

2024 Corporate Sustainability Report

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. We endeavor to continually learn from our operations, partners and clients.

We are transparent about our actual performance and we believe that transparency enhances our accountability and acts both to demonstrate our value and as a stimulus for future improvement.

In this report

Welcome		Our Sustainability	36
2023 Business Highlights	4	Conservation and Our Sustainability Strategy.....	37
Our Assets	5	Fuel Management	38
Letter to Our Stakeholders.....	6	Helix vs. Drillships	40
		Energy and Electricity Management	41
Our Company	8	Air Management.....	43
Sustainability Priorities	9	Waste Management.....	43
Global Operations Map.....	10	Water Management	44
Our Key Services	11	Our Emissions Targets and Performance	46
Helix's Energy Transition Strategy	12	Climate Change - Risks and Opportunities	52
		Case Study: Helix Robotics Solutions Northern Lights Carbon Capture and Storage Trenching Project	55
People and Communities	13	Health and Safety	56
2023 Global Workforce Profile	14	Culture of Safety	57
Talent Management and Engagement.....	15	2023 Safety Snapshot.....	62
Resources and Benefits	19		
Human Rights, Anti-Slavery and Anti-Human Trafficking	21	Appendix	63
Community Engagement	22	Abbreviations, Terms and Glossary	63
		Data Table 2021-2023	65
Leadership and Governance	23	TCFD Performance Table	81
Our Board of Directors	24	SASB Performance Table	85
Our Board Committees.....	26	ISS	87
Helix's Key Policies and Practices.....	30	GRI	105
Cybersecurity	33	About this Report	107
Helix's Stakeholder Engagement.....	35	Assurance and Review	107
		Forward-Looking Statements	107

2023 BUSINESS HIGHLIGHTS

Financial Highlights

Total Net Revenue
\$1.29B

Liquidity
\$431M

NYSE
HLX

Human Capital Highlights



2,500+

Global Employees
Representing 37 Nationalities

Corporate Highlights



Corporate Headquarters

Houston, Texas, USA



Global Offices

Houston, Texas; Houma, Louisiana;
Aberdeen, United Kingdom;
Rio de Janeiro, Brazil; Singapore



30+ Vessels

Global fleet of Well Intervention,
Robotics and Shallow Water
Abandonment Vessels

7

Well Intervention
Vessels

6

Robotics Support
Vessels

46

Robotics
Assets

20

Shallow Water
Abandonment
Vessels

Market Segment Highlights

Total Decommissioning

57%

Deep Water
65%



Shallow Water
35%

Total Production Maximization

33%

Deep Water
96%



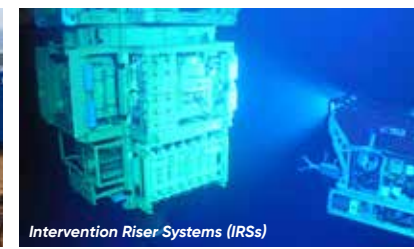
Shallow Water
4%

Renewables
8%

Other
2%

In 2023, revenues derived from offshore renewable energy contracts accounted for 42% of our global Robotics segment revenues.

OUR ASSETS



LETTER TO OUR STAKEHOLDERS

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

This Sustainability Report offers an excellent opportunity to not only reflect on our 2023 initiatives, but also to describe our strategy and business model in the context of Sustainability. Helix had strong operating performance in 2023, as we continued to reap the benefits of our Energy Transition strategy. Since 2012, the Helix business model has been focused on the late life aspects of the Oil & Gas market and providing specialty support to the development of offshore wind Renewables and energy. Through the years, we have maintained incremental growth and a strong balance sheet with an overarching focus on our **Safety, Sustainability** and **Value Creation**. We offer services in three areas key to our Energy Transition strategy:

First is **maximizing existing reserves**, thereby mitigating the need to drill new wells by extending the useful lives of existing wells and preserving the environment by preventing uncontrolled releases of oil and natural gas. This incorporates a variety of services including subsea access for production enhancement, well intervention, marginal field production processing, blowout containment, contingency services and end of life operating and reservoir management with the potential for owning and operating end of life fields. This market is growing as the number of mature deepwater fields grows, and we have decades of experience in technology-enhancing efficiencies.

Second is **offshore abandonment and decommissioning**. This includes shallow-water, full field abandonment of wells, pipelines and facilities and deepwater subsea decommissioning,

including well P&A. Our acquisition of Alliance in 2022 bolstered our offshore abandonment and decommissioning services by adding shallow water assets to our fleet. In 2023 we continued integrating Alliance to align practices and protocols with Helix's methodologies.

We believe the Gulf of Mexico shelf will be a strong demand-driven market. Full-field abandonment utilizes a variety of assets, resources and capabilities, and we are well positioned with a meaningful share of all classes of assets enabling us to work under multiple contracting methods. We are the only contractor capable of offering a truly integrated service thereby enhancing efficiencies for our customers in which we can align our strategic goals including those related to decreasing emissions and preserving the biodiversity of the environments where we operate. This capability and expertise is scalable as we see strong markets developing globally, especially in Brazil and Australia.

The third area includes specialty support services for the development of **renewable energy projects**, namely offshore wind farms, which includes jet and cutter trenching of cables, boulder site clearance and unexploded ordnance (UXO) clearance. Helix is the global leader for jet and cutter trenching of cables, and we see continuing demand in this space. Our suite of trenchers and ROVs are actively renewed to maintain quality, operational credibility and continued strong performance. We've entered the boulder removal market and recently added in-house capability for UXO removal. We've leveraged our expertise and established our credibility in this

market, where we foresee an increasing number of opportunities for further growth.

Critically, each of these areas is grounded in the spirit of Sustainability. Sustainability initiatives remain important factors in assessing a company's outlook, and we recognize that investors look to identify factors that they believe inform a company's ability to create long-term value. Executing on our Energy Transition strategy, our 2023 results showed significant improvements as compared to 2022, as utilization and rates improved across all of our operating segments, we benefitted from a strong oil and gas market, customers continued to demand our renewables offerings, and there was robust decommissioning demand globally. In 2024 we are building on our 2023 performance as we continue to execute on our strategy of becoming the preeminent offshore Energy Transition company.

These areas remain the foundation for our business, and each one shows promise for sustainable growth. We always explore opportunities that prioritize shareholder return, and we believe we're being patient and selective with these opportunities.

This Report will provide insight into the progress we are making with respect to our Sustainability initiatives, specifically human capital management and climate change. Most importantly, we recognize these initiatives as foundations of our business, and drivers of our model and our success.







Our Company

Helix Energy Solutions provides specialty services to the offshore energy industry with a focus on well intervention, decommissioning 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 four decades of operation, Helix has evolved into a company whose service segments not only support offshore oil and gas producers but also energy security and energy transition. These services can be broken into three primary segments including (i) maximizing existing reserves, (ii) plug and 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, including potential methane leakage in Gulf of Mexico shelf;
- Asset retirement obligation (ARO) solutions; and
- Operations that are quicker and more efficient than a conventional drilling vessel (drillship).



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.



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.



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.



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.

Health and Safety

With over 2,000 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.



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.



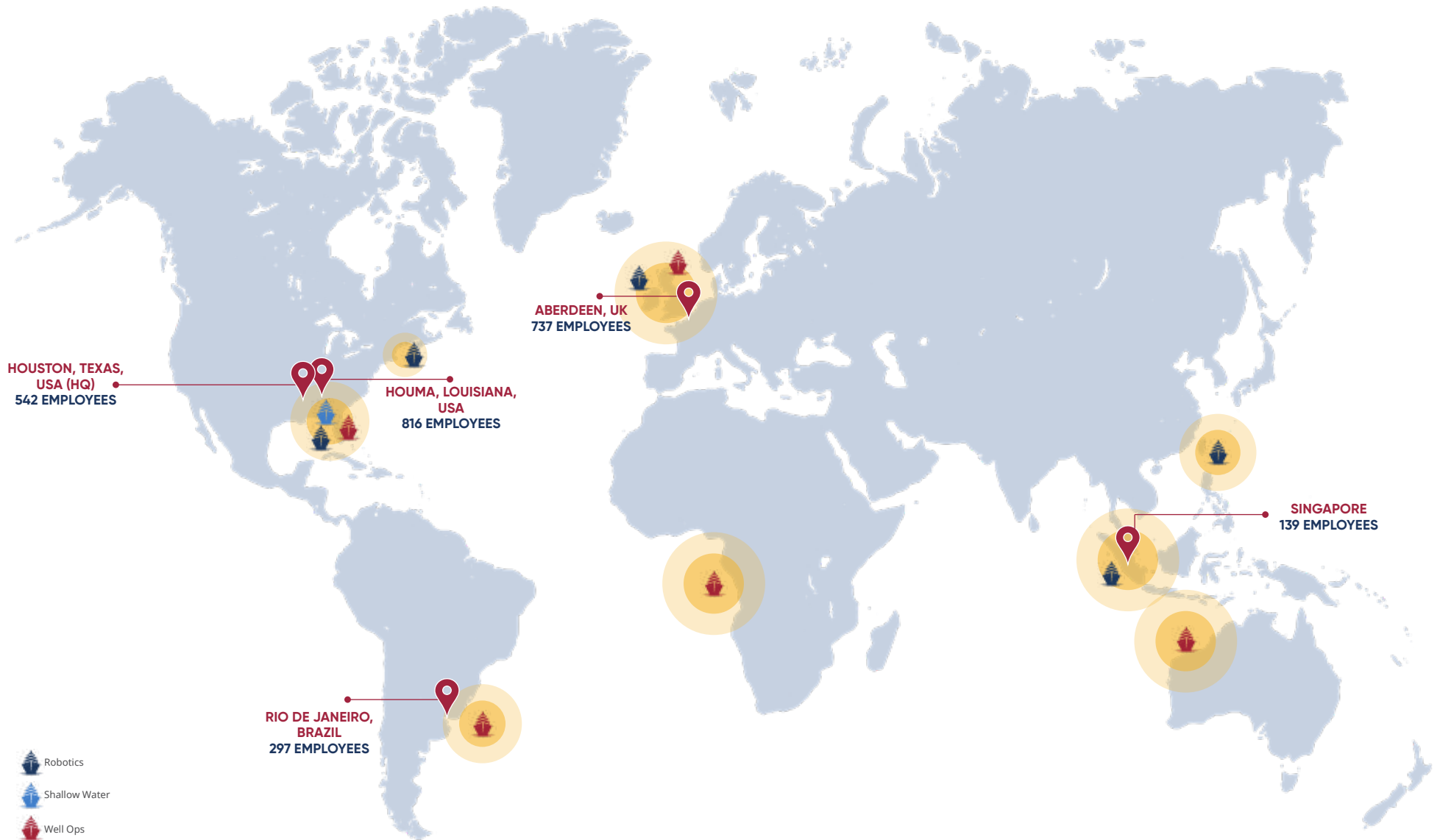
Ethics

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.



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.*



-  Robotics
-  Shallow Water
-  Well Ops

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

OUR KEY SERVICES

What We Do

Well Intervention & Robotics Services

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

Offshore Renewables Services

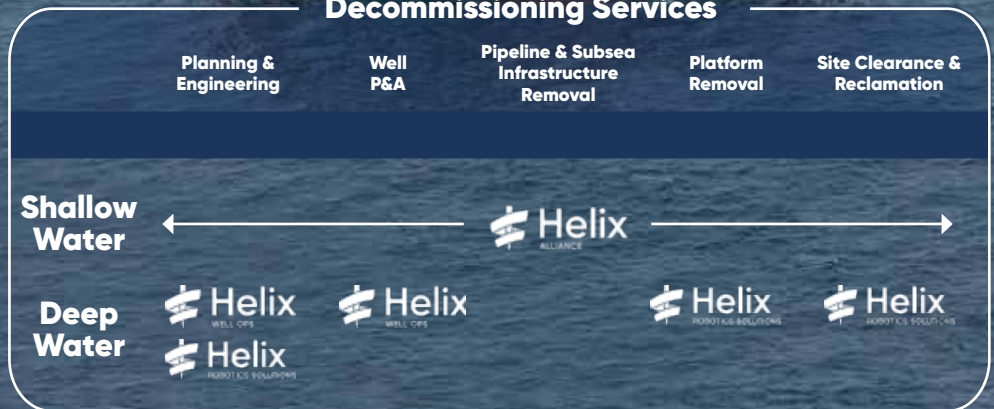
- ✓ Inter-Array Cable Burial
- ✓ Unexploded Ordnance Survey
- ✓ Boulder Clearance
- ✓ Subsea Trenching

What We DON'T Do

- ✗ Ownership of Onshore Wells
- ✗ Hydraulic Fracturing
- ✗ Drilling



Decommissioning Services



HELIX'S ENERGY TRANSITION STRATEGY



Maximize Existing Reserves

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.

SERVICES INCLUDE:

- Production Enhancement
- Water Shut Off
- Reservoir Management
- Tree Change Out
- Wireline, Slickline & Coiled Tubing Workover
- Downhole Safety Valve (DHSV) Lockout
- Scale Squeeze & Stimulation
- Reperforation
- Inspection, Repair & Maintenance (IRM)



Decommissioning Services

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.

SERVICES INCLUDE:

- Abandonment of Temporarily Suspended Wells
- Cement Remediation
- Pipeline Abandonment Services
- Reclamation & Remediation Services
- Wellhead Removal
- Seabed Infrastructure Removal
- Through Tubing Abandonment & Removal
- Upper Plug & Abandonment
- Production Tubing Recovery



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.

SERVICES INCLUDE:

- Offshore Wind Farm Inter-Array Cable Burial
- Interconnector Cable Burial
- Unexploded Ordnance Survey & Clearance
- Mattress Installation & Removal
- Boulder Removal & Route Preparation
- Cable Repair
- Export Cable Burial for Power Transportation from Offshore Wind Farm to Shore
- Air Diving
- Scour Protection
- Installation Support, Both Onshore & Offshore
- Engineering (Embedded & Consulting)
- Decommissioning

People and Communities

Investing in Our People

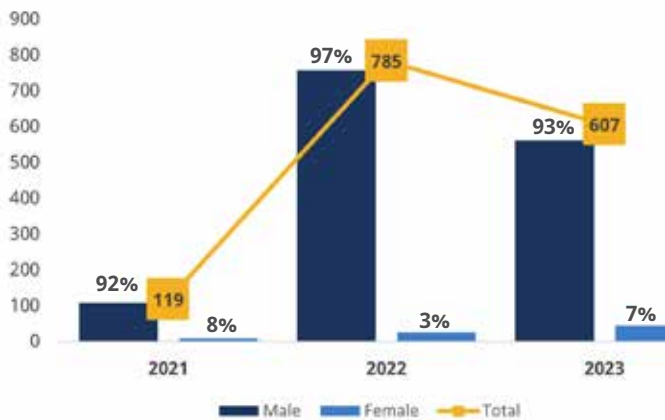
Our people are the lifeblood of our organization and enable us to provide services with the safety and precision necessary when operating in an unforgiving environment. We focus on not only attracting a diverse workforce for our onshore and offshore positions, but also retaining these employees. In order 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

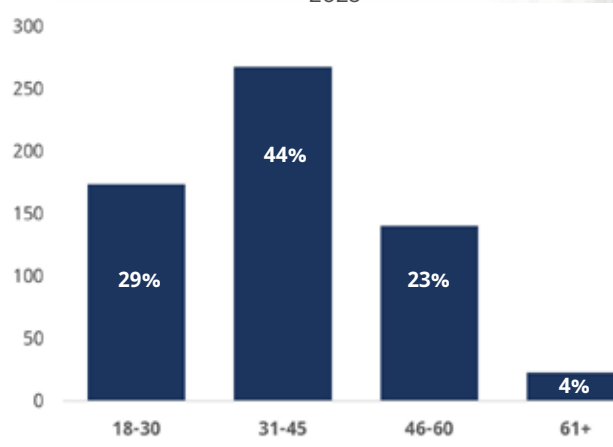
We strive to ensure our recruitment and selection process is bias-free and identifies the best candidates with the most suitable knowledge, skills, and experience through inclusive interviewing and selection training. Employing people with different backgrounds, experiences, and perspectives is important to Helix, and to reinforce this commitment in the US 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 allows 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. Hiring a diverse talent based is important to Helix but can prove challenging due to the nature of offshore employment and the greater ratio of male applicants for these positions compared to female applicants. This is seen across all of our geographic locations.



Hiring Trends¹
2021-2023



New Hires by Age²
2023

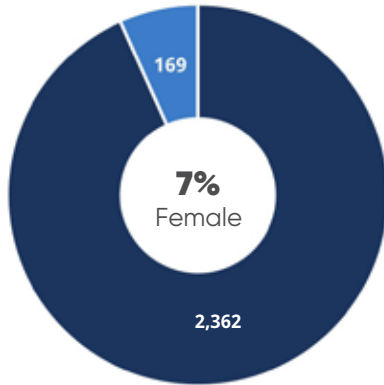


¹ Excludes Helix Alliance employees.

² Includes Helix Alliance employees.

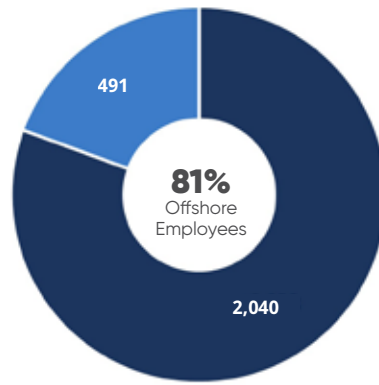
2023 GLOBAL WORKFORCE PROFILE¹

Global Workforce
by Gender



■ Male ■ Female

Global Workforce
Offshore vs. Onshore



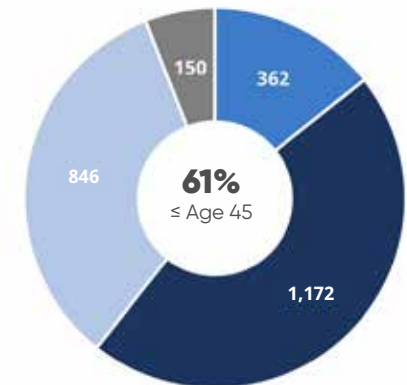
■ Offshore ■ Onshore

Global Workforce
by Region



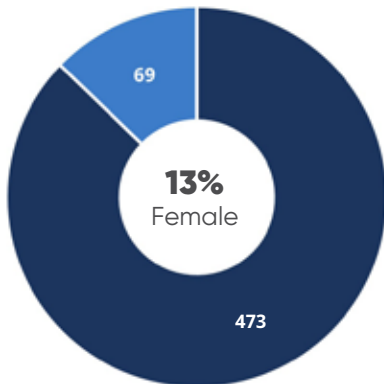
■ US ■ UK ■ APAC ■ Brazil ■ Alliance

Global Workforce
by Age



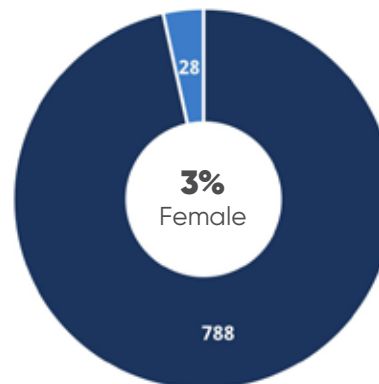
■ 18-30 ■ 31-45 ■ 46-60 ■ 61+

US Workforce
by Gender



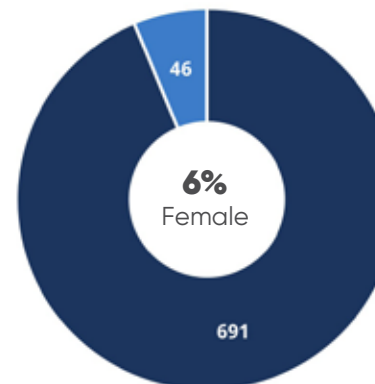
■ Male ■ Female

Alliance Workforce
by Gender



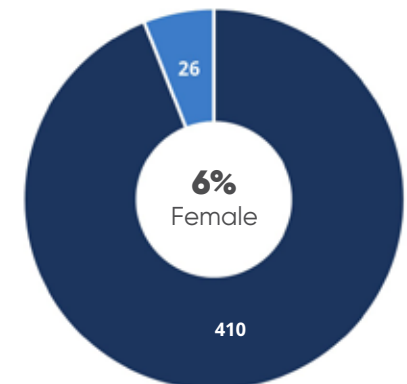
■ Male ■ Female

UK Workforce
by Gender



■ Male ■ Female

Brazil and Singapore Workforce
by Gender



■ Male ■ Female

2,531
Total Global
Employees

95% Employees
Full-Time

41% of Female
Employees are
Managers/Professionals

42% of Employees of an
Underrepresented Racial/
Ethnic Group* are
Managers/Professionals

31% of Onshore
Employees are
Female

¹ As of December 31, 2023.
* Self-Identification limited to US and Singapore personnel.

TALENT MANAGEMENT AND ENGAGEMENT

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 2023, Helix’s global voluntary turnover rate was approximately 14%¹ which was a slight increase from the voluntary turnover rate of 12.5%² the prior year. In addition to tracking turnover, we also track the tenure of employees. In 2023, 47% of our workforce² had been with Helix for five years or longer. In 2024, we conducted a global Employee Engagement Survey to better understand our human capital risks and our employees “intent to stay.” We plan to use this information to better develop our policies and practices for retaining our current talent. Please see the Employee Engagement section on p. 16 for more information on the survey.

Talent Development

Employees receive training throughout their career at Helix beginning with orientation. Each business unit maintains a training register specific to each position in such business unit known as a Qualification and Training Matrix. This is particularly important for our offshore workforce to ensure they maintain their certifications for offshore work. The matrix delineates 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.

In-person and/or online training is delivered to our employees to provide training for their specific

skillset which may include safety trainings such as 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 with such training further detailed on p. 57 and corporate trainings such as guidance on our Code, anti-bribery laws, anti-human trafficking and/or cybersecurity to the extent applicable. 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. Training our current employees enables our initiative to promote from within.

