

The Supervisory Board proposes that Mr. André Jonkman, who is scheduled to step down by rotation after the AGM on 22 May 2012, be reappointed as member (Chief Financial Officer) of the Board of Management for a term of four years. This term will end at the end of the AGM in 2016. This proposal is not binding.

**1. Family name and first names**

Jonkman, André

**2. Place and date of birth**

Rotterdam, 12 January 1954

**3. Nationality**

Dutch

**4. Occupation**

Chief Financial Officer (CFO) of Fugro since 2001. First appointment to the Board of Management by the AGM in May 2004. Reappointed by the AGM in 2008. Employee of Fugro since 1988.

**5. External board membership**

Mr. Jonkman is a member of the Supervisory Board of Dietsmann N.V.

**6. Shareholding**

Mr. Jonkman holds 5,979 Fugro shares and 408,400 employee options to acquire Fugro shares.

**7. Summary of employment contract**

The employment contract will terminate at the end of the AGM in 2016. The notice period for (prematurely) termination of the employment agreement is six months for Mr. Jonkman and 12 months for Fugro.

*Fixed salary*

The annual fixed salary amounts to € 350,000.

Adjustment of the fixed salary is at the discretion of the Supervisory Board, taking account of external and internal developments.

*Short-term incentive*

Each member of the Board of Management will be eligible for a short term incentive (annual bonus) in accordance with Fugro's remuneration policy.

*Stock option scheme (long-term incentive)*

Each member of the Board of Management participates in Fugro's stock option scheme in accordance with Fugro's remuneration policy.

*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.

*Severance payment*

The severance payment on termination of employment is limited to a maximum of one year fixed salary.

More details about Fugro current remuneration policy can be found on the website of Fugro:

[www.fugro.com/governance](http://www.fugro.com/governance).