



# 2021 Corporate Sustainability Report







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**Issue Date: November 2021**



# Letter from Leadership

## Owen Kratz

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



## 2020 for Helix can be summarized in two words: Resilience and Innovation.

Without the resilience and innovation of our teams we would not have had the successful year we had, demonstrated by our solid results and strong safety metrics.

### Resilience

Like many, our onshore offices were shut down globally in the face of the pandemic. Our offshore workforce was required to quarantine, test for COVID-19, and wear masks, among other protocols. Despite the changes and our ever-evolving responses to keep our people safe, our employees rose to the occasion and were resilient against not only a pandemic that changed almost every aspect of their lives but also significant uncertainty in the energy market. We were able to persevere both personally and professionally, relying on our core values of **Safety, Sustainability** and **Value Creation**.

### Safety

As a company and as management, it is our duty to provide our employees with the necessary tools to succeed, and in 2020 the health and safety of our employees, customers, suppliers and their respective families at home and at work were at the forefront of our operations each and every day. Despite a challenging atmosphere we saw our Total Recordable Incident Rate ("TRIR") remain effectively flat and our safety metrics continuously improve. We bolstered our traditional safety requirements with COVID-specific protocols and implemented those protocols through Helix's 4 Pillars of Beliefs, Language, Workplace and Methodology.

### Sustainability

In 2020, we tracked our Greenhouse Gas ("GHG") Emissions for 2019 and 2020 to establish our baseline carbon footprint globally. This Corporate Sustainability Report ("Report") discloses not only our 2020 results but also our 2019 results. 2020 provided a more comprehensive view into our emissions data to validate our baseline information, while 2019 is more representative of a typical year for Helix. Our 2020 GHG results, while positive in reflecting lower emission numbers than those of 2019, do not necessarily depict Helix's current GHG Emissions picture and the progress we are targeting in the coming years. The lower emissions numbers in 2020 are due to a variety of factors, including lower vessel utilization during the pandemic and the downturn in the oil and gas market, but these factors may not be replicated in subsequent years. As a result, we determined 2019 was more representative than 2020 and should be used as the baseline to measure our target emissions reductions over the coming years. We believe this will provide our stakeholders with the most accurate picture of our emission targets and sustainability efforts.

### Value Creation

At Helix, we create value through not only the revenues from our services, but also our support of more carbon-neutral energy sources, all presented with accountability and transparency to our stakeholders. This Report sets out tangible targets designed to maintain our accountability for future action and provides transparency that the investor community rightfully demands. While we continue to provide oil and gas support services, over the past decade we have expanded our support of the offshore renewables sector. In tandem with this expanded focus, we have concentrated on our GHG Emissions and the important role they play in our overarching goals to provide value to our stakeholders. We understand that setting targets to decrease our GHG Emissions provides value to us as a company, but it is also valued by those who support us and invest their time, money and energy with us, including our employees, investors and the community at large. In sum, the model we strive to create value for our stakeholders is multi-faceted and is built on our services, revenues, disclosures, transparency and accountability.

### Innovation

While 2020 challenged us with a variety of obstacles, it also forced us to innovate to protect the health of our workforce and maintain our commitments to our customers. Our Quality, Safety, Health and Environmental ("QHSE") teams were instrumental in proscribing the protocols necessary to maintain the health and safety of our workforce on- and offshore. For Helix this meant closing all our onshore offices globally and working from home for over a year. At this time, our US and UK onshore offices have reopened fully and we continue to evaluate phased reopenings in Brazil and Singapore.

For our offshore workforce, this meant quarantining and testing prior to any mobilization to a vessel, mask wearing while on the vessel, frequent temperature tests and social distancing. The safety of our workforce was our primary goal in 2020, and our safety statistics demonstrate our commitment to that goal.

In 2020, we protected our vessels against the mobilization of 289 people who failed their initial COVID-19 pre-screen and administered over 10,000 COVID-19 tests through third-party contractors to offshore employees and subcontractors. This was in addition to testing undertaken by our clients.

While 2020 was a challenge, we as a company, through the hard work and resilience of our employees, met that challenge and persevered. We continue to use the lessons learned from our experiences in 2020 to promote Safety, Sustainability and Value Creation for all our stakeholders, and look forward to reporting back on our continued sustainability initiatives for years to come.

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



# Our Principles

## The 4 Pillars of Helix Safety Culture

1

### Beliefs

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

2

### Language

We encourage language that supports and reinforces confidence.

3

### Workplace

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

4

### Methodology

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

**"In short, [Helix employees] came through and pulled together to work as 'One Team!' The sacrifices they made on location to support our operations are recognized by [the Customer] and [Customer] reps."** - Customer Feedback  
June 2020





# About Helix

## 2021 Company at a Glance

**Helix Energy Solutions is an international offshore energy services company that provides specialty services to the offshore energy industry with a focus on well intervention and robotics operations.**

### Production

Well intervention; intervention engineering; production enhancement; inspection, repair and maintenance of production structures, trees, jumpers, risers, pipelines and subsea equipment; support for life-of-field services.

### Development

Installation of flowlines, control umbilicals, manifold assemblies and risers; trenching and burial of pipelines; installation and tie-in of riser and manifold assembly; commissioning, testing and inspection; cable and umbilical lay and connection.

### Offshore Renewables Services

Subsea cable repair; offshore wind farms inter-array cables; UXO survey and clearance; mattress installation and removal; wind farm installation support; engineering; scour protection; boulder removal; air diving; decommissioning.

### Decommissioning

Reclamation and remediation services; well plugging and abandonment services; pipeline abandonment services; site inspections.

### Production Facilities

Provision of our *Helix Producer I* ("HPI") vessel as an oil and natural gas processing facility for services to operators in the deepwater of the Gulf of Mexico; ownership of offshore oil and gas properties.

### Helix Fast Response System

Provision of the Helix Fast Response System ("HFRS") as a response resource in the Gulf of Mexico that can be identified in permit applications to US Federal and State agencies and respond to a well control incident.

### Strategic Alliance

Through our alliance with Schlumberger, provision of integrated equipment and services for subsea well intervention, including a 15,000 working p.s.i. intervention riser system ("IRS") and a Riserless Open-water Abandonment Module ("ROAM").



Helix Global Offices Area of Operations

## Key Features of Helix Services

WHAT WE DO	WHAT WE DON'T DO
<input checked="" type="checkbox"/> Production	<input checked="" type="checkbox"/> <b>NO</b> Ownership of Onshore Wells
<input checked="" type="checkbox"/> Development	<input checked="" type="checkbox"/> <b>NO</b> Hydraulic Fracturing
<input checked="" type="checkbox"/> Offshore Renewables Services	<input checked="" type="checkbox"/> <b>NO</b> Drilling
<input checked="" type="checkbox"/> Decommissioning	<input checked="" type="checkbox"/> <b>NO</b> Onshore Oil & Gas Services
<input checked="" type="checkbox"/> Production Facilities	<input checked="" type="checkbox"/> <b>NO</b> Active Rig Sites
<input checked="" type="checkbox"/> Helix Fast Response System	
<input checked="" type="checkbox"/> Strategic Alliance	



**Well intervention Vessels**  
Seven dedicated well intervention vessels



**Support ROV Vessels**  
Four dedicated remote operated vehicle ("ROV") support vessels



**Remotely Operated Vehicles**  
44 work class ROVs



**Other Robotics Assets**  
4 trenching systems and 1 ROVDrill system



**Regional Offices**  
Houston, Texas, USA (HQ)  
Aberdeen, United Kingdom  
Rio de Janeiro, Brazil  
Singapore



**1,536 Employees Worldwide (as of 12/31/20)**  
Representing 28 different nationalities



**Financial Highlights (as of 12/31/20)**  
\$734 million revenue  
\$452 million liquidity  
NYSE: HLX



# Environmental

## Our commitment to sustainability

Helix is a unique service provider with innovative solutions designed to maximize the recovery of oil in offshore environments and to facilitate the implementation of wind energy and reduced emissions technology. Our business is divided into two main business lines: Robotics and Well Intervention, and each business supports the other allowing efficiencies and innovation across our Company.

### Robotics

Helix is committed to supporting the responsible transition from a carbon-based economy and is in the vanguard of increasing offshore wind energy and reduced emissions technology. Offshore renewable energy covers a diverse range of technologies and includes the fundamentals of harnessing wind, wave and tidal power and turning it into useable electricity interfaced with the onshore grid. Helix applies the techniques and technologies proven in offshore oil and gas fields to customers' needs in this rapidly growing industry. Our services include the burial of cables that link wind turbines to each other and the wind farm to the shore bringing sustainable energy to local communities.

Bespoke systems like our T1200 seabed jet trencher and *Grand Canyon* construction support vessels are optimized for work in the relatively shallow, fast-moving waters typical of offshore wind farm fields. These assets are currently delivering new levels of operational performance in wind farms throughout Europe, reducing project

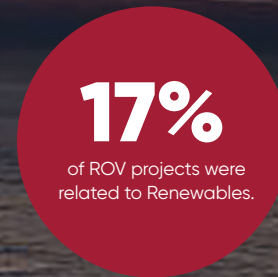
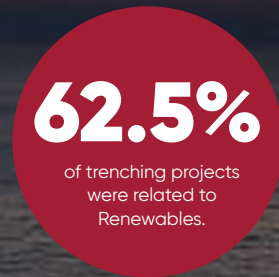
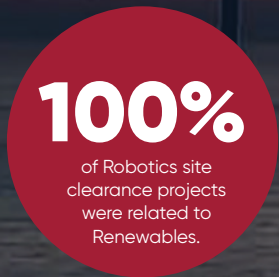
time and enduring harsher environments than previously thought possible, as well as burying the cables associated with such infrastructure deep into the varying soil conditions present at an offshore site. The capabilities of our installation support systems are continually evolving with the industry. Helix continues to provide a high level of renewable energy development expertise and performance to support our clients.

We seek to maximize our opportunities related to the offshore Renewables sector. We see many possibilities for both short- and long-term growth for our Robotics team with respect to demand for their services from wind farms. This may lead to ongoing tender opportunities and a continued expansion into this space.

In addition to the Renewables sector, Robotics also offers assistance with end of field life. At the end of field life, the primary goal is to leave behind a clean seabed, so that our seas and oceans are safe to be sustainably used by others for centuries to come. We partner with our clients to make this goal a reality.

### Robotics Sustainability

In 2020 our Robotics business unit completed approximately 1,100 workdays on Renewables projects. In total 27% of Robotics projects in 2020 were related to Renewables, consisting of site clearance, trenching and ROV projects.





### Well Intervention

Helix is not an offshore drilling company, but well intervention is a key aspect of our operations, extending the value and therefore the life cycle of underutilized oil wells, which in turns helps clients avoid drilling new wells. Our Well Intervention segment provides services to an industry that is traditionally thought to have a high carbon footprint. We not only aim to help our customers reduce the impact of their operations on the environment, but also reduce the environmental impact of our own operations. To do so, we implement a variety of tools, techniques and protocols designed to minimize our emissions and therefore our footprint on the environments in which we operate.

Helix's assets are specifically designed for two purposes relating to subsea oil and gas wells: to maximize their total economic recovery and to reduce the time and cost to safely decommission them. By producing more hydrocarbons from existing wells, we help clients address the challenge of replacing production reserves. Additionally, Helix vessels regularly repair and maintain subsea infrastructure, with the benefit of preventing uncontrolled releases of oil and gas into the environment.

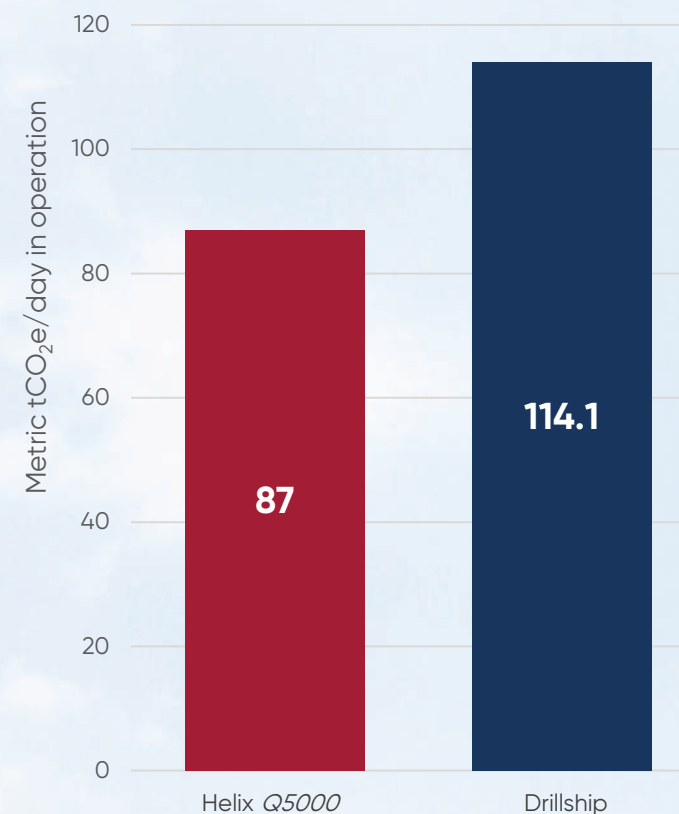
Our service offerings act as a meaningful component of the world's transition to a lower carbon economy and provide a lower cost and environmentally responsible solution for decommissioning offshore wells.

