



**OFFSHORE**

ENERGY. COMMITTED.

# ANNUAL REPORT 2021

## 4 FINANCIAL INFORMATION 2021

### TOTAL SHARE-BASED PAYMENT COSTS

The amounts recognized in operating profit for all share-based payment transactions have been summarized by taking into account both the provisional awards for the current year and the additional awards related to prior years. Total share-based compensation has slightly decreased in comparison to 2020.

2021	Performance shares and RSU/Value Creation Stake	Matching shares	Total
Instruments granted	15,153	4,523	19,676
<b>Total expenses 2021</b>	<b>15,153</b>	<b>4,523</b>	<b>19,676</b>

2020	Performance shares and RSU/Value Creation Stake	Matching shares	Total
Instruments granted	15,288	4,780	20,068
<b>Total expenses 2020</b>	<b>15,288</b>	<b>4,780</b>	<b>20,068</b>

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	2021	2020
<b>Outstanding at 1 January</b>	<b>2,530,336</b>	<b>1,991,476</b>
Granted	1,734,267	1,631,655
Vested	(1,090,015)	(955,922)
True-up at vesting		
Cancelled or forfeited	(263,863)	(136,873)
<b>Total movements</b>	<b>380,389</b>	<b>538,860</b>
<b>Outstanding at 31 December</b>	<b>2,910,725</b>	<b>2,530,336</b>

### REMUNERATION OF THE SUPERVISORY BOARD

The remuneration of the Supervisory Board amounted to EUR656,000 (2020: EUR741,000) and can be specified as follows:

in thousands of EUR	2021			2020		
	Basic remuneration	Committees	Total	Basic remuneration	Committees	Total
<b>Total</b>	<b>579</b>	<b>77</b>	<b>656</b>	<b>659</b>	<b>82</b>	<b>741</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)

By operating segment:	2021		2020	
	Average	Year-end	Average	Year-end
Lease and Operate	1,872	1,971	1,714	1,772
Turnkey	1,898	1,999	1,790	1,796
Other	496	522	473	470
<b>Total excluding employees working for JVs and associates</b>	<b>4,265</b>	<b>4,492</b>	<b>3,976</b>	<b>4,038</b>
Employees working for JVs and associates	532	527	531	536
<b>Total</b>	<b>4,797</b>	<b>5,019</b>	<b>4,507</b>	<b>4,574</b>