



A Global Citizenship

OUR 2023 SUSTAINABILITY REVIEW



Delivering

technology, expertise,
and service for the
wells of today

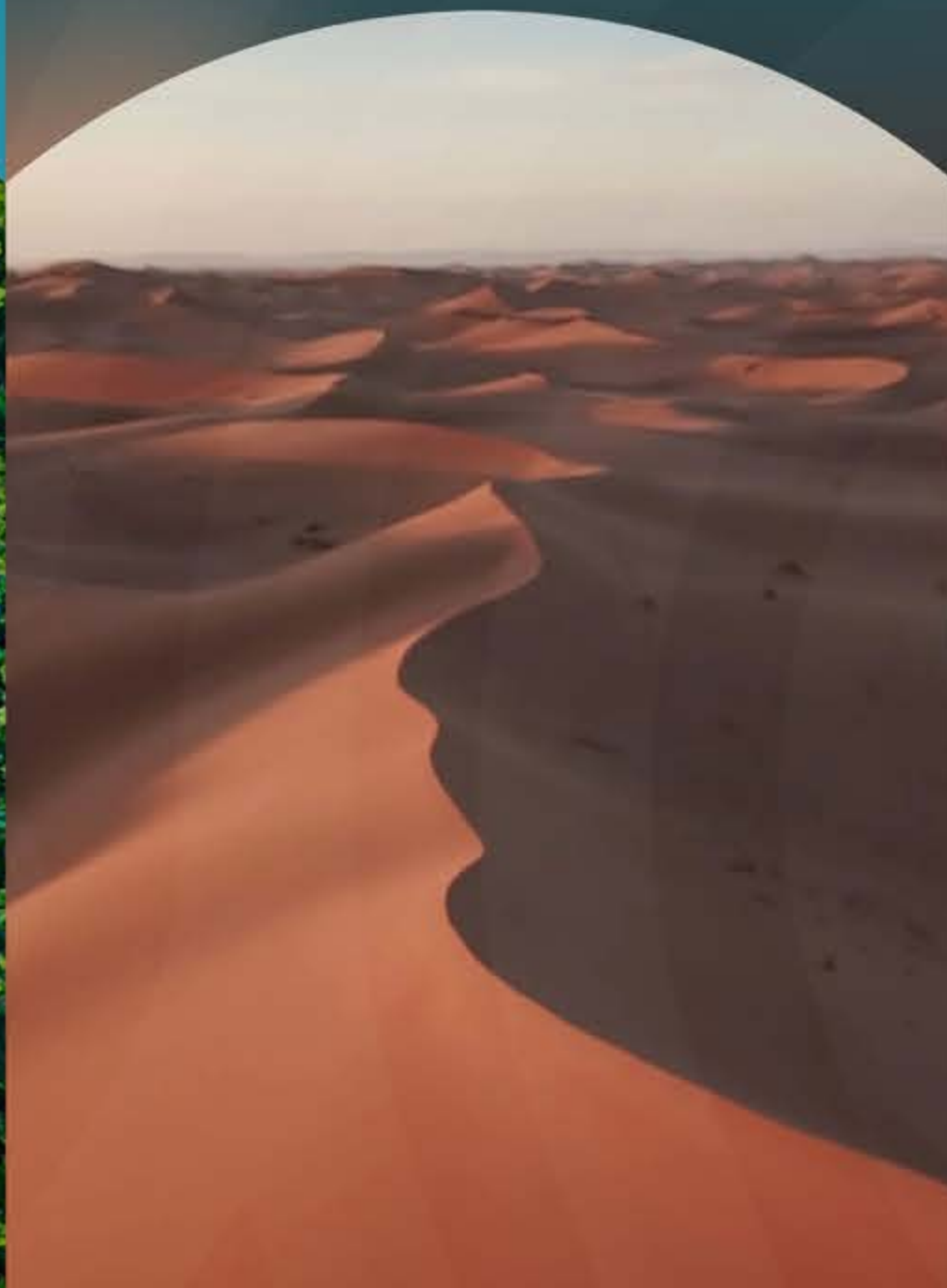
Unlocking

energy answers
for tomorrow

Delivering technology, unlocking energy answers



Advancing together in partnership



Unifying our organizational profile and way of working



Driving change through our actions and successes



Recording growth in progress to our goals



GET TO KNOW EXPRO

Delivering technology, unlocking energy answers

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A letter from our CEO

Dear stakeholders,

In an ever-evolving energy landscape, Expro remains steadfast in our commitment to driving positive change. As we step into 2024, we remain dedicated to fostering a low-carbon future and Expro intends to play a key role in enabling a low-carbon transition.

Rooted in our core values of People, Performance, Partnerships and Planet, we navigate each day with a keen focus on responsible and sustainable practices. Our strategic approach involves regular measurement, management, and optimization of operations, and we are committed to further strengthening our sustainable energy solutions to manage the evolving industry needs. More broadly, we continue to innovate with purpose to adapt and invest in our technologies and expertise to reduce emissions and unlock new sources of cleaner, lower carbon energy for both Expro and our customers.

This report serves as a testament to our progress in environmental, social, and governance strategies, underscoring the integral role partnerships play in cultivating sustainability for Expro and our clients. As true citizens of the world, we proudly showcase the diverse community initiatives our teams engage in, aligning with our core values to support local causes and make a positive impact wherever we operate.

Explore our achievements throughout 2023 and join us on the journey toward our target of achieving net zero greenhouse gas emissions by 2050. With 85 years of partnership with stakeholders, we remain committed to delivering extraordinary performance, providing sustainable energy solutions, and empowering our customers, ultimately playing our part as a true citizen of the world.

Thank you for your ongoing partnership as we forge ahead into a more sustainable future.



Michael Jardon
Chief Executive Officer



A letter from our Director of Sustainability, Marketing and Communications



Over the past year, we've focused on the maturation of our approach to sustainability that accelerates our journey to a low-carbon future.

I am excited to advance our commitment to innovating with purpose, grounded in our values of People, Performance, Partnerships and Planet.

In keeping top of mind our responsibilities as a Citizen of the World, we are pleased to have made great strides throughout 2023 toward being a visionary full-cycle energy services expert. The sustainability impact assessment conducted in 2022, and our ongoing focused efforts to drive results, have resulted in an MSCI "A" rating and the "Energy Transition Pioneer of The Year" OWI award for our commitment to sustainable energy solutions. Additionally, we maintained a "B" rating with the Carbon Disclosure Project (CDP) in 2023, affirming our dedication to environmental management and earning "A" scores in 'Business Strategy, Financial Planning & Scenario Analysis' and 'Risk Management Process.'

We have made advancements on the following initiatives that we believe are key to creating a positive impact:

- **Developing lower carbon solutions** to address customers' most complex sustainability challenges including new developments in game-changing projects spanning CCUS, natural hydrogen and geothermal in Australia, Colombia, Germany and Japan
- **Reducing our Scope 1 and Scope 2 greenhouse gas emissions** by 11% from a 2021 baseline, driven by renewable energy, while increasing our ability to track Scope 3 emissions, setting the stage to further integrate ESG compliance throughout our supply chain

- **Advancing our portfolio with Sustainable Energy Solutions** within Geothermal and CCUS, and adapting our solutions across these emerging markets
- **Prioritizing safety** with our second annual Engage initiative that focuses on highlighting employees' safety successes, while teaching and reinforcing best practices, and maintaining 0.06 LTIF
- **Fostering a collaborative and inclusive culture** where the best ideas are shared across Expro through the ongoing rollout of Culture of Care and our 2023 Elevate employee pulse survey that informed action plans for 2024

With this strong momentum, we remain committed to empowering our customers while strengthening our own sustainability practices and performance.

We look forward to engineering a better future for all, together.

Hannah Rumbles

Hannah Rumbles
Director of Sustainability,
Marketing and Communications



Partnering to unlock energy for over 85 years



OUR PEOPLE

60
COUNTRIES

75
NATIONALITIES

~8K
EMPLOYEES

+85
YEARS EXPERIENCE

OUR REVENUE



~80%
INTERNATIONAL

~70%
OFFSHORE

~5%
US LAND

SERVICE-QUALITY LEADER

~95%

2023 customer service, quality, and customer job performance rating

96.8% 95%

North & Latin America (NLA)

Middle East & North Africa (MENA)

94% 94.8%

Europe, Sub Saharan Africa (ESSA)

Asia Pacific (APAC)

Job performance rate is based on the key indicators: Health, Safety, and Environment (HSE), Communication, Equipment Performance, Personnel Performance, and Job Planning and Delivery, and is compiled from the responses contained in job performance forms and feedback provided by our clients.

