hyperbaric Medical Society class to 40+ hyperbaric physicians working to gain certification in hyperbaric medicine. The course included the successful completion of a 50-hour training on commercial diving taught by Helix Alliance.

The UHMS provides a certificate of added qualification for physicians worldwide after completing the program for advanced training in hyperbaric medicine. The UHMS is a U.S. non-profit organization that supports research and advises on hyperbaric treatment and physiology.

It keeps an extensive library and is a primary source of information for diving and hyperbaric medicine physiology worldwide, supported and recognized by ADCI, USCG, DMAC, IMCA and DAN.

Global Underwater Hub STEM Challenge

Our U.K. team hosted the Global Underwater Hub STEM Challenge team and provided 60+ students with an up close and personal tour of the *Grand Canyon III* vessel while in the Port of Blyth. The STEM Challenge sees teams of 13-14 year old students take part in regional heats across the U.K. to place in the final competition. The initiative aims to encourage students in STEM subjects to consider a career in the subsea sector. In the final, the teams are faced with an environmental incident and tasked with designing an ROV and using sensors, grabbers and beacons to quickly find a solution. Teams then test their design and present their findings to a panel of judges from subsea companies.

Helix Holidays

Helix celebrates the holidays globally throughout our organization. From Thanksgiving on a vessel to an onshore holiday party, our employees come together to give thanks for a successful and safe year.

HESS Houston Corporate Fun Run

In October, Helix employees from the Houston office gathered together to participate in the HESS Houston Corporate 5K benefiting the Memorial Park Conservancy. The annual event promotes the health and wellness of our corporate community and all levels of runners and walkers.

Houston Food Bank

The Corporate office hosted a food drive to support the Houston Food Bank. Founded in 1982, the Houston Food Bank is a certified member of Feeding America, the nation’s food bank network, with a four-star rating from Charity Navigator, distributing fresh produce, meat and non perishables and preparing nutritious hot meals.





Mission Accomplished

37 DAYS – 12 HOURS – 45 MINUTES

Helix was the Title Sponsor for “The Bubbleheads,” a team of four Helix deep sea saturation divers that embarked on the challenge of a lifetime.

In December 2021, The Bubbleheads boarded an ocean rowing boat and raced 3,000 miles across the Atlantic Ocean unaided from La Gomera, Canary Islands, Spain, to Antigua &

Barbuda in the Caribbean to raise money for Wessex Cancer Trust in the U.K. while competing in the Talisker Whisky Atlantic Challenge. Being fully self-sufficient while rowing across the Atlantic Ocean, daily responsibilities included navigation, monitoring weather systems, desalinating water for cooking and hydration, preparing and eating military-style ration packs, catching fish for additional protein sources,

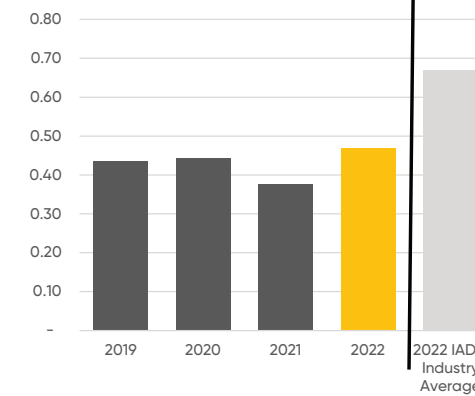
undertaking any necessary and essential maintenance, and remaining motivated and positive – despite what Mother Nature threw at them.

The Bubbleheads crossed the TWAC2021 finish line on January 18, 2022 at 21:04 local time. Chris Ayers, Andy Taw, Lewis Locke and James Piper rowed across the Atlantic Ocean in 37 days, 12 hours, and 45 minutes!

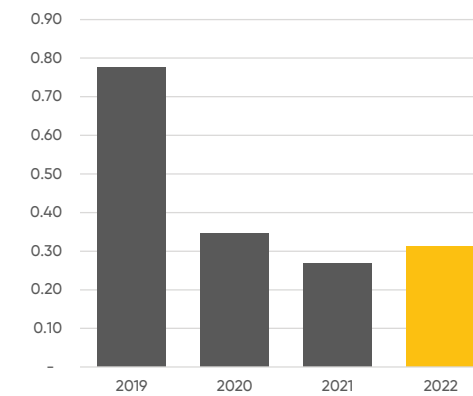


2022 Safety Snapshot¹

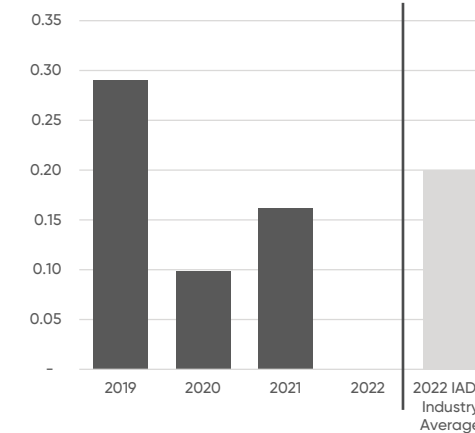
Total Recordable Incident Rate (TRIR)



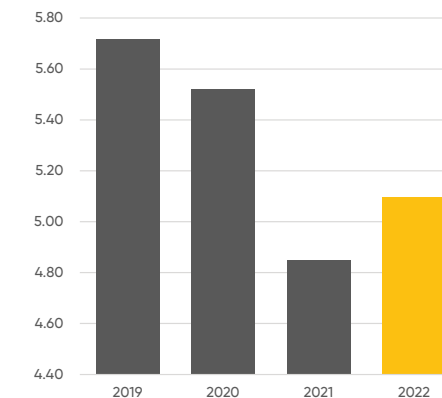
High Potential Incident Rate



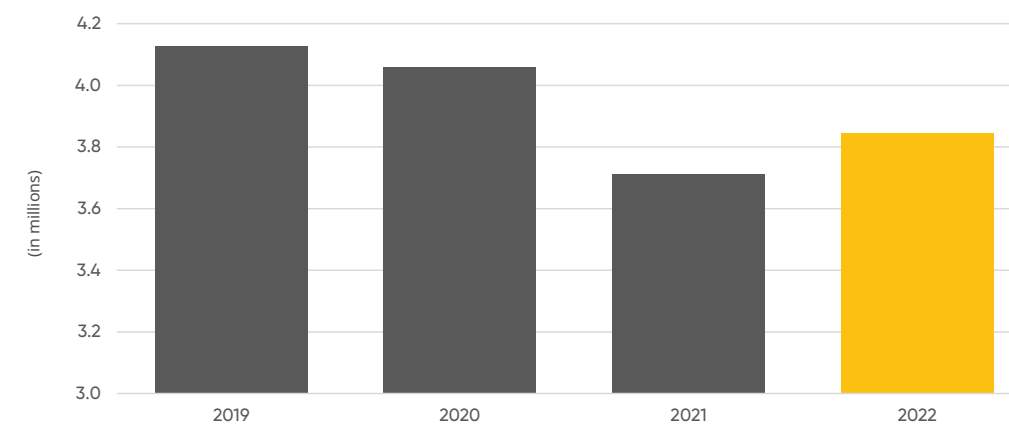
Lost Time Incident Rate



Near Miss Rate



Man Hours



3.7% increase in man hours worked from 2021 to 2022

¹ Safety metrics disclosed throughout this Report are for Helix legacy employees and operations and do not include the employees or operations from the mid-year 2022 acquisition of the Alliance group of companies, unless expressly notated. All Helix legacy employees and contractors are included in calculations, per OSHA and Helix reporting standard. Third-party personnel such as clients are not included.

0
Zero Lost Time Incidents

0
Zero onshore vehicle incidents globally

0
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.

0
Zero Work-Related Fatalities



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.

Zero-Incident Workplace

Vision
Safety is a core business value at Helix. 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 create a safer workplace. We seek to accomplish this goal through a variety of initiatives aimed at our offshore workforce, including Safety Flashes, Safety Campaigns, Hazard Hunts, and empowering employees with "All Stop" authority. Additionally, each week, offshore and land-based work sites submit reports on their leading performance indicators, such as Near Miss Rate, Observations Reports, Safety Committee Actions and Hazard Hunts to management. This provides management visibility on risk factors and helps them direct the strategies to reduce safety incidents.

Health and Safety
Helix provides occupational health service functions by both qualified employees and third-party contractors to provide health services to offshore employees. We engage outside licensed medical organizations to provide support remotely, as needed.

Helix assesses 100% of its Business Lines' (Well Operations, Robotics and Production Facilities) Products and Services to improve health and safety, and has not identified any incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of Helix's services.

Third-Party Safety
Helix requires third parties accessing our vessels to implement and follow our safety protocols while onboard. Prior to mobilizing to a vessel, a two-way exchange of information is initiated to educate third parties regarding applicable safety policies aboard the vessel. In this exchange of information, all 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. The third-party likewise provides us information related to its personnel boarding the vessel, including all medically necessary information.

"We continue to consider the health and safety of all employees as our number one priority. Our commitment to safety is more than just a policy; it is one of our core values. Our corporate vision of a zero-incident workplace is based on the belief that all incidents are preventable and that we mange our working conditions to create a safer workplace."
Scotty Sparks, COO

100% of Employees are covered by Helix's occupational health and safety management system.

Helix audits its occupational health and safety management system internally annually.

~ 80% of employees are covered by Helix's occupational health and safety management system that has been audited by a third party.



2022 Safety Campaign
In order to progress to a zero incident workplace we focus our safety campaigns on areas that we believe are more likely to result in injury. In 2022 we rolled out the "Protect Your Hands" Campaign focusing on bringing awareness to risks that may result in a hand injury. A memo was circulated by Scotty Sparks, Chief Operating Officer and Mike Newbury, Vice President – QHSE reminding employees of the preventable measures they can take to "Protect their Hands." Additionally, posters were posted throughout our vessels and offices.



Behavioral Safety Incentive Program
On our Helix legacy vessels in the U.S. we have implemented a Behavioral Safety Incentive Program to encourage and celebrate employees who actively contribute to our safety culture. Safety behaviors are evaluated each week to award one employee on each vessel a prize. From those winners, a monthly winner is chosen, and from those winners a quarterly winner is chosen.

- 2022 Top 4 Safety Hazards
1. Dynamic Situations Hazards

2. Lifting Operations

3. Environmental Hazards

4. Objects Under Induced Stress

2022 Safety Targets

Continue implementation of 4 Pillars profile for all Helix Leaders

Zero Total Recordable Incident Rate (TRIR)

Zero Spills

Zero Drops

Reduce incidents involving Lifting Operations

No increase in the rate of incidents with high 'potential' severity

Two Helix Crisis Assistance Team (HCAT) drills

Regular management worksite inspections and engaged safety discussions

Hazards
Helix seeks to eliminate hazards and minimize their risks through pre-job meetings, risk assessments conducted prior to operations, proper PPE, use of barriers, no-go zones and hands-free tools.

Drops
Dropped objects post a high potential of serious injury. 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.

Safety Grams
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.

Management of Change
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.

Incident Investigation
In the event of an incident, the local Site Manager or Captain initiates an investigation in conjunction with QHSE as defined by the business unit's safety management system and procedures. The focus of the investigation is on the prevention of recurrence of a like-for-like incident and communication-positive learning with employees. Our investigations focus on "why" and "what went wrong" not "who did wrong." This focuses the attention on the facts of the incident and how we can prevent it from happening again. The investigation may include a focus on behaviors that may have led to the incident and any triggers that led to the behavior. The investigation seeks to identify corrective actions to prevent recurrence which should include what is to be done, when and by whom. Each business unit has established a process for tracking and closing out any corrective actions.



