Atlas
Professionals

REVIEW 2020

“Even though circumstances made it difficult at times, we believe we have succeeded in being a reliable partner for both clients and professionals.”

- Boris Kasteel, CEO Atlas Professionals

“Atlas is able to weather the current turbulence in our markets and is also looking at seizing new opportunities ahead.”

- Peter Wit, COO Atlas Professionals

Introduction

Hard work, flexibility and dedication were more than ever essential for continued success in 2020. A year with many challenges and some setbacks. But also, a year in which we achieved successes.

We would very much like to thank all our customers for their continued trust, business and support. Besides, we would like to thank all our Professionals and the Atlas office staff for their dedication and hard work under the very challenging conditions that 2020 presented us with.

It is thanks to their joint efforts that, despite all the issues 2020 brought, Atlas is the company it is today and will have a great future in 2021 and beyond.

In this overview, you can find a summary of our business as well as a business and financial review of 2020.

Yours faithfully,

Atlas Professionals

This document is unaudited. The 2020 audited financial statements of Atlas Professionals B.V. can be obtained upon request at tenderdesk@atlasprofessionals.com

Timeline

1982

Atlas Transport Services was founded

1986

Establishment of Atlas Personnel Services

1999

Company name changes to Atlas Services Group

Acquisition of Eurosailor B.V.

2000

Acquisition of Tristar Well Service Pool B.V.

2001

Commencement of Atlas Employability Services

2002

Acquisition of Dietsmann Technologies activities

Participation in Mariteam Personnel Services B.V.

2004

Acquisition of staffing activities Dutch Onshore Offshore Recruitment (D.O.O.R.)

Participation in Jaymar La Crosse

2006

Acquisition of Techno Work Group activities

Acquisition of HR activities Focus Oil & Gas

Opening of new Atlas Jaymar do Brasil office in Brasil

2007

Participationin International Crew Services (ICS) B.V.

2008

Opening of offices in Australia and Kazakhstan

Acquisition of Seistech (Newquay, UK) and GSS (Gibraltar)

Foundation of Atlas Ship Delivery

2010

One brand "Atlas Services Group" for all 100% owned legal entities

Opening of new office in Singapore

2011

HAL Investments B.V. takes 45% interest in Atlas Services Group Holding B.V.

Participation in South West Surveys (UK) Limited

Atlas Services Group opens office in Moscow

Atlas Services Group starts activities in Norway

Participation in 7Seas Renewable Energy B.V.

2012

Atlas Services Group celebrates 30th anniversary

Acquisition of Cerno AS Norway

Acquisition of MSOP activity Bristol

2013

Acquisition of G.O.S.S. Consultants Limited and G.O.S.S. North Sea Limited (UK)

Acquisition of Geomotive activities (Spain)

2014

Acquisition minority stake (25%) in Subserv Pro Limited (UK)

Trade name changes to Atlas Professionals

2015

Acquisition remaining shares (75%) in Subserv Pro Limited (UK)

2016

HAL Investments B.V. purchased an additional 25% interest

2017

Acquisition of Programmed Marine International, with offices and activities in Aberdeen (UK), Singapore, Houston (US) and Dubai (UAE).

Acquisition of 50% interest in the Joint Venture Atlas Programmed Marine Holdings Pty Ltd, with offices and activities in Australia and New Zealand.

2018

Opening of recruitment hub in Vlissingen, the Netherlands

The Joint Venture, Atlas Programmed Marine, rebrands to Atlas Professionals

2019

Opening Boston office

Acquisition of Brander

Highlights of 2020

February 2020 // 100th Greenhand Roustabout Placement for Atlas Professionals in Aberdeen

The 100th placement since the start of the Greenhand Programme is the proof of success for the company's training programme, which was specially designed to meet the North Sea drilling industry's need for an inflow of competence assured Greenhand Roustabouts.

2020

Opening Taipei office in Taiwan

Takeover Mariteam Personnel Services B.V. activities

HAL Investments B.V. acquires 100% interest

Boris Kasteel appointed CEO

March 2020 // Opening Taipei office

At the start of March 2020, Atlas Professionals have opened their office in Taipei, Taiwan. This branch is the 25th office and will predominantly focus on the expansion of offshore wind. Atlas' established office in Singapore will be working in close cooperation with the branch.

May 2020 // Takeover of activities of Mariteam Personnel Services B.V.

