

FUGRO NV ANNUAL MEETING OF SHAREHOLDERS
APRIL 22, 2022
QUESTIONS FROM DWS INVESTMENT GMBH

Dear Members of the Board,

As one of the largest asset managers in Europe, in the past year, DWS Group GmbH & Co. KGaA became a signatory of the Net Zero Asset Managers initiative. The Net Zero Asset Managers initiative is committed to supporting the goal of net zero greenhouse gas (GHG) emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5 degrees Celsius; and to supporting investments aligned with net zero emissions by 2050 or sooner. As a responsible investor in Fugro NV, it is our fiduciary duty to express our expectations on sustainability in the best interest of our clients. Our commitment to sound corporate governance and responsible environmental and social practices among our investees is not only a crucial element of our responsibilities but also forms an integral part of our investment process. Thus, we make this statement not just as a shareholder but also as a supporter of the Climate Action 100+ and the Net Zero Asset Managers initiatives with the aim to enhance the governance of climate change risk and opportunities, curb emissions and strengthen climate-related financial disclosures. Our active ownership approach revolves around carefully monitoring our investees and engaging with them with the aim of improving their financial and non-financial performance, building a sound understanding of their business and a constructive dialogue on their sustainable development.

We appreciate the constructive dialogue we had to date and would like to ask you a couple of questions ahead of your annual meeting of shareholders this year. Thank you for your consideration and answers in advance. Please note that we will be also sharing our questions on our www.dws.com website on the day of the meeting.

Environment:

Climate change is one of the greatest environmental challenges. Therefore, corporations and investors, as owners and lenders, have a key role to play towards the need for emissions to be reduced in the mutual goal of coping with the impacts of global warming. The changes so far have already had an impact on multiple sectors and the effects are expected to be amplified as the continued rise in greenhouse gas emissions results in further changes to the climate.

Fugro NV has formally committed to setting science-based targets on its absolute CO2 emission reduction in line with the Science Based Targets initiative (SBTi). For Fugro's own operations, the objective is to reach net zero by 2035, covering all carbon emissions from operations (scope 1 and scope 2 emissions).

Question 1: When does Fugro plan to publish a climate transition roadmap with ambitious short-, mid- and long-term targets and milestones, aligned with the 1.5°C global warming target of the Paris Agreement for relevant **scope 3 emissions** including a net-zero target for scope 3 emissions?

Our ocean and coasts are facing the 'triple challenge' of biodiversity loss, climate change and pollution as a result of years of unsustainable development and mismanagement. We know that the ocean (or 'blue') economy has great value, estimated by WWF in 2015 to be USD 24 trillion in total assets, with annual benefits of around

USD 2.5 trillion. These economic and societal benefits include providing food and livelihoods to billions of people, generating half of the oxygen we breathe and regulating our climate. However, decades of research highlights that indicators of ocean health are trending in the wrong direction with the natural capital base being eroded at great speed and made only worse by the impacts of climate change.

Question 2: Could you please give further information on your companies top 3 impacts on the ocean? Where do they arise and are you measuring and mitigating them?

Question 3: What is your company's contribution to SDG 14 and to the transition to a sustainable blue economy?

Social:

Qualified, experienced and independent directors are essential for competent and efficient decision-making processes at board level. DWS has a holistic understanding of diversity that encompasses age, gender, qualifications, internationalization, cultural backgrounds, independence, sector experience and tenure. These factors should reflect the structure and nature of the company in order to make better-informed decisions. In this context, gender diversity should provide for a more dynamic, well rounded Board of Directors, bringing unique perspectives, experience, talents and expertise together. Besides a profound level of diversity in the board, DWS also takes into consideration the level of diversity within the overall workforce.

As stated in your annual report, the current level of females within the overall workforce is at 22%. Looking at the board, the percentage is at 20%, targeting 25% until 2025.

Question 4: Do you have a gender diversity target for female employees within the overall workforce?

Question 5: Have you planned dedicated internal and external initiatives to increase the attractiveness of your company for female employees?

Governance:

Executive pay is one of the most important aspects of good corporate governance as it is one of the signals for a well-operated and supervised business. Our expectation is that the board ensures full transparency, clear and plausible key performance indicators for investors, the structure of the incentives encourages the achievement of corporate financial, social and environmental objectives, and the amount ultimately granted is in line with performance. With regard to sustainability, DWS expects investee companies to integrate material ESG factors into their daily business and strategy as well as to establish and disclose a clear link between their stated ESG targets/extra-financial KPIs and their remuneration systems.

Question 6: How is the executive compensation linked to a sustainable long-term development and does it reflect material environmental and social matters? When can we expect an enhanced transparency with regards to individual key performance indicators also covering ESG-related KPIs including precise weightings?

To conclude, we would like to thank all members of the Board and all the Fugro NV employees cordially on their commitment and dedication in the past year but also in these difficult times amidst the COVID-19 crisis.

Thank you!