

The Supervisory Board proposes that Mr. Jacob Rüegg, who is scheduled to step down by rotation after the AGM on 22 May 2012, be reappointed as member of the Board of Management for an additional term of one year to be in charge of Fugro's Survey division, after which he will take retirement. This term will end at the end of the AGM in 2013. This proposal is not binding.

1. Family name and first names

Rüegg, Jakob

2. Place and date of birth

Wila, Switzerland, 18 September 1944

3. Nationality

Swiss

4. Occupation

Director Survey division. Mr. Rüegg joined Fugro in 1994 when Fugro acquired Geodetic and Construction Survey AG. Mr. Rüegg started his employment with Geodetic in 1965. First appointment to the Board of Management by the AGM in September 2009.

5. Shareholding

Mr. Rüegg holds 200 Fugro shares and 283,400 employee options to acquire Fugro shares.

6. Summary of employment contract

The employment contract will terminate at the end of the AGM in 2013. The notice period for (prematurely) termination of the employment agreement is six months for Mr. Rüegg 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.