As of May 1, 2020 the activities of Mariteam Personnel Services B.V. (MPS) were taken over by Atlas Professionals and have been added to the activities in Capelle a/d IJssel, the Netherlands. MPS had built a good position as a niche player within the maritime temporary employment sector since its foundation in 2002.

October 2020 // Atlas Technical Assessment to advance recruitment process for the Wind Industry

Atlas Professionals have launched the innovate online Atlas Technical Assessment based on data available from the Global Wind Organisation (GWO) Basic Technical Training (BTT). The assessment shows that onshore and offshore blue collar wind professionals have the right technical knowledge to complete the mandatory GWO BTT successfully, benefiting both stakeholders and professionals in the industry.

October 2020 // Atlas Professionals announces appointment of Boris Kasteel as CEO

Boris Kasteel succeeds Managing Directors Marcel Burghouwt and René Neelissen, who have led Atlas Professionals through a strong growth phase since 1993. Boris, with his experience and knowledge, will be a major force in driving Atlas Professionals further ahead and cementing its position in the market.

Our values

We know our business

We are experts. We know our clients, their businesses, our professionals and our businesses. We know and understand the details.

We conduct business with integrity

We treat each other with respect. We adhere to and follow local laws and regulations. Health and safety, whilst respecting the environment, is really important to us.

We are pro-active

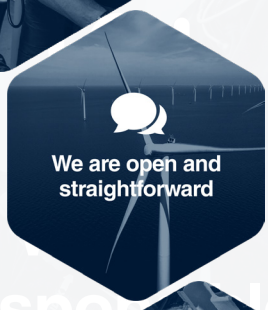
We take initiatives and find solutions. We communicate with clients and candidates as much as possible. We listen and we act.

We keep our promises

We honour our agreements. We are a dependable partner and we deliver what we promise.

We are responsible

We are ambitious. We conduct our business in a responsible manner and are accountable for our actions and results.



We are open and straightforward

We encourage open communication. We are straight to the point. We listen and express our views. We are unambiguous.

We invest in people

We continually train and guide our professionals. We encourage personal development and stimulate them to improve their skills.

Our mission

We want to become the number 1 choice for our clients by being committed to provide a safe, reliable, competent and happy workforce, within the niches we operate in, at the frontier of energy, marine and renewables.

Global presence

23+ Nationalities in our company

65% Female in our company

Our professionals

39+ Years of experience

0.33 TRIR rate
Improved from 0.48 in 2019

8/10
Average rating on our service
from clients, professionals and employees

27K new professionals registered in My Atlas in 2020

Our specialist areas

- Seismic
- Survey
- ROV, Diving & Inspection
- Management & QC
- QHSE
- Marine Environmental
- Renewables
- Platforms & Jack Ups
- Drilling & Well Services
- Operations & Maintenance
- Dredging
- Decommissioning
- Offshore Marine
- Merchant Shipping
- Engineering & Project Controls
- Catering