### Well Intervention Efficiencies

In 2020, Helix engaged avieco, a sustainability consultancy operating since 2007, to assess the efficiency a Helix vessel may offer in well intervention compared to a conventional drilling vessel ("drillship"). 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.

From avieco's analysis a Helix vessel on average carries out a typical well intervention in 17.5 days, compared to a drillship which on average takes 33.65 days. In other words, avieco determined Helix's vessel reduced the time to complete the same task by almost 50% and additional efficiencies followed suit. avieco found that the carbon emissions of a well intervention operation are 87 metric tons of CO<sub>2</sub>e per day when using a Helix vessel compared to 114 metric tons of CO<sub>2</sub>e per day when using a drillship, a **31% decrease** in emissions. Combined with the reduction in days required to complete the project, the study shows using a Helix vessel materially reduces emissions associated with a well intervention project.

### Daily carbon emissions of Helix Q5000 well intervention operation vs Drillship



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



**Decrease of 2,318 metric tons of CO<sub>2</sub>e**

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

Source: avieco Helix ESG Well Intervention Carbon Footprint Analysis, November 18, 2020



Q5000



# Carbon & Climate

Helix vessels are certified under the International Convention for the Prevention of Pollution from Ships ("MARPOL"). These regulations, introduced by the International Maritime Organization ("IMO") for the Prevention of Air Pollution from Ships ("Annex VI"), seek to minimize airborne emissions (such as carbon dioxide, sulfur oxides, nitrogen oxides and particulate matter) from vessels and their contribution to local and global air pollution and other environmental problems. To maintain this certification, Helix vessels are subject to annual surveys by vessel classification societies and regular inspection by flag and port state control inspectors.

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

While our increasing involvement in new technology bringing sustainable energy to the world is ongoing, we are also working with many customers to reduce their carbon footprint. This includes the decarbonization of new and existing oil and gas projects. Our Robotics segment assists in connecting offshore oil and gas installations to onshore renewable electricity generation, thereby reducing and/or eliminating traditional energy methods used to power these assets.



## Fuel

Helix continuously monitors the use of fuel in our operations to maximize efficiency which in turn may reduce fuel usage and emissions.

Fuel consumption accounts for the majority of our emissions. As such, our total reduction targets set forth in this Report aim heavily at reducing our fuel consumption over the next five years from the 2019 baseline year. In order to accomplish these goals, we are maximizing efficiencies in fuel usage and reviewing possible investment strategies to continue to decrease our fuel usage and by extension our emissions.

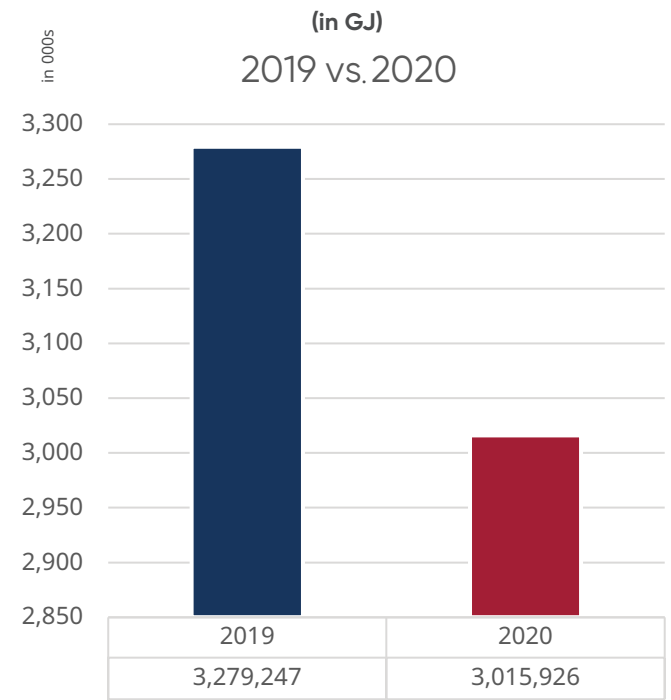
## Waste & Water

Our vessels are fully sustainable with respect to their water needs when operating in deepwater. Water withdrawal or scarcity does not generally impact our offshore operations as the water we use for our vessels comes directly from the ocean and not from any country with high or extremely high baseline water stress. We maintain a Reverse Osmosis Water Making Plant aboard our vessels to use ocean water cleaned through this system for the vessel's needs. While we are able to use water produced through this Plant for 100% of our water needs offshore, to further safeguard employees and third parties, we provide bottled drinking water.

Helix recycles all waste whenever able and in 2020 we were able to recycle 1,614 m<sup>3</sup> tons of waste. Approximately 97% of water onboard our vessels is treated and returned to the sea. The remaining 3% is sent to the shore to be appropriately processed.

We generate zero Total Hazardous Waste at our corporate headquarters and maintain a Hazardous Waste Disposal Program on all our vessels.

## Fuel\* Usage by Helix's Offshore Assets & Onshore Forklifts



\* Fuel not from a renewable source

**Fuel usage decreased 263,321 GJ between 2019 and 2020**



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



## Environmental Risks

Helix maintains a Health, Safety & Environmental Statement of Policy available [here](#) (the "HSE Policy"). The HSE Policy guides Helix's actions globally with respect to our health, safety and environmental management plans. In addition to the HSE Policy, each Helix vessel has a plan in place to prevent pollution and manage any incident to minimize its environmental impact.

Helix's business units maintain Environmental Aspects registers that document specific environmental risks posed by operations. Risks may include fuel bunkering and storage, freshwater production, storage and handling of waste (hazardous and non-hazardous), overboard discharges, and sewage/wastewater treatment.

## Significant Spills/Environmental Controversies

While Helix had no major environmental controversies in 2020, Helix did have one "significant" spill in 2020 in which 57 bbls of completion fluid were released into the environment and no bbls were recovered. 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. We reported this event to the appropriate authorities and no further action has been required to date.

## Climate Change

Climate Change continues to attract stakeholder attention globally with the demand that companies such as Helix monitor and limit existing GHG Emissions and decrease future emissions. We have implemented a Climate Change Action Committee comprised of key leaders from QHSE, Legal, our Business Units and Executive Management. This Committee will continue to evaluate Helix's impact on Climate Change, our go-forward strategy and assist in providing comprehensive disclosure and change to our emissions policies. 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.

Our current strategy is set forth in this Report but will continue to evolve as we engage with our stakeholders and as performance is gauged year over year in comparison to identified targets.

According to climate scientists, global carbon dioxide emissions must be cut by as much as 85% below 2000 levels by 2050 to limit the global mean temperature increase to 2° Celsius above pre-industrial levels.<sup>1</sup>

Our expectations and our goals align with the underlying principle that fossil fuels will not be eliminated from consumption as we and the world strive for better emissions, but rather there will be a transition from relying primarily on fossil fuels to a more integrated approach that includes renewable energy, such as wind farms.

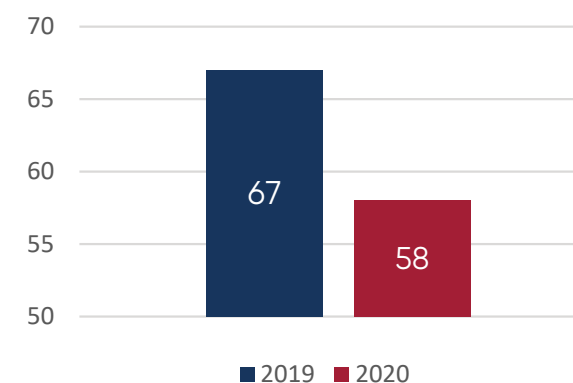
## Greenhouse Gas Emissions

Helix completed an initial review of our GHG Emissions activities for the baseline year of 2019 for Scope 1, Scope 2 and Scope 3. We selected 2019 as the baseline for the inventory based on the availability of reliable data. Completing the inventory was an important first step to creating a baseline against which to measure future progress and to understand the most significant sources of our emissions, in order to find the best opportunities for reductions.

## Fluctuations

Fluctuations in our GHG Emissions results reflect the increased or decreased demand for our vessels and services; therefore, as we disclose our future emissions numbers, please note that these numbers will be relative to demand as evidenced in the table below, 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. 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.

## CO<sub>2</sub>e (mT) Emissions per day under charter



<sup>1</sup> Product Life Cycle Accounting and Reporting Standard, World Resources Institute, 2011 (Adapted from ISO14044 2006)





### Scope 1

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

For the baseline year of 2019, Scope 1 GHG Emissions include:

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

### Scope 2

Emissions include indirect GHG Emissions that come from electricity purchased from a utility provider for our offices and onshore support facilities. Scope 2 GHG Emissions physically

occur at the generation facility. These emissions are calculated using the location-based method, from metered electricity consumption and supplier-specific, local grid, or other published emission factors. Where such information is not available, such as in leased property, Helix will utilize published values for average energy consumption per square foot of floor area, e.g. using the US Energy Information Administration's Commercial Building Energy Consumption Survey.

For the baseline year of 2019, Scope 2 GHG Emissions include:

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

### Scope 3

This scope is an optional category that encompasses Helix's indirect emissions, or emissions from sources not controlled by us. Scope 3 GHG Emissions are reported based on the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Per the GHG Protocol, Scope 3 GHG Emissions are reported for Section 6: Business

Travel to account for employee business-related travel. Scope 3 GHG Emissions are primarily calculated from activity data such as passenger miles and published or third-party emission factors.

For the baseline year of 2019, Scope 3 GHG Emissions include:

- Helix air travel

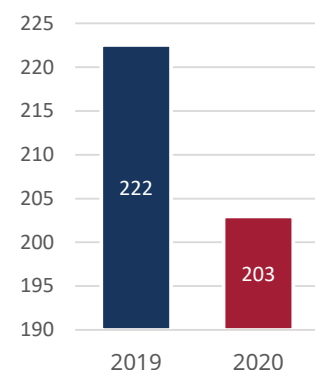
In the future, Helix will review the potential to expand Scope 3 to consider:

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

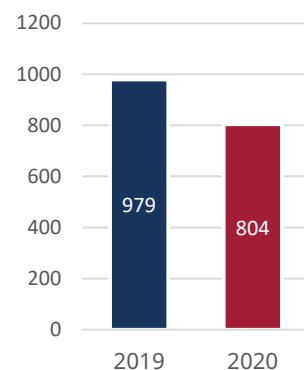
### Reduction Measures

Reduction measures to reach Helix's Climate Change Targets are continually being evaluated to not only achieve our goals but be nimble to the needs of our assets and customers while tracking new and emerging technologies. These measures may include incorporating alternative power solutions for vessels, reviewing and updating vessel operating configurations including route planning and adverse weather avoidance, altering transit speed to maximize fuel efficiency and reducing auxiliary power, replacing current lighting with more energy efficient solutions, converting Helix-controlled onshore electricity to renewable sources and increasing the use of in-person remote meeting technology.