Progressive Discipline

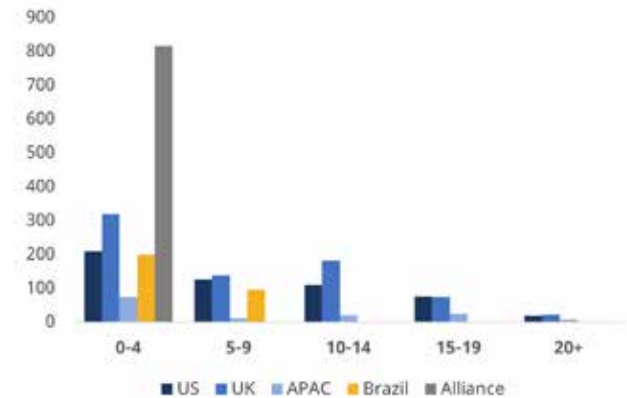
In the event Helix becomes aware that an employee has breached our Code, Modern Slavery Statement, Human Rights Policy, or any other applicable policy, we implement a progressive discipline strategy in which the discipline aligns with the violation. The progressive discipline we employ may include oral 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 and any prior infractions.

Global Voluntary Turnover Rate 14%¹

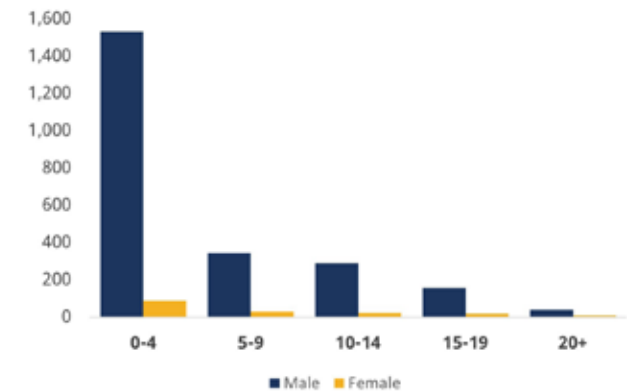
Promotion From Within

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.

2023 Years of Service³
by Region



2023 Years of Service³
by Gender



¹ Includes Helix Alliance employees.

² Excludes Helix Alliance employees.

³ Alliance years of service begin July 1, 2022, the date of Helix’s acquisition.

TALENT MANAGEMENT AND ENGAGEMENT

Employee Engagement

Historically, specific business units would conduct Employee Engagement Surveys to collect feedback on employee satisfaction. This provided a good understanding of the varying needs and interests that may impact employees at a regional level. While this has provided good insight and continues to be utilized, in 2024 we partnered with a third-party service provider to anonymously survey our employees globally across a variety of topics including their engagement with the Company. This survey was executed in Q2 of 2024 and we believe that this will provide Helix with valuable information to further promote the health, welfare and happiness of our workforce.

Gender Pay Report

In 2023, we completed the annual Gender Pay Report for one of our UK subsidiaries ([available here](#)) where we analyzed the representation and pay of our UK offshore employees on a snapshot date. It is generally recognized in the industry that there is a significant imbalance in representation across offshore employees, skewing heavily male. We acknowledge that the percentage of female employees working in our UK offshore operations falls below the average, and we are striving to address this.

Globally we are making progress, as noted in the “Hiring Trends” chart on p. 13 where we have seen an increase in the absolute number of women being hired since 2021 and an increase in the percentage of women being hired compared to men increasing from 3% in 2022 to 7% in 2023.

The 2023 UK 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.

Diverse Talent Pool

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:

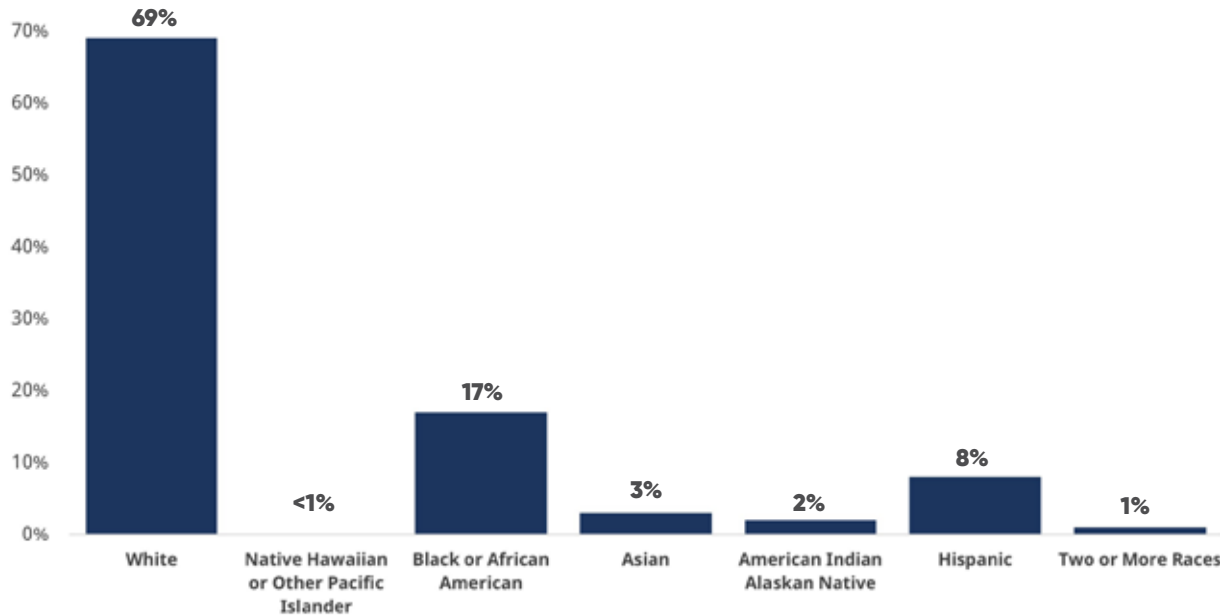
- **Recruiting** – Continuous improvement of our recruitment practices, increasingly relying on social media to raise awareness of open positions to attract a wider audience for recruitment. We encourage female employees to join our team at all levels. Through our Employee Resource Group, Women’s LEAD, we continue to evaluate how to better recruit female employees to a predominantly male 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, socioeconomic background or any other basis that would violate 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 US 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 allows the focus to remain on the qualifications of the applicant.



TALENT MANAGEMENT AND ENGAGEMENT

- Equity and Benefits** – Helix reviews its compensation and benefits 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.

Helix US and Singapore Workforce* Self-Identified Ethnicities



*Responses represent ~51% of global employees. Includes Helix Alliance employees.



Women's LEAD Resource Group

2023 was the inaugural year of Helix's first Employee Resource Group – Women's Leadership, Education and Development (LEAD). Pioneered by our Sustainability and Compliance Office and sponsored by our Chief Operating Officer, this group is the first of its kind at Helix and has local support in the US, UK and Brazil.

In 2023, held local meetings in our Houston headquarters, our Brazil office and our UK office and Women's LEAD managed the holiday food drive in Houston.





Helix

T1500

Helix

RESOURCES AND BENEFITS

Compensation and Performance

During 2023, 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 401(k) plan in the US and a pension plan in the UK, both with employer matching;**
- **An Employee Stock Purchase Plan;**
- **Participation in the performance-based short term incentive (bonus) program;**
- **Paid time off which includes at least 10 paid holidays, as well as bereavement leave, sick leave and paid time off for voting and jury service;**
- **A health savings plan with a Company contribution for employees in the US; and**
- **An 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.

Employee Assistance Program

To provide support for our employees and their mental well-being 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 US and a pension plan in the UK. Third-party financial professionals are available to provide our employees free comprehensive financial education resources and programs.

19% of Employees Covered by Collective Bargaining Agreements

Discounted Services

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

Personalized Wellness Coaching

Helix partners with Comp Psych to offer 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.



RESOURCES AND BENEFITS

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 US or an international telephone number outside the US. 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. In addition to e-mail reminders, we have posters on all of our vessels and onshore offices. The number of Hotline reports continued to decline from seven reports in 2022 to six reports in 2023 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.

In 2023, our reporting Hotline received 6 reported inquiries or concerns. As of the date of this Report, all 2023 Hotline reports have been resolved.



HUMAN RIGHTS, ANTI-SLAVERY AND ANTI-HUMAN TRAFFICKING

Helix is committed to respecting and protecting human rights everywhere we operate and expect similar standards of suppliers, vendors and partners, including requiring periodic assessments and audits to confirm there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to prevent slavery and human trafficking from taking place anywhere in our supply chains.

We suffered no controversy linked to labor standards or a "living wage" in 2023.

We have designed workplace policies and procedures to prevent slavery and human trafficking from taking place within our organization or anywhere in our supply chain.

Helix commits to providing fair and equitable wages and benefits in accordance with local laws to our employees.

We evaluate and monitor the social landscape in the communities in which we work, and 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 to spot potential slavery or trafficking in Helix's supply chain.

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.



COMMUNITY ENGAGEMENT

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 2023 examples include:

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 nonperishables and preparing nutritious hot meals.

Aberdeen Food Bank

Our Aberdeen office hosted a food drive to support the local food bank.

Cash for Kids

In December, our Aberdeen office hosted a Christmas gift collection for Cash for Kids. Cash for Kids is a grant making charity helping the children who need it most across the UK. They support disadvantaged children and young people up to and including 18 years old.



Leadership and Governance

Executive Officers

Our Executive Team has an average of 25+ years of experience working in the oil and gas services field with the majority of those spent working at Helix. This positions the team well to intimately know the business and the trajectory of services over its lifespan. They are well suited to lead and direct the strategy of the Company with a continued focus on Safety, Sustainability and Value Creation.



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 – Commercial

Subsidiary and Corporate Management



Gary Aylmer
Vice President - Europe and West Africa – Helix Robotics



Jeremiah Hebert
Vice President – Americas Region - Helix Robotics Solutions US



Trennice Jackson
Chief Information Officer



Terrence Jamerson
Vice President - Production Facilities - Helix Well Ops US



Kenric McNeal
Director - Human Resources



Steve Nairn
Vice President - Helix Well Ops UK Solutions UK



Bjorn Ronning
Vice President - Helix Well Ops US



Jonathan Rourke
Vice President – International Business Development



Fred Vleghert
Managing Director – Helix do Brasil



Angie Wickert
Associate General Counsel and Sustainability & Compliance Officer

OUR BOARD OF DIRECTORS

Our Board is comprised of seven members, six 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.



William L. Transier
Chairman of the Board
CEO, Transier Advisors, LLC



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



Diana Glassman
Director-Engagement
at EOS at Federated
Hermes Ltd



Paula Harris
Senior Vice President
of Community, Astros
Foundation



T. Mitch Little
Energy Executive

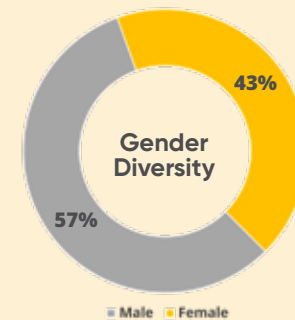
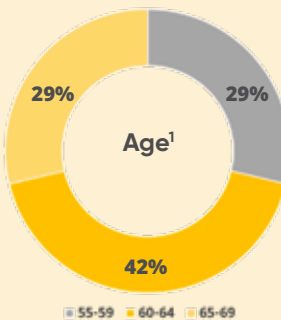


John V. Lovoi
Managing Partner,
JVL Partners



Amy H. Nelson
President, Greenridge
Advisors, LLC

Diversity and Refreshment of the Board¹



13 Years

Average Tenure
of our Directors

10 Years

Average Tenure of our
Independent Directors

Within the past **6** years,
5 directors joined the Board,
3 of whom were female.

86% of our Board is Independent*

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

¹Information as of the date of this report except for age which is as of the date of the 2024 Annual Proxy.
2024 HLX Corporate Sustainability Report

OUR BOARD OF DIRECTORS*

	GLASSMAN	HARRIS	KRATZ	LITTLE	LOVOI	NELSON	TRANSIER
Knowledge, Skills and Experience							
Accounting/Financial	✓				✓	✓	✓
Corporate Governance/Ethics	✓	✓	✓	✓	✓	✓	✓
Energy Industry	✓	✓	✓	✓	✓	✓	✓
Energy Transition/Sustainability	✓	✓				✓	
Executive Experience	✓		✓	✓			✓
Health, Safety & Environmental			✓	✓			
Human Capital Management/Compensation		✓					✓
International Business	✓	✓	✓	✓			✓
Mergers and Acquisitions	✓		✓	✓	✓	✓	✓
Operations			✓	✓			✓
Other Public Company Board Experience		✓	✓		✓	✓	✓
Risk Management	✓		✓	✓		✓	✓
Science, Technology and Engineering	✓	✓		✓			
Strategic Planning/Oversight	✓		✓	✓	✓	✓	✓
Committees							
Board	✓	✓	✓	✓	✓	✓	✓
Audit Committee	✓				✓	✓	✓
Compensation Committee		✓		✓	✓		
Corporate Governance & Nominating Committee	✓	✓		✓			

✓ Chair ✓ Member

*Committee membership as of publication date.

OUR BOARD COMMITTEES



Audit Committee

- Review risk assessment, mitigation, and management policies and processes, including:
- Compliance and Ethics Program, including Anti-Corruption
- Review systems of disclosure controls and internal controls over financial reporting
- Appoint and oversee an independent registered public accounting firm



Compensation Committee

- Engage compensation advisers
- Review shareholder feedback on executive compensation
- Compare compensation programs with market peers
- Establish and monitor stock ownership guidelines
- Approve compensation discussion & analysis (CD&A) of Proxy Statement



Corporate Governance & Nominating Committee

- Evaluate processes and criteria to identify potential director nominees, including retaining any search firm
- Review and recommend director nominees
- Review incumbent directors' qualifications, including independence
- Recommend the number, term, class, and committees of directors

Each Committee works collaboratively with the Board, executive leadership and management.

Responsible for:

- » 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:

- » Compensation Philosophy, Policies and Programs
- » Executive Officer Compensation
- » Employment Agreements
- » Director Compensation
- » Human Capital Management
- » Employee Benefit and Stock Plans
- » Retention Risk

Responsible for:

- » 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



Audit Committee



Compensation Committee



Corporate Governance & Nominating Committee

At Least Annually:

- Review and approve Committee Charter, Internal Audit Charter, the Code of Ethics for Chief Executive Officer and Senior Financial Officers, our hedging strategy, our Cybersecurity risk strategy, processes and controls and our compliance program, including compliance training
- Review the annual Proxy Statement, 10-K, audited financial statements, and current tax structure
- Review any Critical Audit Matters
- Appoint independent auditors and review and approve overall scope and plans for all internal audits
- Receive updates from IT

- Review and assess Committee Charter, compensation philosophy and objectives, corporate goals and objectives relevant to CEO's compensation, CEO's performance and compensation, and compensation for Executive Officers
- Review and approve the results of advisory votes and other feedback from shareholders on executive compensation
- Provide Committee Report for annual Proxy Statement and review CD&A
- Evaluate and recommend Director compensation levels
- Recommend benefits available under Helix's incentive compensation plans and any qualified equity-based plans to the Board
- Oversee Helix's development and management of Human Capital Management policies, strategies, and initiatives

- Solicit evaluations of the functioning of the Board and its committees
- Review and assess Committee Charter
- Review Board committee structure, membership, and its leadership, including function of committees
- Review process to identify nominees including recommendations by shareholders
- Identify and recommend nominations of Directors, including number and term
- Recommend members, number, and term for each Committee
- Oversee annual establishment of Board
- Review Director independence
- Review and recommend changes to Helix corporate governance principles, including Corporate Governance Guidelines, policies and codes
- Review Corporate Sustainability Report and D&O Insurance Coverage
- Receive updates on Key Management Succession Planning

At Each Committee Meeting or Quarterly:

- Receive reports from Internal Audit
- Meet privately with Internal Audit and our independent auditors
- General Counsel and Compliance Officer provide updates to the committee on litigation and disputes
- Compliance Officer provides updates on anonymous reporting hotline and other complaints, including the status of investigations
- Review the 10-Q, quarterly financial statements, and earnings press materials
- Review and discuss with management and independent auditors any significant financial reporting issues and judgments
- Review and approve all audit, review, and attest engagements and permissible non-audit and tax services to be performed by independent auditors

- Review and approve Benchmarking and Performance Peer Groups
- Oversight of Human Capital management including review of workforce statistics
- Review and administer executive compensation programs

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

- Receive an update on Sustainability activities and risks, including climate change
- Sustainability & Compliance Officer provides an update on the Company's sustainability efforts and strategy, including ESG performance, risks and opportunities and future plans
- Recommend and oversee Director education programs
- Review third-party rating agency scoring and governance topics
- Review shareholder concerns and proposals and make recommendations

Board Committees

Our Board appoints each Committee to assist in fulfilling its oversight responsibility to our stakeholders. Some of these responsibilities are highlighted below and discussed in more detail in our current Proxy Statement [available here](#).

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 actively engages in 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 records (including Total Recordable Incident Rate (TRIR), Lost Time Incidents (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](#). The Board is regularly informed through its Committees of ESG priorities, risks and opportunities.

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.

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

Enterprise Risk Management
Business Continuity
Cybersecurity Risk and Prevention
Investor and Financial Reporting

Compensation Committee

Executive Management Performance and Compensation, including ESG key performance indicators
Human Capital Management

Governance Committee

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

Enterprise Risk Management & Risk Oversight

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. 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. Additional review and reporting of risks are 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 and identifies and prioritizes risks associated with our business, which are discussed at Board and/or Committee meetings as appropriate. 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.

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 a discussion of risks as necessary and appropriate, including risks associated with safety and proposed transactions.

Committee Oversight of Risk

Audit Committee

- 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;
- Our hedging policies and transactions;
- Cybersecurity risk and control procedures; and
- Our compliance with legal and regulatory requirements.

Compensation Committee

- Our compensation philosophy, policies and programs;
- Human capital management;
- Retention risk; and
- Alignment of executive compensation with shareholder interests.

Corporate Governance and Nominating Committee

- 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.

Corporate Responsibility

Helix is a global service provider, providing services primarily in the Gulf of Mexico, US East Coast, Brazil, North Sea, Asia Pacific, and West Africa regions, and as such it is our corporate responsibility to manage the laws and regulations, we are subject to through our internal policies and procedures. We have implemented the codes and policies set forth below to provide guidance to our employees, agents, suppliers, and vendors regarding the standards we expect in our operations, and at a minimum, we always expect compliance with the highest standard whether that be applicable law or our internal policies.

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.

Helix's Key Policies and Practices

 **Code of Business Conduct and Ethics**

 **Modern Slavery Statement**

 **Anti-Corruption Policy**

 **Health, Safety & Security Statement of Policy**

 **Compliance Hotline**

 **Environmental & Energy Statement of Policy**

 **Human Rights Policy**

 **Supplier & Vendor Expectations**

 **Global Tax Strategy**

 **Code of Ethics for Chief Executive Officer and Senior Financial Officers**

In 2023, Helix had

NO legal and regulatory fines or settlements associated with violations of bribery, corruption or anti-competitive standards.

NO confirmed incidents of corruption.

NO dismissals or disciplinary actions against any employees for corruption.

NO confirmed incidents of contracts being terminated or not renewed due to violations related to corruption.

NO public legal cases regarding corruption brought against Helix or our employees.

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 employee’s 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 to fundamental human rights, freedom of association, protecting underrepresented groups and women’s rights, and fair wages for our employees.

Ethical principles outlined in the Code include, among other principles, matters such as:

- **Compliance with laws, rules and regulations**
- **Avoiding insider trading**
- **Competing fairly and honestly**
- **Promoting honest and ethical behaviors**
- **Complying with disclosure and reporting obligations**
- **Promoting a safe working environment**
- **Acting ethically with honesty and integrity**
- **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.

There were no reported breaches of our Supplier and Vendor Expectations in 2023.

Code of Ethics for Chief Executive Officers 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, compliance with applicable laws, rules, and regulations, confidentiality, and fair and full disclosure in the Company’s public communications.

Supply Chain Management

Our relationships with our suppliers and vendors are critical to our operations. We roll down our principles, so we 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) the impact of services on the operations, (ii) the 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 may include cancellation of the contract.

In 2023, Helix did not suffer any controversy linked to labor standards.

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.

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.

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 2023, Helix paid \$0 in Political Action Committee contributions, \$0 in political contributions and \$0 in legal proceedings associated with environmental regulations.



CYBERSECURITY

Cybersecurity and Data Privacy

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 annual penetration tests 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 and the Board of Directors 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 of using technology and how to effectively defend against cyber threats.

We assess, identify, and manage material risks from cybersecurity threats and vulnerabilities according to our Cybersecurity Incident Response Plan (the “IRP”). The IRP uses the six-stage model of the National Institute of Standards and Technology Cybersecurity Framework (Preparation, Detection, Containment, Investigation, Remediation, and Recovery) to outline steps for reporting, responding, and mitigating various aspects of a cybersecurity incident.

Execution of the IRP’s incident response activities are coordinated by the Cybersecurity Incident Response Team, and communications planning via the Helix Crisis Assistance Team and the Cybersecurity Incident Communication Group. There

In 2023, our onshore and offshore employees completed 801 hours of cybersecurity training.

are also separate processes in place for the effective management of cyber incidents involving our offshore assets and certain regional business units. We engage external parties to aid in processing and managing cybersecurity incidents as needed, including utilization of the services and expertise of local law enforcement and government entities, partnering financial institutions, a third-party security operations center (“SOC”), and managed service providers. In addition, we collaborate with our internal auditors to ensure our processes are documented and followed appropriately.

In connection with our external SOC and managed service providers, we have implemented change control measures that allow for the continual oversight and assessment of the services provided and threats identified. Notifications and remediation of cyber threats are tracked, reviewed, and archived. Processes implemented and lessons learned involving these third parties are evaluated after each incident to ensure efficiency and replication.

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.

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

We have experienced, and may continue to experience, cyber incidents in the normal course of our business, provided, Helix has not suffered a material 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%.

Cybersecurity Highlights:

- Helix Well Ops UK, Helix Robotics UK and Subsea Technologies Group successfully passed the Cyber Essentials Plus Certification. This is a UK based certification that measures an organizations readiness to defend against cyber-attacks.
- We engaged a third-party cybersecurity service provider to provide proactive monitoring, detection and response of our IT environment. The provided SOC (Security Operations Center) service allowed us to shift from a reactive to a **PROACTIVE** incident monitoring and response state with 24x7 network monitoring.
- We engaged a third-party cybersecurity expert to perform an external assessment of our National Institute of Standards and Technology (NIST) Framework that could then be compared to the internal assessment performed in 2022. Like the internal assessment, this focused on the IT aspects of our operations. The third party assessment was overall in line with Helix’s Self-Assessment. There were no major deficiencies or gaps in technology noted and there is evidence of a security culture of risk recognition and treatment, and good practices of the NIST cybersecurity framework in place.