13% Female professionals

100+ Work countries arround the world
We are compliant

800K Mandays in 2020
We are competent

19K Professionals in our inner circle
We are committed

3,000 Professionals work for us every day

35% Work in Energy

31% Work in Marine

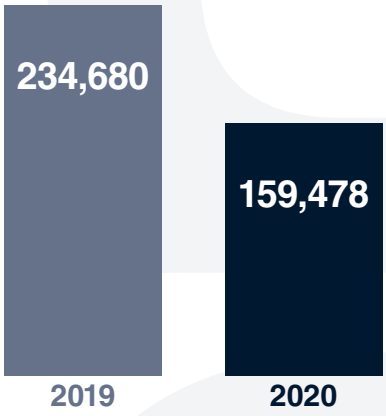
34% Work in Renewables

Atlas
Professionals
Jan De Nul
zero harm

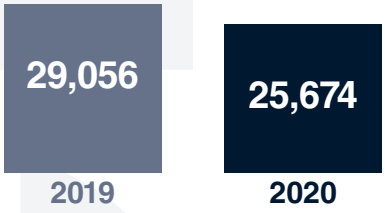
Atlas
Professionals

Performance highlights

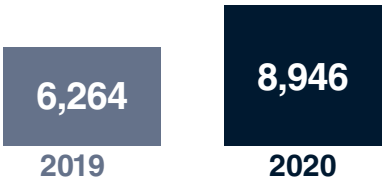
Revenues in EUR 1,000



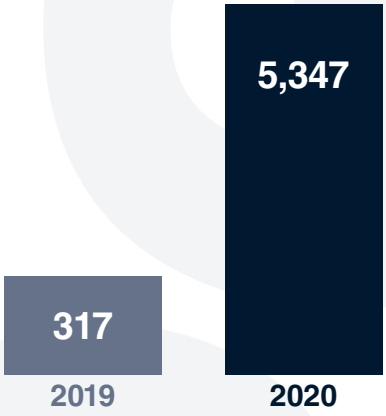
Gross profit in EUR 1,000



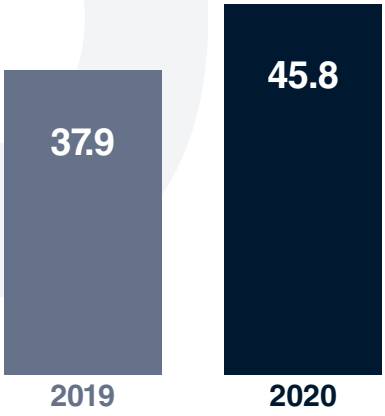
EBITDA in EUR 1,000



Net income in EUR 1,000



Solvency ratio in %



2020 in review

2020 was an extraordinary year. A year in which the world was struck by a pandemic that had massive direct and indirect effects on society and business, and which also had a profound impact on Atlas.

From March onwards, Atlas experienced severe negative consequences of the COVID-19 pandemic. Immediate international travel restrictions left many Professionals stuck in transit, crew changes became all but impossible and customer project schedules and activity levels were heavily impacted.

We strive to be the best in our industry with our Zero Harm program, and although our TRIR rate improved to 0.33 from 0.48 reported in 2019, one tragical incident in particular pressed home on all of us the fact that we still have a long way to go and that anything else than a target of Zero Harm is not good enough.

The indirect effect of COVID-19 through the stark drop in energy prices also severely impacted Atlas, notably in our drilling and specialties business, leading to a more than 30% reduced consolidated turnover as a consequence.

Financial results

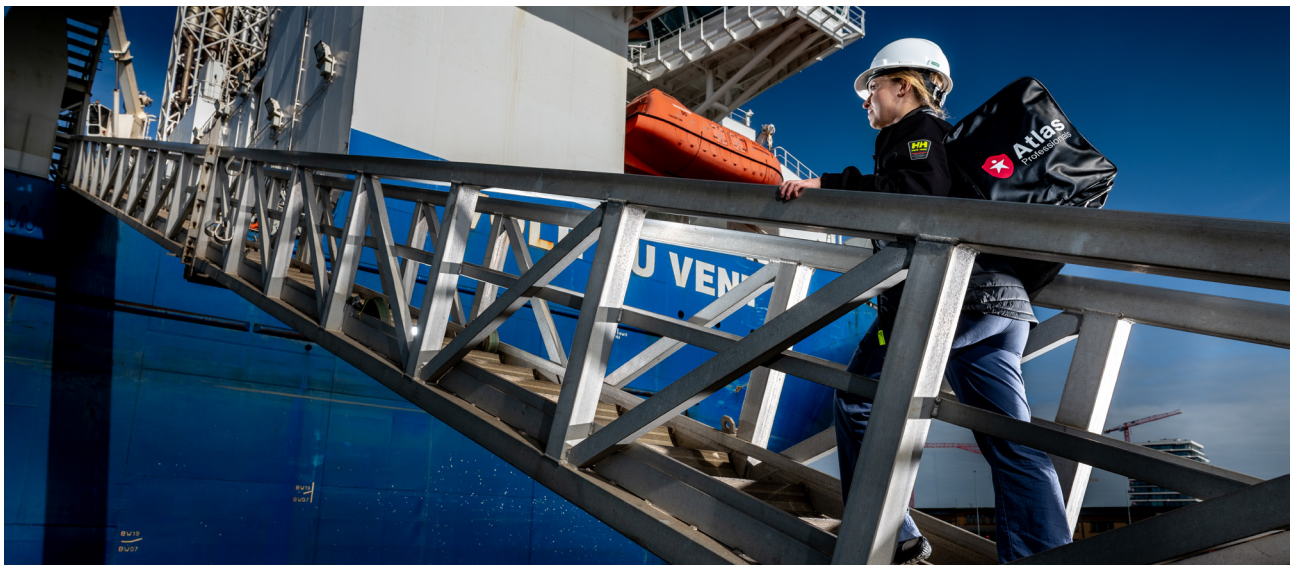
The economic consequences of the COVID-19 and energy price crises for our clients maintained pressure on margins, while the additional burden of the new (Dutch) WAB ("Wet Arbeidsmarkt in Balans") legislation also affected margins negatively. However, as our mix of business changed, the reported gross margins (excluding COVID-19 support) in percentage terms of 13.6% improved against the normalised 2019 result, yet remained below the 14% of 2018.