Days Without a Lost Time Incident (LTI)

as of December 31, 2022



We Empower our Employees through Safety

Stop Work Authority

All Helix employees, contractors and third parties have the absolute right, obligation and authority to stop any task, operation or interaction where unsafe behavior or conditions exist and could pose a danger to any person, property or the work itself. We endeavor to create a culture that requires, empowers and supports all personnel to exercise Stop Work Authority (also known as an “All Stop”) when a threat exists.

When implementing an All Stop, the intervention consists of (i) stop and notify anyone in danger or imminent danger, (ii) assess the risk, (iii) correct the risk, and (iv) resume the work once the risk has been managed.

Training on Stop Work Authority is provided to all personnel. Additionally, we regularly review Stop Work Authority as part of all field location safety briefings and safety meetings.

Hazard Hunts

Prior to 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.

“No incidents or accidents during course of the project. Good participation in vessel Safety Observation System.”

~ 2022 Customer Feedback

Behavior Based Safety Standard

Helix has an internal observation reporting system that can be utilized to report hazards or for positive reporting. Some examples of this include positive behavior observations of fellow employees, improvement suggestions within the workplace and interventions made by an employee to avert at-risk behaviors and/or working conditions.

Employee Consultation

Helix vessels and worksites hold HSE meetings regularly. These meetings are available to all personnel including non-employees. At these meetings, all parties are able to provide feedback to enhance safety protocols. Additionally, we employ Pre-Shift Meetings on certain vessels for employees who are shift changing to review any noteworthy items with the employee

from the prior shift and the upcoming daily activities. Personnel also participate in “Toolbox Talks” wherein prior to work, employees discuss the work procedure, assess risks, and agree on proper controls, protocols and equipment to accomplish the work. Active participation by employees in HSE Meetings, Pre-Shift Meetings and Toolbox Talks are encouraged to bring any matters to the attention of appropriate leadership. Minutes from meetings are available on the vessel as well as provided to onshore management.

Emergency Preparedness

The Helix Crisis Assistance Team (HCAT), a team comprised of members of the Executive and business unit management, QHSE, Legal, Risk, Human Resources, and

Information Technology, is available to respond to any emergency should it arise. We hold regular training on our response protocols wherein we simulate emergency or catastrophic scenarios. These drills mirror potential real-life scenarios to provide effective and efficient responses 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 communication and interaction between Helix and our key audiences, including employees, their families, customers, third parties, regulatory agencies, media, investors and the community in general.

Helix Wins

Helix Producer I Milestone	Helix do Brasil	Helix Well Ops U.K. Celebrates its 20th Birthday
<p>12 years of operations without a Lost Time Incident.</p> <p>Crew on the vessel celebrated this monumental achievement.</p> <p>In 2023 we are continuing the <i>HPI</i>'s exemplary performance as they close in on 3,000,000 man hours without an LTI.</p>	<p>Awarded “Best Supplier of the Year 2021” in the category “Operations of Maritime Rigs” by Petrobras in November 2022.</p> <p>This award recognizes suppliers who presented differentiated performance in the supply of goods and services in 2021, considering the requirements of quality, the management of the safety management system (SMS), deadline, compliance and integrity in business carried out with Petrobras.</p>	<p>Started on July 5, 2002 with the purchase of the <i>Seawell</i>, Helix Well Ops U.K. celebrated its 20th year.</p> <p>7 employees from that original team continue to work at Helix today.</p> <p>In 2022, the <i>Seawell</i> surpassed 1,257 days without a Lost Time Incident.</p>

Security

We regularly assess the security risks of the locations of our people and assets and obtain expert advice, as necessary, 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 when 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.

We engage International SOS, a global health and security risk management firm, to assist us with our security plans and provide regular updates of risks globally.

Cybersecurity and Data Privacy

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.

Our cybersecurity program is designed to monitor, detect, prevent and respond to cyber threats.

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.

Annual cybersecurity awareness training is provided to onshore and offshore users according to a designated deployment schedule. 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.

Helix currently does not maintain an information security risk insurance policy, provided, this is reviewed and discussed by the Board annually to weigh costs, risks and mitigating factors.

In 2022, our onshore and offshore employees completed 870 hours of cybersecurity training.

Our Chief Information Officer briefs the Audit Committee at least annually on IT security matters and in the event of heightened risks.

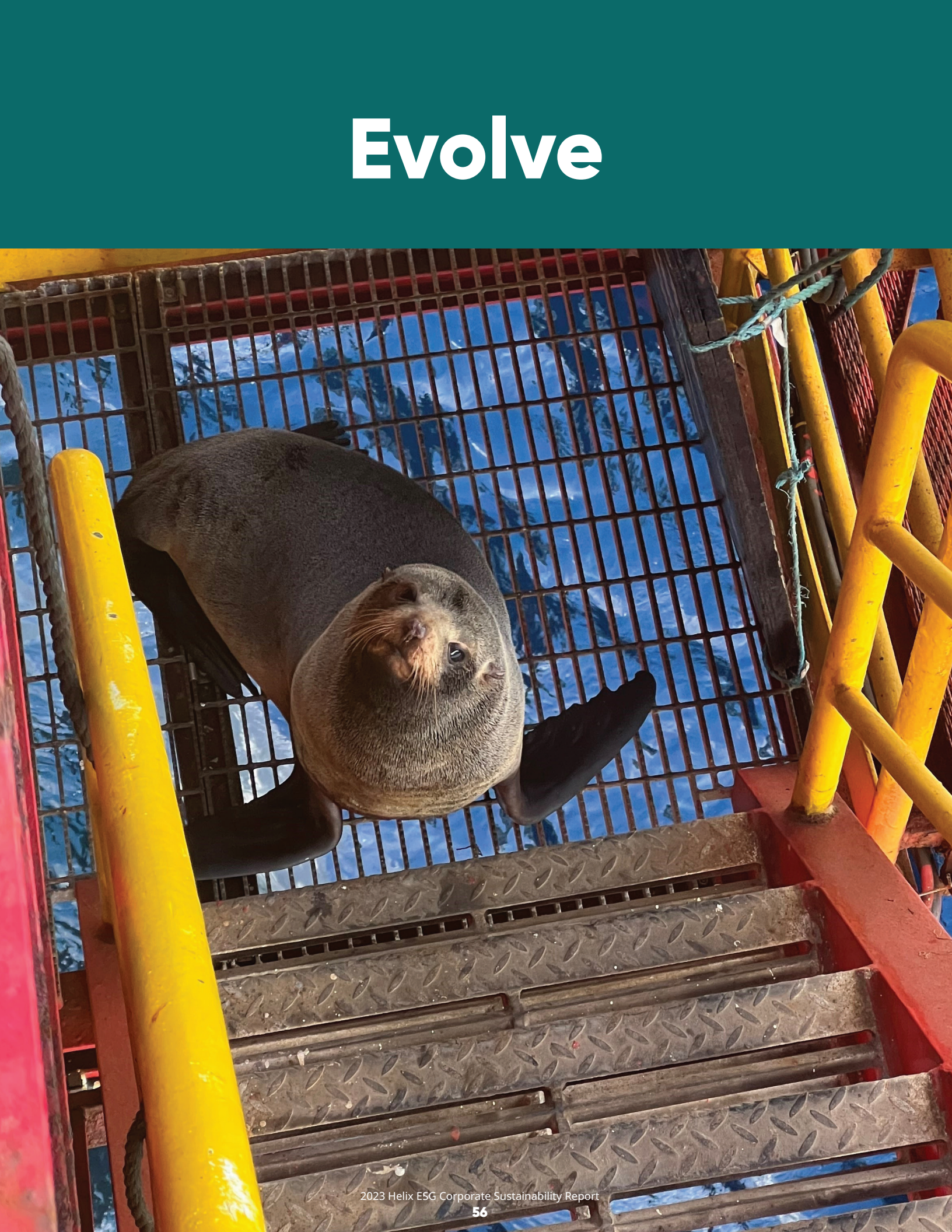
To our knowledge, Helix has not suffered a security breach in the last 3 years that resulted in the loss of any information; therefore, net expenses incurred from information security breaches, breach penalties and settlements over the last three years, relative to total revenue, is 0%.

Audit

The Q4000 successfully completed its external International Safety Management Code audit in 2022. The audit is the first audit conducted for Helix since the implementation of IMO's cybersecurity guidelines, and the vessel came away with zero cybersecurity findings during the audit.

Helix has no penalties or settlements related to IT security over the past three years.





Evolve

Our Environmental Impact

Our Emission Targets and Performance

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. Please also note that as we continue to integrate the fleet of Alliance vessels, their emission numbers are not included in the total emissions or the relative targets.

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:

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

Helix Climate Change Targets*

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

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 U.S. Energy Information Administration's Commercial Building Energy Consumption Survey.

Scope 2 GHG Emissions include:

- 1. 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:

- 1. Helix air travel

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

- 1. Supply chain
- 2. Non-company owned vehicle transportation
- 3. Waste disposal
- 4. Employee commuting

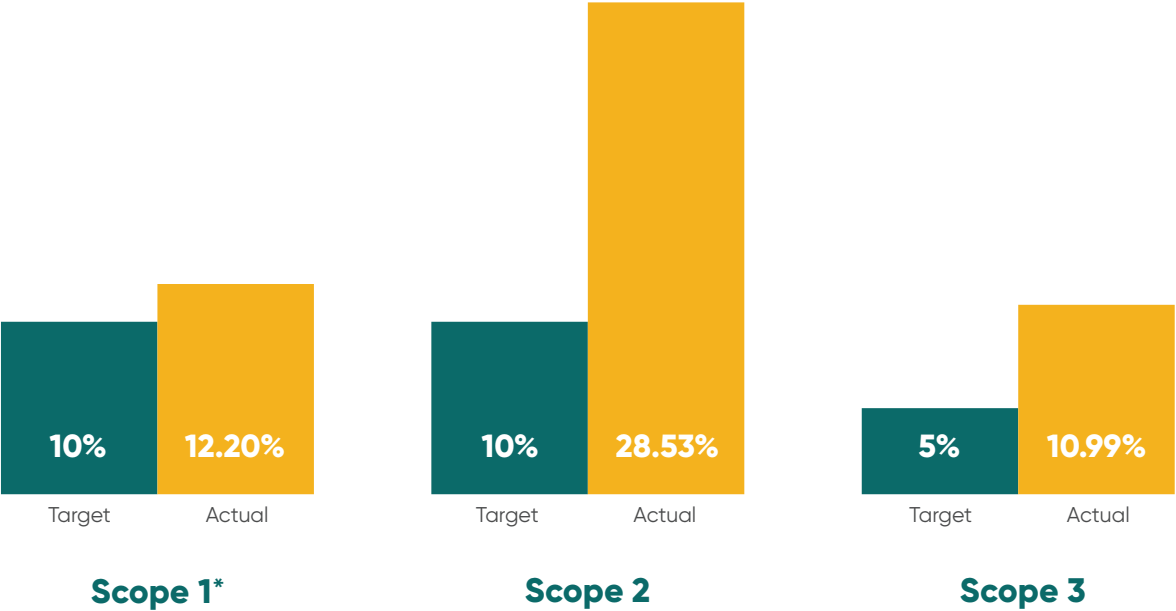
* The 2019 baseline year may be periodically recalculated if significant changes occur to establish an accurate representation of our assets and activities. The GHGs evaluated in the emissions inventory throughout this Report include Carbon Dioxide, Methane and Nitrous Oxide.