Cybersecurity Oversight

The Audit Committee is responsible for overseeing our cybersecurity risk management and practices. Certain members of our management, including the Executive Vice President and Chief Financial Officer (the “CFO”), the Chief Accounting Officer and Corporate Controller (the “CAO”) and the Vice President of Internal Audit, report to the Audit Committee regarding cybersecurity risks. On at least an annual basis, the Chief Information Officer in conjunction with IT management provides a comprehensive cybersecurity review to the Audit Committee. Interim updates are provided to the Audit Committee by the CFO on an as needed basis should an incident warrant immediate notification or escalation.

Within Helix’s IT department, several IT management positions are responsible for assessing and managing cybersecurity risk, including the Chief Information Officer, Director of Information Technology and Manager of Information Technology. Each of the IT department’s management personnel has over 20 years of IT experience. The Director of Information Technology and the Manager of Information Technology positions are tasked with the daily and per incident assessment and management of cybersecurity risks, while the Chief Information Officer is tasked with oversight. Helix’s IT department holds regular quarterly meetings with the CFO, CAO, and Vice President of Internal Audit to recap cybersecurity risks and incidents and to determine any actions required.

Each of the IT department’s management personnel has over 20 years of IT experience. The Director

ISS Cyber Risk Score: 796¹

of Information Technology and the Manager of Information Technology positions are tasked with the daily and per incident assessment and management of cybersecurity risks, while the Chief Information Officer is tasked with oversight. Helix’s IT department holds regular quarterly meetings with the CFO, CAO, and Vice President of Internal Audit to recap cybersecurity risks and incidents and to determine any actions required.

Helix’s IT department keeps management involved and informed throughout the entire process of any cybersecurity incident from initial monitoring and discovery through the remediation and restoration, all in accordance with the processes outlined in our Cybersecurity IRP. Initial notification regarding a cybersecurity incident may come through our third-party SOC or managed service providers, or from employees reporting internally to our IT helpdesk. Investigations are then performed to determine the appropriate actions per the Cybersecurity IRP guidelines. Incidents that warrant further escalation are promptly shared with the CFO and continually updated, as appropriate, until remediation and restoration is achieved.

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

¹As of the date of this Report.



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 the 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	Vendors and Suppliers
<ul style="list-style-type: none"> Daily work on customer locations Daily communications via emails, calls and meetings Performance assessments and reports Annual Corporate Sustainability Report Social Media 	<ul style="list-style-type: none"> Quarterly Employee Newsletter Social Media Training and Development Performance management Periodic Employee Engagement Surveys Annual Corporate Sustainability Report 	<ul style="list-style-type: none"> Quarterly earnings calls Regular investor calls and meetings Annual Meeting of Shareholders open to all shareholders Sustainability outreach with investors Annual Corporate Sustainability Report Social Media 	<ul style="list-style-type: none"> Meetings and educational events Industry group sponsorship/participation Data gathering and analytics 	<ul style="list-style-type: none"> Volunteer opportunities Social Media 	<ul style="list-style-type: none"> Selection and contracting process Direct communication Audit of certain Vendors and Suppliers

In 2023, Helix reached out to investors who collectively held a 67% ownership interest in Helix's shares.



Our Sustainability

Biodiversity Protection

Helix recognizes the importance of protecting species and their habitats in the areas where we operate and prioritizes the protection of these ecosystems by managing their environmental impact through its environmental stewardship. Helix understands its role in providing products and services to marine environments and supporting a value chain from suppliers to subcontractors that may impact the biodiversity where we and they operate. While we do not engage in (a) exploration activities, (b) site planning or drilling, or (c) choosing the location of platforms or wells we service, we understand there is still the potential for our operations to cause adverse impacts to the biodiversity surrounding the locations we operate. Biodiversity issues may occur at a project level and are managed by the facility owner or operations (e.g., our customer) with our support. With respect to our operations, we strive to avoid negative impacts by implementing a variety of risk mitigation programs, including:

- 1. Complying with Applicable Laws and Regulations.** We comply with applicable laws and local requirements to minimize our impact on the environment.
- 2. Equipment Maintenance.** We maintain our equipment in compliance with applicable regulations and engineering standards.
- 3. Employee Training.** We provide training on compliance with local requirements and the proper procedures and protocols should an incident occur across our operations.

4. Incident Reporting and Learning. We mandate the reporting of environmental incidents, including leaks or spills that may impact the environment. We identify factors that contributed to environmental incidents and near-miss incidents to develop corrective and preventive action plans. For more information on reporting and mitigation, see the Spills Protection section of this report on page 45.

5. Emergency Preparedness. Our QHSE teams conduct and participate in emergency response scenario drills with our broader teams and regulatory agencies to educate and improve processes.

6. Spill and Hazardous Waste Prevention Plans. We ensure that these plans are managed across all our operations to prevent pollutants from entering the marine environment.

7. Contractor Compliance. We require our suppliers and vendors to comply with Helix's Supplier and Vendor Expectations which include complying with all applicable environmental, health and safety laws and regulations and protecting the environment and promoting sustainable business practices.

While certain of our services may impact the biodiversity of the oceans where we operate, many of our services also promote the reclamation of the seabed producing a positive impact to the biodiversity of these areas. Our Decommissioning services, including well plugging and abandonment, help to safeguard the oceans from leaks and spills. The Helix Alliance business also removes, salvages and recycles surface infrastructure assisting with returning the ocean and the seabed to its prior state. Helix Robotics' services assist with neutralizing World War II unexploded ordinances.



CONSERVATION AND OUR SUSTAINABILITY STRATEGY

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.

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. We want our vessels in operation as much as possible with little to no downtime to ensure the most value for our

SCOPE

1

Reduce Scope 1
CO₂e emissions Per Day Under Charter 10% below the baseline year for owned and chartered assets by 2024.

SCOPE

2

Reduce Scope 2
CO₂e emissions 10% below the baseline year by 2024.

SCOPE

3

Reduce Scope 3
CO₂e emissions 5% below the baseline year by 2024. Helix will increasingly use alternatives to air travel to the extent available and practical.

OUR GOAL: Convert Helix-controlled electrical usage globally to a renewable supply, as able and available.

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.

Climate Change Action Committee and Helix’s Commitment to Sustainability

Our Climate Change Action Committee was formed in 2021 to further Helix’s commitment on its journey to improved sustainability and had its inaugural meeting in November 2021. The Committee is

comprised of key leaders from QHSE, Finance, 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. These meetings are well attended by members.

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.

FUEL MANAGEMENT

Legacy Helix and Helix Alliance’s fuel management is integral to both operations. With more than 40 vessels across our fleets, the efficiency of our fuel usage is important to the function of our operations and our ability to minimize emissions. While Alliance’s fuel burn is categorized separately and not yet included in Legacy Helix’s Scope 1 GHG Emissions, Helix’s fuel burn is the largest contributor to its Scope 1 GHG Emissions and is tracked continuously to ensure accurate reporting of these numbers and to determine methodologies to increase operational efficiency.

Helix's fleet fuel targets and measures to decrease fuel usage are aligned with Scope 1 GHG Emissions targets and measures. To reach the goals we have set, we are evaluating engine operations and alternative power solutions, 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, vessel hull cleaning to provide for less resistance in the water and therefore more efficiency in transit of the vessel, shore power and battery power. Certain chartered vessels are undergoing upgrades to install battery equipment including a completed installation on the *Grand Canyon III* in early 2024 with an initial capital outlay in 2023 of approximately \$58,000 plus additional daily costs.

These strategies are integral in decreasing the fuel usage aboard our legacy fleet and creating change in the type of operations we traditionally perform. For example, vessel hull cleaning reduces drag when transiting long distances when mobilizing onto a job site thereby decreasing fuel consumption during the transit. Helix Alliance’s vessels generally operate in shallow water in the Gulf of Mexico transiting short distances between the shore and the job site therefore we will be testing whether vessel hull cleaning may have an impact on its fuel consumption.

¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.

² Helix’s Offshore Assets and Onshore Vehicles.

2023

Propane ¹ (gallons)	
US	759.46
WOUS	485.71
HRS US	273.75
UK	0.00
WOUK	0.00
HRS EWA	0.00
Singapore	0.00
HRS APAC	0.00
Brazil	0.00
HDB	0.00
Total	759.46

Biogas ¹ (kWh)	
US	0.00
WOUS	0.00
HRS US	0.00
UK	23,427.52
WOUK	13,822.52
HRS EWA	9,605.00
Singapore	0.00
HRS APAC	0.00
Brazil	0.00
HDB	0.00
Total	23,427.52

Diesel Fuel ¹ (m ³)	
US	24,499.82
WOUS	22,769.54
HRS US	1,730.28
UK	35,182.61
WOUK	24,009.46
HRS EWA	11,173.15
Singapore	5,803.00
HRS APAC	5,803.00
Brazil	19,538.45
HDB	19,538.45
Total	85,023.88

Mobile ² Fuel by Location ¹ (GJ)	
US	1,005,290.80
WOUS	934,270.87
HRS US	71,019.93
UK	1,443,542.44
WOUK	985,108.09
HRS EWA	458,434.35
Singapore	238,097.09
HRS APAC	238,097.09
Brazil	801,662.60
HDB	801,662.60
Helix World-wide 2023 (GJ)	3,488,592.93

Natural Gas ¹ (kWh)	
US	0.00
WOUS	0.00
HRS US	0.00
UK	318,510.14
WOUK	189,122.14
HRS EWA	129,388.00
Singapore	0.00
HRS APAC	0.00
Brazil	0.00
HDB	0.00
Total	318,510.14

Consumption ¹	
Diesel Fuel (m ³)	85,023.88
Propane (gallons)	759.46
Natural Gas (kWh)	318,510.14
Biogas (kWh)	23,427.52

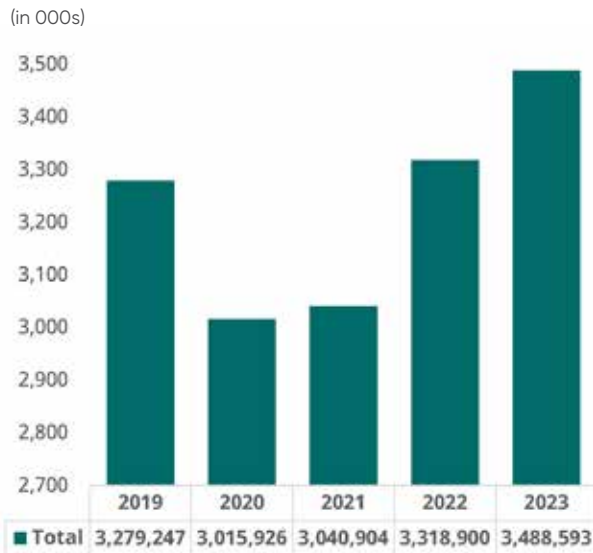
FUEL MANAGEMENT

As we continue to capture Alliance’s information, we are testing Helix’s strategies to decrease fuel usage amongst Alliance vessels and implementing new strategies that Alliance has used such as connecting to shore-based power. We continue to evaluate these tactics to maintain fuel efficiencies while providing safe services. Alliance fuel usage is further detailed on p. 50.

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. As noted below utilization of our assets across our business has continued to increase year over year since our baseline year of 2019 while we manage our fuel usage to meet our Scope 1 targets further detailed on p. 46.

Percentage of Renewables in Stationary Fuels ¹		
Type	Amount (kWh)	Percentage
Nonrenewable Gas (Natural Gas)	318,510.14	93.15%
Renewable Gas (Biogas)	23,427.52	6.85%
Total	341,937.66	

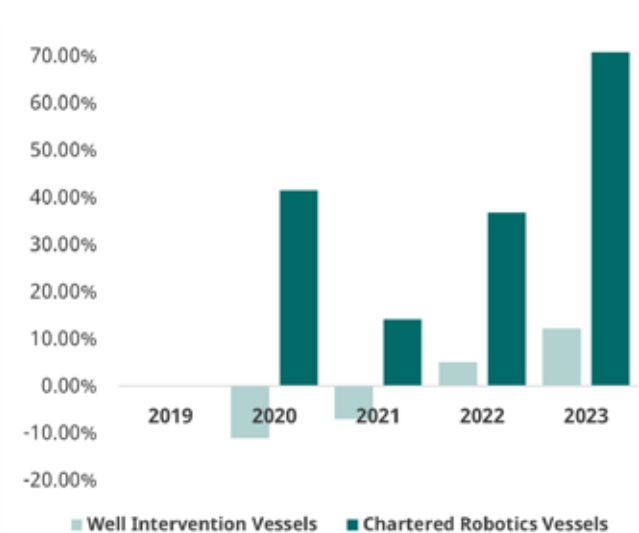
Total Fuel¹ Use by Helix's Offshore Assets & Onshore Vehicles 2019-2023
(GJ)



Offshore Assets and Onshore Vehicles Fuel¹ Use by Business Unit 2021-2023
(GJ in 000s)



Total Change Days Under Charter by Business Type¹
(As compared to 2019 baseline)



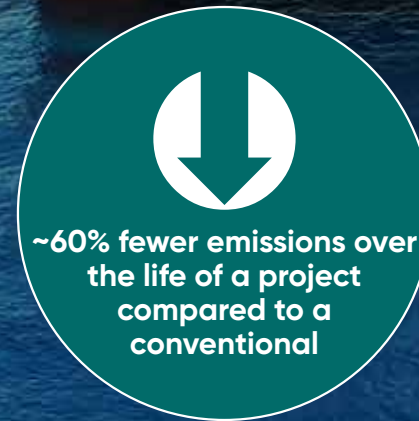
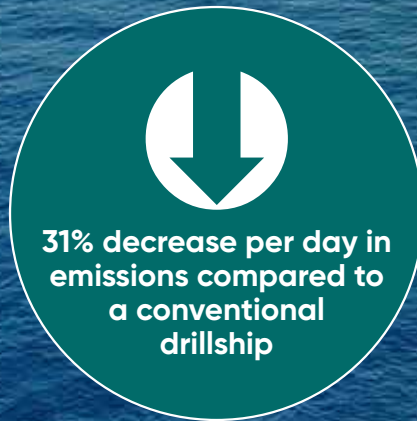
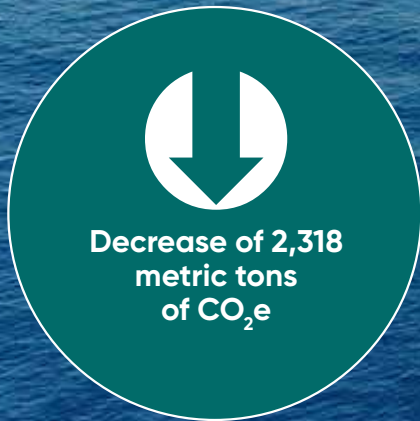
¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.

HELIX VS. DRILLSHIPS: FASTER AND MORE EFFICIENT OPERATIONS

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.

ENERGY AND ELECTRICITY MANAGEMENT

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 mainly from wind electricity in the UK.

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.

Energy Consumption ¹	
Diesel Fuel (m ³)	85,023.88
Propane (gallons)	759.46
Natural Gas (kWh)	318,510.14
Biogas (kWh)	23,427.52
Electricity (kWh)	2,031,780.04

*Excludes Helix Alliance Energy

**Scope 1
Energy 3,489,824 (GJ)¹**

2023 Scope 1 and 2 Energy Consumption by Region¹

	Diesel Fuel (GJ)	Propane (GJ)	Natural Gas (GJ)	Biogas (GJ)	Electricity (GJ)
US	1,005,214.28	76.52	0.00	0.00	5,065.96
Corporate	0.00	0.00	0.00	0.00	1,562.16
WOUS	934,221.93	48.94	0.00	0.00	1,832.01
HRS US	70,992.35	27.58	0.00	0.00	1,671.79
UK	1,443,542.44	0.00	1,146.64	84.34	1,668.46
WOUK	985,108.09	0.00	680.84	49.76	1,030.17
HRS EWA	458,434.35	0.00	465.80	34.58	638.29
Singapore	238,097.09	0.00	0.00	0.00	422.50
HRS APAC	238,097.09	0.00	0.00	0.00	422.50
Brazil	801,662.60	0.00	0.00	0.00	157.49
Helix do Brasil	801,662.60	0.00	0.00	0.00	157.49
Helix Worldwide 2023	3,488,516.41	76.52	1,146.64	84.34	7,314.41

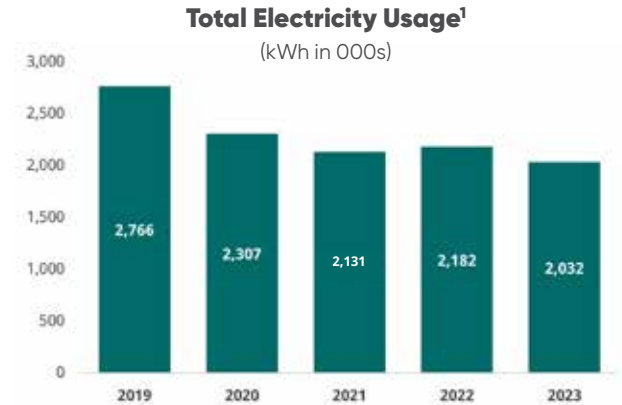
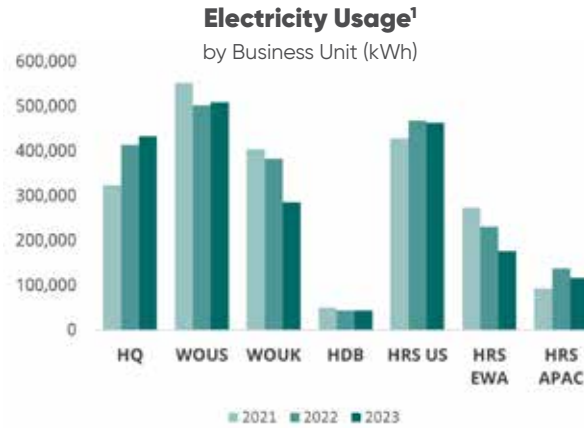
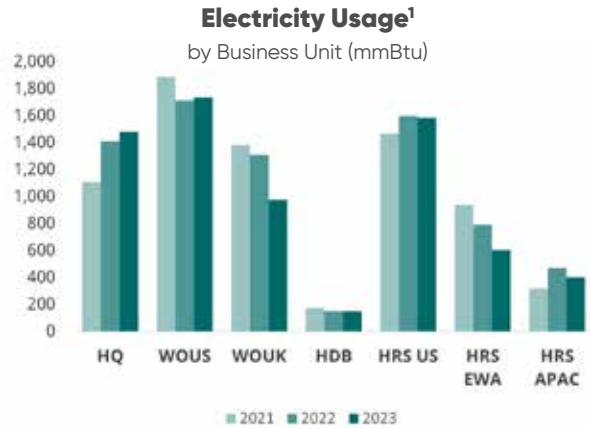
2023 Scope 1 and 2 Energy Consumption by Type¹

	Renewable (GJ)	Non Renewable (GJ)	Total Gross Energy (GJ)	% Renewable Energy	% of Non Renewable Energy
US	0.00	1,010,356.76	1,010,356.76		
Corporate	0.00	1,562.16	1,562.16		
WOUS	0.00	936,102.88	936,102.88		
HRS US	0.00	72,691.72	72,691.72		
UK	1,752.80	1,444,689.08	1,446,441.88		
WOUK	1,079.93	985,788.93	986,868.86		
HRS EWA	672.87	458,900.15	459,573.02		
Singapore	0.00	238,519.59	238,519.59		
HRS APAC	0.00	238,519.59	238,519.59		
Brazil	0.00	801,820.09	801,820.09		
Helix do Brasil	0.00	801,820.09	801,820.09		
Helix Worldwide 2023	1,752.80	3,495,385.52	3,497,138.32	0.05%	99.95%

¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.

ENERGY AND ELECTRICITY MANAGEMENT

Scope 2 Energy
Reduction from 2019 Baseline: 26.5%



~\$20,000 per year and ~117,975 kWh per year of energy conserved through Helix's energy conservation programs.

Electricity Usage Total By Location (kWh) ¹	
US	1,407,211.63
UK	463,460.47
Singapore	117,360.00
Brazil	43,747.94
Helix Worldwide 2023 (kWh)	2,031,780.04

Electricity Usage (kWh) Non-Renewable ¹	
US	1,407,211.63
UK	0.00
Singapore	117,360.00
Brazil	43,747.94
Helix Worldwide 2023 (kWh)	1,568,319.57

Electricity Usage (kWh) Renewable ¹	
US	0.00
UK	463,460.47
Singapore	0.00
Brazil	0.00
Helix Worldwide 2023 (kWh)	463,460.47

¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.

Scope 2
Total Non-Renewable Type Energy¹ = 5,646 GJ

Scope 2
Total Renewable Type Energy¹ = 1,668 GJ

Scope 2
Total Energy¹ = 7,314 GJ

AIR MANAGEMENT

A variety of regulatory developments, proposals and requirements and legislative initiatives focused on restricting the emissions of carbon dioxide, methane and other greenhouse gases apply to the jurisdictions in which we operate. Annex VI of MARPOL addresses air emissions, including emissions of sulfur and nitrous oxide, and 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 US must use fuel with a sulfur content no greater than 0.1%. Directives have been issued designed to reduce the emission of nitrogen oxides and sulfur oxides. These can impact both the fuel and the engines that may be used onboard vessels.

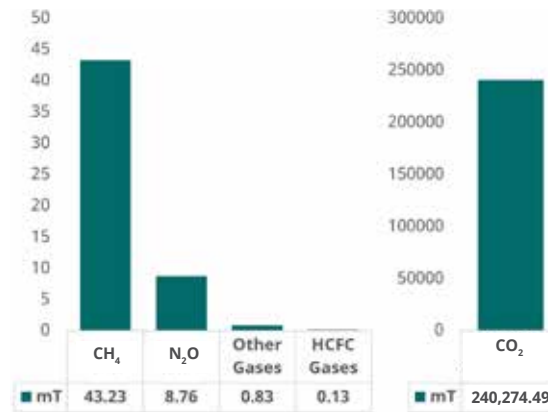
Helix tracks emissions of four of the seven main greenhouse gases identified by the Kyoto Protocol separately from its CO₂e emissions. These include Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O) and Hydrofluorocarbons (HFC). HFCs are incorporated into Other Gases identified in the chart. We have determined the remaining three greenhouse gases identified by the Kyoto protocol - perfluorocarbons (PFCs), sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃) - are not meaningfully released by our operations and therefore are not tracked. Additionally, we are tracking Hydrochlorofluorocarbons (HCFCs) and we are evaluating our capability to track Nitrogen Oxides (NO_x), Sulphur Oxides (SO_x), 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.

