



OFFSHORE

ENERGY. COMMITTED.



ANNUAL REPORT 2019

3.4.5 SUPERVISORY BOARD REMUNERATION IN 2019

Remuneration of the Supervisory Board by member in thousands of EUR

In accordance with the Supervisory Board Remuneration Policy, the remuneration paid out to the Supervisory Board in 2019 is as follows:

Name of Supervisory Board Member, Position	Year	Fees	Committee fees	Other benefits ¹	Total remuneration	Proportion of fixed and variable remuneration
Floris Deckers, Chairman	2019	120	17	1	138	100% / 0%
	2018	107	17	1	125	100% / 0%
Thomas Ehret, Vice-Chairman	2019	80	10	1	91	100% / 0%
	2018	80	10	1	91	100% / 0%
Roeland Baan, Member	2019	75	16	1	92	100% / 0%
	2018 ²	54	12	0	66	100% / 0%
Bernard Bajolet, Member	2019	75	8	1	84	100% / 0%
	2018 ²	54	6	0	60	100% / 0%
Francis Gugen, Member	2019	75	10	1	86	100% / 0%
	2018	75	10	1	86	100% / 0%
Sietze Hepkema, Member	2019	75	8	1	84	100% / 0%
	2018	75	8	1	84	100% / 0%
Laurence Mulliez, Member	2019	75	16	1	92	100% / 0%
	2018	75	10	1	86	100% / 0%
Cheryl Richard, Member	2019	75	9	31	115	100% / 0%
	2018	75	9	16	100	100% / 0%

¹ Other benefits items for the supervisory board consist mainly of the lump sum for intercontinental travel at EUR5,000 each and a yearly expense allowance of EUR500

² Remuneration based on months after appointment at the AGM

None of the Supervisory Board members receives remuneration that is dependent on the financial performance of the Company, as per best practice 3.3.2 of the Dutch Corporate Governance Code.

With the exception of Sietze Hepkema, none of the Supervisory Board members have reported holding shares (or other financial instruments) in SBM Offshore N.V. His entire shareholding relates to the (share based) remuneration he has received as a Management Board member in the past.

SBM Offshore does not provide loans or advances to Supervisory Board members and there are no loans or advances outstanding.