Climate Change Snapshot

GHG Emissions Reduction Targets

2022 vs 2019 Baseline



*Emissions Per Day Under Charter

Our Sustainability

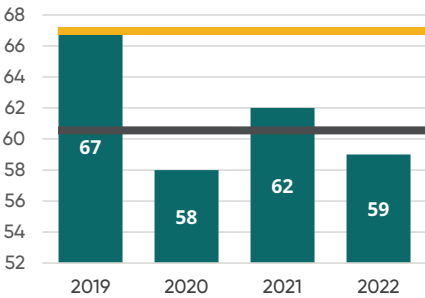


In 2022, 98.23% of total CO₂e emitted was from vessels

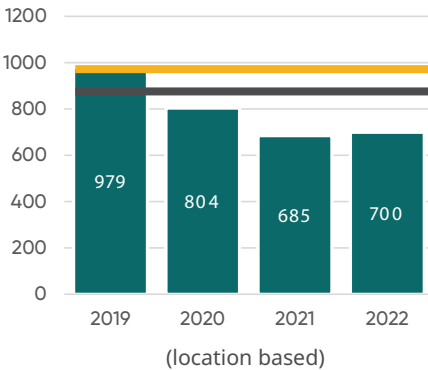


12.20% reduction in CO₂e (mT) Per Day Under Charter from our baseline year of 2019

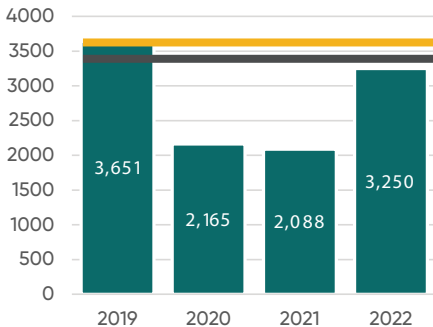
CO₂e Emissions Per Day Under Charter (in mT)
Scope 1 Target



GHG Emissions Total Scope 2 (in CO₂e mT)
Scope 2 Target



GHG Emissions Total Scope 3 (in CO₂e mT)
Scope 3 Target



2019 Baseline
Target

*Climate change and emission metrics throughout exclude the Alliance group of companies' vessels and operations, unless expressly notated.



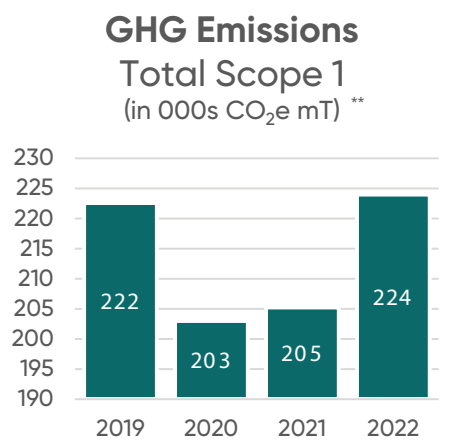
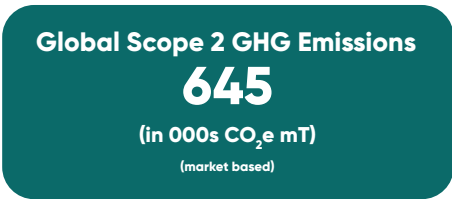
Our Sustainability Strategy to Meet our Targets

Leadership responsibility for the development and execution of the Company's climate-related sustainability strategy is set forth on page 31 of this Report. 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 sustainability strategy.

We continue to evaluate different methods, protocols, and tools to reduce our global emissions footprint. The majority of our emissions stem from our vessels and the vessels' fuel burn. Due to this there are competing interests when we evaluate our sustainability strategy as a whole. We want our vessels in operation as much as possible with little to no downtime to ensure the most value for our stakeholders; however, with improved uptime we then produce more emissions on an annual basis. We therefore are focused on our vessels' emissions on a per day under charter basis. We can see if the strategies we are implementing are impacting our emissions on a daily basis rather than the ebb and flow of our emissions based on the cycle of the market. With the increased utilization of our vessels in 2022, we had more employees traveling offshore to mobilize for work. The uptick in travel increased our 2022 Scope 3 emissions over 2020 and 2021 (see p. 58); however, we remain on target to reduce our Scope 3 emissions from our 2019 baseline.

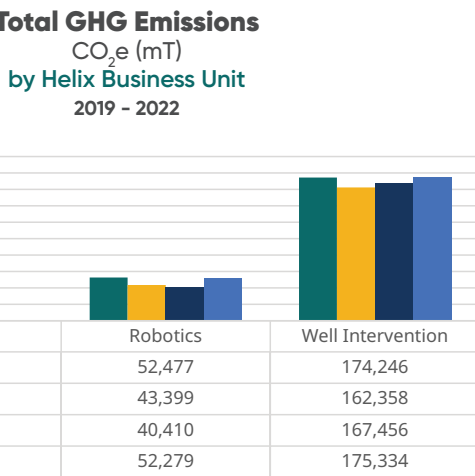
Initiatives to Reduce Future Emissions

- Scope 1
 - Q7000 vessel hull cleaning resulting in a more efficient speed and more efficient use of fuel
 - Continued analysis of route planning for vessels and adverse weather avoidance to minimize fuel use
 - Altering transit speed to maximize fuel efficiency and reduce auxiliary power
 - Incorporating battery powered hybrid engines on chartered vessels
 - Customer collaboration
- Scope 2
 - Invest in Renewable Energy Hardware
 - 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
 - Continued use of remote meeting technology
 - Expanded use of chat messages
 - Route travel planning
 - Vendor collaboration
 - Reduce flights/direct routes/extended trips

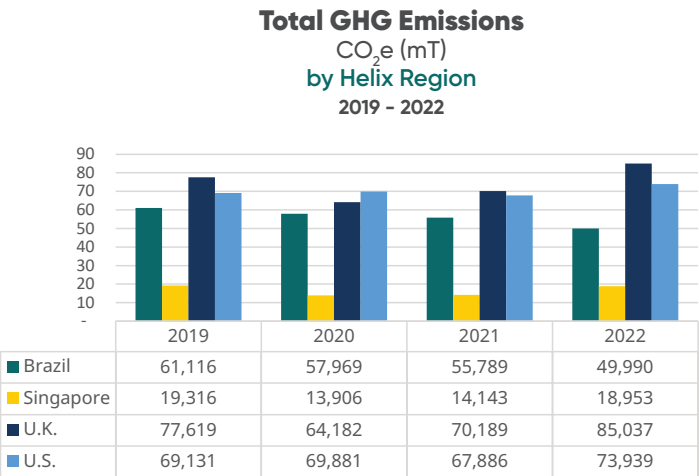


2022 GHG Emissions – by Gas	
Direct GHG Emissions	mT
Carbon Dioxide (CO ₂)	224,374
Methane (CH ₄ *)	46
Nitrous Oxide (N ₂ O*)	8

* Without Global Warming Potential



Total Emissions in 2022 globally was 227,919 CO₂e (mT)



**Absolute value. Please note Scope 1 targets are based on CO₂e Emissions Per Day Under Charter.

Reductions in Action

- Our Singapore office had solar panels added helping to reduce the electricity usage from the grid.
 - Helix in Aberdeen is reducing its waste and carbon footprint by minimizing the use of single use plastic containers.
 - Aberdeen has also obtained a quote for the installation of solar panels which is currently being reviewed.
 - Aberdeen has transitioned to biomethane gas, which is sourced natural anaerobic digestion from waste food, animal waste and other crops. This is expected to lead to a significant CO₂e savings estimated at 80t CO₂e per year – the equivalent of driving 266,400 miles in a medium sized car or 10.7 times around the world.
 - Our Houston warehouse has expanded its recycling efforts with additional recycling containers.
 - IT has replaced 25% of computers globally to a new more efficient model that uses 30% less energy.
- Vessel hull cleaning.
 - Onshore electricity conversion in Aberdeen.
 - Electric car charging stations installed.
 - The Aberdeen office transitioned to a renewable electricity supply for our Helix House and Black Dog facilities.

Potential Future Actions

- Alternative power solutions for owned vessels;
- Power Management System improvements across all vessels;
- Expanded vessel hull cleaning;
- Continued use and expansion of battery powered hybrid engines on chartered vessels;
- Fuel additives;
- Reduce any redundant engine(s) in operation through Closed Bus configuration subject to safety protocols;
- Minimizing Equipment online.

Our 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.



Q7000 Vessel Hull Cleaning

In March 2023 the Q7000 carried out a full hull cleaning during the docking period in Johor Bahru, Malaysia. Marine growth was removed from the hull through sand blasting and high-pressure washing prior to anti-fouling paint being applied. This is a Hempel TBT-free paint applied in a layered system; a total of five layers are applied, with the final two being anti-fouling to provide maximum protection.

Hull cleaning combined with the application of anti-fouling paint provides several benefits. For example, when used alongside the vessel ICCP (Impressed current cathodic protection) system the likelihood of invasive species being carried from region to region is greatly reduced. Furthermore, the vessel has seen faster sailing times, with fuel usage reduced by an average of anywhere between 5% and 7% during transit.

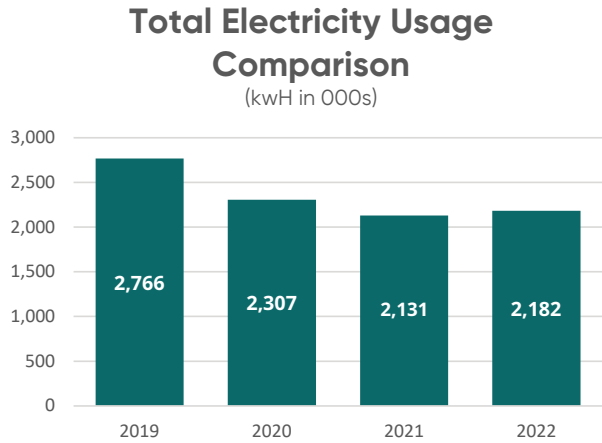
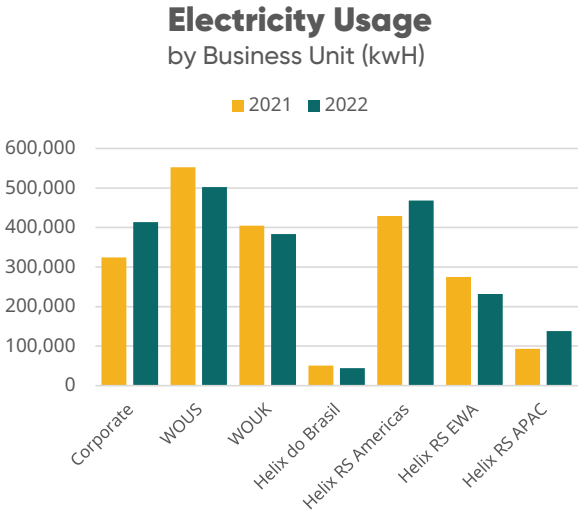
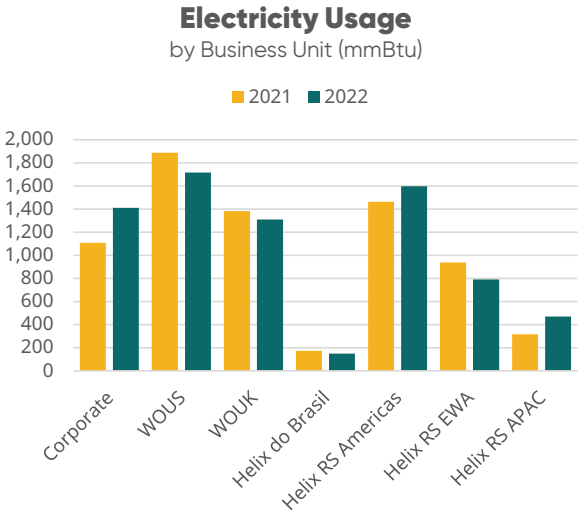
Hull inspections are a key part of regulatory compliance when relocating from one region to the next, and the anti-fouling coatings used mean the likelihood of requiring hull cleaning or paint remediation prior to gaining acceptance has greatly reduced. This in turn reduces costs, with the need to mobilise Divers and / or Dive Vessels eliminated. An inspection was completed by local regulators prior to entering New Zealand waters; results showed the hull in a highly clean state with no damage to the newly painted areas, confirming the longevity of the coating for long transits.