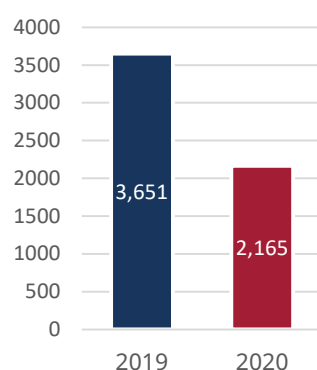
**Total Scope 1 GHG Emissions (in 000s mT)**



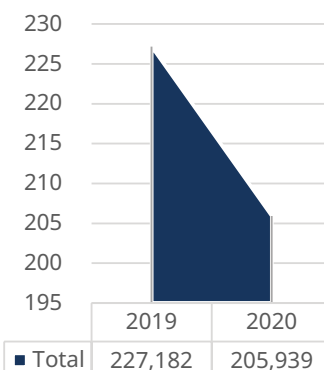
**Total Scope 2 GHG Emissions (in mT)**



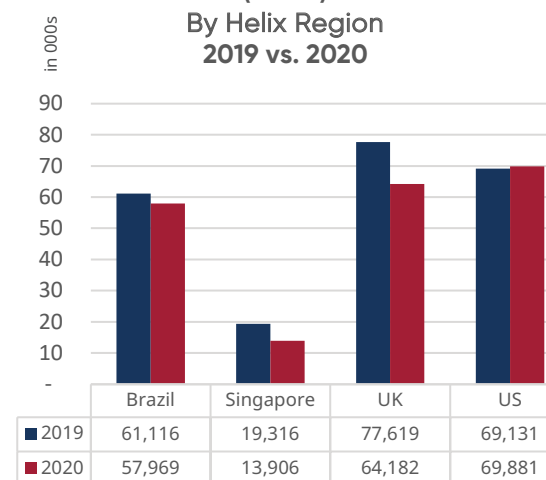
**Total Scope 3 GHG Emissions (in mT)**



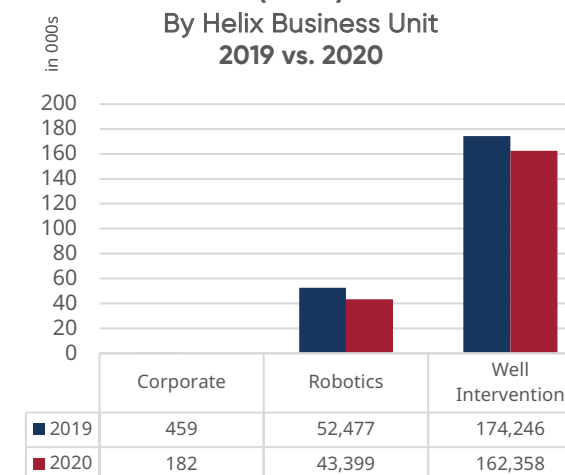
**Total GHG Emissions Reduction (in mT)**



**Sum of Total GHG Emissions (in mT) By Helix Region 2019 vs. 2020**



**Sum of Total GHG Emissions (in mT) By Helix Business Unit 2019 vs. 2020**



## Climate Change Targets

<b>Scope 1</b>	Reduce Scope 1 CO <sub>2</sub> e emissions per day on charter 10% below the baseline year for owned and chartered assets by 2024.	<b>Scope 3</b>	Reduce Scope 3 CO <sub>2</sub> e emissions 5% below the baseline year by 2024. Helix will increase the use of alternatives to air travel to the extent available and practical.
<b>Scope 2</b>	Reduce Scope 2 CO <sub>2</sub> e emissions 10% below the baseline year by 2024.	<b>Goal</b>	Convert Helix-controlled electrical usage globally to renewable supply, as able and available.





### Efficient Use of Energy

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

As discussed previously, our monitoring of fuel usage helps to maximize our efficiency.

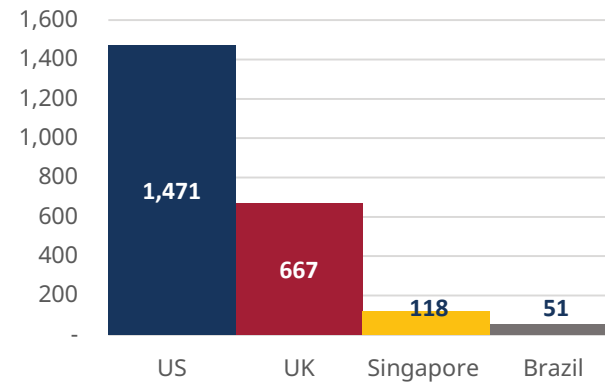
Each Helix vessel operates pursuant to a Vessel Response Plan, an Emergency Procedures Manual and a Shipboard Oil Pollution Emergency Plan. The three plans work in tandem to delineate the appropriate response procedure in the event of any accidental spill. Helix conducts drills weekly to train our crews to respond to any environmental incident and spill kits are readily available to immediately address any clean-up.

Helix vessels comply with MARPOL Annex III (Harmful Substances Pollution Prevention). Chemicals carried in packaged form, in solid form or in bulk are regulated by Part A of Safety of Life at Sea ("SOLAS") 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.

**Total Energy use in 2020 globally was 205,939 CO<sub>2</sub>e (mT)\***

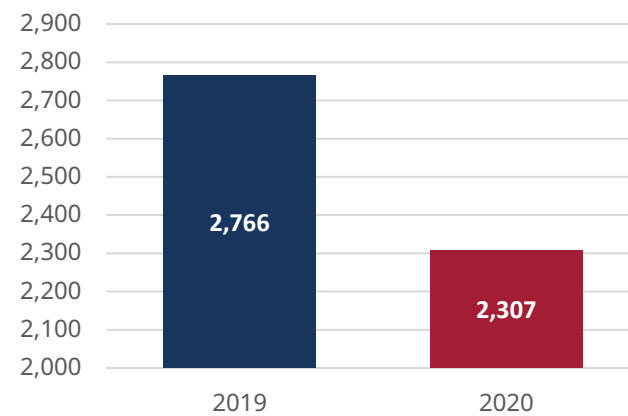
\* Not from a renewable energy source

### Electric Usage (kWh in 000s) By Helix Region 2020



**Global electricity usage decreased 459,327 kWh between 2019 and 2020**

### Total Electric Usage Comparison (kWh in 000s) 2019 vs. 2020



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





## Management of Environmental Risks

### 10 Years After the Macondo Spill

"On April 20, 2010, the oil drilling rig the *Deepwater Horizon*, operating in the Macondo Prospect in the Gulf of Mexico exploded and sank . . . 4 million barrels of oil flowed from the damaged Macondo well over an 87-day period, before it was finally capped on July 15, 2010."<sup>2</sup>

The customer requested Helix deploy the *HPI* and the *Q4000*, both of which played a key role in the well control and containment efforts at the site. The *HPI* processed oil and gas discharged from the Macondo well and the

<sup>2</sup> Source: United States Environmental Protection Agency, <https://www.epa.gov/enforcement/deepwater-horizon-bp-gulf-mexico-oil-spill>

*Q4000* deployed the cofferdam, burned off oil and gas from the well and recovered the *Deepwater Horizon* blowout preventer.

While Helix was nimble and able to assist with well control on demand, we also identified a need in the Gulf of Mexico to put precautionary measures in place to mitigate the impact of a spill in the future. Helix's vessels were well positioned to fill this gap. The tragedy at Macondo led to the creation of the Helix Fast Response System ("HFRS") which combines

services offered by both the *HPI* and either the *Q4000* or the *Q5000* vessels, depending upon availability and location. The *HPI*, *Q4000* and *Q5000* all operate in the Gulf of Mexico to form a strategic team to react to and assist with well control and containment efforts.

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

in the Gulf of Mexico. The HFRS stands at the ready for a variety of well control purposes for the oil and gas operators who subscribe to the HFRS, and in 2020 we renewed the agreement that provides these operators access to the HFRS.

While the HFRS has fortunately not been deployed for an actual spill since the Macondo incident, it has been successfully deployed as an exercise with the Bureau of Safety and Environmental Enforcement.





# Social

## Rising to the Challenge

2020 will forever be remembered as the year in which a global pandemic swept the world, halting work for many employees globally. Helix, through dynamic processes, was able to quickly pivot and implement protocols that kept our vessels working throughout the year with minimal operational downtime. We were able to accomplish this through over 10,000 COVID-19 tests administered by third parties we engaged. These tests prevented approximately 172 potentially sick personnel from boarding our vessels. In addition to testing, a pre-embarkation questionnaire was implemented that prevented approximately 117 potentially exposed people from boarding our vessels.

While Helix did experience COVID-19 positive cases both onshore and offshore, we had action plans in place to safeguard:

1. the safety of the individual;
2. the safety of any close contacts; and
3. a succession plan to maintain the continuity of operations.

These protocols coupled with the fortitude of our workforce made for a year marked by both continuous challenges as well as strong operational and safety results.



**“The COVID-19 pandemic and its impact on the global economy and energy industry has resulted in unprecedented challenges for our business, with the decline in activity due to the erosion of demand for oil and gas.**

Despite these challenges, our team has been resilient and finished the year with strong safety and operational performance. We have continued to reduce our cost structure relative to our activity levels, and we have protected our balance sheet and reduced our debt levels. With customer focus on green energy, we continued to expand our footprint in the renewables market during 2020 with the Robotics renewables site clearance project in the North Sea and the trenching project offshore Virginia. We also expanded and diversified our Well Intervention business with the addition of the Q7000, which commenced operations in West Africa. We expect the challenges of 2020 to persist into 2021. However, we remain committed to de-levering our balance sheet and executing our goals in this market while keeping our employees and our customers safe.”

Owen Kratz, President and Chief Executive Officer  
Helix Energy Solutions Group  
Helix Earnings Release, February 22, 2021

# Employee Engagement

## Investing in our workforce

### Labor & Human Capital

As of December 31, 2020, we employed 1,536 employees worldwide, representing 28 different nationalities. Helix consistently seeks new talent via social media outlets, job board postings and by utilizing third-party recruiting firms, on an as-needed basis.

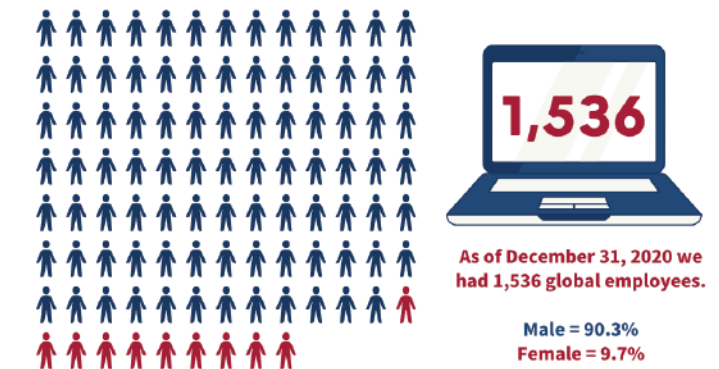
### Competitive Compensation & Benefit Packages

Helix retains talent by participating in annual third-party compensation market surveys. These surveys allow us to review our pay rates consistent with the market and adjust those rates as necessary.

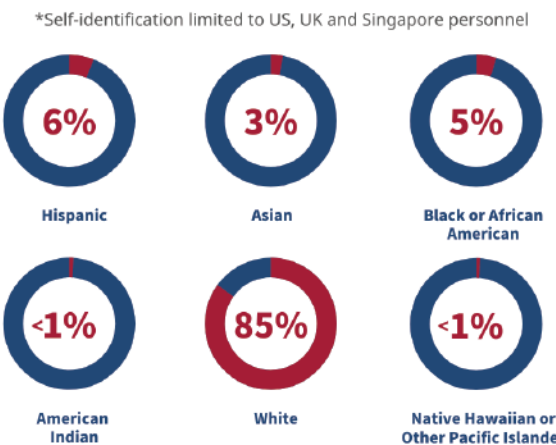
Eligible employees who enroll in the Helix Employee Stock Purchase Plan ("ESPP") have the opportunity to purchase discounted shares of Helix's common stock through payroll deductions on an after-tax basis over four-month periods beginning on January 1, May 1 and September 1 of each year, subject to certain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

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

Helix commits to provide fair and equitable wages and benefits in accordance with local laws to our employees and in 2020 we suffered no controversy linked to labor standards or a "living wage."



### As of December 31, 2020, Helix's global workforce included the following self-identified ethnicities:



**1,536 Full-time Employees**  
**13 Contract Personnel**



### Employee Assistance Program ("EAP")

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

EAP services include:

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

### Financial Planning

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

### Diversity and Equality

At Helix, we take a broad approach to diversity such that all genders, races, ethnicities and religions are equally respected. Our hiring managers and Human Resources departments in all regions partner to find the most qualified candidates without regard to race, religion, color, national origin, gender, sexual orientation, age, disability, marital status, veteran status, genetic basis or any other basis that would be in violation of applicable federal, state, local or international law. Employing people with different backgrounds, experiences and perspectives is important to Helix, and to reinforce this commitment in the US we have implemented a new initiative of blind hiring. Through this practice, Helix HR will mask certain identifying characteristics of potential new hires at the initial stages of the hiring process, including characteristics that may identify a person's gender, race, disability, ethnicity or nationality. Studies have shown that this strategy has helped reduce the internal biases that many individuals experience and allow the focus to remain on the qualifications of the applicant.

**In 2020, Helix did not suffer any controversy linked to labor standards**

**"Great rig, great personnel. Overall the best [vessel] I've ever worked at. Keep it going, gents, ladies."**

- Customer Feedback  
July 2020





### Employee Tenure & 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 2020, Helix's global voluntary turnover rate decreased to approximately 4% from over 9% in 2019.

