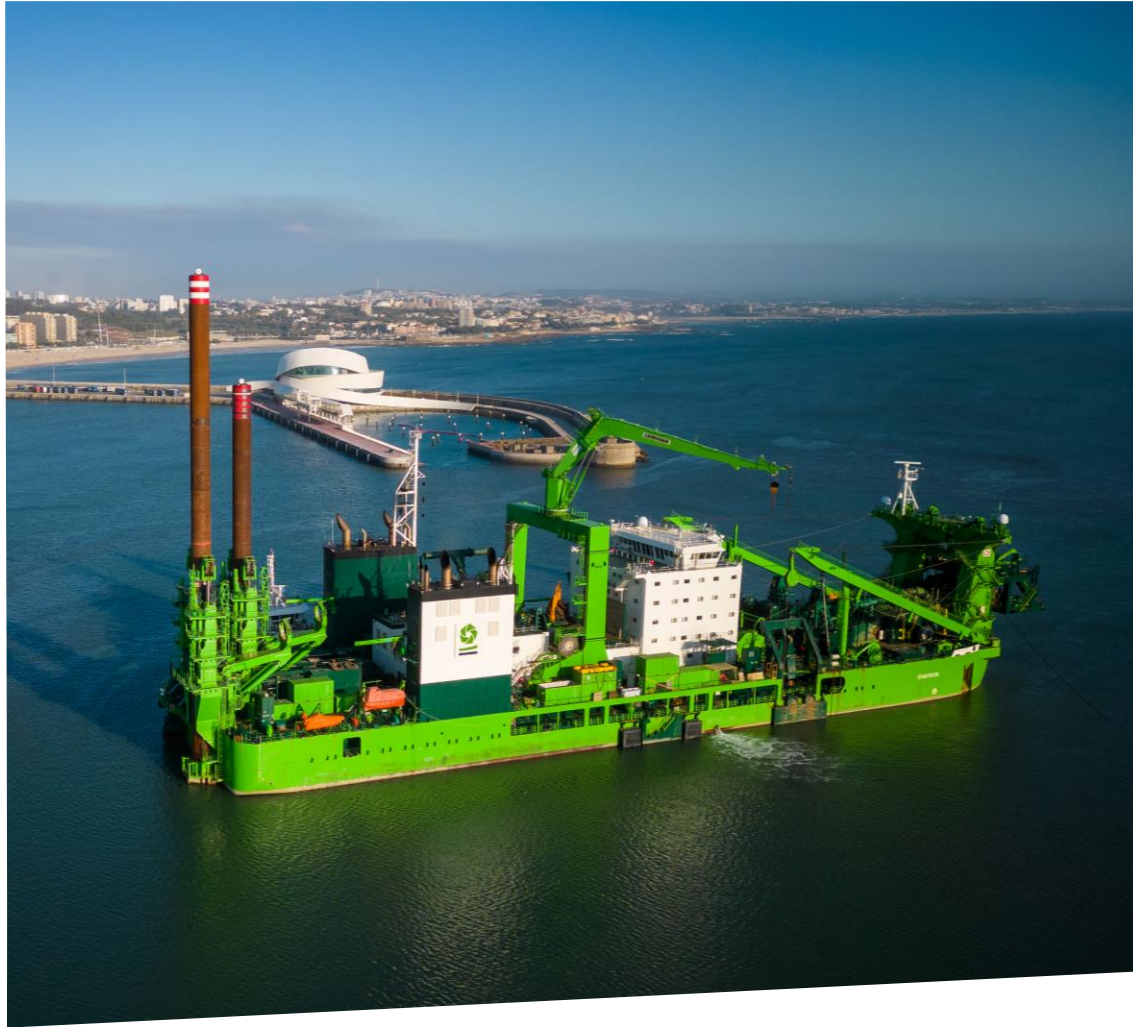


SESSION 4:

Mr. Bert Geeraerts

HR Manager DEME Group





DEME : how we are
growing 21st century
proof leaders.



Bert Geeraerts

INTRODUCTION





OUR SEGMENTS:

DEME is a global leader in offshore energy, dredging, marine infrastructure and environmental solutions



Offshore Energy

Unrivalled track record in the construction of offshore wind farms and other offshore energy-related infrastructure



Dredging & Infra

More than 145 years of experience in dredging, land reclamation and marine infrastructure



Environmental

Innovative solutions for soil remediation, brownfield development, environmental dredging and sediment treatment



Concessions

Developing, investing in, building and operating greenfield and brownfield projects in offshore wind, infra & dredging, green hydrogen and deep-sea harvesting of minerals

SOME NUMBERS

4	(activity lines),
+5000	(employees),
2000-2500	(crewmembers),
+150	(floating equipment),
60 150	(big units ranging from 20 to crew),
80 nationalities),	(more than 80 diff
6.2 billion euro	(orderbook)
113 million euro	(net profit 2022)



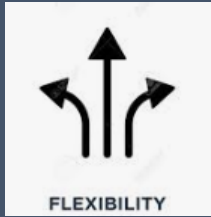


21ST CENTURY LEADERS



Key characteristics of Deme leaders

Flexibility and adaptability



Team Players 'One Deme, One Team'



"Can Do" mentality



Willingness to learn



Continuous innovation



How to ?

1

Recruitment & onboarding

2

Once on track

3

Life Time Employment

4

Continuous Innovation - Learn from the past,
look for the future

Life-time Employment

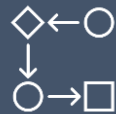
Recruit the right mindset



Provide feedback
"help us in helping you"



Continuous learning



Support Change



CONCLUSIONS





HAILONG
GREEN JADE model with jackets













MAIN MESSAGE

LEADING AMBASSADORS



Select your leaders wisely

Let them grow into real company ambassadors

Insist on leading by example

Support and push change

Challenges no problems

Create an innovative mind set





AND ...

IF THE SHIT HITS THE FAN YOUR
LEADERS CAN AND WILL MAKE THE
DIFFERENCE ...



COVID PANDEMIC – Deme Chartered Boeing 747





UA WAR - DEME'S
HUMANITARIAN
AID PROGRAMS

THANK YOU