¹ Helix Alliance air emissions not included.

In 2023, we had no significant air emissions in/near areas of dense population. The percentage of air emissions in/near areas of dense population is negligible.

Air Emissions¹ (mT)



*Without Global Warming Potential.

Helix legacy 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.

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.

WASTE MANAGEMENT

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. **Approximately 97% of water onboard our legacy 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.

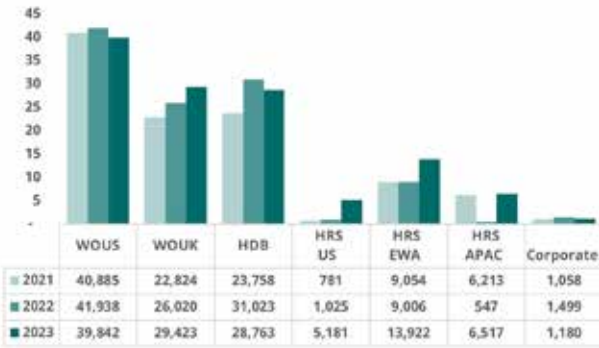
Helix implements a Waste Management Standard globally outlining the key responsibilities and procedure for handling all types of waste.

Three of our owned legacy 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.



WATER MANAGEMENT

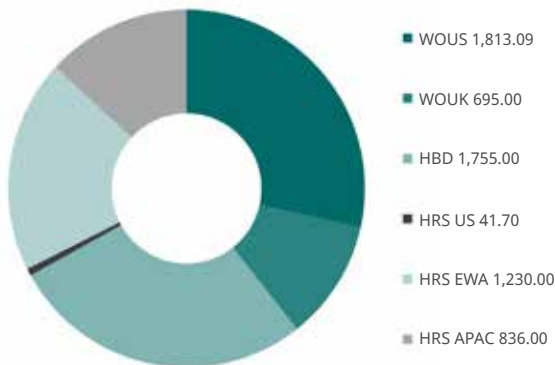
Total Water Use by Business Unit¹ (m³)



Total Vessel Water Consumed by Business Unit¹ (m³)



Total Water Held (Year-End) by Business Unit¹ (m³)



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. The majority of our operations occur offshore and our vessels contain Reverse Osmosis Water Making Plants (similar to desalination units) fit to produce clean water for everyday operations and thereby enabling a vessel to be fully sustainable, if necessary, with respect to their water needs when operating in deepwater.

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 our Reverse Osmosis Water Making Plant 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.

Due to this onboard tool, water withdrawal or scarcity does not impact our offshore operations as

Water Used in Operations¹
(On and Offshore) – 124,826,207.83 liters

Total Water Consumed¹
(On Vessels) – 120,115,309.17 liters

Total Water Consumed¹
(Onshore Facilities)** – 4,710,898.66 liters

**Onshore water provided by municipal utility

In 2023, we had no incidents of non-compliance with water quality or quantity permits standards or regulations.

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, we have no onshore operations in any country with high or extremely high baseline water stress (as defined by ResourceWatch). 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 operations. Stormwater Pollution Prevention Plans have been put in place at our onshore locations (where applicable) to comply with local regulations. Based on the locations of our onshore operations and the tools developed on many of our vessels, Helix’s operations are unlikely to have an impact on heightened water scarcity due to climate change and droughts.



¹Numbers do not include Helix Alliance values.
2024 HLX Corporate Sustainability Report

Spills Protection

For operations in the US, the Clean Water Act imposes controls on the discharge of pollutants into the navigable waters of the US and imposes potential liability for the costs of remediating releases of petroleum and other substances. Permits must be obtained to discharge pollutants into state and federal waters. The EPA issues Vessel General Permits (“VGPs”) covering discharges incidental to normal vessel operations, including ballast water and implements various training, inspection, monitoring, recordkeeping, and reporting requirements, as well as corrective actions upon identification of each deficiency. Additionally, certain state regulations and VGPs prohibit the discharge of produced waters and sand, drilling fluids, drill cuttings, and certain other substances related to the exploration for, and production of, oil and natural gas into certain coastal and offshore waters. Many states have laws analogous to the Clean Water Act and require remediation of releases of hazardous substances in state waters. Internationally, the BWM Convention covers mandatory ballast water exchange requirements.

Helix is committed to minimizing environmental spills by implementing control measurements across operations, acting proactively through periodic audits and inspections, 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 legacy 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 bulk are regulated by Part A of Safety of Life at Sea Chapter VII – Carriage of Dangerous Goods, which includes provisions for the classification, packing, marking, labeling and placarding, documentation and stowage of dangerous goods. MARPOL Annex III also sets out regulations for the prevention of pollution by harmful substances in packaged form and includes general requirements for issuing detailed standards on packing, marking, labeling, documentation, stowage, quantity limitations, exceptions and notifications for preventing pollution by harmful substances.

In 2023, Helix had no significant environmental controversies and one significant spill. 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. The significant spill resulted in 23,689 liters of 10.2 Packer Fluid released and none were able to be recovered. All spills to water are reportable, and in 2023 we had a total of 28 (inclusive of Helix Alliance) reportable spills with an aggregate quantity of 23,992 liters.

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 our 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.



Helix Producer I

Q4000

Q5000

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 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.

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

OUR EMISSIONS TARGETS AND PERFORMANCE

Scope 1 Emissions are directly tied to Vessel Utilization. As utilization of our vessels and services increase, our GHG Emissions increase despite our reduction measures. Although our GHG emissions and targets do not yet factor in Alliance emissions, those numbers can be found on p. 50.

An increase in vessel fleet size 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 but they have been included as a separate reference point on p. 50.

~18% reduction in CO₂e (mT)
Per Day Under Charter from our
baseline year of 2019



**CO₂e Emissions Per Day¹
Under Charter (in mT)**
Scope 1 Target



**GHG Emissions - Total Scope 2¹
(in CO₂e mT)**
Scope 2 Target



**GHG Emissions - Total Scope 3¹
(in CO₂e mT)**
Scope 3 Target



— 2019 Baseline — Target

¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.

(Location Based)

Methodology For Calculating Emissions:

In order to calculate emissions in each of these categories we use the methodology provided by the Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard. Within this framework, we use the emission factors set forth in the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5), 2013), US emissions factors are guided by the EPA Center for Corporate Climate Leadership - Emissions Factors for Greenhouse Gas Inventories published March 16, 2023 and UK emission factors are guided by the UK Government GHG Conversion Factors for Company Reporting 2022 - Department for Business, Energy & Industrial Strategy/Department for Environment Food & Rural Affairs.

SCOPE 1 GHG EMISSIONS

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

Scope 1 GHG Emissions include:

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

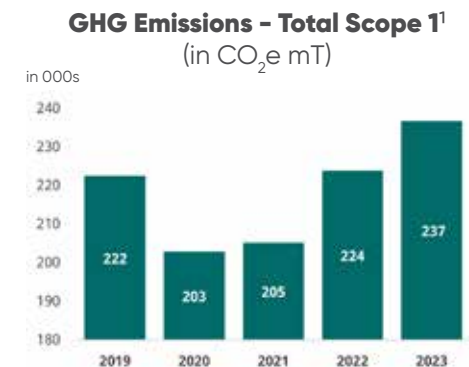
Percentage of Renewables in Scope 1 Fuels¹

Type	Amount (GJ)	Percentage
Non Renewable	3,489,739.57	99.9976%
Renewable (Biogas)	84.34	0.0024%
Total	3,489,823.91	

Scope 1 CO ₂ e Regional ¹ Totals (mT)	
US	67,933.43
WOUS	63,157.90
HRS US	4,775.53
UK	98,068.65
WOUK	66,979.55
HRS EWA	31,089.10
Singapore	16,283.79
HRS APAC	16,283.79
Brazil	54,520.14
Helix do Brasil	54,520.14
Helix Worldwide 2023 (mT)	236,806.01

Scope 1 CO ₂ e Regional ¹ Totals - Mobile (mT)	
US	67,538.32
WOUS	62,767.20
HRS US	4,771.11
UK	97,503.98
WOUK	66,538.84
HRS EWA	30,965.14
Singapore	16,082.37
HRS APAC	16,082.37
Brazil	54,148.64
Helix do Brasil	54,148.64
Helix Worldwide 2023 (mT)	235,273.31

Scope 1 CO ₂ e Regional ¹ Totals - Stationary (mT)	
US	0.00
WOUS	0.00
HRS US	0.00
UK	58.27
WOUK	34.60
HRS EWA	23.67
Singapore	0.00
HRS APAC	0.00
Brazil	0.00
Helix do Brasil	0.00
Helix Worldwide 2023 (mT)	58.27



¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.

Methodology For Calculating Emissions:

In order to calculate emissions in each of these categories we use the methodology provided by the Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard. Within this framework, we use the emission factors set forth in the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5), 2013, US emissions factors are guided by the EPA Center for Corporate Climate Leadership - Emissions Factors for Greenhouse Gas Inventories published March 16, 2023 and UK emission factors are guided by the UK Government GHG Conversion Factors for Company Reporting 2022 - Department for Business, Energy & Industrial Strategy/Department for Environment Food & Rural Affairs.

SCOPE 2 GHG EMISSIONS

Emissions include indirect GHG Emissions 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 unavailable, such as in leased property, Helix will utilize published values for average energy consumption per square foot of floor area, e.g., using the US Energy Information Administration’s Commercial Building Energy Consumption Survey.

Scope 2 GHG Emissions include:

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

Scope 2 CO ₂ e Regional Totals ¹ Location Based (mT)		Scope 2 CO ₂ e Regional Totals ¹ Market Based (mT)		Scope 2 Regional Totals ¹ (mmBtu)	
US	494.25	US	494.25	US	4,801.61
Corporate	152.41	Corporate	152.41	Corporate	1,480.64
WOUS	178.74	WOUS	178.74	WOUS	1,736.42
HRS US	163.10	HRS US	163.10	HRS US	1,584.55
UK	95.97	UK	0.00	UK	1,581.39
WOUK	59.26	WOUK	0.00	WOUK	976.41
HRS EWA	36.71	HRS EWA	0.00	HRS EWA	604.98
Singapore ²	41.22	Singapore ²	41.22	Singapore ²	400.45
HRS APAC	41.22	HRS APAC	41.22	HRS APAC	400.45
Brazil ²	15.37	Brazil ³	15.37	Brazil ²	149.27
Helix do Brasil	15.37	Helix do Brasil	15.37	Helix do Brasil	149.27
Helix Worldwide 2023 (mT)	646.80	Helix Worldwide 2023 (mT)	550.84	Helix Worldwide 2023 (mmBtu)	6,932.72

¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.
² Singapore and Brazil based on ERCOT factors.

SCOPE 3 GHG EMISSIONS

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. With the increased utilization of our vessels in 2023, we had more employees traveling offshore to mobilize for work. This uptick in travel coupled with the geographic spread of vessel locations increased our 2023 emissions over 2021 and 2022 (see p. 45):

Scope 3 GHG Emissions include:

- Helix air travel.

Scope 3 CO ₂ e Regional Totals ¹ (mT)	
US	934.34
Corporate	157.63
WOUS	329.68
HRS US	447.03
UK	6,257.06
WOUK	4,310.70
HRS EWA	1,946.36
Singapore ²	229.02
HRS APAC	229.02
Brazil ²	408.63
Helix do Brasil	408.63
Helix Worldwide 2023 (mT)	7,829.05

Methodology For Calculating Emissions:

In order to calculate emissions in each of these categories we use the methodology provided by the Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard. Within this framework, we use the emission factors set forth in the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5), 2013), US emissions factors are guided by the EPA Center for Corporate Climate Leadership – Emissions Factors for Greenhouse Gas Inventories published March 16, 2023 and UK emission factors are guided by the UK Government GHG Conversion Factors for Company Reporting 2022 – Department for Business, Energy & Industrial Strategy/Department for Environment Food & Rural Affairs.

GLOBAL GHG EMISSIONS

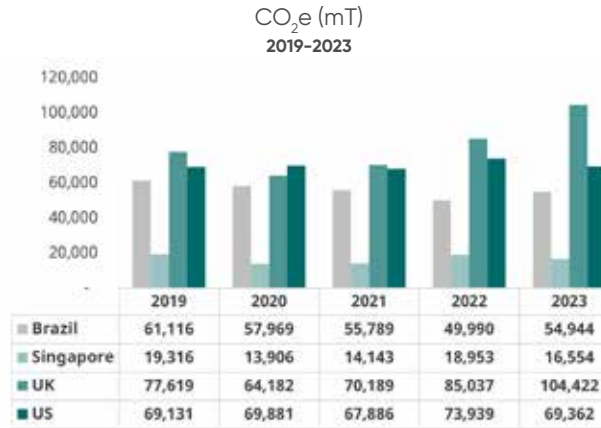
2023 Helix Global Emissions¹ in CO₂e (mT)

Total Scope 1	mT (CO ₂ e)	236,806.01
Scope 2 (Location Based) ²	mT (CO ₂ e)	646.80
Scope 2 (Market Based)	mT (CO ₂ e)	550.84
Scope 3	mT (CO ₂ e)	7,829.05
Total (Market Based)	mT (CO ₂ e)	245,185.89
Total (Location Based)	mT (CO ₂ e)	245,281.86
Out of Scope	mT (CO ₂)	4.66
HCFC Gases (Outside of Scope 1)	mT (CO ₂ e)	233.87

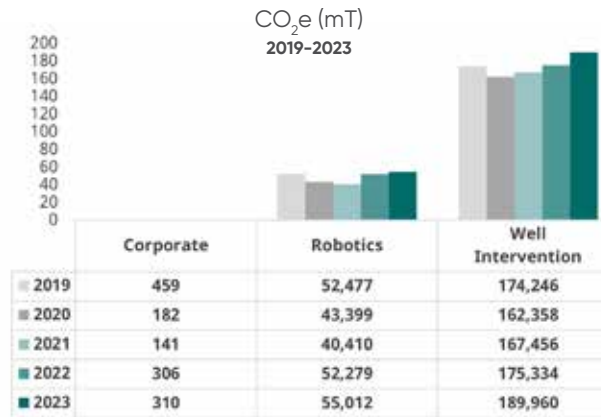
Scope 1 Energy Intensity¹:
811 GJ Per Day Under Charter

Scope 1 and 2 Intensity (Location):¹:
234 CO₂e (mT)/\$M
22% Reduction from 2022

Total GHG Emissions by Helix¹ Region³



Total GHG Emissions by Helix¹ Business Unit³



¹ Numbers do not include Helix Alliance values. Please see p. 50 for Helix Alliance information.

² Scope 2 Singapore and Brazil based on ERCOT factors.

³ Location based.

Methodology For Calculating Emissions:

In order to calculate emissions in each of these categories we use the methodology provided by the Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard. Within this framework, we use the emission factors set forth in the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5), 2013, US emissions factors are guided by the EPA Center for Corporate Climate Leadership - Emissions Factors for Greenhouse Gas Inventories published March 16, 2023 and UK emission factors are guided by the UK Government GHG Conversion Factors for Company Reporting 2022 - Department for Business, Energy & Industrial Strategy/Department for Environment Food & Rural Affairs.

Legacy Helix and Alliance Environmental Management

We acquired the Alliance Group of Companies in July 2022 and have been working to integrate them into Helix since the acquisition. One of the major steps was to implement emission tracking measures for Alliance vessels and sites. 2023 provided us an opportunity to obtain a full year baseline understanding of Helix Alliance’s operations. The following will discuss Helix’s legacy operations, numbers, and the impact on Helix’s Scope 1, 2, and 3 Emissions and Targets. It also provides visibility into Helix Alliance’s operations, but these numbers will not be consolidated with the numbers from Helix’s legacy operations at this juncture nor will it be included in Helix’s Scope 1, 2, 3 Emissions disclosures or Targets. We plan to establish new baselines in the future based on Legacy Helix and Alliance emissions information and adjust our targets and go-forward plan accordingly. To include an additional 40 vessels in Helix’s emissions this year would not provide value or insight to the improvements legacy Helix has made provided we do want to begin disclosing Alliance’s environmental management and emissions information to our stakeholders. We expect that future disclosures may provide separate and/or consolidated information and updated targets.

Total Energy Consumption

Diesel Fuel (m ³)	22,404.40
Propane (gallons)	342.67
Gasoline (m ³)	260.10
Electricity (kWh)	1,371,621.00

*Location Based. Without Global Warming potential.

2023 Helix Alliance GHG Emissions

Scope 1	mT (CO ₂ e)	62,729.80
Scope 2 (Location Based)	mT (CO ₂ e)	500.05
Scope 3	mT (CO ₂ e)	6.39
Total (Location Based)	mT (CO₂e)	63,236.24

Scope 1 Direct GHG Emissions (mT)

CO ₂	61,040.34
CH ₄	28.84
N ₂ O	1.65
Other Gases	0.25
HCFC Gases (Outside of Scope 1)	0.04

Scope 2 Direct GHG Emissions (mT)

CO ₂	498.36
CH ₄	0.03
N ₂ O	0.00
Total	498.39

Scope 2 Regional Totals*

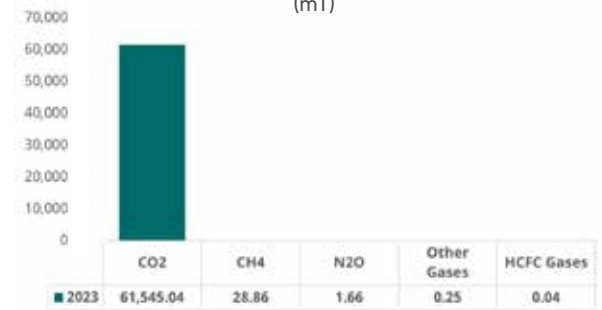
	mmBtu	kWh	GJ
Electricity	4,680.17	1,371,621.00	4,937.84
Alliance Total	4,680.17	1,371,621.00	4,937.84

Reduced Helix Alliance Scope 1 Emissions ~1,000 mT CO₂e through vessel connectivity to shore power

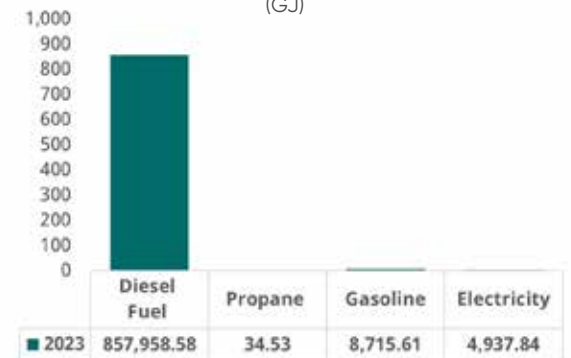
2023 Helix Alliance Scope 1 Emissions

Scope 1 - Mobile	mT (CO ₂ e)	62,285.75
Scope 1 - Stationary	mT (CO ₂ e)	0.51
Scope 1 - Other Gases	mT (CO ₂ e)	443.54

Helix Alliance Total Direct GHG Emissions (mT)



Helix Alliance Total Energy (GJ)



INITIATIVES TO REDUCE FUTURE EMISSIONS



Scope 1 Initiatives

- 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
- Electricity from shore to power vessels at dock



Scope 2 Initiatives

- Invest in Renewable Energy Hardware
- Encourage Reduced Electricity Usage
- Transition to Renewable Energy onshore where able and available



Scope 3 Initiatives

- 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



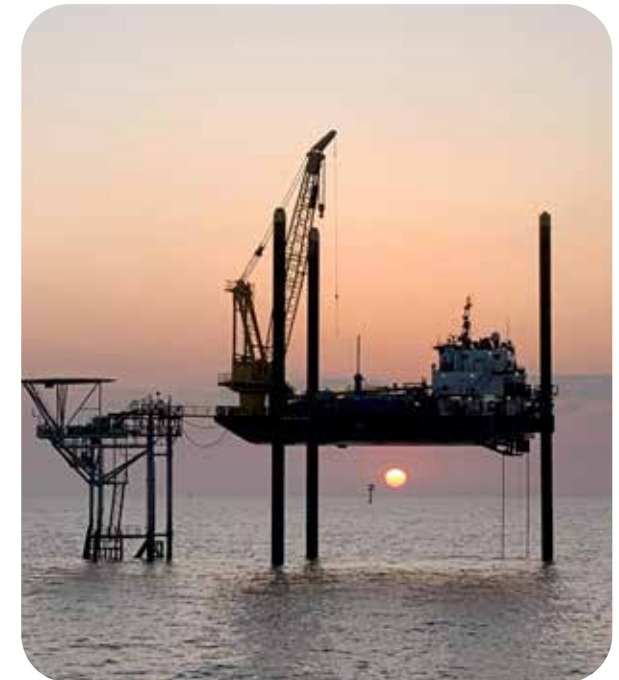
Reductions in Action

- The *Q4000*, *Q5000* and *Helix Producer I* had their hulls cleaned during their dry docks
- Testing fuel burn based on varying route speeds. Initial tests are occurring with the *Q5000*
- Installation of batteries on certain chartered vessels, including the *Grand Canyon III* with future plans to expand to the *Grand Canyon II*
- 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 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
- Onshore electricity conversion in Aberdeen
- Electric car charging stations installed
- The Aberdeen office transitioned to a renewable electricity supply for Helix House



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



CLIMATE CHANGE – RISKS AND OPPORTUNITIES

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

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

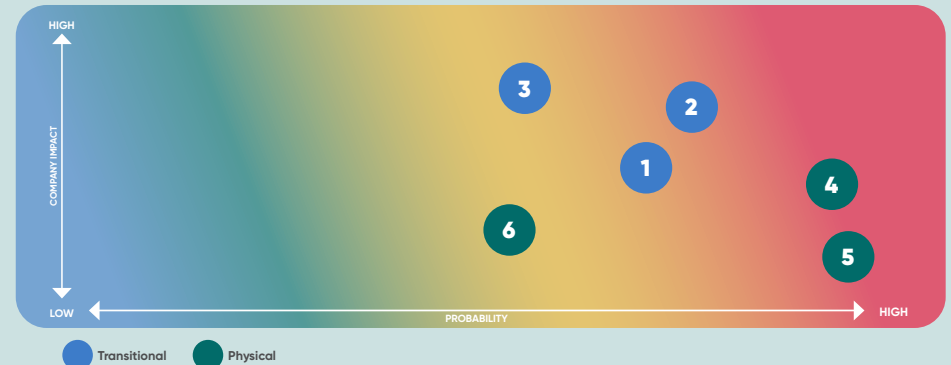
In this assessment, we looked for not only specific risks or opportunities but also the timeframe that the risk or opportunity may present itself (e.g., short-term, medium-term, or long-term) and the likelihood and potential impact on our business. From these responses, we can identify the key risks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

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

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

We’ve continued to build off this information with the creation of our Enterprise Risk Management program (further discussed on p. 28.) This and our ERM continues to reinforce and direct our strategy. Please see further discussion related to our climate related risks and opportunities discussed in TCFD Performance Table on p. 81.