When hiring employees Helix strives to create value in the communities in which we operate by looking for local talent first. This philosophy is carried over to the hiring of our offshore employees where we have focused on hiring locals for the *Siem Helix 1* and *Siem Helix 2* in Brazil and the *Q7000* in West Africa.

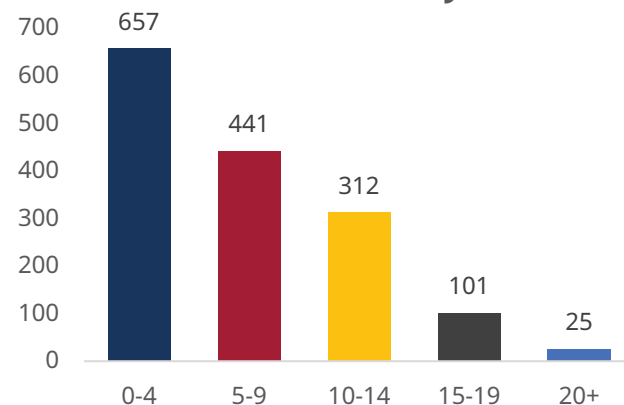
### Training

Training is implemented at all levels of our organization and is customized to the employee's position within Helix. Offshore employees receive vessel orientation when newly hired and are assigned a Qualifications and Training Matrix which specifies the qualifications and training required of the employee for his or her position. Training is tracked annually and evaluated to validate its quality. In 2020, Helix employees dedicated approximately 42,246 hours to Health, Safety & Environmental ("HSE") training and we spent in excess of \$1 million on HSE training.

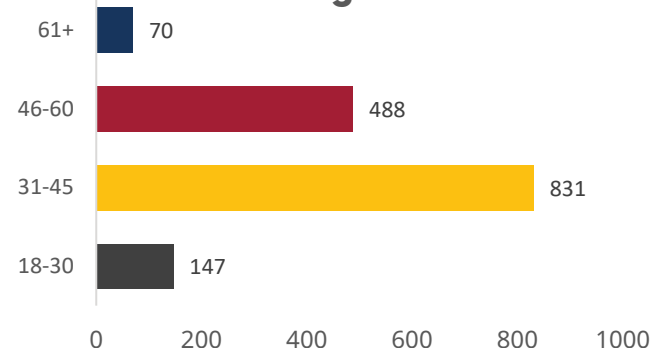
### Employee Engagement

For 2020, each week beginning March 16, 2020, Owen Kratz, Helix's Chief Executive Officer communicated with our people to address the status of the Company globally and region by region for that week, provide an update on COVID in each of the regions, and connect with employees. This was an opportunity for employees in each office to stay connected while working remotely from home. When our offices closed and employees worked remotely, these e-mails in conjunction with periodic newsletters provided more detailed updates about our business.

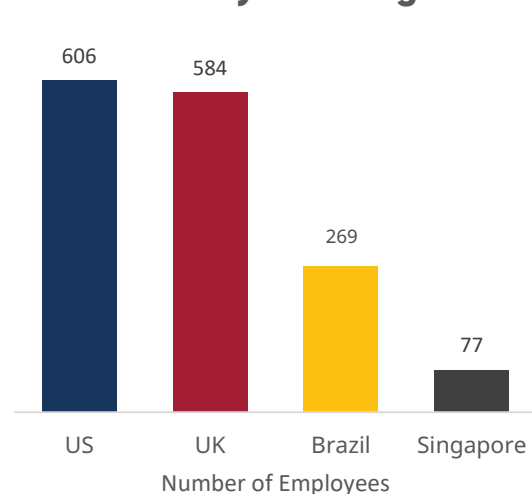
### Workforce Tenure by Years



### Workforce Demographics by Age



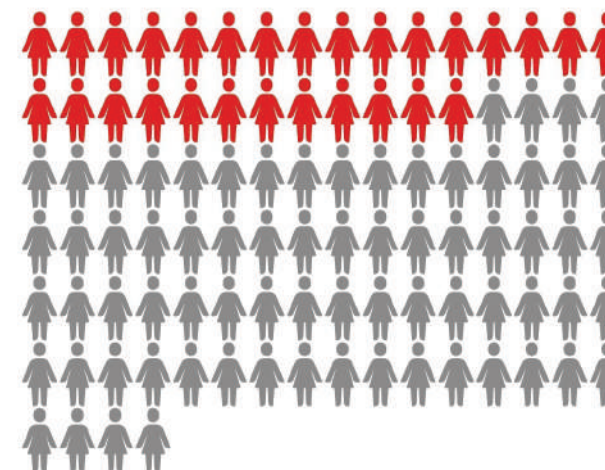
### Workforce by Helix Region



## Helix at Home

### Female Workforce Demographics

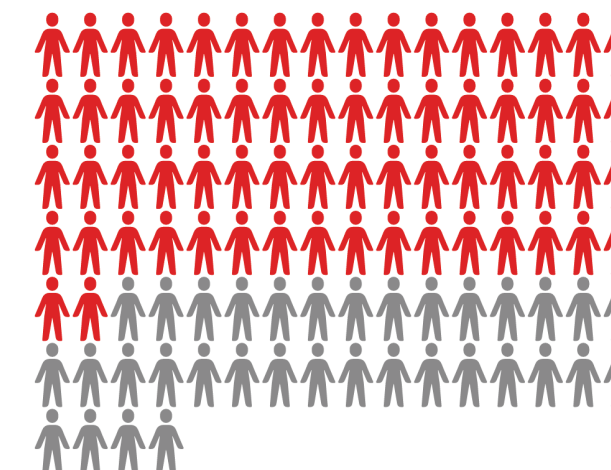
Total Female Employees = 138  
28% of Female Employees are Managers/Professional Employees at Helix



### Self-Identified\* Minority Workforce Demographics

\*Self-identification limited to US, UK and Singapore personnel

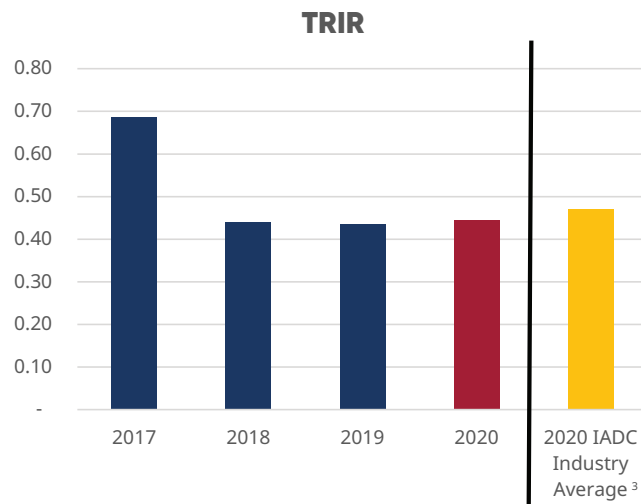
Total Minority\* Employees = 181  
66% of Minority\* Employees are Managers/Professional Employees at Helix



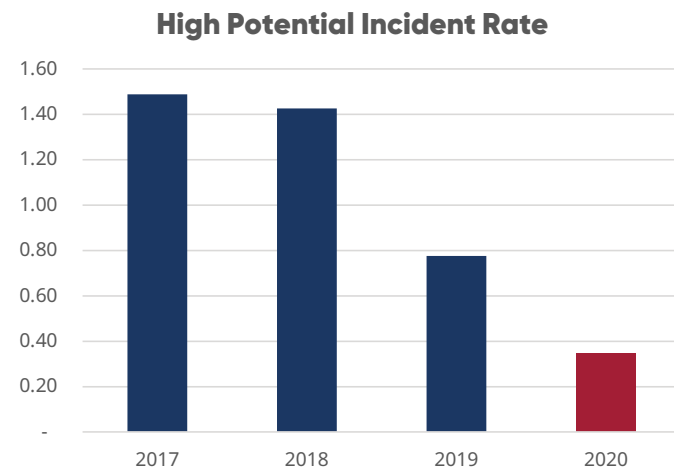


# Safety Snapshot

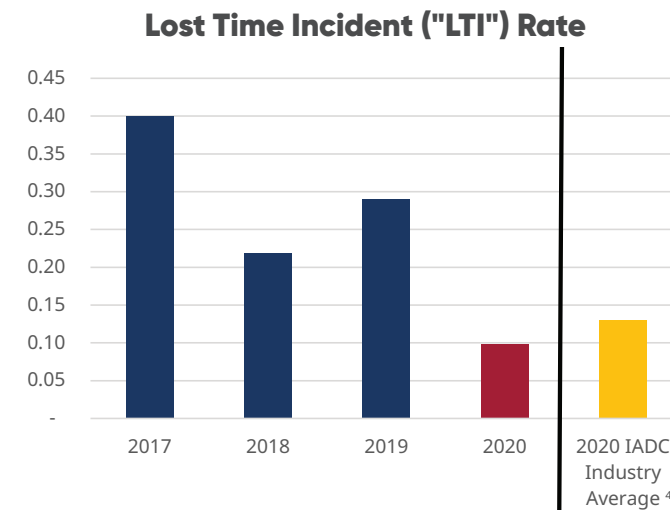
2020 by the numbers for all operations



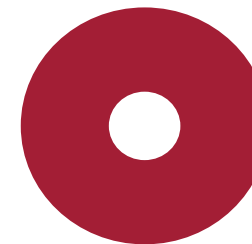
TRIR increased 1.7% from 2019. Helix had the same number of recordable incidents in 2020 as 2019 but fewer man hours worked, which led to the increased rate.



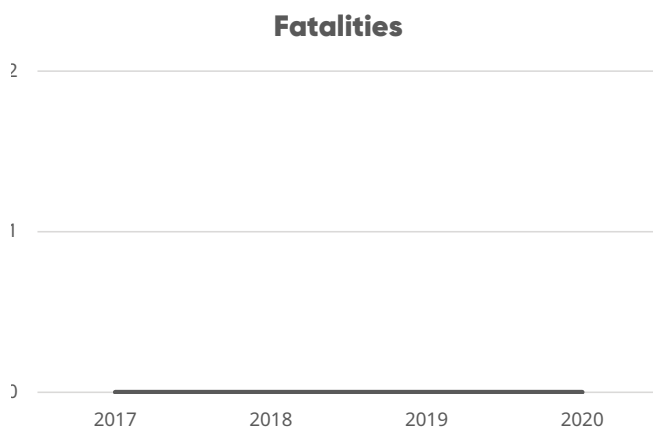
56% reduction in High Potential Incident Rate year over year



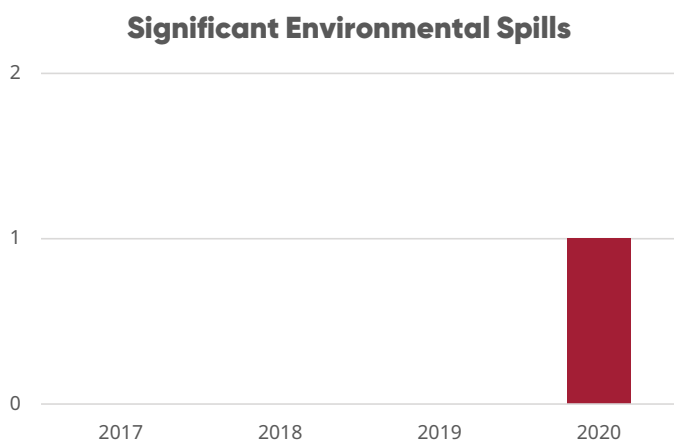
66% reduction in LTI Rate from 2019 to 2020