OUR SAFETY PERFORMANCE

0.06

Lost Time Incident Frequency (LTIF) (per million hours worked)

0.61

Total Recordable Case Frequency (TRCF) (per million hours worked)

A DIVERSE SET OF GLOBAL CAPABILITIES

WELL CONSTRUCTION

WELL MANAGEMENT

Well Flow Management

Subsea Well Access

Well Intervention & Integrity

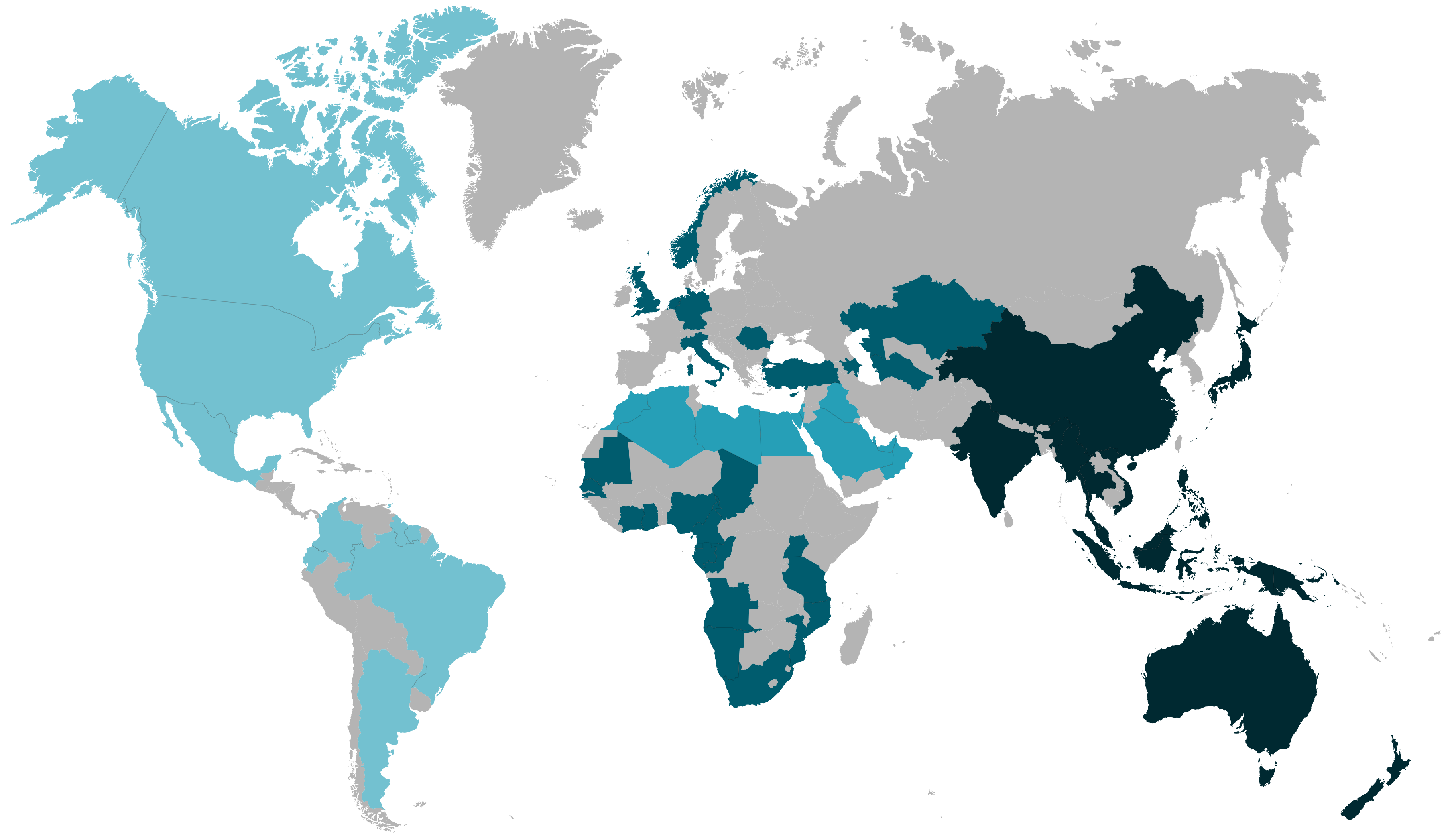
SUSTAINABLE ENERGY SOLUTIONS

NYSE: **XPRO**

Headquartered in Houston, Texas and domiciled in the Netherlands

Completed reverse merger with Frank's International on October 1, 2021

Our global footprint



North and Latin America (NLA)

Europe and Sub-Saharan Africa (ESSA)

Middle East and North Africa (MENA)

Asia-Pacific (APAC)

Our portfolio

Working for clients across the well life cycle, Expro is a leading provider of energy services, offering cost-effective, innovative solutions, and what we consider to be best-in-class safety and service quality.

With roots dating to 1938, we have approximately 8,000 employees (as of December 31, 2023) and provide services and solutions to leading exploration and production companies in both onshore and offshore environments in approximately 60 countries. Our four regions of operation include North and Latin America (NLA), Europe and Sub-Saharan Africa (ESSA), Middle East and North Africa (MENA), and Asia Pacific (APAC).

Since our merger with Frank's International in October 2021, our extensive portfolio of products and services span:

WELL CONSTRUCTION

Our products and services support customers' new wellbore drilling, wellbore completion and recompletion, and wellbore Plug and Abandonment (P&A) requirements. We offer advanced technology solutions in drilling optimization, Tubular Running Services, and cementing. With a focus on innovation, we are continuing to advance the way wells are constructed by our efforts to optimize safety and efficiency on the rig floor, with digital technologies including iTONG™ and our award-winning CENTRI-FI™ systems. Since acquiring DeltaTek Global in 2023, we have broadened our offering, capabilities, and technology portfolio within the well construction cementing sector. It has allowed us to support increasing clients' operational efficiency, deliver rig time and cost savings, and improve the quality of cementing operations for our clients.

Working across the whole well lifecycle



Our portfolio

WELL MANAGEMENT

Well Flow Management

We gather valuable well and reservoir data, with a particular focus on well-site safety and environmental impact. We provide comprehensive well flow management systems to help support the safe production, measurement, and sampling of hydrocarbons from a well during the exploration and appraisal phase of a new field; the flowback and clean-up of a new well prior to production; and in-line testing of a well during its production life.

We provide early production facilities to accelerate production; production enhancement packages to enhance reservoir recovery rates through the realization of production that was previously locked within the reservoir; and metering and other well surveillance technologies to monitor and measure flow and other characteristics of wells.

Subsea Well Access

With 40 years of experience providing fit-for-purpose subsea well access solutions, our technology aims to provide safe well access and optimized production throughout the lifecycle. We deliver reliable, efficient, and cost-effective subsea well access systems for exploration and appraisal, development, intervention, and abandonment, including an extensive portfolio of Subsea Test Tree Assemblies and a rig-deployed Intervention Riser System. We offer systems integration and project management services.

The expansion of our portfolio through acquiring PRT Offshore in 2023 has also enabled us to expand our offering to include a complete Hook-to-Hanger™ solution enabling comprehensive well completions, interventions, and decommissioning services from surface to subsea. The unique system is designed to allow customers to access the wellbore safely and efficiently, all while reducing personnel on board.

Well Intervention & Integrity

We provide well intervention solutions to acquire and interpret well data, maintain well bore integrity, and improve production. In addition to our extensive fleet of mechanical and cased hole wireline units, we offer cost-effective, innovative well intervention services, including CoilHose™, a lightweight, small-footprint solution for wellbore lifting, cleaning and chemical treatments; Octopoda™, for fluid treatments in wellbore annuli; and Galea™, an autonomous well intervention solution. Access to representative well data is key for making informed well performance and integrity decisions. Expro's acquisition of Distributed Fiber Optic Sensing (DFOS) company, SolaSense during 2022 has allowed us to build on our existing well intervention and integrity portfolio, leveraging the expertise from both companies to extend our customers' wells' lifespan, while reducing time and costs.

Sustainable Energy Solutions

As the energy industry embraces transition, we believe the key enablers to change will be those who can differentiate themselves as solutions providers. At every level of the energy collection process, Expro strives to work together with our customers to develop and deploy the right solutions to help contribute to a lower-carbon world.

We are dedicated to utilizing data, technology, and innovation to reduce our own carbon footprint and support our customers to achieve their carbon reduction goals.



Developing the right solutions to enable a lower-carbon world

PARTNERSHIP

Advancing together in partnership

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CASE STUDY

Advancing geothermal testing through innovative thinking

We delivered a custom solution in a controlled environment to support the testing of new geothermal technologies – helping maximize the value of future geothermal wells



Advancing geothermal testing through innovative thinking

A prominent consortium was working with major industry players to test a closed-loop Advanced Geothermal System (AGS) in an indoor facility at the Oklahoma Energy Innovation Center.

We were asked to support the test by devising a novel solution to enable tubular running services (TRS) operations inside the facility, including casing strings with up to 15 copper wires running along the outside.

Our team knew special care and an innovative approach would be necessary to support successful operations in this controlled environment.

The main challenge was to run heaters and copper wiring up to the 9 5/8" casing. Handling and landing out the string without damaging the outer cables or heaters was critical. A customized elevator-to-elevator solution was developed to enable wiring without the risk of pinching or cutting during handling and running in hole with the string.

We engineered a minimal footprint, custom track, and tong hanger solution to secure the hydraulic power tong to the tubulars without an overhead lifting device. This greatly enhanced safety and efficiency and allowed the careful make up of the casing before installation.

The custom setup and safe handling ensured the casing and other equipment were safely installed. This enabled the successful monitoring of the completed AGS test well.

