



2023 ANNUAL REPORT



4 FINANCIAL INFORMATION 2023

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	2023	2022
Outstanding at 1 January	3,064,079	2,910,725
Granted	1,686,474	1,629,422
Vested	(1,064,211)	(1,125,632)
True-up at vesting	-	-
Cancelled or forfeited	(350,106)	(350,436)
Total movements	272,157	153,354
Outstanding at 31 December	3,336,236	3,064,079

REMUNERATION OF THE SUPERVISORY BOARD

The remuneration of the Supervisory Board amounted to EUR601 thousand (2022: EUR658 thousand) and can be specified as follows:

in thousands of EUR	2023			2022		
	Basic remuneration	Committees	Total	Basic remuneration	Committees	Total
Total	521	78	599	580	78	658

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. In 2023, the number of Supervisory Board members decreased from 7 to 6.

NUMBER OF EMPLOYEES

Number of employees (by operating segment)

By operating segment:	2023		2022	
	Average	Year-end	Average	Year-end
Lease and Operate	2,420	2,667	2,072	2,172
Turnkey	2,129	2,036	2,110	2,221
Other	639	701	549	576
Total excluding employees working for JVs and associates	5,187	5,404	4,731	4,969
Employees working for JVs and associates	531	531	529	530
Total	5,717	5,935	5,259	5,499

Number of employees (by geographical area)

By geographical area:	2023		2022	
	Average	Year-end	Average	Year-end
the Netherlands	507	496	471	518
Worldwide	4,680	4,908	4,260	4,451
Total excluding employees working for JVs and associates	5,187	5,404	4,731	4,969
Employees working for JVs and associates	531	531	529	530
Total	5,717	5,935	5,259	5,499

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 of Lease and Operate average headcount is primarily due to FPSO *Prosperity* joining the fleet during the current year and full ramp up on FPSO *Sepetiba* before producing and