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



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

Impact

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

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

Climate-Related Opportunities and Impacts

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

Impact

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

MANAGEMENT AND IMPACT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

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

Management

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

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

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

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

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

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

Climate Change poses a risk to our offices and vessels, our supply chain and our operations. We strategically engage with customers to maximize efficiency of our operations and the safety of our



employees. We plan for and consider climate-related risks and growth opportunities through increasing energy efficiency and GHG reduction efforts throughout our global operations.

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

MANAGEMENT AND IMPACT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

Impact

In light of the identified climate-related risks and to begin reducing our emissions, we completed an initial review of our 2020 GHG Emissions data, while included herein, is not representative of our customary practices or usage, and therefore was not an appropriate year from which to base our targets. One of the challenges of our business is that as utilization of our vessels and services increases, that in turn increases our total aggregate GHG Emissions regardless of our reduction measures. Additionally, an increase in vessel fleet size almost assuredly leads to a larger emissions profile.

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

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

Potential Helix Strategies to Counteract Climate-Related Risks

Scope 1

- Power Management Systems Upgrades Across Vessels
- Reduce Fuel Burn
- Customer Collaboration

Scope 2

- Invest In Renewable Energy Hardware
- Renewable Energy Supplies
- Encourage Reduced Electricity Usage
- Transition To Renewable Energy Onshore Where Able And Available

Scope 3

- Hybrid Working To Reduce Fuel Burn From Commute And/Or Downsize Office Space
- Reduce Flights/Direct Routes/Extended Trips
- Vendor Collaboration To Reduce Emissions



Case Study

Helix Robotics Solutions Northern Lights Carbon Capture and Storage Trenching Project

Dates: August 2022 – September 2023

Location: Offshore Norway

Assets: *Grand Canyon III, North Sea Enabler (f/k/a Horizon Enabler), T1200 Jet Trencher, XLX89 Work Class ROV (WROV)*

Water Depth: 300m - 310m

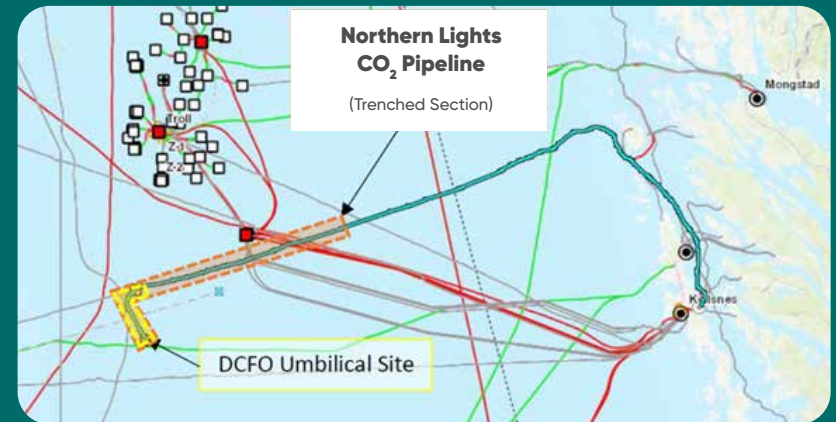
Project Overview:

The Northern Lights is part of the Norwegian government’s full-scale carbon capture and storage project (CCS) Longship. The Norwegian CCS project includes capture of CO₂ from industrial sources in the Oslo-fjord region, shipping liquid CO₂ from capture sites to an onshore terminal on the Norwegian west coast and pipeline transport from onshore to an offshore storage complex in the North Sea. The Northern Lights includes ship transport, onshore storage, pipeline transport to an offshore injection well, and injection of CO₂ for storage in a subsurface storage complex.

Equinor Energy AS engaged Helix Robotics Solutions (UK) to perform subsea trenching. The first route was a 35 km umbilical strapped together with a Direct Current Fiber Optic (DCFO) cable routed from the Oseberg A platform to the satellite well site. The second route was a 38 km deepwater section of the 12” CO₂ pipeline from an onshore terminal to the satellite well site. The third was 10 km DCFO cable tail sections around the satellite structures.

Project Challenges:

Upon initiating work, we determined the seabed where trenching was to take place was considerably firmer than we expected from the evaluation by the geotechnical appraisal. Due to this variance, we needed to pivot our technique. Through collaboration with our geotechnical consultant we employed an alternative sword configuration and through this alternate approach were able to achieve the required burial specification on schedule.



Project Successes:

- Zero LTIs.
- No requirement for 2nd pass trenching on 12” CO₂ Pipeline or DCFO cable. Client was satisfied with spec achieved on both products.
- **Over 97.3% uptime throughout project duration.**



Health and Safety

4 Pillars of Safety

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 Training, Safety Flashes, Safety Campaigns, Hazard Hunts, Behavioral Best Safety Standards, Behavioral Safety Incentive Program, Safety Grams, employee consultations 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, Observation 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.

We have established a corporate culture in which QHSE takes priority over our other business objectives. Helix management actively encourages critical safety behaviors to avoid injuries to people, environmental disturbances and damage to assets. We empower our employees to feel safe and confident that their safety and the safety of those around them are our primary concern.

Helix’s HSS Policy and its health and safety management system apply to Helix’s operations globally. We are committed to the health, safety, security and welfare of our employees, contractors and parties affected by our activities. Through this

4 Pillars of Safety



Beliefs

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



Workplace

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



Language

We encourage language that supports and reinforces confidence.



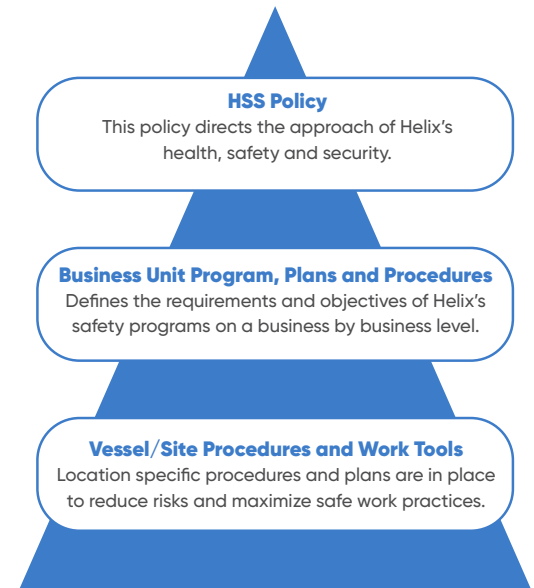
Methodology

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

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. Our QHSE management systems and training programs were developed based on common industry work practices, and by employees with on-site experience who understand the risk and physical challenges of the offshore work environment. Certain management systems of our business units have been independently assessed and registered compliant with ISO 9000 (Quality Management Systems), ISO 14001 (Environmental Management Systems), and ISO 45001 (Occupational Health and Safety Management Systems).

APPROACH TO SAFETY



Our Corporate Vision: Zero Incident Workplace

CULTURE OF 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.

**ALLIANCE SAFETY INTEGRATION:
Continuing to Strengthen and Align
with Helix Legacy Principles**

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, Alliance 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.

HSE Training¹

Helix provides HSE training to all offshore employees and contractors. Full time offshore employees completed a total of 73,663 hours of health, safety and emergency response training in 2023 with an average of 36 hours of training per offshore employee.

**Amount spent on training¹
~\$1.9 million**

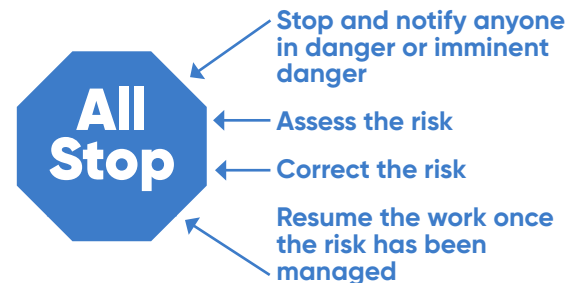
HSE Training

- Offshore Cyber Security Awareness
- DROPS Training - Awareness
- DROPS Training - Inspector
- Fall Protection
- Hands Free
- Manual Handling
- Job Safety Analysis
- Permit To Work
- Bloodborne Pathogens
- Lock Out Tag Out
- Hazard Communication
- Confined Space Entry
- Marine Debris
- BSP / Stop Work Authority
- Heat Related Illness
- Management of Change
- Hearing Conservation
- 4 Pillars - Language and Workplace
- 4 Pillars - Methodology and Beliefs
- Sexual Harassment

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.

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.

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.

¹ Includes Helix Alliance.

CULTURE OF SAFETY

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.

Behavioral Safety Incentive Program

On our Helix legacy vessels in the US 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.

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.

2024 Safety Targets

1. Zero Total Recordable Incident Rate (TRIR)
2. Zero Spills
3. Zero Drops
4. Reduce incidents involving Lifting Operations
5. No increase in the rate of incidents with high 'potential' severity

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.

IOGP Life-Saving Rules

IOGP’s Life-Saving Rules were created following analysis of thousands of fatal accident reports and High Potential near misses. This updated and simplified set of Life-Saving Rules was created following analysis of a further 10 years of fatal accident data and account for over 370 fatalities. An industry team of subject matter experts, HSE and operations professionals got together as a task force and created the updated set of Life-Saving Rules that, if followed rigorously, will have the greatest impact on eliminating fatalities. Learn more www.lifesavingrules.org.



Bypassing Safety Controls



Confined Space



Driving



Energy Isolation



Hot Work



Line of Fire



Safe Mechanical Lifting



Work Authorization



Working at Heights

CULTURE OF SAFETY

Incident Investigation

In the event of an incident, the local Site Manager or Captain may initiate 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.

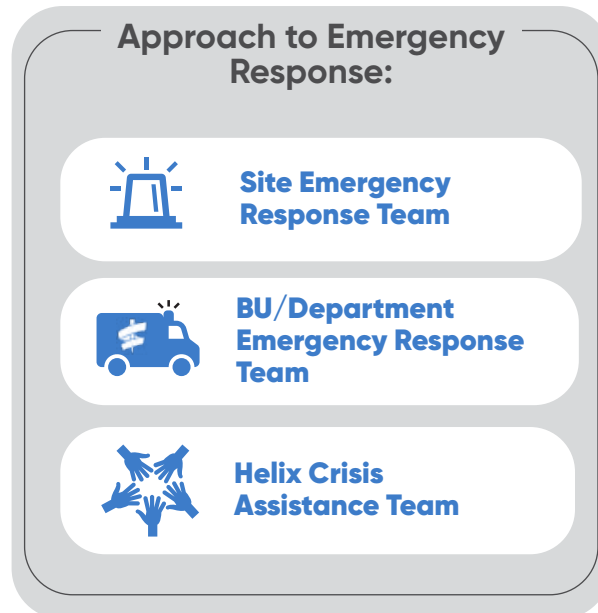
Vehicle Safety

Helix in conjunction with Helix Alliance maintains a variety of policies within the Helix Alliance Group Management System aimed at mitigating the risk of driving related incidents, injuries, and fatalities. This includes a Motor Vehicle Operations Standard, a Journey Management Standard and a Fatigue Management Standard. These three documents function together to outline the expectations of an employee when operating motor vehicle.

In 2023, Helix had 0 motor vehicle accidents¹.

Emergency Response and 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.

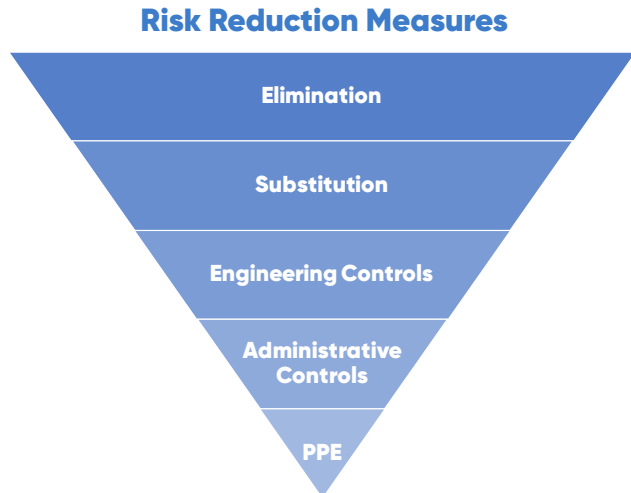


Contractor Management

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 require our contractors and subcontractors working on Helix vessels to have the same safety industry training certifications as employees and require them to follow our internal safety protocols.

Helix maintains a list of qualified suppliers for each business unit to identify service providers that are permitted to work on our vessels.



¹ Includes Helix Alliance.

CULTURE OF SAFETY

2023 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 2023 we rolled out two safety campaigns. First the “Line of Fire” Campaign focused on bringing awareness to risks that may result from the intersection of an individual and a moving object and the second was Safe Mechanical Lifting. 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.



2023 Top 4 Safety Hazards

1

Dynamic Situation Hazards

2

General Movement Around Worksite

3

Environmental Hazards

4

Personal Medical Events

CULTURE OF SAFETY

Physical 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.



SAFETY OFFSHORE DAYS WITHOUT A LOST TIME INCIDENT (LTI) as of December 31, 2023

LEGACY VESSELS

<i>Helix Producer I</i>	4,774
<i>Grand Canyon II</i>	3,173
<i>Grand Canyon III</i>	2,799
<i>Q4000</i>	1,626
<i>Seawell</i>	1,622
<i>Q5000</i>	1,430
<i>Siem Helix 1</i>	1,113

LEGACY VESSELS

<i>Siem Helix 2</i>	976
<i>Shelia Bordelon</i>	682
<i>North Sea Enabler</i>	621
<i>Glomar Wave</i>	313
<i>Siem Topaz</i>	289
<i>Well Enhancer</i>	240
<i>Q7000</i>	21

ALLIANCE VESSELS

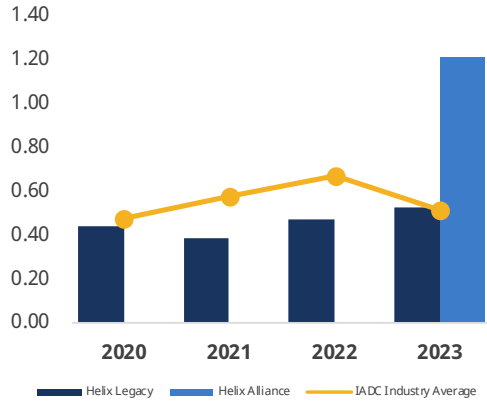
<i>Galveston</i>	4,658
<i>Lafayette</i>	4,658
<i>Nashville</i>	3,785
<i>Memphis</i>	3,776
<i>Hero</i>	3,750
<i>Charleston</i>	3,679
<i>Badger</i>	3,623
<i>Bobcat</i>	3,623
<i>Raven</i>	3,623
<i>Rebel</i>	3,623

ALLIANCE VESSELS

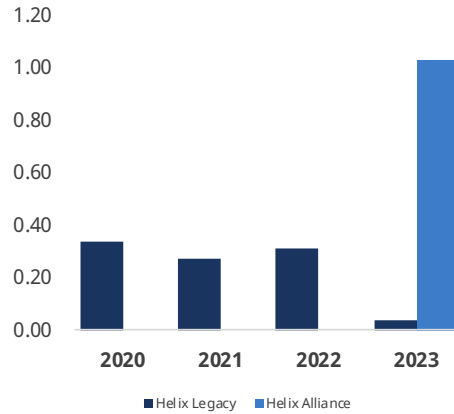
<i>Hawk</i>	3,244
<i>Houston</i>	3,211
<i>New Orleans</i>	3,211
<i>Crusader</i>	2,141
<i>Patriot</i>	2,141
<i>Falcon</i>	1,732
<i>Explorer</i>	1,633
<i>Miami</i>	969
<i>Dallas</i>	734
<i>EPIC Hedron</i>	312

2023 SAFETY SNAPSHOT¹

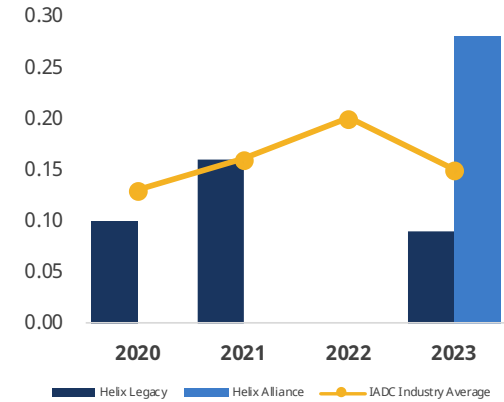
Total Recordable Incident Rate (TRIR)



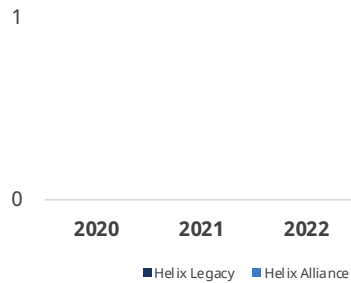
High Potential Incident Rate



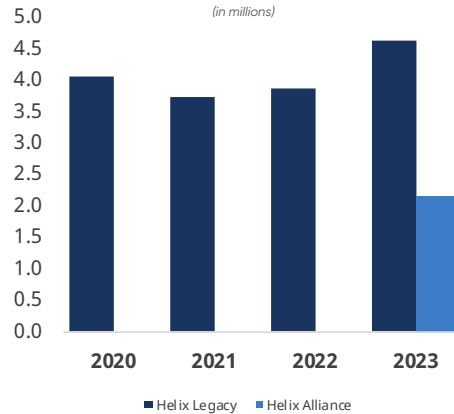
Lost Time Incident Rate



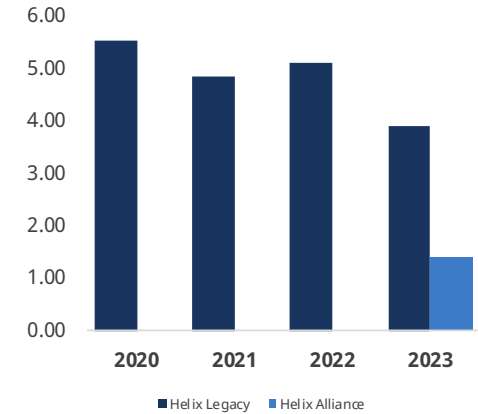
Fatalities



Person Hours
(in millions)



Near Miss Rate



1

Significant Environmental Spill

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 onshore vehicle incidents globally

¹ Safety metrics disclosed throughout this Report include Helix legacy employees and contractors. Safety metrics for the Alliance group of companies are shown separately. Third-party personnel such as clients are not included.

Appendix

ABBREVIATIONS, TERMS AND GLOSSARY

Defined below are certain terms helpful to understanding our business that are located throughout this Sustainability Report:

Bureau of Ocean Energy Management (BOEM): BOEM is responsible for managing environmentally and economically responsible development of US offshore resources. Its functions include offshore leasing, resource evaluation, review and administration of oil and gas exploration and development plans, renewable energy development, National Environmental Policy Act analysis and environmental studies.

Bureau of Safety and Environmental Enforcement (BSEE): BSEE is responsible for safety and environmental oversight of US offshore oil and gas operations, including permitting and inspections of offshore oil and gas operations. Its functions include the development and enforcement of safety and environmental regulations, permitting offshore exploration, development and production, inspections, offshore regulatory programs, oil spill response and newly formed training and environmental compliance programs.

Code: Code of Business Conduct and Ethics.

Coiled Tubing (CT) System: A continuous length of steel tubing (CT), typically between 1" and 3.25" in diameter, wound onto a large reel together with an injector head, control console, power supply and well control stack. The CT is run inside a well's production tubing primarily for debris cleanout, pumping fluids or fishing operations though there are numerous other applications.

Decommissioning: The process of plugging and abandoning oil and gas wells and removing all associated infrastructure (pipelines, platforms, etc.). This is the final stage of oil and gas operations and typically occurs when all of the associated wells have reached the end of their useful production lives.

Deepwater: Water depths exceeding 1,000 feet.
Dynamic Positioning (DP): Computer directed thruster systems that use satellite-based positioning and other positioning technologies to provide the proper counteraction to wind, current and wave forces enabling a vessel to maintain its position without the use of anchors.

DP2: Two DP systems on a single vessel providing the redundancy that allows the vessel to maintain position even in the absence of one DP system.

DP3: DP control system comprising a triple-redundant controller unit and three identical operator stations. The system is designed to withstand fire or flood in any one compartment. Loss of position should not occur from any single failure.

Dive Support Vessel (DSV): A vessel used as a floating base for commercial diving projects, with the basic requirements to keep station accurately and reliably throughout the diving operation.

DHSV: Downhole safety valve.

Heavy Lift Derrick Barge: A vessel with a crane capacity to lift large, heavy objects, primarily used for installation or removal of large offshore structures. Lifting capacities typically range from 500 to over 2,000 tons, compared to construction vessels which generally have less than 250 ton lifting capacity.

Intervention Riser System (IRS): A subsea system that establishes a direct connection from a well intervention vessel, through a rigid riser, to a conventional or horizontal subsea tree in depths up to 10,000 feet. An IRS can be utilized for wireline intervention, production logging, CT operations, well stimulation, and full P&A operations, and provides well control in order to safely access the well bore for these activities.

Intervention System: A subsea system that establishes a direct connection from a well intervention vessel to a subsea well in order to provide well control to safely access the well bore for well intervention activities. Intervention systems include Intervention Riser Systems (IRSs), Subsea Intervention Lubricators (SILs) and the Riserless Openwater Abandonment Module (ROAM).