"...fuel usage reduced by an average of anywhere between 5% and 7% during transit."



Biodiversity

Energy Use and Consumption



2022 Energy Consumption	
Energy Category	(GJ)
Diesel Fuel	3,318,800
Propane	100
Natural Gas/Biogas	1,250
Renewable Electricity	1,022
Non-Renewable Electricity	6,834
Total Amount of Energy Directly Consumed	3,320,150
Total Amount of Energy Indirectly Consumed	2,182,376 (kwh) or 7,856
Total Energy	3,328,006

2022 Energy Consumption by Type		
Energy Category	(GJ)	Percentage
Global Renewable Sources	1,022	.03%
Global Non-Renewable Sources	3,326,984	99.97%
By Region		
U.S. Non-Renewable Sources	1,087,985	
U.S. Renewable Sources	0	
U.K. Non-Renewable Sources	1,228,676	
U.K. Renewable Sources	1,022	
Brazil Non-Renewable Sources	733,119	
Brazil Renewable Sources	0	
Singapore Non-Renewable Sources	277,204	
Singapore Renewable Sources	0	
By Business Unit		
Corporate Non-Renewable Sources	1,489	
Corporate Renewable Sources	0	
Well Ops U.S. Non-Renewable Sources	998,056	
Well Ops U.S. Renewable Sources	0	
Well Ops U.K. Non-Renewable Sources	838,149	
Well Ops U.K. Renewable Sources	643	
Helix do Brasil Non-Renewable Sources	733,119	
Helix do Brasil Renewable Sources	0	
HRSUS Non-Renewable Sources	88,440	
HRSUS Renewable Sources	0	
HRSEWA Non-Renewable Sources	390,527	
HRSEWA Renewable Sources	379	
HRSAPAC Non-Renewable Sources	277,204	
HRSAPAC Renewable Sources	0	

Scope 1 Energy Intensity
874 (GJ) Per Day Under Charter

We track our onshore energy usage globally, regionally and by business unit. Our onshore energy is comprised of both renewable and non-renewable sources, with renewable energy being derived from wind electricity in the U.K.

We are committed to reducing our energy use from non-renewable sources and implementing renewable sources. From 2020 through 2022, we invested ~\$90,000 in energy conservation programs. Through these investments and the implementation of renewable sources of energy, we expect savings of ~\$20,000 per year and 117,975 kwh. These savings are attributed to the changes implemented in our Aberdeen office.

Our Scope 2 GHG emissions are comprised of our electricity consumption. Due to these aligned factors we do not have separate electricity reduction targets as our Scope 2 reduction targets serve this purpose. See our reduction measures identified under Scope 2 for the factors we are implementing to reduce our electricity consumption.

117,975 kwh of energy have been conserved through all of Helix's energy conservation programs.

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. While the Company as a whole is not registered and assessed compliant to ISO 9000 (Quality Management Systems) and ISO 14001 (Environmental Management Systems), certain management systems, including Well Ops U.K. and Helix Robotics Solutions EWA, have been independently assessed and registered compliant with both ISO 9000 and ISO 14001.

Waste

Helix recycles waste, and in 2022 we were able to recycle 729 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.

To the extent able, Helix recycles materials used in operations and we actively look to substitute hazardous materials with non-hazardous materials throughout our operations. We utilize licensed third-party waste handlers for the collection, transportation, recovery and disposal of all waste.

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 facilities operate in accordance with local requirements for the proper handling and disposal of hazardous waste.

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

In Aberdeen at our Helix House office, we converted to biomethane from natural gas resulting in an estimated savings of 54mT 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). We are currently evaluating the transition to a renewable energy source at our warehouse in Houston.

Air

Helix does not currently report airborne emissions separately, but we are considering mechanisms to report Nitrogen Oxides (NOx), Sulphur Oxides (SOx), Volatile Organic Compounds (VOC), Particulate Matter (PM), and Hazardous Air Pollutants (HAP) emissions in the future.

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 the International Convention for the Prevention of Pollution from Ships (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 NOx and SOx. 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.

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.

Water

Helix's operational footprint does not rely on a significant level of water consumption for operations, nor do we produce a measurable amount of wastewater as we recycle dirty water and sewage. Accordingly, Helix's operations are unlikely to have a significant impact on heightened water scarcity due to climate change and droughts. The vessel's Reverse Osmosis Water Making Plants enable it to be fully sustainable, if necessary, with respect to its 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. Additionally, in 2022 we had no onshore operations in any country with high or extremely high baseline water stress¹ and no water was withdrawn from areas with high water stress.

In 2022, we had no incidents of non-compliance with water quality or quantity permits, standards or regulations

To the extent water is needed in operations, water is withdrawn from the ocean and processed onboard via a water treatment system for domestic use. This is managed through Reverse Osmosis Water Making Plants wherein we are able to use ocean water cleaned through this system for the vessel's needs. After use, water is then treated and upon meeting national or international regulatory standards and permitting requirements, as applicable, discharged back to the ocean. 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.

Onshore operations utilize water from municipal utility districts for domestic use. The water metrics tracked in this report are onshore facility use and any water discharge is handled by local water authorities. We use a minimal amount of water in our onshore operations. Stormwater Pollution Prevention Plans have been put in place at our onshore locations (where applicable) to comply with local regulations.

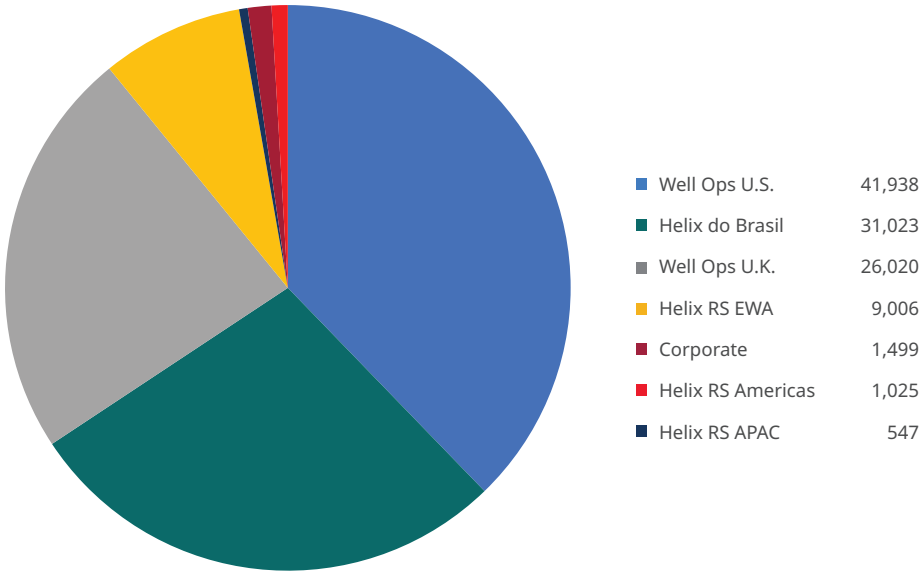
¹Source: High or extremely high baseline water stress as determined via ResourceWatch, as of the publication date.

2022 Total Water Withdrawn (ML)	
By Region	
U.S.	60.23
U.K.	54.20
Singapore	0.55
Brazil	57.26
By Business Unit	

Well Ops U.S.	56.57
Helix Robotics Solutions U.S.	2.16
Corporate	1.5
Well Ops U.K.	34.94
Helix Robotics Solutions EWA	19.26
Helix Robotics Solutions APAC	0.55
Helix do Brasil	57.26

2022 Water Usage (m³)	
Water Used in Operations (on and offshore)	111,058
Total Water Consumed (on vessels)	105,235
Total Water Consumed (onshore facilities)	5,823
Total Water Consumed	111,058
Total Volume of Freshwater Handled in Operations	111,058

Water Use by Region/
Business Unit (m³)



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,

In 2022, we had no significant air emissions in or near areas of dense population as the majority of our emissions are offshore. The percentage of air emissions in or near areas of dense population is negligible.

marking, labeling, documentation, stowage, quantity limitations, exceptions and notifications for preventing pollution by harmful substances.

In 2022, Helix had no significant environmental controversies and no significant 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. All spills to water are reportable, and in 2022 we had a total of 18 reportable spills with an aggregate quantity of 251.58 liters. We were able to recover approximately 45% of the aggregate amount of such spills.

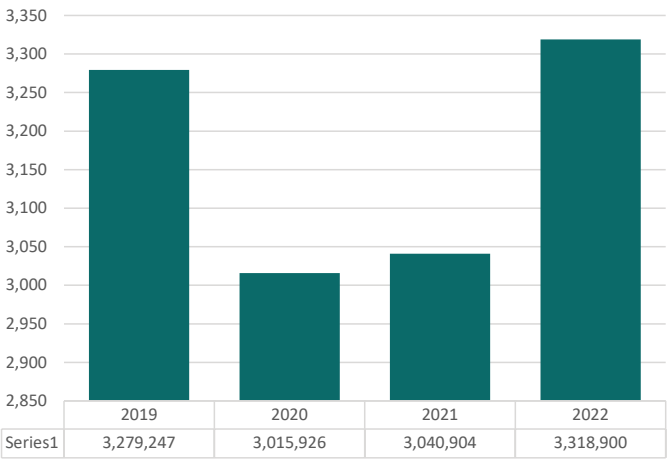
Fuel

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 operational efficiency. 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, including 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.

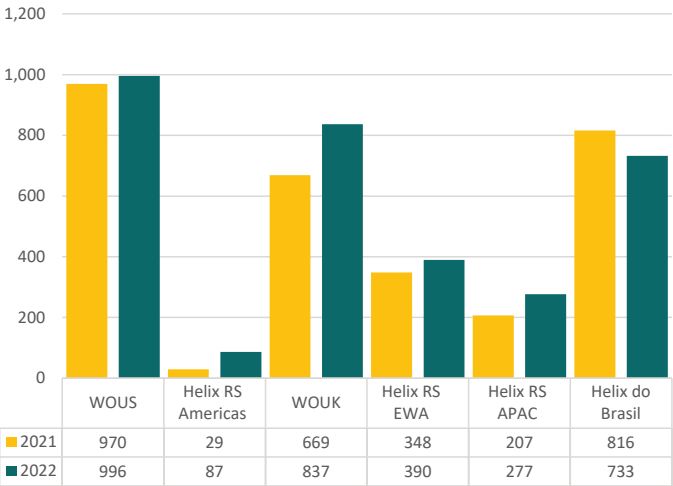
We continue to evaluate these tactics to maintain fuel efficiencies while providing safe services. Our fuel use is directly correlated to the number of days on charter and therefore we strive to improve our fleet fuel economy provided our fuel use will invariably fluctuate based on the number of days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

Total Fuel* Use by Helix's Offshore
Vessels & Onshore Vehicles
2019 to 2022
(GJ in 000s)



Offshore Assets and Onshore Vehicles
Fuel* Use by Business Unit
2021 to 2022
(GJ in 000s)



* Fuel not from a renewable source.



