

1. Family name and first names

Steenbakker, Paul

2. Place and date of birth

Deventer, The Netherlands, 28 February 1957

3. Nationality

Dutch

4. Occupation

Member of the Board of Management of Fugro N.V. in the function of Director Information Services. Employed by Fugro N.V. since 2005. First appointment to the Board of Management by the General Meeting in May 2006.

5. Main elements of the (employment) contract of Mr. Steenbakker with Fugro N.V.

In conformity with the Dutch Corporate Governance Code the reappointment by the General Meeting will be for a period of 4 years and will end at the end of the Annual General Meeting in 2014, after which period reappointment can take place for a consecutive period of four years.

If reappointment does not take place and the employment contract between Mr. Steenbakker and Fugro N.V. is not continued or if the employment contract is terminated otherwise by Fugro N.V., other than for cause, Mr. Steenbakker will be entitled to a severance payment (once-only payment) of a gross amount equal to one year's annual salary. This severance payment is also applicable in the event that Mr. Steenbakker in reasonableness cannot continue to perform his function any longer as result of a change in circumstances such that continuing to fulfil his function can no longer be asked of him. This could be the case if Fugro N.V. is wound-up, merged or taken over, or undergoes a far reaching restructuring or a fundamental change of policy.

The remuneration is in accordance with the Remuneration Policy as approved by the Annual General Meeting on 14 May 2008. The Remuneration Policy as well as the Remuneration Report 2009 is available on Fugro's website: www.fugro.com.

Fixed salary

The fixed (base) salary amounts to EUR 312,000 per annum.

Adjustment of the fixed salary is at the discretion of the Supervisory Board of Fugro N.V.

(see for further details the Remuneration Policy and the Remuneration Report 2009 and pages 141 and 142 of the Annual Report 2009)(pages 146 and 147 of the Dutch version)

Annual bonus (short-term incentive)

Each member of the Board of Management is eligible for an annual bonus. The maximum annual bonus amounts to 12 months annual salary.

(see for further details the Remuneration Policy and the Remuneration Report 2009 and pages 141 and 142 of the Annual Report 2009)(pages 146 and 147 of the Dutch version)

Stock option scheme (long-term incentive)

Each member of the Board of Management participates in Fugro N.V.'s stock option scheme, which option scheme was adopted by the Annual General Meeting on 14 May 2008.

(see for further details the Remuneration Policy, the Remuneration Report 2009 and pages 141 and 142 of the Annual Report 2009)(pages 146 and 147 of the Dutch version)

Pension provisions and fringe benefits

The pension provisions with the members of the Board of Management are based upon a customary pension scheme and on an available premium system. The fringe benefits are commensurate with the position held and as is customary in these functions.

(see for further details the Remuneration Policy and the Remuneration Report 2009 and pages 141 and 142 of the Annual Report 2009)(pages 146 and 147 of the Dutch version)