I-Plough Trencher: A pre-lay plough spread with the capability to perform boulder clearance, pre-cut trenching and backfill services once the cable, umbilical or pipeline has been laid.

IROV Boulder Grab: A subsea grab tool with the capability to perform boulder clearance and debris removal.

Liftboat: A self-propelled offshore vessel with moveable legs capable of elevating its hull above the surface of the sea to create a stable working platform as opposed to a floating vessel. These vessels are equipped with living quarters, open deck space and at least one crane for lifting operations.

ABBREVIATIONS, TERMS AND GLOSSARY

Offshore Support Vessel (OSV): A specially designed vessel for the logistical servicing of offshore platforms and subsea installations.

Per Day Under Charter: Each day a Helix owned or chartered vessel was utilized.

Plug and Abandonment (P&A): P&A operations usually consist of placing several cement plugs in the well bore to isolate the reservoir and other fluid-bearing formations when a well reaches the end of its lifetime.

P&A System: A set of surface equipment, typically consisting of wireline, pumps, cement blenders and tanks, that is used for placement of mechanical and/or cement plugs in the well bore to P&A a well.

QHSE: Quality, Health, Safety and Environmental programs designed to protect the environment, safeguard employee health and avoid injuries.

Riserless Open-water Abandonment Module (ROAM): A subsea system designed to act as a barrier to the environment during upper abandonment operations and during production tubing removal in open water, when run as a complement to an IRS. ROAM provides the ability to capture contaminants or gas within the system and circulate them back to the safe handling systems on board the vessel, such that no well contaminants are released into the environment.

Remotely Operated Vehicle (ROV): A robotic vehicle used to complement, support and increase the efficiency of diving and subsea operations and for tasks beyond the capability of manned diving operations. ROV also includes ROVDrill, a seabed-based geotechnical investigation system deployed with an ROV system capable of taking cores from the seafloor in water depths up to 6,500 feet.

Saturation Diving: Divers working from special chambers for extended periods at a pressure equivalent to the pressure at the work site, generally required for work in water depths between 200 and 1,000 feet.

Shallow Water: Generally, water depths less than 1,000 feet, including the Gulf of Mexico shelf. Site clearance: Activities utilizing ROVs for the safe removal of obstructions, such as boulders, unexploded ordnance (UXOs) and debris, that would inhibit the construction of an offshore wind farm.

Spot Vessels: Vessels not owned or under term charters but contracted on a short-term basis typically to perform specific projects.

Subsea Intervention Lubricator (SIL): A riserless subsea system designed to provide access to the well bore while providing well control safety for activities that do not require a riser conduit. A SIL can be utilized for wireline, logging, light perforating, zone isolation, plug setting and removal, and decommissioning, and it facilitates access to subsea wells from a monohull vessel to provide safe, efficient and cost effective riserless well intervention and abandonment solutions.

Trencher or Trencher System: A subsea robotics system capable of providing post-lay trenching, inspection, burial and maintenance of submarine cables, flowlines and umbilicals in water depths of 30 to 7,200 feet across a range of seabed and environmental conditions.

Well Intervention Services: Activities related to well maintenance and production management and enhancement services. Our well intervention operations include the utilization of slickline and electric line services, pumping services, specialized tooling and CT services.

Abbreviations/Acronyms

ADCI	Association of Diving Contractors Inc.
APAC	Asia Pacific Region
BBL	Barrel
BOPD	Barrels of Oil Per Day
CO₂e	Carbon Dioxide Equivalent
DAN	Divers Alert Network
DMAC	Diving Medical Advisory Committee
DP	Dynamic Positioning
DHSV	Downhole Safety Valve
EWA	Europe / West Africa Region
HRS APAC	Helix Robotics Asia Pacific
HRS EWA	Helix Robotics Europe / West Africa Region
HRS US	Helix Robotics US
IMCA	International Marine Contractors Association
IRM	Inspection, Repair & Maintenance
kWh	Kilowatt-hour
MBOE	Thousand Barrels of Oil Equivalent
MBOEPD	Thousand Barrels of Oil Equivalent per Day
mg/L	Milligram per Liter
MGO	Marine Gas Oil
ML	Megaliter
MMBOE	Million Barrels of Oil Equivalent
MMBTU	Million British Thermal Units
MMSCFD	Million Standard Cubic Feet per Day
mtCO₂e	Metric Tons of Carbon Dioxide Equivalent
PPE	Personal Protective Equipment
ULSD	Ultra-Low-Sulfur Diesel
USCG	United States Coast Guard
WOUK	Well Ops UK
WOUS	Well Ops US

2021 - 2023 DATA TABLE

HUMAN CAPITAL ¹	Units	2021	2022	2023
Total Global Employees		1,327	1,564	2,531
Global Workforce by Gender				
Female	Count	128	*	169
Male	Count	1,199	*	2,362
Global Workforce by Gender				
Female	%	10	8	7
Male	%	90	92	93
Global Workforce by Region				
US	Count/%	494	32%	542
UK	Count/%	570	42%	737
Singapore	Count/%	77	8%	139
Brazil	Count/%	186	18%	297
Alliance	Count/%	*	*	816
Global Workforce by Age				
18-30	Count/%	94	8%	362
31-45	Count/%	698	51%	1,172
46-60	Count/%	457	35%	846
61+	Count/%	78	6%	150
Global Workforce Onshore vs. Offshore				
Onshore	Count/%	*	20%	491
Offshore	Count/%	*	80%	2,040
Workforce by Gender				
US Female	Count/%	65	4%	69
US Male	Count/%	429	28%	473
UK Female	Count/%	37	2%	46
UK Male	Count/%	533	40%	691

¹ Inclusive of Helix Alliance metrics. * Not previously disclosed.

2021 - 2023 DATA TABLE

HUMAN CAPITAL ¹	Units	2021	2022	2023
Brazil & Singapore Female	Count/%	26	2%	26
Brazil & Singapore Male	Count/%	237	24%	410
Alliance Female	Count	*	*	28
Alliance Male	Count	*	*	788
Years of Service by Gender²				
0-4 Years	Count/%	37%	43%	1,619
Female	Count/%	10%	7%	88
Male	Count/%	90%	93%	1,531
5-9 Years	Count/%	31%	26%	373
Female	Count/%	8%	8%	30
Male	Count/%	92%	92%	343
10-14 Years	Count/%	22%	20%	314
Female	Count/%	9%	8%	22
Male	Count/%	91%	92%	292
15-19 Years	Count/%	8%	8%	176
Female	Count/%	12%	8%	19
Male	Count/%	88%	92%	157
20+ Years	Count/%	2%	3%	49
Female	Count/%	23%	24%	10
Male	Count/%	77%	76%	39
Years of Service by Region				
0-4 Years				
US	Count/%	30%	26%	210
UK	Count/%	40%	38%	319
Singapore	Count/%	3%	8%	74
Brazil	Count/%	27%	28%	201
Alliance	Count/%	*	*	815

¹ Inclusive of Helix Alliance metrics.

² Alliance years of service based on Helix's acquisition date.

* Not previously disclosed.

2021 - 2023 DATA TABLE

HUMAN CAPITAL ¹	Units	2021	2022	2023
Years of Service by Region³				
5-9 Years				
US	Count/%	46%	37%	126
UK	Count/%	37%	37%	139
Singapore	Count/%	4%	3%	12
Brazil	Count/%	13%	23%	96
10-14 Years				
US	Count/%	33%	33%	111
UK	Count/%	56%	59%	182
Singapore	Count/%	11%	8%	20
Brazil	Count/%	0%	0%	0
Alliance	Count/%	#	#	1 ²
15-19 Years				
US	Count/%	46%	42%	76
UK	Count/%	46%	44%	75
Singapore	Count/%	8%	14%	25
Brazil	Count/%	0%	0%	0
20+ Years				
US	Count/%	50%	46%	19
UK	Count/%	27%	34%	22
Singapore	Count/%	23%	20%	8
Brazil	Count/%	0%	0%	0

¹ Inclusive of Helix Alliance metrics.

² Legacy Helix employee transitioned to Helix Alliance.

³ Alliance years of service based on Helix's acquisition date.

Not previously disclosed.

2021 - 2023 DATA TABLE

HUMAN CAPITAL	Units	2021	2022	2023
Workforce Ethnicities (US¹ & Singapore only)				
White	%	62%	69%	69%
Native Hawaiian or Other Pacific Islander	%	<1%	<1%	<1%
Black or African American	%	8%	11%	17%
Asian	%	6%	7%	3%
American Indian / Alaskan Native	%	<1%	<1%	2%
Hispanic	%	11%	12%	8%
Two or More Races	%	*	*	1%
Did Not Self Identify	%	12%	*	*

FUEL ¹	Units	2021	2022	2023
Total Fuel Use				
Offshore Assets & Onshore Vehicles	GJ	3,040,904	3,318,900	3,488,592.93
<i>Mobile (Offshore Assets & Onshore Vehicles) by Business Unit</i>				
Well Ops US	GJ in 000s	970	996	934
Helix Robotics Solutions US	GJ in 000s	29	87	71
Well Ops UK	GJ in 000s	669	837	985
Helix Robotics Solutions EWA	GJ in 000s	348	390	458
Helix Robotics Solutions APAC	GJ in 000s	207	277	238
Helix do Brasil	GJ in 000s	816	733	802
<i>Mobile (Offshore Assets & Onshore Vehicles) by Location</i>				
US	GJ in 000s	*	*	1,005
UK	GJ in 000s	*	*	1,444
Singapore	GJ in 000s	*	*	238
Brazil	GJ in 000s	*	*	802
Diesel Fuel by Business Unit/Location				
US	m ³	*	*	24,499.82

¹ Includes Helix Alliance employees.

² Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

FUEL ¹	Units	2021	2022	2023
Well Ops US	m ³	*	*	22,769.54
Helix Robotics Solutions US	m ³	*	*	1,730.28
UK	m ³	*	*	35,182.61
Well Ops UK	m ³	*	*	24,009.46
Helix Robotics Solutions EWA	m ³	*	*	11,173.15
Singapore	m ³	*	*	5,803.00
Helix Robotics Solutions APAC	m ³	*	*	5,803.00
Brazil	m ³	*	*	19,538.45
Helix do Brasil	m ³	*	*	19,538.45
Total	m ³	*	*	85,023.88
Propane by Business Unit/Location				
US	gallons	*	*	759.46
Well Ops US	gallons	*	*	485.71
Helix Robotics Solutions US	gallons	*	*	273.75
UK	gallons	*	*	0.00
Well Ops UK	gallons	*	*	0.00
Helix Robotics Solutions EWA	gallons	*	*	0.00
Singapore	gallons	*	*	0.00
Helix Robotics Solutions APAC	gallons	*	*	0.00
Brazil	gallons	*	*	0.00
Helix do Brasil	gallons	*	*	0.00
Total	gallons	*	*	759.46
Natural Gas by Business Unit/Location				
US	kWh	*	*	0.00
Well Ops US	kWh	*	*	0.00
Helix Robotics Solutions US	kWh	*	*	0.00

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

FUEL¹	Units	2021	2022	2023
<i>UK</i>	kWh	✖	✖	318,510.14
Well Ops UK	kWh	✖	✖	189,122.14
Helix Robotics Solutions EWA	kWh	✖	✖	129,388.00
<i>Singapore</i>	kWh	✖	✖	0.00
Helix Robotics Solutions APAC	kWh	✖	✖	0.00
<i>Brazil</i>	kWh	✖	✖	0.00
Helix do Brasil	kWh	✖	✖	0.00
Total	kWh	✖	✖	318,510.14
Biogas by Business Unit/Location				
<i>US</i>	kWh	✖	✖	0.00
Well Ops US	kWh	✖	✖	0.00
Helix Robotics Solutions US	kWh	✖	✖	0.00
<i>UK</i>	kWh	✖	✖	23,427.52
Well Ops UK	kWh	✖	✖	13,822.52
Helix Robotics Solutions EWA	kWh	✖	✖	9,605.00
<i>Singapore</i>	kWh	✖	✖	0.00
Helix Robotics Solutions APAC	kWh	✖	✖	0.00
<i>Brazil</i>	kWh	✖	✖	0.00
Helix do Brasil	kWh	✖	✖	0.00
Total	kWh	✖	✖	23,427.52

ENERGY¹	Units	2021	2022	2023
Scope 1 Energy	GJ	✖	✖	3,489,824
Scope 2 Energy	GJ	✖	✖	7,314
Renewable	GJ	✖	✖	1,668
Non-Renewable	GJ	✖	✖	5,646

¹ Unless otherwise stated, numbers do not include Helix Alliance values. ✖ Not previously disclosed.

2021 - 2023 DATA TABLE

ENERGY ¹	Units	2021	2022	2023
Total Energy (Scope 1 and 2 Energy Consumption by Type)				
<i>Global</i>	GJ	✳	3,328,006 GJ	3,497,138.32 GJ
Renewable Sources	GJ	✳	1,022	1,752.80
Non-Renewable Sources	GJ	✳	3,326,984	3,495,385.52
Total Energy (Scope 1 and 2 Energy Consumption by Region)				
<i>US</i>	GJ	✳	✳	1,010,356.76
US Non-Renewable Sources	GJ	✳	1,087,985	1,010,356.76
US Renewable Sources	GJ	✳	0	0
<i>UK</i>	GJ	✳	✳	1,446,441.88
UK Non-Renewable Sources	GJ	✳	1,228,676	1,444,689.08
UK Renewable Sources	GJ	✳	1,022	1,752.80
<i>Singapore</i>	GJ	✳	✳	238,519.59
Singapore Non-Renewable Sources	GJ	✳	277,204	238,519.59
Singapore Renewable Sources	GJ	✳	0	0
<i>Brazil</i>	GJ	✳	✳	801,820.09
Brazil Non-Renewable Sources	GJ	✳	733,119	801,820.09
Brazil Renewable Sources	GJ	✳	0	0
Total Energy (Scope 1 and 2 Energy Consumption by Business Unit)				
Corporate Non-Renewable Sources	GJ	✳	1,489	1,562.16
Corporate Renewable Sources	GJ	✳	0	0
Well Ops US Non-Renewable Sources	GJ	✳	998,056	936,102.88
Well Ops US Renewable Sources	GJ	✳	0	0
Helix Robotics Solutions US Non-Renewable Sources	GJ	✳	88,440	72,691.72
Helix Robotics Solutions US Renewable Sources	GJ	✳	0	0
Well Ops UK Non-Renewable Sources	GJ	✳	838,149	985,788.93
Well Ops UK Renewable Sources	GJ	✳	643	1,079.93
Helix Robotics Solutions EWA Non-Renewable Sources	GJ	✳	390,527	458,900.15

¹ Unless otherwise stated, numbers do not include Helix Alliance values. ✳ Not previously disclosed.

2021 - 2023 DATA TABLE

ENERGY ¹	Units	2021	2022	2023
Helix Robotics Solutions EWA Renewable Sources	GJ	*	379	672.87
Helix Robotics Solutions APAC Non-Renewable Sources	GJ	*	277,204	238,519.59
Helix Robotics Solutions APAC Renewable Sources	GJ	*	0	0
Helix do Brasil Non-Renewable Sources	GJ	*	733,119	801,820.09
Helix do Brasil Renewable Sources	GJ	*	0	0
Total Energy (Scope 1 and 2 Energy Consumption By Source)				
Diesel Fuel	m ³ /GJ	74,113.06 m ³	3,318,800 GJ	85,023.88 m ³
Propane	m ³ /GJ/gallons	1.76 m ³	100 GJ	759.46 gallons
Natural Gas	kWh	386,765.35	*	318,510.14
Biogas	kWh	48,468.12	*	23,427.52
Electricity	kWh	2,130,833.58	2,182,376.00	2,031,780.04

ELECTRICITY ¹	Units	2021	2022	2023
Total Electricity Usage	kwH in 000s	2,131	2,182	2,032
Electricity Usage Total by Location				
US	kWh	*	*	1,407,211.63
Renewable	kWh	*	*	0.00
Non-Renewable	kWh	*	*	1,407,211.63
UK	kWh	*	*	463,460.47
Renewable	kWh	*	*	463,460.47
Non-Renewable	kWh	*	*	0.00
Singapore	kWh	*	*	117,360.00
Renewable	kWh	*	*	0.00
Non-Renewable	kWh	*	*	117,360.00
Brazil	kWh	*	*	43,747.94
Renewable	kWh	*	*	0.00
Non-Renewable	kWh	*	*	43,747.94

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

ELECTRICITY¹	Units	2021	2022	2023
Electricity Usage by Business Unit				
Well Ops US	kWh	552,940.61	502,743.94	508,892.61
Helix Robotics Solutions US	kWh	429,238.72	468,270.87	464,386.74
Corporate	kWh	324,717.45	413,676.85	433,932.28
Well Ops UK	kWh	405,110.46	383,585.81	286,158.29
Helix Robotics Solutions EWA	kWh	274,786.40	231,752.63	177,302.18
Helix Robotics Solutions APAC	kWh	93,209.00	138,275.00	117,360.00
Helix do Brasil	kWh	50,830.94	44,070.63	43,747.94
Electricity Usage by Business Unit				
Well Ops US	mmBtu	1,886.71	1,715.43	1,736.42
Helix Robotics Solutions US	mmBtu	1,464.62	1,597.81	1,584.55
Corporate	mmBtu	1,107.98	1,411.52	1,480.64
Well Ops UK	mmBtu	1,382.29	1,308.85	976.41
Helix Robotics Solutions EWA	mmBtu	937.61	790.77	604.98
Helix Robotics Solutions APAC	mmBtu	318.04	471.81	400.45
Helix do Brasil	mmBtu	173.44	150.38	149.27

AIR EMISSIONS¹	Units	2021	2022	2023
Helix Direct Emissions By Gas				
CO ₂	mT	*	*	240,274.49
CH ₄	mT	*	*	43.23
N ₂ O	mT	*	*	8.76
Other Gases	mT	*	*	0.83
HCFC Gases (Outside of Scope 1)	mT	*	*	0.13

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

AIR EMISSIONS ¹	Units	2021	2022	2023
Alliance Scope 1 Direct Emissions By Gas				
CO ₂	mT	*	*	61,040.34
CH ₄	mT	*	*	28.84
N ₂ O	mT	*	*	1.65
Other Gases	mT	*	*	0.25
HCFC Gases (Outside of Scope 1)	mT	*	*	0.04
Alliance Scope 2 Direct Emissions By Gas				
CO ₂	mT	*	*	498.36
CH ₄	mT	*	*	0.03
N ₂ O	mT	*	*	0.00

WATER ¹	Units	2021	2022	2023
Total Water Consumed	m ³	*	111,058	124,826
Total Vessel Water Consumed by Business Unit				
Well Ops US	m ³	*	*	39,175
Helix Robotics Solutions US	m ³	*	*	4,634
Well Ops UK	m ³	*	*	28,816
Helix Robotics Solutions EWA	m ³	*	*	13,171
Helix Robotics Solutions APAC	m ³	*	*	6,173
Helix do Brasil	m ³	*	*	28,146
Total Water Held (Year-End) by Business Unit				
Well Ops US	m ³	*	*	1,813.09
Helix Robotics Solutions US	m ³	*	*	41.70
Well Ops UK	m ³	*	*	695.00
Helix Robotics Solutions EWA	m ³	*	*	1,230.00

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 – 2023 DATA TABLE

WATER¹	Units	2021	2022	2023
Helix Robotics Solutions APAC	m ³	*	*	836.00
Helix do Brasil	m ³	*	*	1,755.00
Total Water Use by Business Unit				
Corporate	m ³	1,058	1,499	1,180
Well Ops US	m ³	40,885	41,938	39,842
Helix Robotics Solutions US	m ³	781	1,025	5,181
Well Ops UK	m ³	22,824	26,020	29,423
Helix Robotics Solutions EWA	m ³	9,054	9,006	13,922
Helix Robotics Solutions APAC	m ³	6,213	547	6,517
Helix do Brasil	m ³	23,758	31,023	28,763
Total Water Withdrawn by Business Unit				
Corporate	ML/L	*	1.5 ML	1,179,778.88 L
Well Ops US	ML/L	*	56.57 ML	41,655,202.68 L
Helix Robotics Solutions US	ML/L	*	2.16 ML	5,222,378.88 L
Well Ops UK	ML/L	*	34.94 ML	30,117,546.80 L
Helix Robotics Solutions EWA	ML/L	*	19.26 ML	15,151,720.00 L
Helix Robotics Solutions APAC	ML/L	*	0.55 ML	7,352,500.00 L
Helix do Brasil	ML/L	*	57.26 ML	30,517,870.58 L

GHG EMISSIONS¹	Units	2021	2022	2023
Scope 1				
Scope 1 Target – CO₂e Emissions Per Day Under Charter	mT/Days Under Charter	62	59	55
Scope 1 – CO ₂ e Emissions Total	mT (000s)	205	224	237
Scope 1 – CO ₂ e Emissions Total – Mobile	mT	*	*	235,273.31
Scope 1 – CO ₂ e Emissions Total – Stationary	mT	*	*	58.27
Scope 1 Energy Intensity Per Day Under Charter	Scope 1 Energy/Charter Days	*	874 GJ Per Day Under Charter	811 GJ Per Day Under Charter

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 – 2023 DATA TABLE

GHG EMISSIONS ¹	Units	2021	2022	2023
Scope 1 CO₂e Regional Totals	mT			
<i>US</i>	mT	*	*	67,933.43
Well Ops US	mT	*	*	63,157.90
Helix Robotics Solutions US	mT	*	*	4,775.53
<i>UK</i>	mT	*	*	98,068.65
Well Ops UK	mT	*	*	66,979.55
Helix Robotics Solutions EWA	mT	*	*	31,089.10
<i>Singapore</i>	mT	*	*	16,283.79
Helix Robotics Solutions APAC	mT	*	*	16,283.79
<i>Brazil</i>	mT	*	*	54,520.14
Helix do Brasil	mT	*	*	54,520.14
Scope 1 CO₂e Regional Totals – Mobile				
<i>US</i>	mT	*	*	67,538.32
Well Ops US	mT	*	*	62,767.20
Helix Robotics Solutions US	mT	*	*	4,771.11
<i>UK</i>	mT	*	*	97,503.98
Well Ops UK	mT	*	*	66,538.84
Helix Robotics Solutions EWA	mT	*	*	30,965.14
<i>Singapore</i>	mT	*	*	16,082.37
Helix Robotics Solutions APAC	mT	*	*	16,082.37
<i>Brazil</i>	mT	*	*	54,148.64
Helix do Brasil	mT	*	*	54,148.64
Scope 1 CO₂e Regional Totals – Stationary				
<i>US</i>	mT	*	*	0.00
Well Ops US	mT	*	*	0.00
Helix Robotics Solutions US	mT	*	*	0.00