SASB Performance Table

Sustainability Accounting Standards Board – Oil and Gas Services Standard

Table 1. Sustainability Disclosure Topics & Accounting Metrics				
TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
Emissions Reduction Services & Fuels Management	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	Gigajoules (GJ), Percentage (%)	EM-SV-110a.1	(1) 111.31 GJ (2) 3,318,788 GJ
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impact		EM-SV-110a.2	As discussed on p. 57-58 and 60-63, we have included targets to reduce our Scope 1 emissions, as well as an analysis related to the risks, opportunities and impacts of these emissions.
	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Percentage (%)	EM-SV-110a.3	Percentage calculation of this metric is under consideration.
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	Thousand cubic meters (m³), Percentage (%)	EM-SV-140a.1	(1) 111,057.62 (total water); Fresh water not tracked (2) Tracking under consideration.
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts		EM-SV-140a.2	See p. 64
Chemicals Management	Volume of hydraulic fracturing fluid used, percentage hazardous	Thousand cubic meters (m³), Percentage (%)	EM-SV-150a.1	Not Applicable. We do not use hydraulic fracturing fluid.
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts		EM-SV-150a.2	
Ecological Impact Management	Average disturbed acreage per (1) oil and (2) gas well site	Acres (ac)	EM-SV-160a.1	Not Applicable. Any owned wells are subsea.
	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities		EM-SV-160a.2	
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	Rate	EM-SV-320a.1	(1) 0.47 (2) 0 (3) 5.11 (4) 0 (5)(a) 31,307 (5)(b) Not tracked (5)(c) Not tracked
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle		EM-SV-320a.2	As discussed on p. 32, 39, 43 and 49-53, we utilize a variety of mechanisms to integrate a safety culture throughout our workforces, suppliers and vendors, including, but not limited to training, Hazard Hunts, "All Stop" Authority, and Safety Campaigns.

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
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	\$0
	Description of the management system for prevention of corruption and bribery throughout the value chain		EM-SV-510a.2	As discussed on p. 27 and 37, we utilize a variety of tools to prevent corruption and bribery in our value chain, including, but not limited to an Anti-Corruption Policy applicable to employees, suppliers and vendors, training on the policy, and an anti-corruption program to diligence, onboard, monitor and audit agents.
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry		EM-SV-530a.1	See p. 31-32; 39
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks		EM-SV-540a.1	See p. 31-32; 41

Table 2. Activity Metrics			
ACTIVITY METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
Number of active rig sites ₂	Number	EM-SV-000.A	0
Number of active well sites ₃	Number	EM-SV-000.B	5 (subsea)
Total amount of drilling performed	Meters (m)	EM-SV-000.C	0
Total number of hours worked by all employees	Hours	EM-SV-000.D	3,846,219

Climate Change – Risks and Opportunities

Helix's business strategy mitigates climate-related risks and takes advantage of identified opportunities. 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 exercises, 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 enterprise risk management program. 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. Subsequent to the Climate Change Action Committee questionnaire, the Company's Enterprise Risk Management Program has built upon the initial feedback and engaged a cross-functional group of leaders from varying business units and groups to collaborate and review risks for the Company. This includes a validation of inherent and residual risk scores as well as mitigation actions.

TCFD Performance Table

Helix supports the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). An in-depth analysis of Helix's climate-related risks and opportunities was provided in Helix's 2022 Corporate Sustainability Report. Below is a high level overview of Helix's responses to the TCFD, as updated based on guidance from Helix's Enterprise Risk Management Program.

Governance	
Disclose the organizations' governance around climate-related risks and opportunities.	
a. Describe the Board's oversight of climate-related risks and opportunities.	<ul style="list-style-type: none">Helix's Board of Directors is responsible, as a whole and through its Committees, for the Company's sustainability and climate-related strategy supported by the efforts of various individuals and teams at all levels of the company.The Board has entrusted oversight of sustainability to specific Committees and ESG, generally, to its Governance and Nominating Committee.The Board is regularly informed through its Committees of ESG priorities, risks and opportunities.The Board is responsible for and has oversight over the Enterprise Risk Management program.In 2023, the Compensation Committee approved an ESG component to our compensation program.See also p. 31-32 (Board Oversight) for additional discussion.
b. Describe management's role in assessing and managing risks and opportunities.	<ul style="list-style-type: none">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-, medium-, 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.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.In 2023, Helix formalized an Enterprise Risk Management Program wherein leaders across the business have joined to collaborate quarterly on the enterprise risks facing the Company. Building off the initial Climate Change Action Committee Assessment, risks, including climate change risks were identified and rates.Risks are rated on on a severity scale of 1-5 from "minor" to "catastrophic" and a likelihood scale of 1-5 from "very unlikely" to "very likely" taking into consideration associated mitigation actions. The findings are then presented to the Board and Executive team for review. See also p. 31-32 and 41 for additional discussion.

Strategy	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organizations' businesses, strategy and financial planning.	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	<p>SHORT-, MEDIUM- AND LONG-TERM RISKS INCLUDE:</p> <ul style="list-style-type: none">Regulatory Compliance - Targets/Reduction RequirementsClient Requirements - Reporting Requirements in ContractsImplementation Costs (ROI)Severe Weather ImplicationsLegacy Equipment and Assets (potential to upgrade)Global Supply Chain - Consumable Cost Increase and Raw Material Scarcity (Fuel/Basic Supplies) <p>SHORT-, MEDIUM- AND LONG-TERM OPPORTUNITIES INCLUDE:</p> <ul style="list-style-type: none">Ability to Use Current Vessel Data for Solution to Reduce EmissionsImproved Technology to Reduce Emissions, Waste and Harmful ChemicalsService Expansion/Acquisition /Partnerships with Green Tech CompaniesDecommissioning <p>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.</p> <p>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 <i>Q4000</i>, <i>Q5000</i> or <i>Q7000</i>, (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.</p>
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>IMPACTS FROM RISKS INCLUDE:</p> <ul style="list-style-type: none">Stakeholder PerceptionCapital Expenditures for Environmental Sustainability Improvements and Emissions MonitoringShift More Proactively from Oil & Gas focus to Decommissioning and/or Renewable EnergiesClient Climate-Related Commercial Demands <p>IMPACTS FROM OPPORTUNITIES INCLUDE:</p> <ul style="list-style-type: none">Ability to Participate in Global Energy Transition – Decommissioning Wells/Renewable EnergyCost Impact from Investing in Green Tech to Reduce GHG EmissionsLeveraging Environmental Sustainability Performance <p>Based on the perceived impacts from risks and opportunities, we implement various strategies to mitigate the risks and capitalize on the opportunities, including:</p> <ul style="list-style-type: none">continuous monitoring of regulatory and governmental policy changesongoing communication with stakeholders regarding their perception of our ESG programcommunication with customers, suppliers and vendors regarding expectations surrounding emissions and tracking;continuous monitoring of physical risks (e.g. hurricanes/severe weather)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.Implementation, update and training on our contingency plan process. 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.

Strategy (continued)	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organizations' businesses, strategy and financial planning.	
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>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.</p> <p>Helix continues to examine various climate scenarios, in line with the recommendations of the TCFD to understand the potential implications of climate-related risks and opportunities on our business.</p>

Risk Management	
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>Climate-related risks and opportunities influence our business strategy in a variety of ways. We use a multi-disciplinary approach to identify, assess and manage these risks and opportunities, including utilization of our Enterprise Risk Management program. 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.</p> <p>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.</p> <p>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 vessel management undertakes to review potential physical risks to their specific vessel and its operations.</p>
b. Describe the organization's processes for managing climate-related risks.	<p>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.</p> <p>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.</p> <p>We 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.</p> <p>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.</p> <p>Please also see the discussion in Strategy (b).</p>

c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	The Board has entrusted oversight of ESG, including climate-related risk to its Governance and Nomination Committee. Climate-related risks, including emissions-related risks, may be included in our Enterprise Risk Management program based on the risk’s severity. See p. 41 for additional information on this program.
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Metrics and Targets	
Disclose the metrics and targets uses to assess and manage relevant climate-related risks and opportunities.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We track and quantify our Scope 1, Scope 2 and Scope 3 emissions. with targets as further identified on p. 57. We also rate risks through our Climate Change Action Committee and our Enterprise Risk Management program. This risk rating is discussed in further detail on p. 69 under Governance Item (b).
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	We track and Scope 1 (vessel fleet), Scope 2 (facilities) and Scope 3 (air travel). See p. 58 and 60 for 2022 emission numbers.
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our 2023 Short Term Incentive Program (payable in 2024) incorporates ESG key performance indicators to establish a portion of the participant’s target bonus.

About this Report

This Report is based on Helix Energy Solutions Group, Inc. and its affiliates’ and subsidiaries’ (excluding the Alliance group of companies, unless expressly notated) corporate performance for the 2022 calendar year (unless otherwise expressly stated), provided however some additional significant events that have occurred between the end of 2022 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), Sustainalytics and the Global Reporting Initiative (GRI).

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: our plans, strategies and objectives for future operations; visibility and future utilization; energy transition or energy security; any projections of financial items including projections as to guidance and other outlook information; our share repurchase authorization or program; our ability to identify, effect and integrate acquisitions, joint ventures or other transactions, including the integration of the Alliance acquisition and the earn-out payable in connection therewith; oil price volatility and its effects and results; our protocols and plans; our current work continuing; the spot market; our spending and cost management efforts and our ability to manage changes; future operations expenditures; our ability to enter into, renew and/or perform commercial contracts; developments; our environmental, social and governance (“ESG”) initiatives; 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 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 filings with the Securities and Exchange Commission (“SEC”), including our most recently filed Annual Report on Form 10-K, 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.

Appendix

Index to ISS/GRI Metrics

The mapping report below provides investors with what we believe to be useful information about Helix's ESG initiatives, 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.