2020 Near Miss Frequency Rate: 5.52

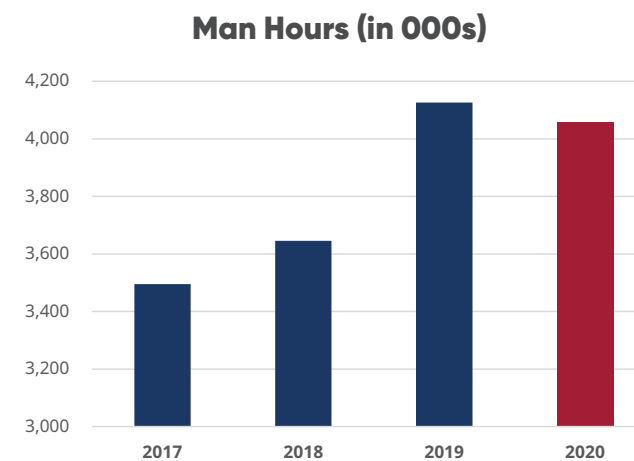


Zero work-related fatalities



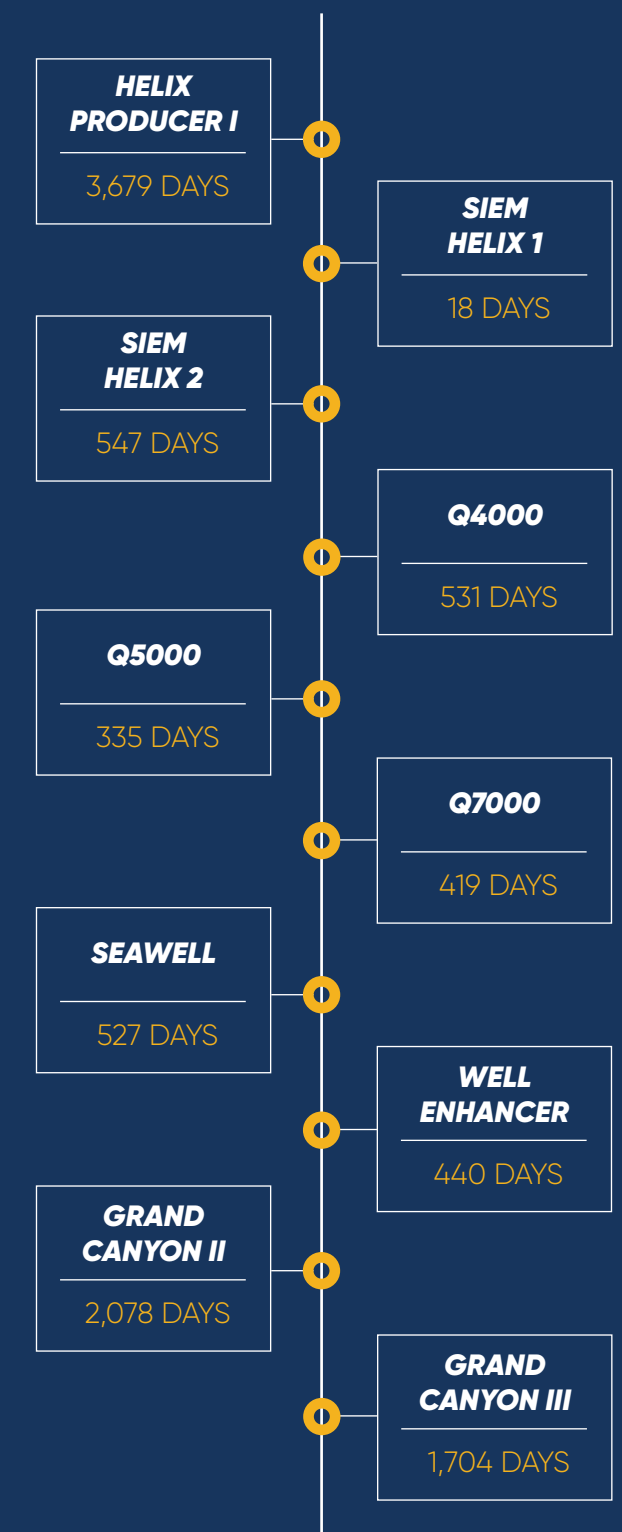
One significant\* environmental spill

\* 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.



1.7% decrease in man hours worked from 2019 to 2020

## Days Without an LTI as of December 31, 2020



## Zero onshore vehicle incidents globally in 2020

<sup>3</sup> See [https://www.iadc.org/wp-content/uploads/2020/08/Q1Summary\\_FinalReport.pdf](https://www.iadc.org/wp-content/uploads/2020/08/Q1Summary_FinalReport.pdf)

<sup>4</sup> See [https://www.iadc.org/wp-content/uploads/2020/08/Q1Summary\\_FinalReport.pdf](https://www.iadc.org/wp-content/uploads/2020/08/Q1Summary_FinalReport.pdf)



### Safety at All Levels

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

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

Each week, offshore and land-based work sites submit reports on their leading performance indicators, such as TRIR, LTIs and Near Miss Rate, to the EHS Proactive Monitoring Report. This provides management an overview of actions being taken to prevent safety incidents.

Helix requires subcontractors to implement and follow our safety protocols in connection

Top 4 Safety Hazards	
1	Lifting Operations
2	Environmental Hazards
3	Dynamic Situation Hazards
4	Medical

Helix categorizes all incidents based on the IOGP Life Saving Rules

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

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

### Hazard Hunts

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

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

### Drops

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

## "Crews were very helpful and dependable. All crews were very active in safety."

- Customer Feedback  
November 2020

resources to support our teams with a focus on personnel competence and active DROPS zone management.

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

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

### All Stop

Every Helix employee has the absolute right and obligation to cease operations at any time by calling an "All Stop" on any job if they feel an unsafe condition is present and proceeding could pose a danger to any person, property or the work itself. We empower our employees to feel safe and confident that their safety and the safety of those who may be affected by the operations are the primary concern of the Company over the task at hand.

### Emergency Response and Crisis Management

The ability to immediately and confidently respond to an emergency situation is critical. We hold regular training on our response protocols wherein we simulate emergency or catastrophic scenarios. In the event of these scenarios we engage the Helix Crisis Assistance Team ("HCAT"), comprised of members of Executive and Business Unit Management, QHSE, Legal, Risk, Human Resources and Investor Relations. These drills facilitate effective and efficient responses in a real

situation in order to minimize harm to people, the environment, assets and client operations.

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

### Security

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

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



### Suppliers, Vendors and Agents

Helix is committed to working with suppliers and vendors who are responsible in their environmental, economic and social activities.

We strive to work with suppliers and vendors that have proactive safety and environmentally focused management systems and are committed to the principles we identify in our Helix Energy Solutions Group, Inc. Supplier and Vendor Expectations available [here](#).

Suppliers and vendors are also expected to review and become familiar with Helix's Code of Business Conduct and Ethics (the "Code"), Statement on Human Rights 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. Our QHSE Team performs the audits and tracks any non-compliance of audited suppliers and vendors. Annual audits are performed on select critical suppliers and vendors.

In the event Helix is made aware of a nonconformance by a Helix supplier or vendor through an audit, self-disclosure or third party, Helix holds the supplier or vendor accountable for such deviation, with remedies that could include cancellation of the contract.

#### Suppliers and vendors are expected to:

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

### Anti-Corruption & Bribery

Helix advances a risk-based approach in the implementation of our anti-corruption and anti-bribery tools. 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."

**In 2020, Helix had \$0 net revenues in countries that have the 20 lowest rankings in Transparency International's 2020 Corruption Perception Index**

We have established internal and external controls through our Legal and Audit teams and third-party resources to monitor and track potential issues. With the selection of each new vendor, supplier or agent, a risk rating occurs which triggers specific diligence based on the nature of the services, the location of the third party and the location where the services will be performed. In addition to diligence, we require compliance with the law and require our agents certify to their knowledge and compliance with our Anti-Corruption Policy.

In-person and/or online training is delivered annually to our employees to provide guidance on applicable anti-bribery laws, including the US Foreign Corrupt Practices Act, the UK Bribery Act 2010, the Brazilian Clean Companies Act and the Singapore Prevention of Corruption Act. While we had planned to provide in-person training in 2020, the onset of the COVID-19 pandemic required us to pivot to solely an online training platform. We continue to partner with TRACE International to provide customized online anti-bribery training in multiple languages.

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

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

**In 2020, Helix had no (\$0) legal and regulatory fines or settlements associated with violations of bribery, corruption or anti-competitive standards**



## Human Rights

As stated in the Helix Statement on Human Rights (“Human Rights Policy”) as approved by our Board of Directors and available [here](#), Helix is committed to respecting and protecting human rights everywhere we operate and expects similar standards of our suppliers, vendors and partners as evidenced by the incorporation of Helix’s Human Rights Policy into Helix’s Supplier and Vendor Expectations. We have committed to the principles underscoring the United Nations Universal Declaration of Human Rights, the United Nations guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and rights at work.

### Helix suffered no major controversy linked to Human Rights or Corruption in 2020

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

## Risks to Human Rights

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

Helix is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chain. Our workplace policies and procedures implement effective systems and controls designed to prevent slavery and human trafficking from taking place anywhere in our supply chains. Our Modern Slavery Statement is available [here](#).

We evaluate and monitor the social landscape in the communities in which we work, and in order to mitigate these risks our HR, Legal and Procurement teams work in tandem to implement and enforce Helix’s hiring practices and confirm that suppliers and vendors in higher-risk nations are adequately vetted through our risk rating system. In 2020, training on Human Trafficking and Slavery was provided to our Legal and Procurement Teams to educate them on the risks associated with modern slavery as well as red flags in order to spot potential slavery in Helix’s supply chain.

## Progressive Discipline

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



## Reporting Hotline

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

system is available in multiple languages and provides translation services.

We regularly seek to promote and encourage the use of our reporting hotline. Upon submission of a report, the report is received by our Audit Committee Chair and our Compliance Officer, who together work with the relevant business unit and/or HR, as required, to investigate, respond and resolve such concerns.

In 2020, the reporting hotline received 21 reported inquiries or concerns. As of the date of this Report, all 2020 hotline reports have been resolved.



# Corporate Governance

## Oversight and practices

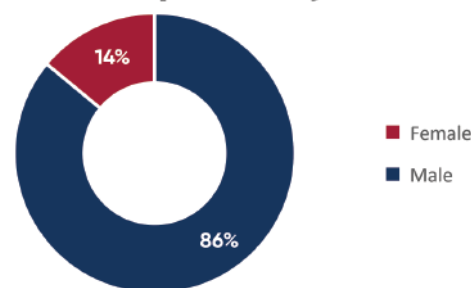
### Governance

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

### Board Composition

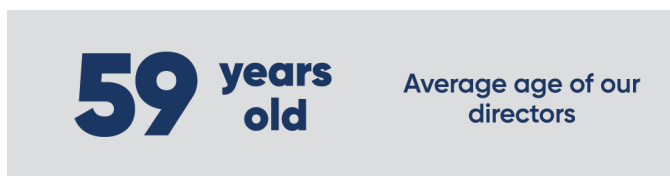
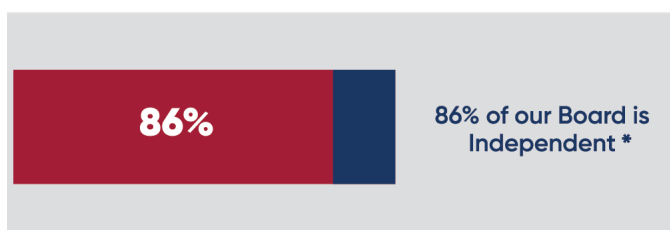
Our Board consists of seven members who are diverse in age, gender, country of birth and expertise. Our Board has been significantly refreshed over the past three years, adding three new members: Mr. Amerino Gatti, Ms. Amy H. Nelson and Mr. T. Mitch Little. Board members are divided into three classes of similar size and are elected to serve a three-year term with the term of office of each class ending in successive years.

### Board Composition by Gender



### Board of Directors Composition

# 3-YEAR TERMS



All of our Directors own stock in the Company.

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

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

# Board of Directors

	Age <sup>5</sup>	Gender	Country of Birth	Helix Stock Owner	Joined Helix Board	Independent <sup>6</sup>	Helix Tenure (Years)	Financial Expertise	Material Related Party Transactions during 2020
 <b>William L. Transier</b> Energy Executive, Chairman of the Board	66	Male	U.S.A.	✓	October 2000	✓	21	Expert	None
 <b>Amerino Gatti</b> Chief Executive Officer, Team, Inc.	50	Male	Canada	✓	August 2018	✓	3		None
 <b>Owen Kratz</b> President and Chief Executive Officer, Helix Energy Solutions Group, Inc.	66	Male	Zimbabwe	✓	July 1990		31		None
 <b>T. Mitch Little</b> Energy Executive	57	Male	U.S.A.	✓	July 2021	✓	0		None
 <b>John V. Lovoi</b> Managing Partner, JVL Partners	60	Male	U.S.A.	✓	February 2003	✓	18	Literate	None
 <b>Amy H. Nelson</b> President, Greenridge Advisors, LLC	52	Female	U.S.A.	✓	August 2019	✓	2	Expert	None
 <b>Jan Rask</b> Independent Investor	65	Male	Sweden	✓	August 2012	✓	9		None

<sup>5</sup> As of the most recently published proxy statement

<sup>6</sup> Defined under NYSE Rule 303A and applicable rules promulgated under the Securities Exchange Act of 1934



## Composition of Committees

Our Board has three standing committees – Audit, Compensation, and Corporate Governance and Nominating, each of which is comprised solely of independent directors. Each committee acts under the terms of a written charter; the charters are available on our website, located at [www.HelixESG.com](http://www.HelixESG.com), under "For the Investor," and then by clicking "Governance."

