



2024 ANNUAL REPORT



TRUE.
BLUE.
TRANSITION.

2 GOVERNANCE

2.3.3 OTHER REMUNERATION INFORMATION

This section provides further information to increase transparency and accountability for the execution of RP 2022 and aim to allow shareholders, potential investors

and other stakeholders to better assess Management Board remuneration.

The following table includes further details regarding the various (historical) share plans, including the changes throughout 2024.

Conditions of and information regarding share plans

Specification of plan	The main conditions of share award plans		Information regarding the reported financial year			
	Grant and vesting dates	End of retention period	Opening balance ¹	During the year		Closing balance ²
			Shares held at the beginning of the year	Shares granted (# / EUR x 1,000) ³	Shares vested (# / EUR x 1,000) ⁴	Shares subject to a retention period
Øivind Tangen, CEO						
Ownership Shares 2021	01-01-2021	01-01-2024	1,293	0 / 0	0 / 0	
Ownership Shares 2022	01-01-2022	01-01-2025	1,572	0 / 0	0 / 0	1,572
Value Creation Stake 2022 ⁵	06-04-2022	06-04-2027	32,073	0 / 0	0 / 0	32,073
Value Creation Stake 2023 ⁵	01-01-2023	01-01-2028	43,312	0 / 0	0 / 0	43,312
Value Creation Stake 2024	01-01-2024	01-01-2029		65,442 / 821	65,442 / 821	45,628
Additional Value Creation Stake 2024 ⁶	12-04-2024	12-04-2029		23,658 / 345	23,658 / 345	16,502
Douglas Wood, CFO						
Value Creation Stake 2019	01-01-2019	01-01-2024	32,511	0 / 0	0 / 0	-
Additional Value Creation Stake 2019	01-07-2019	01-07-2024	2,323	0 / 0	0 / 0	-
Value Creation Stake 2020	01-01-2020	01-01-2025	35,554	0 / 0	0 / 0	35,554
Value Creation Stake 2021	01-01-2021	01-01-2026	34,212	0 / 0	0 / 0	34,212
Value Creation Stake 2022	01-01-2022	01-01-2027	34,389	0 / 0	0 / 0	34,389
Additional Value Creation Stake 2022 ⁶	06-04-2022	06-04-2027	1,304	0 / 0	0 / 0	1,304
Value Creation Stake 2023	01-01-2023	01-01-2028	36,177	0 / 0	0 / 0	36,177
Value Creation Stake 2024	01-01-2024	01-01-2029		68,727 / 863	68,727 / 863	38,129
Additional Value Creation Stake 2024 ⁶	12-04-2024	12-04-2029	-	5,155 / 75	5,155 / 75	2,859

1 Opening balance consists of both shares held and unvested grants for conditional plans at assumed maximum target.

2 Closing balance consists of the full grant and vesting of the relevant plan, including any sell-to-cover performed to compensate a wage tax impact.

3 Converted at the share price at the date of grant.

4 Converted at the share price at the date of vesting.

5 Pro-rata VCS following appointment to Management Board per April 6, 2022.

6 Additional Value Creation Stake granted due to salary increase.

The main conditions of share award plans			Information regarding the reported financial year			
Specification of plan	Grant and vesting dates	End of retention period	Opening balance ¹	During the year		Closing balance ²
			Shares held at the beginning of the year	Shares granted (# / EUR x 1,000) ³	Shares vested (# / EUR x 1,000) ⁴	Shares subject to a retention period
Bruno Chabas						
Value Creation Stake 2019	01-01-2019	01-01-2024	74,043	0 / 0	0 / 0	-
Value Creation Stake 2020 ⁵	01-01-2020	01-01-2025	65,821	0 / 0	0 / 0	65,821
Value Creation Stake 2021	01-01-2021	01-01-2026	63,466	0 / 0	0 / 0	63,466
Value Creation Stake 2022	01-01-2022	01-01-2027	63,794	0 / 0	0 / 0	63,794
Value Creation Stake 2023	01-01-2023	01-01-2028	63,841	0 / 0	0 / 0	63,841
Value Creation Stake 2024	01-01-2024	01-01-2029		121,282 / 1,522	121,282 / 1,522	67,286

1 Opening balance consists of both shares held and unvested grants for conditional plans at assumed maximum target.

2 Closing balance consists of the full grant and vesting of the relevant plan, including any sell-to-cover performed to compensate a wage tax impact.

3 Converted at the share price at the date of grant.

4 Converted at the share price at the date of vesting.

5 Includes additional Value Creation Stake granted due to salary increase.

In the table below, information on the annual change of remuneration of each individual Management Board member is set out over the five most recent financial years. In addition, the performance of the Company (measured in

Directional Underlying EBITDA and TRIFR) is displayed as well as the average remuneration on a full-time equivalent basis of employees of the Company (calculated in the same manner as the internal pay ratio in this section).

Comparative table on the change of remuneration and Company performance over the last five reported financial years

in thousands of EUR, except Company's performance

Annual Change ¹	2019 ²	2020 ²	2021	2022	2023	2024
Øivind Tangen, CEO ³				1,975	10% / 2,175	40% / 3,039
Douglas Wood, CFO	3,422	(4%) / 3,293	(51%) / 2,182	(15%) / 1,906	14% / 2,167	5% / 2,273
Bruno Chabas ⁴	6,293	6% / 6,721	(47%) / 4,580	(20%) / 3,815	13% / 4,327	(43%) / 2,370
Company's performance						
Underlying Directional EBITDA in million US\$	832	19% / 992	(7%) / 931	8% / 1,010	6% / 1,075 ⁵	20% / 1,294 ⁶
TRIFR ⁷	0.13	(30%) / 0.10	(67%) / 0.06	50% / 0.12	(50%) / 0.08	25% / 0.10
Average employee expenses on a full-time equivalent basis						
Average employee expenses of the Company ⁸	117	(3%) / 114	(11%) / 102	8% / 111	2% / 113	8% / 122

1 Annual change in percentage is calculated comparative to the amount of the current year.

2 2018 – 2020 impacted by transition from RP15 (delayed LTI vesting) to RP18 (immediate VCS vesting and a holding period).

3 COO and Management Board member until April 12, 2024. CEO and Management Board member from that date.

4 CEO and Management Board member until April 12, 2024.

5 Underlying EBITDA reflects the following adjustments: i. impact of the sale of Liza Destiny earlier than planned; ii. implementation costs of an optimization plan related to the Company's support functions; and iii. impact of the delay in commencement of a charter by a client notwithstanding the on-target delivery of the vessel by the Company.

6 Underlying EBITDA restated for: DNY/PTY sale in 2024.

7 Total recordable injury frequency rate trends are positive when downwards.

8 The average employee expenses of the company are based on the IFRS expenses including share based payments. The average employee expenses are influenced by both the composition of the population both in function as well as geographical location and the related foreign currency impacts. This calculation has a different basis than the pay-ratio calculation in accordance with the Dutch corporate governance code.