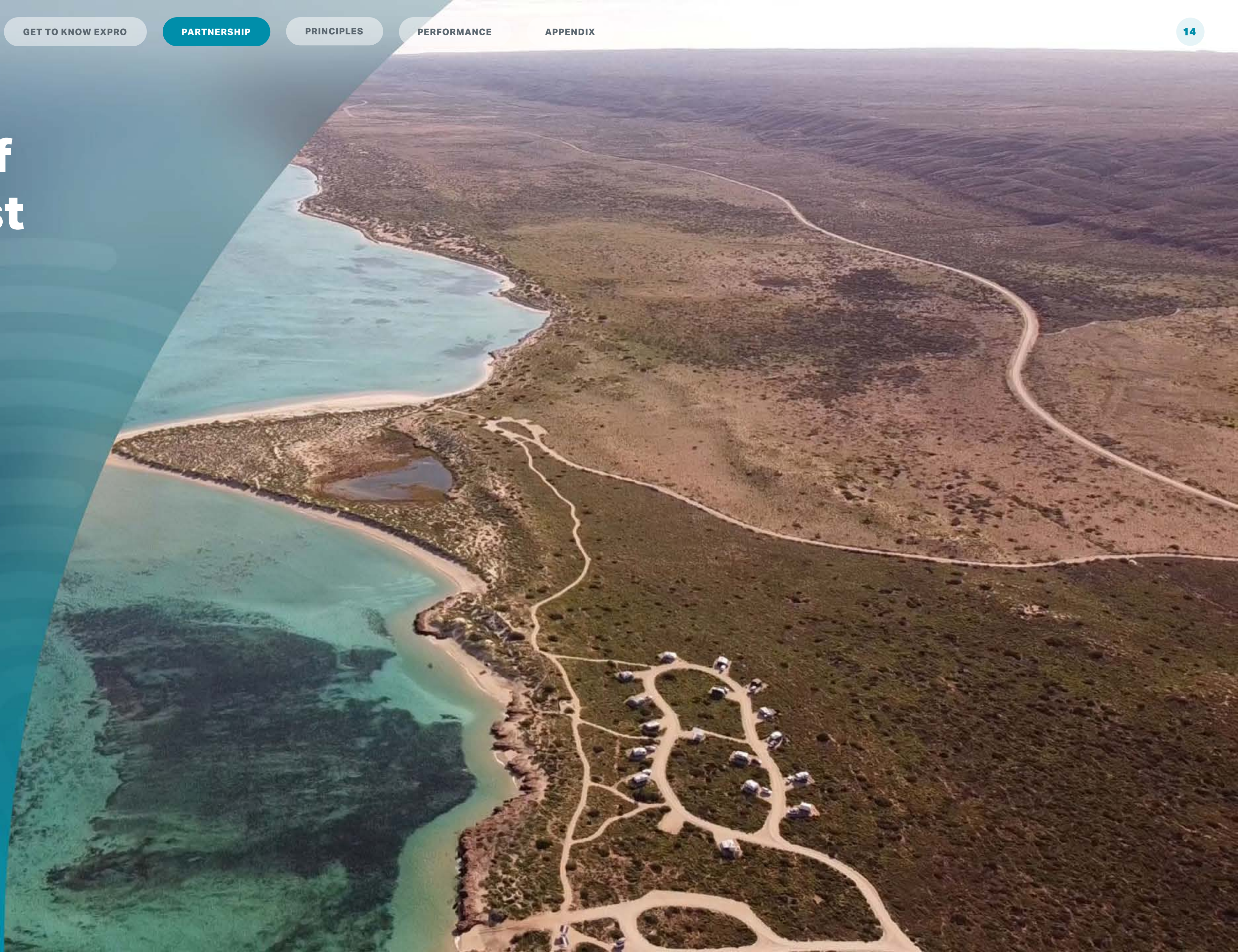
The results from this project will support the testing of new geothermal technologies and help future pilot projects to maximize the value of geothermal wells.



CASE STUDY

Supporting one of the world's largest CCS projects

Since its inception, and through the height of the global Covid pandemic, Expro has supported this LNG project in Australia



Supporting one of the world's largest CCS projects

A landmark project demonstrating carbon capture and storage (CCS) can be delivered at the scales needed to achieve the gigatons of sequestered CO₂, pivotal in meeting worldwide net zero pledges.

Expro has been involved with one of the world's largest LNG projects and single resource projects in Australia since its inception. The project permanently stores more CO₂ than any other single operation globally. This landmark project demonstrates that carbon capture and storage (CCS) can be delivered at scale, which is needed to achieve the gigatons volumes of CO₂ that need to be sequestered to meet net zero by 2050 pledges.

Expro initially delivered well testing and fluid analysis services for the exploration and development of two natural gas fields, offshore northwest Australia. The results from the campaign helped to characterize the reservoir and reduce uncertainties in the subsurface.

Like all pioneering projects, challenges were encountered. Associated CO₂ is produced with the natural gas and separated at an onshore plant then transported by pipelines to several drill centers. The CO₂ is injected into a deep saline aquifer that is geologically constrained. As a result, a pressure management system

consisting of water producers from the injection zone and water injectors into a separate above zone aquifer are required to allow the CO₂ to be safely and securely stored. The challenge was the unexpected production of solids, which when reinjected into the above zone formation, inhibited the permeability of the reservoir and impacted the performance of the carbon storage system.

Expro was contacted in 2020 to deliver surface solids management systems at two drill centers to allow the produced water to be more optimally reinjected. Within six months, Expro designed, constructed and mobilized the first solids removal package, commencing operations in March 2021. The second package was operational only two months later, with both systems fully operational during the height of the global Covid pandemic. Both systems have been operational since 2021 and to date over 40,000 man-hours have been spent on this project with no HSE events or non-productive time.

Our flexible and adaptable approach enabled the customer to reinject produced fluids at higher rates, which in turn, increased the rate of CO₂ injection into the target reservoir. As a result, the overall CCS system was greatly improved.

We look forward to continuing our involvement and supporting this critical decarbonization project. We are pleased to announce that we recently secured a major contract for tubular running services (TRS), for the redevelopment of the field in 2024, where we can use our decades of experience in Well Construction to enable safe, efficient and datacentric operations.

Find out more about this CCS project

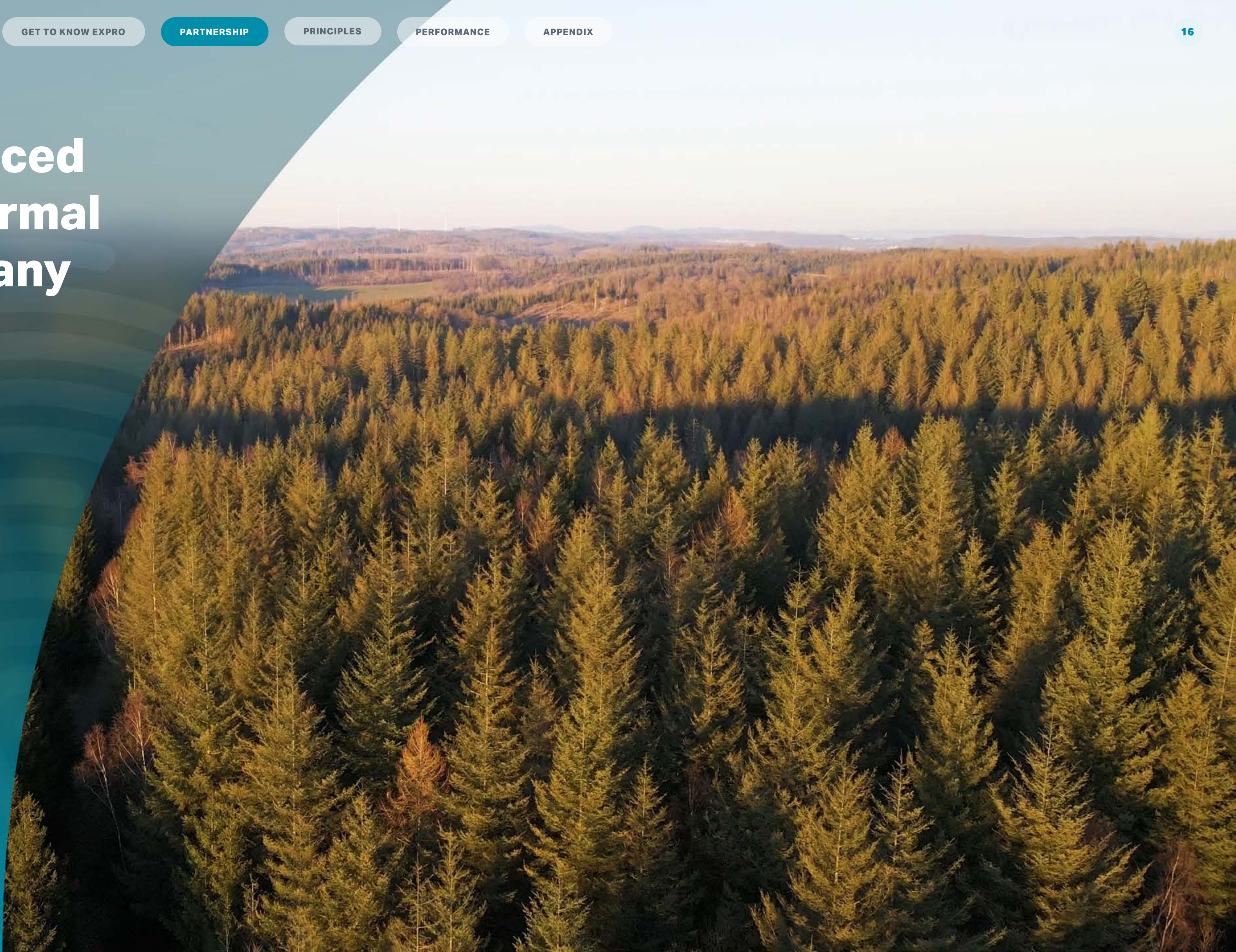
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CASE STUDY

First steam produced at the hottest thermal resource in Germany

Our customized geothermal well test evaluation package has enabled our customer to evaluate their geothermal resource as the hottest in Germany



First steam produced at the hottest thermal resource in Germany

Our well testing and data acquisition experience is readily applicable to supporting the growth of the Geothermal market.