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

GHG EMISSIONS ¹	Units	2021	2022	2023
UK	mT	*	*	58.27
Well Ops UK	mT	*	*	34.60
Helix Robotics Solutions EWA	mT	*	*	23.67
Singapore	mT	*	*	0.00
Helix Robotics Solutions APAC	mT	*	*	0.00
Brazil	mT	*	*	0.00
Helix do Brasil	mT	*	*	0.00
Scope 2				
Scope 2 Target - CO₂e Total GHG Emissions (Location Based)	mT	685	700	646.80
Scope 2 -- CO ₂ e Total GHG Emissions (Market Based)	mT	*	645	550.84
Scope 2 Total	mmBTU	*	*	6,932.72
Scope 2 CO₂e Regional Totals (Location Based)				
US	mT	*	*	494.25
Corporate	mT	*	*	152.41
Well Ops US	mT	*	*	178.74
Helix Robotics Solutions US	mT	*	*	163.10
UK	mT	*	*	95.97
Well Ops UK	mT	*	*	59.26
Helix Robotics Solutions EWA	mT	*	*	36.71
Singapore	mT	*	*	41.22
Helix Robotics Solutions APAC	mT	*	*	41.22
Brazil	mT	*	*	15.37
Helix do Brasil	mT	*	*	15.37
Scope 2 CO₂e Regional Totals (Market Based)				
US	mT	*	*	494.25
Corporate	mT	*	*	152.41

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

GHG EMISSIONS ¹	Units	2021	2022	2023
Well Ops US	mT	*	*	178.74
Helix Robotics Solutions US	mT	*	*	163.10
UK	mT	*	*	0.00
Well Ops UK	mT	*	*	0.00
Helix Robotics Solutions EWA	mT	*	*	0.00
Singapore	mT	*	*	41.22
Helix Robotics Solutions APAC	mT	*	*	41.22
Brazil	mT	*	*	15.37
Helix do Brasil	mT	*	*	15.37
Scope 2 Regional Totals				
US	mmBtu	*	*	4,801.61
Corporate	mmBtu	*	*	1,480.64
Well Ops US	mmBtu	*	*	1,736.42
Helix Robotics Solutions US	mmBtu	*	*	1,584.55
UK	mmBtu	*	*	1,581.39
Well Ops UK	mmBtu	*	*	976.41
Helix Robotics Solutions EWA	mmBtu	*	*	604.98
Singapore	mmBtu	*	*	400.45
Helix Robotics Solutions APAC	mmBtu	*	*	400.45
Brazil	mmBtu	*	*	149.27
Helix do Brasil	mmBtu	*	*	149.27
Scope 3				
Scope 3 Target – CO₂e Total GHG Emissions	mT	2,088	3,250	7,829.05
Scope 3 CO₂e Regional Totals				
US	mT	*	*	934.34
Corporate	mT	*	*	157.63

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

GHG EMISSIONS ¹	Units	2021	2022	2023
Well Ops US	mT	*	*	329.68
Helix Robotics Solutions US	mT	*	*	447.03
UK	mT	*	*	6,257.06
Well Ops UK	mT	*	*	4,310.70
Helix Robotics Solutions EWA	mT	*	*	1,946.36
Singapore	mT	*	*	229.02
Helix Robotics Solutions APAC	mT	*	*	229.02
Brazil	mT	*	*	408.63
Helix do Brasil	mT	*	*	408.63
Total CO₂e Emissions by Region				
US	mT	67,886	73,939	69,362
UK	mT	70,189	85,037	104,422
Singapore	mT	14,143	18,953	16,554
Brazil	mT	55,789	49,990	54,944
Total CO₂e Emissions by Business Unit				
Corporate	mT	141	306	310
Robotics	mT	40,410	52,279	55,012
Well Intervention	mT	167,456	175,334	189,960
Alliance CO₂e Emissions				
Scope 1 - CO ₂ e Emissions Total	mT	*	*	62,729.80
Scope 2 - CO ₂ e Emissions Total - Location Based	mT	*	*	500.05
Scope 3 - CO ₂ e Emissions Total	mT	*	*	6.39
Alliance Scope 1 Emissions				
Scope 1 - CO ₂ e Emissions Total - Mobile	mT	*	*	62,285.75
Scope 1 - CO ₂ e Emissions Total - Stationary	mT	*	*	0.51
Scope 1 - CO ₂ e Emissions Total - Other Gases	mT	*	*	443.54

¹ Unless otherwise stated, numbers do not include Helix Alliance values. * Not previously disclosed.

2021 - 2023 DATA TABLE

SAFETY AND TRAINING ¹	Units	2021	2022	2023
Health, Safety and Emergency Response Training ²	Hours	40,355	31,000	73,663 ⁴
Health, Safety and Emergency Response Training ²	Cost	~\$1,000,000	~\$1,000,000	~\$1,900,000 ⁴
Helix Legacy Total Recordable Incident Rate (TRIR)	Rate	0.38	0.47	0.52
Helix Alliance Total Recordable Incident Rate (TRIR)	Rate	*	*	1.21
Helix Legacy High Potential Incident Rate	Rate	0.27	0.31	0.04
Helix Alliance High Potential Incident Rate	Rate	*	*	1.03
Helix Legacy Lost Time Incident Rate (LTI)	Rate	0.16	0	0.09
Helix Alliance Lost Time Incident Rate (LTI)	Rate	*	*	0.28
Helix Legacy Near Miss Rate	Rate	4.85	5.10	3.89
Helix Alliance Near Miss Rate	Rate	*	*	1.40
Helix Legacy Person Hours	Hours	3,712,816	3,846,219	4,627,913
Helix Alliance Person Hours	Hours	*	*	2,144,492
Helix Legacy Vehicle Incidents	Count	0	0	0
Helix Alliance Vehicle Incidents	Count	*	*	0
Helix Legacy Work-Related Fatalities	Count	0	0	0
Helix Alliance Work-Related Fatalities	Count	*	*	1
Helix Legacy Significant Environmental Spills	Count	0	0	1
Helix Alliance Significant Environmental Spills	Count	*	*	0

¹ Unless otherwise stated, numbers do not include Helix Alliance values.

* Not previously disclosed.

² Inclusive of Helix Alliance.

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 2023 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.	
<p>a. Describe the Board’s oversight of climate-related risks and opportunities.</p>	<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. 27-29, 32-33, 52-53 (Board Oversight) for additional discussion.
<p>b. Describe management’s role in assessing and managing risks and opportunities.</p>	<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. 29 and 52-53 for additional discussion.

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organizations' businesses, strategy and financial planning.

<p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</p>	<p>SHORT, MEDIUM AND LONG TERM RISKS INCLUDE:</p> <ul style="list-style-type: none"> • Regulatory Compliance - Targets/Reduction Requirements • Client Requirements - Reporting Requirements in Contracts • Implementation Costs (ROI) • Severe Weather Implications • Legacy 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 Emissions • Improved Technology to Reduce Emissions, Waste and Harmful Chemicals • Service Expansion/Acquisition /Partnerships with Green Tech Companies • Decommissioning <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 Q4000, Q5000 or Q7000, (2) the potential benefits, if any, that such an investment would create to our sustainability, our strategy and the value created for our stakeholders, and (3) the challenge to implement new technology on an offshore vessel which would require significant internal time and cost through a cross-functional team coordinated among Finance, business units, Quality, Health, Safety and Environmental (QHSE), and Information Technology plus governmental and regulatory approvals to ensure the safety of the vessel and the crew.</p>
<p>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p>IMPACTS FROM RISKS INCLUDE:</p> <ul style="list-style-type: none"> • Stakeholder Perception • Capital Expenditures for Environmental Sustainability Improvements and Emissions Monitoring • Shift More Proactively from Oil & Gas focus to Decommissioning and/or Renewable Energies • Client Climate-Related Commercial Demands <p>IMPACTS FROM OPPORTUNITIES INCLUDE:</p> <ul style="list-style-type: none"> • Ability to Participate in Global Energy Transition – Decommissioning Wells/Renewable Energy • Cost Impact from Investing in Green Tech to Reduce GHG Emissions • Leveraging Environmental Sustainability Performance <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 changes • ongoing communication with stakeholders regarding their perception of our ESG program • communication 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.

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

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

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.

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.

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.

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.

b. Describe the organization's processes for managing climate-related risks.

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

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

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.

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.

Please also see the discussion in Strategy (b).

Risk Management (continued)

Disclose how the organization identifies, assesses, and manages climate-related risks.

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. 29 for additional information on this program.

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. 37. 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. 52 and on p. 81 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. 46 for 2023 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) incorporated ESG key performance indicators to establish a portion of the participant's target bonus.

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) 103.84 GJ ¹ (2) 3,488,489.09 GJ ¹
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impact		EM-SV-110a.2	As discussed on p. 37 and 46-47, we have included targets to reduce our Scope 1 emissions and 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 (m ³), Percentage (%)	EM-SV-140a.1	(1) 131.20 ¹ (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. 44
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	Not Applicable. Any owned wells are subsea.
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) 0.52 ¹ (2) 0 ¹ (3) 3.89 ¹ (4) 0 ¹ (5)(a) 52,293 ¹ (5)(b) Not tracked ¹ (5)(c) Not tracked ¹
	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. 56-61, 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.

¹ Numbers do not include Helix Alliance values.

Table 1. Sustainability Disclosure Topics & Accounting Metrics

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	\$743,599.00
	Description of the management system for the prevention of corruption and bribery throughout the value chain		EM-SV-510a.2	As discussed on p. 30-32 and 52-53, 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. 26-32; 36-37; 52-53
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks		EM-SV-540a.1	See p. 26-32; 52-53

Table 2. Activity Metrics

Activity Metric	Unit Of Measure	Code	Disclosure
Number of active rig sites₂	Number	EM-SV-000.A	0
Number of active well sites₃	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	4,627,913 ¹

¹ Excludes Helix Alliance employees.

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 for 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. 37; Environmental and Energy Policy
	Does the company disclose a supplier environmental policy?	5	p. 31 and 37; Environmental and Energy Policy ; Helix Supplier and Vendor Expectations
	Does the company disclose the existence of an environmental management strategy?	7	p. 36; 51; 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. 56
	Does the company disclose the percentage of the suppliers’ operations covered by a certified ISO 14001 or EMAS environmental management system?	18	p. 31;56; See also p. 40 2023 Corporate Sustainability Report
	Percentage of suppliers certified to ISO 14001/EMAS	579	p. 31;56; See also p. 40 2023 Corporate Sustainability Report
	Does the company sustainability disclosure identify specific salient risks that its activities and business relationships pose on the environment?	19	p. 36-37
	If the company suffered a major environmental controversy, has it failed to provide an adequate response?	295	p. 45; N/A
	Does the company’s publicly disclosed Code of Vendor Conduct address supply chain audits for environmental management?	370	p. 31; Helix Supplier and Vendor Expectations ; See also p. 40 2023 Corporate Sustainability Report
	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. 31; Helix Supplier and Vendor Expectations ; See also p. 40 2023 Corporate Sustainability Report
	Does the company disclose metrics on corrective actions to mitigate suppliers’ non-conformance regarding environmental issues?	542	p. 31; Helix Supplier and Vendor Expectations ; See also p. 40 2023 Corporate Sustainability Report
Does the company disclose details on significant negative environmental impacts identified in the supply chain?	543	p. 31	

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Environmental – Carbon and Climate	Does the company disclose its climate change risks?	22	p. 52-54; TCFD Performance Table
	Does the company disclose a climate change strategy?	23	p. 52-54; TCFD Performance Table
	Does the company disclose a climate change performance?	24	p. 52-54; TCFD Performance Table
	Does the company disclose climate change opportunities?	28	p. 52-54; TCFD Performance Table
	Does the company disclose the impact of climate-related risks and opportunities on its businesses, strategy, and financial planning?	35	p. 52-54; TCFD Performance Table
	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. 52-54; TCFD Performance Table
	Does the company disclose clear quantitative GHG emissions reduction targets?	38	p. 37; Environmental and Energy Policy
	Does the company disclose clear scope 2 GHG emissions reduction targets?	25	p. 37; Environmental and Energy Policy ; See also Data Table
	Does the company report on progress against GHG emission reduction targets?	26	p. 46-50; See also Data Table
	Does the company disclose clear scope 1 GHG emissions reduction targets?	503	p. 37; Environmental and Energy Policy
	Does the company have an approved near-term Science Based Target?	40	p. 57-58; 60-65; TCFD Performance Table ; See also 2022 Corporate Sustainability Report
	Does the company disclose metrics on its GHG emissions?	50	p. 46-50; See also Data Table
	Does the company disclose the use of a recognized international GHG emissions accounting standard?	44	Greenhouse Gas Protocol; p. 46-50
	Does the company disclose its scope 1 (direct) GHG emissions?	51	p. 46-47; 49-50; See also Data Table
	Does the company disclose its scope 2 (indirect) GHG emissions?	52	p. 46; 48-50; See also Data Table
Does the company disclose scope 3 (other indirect) GHG emissions?	53	p. 46; 48-50; See also Data Table	

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Environmental – Carbon and Climate	Does the company disclose its aggregated energy consumption?	62	p. 41-42; See also Data Table
	Does the company disclose the absolute amount of energy conserved through its energy conservation programs?	72	p. 38; 40-42
	Does the company disclose the amount of total investment in energy conservation programs?	74	p. 38; 40-42
	Does the company disclose total savings or profits achieved from energy conservation programs?	75	p. 38; 40-42
	Does the company disclose a normalized total electrical power use value?	79	p. 41-42; See also Data Table
	Does the company disclose a clear approach to reducing energy consumption from non-renewable sources?	96	p. 38-42
	Does the company disclose management’s role in assessing and managing climate-related risks and opportunities?	105	p. 26-29; 37; 52-54; TCFD Performance Table ; See also 2022 Corporate 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. 26-29; 37; 52-54; TCFD Performance Table ; See also 2022 Corporate 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. 26-29; 37; 52-54; TCFD Performance Table ; See also 2022 Corporate Sustainability Report
	Does the company disclose board oversight of climate-related risks and opportunities?	110	p. 26-29; 37; 52-54; TCFD Performance Table ; See also 2022 Corporate Sustainability Report
	Does the company disclose a clearly defined strategy for improving the fleet fuel economy?	112	p. 38-40; 51
	Does the company disclose metrics about fleet fuel consumption?	116	p. 38-39; 50; See also Data Table
	Does the company disclose the percentage of renewable fleet fuel consumed?	117	p. 38-39; 50; See also Data Table

ISS			
Category	Metric	Indicator	Relevant Helix Disclosure
Environmental – Carbon and Climate	Does the company disclose the percentage of energy used that is derived from renewable sources?	64	p. 41-42; See also Data Table
	Does the company disclose its aggregate energy consumption from renewable sources?	65	p. 41-42; See also Data Table
	Does the company disclose its aggregated energy consumption from non-renewable sources?	67	p. 41-42; See also Data Table
	Does the company disclose the gross total of energy used that is derived from non-renewable sources?	68	p. 41-42; See also Data Table
Environmental – Natural Resources	Does the company publicly report metrics on water use?	199	p. 44; See also Data Table
	Does the company disclose its total water withdrawal?	200	p. 44; See also Data Table
	Does the company disclose its total water consumption?	201	p. 44; See also Data Table
	Does the company disclose its water usage by source?	202	p. 44; See also Data Table
	Does the company disclose its water withdrawal from areas with high water stress?	203	p. 10; 44; N/A
	Does the company disclose the number of incidents of non-compliance associated with water permits, regulations, or standards?	206	p. 44; N/A
	Does the company disclose metrics on its wastewater discharge?	208	p. 37; 44
	Does the company disclose information about water recycled and reused?	210	p. 44
	Does the company disclose the presence of a biodiversity program?	217	p. 6; 9; 36-37; 53; Environmental and Energy Policy
	What is the disclosed proportion of corporate operations in high-water stress areas?	553	p. 10; 44; N/A
	Does the company disclose adapted water management in areas of high water stress?	554	p. 10; 44; N/A
	Does the company disclose risk evaluation that covers accessibility, availability, or quality in areas of high water stress?	555	p. 10; 44; N/A
Does the company disclose risk evaluation that covers water accessibility in areas of high water stress?	556	p. 10; 44; N/A	

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Environment – Waste and Toxicity	Does the company disclose metrics on its nitrogen oxide (NOx) emissions?	123	p. 43; 50; See also Data Table
	Does the company disclose metrics on its sulphur oxide (SOx) emissions?	124	p. 43; See also Data Table
	Does the company disclose metrics on its volatile organic compounds (VOC) emissions?	125	p. 43
	Does the company disclose metrics on its particulate matter (PM) emissions?	127	p. 43
	Does the company disclose metrics on its hazardous air pollutants (HAP) emissions?	128	p. 43
	Does the company disclose the percentage of significant air emissions in or near areas of dense population?	137	p. 43
	Does the company disclose data on significant spills?	150	p. 45
	Does the company disclose the aggregate quantity of significant or reportable spills?	152	p. 45
	Does the company disclose the percentage of spills recovered?	153	p. 45
	Does the company disclose the number of significant or reportable spills?	151	p. 45
	Does the company disclose metrics on its total hazardous waste?	159	p. 43
	Does the company disclose details regarding its hazardous waste management program?	161	p. 43
	Does the company disclose information about non-hazardous waste?	162	p. 43
	Does the company disclose metrics on its non-hazardous waste generated?	163	p. 43
	Does the company disclose the percentage of non-hazardous waste recycled?	165	p. 43
	Does the company disclose the percentage of non-hazardous waste incinerated?	166	p. 43
	Does the company disclose a business waste management program?	174	p. 43
	Does the company disclose a business waste recycling program?	169	p. 43
	Does the company disclose metrics on its total waste?	604	p. 43

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Human Rights	Does the company embed in a public policy a commitment to adhere to internationally recognized human rights?	316	p. 21; 31; Helix Code of Business Conduct and Ethics ; Human Rights Policy
	Does the company disclose a human rights policy that addresses the protection of women’s rights?	318	p. 21; 31; Helix Code of Business Conduct and Ethics ; Human Rights Policy
	Does the company disclose the existence of human rights training?	329	p. 21; 31; Human Rights Policy
	Does the company embed in a public policy a commitment to respect the rights of indigenous peoples?	330	p. 21; 31; 35; 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. 21; 31; 35; Human Rights Policy
	Does the company disclose a stakeholder grievance mechanism?	334	p. 20
	Does the company embed in a public policy an acknowledgment of the human right to water?	335	p. 21; Human Rights Policy
	Does the company disclose procedures to mitigate non-compliance with supplier policies?	344	p. 21; 31; Human Rights Policy
	Does the company disclose that it provides training on human trafficking and slavery to employees responsible for supply chain management?	358	p. 21
	Does the company embed in a public policy a commitment to adhering to the Universal Declaration of Human Rights?	376	p. 21; Human Rights Policy
	Does the company express a commitment to adhering to the UN Guiding Principles on Business and Human Rights?	544	p. 21; 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. 21; Human Rights Policy
	Does the company express an expectation on suppliers to respect internationally recognized human rights?	560	p. 21; 31; Human Rights Policy ; Supplier and Vendor Expectations
	Does the company disclose that it contractually requires suppliers to respect internationally recognized human rights?	561	p. 21; 31; Human Rights Policy ; Supplier and Vendor Expectations

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Human Rights	Does the company express an expectation on suppliers to adhere to the UN Guiding Principles on Business and Human Rights?	562	p. 21; 31; Human Rights Policy ; 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. 21; 31; Human Rights Policy ; Supplier and Vendor Expectations
	Does the company disclose metrics on supplier non-compliance with social expectations?	571	p. 31
	Does the company express a commitment to adhering to the UN Declaration on the Rights of Indigenous Peoples?	574	p. 21; Human Rights Policy
	Does the company express a commitment to adhering to ILO Convention 169 on Indigenous Peoples?	575	p. 21; Human Rights Policy
	Does the company sustainability disclosure identify specific salient risks that its activities and business relationships pose on human rights?	381	p. 21; Human Rights Policy
	Does the company express a commitment to ensuring that private security forces respect human rights?	389	p. 21; Human Rights Policy
	Does the company’s publicly disclosed human rights policy include a guarantee of free, prior, and informed consent (FPIC)?	404	p. 21; Human Rights Policy
	Does the company disclose that it monitors employee satisfaction or engagement?	305	p. 15; 35
	Does the company disclose a supplier policy that requires the respect of freedom of association?	363	p. 21; 31; Human Rights Policy ; Supplier and Vendor Expectations
	Does the company disclose a supplier policy that requires the respect of the right to collective bargaining?	364	p. 19; 21; 31; Human Rights Policy ; Supplier and Vendor Expectations
	Does the company disclose a supplier labor policy?	414	p. 31; Supplier and Vendor Expectations
	Does the company disclose a supplier policy that prohibits the use of child labor?	360	p. 21; 31; Human Rights Policy ; Supplier and Vendor Expectations
	Does the company disclose a supplier policy that prohibits the use of forced labor?	361	p. 21; 31; Human Rights Policy ; Supplier and Vendor Expectations
	Does the company disclose a supplier policy that includes provisions on working time?	365	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. 21; Supplier and Vendor Expectations
	Does the company disclose a supplier policy that includes provisions on occupational health and safety?	461	p. 56; Health, Safety and Security Policy ; Supplier and Vendor Expectations

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Human Rights	Does the company disclose metrics on corrective actions to mitigate suppliers' non-conformance regarding social issues?	416	p. 31
	Does the company disclose an anti-discrimination commitment covering specified demographic groups?	430	p. 13; 16; 21; 31; 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. 13; 16; 21; 31; 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. 13; 16; 21; 31; 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. 13; 16; 21; 31; 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. 13; 16; 21; 31; 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. 13; 16; 21; 31; 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. 13; 16; 21; 31; 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. 13; 16; 21; 31; 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. 13; 16; 21; 31; Human Rights Policy ; Helix Code of Business Conduct and Ethics
	Does the company disclose metrics on racial diversity?	446	p. 17; See also Data Table
	Does the company disclose metrics on age diversity?	447	p. 14; See also Data Table
	Does the company disclose metrics on ethnic diversity?	448	p. 17; See also Data Table
	Does the company disclose a commitment to specific conventions or standards governing union rights?	457	p. 21; 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; 56; Health, Safety and Security Policy ; Environmental and Energy Policy ; Human Rights Policy
	Does the company disclose occupational health and safety accident metrics?	468	p. 61-62; See also Data Table
	Does the company disclose occupational health and safety injury metrics?	469	p. 62; See also Data Table