ISS			
CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Environmental – Risks and Opportunities	Does the company embed in a public policy a commitment to environmental management?	1	p. 39; Environmental and Energy Policy
	Does the company disclose a supplier environmental policy?	5	p. 39-40; Environmental and Energy Policy ; and Helix Supplier and Vendor Expectations
	Does the company disclose the existence of an environmental management strategy?	7	p. 39; 57-58; 60-65; Health, Safety and Security Policy ; Environmental and Energy Policy
	Does the company disclose whether it is certified to ISO 14001?	8	p. 63
	Does the company disclose the percentage of the suppliers' operations covered by a certified ISO 14001 or EMAS environmental management system?	18	p. 40
	Percentage of suppliers certified to ISO 14001/EMAS	579	p. 40
	Does the company sustainability disclosure identify specific salient risks that its activities and business relationships pose on the environment?	19	p. 57-58; 60-65
	If the company suffered a major environmental controversy, has it failed to provide an adequate response?	295	p. 65; N/A
	Does the company disclose that its supplier policy addresses the environmental impact of supplier products or services?	366	p. 40; 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; Helix Supplier and Vendor Expectations
	Does the company disclose total monetary losses from legal proceedings associated with environmental regulations?	504	p. 39; N/A
	Does the company disclose metrics on supplier non-compliance with environmental expectations?	541	p. 40
	Does the company disclose metrics on corrective actions to mitigate suppliers' non-conformance regarding environmental issues?	542	p. 40
	Does the company disclose details on significant negative environmental impacts identified in the supply chain?	543	p. 40
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. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose its climate change risks?	22	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose a climate change strategy?	23	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose a climate change performance?	24	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Environmental – Carbon and Climate	Does the company disclose climate change opportunities?	28	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose the impact of climate-related risks and opportunities on its businesses, strategy and financial planning?	35	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose multiple scenarios for the potential impact of climate-related risks and opportunities on its businesses, strategy and financial planning?	36	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose clear quantitative GHG emissions reduction targets?	38	p. 57; Environmental and Energy Policy
	Does the company disclose clear scope 2 GHG emissions reduction targets?	25	p. 57; Environmental and Energy Policy
	Does the company report on progress against GHG emission reduction targets?	26	p. 57-58; 60-61
	Does the company disclose clear scope 1 GHG emissions reduction targets?	503	p. 57; Environmental and Energy Policy
	Does the company have an approved near-term Science Based Target?	40	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose metrics on its GHG emissions?	50	p. 58; 60
	Does the company disclose the use of a recognized international GHG emissions accounting standard?	44	GHG Protocol; p. 57
	Does the company disclose its scope 1 (direct) GHG emissions?	51	p. 58; 60
	Does the company disclose its scope 2 (indirect) GHG emissions?	52	p. 58; 60
	Does the company disclose scope 3 (other indirect) GHG emissions?	53	p. 58; 60
	Does the company disclose its direct GHG emissions at any level other than enterprise (including facility, business unit, region, etc.)?	54	p. 58; 60
	Does the company disclose its aggregated energy consumption?	62	p. 62-63
	Does the company disclose the absolute amount of energy conserved through its energy conservation programmes?	72	p. 7; 58; 60-63
	Does the company disclose its energy conservation resulting from conservation programmes at any level other than enterprise (including facility, business unit, region, etc.)?	73	p. 60-63
	Does the company disclose the amount of total investment in energy conservation programmes?	74	p. 7; 58; 60-63
	Does the company disclose total savings or profits achieved from energy conservation programmes?	75	p. 7; 58; 60-63
	Does the company disclose its total electrical power use?	78	p. 62-63
	Does the company disclose a normalized total electrical power use value?	79	p. 62-63
	Does the company disclose its electrical power use at any level other than enterprise (including facility, business unit, region, etc.)?	80	p. 62-63
	Does the company disclose the percentage of consumed energy from the grid?	82	p. 62-63
	Does the company disclose information on electrical power derived from renewable and non-renewable sources?	83	p. 62-63
	Does the company disclose the percentage of electrical power used that is derived from non-renewable sources?	84	p. 62-63
	Does the company disclose the percentage of electrical power from renewable sources?	85	p. 62-63
	Does the company disclose the gross total of electrical power used that is derived from non-renewable sources?	86	p. 62-63

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Environmental – Carbon and Climate	Does the company disclose the gross total of electrical power used that is derived from renewable sources?	87	p. 62-63
	Does the company disclose a breakout of the sources of the non-renewable electrical power used?	88	p. 62-63
	Does the company disclose a breakout of the sources of the renewable electrical power used?	89	p. 62-63
	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. 62-63
	Does the company disclose a clear approach to reduce energy consumption from non-renewable sources?	96	p. 57-63
	Does the company disclose relative targets towards reducing energy consumption from non-renewable sources?	97	p. 57-58; 60; 62-63
	Does the company disclose absolute targets towards reducing energy consumption from non-renewable sources?	98	p. 57-58; 60; 62-63
	Does the company disclose an implementation timeline towards reducing energy consumption from non-renewable sources?	99	p. 57-58; 60; 62-63
	Does the company disclose management’s role in assessing and managing climate-related risks and opportunities?	105	p. 31; 34; 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	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. 31; 34; 41; 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	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. 31; 34; 41; 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose board oversight of climate-related risks and opportunities?	110	p. 31; 34; 41; 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose a clearly defined strategy for improving the fleet fuel economy?	112	p. 57; 60-61; 65
	Does the company disclose relative targets towards improving its fleet fuel economy?	113	p. 57; 60-61; 65
	Does the company disclose absolute targets towards improving its fleet fuel economy?	114	p. 57; 60-61; 65
	Does the company disclose an implementation timeline towards improving its fleet fuel economy?	115	p. 57; 60-61; 65
	Does the company disclose metrics about fleet fuel consumption?	116	p. 65
	Does the company disclose the percentage of renewable fleet fuel consumed?	117	p. 65
	Is the company a supporter of the Taskforce on Climate-Related Financial Disclosures (TCFD)?	524	p. 69-72; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
	Does the company disclose its energy consumption from renewable sources?	569	p. 62-63
	Does the company disclose the percentage of energy used that is derived from renewable sources?	64	p. 62-63
	Does the company disclose its aggregate energy consumption from renewable sources?	65	p. 62-63
	Does the company disclose a breakout of the sources of the renewable energy used?	66	p. 62-63
	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. 62-63

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Environmental – Carbon and Climate	Does the company disclose metrics on its energy consumption from non-renewable sources?	570	p. 62-63
	Does the company disclose its aggregated energy consumption from non-renewable sources?	67	p. 62-63
	Does the company disclose the gross total of energy used that is derived from non-renewable sources?	68	p. 62-63
	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. 62-63
Environmental – Natural Resources	Does the company publicly report metrics on water use?	199	p. 64
	Does the company disclose its total water withdrawal?	200	p. 64
	Does the company disclose its total water consumption?	201	p. 64
	Does the company disclose its water usage by source?	202	p. 64
	Does the company disclose its water withdrawal from areas with high water stress?	203	p. 24; 64; N/A
	Does the company disclose the number of incidents of non-compliance associated with water permits, regulations or standards?	206	p. 64; N/A
	Does the company disclose metrics on its wastewater discharge?	208	p. 64
	Does the company disclose information about water recycled and reused?	210	p. 64
	Does the company disclose the presence of a biodiversity programme?	217	p. 10; 13; 39; 61 Environmental and Energy Policy
	What is the disclosed proportion of corporate operations in high water stress areas?	553	p. 24; 64; N/A
	Does the company disclose adapted water management in areas of high water stress?	554	p. 24; 64; N/A
	Does the company disclose risk evaluation that covers accessibility, availability or quality in areas of high water stress?	555	p. 24; 64; N/A
	Does the company disclose risk evaluation that covers water accessibility in areas of high water stress?	556	p. 24; 64; N/A
Environment – Waste and Toxicity	Does the company disclose metrics on its nitrogen oxides (NOx) emissions?	123	p. 63
	Does the company disclose metrics on its sulphur oxides (SOx) emissions?	124	p. 63
	Does the company disclose metrics on its volatile organic compounds (VOC) emissions?	125	p. 63
	Does the company disclose metrics on its particulate matter (PM) emissions?	127	p. 63
	Does the company disclose metrics on its hazardous air pollutants (HAP) emissions?	128	p. 63
	Does the company disclose the percentage of significant air emissions in or near areas of dense population?	137	p. 63
	Does the company disclose data on significant spills?	150	p. 7; 49; 65
	Does the company disclose the aggregate quantity of significant or reportable spills?	152	p. 49; 65
	Does the company disclose the percentage of spills recovered?	153	p. 49; 65
	Does the company disclose the number of significant or reportable spills?	151	p. 49; 65
	Does the company disclose metrics on its total hazardous waste?	159	p. 63
	Does the company disclose details regarding its hazardous waste management programme?	161	p. 63
	Does the company disclose information about non-hazardous waste?	162	p. 63
	Does the company disclose metrics on its non-hazardous waste generated?	163	p. 63

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Environment – Waste and Toxicity	Does the company disclose the percentage of non-hazardous waste recycled?	165	p. 63
	Does the company disclose the percentage of non-hazardous waste incinerated?	166	p. 63
	Does the company disclose information on its waste management and recycling programs?	168	p. 63
	Does the company disclose a business waste management programme?	174	p. 63
	Does the company disclose a business waste recycling programme?	169	p. 63
Social – Human Rights	Does the company embed in a public policy a commitment to adhere to internationally recognised human rights?	316	p. 37; Human Rights Policy
	Does the company disclose a human rights policy that addresses the protection of women's rights?	318	p. 37; Human Rights Policy
	Does the company disclose the existence of human rights training?	329	p. 37; Human Rights Policy
	Does the company embed in a public policy a commitment to respect the rights of indigenous peoples?	330	p. 37; 41; Human Rights Policy
	Does the company disclose a commitment to stakeholder involvement in the development of a human rights policy, the implementation of the policy, and/ or the evaluation of effective outcomes of the policy's implementation?	331	p. 37; 41; Human Rights Policy
	Does the company disclose a stakeholder grievance mechanism?	334	p. 38
	Does the company embed in a public policy an acknowledgement of the human right to water?	335	p. 37; Human Rights Policy
	Does the company disclose procedures to mitigate non-compliance with supplier policies?	344	p. 40
	Does the company disclose information on efforts to address the risks of human trafficking and slavery in the supply chain?	354	p. 38; 40 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. 36; 38; 40 Modern Slavery Statement ; Helix Supplier and Vendor Expectations
	Does the company disclose that it provides training on human trafficking and slavery to employees responsible for supply chain management?	358	p. 38
	Does the company embed in a public policy a commitment to adhering to the Universal Declaration of Human Rights?	376	p. 37; Human Rights Policy
	Does the company express a commitment to adhering to the UN Guiding Principles on Business and Human Rights?	544	p. 37; Human Rights Policy
	Does the company embed in a public policy a commitment to adhere to the UN Guiding Principles on Business and Human Rights?	379	p. 37; Human Rights Policy
	Does the company express an expectation on suppliers to respect internationally recognised human rights?	560	p. 37-38; 40; Human Rights Policy ; Helix Supplier and Vendor Expectations
	Does the company disclose that it contractually requires suppliers to respect internationally recognised human rights?	561	p. 37-38; 40; Human Rights Policy ; Helix Supplier and Vendor Expectations
	Does the company express an expectation on suppliers to adhere to the UN Guiding Principles on Business and Human Rights?	562	p. 37-38; 40; Human Rights Policy ; Helix Supplier and Vendor Expectations
	Does the company disclose that it contractually requires suppliers to adhere to the UN Guiding Principles on Business and Human Rights?	563	p. 37-38; 40; Human Rights Policy ; Helix Supplier and Vendor Expectations
	Does the company disclose metrics on supplier non-compliance with social expectations?	571	p. 40
	Does the company express a commitment to adhering to the UN Declaration on the Rights of Indigenous Peoples?	574	p. 37; Human Rights Policy
	Does the company express a commitment to adhering to ILO Convention 169 on Indigenous Peoples?	575	p. 37; Human Rights Policy