Deutsche ErdWärme (DEW) is Germany's largest private developer and operator of geothermal plants. Driven by energy security demand and the need to decarbonize to lower carbon fuels, Geothermal projects in Germany have been accelerated and benefited from policy and investment support.

In 2022, Expro was awarded a multi-services contract for Deutsche Erdwärme's Graben-Neudorf geothermal project near Karlsruhe, Germany. Detailed appraisal well testing can provide significant benefits for the de-risking and development of geothermal projects. The expected high fluid temperatures in conjunction with high flow rates anticipated from the resource meant that standard well testing equipment could not be utilized, and a bespoke project solution would be required. Applying our 50 years' experience of well flow management and data interpretation capabilities and expertise, a customized and fit-for-purpose well test solution was designed, manufactured and delivered to the geothermal site.

Expro delivered a customized, project-specific solution for high-rate mid-enthalpy well testing, effectively managing surface pressures, temperatures, and fluids with a focus on safety and efficiency whilst also yielding invaluable reservoir characterization data such as fluid enthalpy.

The package was capable of efficiently handling flowing tubing head temperatures of 220°C (428°F) and water-steam fluid flow rates of up to 120kg/s (equivalent to 65,000bbls/d). The package consisted of a modular Geothermal Muffler, built specifically for the project, and designed to promote efficient bulk separation of the steam and liquid phases which was augmented with a remotely actuated Flow Control Valve to reduce personnel exposure risks and regulate flow to better optimize assisted gas lift efficiency and unloading of the well.

Initial drilling commenced on the first Graben-Neudorf well in mid-2022 with the first testing phase beginning in August 2023. Real-time data gathering and transmission of critical reservoir characterization data allowed our customer to make immediate data-driven decisions to optimize operations and maximize resource potential. The datasets collected during the operations will provide vital data on the geothermal well's productivity and potential and be used for optimization of long-term plant design to maximize resource extraction and pave the way forward for the effective integration of geothermal into the energy solutions mix.

"Our experience in well testing and data acquisition, which has evolved from 50 years of supporting operations in the North Sea, is readily applicable to supporting the emerging Geothermal market. This opens new opportunities for us and supports the growth of this environmentally important sector."

Ingrid Huldal

Director of Sustainable Energy Solutions, Expro



CASE STUDY

Pioneering natural hydrogen exploration in Colombia

Exploration of natural hydrogen has begun in various geological settings around the world. Our expertise in Colombia allows for the analysis of possible hydrogen reservoirs crucial for the country's energy transition



Pioneering natural hydrogen exploration in Colombia

Hydrogen is a strategic priority for Colombia's energy transition. Drawing on our extensive sampling and analysis expertise we successfully sampled for our client natural hydrogen from geofoms structures – a first in Colombia.

Exciting developments in Colombia's energy transition efforts have placed hydrogen as a strategic cornerstone for achieving its net zero ambitions. Our groundbreaking project, in collaboration with esteemed partners, marks a significant leap in sustainable energy exploration, focusing on the potential of naturally occurring hydrogen, also known as white hydrogen. This initiative not only aligns with Colombia's environmental goals but also showcases the power of collaborative innovation in addressing technical challenges and advancing clean energy solutions.

The Pursuit of White Hydrogen

Colombia leads in the exploration of natural hydrogen, adapting mining laws and initiating projects to exploit this clean energy source. Our team, alongside a visionary customer, industry experts, and our dedicated Product Line, has spearheaded a pioneering effort to sample natural hydrogen from geological formations, a first in the nation. This project reflects Colombia's proactive approach to integrating hydrogen into its energy transition plans.

Innovative Collaboration and Methodology

Facing the challenge of subsurface soil gas sampling, a critical yet technically demanding step in hydrogen exploration, our collective expertise led to the development of a novel soil gas vapor probe system. This patent-pending solution simplifies the drilling and the onsite detection/analysis of white hydrogen, making the exploration process more efficient and effective. The collaboration between our operations team, product experts, customer, and industry specialist has been instrumental in achieving this breakthrough, demonstrating the potential of teamwork in driving technological advancements.

Impact and Future Directions

The successful implementation of this method has not only proven the viability of sampling natural hydrogen in Colombia, but also opened new pathways for energy exploration worldwide. By enhancing the efficiency of soil gas sampling, we unlock the potential for discovering untapped natural hydrogen resources, contributing significantly to the clean

energy landscape. This achievement underscores the importance of innovation and collaboration in supporting crucial energy transition projects and sets a precedent for future initiatives aiming to harness white hydrogen's potential.

A Blueprint for a Natural Hydrogen Future

The exploration and development of white hydrogen in Colombia represent a pivotal moment in the global shift towards sustainable energy sources. Through innovative collaboration and technological advancement, we have taken a significant step forward in understanding and utilizing natural hydrogen. This project not only contributes to Colombia's energy transition and net zero goals, but also offers a blueprint for other countries to follow in the quest for clean, renewable energy solutions.

As we continue to explore and innovate in the realm of white hydrogen, we are not just chasing the future; we are actively creating it, paving the way for a more sustainable energy future for all.



CASE STUDY

Bringing light to The Orang Asli

Building on the success of last year's activities we have extended this solar power project across two more indigenous villages – providing access to free and clean energy



Bringing light to The Orang Asli

The installed solar systems improve the financial and social quality of life by both increasing monthly financial savings while extending daily productive time by up to four hours a day.

Building on success from last year's solar panel project, the team in Malaysia have continued to support the ongoing poverty crisis in the indigenous community, collaborating with Ranhill Worley to carry out similar projects across two more villages which supported an additional 50 homes and 225 family members.

Working with SOLS 24/7 in 2022, the team worked to install solar panel systems in 23 homes in the state of Negeri Sembilan. These installations improved the quality of life of the families both financially and socially by increasing their monthly financial savings and extending daily productive

time by up to four hours a day. The family members also shared that they feel safer using solar lights, as this meant avoiding exposure to dangerous equipment and chemical pollution from the generators or kerosene used previously.

The solar panels provide access to a free and healthy clean energy source to the community. A year after the installation in November 2022, each household had made savings of approximately MYR 300 per month, which is an enormous saving to each of the families.

Overall, the project was a huge success, and we look forward to continuing to support similar projects throughout the coming year.

SOLS 24/7 commented on the 2022 project: "We at SOLS 24/7 very appreciate the commitment made by Expro to be with us on improving and supporting the B40 Malaysia community to gain access to green energy and for them to improve their productivity. This is just a beginning, we are looking for their better future in life and education."



50 homes supported in 2023
Up from 23 in 2022

4 additional productive light hours added per day

300 MYR saving per month

SOLS Foundation is a leading in-person and online education provider for the poor
Providing free education, vocational and social empowerment programmes to communities with a strong focus in Malaysia and Indonesia
[FIND OUT MORE](#)