### Audit Committee

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



#### Audit Committee Chair

**Amy H. Nelson**

President, Greenridge Advisors, LLC

#### Additional Committee Members:

Mr. Lovoi  
Mr. Transier

*Comprised solely of independent directors*



#### Compensation Committee Chair

**Jan Rask**

Independent Investor

#### Additional Committee Members:

Mr. Gatti  
Mr. Little  
Mr. Lovoi

*Comprised solely of independent directors*



#### Corporate Governance and Nominating Committee Chair

**Amerino Gatti**

Chief Executive Officer, Team, Inc.

#### Additional Committee Members:

Ms. Nelson  
Mr. Rask

*Comprised solely of independent directors*

Our Audit Committee reviews Helix's compliance and ethics programs of Helix, including our Anti-Corruption program and information security.

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

### Compensation Committee

The Compensation Committee is appointed by our Board to discharge the Board's responsibilities relating to compensation of the Company's executive officers. The Compensation Committee has overall responsibility for reviewing, evaluating and approving the Company's executive officer compensation agreements (to the extent such agreements are considered necessary

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

### Corporate Governance and Nominating Committee

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

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

### Shareholder Engagement

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

## Executive Officers



**Owen Kratz**

President and Chief Executive Officer



**Scotty Sparks**

Executive Vice President and Chief Operating Officer



**Erik Staffeldt**

Executive Vice President and Chief Financial Officer



**Ken Neikirk**

Senior Vice President, General Counsel and Corporate Secretary



## Risk Oversight

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

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

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

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

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

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

## Ethics and Business Conduct

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

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

## Our Code prohibits the use of Company funds or assets for political purposes

**In 2020, Helix paid \$0 in political contributions**

## Information Security

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

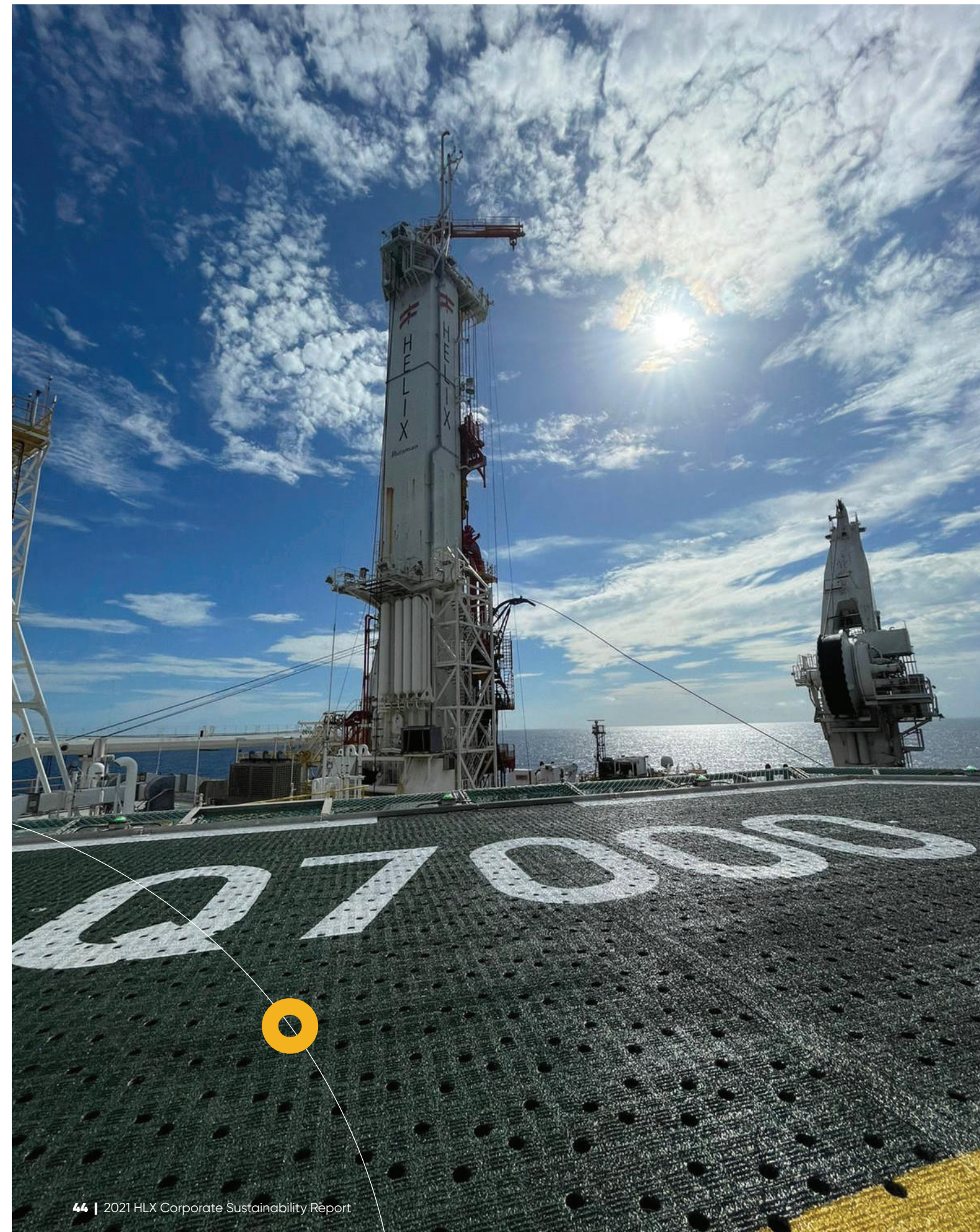
Cybersecurity Awareness training is provided to onshore and offshore users according to a designated deployment schedule. The training is administered in the form of web-based training, on-site workshops and PowerPoint presentations. The training seeks to demonstrate to users the risks in using technology and how to effectively defend against cyber threats. At Helix, security is of utmost importance and therefore we implement various protocols and tools to secure our data and require multiple access control measures.

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

To Helix's knowledge, Helix has not suffered a material security breach in the last 3 years that resulted in the loss of any information. Helix has no penalties or settlements related to IT security over the past 3 years.

**In 2020, Helix paid \$0 in Political Action Committee ("PAC") contributions**





### Forward-Looking Statements

This Report contains forward-looking statements that involve risks, uncertainties and assumptions that could cause our results to differ materially from those expressed or implied by such forward-looking statements. All statements, other than statements of historical fact, are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, including, without limitation, any statements regarding the ongoing COVID-19 pandemic and oil price volatility and their respective effects and results, our protocols and plans, our current work continuing, the spot market, our spending and cost reduction plans and our ability to manage changes; our strategy; any statements regarding visibility and future utilization; any projections of financial items; any statements regarding future operations expenditures; any statements regarding the plans, strategies and objectives of management for future operations; any statements regarding our ability to enter into, renew and/or perform commercial contracts; any statements concerning developments; any statements regarding future economic conditions or performance; any statements of expectation or belief; and any statements of assumptions underlying any of the foregoing. Forward-looking statements are subject to a number of known and unknown risks, uncertainties and other factors that could cause results to differ materially from those in the forward-looking statements, including but not limited to the results and effects of the COVID-19 pandemic and actions by governments, customers, suppliers and partners with respect thereto; market conditions; results from acquired properties; demand for our services; the performance of contracts by suppliers, customers and partners; actions by governmental and regulatory authorities including regulatory initiatives by the US administration; operating hazards and delays, which include delays in delivery, chartering or customer acceptance of assets or terms of their acceptance; our ultimate ability to realize current backlog; employee management issues; complexities of global political and economic developments; geologic risks; volatility of oil and gas prices and other risks described from time to time in our reports filed with the Securities and Exchange Commission (“SEC”), including our most recently filed Annual Report on Form 10-K and in our other filings with the SEC, which are available free of charge on the SEC’s website at [www.sec.gov](http://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 the securities laws.

### Assurance

The information in this Report has been subject to internal review, including by Helix’s Internal Audit team, and we believe it to be accurate as of the date of this Report.

Additional Information is available at [www.HelixESG.com](http://www.HelixESG.com).

### Social Media

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

Twitter: [@Helix\\_ESG](https://twitter.com/Helix_ESG)

LinkedIn: [www.linkedin.com/company/helix-energy-solutions-group](https://www.linkedin.com/company/helix-energy-solutions-group)

Facebook: [www.facebook.com/HelixEnergySolutionsGroup](https://www.facebook.com/HelixEnergySolutionsGroup)

Instagram: [www.instagram.com/helixenergysolutions](https://www.instagram.com/helixenergysolutions)



# Appendix

## Index to ISS / SASB

Below you will find cross references mapping our disclosures with the applicable Institutional Shareholder Services ("ISS") and Sustainability Accounting Standards Board's ("SASB") – Oil and Gas Services as of the date of this Report. We continue to highlight ISS and SASB in our disclosures and support both ISS's and SASB's efforts towards greater transparency of relevant ESG data that helps investors make informed decisions.

Category	Metric	Indicator	Relevant Helix Disclosure
<b>SASB Oil &amp; Gas Services</b>			
Emissions Reduction Services & Fuels Management	Total Fuel consumed, percentage renewable, percentage used in: (1) on road equipment and vehicles and (2) off road equipment	EM-SV-110a.1	p. 15
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	(2) p. 15
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	p. 15-16
Chemicals Management	Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	p. 9; N/A
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	p. 9; N/A
Ecological Impact Management	Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	p. 9; N/A
	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	p. 9; N/A
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	(1) p. 30 (2) p. 30 (3) p. 31 (4) p. 30 (5) p. 28
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	p. 32-34
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	p. 35
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	p. 35
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	p. 32-34
Activity Metrics	Number of active rig sites	EM-SV-000.A	p. 9; N/A
	Number of active well sites	EM-SV-000.B	p. 9; N/A
	Total amount of drilling performed	EM-SV-000.C	p. 9; N/A
	Total number of hours worked by all employees	EM-SV-000.D	p. 31

Category	Metric	Indicator	Relevant Helix Disclosure
<b>ISS</b>			
Environmental – Risks and Opportunities	Does the company disclose an enterprise level environmental policy?	1	p. 16; <a href="#">HSE Policy</a>
	Does the company's publicly disclosed environmental policy apply the same standards to suppliers or vendors?	5	p. 16; 32-34; <a href="#">HSE Policy</a> ; and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose the presence of an Environmental Management System?	7	p. 16; 32-34; <a href="#">HSE Policy</a>
	Does the company's annual/integrated/sustainability report identify specific salient risks that its activities and business relationships pose on the environment?	19	p. 14-16
	If the company suffered a major environmental controversy, has it failed to provide an adequate response?	295	p. 16
	Does the company's publicly disclosed Code of Vendor Conduct address the environmental impact of supplier products or services?	366	p. 34; <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company's publicly disclosed Code of Vendor Conduct address supply chain audits for environmental management?	370	p. 34; <a href="#">Helix Supplier and Vendor Expectations</a>
Environmental – Carbon and Climate	Does the company disclose a climate change policy or equivalent information that specifically addresses the company's climate change risks, performance, and opportunities?	21	p. 14-20
	Does the company's climate change disclosure specifically address climate change risks?	22	p. 14-20
	Does the company's climate change disclosure specifically address climate change strategy?	23	p. 14-20
	Does the company's climate change disclosure specifically address climate change performance?	24	p. 14-20
	Does the company's climate change disclosure specifically address climate change targets?	25	p. 14-20
	Does the company's climate change disclosure specifically provide analysis of performance against targets?	26	p. 14-20
	Does the company's climate change disclosure specifically address climate change opportunities?	28	p. 14-20
	Does the company's climate change disclosure describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning?	35	p. 14-20
	Does the company's climate change disclosure present and describe multiple scenarios for the potential impact of climate-related risks and opportunities on its businesses, strategy, and financial planning?	36	p. 14-20
	Does the company disclose targets for reducing GHG emissions?	38	p. 19
	Does the company define GHG emissions reduction targets at group level?	39	p. 19
	Are the company's GHG emissions reduction targets clearly aligned with the 2°C scenario?	40	p. 16
	Does the company provide quantitative metrics about GHG emissions?	50	p. 17-20
	Does the company disclose its total Direct GHG emissions?	51	p. 18-20
	Does the company disclose its total Scope 2 GHG emissions?	52	p. 18
	Does the company disclose its total Scope 3 GHG emissions?	53	p. 18