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Social – Human Rights	Does the company sustainability disclosure identify specific salient risks that its activities and business relationships pose on human rights?	381	p. 37; Human Rights Policy ; See also 2022 Helix ESG Sustainability Report
	Does the company disclose strategies to prevent and mitigate human rights risks identified in its sustainability disclosure?	382	p. 37; Human Rights Policy ; See also 2022 Helix ESG Sustainability Report
	Does the company express a commitment to ensuring that private security forces respect human rights?	389	p. 37; 39; 54; Human Rights Policy ; Health, Safety and Security Policy
	Does the company's publicly disclosed human rights policy include a guarantee of free, prior and informed consent (FPIC)?	404	Human Rights Policy
	Does the company disclose that it monitors employee satisfaction or engagement?	305	p. 27; 41; 44
	Does the company disclose a supplier policy that requires the respect of freedom of association?	363	p. 37; 40; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose a supplier policy that requires the respect of the right to collective bargaining?	364	p. 37; 40; 43-44; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose a supplier labour policy?	414	p. 40; Helix Supplier and Vendor Expectations
	Does the company disclose a supplier policy that prohibits the use of child labour?	360	p. 37; 40; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose a supplier policy that prohibits the use of forced labour?	361	p. 37; 40; Human Rights Policy and Helix Supplier and Vendor Expectations
	Does the company disclose a supplier policy that includes provisions on working time?	365	Helix Supplier and Vendor Expectations
	Does the company disclose a supplier policy that refers to adherence to the ILO Declaration on Fundamental Principles and Rights at Work?	367	p. 40; Helix Supplier and Vendor Expectations
	Does the company disclose a supplier policy that includes provisions on occupational health and safety?	461	p. 39-40; Health, Safety and Security Policy ; Helix Supplier and Vendor Expectations
	Does the company disclose metrics on corrective actions to mitigate suppliers' non-conformance regarding social issues?	416	p. 40
	Does the company disclose an anti-discrimination commitment covering specified demographic groups?	430	p. 37; Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of gender?	431	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of race?	432	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of disability?	433	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of ethnicity?	434	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of nationality?	435	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of religion?	436	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of sexual orientation?	437	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose a commitment against workplace discrimination on the grounds of gender identity?	438	p. 27; 37; 44-45 Human Rights Policy ; Helix Code of Business Conduct and Ethics

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Social – Human Rights	Does the company disclose metrics on racial diversity?	446	p. 7; 27-28; 31; 33
	Does the company disclose metrics on age diversity?	447	p. 28
	Does the company disclose metrics on ethnic diversity?	448	p. 7; 27-28; 31; 33
	Does the company disclose metrics on gender diversity?	449	p. 7; 27-29
	Does the company disclose a commitment to specific conventions or standards governing union rights?	457	p. 37; Human Rights Policy
	Does the company embed in a public policy a commitment to ensure a safe and healthy working environment for its workers?	459	p. 37; Health, Safety and Security Policy ; Environmental and Energy Policy
	Does the company disclose the priority non-conformance rate and associated corrective action rate for suppliers’ compliance with health and safety policies?	463	p. 37; Health, Safety and Security Policy ; Environmental and Energy Policy
	Does the company disclose occupational health and safety accident metrics?	468	p. 49
	Does the company disclose occupational health and safety injury metrics?	469	p. 49
	Does the company disclose occupational health and safety fatality metrics?	470	p. 49
	Does the company disclose the Near Miss Frequency Rate (NMFR)?	471	p. 49
	Does the company describe measures to improve its health and safety performance?	476	p. 50-53
	Does the company disclose quantitative targets in relation to its health and safety performance?	477	p. 50-53
	Does the company disclose its gender pay gap?	497	p. 44; UK Gender Pay Report
	Does the company disclose a commitment to pay a living wage?	484	p. 37; 43; Human Rights Policy
	Does the company provide a breakdown of gender pay gap figures?	502	p. 44; UK Gender Pay Report
	Does the company disclose the proportion of women across the total workforce?	513	p. 7; 28-29
	Does the company disclose the existence of occupational health and safety training?	528	p. 43; 50-53
	Does the company disclose a commitment to prohibit the use of child labour?	533	p. 37-38; Modern Slavery Statement ; Human Rights Policy
	Does the company disclose a commitment to prohibit the use of forced labour?	534	p. 37-38; Modern Slavery Statement ; Human Rights Policy
	Does the company disclose a commitment to respecting union rights?	535	p. 37; Human Rights Policy
	Does the company disclose a commitment to respecting workers’ freedom of association?	537	p. 37; Human Rights Policy
	Does the company disclose a commitment to respecting the right to collective bargaining?	538	p. 37; Human Rights Policy
	Does the company express a commitment to ensure a safe and healthy working environment?	540	p. 37; 49-53; Human Rights Policy
	Does the company refer to established international guidelines on health and safety management systems?	527	p. 39; 49-53; Health, Safety and Security Policy
	Does the company disclose a process for worker participation in workplace health and safety management?	529	p. 39; 49-53; Health, Safety and Security Policy
	Does the company disclose the existence of a systematic approach to identify strategic training needs?	576	p. 43; 50-53
	Does the company disclose the evaluation of training programmes?	577	p. 43
	Does the company disclose the average annual hours of training per employee?	578	p. 43
	Is the company’s sustainability reporting informed by GRI Standards?	241	p. 86-87
Social – Stakeholders and Society	What is the filing date of the company’s most recent CSR report/material?	246	November 1, 2023
	Does the company disclose the existence of a code of conduct on business ethics?	250	p. 36; Helix Code of Business Conduct and Ethics

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Social – Stakeholders and Society	Does the company disclose an audit process for compliance with its code of conduct?	251	p. 36; 40; Helix Code of Business Conduct and Ethics
	Does the company disclose the highest level of executive oversight for its anti-corruption programme?	256	p. 34; 37
	Does the company disclose that it provides anti-corruption training to all employees, including management?	258	p. 27; 37; Anti-Corruption Policy
	Does the company disclose metrics related to the number of inquiries, complaints, or issues received by the legal or compliance office via internal reporting systems (such as whistleblowers)?	261	p. 38
	Does the company disclose total monetary losses from legal proceedings associated with corruption?	264	p. 37; N/A
	Does the company expressly prohibit political donations?	267	p. 39; Helix Code of Business Conduct and Ethics
	Does the company disclose the monetary value of its political contributions by recipient?	270	p. 39; N/A
	Does the company disclose objectives related to political advocacy?	272	p. 39; 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. 31-34; 41; 57; 60; See also 2022 Helix ESG Sustainability Report
	Does the company disclose the existence of a dedicated Environment, Corporate Social Responsibility, Health and Safety, or Sustainability board committee?	276	p. 60; See also 2022 Helix ESG Sustainability Report
	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. 31-34; 41; 57; 60; See also 2022 Helix ESG Sustainability Report
	Does the company disclose that its Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee reports directly to the board of directors (or chaired by a named board member)?	278	p. 31-34; 41; 57; 60; See also 2022 Helix ESG Sustainability Report
	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. 45
	Does the company disclose whether its environmental management system (EMS) lead reports directly to the CEO/management board?	281	p. 34-35; See also 2022 Helix ESG Sustainability Report
	Does the company disclose that the Board of Directors has responsibility for the company’s human rights policy?	282	p. 34
	Does the company disclose a link between consideration of ESG risks and performance, and executive remuneration?	291	Helix 2023 Proxy ; Helix 8-K (February 17, 2023)
	Does the company disclose the existence of supplier sustainability audits?	373	p. 40; Helix Supplier and Vendor Expectations
	Does the company disclose the existence of supplier environmental audits?	370	p. 40
	Does the company disclose information about stakeholder engagements carried out during the past year?	403	p. 41
	Does the company embed in a public policy a commitment to free, prior and informed consent (FPIC)?	404	p. 37; Human Rights Policy
	Does the company provide country-by-country reporting of financial and economic information?	486	Helix 2023 Annual Report
	Does the company provide country-by-country figures on payments to governments?	490	p. 37; Helix 2023 Annual Report
	Countries for which the company discloses figures on payments to governments	485	p. 37; Helix 2023 Annual Report
	Total political contribution	515	p. 39; N/A
	Does the company disclose anti-corruption training?	531	p. 37
	Does the company disclose that it provides anti-corruption training to all employees, including management?	258	p. 27; 37
	Does the company disclose the existence of corruption risk assessments?	532	p. 37-38; 40

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Social – Stakeholders and Society	Does the company disclose a community consultation system that includes a stakeholder identification process?	536	p. 34; 37; 41
	Does the company disclose the monetary value of lobbying activity?	539	p. 39; N/A
	Does the company disclose an anti-corruption due diligence process for third parties?	552	p. 37-38; 40
	Does the company disclose rules on gifts and/or entertainment?	557	p. 36; Helix Code of Business Conduct and Ethics
	Does the company embed in a public policy a prohibition on bribery?	559	p. 37; Anti-Corruption Policy
	Does the company embed in a public policy a prohibition on facilitation payments?	558	p. 37; Anti-Corruption Policy
	Does the company disclose the existence of an anonymous whistleblower mechanism for employees?	564	p. 38
	Does the company disclose the existence of a confidential whistleblower mechanism for employees?	565	p. 38
	Does the company disclose an express commitment to not retaliate against whistleblowers?	566	p. 38
	Does the company publicly disclose the reporting channel (phone number, e-mail address, link to reporting platform) to a whistleblower mechanism for employees?	567	p. 38
	Does the company disclose political contributions?	568	p. 39; N/A
Social – Product Safety, Quality and Brand	Does the company disclose information about customer satisfaction or retention?	307	p. 30; 35; 53
	Does the company disclose information on notices of violations received for non-conformance with regulatory labeling and/or marketing codes?	308	p. 16; N/A
	Does the company disclose the amount of legal and regulatory fines, settlements, and enforcement actions associated with false, deceptive, or unfair marketing, labelling and advertising?	309	p. 16; N/A
Governance – Board Structure	How many directors are on the board?	9	p. 33; Helix 2023 Annual Report ; Helix 2023 Proxy
	What percentage of the board is independent based on an ISS local market classification?	10	p. 31-33; Helix 2023 Proxy
	What percentage of non-executive directors has lengthy tenure?	13	p. 33; Helix 2023 Proxy
	What is the classification of the Board Chair?	14	p. 31-33; Helix 2023 Proxy
	Does the Company have a Lead Director?	16	p. 31-33; Helix 2023 Proxy
	What percentage of the nominating committee is independent according to the ISS local market classification?	19	p. 31-33; 39; Helix 2023 Proxy
	What is the classification of the nominating committee chair?	23	p. 31-33; Helix 2023 Proxy
	What percentage of the compensation committee is independent according to the ISS local market classification?	25	p. 31-33; Helix 2023 Proxy
	Are there executive directors on the compensation committee?	27	p. 31-33; Helix 2023 Proxy
	What is the classification of the compensation committee chair?	28	p. 31-33; Helix 2023 Proxy
	What percentage of the audit committee is independent according to the ISS local market classification?	31	p. 31-33; Helix 2023 Proxy
	Are there executive directors on the audit committee?	33	p. 31-33; Helix 2023 Proxy
	What is the classification of the audit committee chair?	34	p. 31-33; Helix 2023 Proxy
	How many executive directors are overboarded?	36	Helix 2023 Proxy
	Is the CEO overboarded?	37	Helix 2023 Proxy
	How many non-executive directors are overboarded?	38	Helix 2023 Proxy