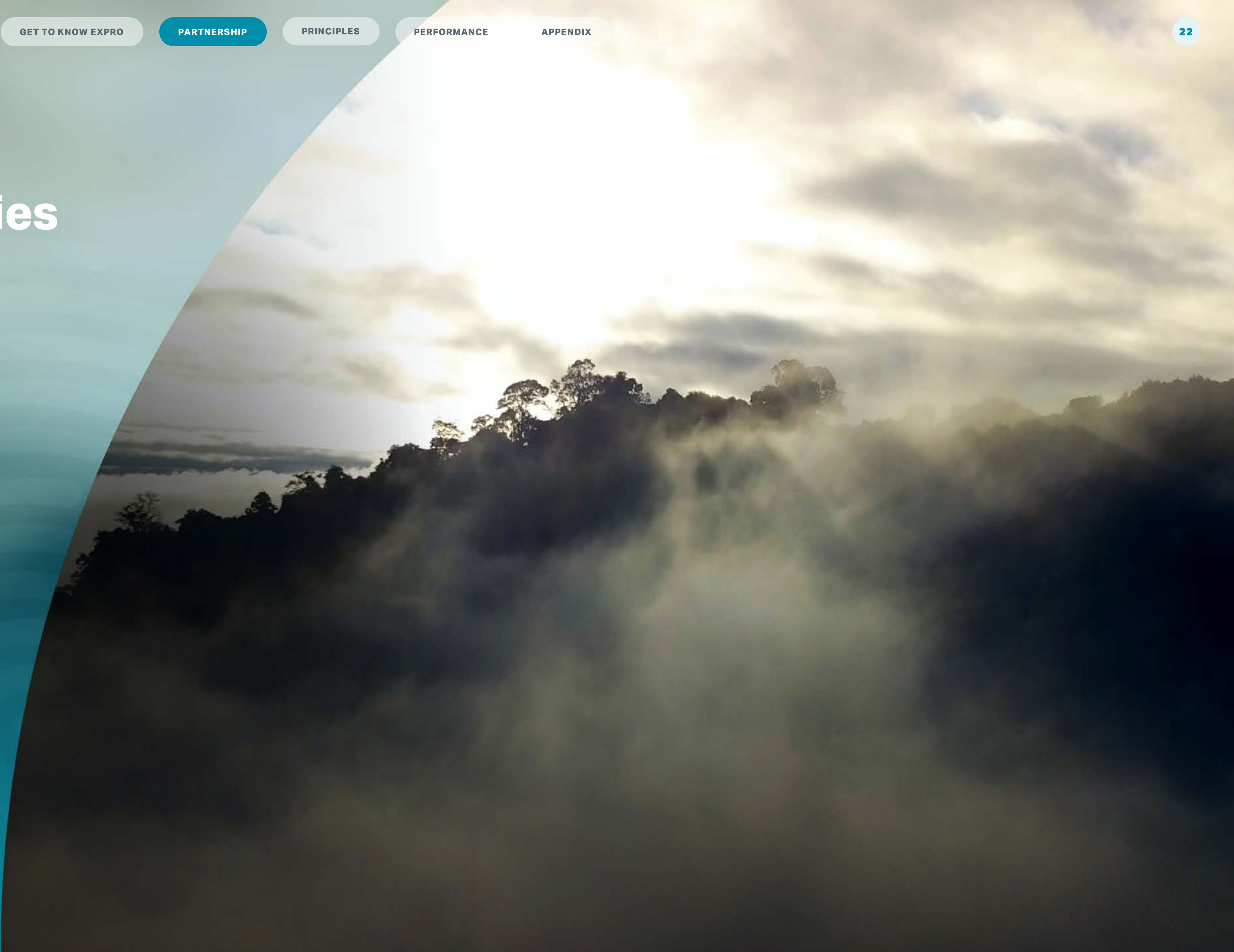
Hear more from our Expro volunteers
[WATCH THE VIDEO](#)



CASE STUDY

Our fast-track production facilities support secure energy supplies

A 10-year contract in Congo is expected to support the local and European energy market and help power a low-carbon future



Our fast-track production facilities support secure energy supplies

By increasing LNG production within the region we are building secure energy supplies for Europe while also providing a valuable boost to local businesses and the surrounding communities.

Following on from last year's report we are nearing the end of the delivery phase on a long-term Production Solutions contract with a major client on a liquefied natural gas (LNG) pre-treatment facility in Congo.

Enabling our customers to access reserves is one of Expro's core strengths. Our track record and technical expertise in delivering fast-track modular production facilities on a global basis, and in West Africa in particular, was a key component in securing this work.

On this project Expro is responsible for the design, construction, civil works, freight, import and installation of a fast-track onshore LNG pre-treatment facility (OPT), part of the Marine XII development offshore Congo. The facility was designed and has been built on a fast track basis and is currently being installed close to the Litchendjili gas plant – which supplies gas to the adjacent Centrale Electrique du Congo (CEC) Pointe-Noire Power Plant – and is expected enable a significant increase in the production of LNG from the West

Africa area; thereby assisting in fulfilling the global demands for LNG to support secure energy supplies. The facility is designed to process approximately 90 million cubic feet of gas a day.

The installation of the facility is nearing completion with all the long lead process systems and compression facilities landed in country. The plant is scheduled to start-up in 2024. Utilizing our in-country support infrastructure Expro will be responsible for the operations and maintenance of the OPT facilities for the duration of the operating phase. Expro has prioritized leveraging our own experienced personnel from West African operations, but our primary focus remains on tapping into the expertise of local personnel in Congo.

The project is expected help in increasing LNG production within the region and assist Europe in securing energy supplies, while providing a valuable boost to local businesses and the surrounding communities.

We are delighted to be able to extend our long-standing partnership with our client while expanding our activities in West Africa through this strategically important contract. Our expertise in designing, engineering, building, installing, operating, and maintaining modular production plants, from the simple to the complex, on a fast-track basis is a recognized market differentiator for Expro and will further strengthen our presence both in Africa and in the global energy market.

The 10-year contract has options for our client to extend by two further five-year periods.



CASE STUDY

Japan's first clean hydrogen production demonstration project

Our Tubular Running Services support carbon capture utilization and storage development for pilot project in Japan



Japan's first clean hydrogen production demonstration project

This milestone project in Japan will help produce clean energy from domestically sourced gas. The integrated hydrogen and ammonia value chain is a key milestone in Japan's energy security journey.

Expro has secured a new Carbon Capture Utilization and Storage (CCUS) contract with INPEX Corporation for the Kashiwazaki Clean Hydrogen/Ammonia project which is Japan's first clean hydrogen production demonstration project.

Expro's work scope will include the delivery of tubular running services for multiple sections of casing, liner and tubing across a 12-month period. This comprehensive scope covers one production well, one injection well, and one monitoring well. The company's range of technologies for handling and running tubulars is designed to enable safe and efficient operations, while providing maximum protection to downhole equipment.

Expro's Chief Operating Officer, Alistair Geddes said "Expro's long-standing relationship with INPEX, supported by our expertise in tubular running services, played a pivotal role in securing this contract.

"Carbon storage sites are a fundamental part of clean hydrogen projects and ensuring the long-term integrity of

those wells is imperative. Across our portfolio of Well Construction services, we provide technologies that enhance well integrity during the drilling and completions phases."

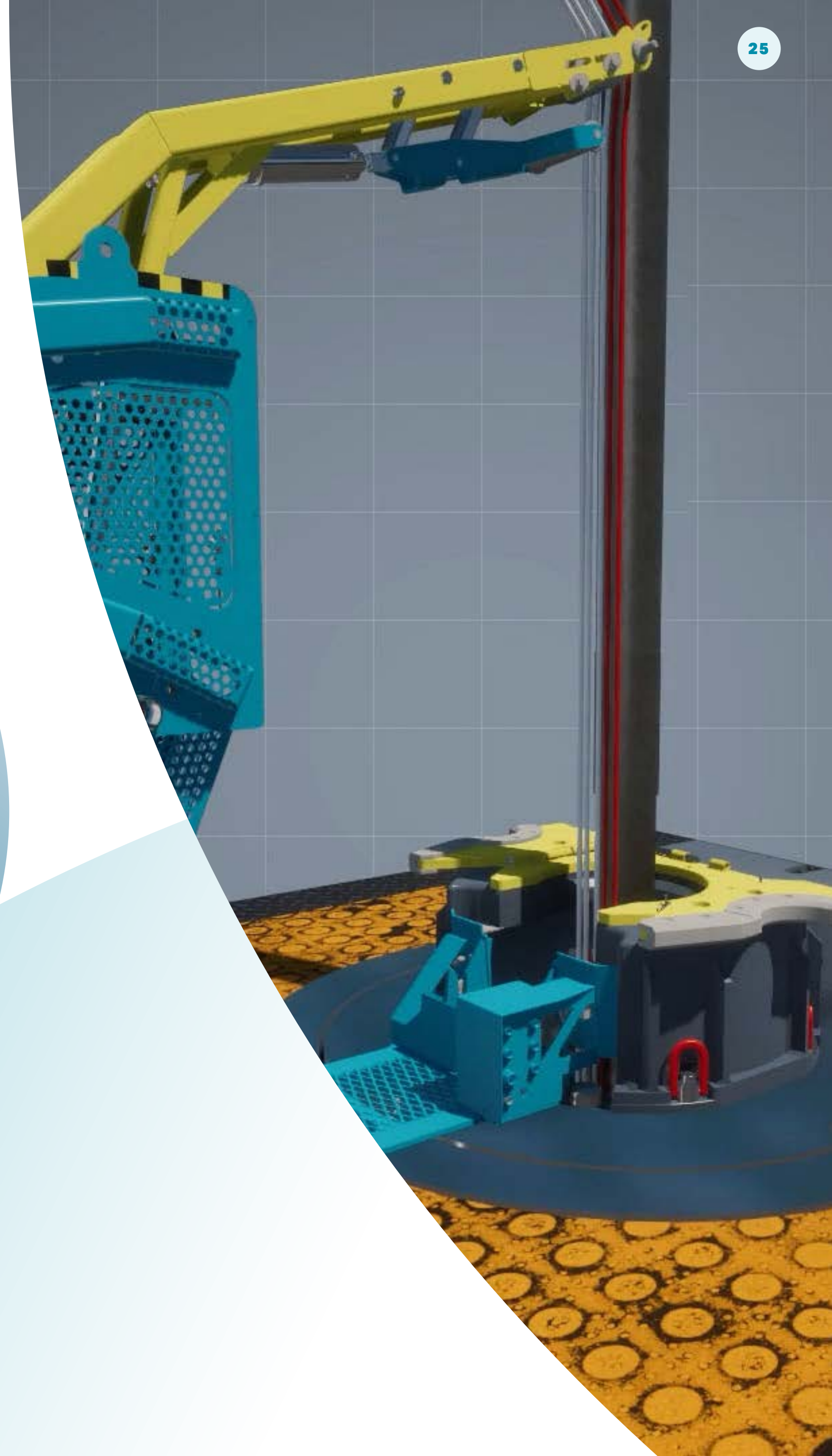
The Kashiwazaki Clean Hydrogen/Ammonia project is a key milestone in Japan's energy security journey to help produce clean energy from domestically sourced gas. This will be the country's first project to build an integrated hydrogen and ammonia value chain from production to usage.

