

# 2022 ANNUAL REPORT



TRUE.  
BLUE.  
TRANSITION.

## 4 FINANCIAL INFORMATION 2022

Rules of conduct with regard to inside information are in place to ensure compliance with the act on financial supervision. For example, these rules forbid the exercise of options or other financial instruments during certain periods, more specifically when an employee is in possession of price-sensitive information.

The movement in the outstanding number of shares which could potentially vest at a point in time under the Company share-based payment plans is illustrated in the following table.

in number of shares	2022	2021
<b>Outstanding at 1 January</b>	<b>2,910,725</b>	<b>2,530,336</b>
Granted	1,629,422	1,734,267
Vested	(1,125,632)	(1,090,015)
True-up at vesting		
Cancelled or forfeited	(350,436)	(263,863)
<b>Total movements</b>	<b>153,354</b>	<b>380,389</b>
<b>Outstanding at 31 December</b>	<b>3,064,079</b>	<b>2,910,725</b>

### REMUNERATION OF THE SUPERVISORY BOARD

The remuneration of the Supervisory Board amounted to EUR658,000 (2021: EUR656,000) and can be specified as follows:

	2022			2021		
in thousands of EUR	Basic remuneration	Committees	Total	Basic remuneration	Committees	Total
<b>Total</b>	<b>580</b>	<b>78</b>	<b>658</b>	<b>579</b>	<b>77</b>	<b>656</b>

There are no share-based incentives granted to the members of the Supervisory Board. Nor are there any loans outstanding to the members of the Supervisory Board or guarantees given on behalf of members of the Supervisory Board.

### NUMBER OF EMPLOYEES

#### Number of employees (by operating segment)

	2022		2021	
By operating segment:	Average	Year-end	Average	Year-end
Lease and Operate	2,072	2,172	1,872	1,971
Turnkey	2,110	2,221	1,898	1,999
Other	549	576	496	522
<b>Total excluding employees working for JVs and associates</b>	<b>4,731</b>	<b>4,969</b>	<b>4,265</b>	<b>4,492</b>
Employees working for JVs and associates	529	530	532	527
<b>Total</b>	<b>5,259</b>	<b>5,499</b>	<b>4,797</b>	<b>5,019</b>

#### Number of employees (by geographical area)

	2022		2021	
By geographical area:	Average	Year-end	Average	Year-end
the Netherlands	471	518	430	424
Worldwide	4,260	4,451	3,836	4,068
<b>Total excluding employees working for JVs and associates</b>	<b>4,731</b>	<b>4,969</b>	<b>4,265</b>	<b>4,492</b>
Employees working for JVs and associates	529	530	532	527
<b>Total</b>	<b>5,259</b>	<b>5,499</b>	<b>4,797</b>	<b>5,019</b>

The figures exclude fleet personnel hired through crewing agencies as well as other agency and freelance staff for whom expenses are included within other employee benefits. The increase in headcount is primarily due to the further ramp-up of activity on Turnkey projects, as the Company has five FPSO's under construction.