



The Supervisory Board proposes that Mr. Steve Thomson be appointed as member of the Board of Management for a term of four years, with effect from 22 May 2012. This term will end at the end of the AGM in 2017.

**1. Family name and first names**

Thomson, Stephen James

**2. Place and date of birth**

Prince Albert, Canada, 9 November 1958

**3. Nationality**

Australian

**4. Occupation**

Mr. Thomson has the Australian nationality and joined Fugro in 2000 following the acquisition of Geoterrex which became part of the Airborne Geophysics business. Currently he is Director Subsea Services and Director of the Geoscience division. He holds a degree in Geophysics from Queen's University, Canada, as well as an MBA.

**5. Shareholding**

Mr. Thomson holds 9,423 Fugro (certificates of) shares and 200,700 employee options to acquire Fugro shares.

**6. Main elements of director services agreement**

The director services agreement will terminate at the end of the AGM in 2017. The notice period for (prematurely) termination of the agreement is six months for Mr. Thomson and 12 months for Fugro.

*Fixed salary*

The annual fixed salary amounts to EUR 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 on 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 agreement 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).