Alistair Geddes added "We are proud to be a part of this demonstration project that aligns with Expro's and the industry's efforts to reduce carbon emissions, whilst advancing our Sustainable Energy Solutions. We have supported CCUS globally for over 10 years, gaining invaluable experience in executing operations with excellent results, and continue to believe it is a key industry enabler to support our own and our clients' net zero goals."

"We are proud to be a part of this demonstration project that aligns with Expro's and the industry's efforts to reduce carbon emissions, whilst advancing our Sustainable Energy Solutions."

Alistair Geddes

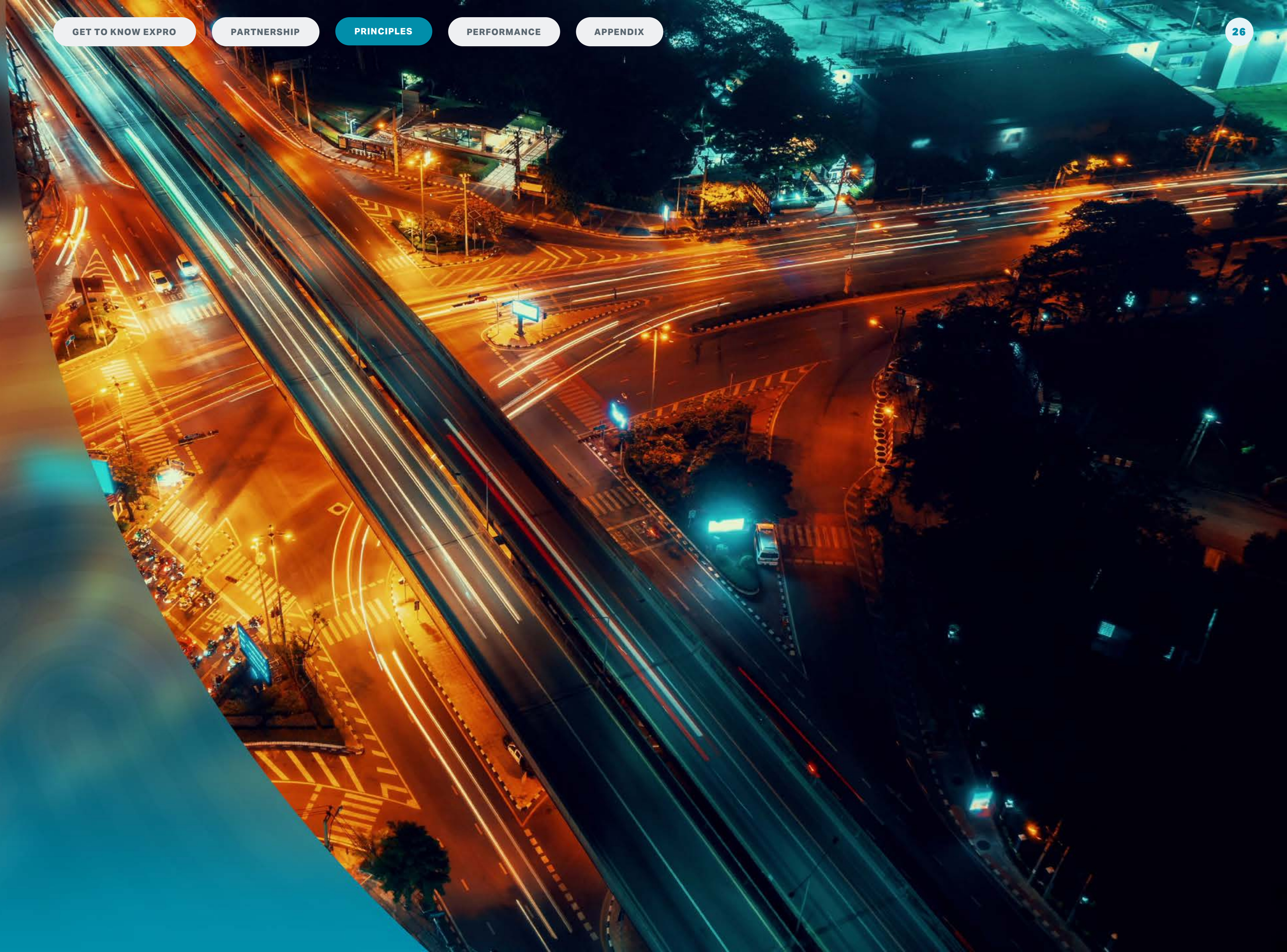
Chief Operating Officer, Expro



PRINCIPLES

Unifying our organizational profile and way of working

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Our board

Our Board of Directors plays a proactive role in managing potential risks to the Company.

Expro operates under Dutch law, which mandates that the Chair of the Board must be a non-executive director. This governance structure is believed by the Board to enhance its independence from the management team, fostering more effective oversight and monitoring.

The Company's Board is structured with three primary committees: the Audit Committee, the Compensation Committee, and the Nominating and Governance Committee. These committees are composed entirely of independent directors in accordance with the rules of the New York Stock Exchange (NYSE). Each committee is defined by specific compositions and responsibilities, to support a focused and effective oversight in their respective areas.

Audit Committee

The Audit Committee is responsible for overseeing, reviewing, acting on, and reporting various auditing and accounting matters to the Company's Board. This includes selecting the Company's independent accountants, determining the scope of annual audits, setting fees for the independent accountants, evaluating the performance of these accountants, and reviewing the Company's accounting practices. Furthermore, the Audit Committee is tasked with supervising the Company's compliance with legal and regulatory requirements and overseeing the internal controls and risks related to financial reporting, as well as legal, regulatory, and accounting compliance.

Compensation Committee

The Compensation Committee's role involves overseeing, reviewing, acting on, and reporting various compensation-related matters to the Company's Board. These matters include determining the compensation for the Company's executive officers and directors, overseeing the Compensation Discussion and Analysis in the Company's proxy statement or Annual Report on Form 10-K, and the Compensation Committee Report. It also involves handling compensation matters required by Dutch Law and managing the Board's responsibilities regarding the compensation of the Company's executive officers and directors.

Nominating and Governance Committee

The Nominating and Governance Committee expanded its responsibilities in March 2022 to focus on environmental, social, and governance (ESG) initiatives. This includes overseeing climate and human-capital related risks, enterprise risk management, and assessing enterprise, fraud, strategic, and information technology and cybersecurity risks.

The Nominating and Governance Committee also manages corporate governance matters, such as selecting director nominees, determining the composition of the Board and its committees, maintaining compliance with corporate governance guidelines, conducting annual performance evaluations of the Board and its committees, and overseeing succession planning for the Chief Executive Officer.

In line with its ESG focus, Expro selects Board members through criteria established by the Nominating and Governance Committee, emphasizing desired skills, experience, and diversity. The Committee considers various factors, including viewpoint differences, professional experience, education, skills, and individual qualities like gender, race, ethnicity, and age, contributing to the Board's collective strength.

The Corporate Governance Guidelines affirm the importance of diversity on the Board, aiming for balanced gender representation in nominations and elections, with a goal of at least 30% female members, which we more than comply to. In evaluating director candidates, the Company assesses qualities such as integrity, judgment, knowledge, experience, skills, and expertise that likely enhance the Board's oversight and direction of the Company's affairs and business. This includes the ability of Board committees to fulfill their duties and the quality of the Board's deliberations and decisions. The Company's diversity policy considers diversity in its broadest sense, including diversity of perspectives, personal and professional experiences, geography, gender, race, and ethnicity.

Our approach to sustainability



We believe that sustainable solutions have never been more important to our industry.

We stand firm on our commitment to “Innovate with Purpose” and develop the next-generation solutions that will enable Expro – and our customers – to tackle the challenges of today, while working towards transforming tomorrow.

We want to be more relevant in today’s world. We believe our industry is part of the solution to address a lower-carbon future, and we are advancing and developing technologies to achieve this. We believe that our focus and commitment on innovation, efficiency, and digitalization better informs our customers, enables operational excellence, and facilitates more timely and informed decisions.

We take pride in being a responsible and transparent business that operates under a clear set of Environmental, Social, and Governance principles.

Our ESG Leadership Council is supported by the Board of Directors and championed by four members of our Executive Management Team. Regular reports are provided to the Nominating and Governance Committee. The ESG Leadership Council has oversight of Environmental, Social and Governance matters, including progress towards our carbon-reducing goals, managing the risks of climate change, and steering our Social agenda to be good neighbors in our communities, and develop and enhance our own organizational culture.


