

Subsea 7 S.A. announces details of share related awards

Luxembourg – 24 September 2025 – Subsea 7 S.A. (Oslo Børs: SUBC, ADR: SUBCY) (the “Company”) in accordance with the Oslo Børs rules, today announces the details of awards under its 2022 Long-Term Incentive Plan (the “Plan”) approved by the Board on 24 September 2025.

The Company will make awards of 1,500,000 performance shares, subject to the Plan’s performance conditions, on 24 September 2025.

The following Primary Insiders were awarded performance shares under the Plan and subsequently hold the following shares and options:

Name	Position	Performance Shares Awarded	Total Performance Shares ⁽¹⁾	Total Owned Shares	Total Options
John Evans	Chief Executive Officer	42,000	241,742	116,625	Nil
Mark Foley	Chief Financial Officer	31,500	162,293	4,108	Nil
Olivier Blaringhem	EVP – Subsea & Conventional	25,200	148,019	26,103	Nil
Stuart Fitzgerald	Chief Executive Officer – Seaway 7	25,200	148,019	41,182	Nil
Nathalie Louys	General Counsel	22,400	130,245	28,443	Nil
Katherine Lyne	EVP – Human Resources	21,000	122,845	17,389	Nil
Phillip Simons	EVP – Projects & Operations	25,200	148,019	13,561	Nil
Marcelo Lopes Xavier	EVP – Strategy & Sustainability	21,000	118,107	4,588	Nil

¹Total performance shares held include the awards made in 2025 and represent the maximum award due to vest assuming all performance conditions are met.

This message is submitted on behalf of Subsea 7 S.A., as well as the named Primary Insiders.

Subsea7 is a global leader in the delivery of offshore projects and services for the evolving energy industry, creating sustainable value by being the industry’s partner and employer of choice in delivering the efficient offshore solutions the world needs.

Subsea7 is listed on the Oslo Børs (SUBC), ISIN LU0075646355, LEI 222100AIF0CBCY80AH62.

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