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Human Rights	Does the company disclose occupational health and safety fatality metrics?	470	p. 62; See also Data Table
	Does the company disclose the Near Miss Frequency Rate (NMFR)?	471	p. 62; See also Data Table
	Does the company describe measures to improve its health and safety performance?	476	p. 56-62
	Does the company disclose quantitative targets about its health and safety performance?	477	p. 56; 58
	Does the company disclose its gender pay gap?	497	p. 16; Gender Pay Report
	Does the company disclose a commitment to pay a living wage?	484	p. 19; 21; Human Rights Policy
	Does the company provide a breakdown of gender pay gap figures?	502	p. 16; Gender Pay Report
	Does the company disclose the proportion of women across the total workforce?	513	p. 14
	Does the company disclose the existence of occupational health and safety training?	528	p. 56-60
	Does the company disclose a commitment to prohibit the use of child labor?	533	p. 21; Human Rights Policy ; Modern Slavery Statement
	Does the company disclose a commitment to prohibit the use of forced labor?	534	p. 21; Human Rights Policy ; Modern Slavery Statement
	Does the company disclose a commitment to respecting union rights?	535	p. 21; Human Rights Policy
	Does the company disclose a commitment to respecting workers' freedom of association?	537	p. 21; Human Rights Policy
	Does the company disclose a commitment to respecting the right to collective bargaining?	538	p. 21; Human Rights Policy
	Does the company express a commitment to ensure a safe and healthy working environment?	540	p. 21; 56-61; Human Rights Policy
	Does the company disclose a process for worker participation in workplace health and safety management?	529	p. 56-60; Health, Safety and Security Policy
	Does the company disclose the evaluation of training programs?	577	p. 15; 56-60
	Is the company's sustainability reporting informed by GRI Standards?	241	p. 104-106
	Does the company disclose the existence of a human rights due diligence process?	607	p. 21; 31; 35; Human Rights Policy

ISS			
Category	Metric	Indicator	Relevant Helix Disclosure
Social – Labor, Health and Safety	Does the company disclose the average annual hours of development training per employee?	578	p. 57
	Does the company disclose the average annual hours of training by employee category?	590	p. 57
	Does the company disclose its employee turnover rate?	591	p. 15
	Employee turnover rate	592	14%; p. 15
	Does the company disclose efforts to promote mental health awareness?	593	p. 19
	Does the company disclose the existence of mental health risk assessment?	594	p. 19
	Does the company disclose the proportion of women in management position?	595	p. 14
	Percentage of women in management position	596	p. 14
	Does the company disclose the proportion of women in executive position?	597	p. 14; 23
	Percentage of women in executive position	598	0%; p. 14; 23
	Does the company disclose the existence of forced labour risk assessments?	599	p. 21
	Does the company disclose the proportion of employees covered by a collective bargaining agreement?	601	p. 19
	Does the company embed in a public policy a prohibition on harassment?	605	p. 20; 21; 57; Human Rights Policy
	Does the company embed in a public policy a prohibition on discrimination?	606	p. 20; 21; Human Rights Policy ; Helix Code of Business Conduct and Ethics
Social – Stakeholders and Society	What is the filing date of the company's most recent CSR report/material?	246	November 1, 2024
	Does the company disclose the existence of a code of conduct on business ethics?	250	p. 31; Helix Code of Business Conduct and Ethics
	Does the company disclose an audit process for compliance with its code of conduct?	251	p. 31; See also p. 40 2022 Corporate Sustainability Report
	Does the company disclose the highest level of executive oversight for its anti-corruption program?	256	p. 26-28; 30

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Stakeholders and Society	Does the company disclose that it provides anti-corruption training to all employees, including management?	258	p. 15; 30; 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. 20
	Does the company disclose total monetary losses from legal proceedings associated with corruption?	264	p. 30; N/A
	Does the company expressly prohibit political donations?	267	p. 30-32; Helix Code of Business Conduct and Ethics
	Does the company disclose the monetary value of its political contributions by the recipient?	270	p. 30-32; Helix Code of Business Conduct and Ethics ; N/A
	Does the company disclose objectives related to political advocacy?	272	p. 30-32; Helix Code of Business Conduct and Ethics ; 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. 27
	Does the company disclose the existence of a dedicated Environment, Corporate Social Responsibility, Health and Safety, or Sustainability board committee?	276	p. 26-28; 37
	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. 37
	Does the company disclose that the Board of Directors has responsibility for the company’s human rights policy?	282	p. 26-27
	Does the company disclose a link between consideration of ESG risks and performance, and executive remuneration?	291	Helix 2024 Proxy ; Helix 8-K (February 17, 2023)
	Does the company disclose the existence of supplier sustainability audits?	373	Helix Supplier and Vendor Expectations ; See also p. 40 2023 Corporate Sustainability Report
	Does the company disclose the existence of supplier environmental audits?	370	Helix Supplier and Vendor Expectations ; See also p. 40 2023 Corporate Sustainability Report
	Does the company embed in a public policy a commitment to free, prior and informed consent (FPIC)?	404	p. 21; 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. 30; Helix 2023 Annual Report
Countries for which the company discloses figures on payments to governments?	485	p. 30; Helix 2023 Annual Report	

ISS			
Category	Metric	Indicator	Relevant Helix Disclosure
Social – Stakeholders and Society	Total political contribution	515	p. 32; N/A
	Does the company disclose anti-corruption training?	531	p. 30
	Does the company disclose that it provides anti-corruption training to all employees, including management?	258	p. 30
	Does the company disclose the existence of corruption risk assessments?	532	p. 30; 32
	Does the company disclose a community consultation system that includes a stakeholder identification process?	536	p. 35
	Does the company disclose the monetary value of lobbying activity?	539	p. 30; N/A
	Does the company disclose an anti-corruption due diligence process for third parties?	552	p. 30; 32
	Does the company disclose rules on gifts and/or entertainment?	557	p. 31; Helix Code of Business Conduct and Ethics
	Does the company embed in a public policy a prohibition on bribery?	559	p. 30; Anti-Corruption Policy
	Does the company embed in a public policy a prohibition on facilitation payments?	558	p. 30; Anti-Corruption Policy
	Does the company disclose the existence of an anonymous whistleblower mechanism for employees?	564	p. 20
	Does the company disclose the existence of a confidential whistleblower mechanism for employees?	565	p. 20
	Does the company disclose an express commitment to not retaliate against whistleblowers?	566	p. 20; Helix Code of Business Conduct and Ethics
	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. 20
	Does the company embed in a public policy procedures to manage conflicts of interest?	584	p. 31; Helix Code of Business Conduct and Ethics ; Code of Ethics for Chief Executive Officers and Senior Financial Officers
Does the company embed in a public policy a prohibition on insider trading?	585	p. 31; Helix Code of Business Conduct and Ethics ; Code of Ethics for Chief Executive Officers and Senior Financial Officers	
Does the company disclose the monetary value of its political contributions?	608	p. 32; N/A	

ISS			
Category	Metric	Indicator	Relevant Helix Disclosure
Social – Product Safety, Quality and Brand	Does the company disclose information about customer satisfaction or retention?	307	See 2023 Corporate Sustainability Report
	Does the company disclose information on notices of violations received for non-conformance with regulatory labeling and/or marketing codes?	308	p. 11; N/A
	Does the company disclose the amount of legal and regulatory fines, settlements, and enforcement actions associated with false, deceptive, or unfair marketing, labeling, and advertising?	309	p. 11; N/A
Governance – Board Structure	How many directors are on the board?	9	7; p. 24; Helix 2023 Annual Report ; Helix 2024 Proxy
	What percentage of the board is independent based on an ISS local market classification?	10	86%; p. 24; Helix 2023 Annual Report ; Helix 2024 Proxy
	What percentage of non-executive directors have lengthy tenure?	13	p. 24-25; Helix 2024 Proxy
	What is the classification of the Board Chair?	14	p. 24-25; Helix 2024 Proxy
	Does the Company have a Lead Director?	16	p. 24-25; Helix 2024 Proxy
	What percentage of the nominating committee is independent according to the ISS local market classification?	19	p. 24-25; Helix 2024 Proxy
	What is the classification of the nominating committee chair?	23	p. 24-25; Helix 2024 Proxy
	What percentage of the compensation committee is independent according to the ISS local market classification?	25	p. 24-25; Helix 2024 Proxy
	Are there executive directors on the compensation committee?	27	p. 24-25; Helix 2024 Proxy
	What is the classification of the compensation committee chair?	28	p. 24-25; Helix 2024 Proxy
	What percentage of the audit committee is independent according to the ISS local market classification?	31	p. 24-25; Helix 2024 Proxy
	Are there executive directors on the audit committee?	33	p. 24-25; Helix 2024 Proxy
	What is the classification of the audit committee chair?	34	p. 24-25; Helix 2024 Proxy
	How many executive directors are overboarded?	36	Helix 2024 Proxy
	Is the CEO overboarded?	37	Helix 2024 Proxy
How many non-executive directors are overboarded?	38	Helix 2024 Proxy	

ISS

Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Board Structure	Is the Board Chair overboarded?	39	Helix 2024 Proxy
	Does the company disclose an annual board performance evaluation policy?	41	p. 24-25; Helix 2024 Proxy
	What percentage of the directors attended less than seventy-five percent of all meetings?	44	Helix 2024 Proxy
	Did any director attend less than seventy-five percent of all meetings without a valid reason?	45	Helix 2024 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 15, 2024)
	What percentage of the directors are involved in material related party transactions?	50	Helix 2024 Proxy
	Are the directors with related party transactions on key board committees?	51	Helix 2024 Proxy
	Has the board adequately addressed a shareholder proposal supported by a majority vote?	99	Helix 2024 Proxy
	What percentage of outstanding stock do directors and executives own?	140	Helix 2024 Proxy
	Are directors subject to stock ownership guidelines?	143	p. 24-25; Helix 2024 Proxy
	What percentage of directors with more than one year tenure own stock?	144	Helix 2024 Proxy
	What percentage of the board consists of immediate family members of majority shareholders, executives, and former executives?	205	Helix 2024 Proxy
	What percentage of the board are former or current employees of the company?	206	p. 24-25; Helix 2024 Proxy
	What is the quorum for director meetings?	215	Helix 2024 Proxy
	Are there material related-party transactions involving the CEO?	216	Helix 2024 Proxy
	Did any executive or director pledge company shares?	243	Helix 2024 Proxy
	Does the company have an anti-hedging policy for directors and executives?	244	Helix 2024 Proxy
	How many women are on the board?	304	p. 24; Helix 2024 Proxy
	Are there executive directors on the nominating committee?	306	p. 24; Helix 2024 Proxy
How many directors are overboarded?	309	Helix 2024 Proxy	

ISS			
Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Board Structure	What percentage of directors received vote support below eighty percent?	312	Helix 8-K (May 24, 2021); Helix 8-K (May 20, 2022); Helix 8-K (May 17, 2023); Helix 8-K (May 15, 2024)
	What was the average total compensation for non-executive directors as a multiple of the median of the company’s peers?	315	Helix 2024 Proxy
	Does the company disclose related party transactions?	336	Helix 2024 Proxy
	Has ISS identified problematic governance practices?	345	Helix 2024 Proxy
	Does the company disclose a CEO and key executive succession plan?	348	Helix 2024 Proxy
	Does the board have a retirement and/or tenure policy?	349	Helix 2024 Proxy
	Has the board adequately responded to low voter support for a management proposal?	350	Helix 2024 Proxy
	What is the percentage of women on the board?	354	p. 24; Helix 2024 Proxy
	What percentage of non-executive directors has been on the board less than six years?	355	Helix 2024 Proxy
	What percentage of the board is independent based on an ISS global classification?	378	Helix 2024 Proxy
	What percentage of the nominating committee is independent based on an ISS global classification?	380	Helix 2024 Proxy
	What percentage of the compensation committee is independent based on an ISS global classification?	381	Helix 2024 Proxy
	What percentage of the audit committee is independent based on an ISS global classification?	382	Helix 2024 Proxy
	What was the lowest percentage of vote support for management-nominated directors?	383	Helix 8-K (May 15, 2024)
	How many women are in board leadership roles?	386	Helix 2024 Proxy
	How many women are executives at the company?	387	p. 23
	What is the standard deviation of director age?	388	Helix 2024 Proxy
	What is the standard deviation of director tenure?	389	Helix 2024 Proxy
	Does the board exhibit ethnic diversity?	390	p. 24; Helix 2024 Proxy
What was the percentage of vote support for the CEO?	391	Helix 8-K (May 15, 2024)	

ISS			
Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Board Structure	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 2024 Proxy
	What is the disclosure level of the company’s board and executive aggregate diversity data?	413	p. 24; Helix 2024 Proxy
	Does the company have a gender diversity statement for the board and/or executives?	424	Helix 8-K (September 26, 2022) ; Helix 2024 Proxy ; See also 2023 Corporate Sustainability Report
	Does the board exhibit diversity base on aggregate disclosure?	425	p. 24; Helix 2024 Proxy
	Do executives exhibit diversity based on aggregate disclosure?	426	p. 24; Helix 2024 Proxy
	Do executive or senior level officials and managers exhibit ethnic and racial diversity?	430	p. 14; 23
	Do executive or senior level officials and managers exhibit gender diversity?	431	p. 14; 23
	Do the leaders on the board exhibit ethnic diversity?	434	p. 24; Helix 2024 Proxy
	Did any executive or director pledge company shares?	243	Helix 2024 Proxy
Governance – Audit/Risk	Non-audit fees represent what percentage of total fees?	1	Helix 2024 Proxy
	Has a regulator-initiated enforcement action against the company in the past two years?	5	Helix 2024 Proxy
	How many financial experts serve on the audit committee?	6	Helix 2024 Proxy
	Has a regulator initiated an enforcement action against a director or executive in the past two years?	200	Helix 2023 Annual Report ; Helix 2024 Proxy
	Has a regulator initiated an investigation of the company, directors, or executives?	201	Helix 2023 Annual Report ; Helix 2024 Proxy
	What is the tenure of the external auditor?	347	Helix 2024 Proxy
	What percentage of the sustainability committee is independent?	396	p. 25; Helix 2024 Proxy
	Does the company disclose an approach on identifying and mitigating information security risks?	402	p. 33-34; Helix 2023 Annual Report ; Helix 2024 Proxy
	What percentage of the committee responsible for information security is independent?	403	p. 25; Helix 2024 Proxy
	How often does senior leadership brief the board on information security matters?	404	p. 26-27; 33-34; Helix 2023 Annual Report ; Helix 2024 Proxy
How many directors with information security experience are on the board?	405	Helix 2024 Proxy	

ISS			
Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Audit/Risk	What are the net expenses incurred from information security breaches over the last three years relative to total revenue?	406	p. 33-34; N/A
	Has the company experienced an information security breach in the last three years?	407	p. 33-34
	What are the net expenses incurred from information security breach penalties and settlements over the last three years relative to total revenue?	408	p. 33-34; N/A
	Does the company have information security risk insurance?	409	p. 33-34
	Is the company externally audited or certified by top information security standards?	410	p. 33-34
	Does the company have an information security training program?	411	p. 33-34
	How long ago did the most recent information security breach occur?	412	p. 33-34
	What percentage of the committee responsible for health and safety is independent?	417	p. 24-25; Helix 2024 Proxy
	What percentage of the committee responsible for risk is independent?	418	p. 24-25; Helix 2024 Proxy
	What percentage of the committee responsible for succession is independent?	421	p. 24-25; Helix 2024 Proxy
	How many directors have climate skills?	438	Helix 2024 Proxy
	How many directors have diversity, equity, and inclusion skills?	439	Helix 2024 Proxy
	What is the average percentage of director skills?	440	Helix 2024 Proxy
	Does the company disclose its third-party information security risks?	441	p. 33-34
	What percentage of the committee responsible for human capital management is independent?	447	p. 24-25; Helix 2024 Proxy
	What percentage of the committee responsible for climate is independent?	448	p. 24-25; Helix 2024 Proxy
Governance – Compensation	What is the disclosure level of performance measures for the executive short-term incentive plan?	113	Helix 2024 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. 36-53; TCFD Performance Table ; See also 2022 Helix ESG Sustainability Report
	Disclosure 205-1 Operations assessed for risks related to corruption	205-1 (11.20.2)	p. 30; 32
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	205-2 (11.20.3)	p. 30
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	205-3 (11.20.4)	p. 30
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. 46-47; 49-50
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	305-2	p. 46; 48; 49-50
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	305-3	p. 46; 48; 49-50
	Disclosure 305-4 GHG emissions intensity	305-4	p. 49
	Disclosure 305-5 Reduction of GHG emissions	305-5 (11.2.3)	p. 46-50; Environmental and Energy Policy
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1 (11.4.2)	p. 10; 44
	Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity	304-2 (11.4.3)	p. 36-37; 43-45; Environmental and Energy Policy
	Disclosure 304-3 Habitats protected or restored	304-3 (11.4.4)	p. 36-37; 43-45; Environmental and Energy Policy
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste-related impacts	306-1 (11.5.2)	p. 43
	Disclosure 306-3 Waste generated	306-3 (11.5.4)	p. 43

GRI

Category	Metric	Indicator	Relevant Helix Disclosure
GRI 306: Waste 2020	Disclosure 306-4 Waste diverted from disposal	306-4 (11.5.5)	p. 43
	Disclosure 306-5 Waste directed to disposal	306-5 (11.5.6)	p. 43
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	303-1 (11.6.2)	p. 44-45
	Disclosure 303-2 Management of water discharge-related impacts	303-2 (11.6.3)	p. 44-45
	Disclosure 303-3 Water withdrawal	303-3 (11.6.4)	p. 75
	Disclosure 303-4 Water discharge	303-4 (11.6.5)	p. 44
	Disclosure 303-5 Water consumption	303-5 (11.6.6)	p. 44
GRI 306: Effluents and Waste 2016	Disclosure 306-3 Significant spills	306-3 (11.8.2)	p. 45
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	403-1 (11.9.2)	p. 56; Health, Safety and Security Policy
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	403-2 (11.9.3)	p. 56- 61; Health, Safety and Security Policy
	Disclosure 403-3 Occupational health services	403-3 (11.9.4)	p. 56- 61; Health, Safety and Security Policy
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	403-4 (11.9.5)	p. 56- 61; Health, Safety and Security Policy
	Disclosure 403-5 Worker training on occupational health and safety	403-5 (11.9.6)	p. 56- 61; Health, Safety and Security Policy
	Disclosure 403-6 Promotion of worker health	403-6 (11.9.7)	p. 56- 61; 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. 56- 61; Health, Safety and Security Policy
	Disclosure 403-8 Workers covered by occupational health and safety management system	403-8 (11.9.9)	p. 56- 61; Health, Safety and Security Policy
	Disclosure 403-9 Work-related injuries	403-9 (11.9.10)	p. 62

GRI			
Category	Metric	Indicator	Relevant Helix Disclosure
GRI 403: Occupational Health and Safety 2018	Disclosure 403-10 Work-related ill health	403-10 (11.9.11)	p. 62
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	401-1 (11.10.2)	p. 15
	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. 17-19
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	404-1 (11.10.6)	p. 57
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	404-2 (11.10.7)	p. 15
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	405-1 (11.11.5)	p. 14; 23-24
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. 21; 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. 21; Human Rights Policy
GRI 415: Public Policy 2016	Disclosure 415-1 Political contributions	415-1 (11.22.2)	p. 32

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 2023 calendar year (unless otherwise expressly stated), provided however some additional significant events that have occurred between the end of 2023 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; any projections of financial items including projections as to guidance and other outlook information; future operations expenditures; our ability to enter into, renew and/or perform commercial contracts; the spot market; our current work continuing; visibility and future utilization; our protocols and plans; energy transition or energy security; our spending and cost management efforts and our ability to manage changes; oil price volatility and its effects and results; our ability to identify, effect and integrate mergers, acquisitions, joint ventures or other transactions, including the integration of the Alliance acquisition and any subsequently identified legacy issues with respect thereto; developments; any financing transactions or arrangements or our ability to enter into such transactions or arrangements; our sustainability initiatives; future economic conditions or performance; our share repurchase program or execution; 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 and the demand for our services; volatility of oil and natural gas prices; results from mergers, acquisitions, joint ventures or similar transactions; results from acquired properties; our ability to secure and realize backlog; the performance of contracts by customers, suppliers and other counterparties; 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; the effectiveness of our sustainability initiatives and disclosures; human capital management issues; complexities of global political and economic developments; geologic risks; 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.



Corporate Headquarters (U.S.A.)

3505 W. Sam Houston Parkway North
Suite 400
Houston, Texas 77043 U.S.A.

T (281) 618 0400

Helix Well Ops (U.S.A.)

3505 W. Sam Houston
Parkway North, Suite 400
Houston, Texas
77043 U.S.A.

T (281) 618 0400

Helix Well Ops (U.K.)

Helix House
Kirkton Drive, Pitmedden Industrial Estate
Dyce, Aberdeen
AB21 0BG, U.K.

T +44 (0) 1224 351800

Helix do Brasil (Brazil)

Praia de Botafogo, 228
16º andar, Ala A
Botafogo
Rio de Janeiro, RJ, Brazil

T +55 21 2006 0400

Helix Alliance (U.S.A.)

1264 Valhi Blvd,
Houma, Louisiana
70360 U.S.A.

T (985) 851 8801

Helix Robotics Solutions (U.S.A.)

3505 W. Sam Houston
Parkway North, Suite 400
Houston, Texas
77043 U.S.A.

T (281) 618 0400

Helix Robotics Solutions (Europe/West Africa)

Helix House
Kirkton Drive, Pitmedden Industrial Estate
Dyce, Aberdeen
AB21 0BG, U.K.

T +44 (0) 1224 351800

Helix Robotics Solutions (Asia Pacific)

5 Loyang Crescent
Loyang Offshore Supply Base
Block 603, Tops Ave 6 Unit 1 Box 5009
Singapore 508988

T +65 6501 0130