Main Components of employment agreement Mr. P. van Riel

Duration

The duration of the appointment as statutory director will be four years and shall terminate at the day of the Annual General Meeting in May 2010.

Termination

Parties shall have the right to terminate this agreement before May 2010 against the end of a calendar month with a notice period of 3 months for Mr. van Riel and 6 months for Fugro N.V.

If the contract is terminated at the request of the company, or will not be renewed after May 2010, Mr. Van Riel will be entitled to a once-only payment of an amount equal to two years gross salary. After renewal of the contract in May 2010, this compensation will amount to one year gross salary.

Remuneration

The remuneration is in line with the Remuneration Policy as approved by the Annual General Meeting of Shareholders in May 2004.

- The gross annual salary is € 250.000,--, based on a salary split.
- The maximum bonus amounts to 8 months of gross salary. Performance will be measured against the performance criteria as set out in the Remuneration Policy.
- Participation in a wide spread option scheme (6 years term). Options can be awarded by the Supervisory Board on the basis of the contribution to the long term growth of the company.
- Customary fringe benefits, such as expenses payment, a car allowance and payment for a mobile phone are applicable.
- The pension agreement is based on an available premium system. The contribution of the company currently amounts to € 250.000,-- per year.