The ESG Leadership Council is made up of diverse Company representation and was created in 2020. Quarterly meetings are held with our ESG workstream leads to present progress, and to discuss and agree to future targets and focus areas.

Ultimately, our goal is to be a true citizen of the world and have a positive impact on the future for each and every one of us.

Innovate
with
Purpose













Our environmental achievements in 2023

OBJECTIVE	TARGET	ACHIEVED
Reducing our own operational emissions and waste streams.	 8% reduction for Scope 1 + Scope 2 Greenhouse Gases Emissions (Absolute) from 2021 base-year.	
Helping to reduce our clients' operational emissions and waste streams.	 50% Research and Development (R&D) spend related to emissions reduction projects.	
Upholding our reputation as a socially responsible operator by actively monitoring our impact to our surrounding communities.	 10% reduction of environmental spills per annum.	
	 ZERO significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	
Developing solutions that are relevant to the evolving energy transition market.	 10% of total revenue coming from non-core Oil & Gas energy projects by 2026.	
	 Develop a sales opportunity pipeline for Geothermal and Carbon Capture, Utilization and Storage (CCUS) projects by year end.	
Operating as a considered supply chain.	 Transition coverage from only critical business to overall spend with respect to ESG commitment.	
	 New Supplier Request Format (NSRF) qualification to deploy 70% ESG passing score on first pass for all CAPEX / OPEX vendors.	

Our 2024 objectives



OBJECTIVE	TARGET	
<p>Reducing our own operational emissions and waste streams.</p>	 15% reduction for Scope 1 + Scope 2 Greenhouse Gases Emissions (Absolute) from 2021 base-year.	 5% improvement in overall recycling rates.
<p>Helping to reduce our clients' operational emissions and waste streams.</p>	 50% Research and Development (R&D) spend related to emissions reduction projects.	
<p>Upholding our reputation as a socially responsible operator by actively monitoring our impact to our surrounding communities.</p>	 10% reduction of environmental spills per annum.	 ZERO significant fines and non-monetary sanctions for non-compliance with environmental laws and/ or regulations.
<p>Developing solutions that are relevant to the evolving energy transition market.</p>	 10% of total revenue coming from non-core Oil & Gas energy projects by 2026.	 Develop a sales opportunity pipeline for Geothermal and Carbon Capture, Utilization and Storage (CCUS) projects by year end.
<p>Operating as a considered supply chain.</p>	 <p>Supplier Accountability: With a concentration on gathering emissions data relating to High Impact Scope of Supply. Focus on Product Line specific supplier partnerships. Focus on key suppliers within each Product line that may have an overall impact on our carbon outlook.</p>	<p>Target: Document emissions data for selected suppliers and include in 2025 ESG reporting.</p>
<p>Operating as a considered supply chain.</p>	 <p>Supplier Engagement: With a concentration on surveying our OPEX centric suppliers for 2024 at central and regional management points. Focus on Regional Service Related Rental Equipment and Central Business Operations.</p>	<p>Target: Supplier ESG survey data completed for minimum 10 suppliers per region and 5 global suppliers.</p>
<p>Operating as a considered supply chain.</p>	 <p>Travel Management: Integrating Global Travel Management metrics relating to carbon emissions for selected populations.</p>	<p>Target: Document emissions data for selected suppliers and include in 2025 ESG reporting.</p>

Our roadmap to net zero

Scientific consensus is that the earth is experiencing a climate crisis and action is required.

Society needs to change its habits, but we believe that industry must take the lead. Collectively we must take urgent action to combat climate change. Internal focus is being placed on gaining a better understanding of how our strategy relates to the United Nations Sustainability Development Goals (SDGs).

From the highest level in Expro, we support the importance of reducing our carbon emissions and assisting our clients to achieve their own carbon-reducing goals. Expro's ESG Policy, signed by the Chief Executive Officer, states that we regularly evaluate our operations and supply chain to identify, assess, and address ESG risks, and to engage key stakeholders. This policy applies to employees and contractors, employees of our subsidiaries, our operations and services, our suppliers and other business relationships.

We developed a Roadmap to support and advance our net zero ambitions, with milestones that guide our journey for climate action. These include investment in Research & Development in support of the energy transition, and an increase in renewable energy use for facilities and corporate vehicles.

As we progress in 2024, we plan to collaborate with an external provider to evaluate our path towards achieving net zero emissions.

2019

- Expro acquisition of Quality Intervention, with CoilHose™ and Annulus Intervention

2018

- Expro Services Flare Gas Recovery, Algeria

2015

- Paris Agreement to limit global warming below 2°C

1986

- Expro provides Geothermal services

2020

- Expro Services Northern Lights CCS, Norway

2021

- 40% Expro Technology budget allocated to carbon reduction projects
- Expro commitment to CDP disclosure
- Galea™ Autonomous Well Intervention
- Joined International Geothermal Association (IGA)

2022

- Expro and Frank's International to combine to create a new full-cycle energy services leader
- Baseline emissions benchmarking was established for the combined new Expro.

2023

- 47% Expro Technology budget allocated to carbon reduction projects
- CDP disclosure grading
- Formal KPIs

2040

- All Expro fleet to be low / zero carbon-fueled vehicles (to align with Paris Agreement)

2030

- 50% reduction in Expro's Carbon Emissions from our 2021 baseline
- All Expro bases supplied by renewable energy (where achievable)

2024

- Target a 15% reduction for Scope 1 and Scope 2 Greenhouse Gas Emissions (absolute) from 2021 baseline
- Roadmap to net zero assessment by third party

2023

- 50% Expro Technology budget allocated to carbon reduction projects
- Combined company disclosure to CDP

2050
Net Zero
 Scope 1, 2, and 3



Our program to support company-wide compliance

Robust processes and programs are a fundamental part of any business and are critical for compliance with business ethics. We maintain strict processes in order to uphold our high standard of business ethics.

Legal and Ethical Compliance

At Expro, supporting legal and ethical compliance across our operations is paramount. Our comprehensive approach addresses inter alia key areas such as anti-corruption, sanctions adherence, antitrust regulations, and conflict of interest management. We have established robust policies, internal controls, systems, and processes dedicated to each of these areas.

Our Code of Conduct is the cornerstone of our commitment, guiding employees in ethical decision-making and compliance with applicable laws globally. The Code of Conduct alongside specific policies and directives offers clear guidance to aid employees in their daily responsibilities. In cases of uncertainty, our employees are encouraged to seek advice from the compliance department.

This multi-faceted compliance framework supports our efforts to operate with integrity, uphold legal standards, and mitigate risks associated with our business activities.

Tax Strategy

The tax department is responsible for overseeing and managing all tax affairs of the company worldwide. Day-to-day tax compliance and reporting are administered by a team of Tax Managers based in regional offices worldwide. The Company also

engages external professional service providers to deliver specialist technical support.

Expro's tax department is part of the Finance Organization, overseen by the Director of Tax and ultimately, reports to the Chief Financial Officer (CFO). Both the Director of Tax and the CFO are accountable to the Board of Directors, which has overall responsibility for overseeing Expro's tax affairs.

Expro strives to follow a clear compliance process, with a view to making all tax return filings and payments timely, accurate, and in accordance with the laws of the countries where we operate. There are global policies and procedures in place to make tax compliance and reporting robust, accurate, and supportable.

We believe that deliberately failing to comply with tax law is unacceptable and we have a low tolerance to tax risk. While we do not undertake transactions led by a planning purpose, we do consider the tax consequences of our commercial transactions. When evaluating a tax matter, consideration is to be given to the level of risk, the ease of implementation, and consideration of any tax reliefs or opportunities available to us that are clearly within the applicable country's tax legislation. We place emphasis on substance when interpreting laws and generally avoid transfers of value to low tax jurisdictions. Expro does not use secrecy jurisdictions or "tax havens" for tax avoidance purposes.

Logistics Compliance and Export Controls

As a global company that provides clients around the world with technical equipment and related services, we see a high volume of shipments crossing international borders every day. As rules and regulatory requirements continue to change, we work to maintain compliance with customs and trade regulations.

Expro's logistics related compliance program focuses on standardization and regular application of logistics policies, processes, and procedures that have been designed to meet legal requirements in relevant jurisdictions. In late 2023, this program has been expanded to cover Expro's utilization and position with respect Conflict Minerals compliance.

To support these efforts, Expro consolidates the majority of its shipments through two logistics hubs located in the UK and the US. These hubs function as a quality gate, aiming to safeguard timely shipments, complete and accurate shipping documentation, compliance with export controls, as well as the use of approved third parties in connection with customs processes. Expro personnel concerned with logistics receive periodic training specific to customs regulations, economic sanctions, export controls, and third-party related corruption risks.

Data Privacy Laws

We respect the privacy of our clients, business partners, employees and others with whom we conduct business, and we seek to handle their personal information with care. We strive to comply with data privacy laws that prescribe how to collect, store, use, share, transfer and dispose of personal information, everywhere we operate. Specially, our employees are required to adhere to our data privacy policies and to actively protect any personal information that has been entrusted to us, which includes practicing cybersecurity related protocols that we have in place to protect our networks, computers, programs and data from attack, damage or unauthorized access.