Category	Metric	Indicator	Relevant Helix Disclosure
Environmental – Carbon and Climate	Does the company disclose its direct GHG emissions at any level other than enterprise (including facility, business unit, region, etc.)?	54	p. 19
	Does the company provide quantitative metrics about energy consumption?	61	p. 17-20
	Does the company disclose its total energy use?	62	p. 20
	Does the company disclose information on energy derived from renewable and non-renewable sources?	63	p. 20
	Does the company disclose the percentage of energy used that is derived from renewable sources?	64	p. 20
	Does the company disclose the gross total of energy used that is derived from renewable sources?	65	p. 20
	Does the company disclose a breakout of the sources of the renewable energy used?	66	p. 20
	Does the company disclose the percentage of energy used that is derived from non-renewable sources?	67	p. 20
	Does the company disclose the gross total of energy used that is derived from non-renewable sources?	68	p. 20
	Does the company disclose the amount of energy used that is derived from non-renewable sources at any level other than enterprise (including facility, business unit, region, etc.)?	69	p. 20
	Does the company disclose the amount of energy used that is derived from renewable sources at any level other than enterprise (including facility, business unit, region, etc.)?	70	p. 20
	Does the company disclose information on energy conservation programs and performance?	71	p. 20
	Does the company disclose its energy conservation resulting from such programs at any level other than enterprise (including facility, business unit, region, etc.)?	73	p. 20
	Does the company disclose its total electrical power use?	78	p. 20
	Does the company disclose a normalized total electrical power use value?	79	p. 20
	Does the company disclose the percentage of consumed energy from the grid?	82	p. 20
	Does the company disclose information on electrical power derived from renewable and non-renewable sources?	83	p. 20
	Does the company disclose the percentage of electrical power used that is derived from non-renewable sources?	84	p. 20
	Does the company disclose the percentage of electrical power from renewable sources?	85	p. 20
	Does the company disclose the gross total of electrical power used that is derived from non-renewable sources?	86	p. 20
Does the company disclose the gross total of electrical power used that is derived from renewable sources?	87	p. 20	
Does the company disclose a breakout of the sources of the non-renewable electrical power used?	88	p. 20	
Does the company disclose a breakout of the sources of the renewable electrical power used?	89	p. 20	
Does the company disclose a clear approach to reduce energy consumption from non-renewable sources?	96	p. 16-20	

Category	Metric	Indicator	Relevant Helix Disclosure
Environmental – Carbon and Climate	Does the company's approach to reducing energy consumption from non-renewable sources include relative targets?	97	p. 16-20
	Does the company's approach to reducing energy consumption from non-renewable sources include specific information on an implementation timeline?	99	p. 16-20
	Does the company describe management's role in assessing and managing climate-related risks and opportunities?	105	p. 16; 41
	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. 16-20; 41
	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. 16-20
	Does the company describe the board's oversight of climate-related risks and opportunities?	110	p. 41
	Does the company have a clearly defined strategy for improving the fleet fuel economy?	112	p. 15
	Does the company's strategy for improving fleet fuel economy include relative targets?	113	p. 15-20
	Does the company's strategy for improving fleet fuel economy include absolute targets?	114	p. 15-20
	Does the company's strategy for improving fleet fuel economy include specific information on an implementation timeline?	115	p. 15-20
	Does the company provide quantitative metrics about fleet fuel consumption?	116	p. 15
	Does the fleet fuel consumption metrics disclose the percentage from renewable sources?	117	p. 15
	Does the company break out its disclosed water withdrawal by source?	202	p. 15
	Does the company disclose the percentage of water sourced from regions with High or Extremely High Baseline Water Stress?	203	p. 15
	Does the company disclose information on risks associated with water withdrawal or scarcity?	204	p. 15
	Does the company provide information on strategies to mitigate water withdrawal or scarcity risks?	205	p. 15
	Does the company disclose its total wastewater discharge?	208	p. 15
	Does the company disclose a water recycling program?	209	p. 15
	Does the company disclose information about water recycled and reused?	210	p. 15
	Does the company's disclosed information about water recycled and reused include the percentage recycled?	212	p. 15
Does the company's disclosed information about water recycled and reused include the percentage reused?	213	p. 15	
Environment – Waste and Toxicity	Does the company provide information about water discharge in connection with hydraulic fracturing, including quality?	138	p. 9; N/A
	Does the company's disclosed information regarding water discharge in connection with hydraulic fracturing include quantitative metrics?	139	p. 9; N/A
	Does the company's disclosed information regarding water discharge in connection with hydraulic fracturing cover all operations?	140	p. 9; N/A
	Does the company disclose the percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used?	144	p. 9; N/A
	Does the company disclose information on efforts to actively monitor groundwater quality in connection with hydraulic fracturing operations?	145	p. 9; N/A
	Does the company's disclosed information on efforts to actively monitor groundwater quality in connection with hydraulic fracturing operations include baseline groundwater quality metrics?	146	p. 9; N/A





Category	Metric	Indicator	Relevant Helix Disclosure
Environment – Waste and Toxicity	Does the company's disclosed information on efforts to actively monitor groundwater quality in connection with hydraulic fracturing operations include quantitative performance against baseline groundwater quality metrics?	147	p. 9; N/A
	Does the company provide data on significant spills?	150	p. 16
	Does the company's disclosed data on spills include the number of significant or reportable spills?	151	p. 16
	Does the company's disclosed data on spills include the aggregate quantity of significant or reportable spills?	152	p. 16
	Does the company's disclosed data on spills include the percentage recovered?	153	p. 16
	Does the company disclose a clear approach to mitigate environmental risks linked to deep-water drilling operations?	156	p. 9; 22-23
	Does the company's disclosed information regarding its approach to mitigating environmental risks linked to deep-water drilling operations include monitoring procedures?	157	p. 9; 22-23
	Does the company disclose its total hazardous waste generation?	159	p. 15
	Does the company disclose its hazardous waste generation for any of its operations located outside its primary domicile (e.g. the US for Russell 3000 companies) at any level other than enterprise (including facility, business unit, region, etc.)?	160	p. 15
	Does the company disclose details regarding its hazardous waste disposal program?	161	p. 15
	Does the company provide information about non-hazardous waste?	162	p. 15
	Does the company's disclosed information on non-hazardous waste include quantitative metrics?	163	p. 15
	Does the company's disclosed information on non-hazardous waste cover all operations?	164	p. 15
	Does the company's disclosed information on non-hazardous waste include the percentage of waste recycled?	165	p. 15
Does the company disclose information on its waste management and recycling programs?	168	p. 15	
Social – Human Rights	If the company suffered a major controversy linked to human rights or corruption, has it failed to provide an adequate response?	302	p. 36;
	Does the company disclose an enterprise level human rights policy?	316	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's human rights policy address the protection of minority groups' rights?	317	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's human rights policy address the protection of women's rights?	318	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's publicly disclosed human rights policy include a training element?	329	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's human rights or other publicly disclosed policy cover community consultations and indigenous rights?	330	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's publicly disclosed human rights policy include a commitment to stakeholder involvement in the development of the policy, the implementation of the policy, and/or the evaluation of effective outcomes of the policy's implementation?	331	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company disclose a formal grievance reporting process for concerns related to human rights?	334	p. 37
	Does the company explicitly identify the right to water as a fundamental human right in its environmental policy, human rights policy, or other policy document?	335	<a href="#">Helix Human Rights Policy</a>
	Does the company disclose information on the applicability of its human rights policy to operations, suppliers, vendors, or partners?	336	p. 34; 36; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Human Rights	Is the company's human rights policy a global policy applying the same comprehensive standards to all company operations regardless of geographic location?	338	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company indicate that it applies the same human rights policy standards to partners?	340	p. 34; 36; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company indicate that it applies the same human rights policy standards to suppliers/vendors?	342	p. 34; 36; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose an audit program to evaluate its suppliers' performance in the area of human rights (including human trafficking and slavery)?	345	p. 34; 36; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	How frequently does the company conduct audits to evaluate suppliers' performance in the area of human rights?	346	p. 34; 36; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose a program to screen its new suppliers for any of the following: environmental performance, labor practices or human rights performance?	350	p. 34-36; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose information on efforts to address the risks of human trafficking and slavery in the supply chain?	354	p. 36; <a href="#">Modern Slavery Statement</a>
	Does the company disclose that it maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking?	357	p. 36
	Does the company disclose that it provides training on human trafficking and slavery to its employees and management with direct responsibility for supply chain management?	358	p. 36
	Does the company disclose that its supplier policy prohibits the use of child labor?	360	<a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose that its supplier policy prohibits the use of forced labor?	361	<a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company indicate that the company's human rights policy supports any specific recognized public convention?	375	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's human rights policy have clear reference to conformance with the UN Universal Declaration of Human Rights?	376	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's human rights policy have clear reference to conformance with the UN Guiding Principles on Business and Human Rights?	379	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company's annual/integrated/sustainability report identify specific salient risks that its activities and business relationships pose on human rights?	381	p. 36
	Does the company disclose strategies to prevent and mitigate identified risks?	382	p. 36
	Does the company's human rights or other publicly disclosed policy cover security arrangements?	389	p. 33; 36; <a href="#">Helix Human Rights Policy</a>
Does the company's publicly disclosed human rights policy include a guarantee of free, prior and informed consent (FPIC)?	404	<a href="#">Helix Human Rights Policy</a>	





Category	Metric	Indicator	Relevant Helix Disclosure
Social – Labor, Health & Safety	If the company suffered a controversy linked to “living wage”, has it failed to provide an adequate response?	297	p. 25
	If the company suffered a controversy linked to labor standards, has it failed to provide an adequate response?	300	p. 25
	What is the scope of the company’s disclosed training or professional development programs for employees?	304	p. 28
	Does the company disclose that it monitors employee satisfaction or engagement?	305	p. 28
	Does the company’s publicly disclosed Code of Vendor Conduct address freedom of association?	363	p. 34; 43; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company’s publicly disclosed Code of Vendor Conduct address collective bargaining?	364	<a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company’s publicly disclosed Code of Vendor Conduct address working hours?	365	<a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company’s publicly disclosed Code of Vendor Conduct have clear reference to conformance with ILO standards?	367	p. 34; <a href="#">Helix Human Rights Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose an enterprise level workforce/labor rights policy?	413	<a href="#">Helix Human Rights Policy</a>
	Does the company indicate that it applies the same workforce policy standards to suppliers/vendors?	414	p. 34; 36; <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the board, senior management, or workforce levels?	422	p. 26
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the board level?	423	p. 26; 38-39
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the senior management level?	424	p. 26
	Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the workforce level?	425	p. 26
	Does the company publicly disclose a diversity strategy or similar commitment to ensure workforce equality beyond gender at the board, senior management, or workforce levels?	426	p. 26; 38-39
	Does the company’s apply a diversity strategy (beyond gender) to the board level?	427	p. 26; 38-39
Does the company apply a diversity strategy (beyond gender) to the senior management level?	428	p. 26	

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Labor, Health & Safety	Does the company’s apply a diversity strategy (beyond gender) to the workforce level?	429	p. 26
	Does the company’s publicly disclosed labor rights policy address discrimination (including gender, race, disability, ethnicity, nationality, religion, LGBTQ), workforce equality, or fair employment?	430	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on gender?	431	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on race?	432	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on disability?	433	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on ethnicity?	434	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on nationality?	435	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on religion?	436	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on sexual orientation?	437	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company’s labor rights policy address discrimination based on gender identity or gender expression?	438	p. 26; 36; <a href="#">Helix Human Rights Policy</a>
	Does the company publicly disclose data on workforce equality connected with gender, race, disability, ethnicity, nationality, religion, LGBTQ, or other potentially-protected classes?	441	p. 25-29
	Does the company’s disclosed information on workforce equality include data on equality for the board?	442	p. 38-39
	Does the company’s disclosed information on workforce equality include data on equality for senior management?	443	p. 25-29
	Does the company’s disclosed information on workforce equality include data on equality for the workforce?	444	p. 25-29
	Does the company provide workforce demographic disclosure?	445	p. 25-29
	Does the company’s disclosed information on workforce demographics include race?	446	p. 25
	Does the company’s disclosed information on workforce demographics include age?	447	p. 28
	Does the company’s disclosed information on workforce demographics include ethnicity?	448	p. 25
	Does the company’s disclosed information on workforce demographics include gender?	449	p. 25; 29