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Governance – Board Structure	Is the Board Chair overboarded?	39	Helix 2023 Proxy
	Does the company disclose an annual board performance evaluation policy?	41	p. 34; Helix 2023 Proxy
	What percentage of the directors attended less than seventy-five percent of all meetings?	44	Helix 2023 Proxy
	Did any director attend less than seventy-five percent of all meetings without a valid reason?	45	Helix 2023 Proxy
	Does the company disclose governance guidelines?	46	Corporate Governance Guidelines
	How many directors received a majority of against or withhold votes?	49	Helix 8-K (May 17, 2023)
	What percentage of the directors are involved in material related party transactions?	50	Helix 2023 Proxy
	Are the directors with related party transactions on key board committees?	51	Helix 2023 Proxy
	Has the board adequately addressed a shareholder proposal supported by a majority vote?	99	Helix 2023 Proxy
	What percentage of outstanding stock do directors and executives own?	140	Helix 2023 Proxy
	Are directors subject to stock ownership guidelines?	143	p. 34; Helix 2023 Proxy
	What percentage of directors with more than one year tenure own stock?	144	Helix 2023 Proxy
	What percentage of the board consists of immediate family members of majority shareholders, executives, and former executives?	205	Helix 2023 Proxy
	What percentage of the board are former or current employees of the company?	206	p. 32-33; Helix 2023 Proxy
	What is the quorum for director meetings?	215	Helix 2023 Proxy
	Are there material related-party transactions involving the CEO?	216	Helix 2023 Proxy
	Did any executive or director pledge company shares?	243	Helix 2023 Proxy
	Does the company have an anti-hedging policy for directors and executives?	244	Helix 2023 Proxy
	How many women are on the board?	304	p. 31; 33; Helix 2023 Proxy
	Are there executive directors on the nominating committee?	306	p. 33; Helix 2023 Proxy
	How many directors are overboarded?	309	Helix 2023 Proxy
	What percentage of directors received vote support below eighty percent?	312	Helix 8-K (May 21, 2021) ; Helix 8-K (May 20, 2022) ; Helix 8-K (May 17, 2023)
	What was the average total compensation for non-executive directors as a multiple of the median of the company's peers?	315	Helix 2023 Proxy
	Does the company disclose related party transactions?	336	Helix 2023 Proxy
	Has ISS identified problematic governance practices?	345	Helix 2023 Proxy
	Does the company disclose a CEO and key executive succession plan?	348	p. 31-32; 34; 45; Helix 2023 Proxy
	Does the board have a retirement and/or tenure policy?	349	p. 31; 34; Helix 2023 Proxy
	Has the board adequately responded to low vote support for a management proposal?	350	Helix 8-K (May 20, 2022) ; Helix 8-K (May 27, 2022) ; Helix 8-K (September 26, 2022) ; Helix 2023 Proxy
	What is the percentage of women on the board?	354	p. 31;33
	What percentage of non-executive directors has been on the board less than six years?	355	p. 33; Helix 2023 Proxy
	What percentage of the board is independent based on an ISS global classification?	378	p. 32; Helix 2023 Proxy
	What percentage of the nominating committee is independent based on an ISS global classification?	380	p. 32-33; Helix 2023 Proxy

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Governance – Board Structure	What percentage of the compensation committee is independent based on an ISS global classification?	381	p. 32-33; Helix 2023 Proxy
	What percentage of the audit committee is independent based on an ISS global classification?	382	p. 32-33; Helix 2023 Proxy
	What was the lowest percentage of vote support for management-nominated directors?	383	Helix 8-K (May 17, 2023)
	How many women are in board leadership roles?	386	p. 33; Helix 2023 Proxy
	How many women are executives at the company?	387	p. 35
	What is the standard deviation of director age?	388	Helix 2023 Proxy
	What is the standard deviation of director tenure?	389	Helix 2023 Proxy
	Does the board exhibit ethnic diversity?	390	p. 32-33; Helix 2023 Proxy
	What was the percentage of vote support for the CEO?	391	Helix 8-K (May 21, 2021)
	What was the percentage of vote support for the Board Chair?	392	Helix 8-K (May 17, 2023)
	What percentage of the board has familial relationships with other directors?	401	Helix 2023 Proxy
	What is the disclosure level of the company's board and executive aggregate diversity data?	413	p. 7; 28; 31;33; 35; Helix 2023 Proxy
	Does the company have a gender diversity statement for the board and/or executives?	424	p. 7; 31; 33; 44-45; Helix 8-K (September 26, 2022) ; Helix 2023 Proxy ; See also Helix ESG Sustainability Report
	Does the board exhibit diversity based on aggregate disclosure?	425	p. 7; 31;33; Helix 2023 Proxy
	Do executives exhibit diversity based on aggregate disclosure?	426	p. 7; 28; 35
	Do executive or senior level officials and managers exhibit ethnic and racial diversity?	430	p. 7; 28; 35
	Do executive or senior level officials and managers exhibit gender diversity?	431	p. 7; 28; 35
	Do the leaders on the board exhibit ethnic diversity?	434	p. 31; 33; Helix 2023 Proxy
	Did any executive or director pledge company shares?	243	Helix 2023 Proxy
Governance – Audit/Risk	Non-audit fees represent what percentage of total fees?	1	Helix 2023 Proxy
	Has a regulator initiated enforcement action against the company in the past two years?	5	Helix 2023 Proxy
	How many financial experts serve on the audit committee?	6	Helix 2023 Proxy
	Has a regulator initiated an enforcement action against a director or executive in the past two years?	200	Helix 2023 Proxy ; Helix 2023 Annual Report
	Has a regulator initiated an investigation of the company, directors, or executives?	201	Helix 2023 Proxy ; Helix 2023 Annual Report
	What is the tenure of the external auditor?	347	Helix 2023 Proxy
	What percentage of the sustainability committee is independent?	396	p. 31; 32; 34; Helix 2023 Proxy
	Does the company disclose an approach on identifying and mitigating information security risks?	402	p. 34; 39; 43; 54; Helix 2023 Annual Report ; Helix 2023 Proxy
	What percentage of the committee responsible for information security is independent?	403	p. 31-34; Helix 2023 Proxy
	How often does senior leadership brief the board on information security matters?	404	p. 54; Helix 2023 Annual Report ; Helix 2023 Proxy
	How many directors with information security experience are on the board?	405	Helix 2023 Proxy
	What are the net expenses incurred from information security breaches over the last three years relative to total revenue?	406	p. 54; N/A

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
Governance – Audit/Risk	Has the company experienced an information security breach in the last three years?	407	p. 54
	What are the net expenses incurred from information security breach penalties and settlements over the last three years relative to total revenue?	408	p. 54; N/A
	Does the company have information security risk insurance?	409	p. 54
	Is the company externally audited or certified by top information security standards?	410	p. 54
	Does the company have an information security training program?	411	p. 54
	How long ago did the most recent information security breach occur?	412	p. 54
	What percentage of the committee responsible for health and safety is independent?	417	p. 32; Helix 2023 Proxy
	What percentage of the committee responsible for risk is independent?	418	p. 32; Helix 2023 Proxy
	What percentage of the committee responsible for succession is independent?	421	p. 32; Helix 2023 Proxy
	How many directors have climate skills?	438	Helix 2023 Proxy
	How many directors have diversity, equity, and inclusion skills?	439	Helix 2023 Proxy
	What is the average percentage of director skills?	440	Helix 2023 Proxy
	Does the company disclose its third-party information security risks?	441	p. 54
	What percentage of the committee responsible for human capital management is independent?	447	p. 32; Helix 2023 Proxy
	What percentage of the committee responsible for climate is independent?	448	p. 32; Helix 2023 Proxy
Governance – Compensation	What is the disclosure level of performance measures for the executive short-term incentive plan?	113	Helix 2023 Proxy ; Helix 8-K (February 17, 2023)

GRI			
CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	201-1 (11.14.2)	Helix 2023 Annual Report
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	201-2 (11.2.2)	p. 57-58; 60-65; TCFD Performance Table (p. 69-72); See also 2022 Helix ESG Sustainability Report
GRI 205: Anticorruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption	205-1 (11.20.2)	p. 37-38; 40
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	205-2 (11.20.3)	p. 27; 37
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	205-3 (11.20.4)	p. 37
GRI 207: Tax 2019	Disclosure 207-1 Approach to tax	207-1 (11.21.4)	Helix Global Tax Strategy
	Disclosure 207-4 Country-by-country reporting	207-4 (11.21.7)	Helix 2023 Annual Report
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions	305-1 (11.3.2)	p. 58; 60; 63
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	305-2	p. 58; 60; 63
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	305-3	p. 58; 60; 63
	Disclosure 305-4 GHG emissions intensity	305-4	p. 58; 61; 63
	Disclosure 305-5 Reduction of GHG emissions	305-5 (11.2.3)	p. 57-58; 60-61; Environmental and Energy Policy
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1 (11.4.2)	p.24-25; 39; 61; 64
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	304-2 (11.4.3)	p.24-25; 39; 61; 64
	Disclosure 304-3 Habitats protected or restored	304-3 (11.4.4)	p.24-25; 39; 61; 64
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste-related impacts	306-1 (11.5.2)	p. 63
	Disclosure 306-3 Waste generated	306-3 (11.5.4)	p. 63
	Disclosure 306-4 Waste diverted from disposal	306-4 (11.5.5)	p. 63-64
	Disclosure 306-5 Waste directed to disposal	306-5 (11.5.6)	p. 63-64
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	303-1 (11.6.2)	p. 24-25; 64
	Disclosure 303-2 Management of water discharge-related impacts	303-2 (11.6.3)	p. 24-25; 64
	Disclosure 303-3 Water withdrawal	303-3 (11.6.4)	p. 24-25; 64
	Disclosure 303-4 Water discharge	303-4 (11.6.5)	p. 24-25; 64
	Disclosure 303-5 Water consumption	303-5 (11.6.6)	p. 24-25; 64

CATEGORY	METRIC	INDICATOR	RELEVANT HELIX DISCLOSURE
GRI 306: Effluents and Waste 2016	Disclosure 306-3 Significant spills	306-3 (11.8.2)	p. 49; 65
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	403-1 (11.9.2)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	403-2 (11.9.3)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-3 Occupational health services	403-3 (11.9.4)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	403-4 (11.9.5)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-5 Worker training on occupational health and safety	403-5 (11.9.6)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-6 Promotion of worker health	403-6 (11.9.7)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7 (11.9.8)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-8 Workers covered by an occupational health and safety management system	403-8 (11.9.9)	p. 39; 50-53; Health, Safety and Security Policy
	Disclosure 403-9 Work-related injuries	403-9 (11.9.10)	p. 7; 49
	Disclosure 403-10 Work-related ill health	403-10 (11.9.11)	p. 7; 49
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	401-1 (11.10.2)	p. 27
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2 (11.10.3)	p. 43-45
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	404-1 (11.10.6)	p. 43; 50-53
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	404-2 (11.10.7)	p. 27; 43-44; 50-54
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	405-1 (11.11.5)	p. 7; 27-28; 33; 35; 44-45; Helix 2023 Proxy ; Helix 8-K (September 26, 2022)
GRI 409: Forced or Compulsory Labor 2016	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1 (11.12.2)	p. 37; Human Rights Policy
GRI 407: Freedom of Association and Collective Bargaining 2016	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1 (11.13.2)	p. 37; Human Rights Policy
GRI 415: Public Policy 2016	Disclosure 415-1 Political contributions	415-1 (11.22.2)	p. 39



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