



OFFSHORE

ENERGY. COMMITTED.

ANNUAL REPORT 2020

3 GOVERNANCE

3.4.5 SUPERVISORY BOARD REMUNERATION IN 2020

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 2020 is as follows:

Name of Supervisory Board Member, Position	Year	Fees	Committee fees	Other benefits ¹	Total remuneration	Proportion of fixed and variable remuneration
Roeland Baan, Chairman ²	2020	108	11	1	119	100% / 0%
	2019	75	16	1	92	100% / 0%
Andy Brown, Vice-Chairman ²	2020 ³	58	7	0	66	100% / 0%
	2019	-	-	-	-	-
Bernard Bajolet, Member	2020	75	8	1	84	100% / 0%
	2019	75	8	1	84	100% / 0%
Francis Gugen, Member	2020	75	10	1	86	100% / 0%
	2019	75	10	1	86	100% / 0%
Sietze Hepkema, Member	2020	75	8	1	84	100% / 0%
	2019	75	8	1	84	100% / 0%
Laurence Mulliez, Member	2020	75	16	1	92	100% / 0%
	2019	75	16	1	92	100% / 0%
Cheryl Richard, Member	2020	75	9	6	90	100% / 0%
	2019	75	9	31	115	100% / 0%
Jaap van Wiechen, Member	2020 ³	55	6	0	61	100% / 0%
	2019	-	-	-	-	-
Floris Deckers, Chairman ⁴	2020 ⁵	32	5	0	37	100% / 0%
	2019	120	17	1	138	100% / 0%
Thomas Ehret, Vice-chairman ⁴	2020 ⁵	20	3	0	23	100% / 0%
	2019	80	10	1	91	100% / 0%

1 Other benefits items for the supervisory board consist mainly of the lump sum for intercontinental travel at EUR 5,000 each and a yearly expense allowance of EUR 500

2 As per April 8, 2020

3 Remuneration based on months after appointment at the AGM

4 Until April 8, 2020

5 Remuneration based on months prior to retirement at the AGM

Comparative table on the change of remuneration and company performance over the last five reported financial years in thousands of EUR

In the table below, information on the annual change of remuneration of each individual Supervisory Board member is set out over the five most recent financial years.

Annual Change ¹	2015	2016	2017	2018	2019	2020
Roeland Baan, Chairman ²	-	-	-	66	28% / 92	23% / 119
Andy Brown, Vice-Chairman ²	-	-	-	-	-	66
Bernard Bajolet, Member	-	-	-	60	28% / 84	0% / 84
Francis Gugen, Member	87	(2%) / 85	0% / 85	0% / 85	1% / 86	0% / 86
Sietze Hepkema, Member	59	29% / 83	0% / 83	0% / 83	1% / 84	0% / 84
Laurence Mulliez, Member	53	34% / 81	2% / 83	2% / 85	7% / 92	0% / 92
Cheryl Richard, Member	78	26% / 106	2% / 108	(9%) / 99	14% / 115	(28%) / 90
Jaap van Wiechen, Member	-	-	-	-	-	61
Floris Deckers, Chairman ³	92	0% / 92	0% / 92	26% / 124	10% / 138	(268%) / 37
Thomas Ehret, Vice-chairman ³	89	1% / 90	0% / 90	0% / 90	1% / 91	(300%) / 23
Frans Cremers, former member	123	10% / 137	0% / 137	(251%) / 39	-	-
Lynda Armstrong, former member	89	2% / 91	0% / 91	(203%) / 30	-	-

¹ For the comparative company performance and average employee expenses on a full-time equivalent basis we refer to the comparative of the Management Board table in section 3.4.3

² As per April 8, 2020

³ Until April 8, 2020

None of the Supervisory Board members receives remuneration that is dependent on the financial performance of the Company, as per best practice 3.3. of the 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.