Volumes (total days sold) dropped by 32% resulting in an overall turnover of EUR 159 million (2019: EUR 235 million). Absolute margin (excluding EUR 4 million COVID-19 support) at EUR 22 million was substantially below the EUR 29 million of 2019, with no material extraordinary items incurred.

Consequently, we have had to take a series of painful cost reduction measures that helped stabilize our business by reducing operating costs to EUR 20.4 million (excluding EUR 1.3 million COVID-19 support), down 17% from 2019 levels of EUR 24.7 million. These measures unfortunately lead to the closure of our office in Dubai and a reduction in staffing levels.

During the year we received special COVID-19 support in various jurisdictions but did not participate in the Dutch governmental subsidy schemes, receiving shareholder support instead.

As a result of all of the above, the Group's overall 2020 net income increased by EUR 5.0 million to EUR 5.3 million, equivalent to 3.4% of revenues.



Balance sheet and cash flow statement

As a result of the reduced business volumes, the working capital requirements dropped significantly. As a consequence, the Group's solvency ratio was 45.8% at year-end 2020. The financial position of the Group is therefore strong, with freely available cash in excess of EUR 19 million, resulting in an improved liquidity ratio (current assets / current liabilities) from 156.5% in 2019 to 190.8% in 2020.

Throughout the year our working capital (comprising of Trade Receivables and Revenues to be invoiced) as a percentage of turnover improved for a second year in a row.

The cash flow from operations – notably because of a reduction in working capital as a consequence of decreased business volumes –- increased by EUR 23.5 million. The cash outflow from investing activities amounted to EUR 1.1 million, mostly due to the investments in IT systems. After subtracting the repayments of financial loans, lease liabilities and exchange rate differences, the net change in cash and cash equivalents amounted to EUR 14.4 million positive.

2021 preview

Any preview for 2021 should probably start with mentioning COVID-19. We know this uninvited guest will overstay into 2021, continuing to affect not only the industries we all operate in but also our personal lives.

Despite the global pandemic, Atlas Professionals has remained positive in 2020. Our teams across the globe have continued to work hard to remain a reliable partner for both Professionals and companies involved in the Energy, Marine and Renewables industries. Even though circumstances made this difficult at times, we believe we have succeeded in being that reliable partner.

Today, Atlas Professionals is looking forward again. A healthy company, ready to face the challenges that 2021 will bring. There are the short-term challenges like travel restrictions, COVID-19 and Brexit implications. This is about managing the rapidly evolving changes, adapting to the legislation as it is made and endeavoring to remain reliable to all stakeholders regardless the difficulties. But there are also long-term challenges, which we are fortunate to take on from a position of strength. As such, tackling them brings excitement and, may it be said, fun.

It starts with a vision for the future. Atlas Professionals: a first choice for Professionals and companies looking for Professionals; connecting people at the heart of the global energy, marine and renewables industries. Being part of the energy transition, finding solutions, providing a safe, competent, reliable and happy workforce. Atlas Professionals know the business, are open and straightforward, pro-active, responsible and invest in people. Atlas Professionals conduct business with integrity and keep their promises.

In 2021, we will strive to further improve in operational excellence. This will mean working on solutions for ease of order for customers and ease of interface with Professionals. Understanding the cost drivers and improving efficiency by lowering the need for administration using new, to be developed, software.

Atlas Professionals is a company of the future, through the dedication of our employees, who every day go the extra mile to make a positive difference for our customers and our Professionals. Living up to our values, which we look to as our North Star, and striving to make our vision an ongoing reality.

Let us make 2021 a successful year, together.

With warm regards,

Boris Kasteel
CEO Atlas Professionals

Atlas
Professionals

Atlas Professionals is an international recruitment company. Since its foundation in 1982, Atlas has played a major role in supplying professionals to the energy, marine and renewables industries worldwide.

If quality and reliability are key to your business, Atlas Professionals is the partner you need to deliver competent staff. We provide customised support that allows you to focus on your projects without worrying about personnel.

Over the years, Atlas Professionals has grown into a no-nonsense, reliable HR service provider with a mission to be the number one personnel provider of choice for our customers by providing a safe, reliable, competent and happy workforce.

Let Atlas Professionals work for you