Category	Metric	Indicator	Relevant Helix Disclosure
Social – Labor, Health & Safety	Does the company provide workforce disclosure on gender and racial/ethnic group representation?	450	p. 25-29
	Does the company disclose information on gender and racial/ethnic group representation across the total workforce?	451	p. 25-29
	Does the company disclose information on gender and racial/ethnic group representation for executives and senior management?	452	p. 29; 41
	Does the company disclose information on gender and racial/ethnic group representation for professionals or technical staff?	453	p. 29
	Does the company disclose a labor rights or other formal policy that encompasses freedom of association and the right to collective bargaining?	456	p. 34; 43 <a href="#">Helix Human Rights Policy</a>
	Does the company's labor rights or other formal policy reference relevant conventions or standards, e.g., ILO 87 or 98?	457	p. 36; <a href="#">Helix Human Rights Policy</a>
	Does the company disclose a policy that specifically addresses occupational health and safety?	459	<a href="#">HSE Policy</a>
	Does the company's occupational health and safety policy explicitly encompass all facilities and operations?	460	<a href="#">HSE Policy</a>
	Does the company's publicly disclosed occupational health and safety policy explicitly extend to suppliers?	461	p. 34; <a href="#">HSE Policy</a> and <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose information about OH&S performance, including injuries, occupational diseases, and work-related fatalities?	467	p. 30-31
	Does the company's disclosed information regarding occupational health and safety performance include quantitative metrics?	468	p. 30-31
	Do the company's occupational health and safety performance metrics include injury data?	469	p. 30-31
	Do the company's occupational health and safety performance metrics include the Fatality Rate?	470	p. 30-31
	Do the company's occupational health and safety performance metrics include the Near Miss Frequency Rate (NMFR)?	471	p. 30-31
	Does the company disclose quantitative occupational health and safety performance metrics for full-time employees?	472	p. 30-31
	Do the company's occupational health and safety performance metrics cover all operations?	475	p. 30-31
	Does the company disclose specific efforts for reducing the occurrence of injuries, occupational diseases, and work-related fatalities?	476	p. 32-33
	Does the company's disclosed information on reducing the occurrence of injuries, occupational diseases, and work-related fatalities include quantitative targets?	477	p. 32
	Does the company disclose information on management systems used to integrate a culture of safety and emergency preparedness?	479	p. 32-33
	Does the company state a commitment to a fair or living wage for all employees?	484	p. 25; <a href="#">Helix Human Rights Policy</a>
Social – Stakeholders and Society	Does the company have a publicly disclosed Business Ethics Policy or Code of Conduct?	250	p. 43; <a href="#">Helix Code of Business Conduct and Ethics</a>
	Does the company actively monitor/audit internal compliance with its Business Ethics Policy or Code of Conduct?	251	p. 43
	Does the company's publicly disclosed Business Ethics Policy or Code of Conduct extend to include suppliers?	252	p. 34; <a href="#">Helix Supplier and Vendor Expectations</a>

Category	Metric	Indicator	Relevant Helix Disclosure
Social – Stakeholders and Society	Does the company disclose processes or strategies for monitoring supplier compliance with its Business Ethics Policy or Code of Conduct?	253	p. 34; <a href="#">Helix Supplier and Vendor Expectations</a>
	What is the highest level of executive oversight for the company's anti-bribery or anti-corruption program?	256	p. 35; 40
	Does the company's publicly disclosed anti-bribery or anti-corruption policy specifically prohibit personnel from receiving and giving gifts, bribes, or facilitation payments?	257	p. 35
	Does the company disclose that it provides anti-corruption training to all employees, including management?	258	p. 35
	Does the company disclose the existence of a confidential hotline and stated protection of whistleblowers?	259	p. 37
	Does the company's disclosed information on internal monitoring, whistleblower, or reporting systems include metrics related to the number of inquiries, complaints, or issues received by the legal or compliance office?	261	p. 37
	Does the company disclose the amount of legal and regulatory fines, and settlements associated with violations of bribery, corruption, or anti-competitive standards?	264	p. 35
	Does the company describe its management system for prevention of corruption and bribery throughout the value chain?	265	p. 35
	Does the company have a publicly disclosed policy relating to the use of company funds for political purposes?	267	p. 43; <a href="#">Helix Code of Business Conduct and Ethics</a>
	Does the company publicly disclose information on the use of corporate funds for the purposes of political advocacy, including lobbying, campaign contributions, and contributions to tax-exempt groups including trade associations?	268	p. 43
	Does the company's disclosed information related to political advocacy include the amounts spent on political advocacy?	269	p. 43
	Does the company's disclosed information related to political advocacy include the recipients?	270	p. 43
	Does the company's disclosed information related to political advocacy include, at a minimum, the five largest political, lobbying, or tax-exempt group expenditures?	271	p. 43
	Does the company's disclosed information related to political advocacy include a discussion of the objectives related to the use of company funds for political advocacy?	272	p. 43
	Does the company disclose that its board has a formal schedule for consideration of environmental, health and safety, and social matters?	275	p. 41
	Does the company disclose the existence of a dedicated Environment, Corporate Social Responsibility, Health and Safety, or Sustainability board committee?	276	p. 41
	Does the company disclose that its Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee has oversight of policies and operational controls of environmental, health and safety, and social risks?	277	p. 41
	Does the company disclose whether its environmental management system lead reports directly to the CEO or management board?	281	p. 16
	Is the Board of Directors specifically mentioned as having responsibility for the company's human rights policy?	282	p. 36
	Does the compensation policy explicitly reference specific science-based targets for reducing GHG emissions with a reference to the 2°C scenario?	289	p. 16-20
	Does the company disclose specific non-financial targets in executive compensation plans?	290	<a href="#">Helix 2021 Proxy</a>
	Does the company publicly disclose a Code of Vendor Conduct?	359	p. 34; <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company's publicly disclosed Code of Vendor Conduct address generic supply chain audits?	373	p. 34; <a href="#">Helix Supplier and Vendor Expectations</a>
	Does the company disclose a formal system to implement stakeholder consultation and engagement?	402	<a href="#">Helix 2021 Proxy</a>
	Does the company disclose country-by-country information on number of employees?	489	p. 28





Category	Metric	Indicator	Relevant Helix Disclosure
Social – Product Safety, Quality and Brand	Does the company disclose information about customer satisfaction or retention?	307	p. 6; 26; 33
	Does the company provide information on notices of violations received for non-conformance with regulatory labeling and/or marketing codes	308	p. 9; 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. 9; N/A
	Does the company's publicly disclosed Code of Vendor Conduct address supply chain audits for product safety?	371	p. 9; N/A
Governance – Board Structure	How many directors serve on the board?	9	p. 38-39; <a href="#">Helix 2021 Proxy</a>
	What percentage of the board is independent based on an ISS local market classification?	10	p. 38; <a href="#">Helix 2021 Proxy</a>
	What percentage of non-executive directors on the board has lengthy tenure?	13	p. 38; <a href="#">Helix 2021 Proxy</a>
	What is the classification of the Board Chair?	14	p. 39; <a href="#">Helix 2021 Proxy</a>
	Has the company identified a senior independent director or an independent lead director?	16	p. 38-40; <a href="#">Helix 2021 Proxy</a>
	What percentage of the nominating committee is independent based on an ISS local market classification?	19	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	What is the classification of the chair of the nominating committee?	23	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	What percentage of the compensation committee is independent based on an ISS local market classification?	25	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	Are there executive directors on the compensation committee?	27	p. 40; <a href="#">Helix 2021 Proxy</a>
	What is the classification of the chair of the compensation committee?	28	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	What percentage of the audit committee is independent based on an ISS local market classification?	31	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	Are there executive directors on the audit committee?	33	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	What is the classification of the chair of the audit committee?	34	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	How many executive directors serve on an excessive number of outside boards?	36	<a href="#">Helix 2021 Proxy</a>
	How many boards does the CEO sit on?	37	<a href="#">Helix 2021 Proxy</a>
	How many non-executive directors serve on a significant number of outside boards?	38	<a href="#">Helix 2021 Proxy</a>
	Does the Board Chair serve on a significant number of outside boards?	39	<a href="#">Helix 2021 Proxy</a>
	Does the company disclose a policy requiring an annual performance evaluation of the board?	41	p. 38; <a href="#">Helix 2021 Proxy</a>
	What percentage of the directors attended less than 75% of board and/or committee meetings?	44	<a href="#">Helix 2021 Proxy</a>
	Did any directors attend less than 75% of the aggregate board and applicable committee meetings without a valid excuse?	45	<a href="#">Helix 2021 Proxy</a>
Does the company disclose board or governance guidelines?	46	<a href="#">Corporate Governance Guidelines</a>	
How many directors received withhold/against votes of 50% or greater at the last annual meeting?	49	<a href="#">Helix 8-K (May 24, 2021)</a>	
What percentage of the directors were involved in material related-party transactions?	50	p. 39; <a href="#">Helix 2021 Proxy</a>	

Category	Metric	Indicator	Relevant Helix Disclosure
	Do the directors with related-party transactions sit on key board committees?	51	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	Are directors subject to stock ownership guidelines?	143	p. 38; <a href="#">Helix 2021 Proxy</a>
	What percentage of directors with more than one year of service own stock, who can legally or practically do so?	144	p. 38; <a href="#">Helix 2021 Proxy</a>
	What percentage of the board consists of immediate family members of majority shareholders, executives, and former executives within the past five years?	205	<a href="#">Helix 2021 Proxy</a>
	What percentage of the board are former or current employees of the company?	206	p. 39; <a href="#">Helix 2021 Proxy</a>
	Are there material related-party transactions involving the CEO?	216	p. 39; <a href="#">Helix 2021 Proxy</a>
	Did any executive or director pledge company shares?	243	<a href="#">Helix 2021 Proxy</a>
	Does the company have a policy prohibiting hedging of company shares by employees?	244	<a href="#">Helix 2021 Proxy</a>
	How many women are on the board?	304	p. 39; <a href="#">Helix 2021 Proxy</a>
	Are there executive directors on the nominating committee?	306	p. 39; <a href="#">Helix 2021 Proxy</a>
	What percentage of directors received shareholder approval rates below 80%?	312	<a href="#">Helix 8-K (May 24, 2021)</a>
	What was the average outside director's total compensation as a multiple of the ISS peer median?	315	<a href="#">Helix 2021 Proxy</a>
	Does the board have any mechanisms to encourage director refreshment?	349	<a href="#">Helix 2021 Proxy</a>
	What is the percentage of women on the board?	354	p. 38-39; <a href="#">Helix 2021 Proxy</a>
	What percentage of non-executive directors has been on the board less than six years?	355	p. 38-39; <a href="#">Helix 2021 Proxy</a>
	What percentage of the board is independent based on an ISS global classification?	378	p. 38-39; <a href="#">Helix 2021 Proxy</a>
	What percentage of the nominating committee is independent based on an ISS global classification?	380	p. 40; <a href="#">Helix 2021 Proxy</a>
	What percentage of the compensation committee is independent based on an ISS global classification?	381	p. 40; <a href="#">Helix 2021 Proxy</a>
	What percentage of the audit committee is independent based on an ISS global classification?	382	p. 40; <a href="#">Helix 2021 Proxy</a>
	What was the lowest percentage of vote support received by management-nominated directors at their most recent annual meeting?	383	<a href="#">Helix 8-K (May 24, 2021)</a>
	How many women serve in leadership roles on the board?	386	p. 40; <a href="#">Helix 2021 Proxy</a>
	How many women are executive officers at the company as of the last annual meeting?	387	p. 41
	What is the standard deviation of director age?	388	p. 38
	What is the standard deviation of director tenure (in years)?	389	p. 38
	Does the board exhibit ethnic or racial diversity?	390	p. 38-39
	What was the percentage of vote support for the CEO at the most recent annual meeting?	391	<a href="#">Helix 8-K (May 24, 2021)</a>
	What was the percentage of vote support for the Board Chair at the most recent annual meeting?	392	<a href="#">Helix 8-K (May 24, 2021)</a>
	What percentage of the sustainability committee is independent?	396	p. 40; <a href="#">Helix 2021 Proxy</a>
	What percentage of the board has familial relationships with other directors?	401	<a href="#">Helix 2021 Proxy</a>
	Did any executive or director pledge company shares?	243	<a href="#">Helix 2021 Proxy</a>





Category	Metric	Indicator	Relevant Helix Disclosure
Governance – Audit/Risk	Has a regulator initiated enforcement action against the company in the past two years?	5	<a href="#">Helix 2021 Proxy</a>
	How many financial experts serve on the audit committee?	6	p. 39-40; <a href="#">Helix 2021 Proxy</a>
	What is the tenure of the external auditor?	347	<a href="#">Helix 2021 Proxy</a>
	Does the company disclose an approach on identifying and mitigating information security risks?	402	p. 33; 43
	What percentage of the committee responsible for information security is independent?	403	p. 40
	How often does senior leadership brief the board on information security matters?	404	p. 43
	How many directors with information security experience are on the board?	405	<a href="#">Helix 2021 Proxy</a>
	What are the net expenses incurred from information security breaches over the last three years relative to total revenue?	406	p. 43
	Has the company experienced an information security breach in the last three years?	407	p. 43
	What are the net expenses incurred from information security breach penalties and settlements over the last three years relative to total revenue?	408	p. 43
	Does the company have an information security training program?	411	p. 43
	How long ago did the most recent information security breach occur (in months)?	41	p. 43







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