Enterprise risk management and execution

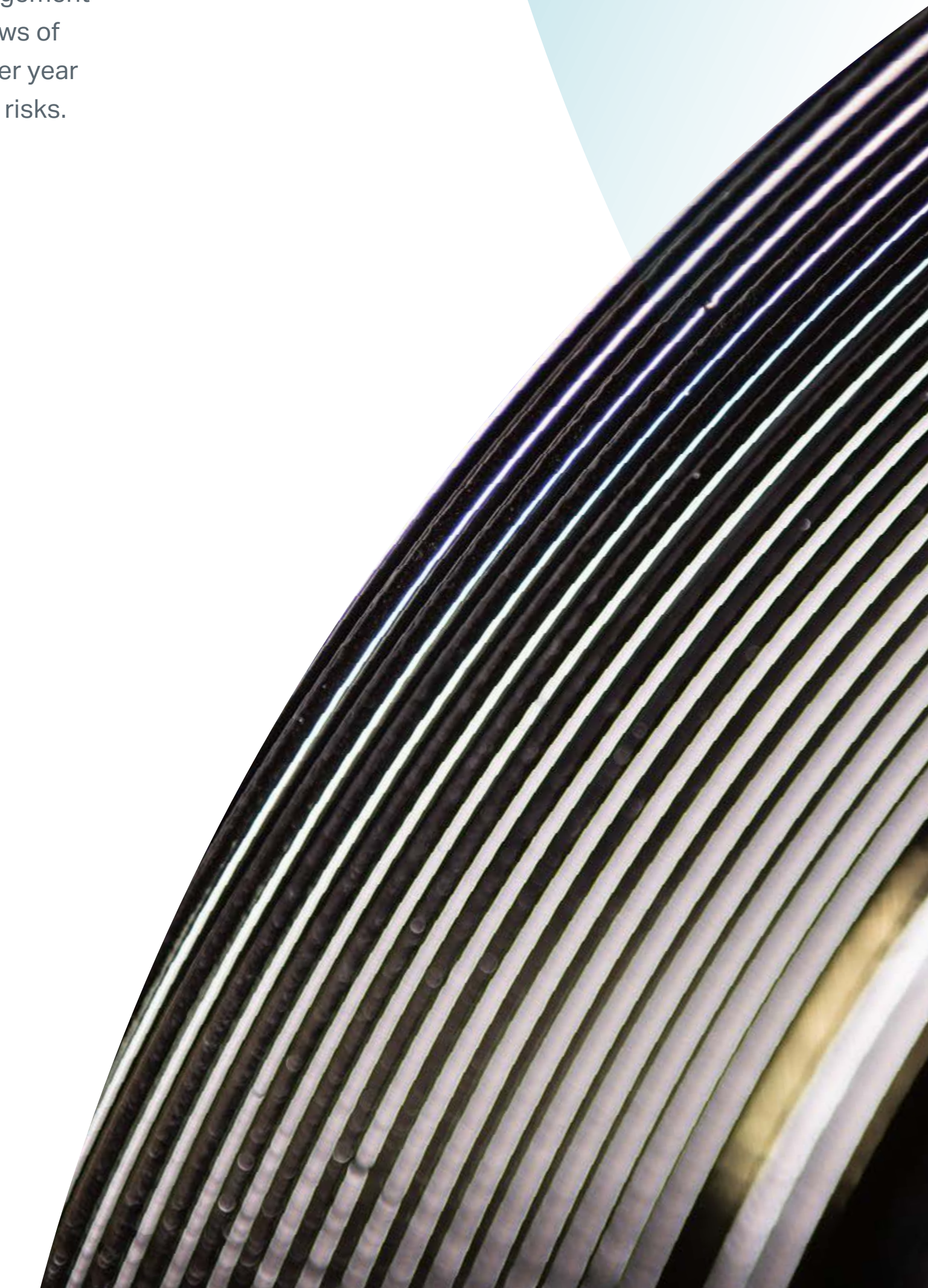
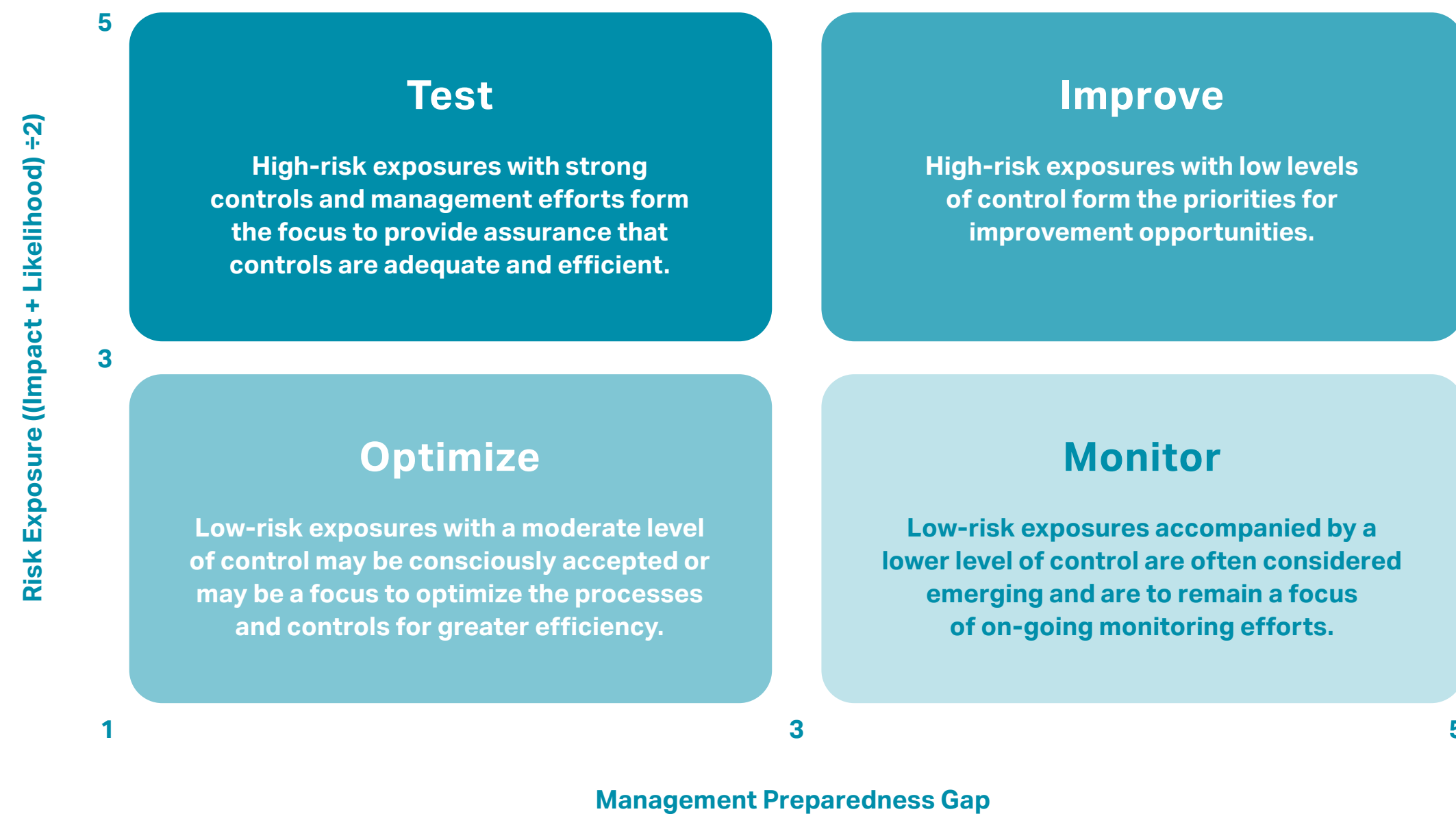


We use a multi-step approach to identify the key risks to achieving our strategic objectives.

Annually, we perform an Enterprise Risk Assessment, obtaining input from company geographic, product line and functional leadership and members of our Board of Directors, to compile a targeted listing of risks and develop a common understanding of how those risks impact our strategic objectives. The process considers both internal and external factors to determine the risks most likely to impact our business.

The results of our Enterprise Risk Assessment drive our ongoing Enterprise Risk Management activities as the identified risks inform the Executive Management Team when executing on our strategy and managing our day-to-day activities. The Environmental, Social, and Governance (ESG) Committee of our Board of Directors provides an additional level of oversight, as management and the committee members have in-depth reviews of specific risks, changes in the risk ranking year over year and the Company's activities for managing those risks.

Risk Action Matrix



Using impact assessment to address critical ESG topics



We believe it is critical for us to understand the priorities of our stakeholders to drive long-term value creation.

Materiality (for purposes of our voluntary reporting) is embedded within our approach to sustainability as we seek to minimize our own environmental impact and strive to enable our customers to achieve their sustainability goals. In order to accomplish these ambitions, we undertook a formal impact assessment in 2022.

Guided by the GRI 3: Material Topics 2021 Universal Standard, we designed and conducted our assessment specifically tailored to the scale and scope of our business to surface the sustainability topics most relevant to our stakeholders and the success of our company. To draw up our long-list of potential topics, we developed and mapped a comprehensive list of issues utilizing the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) frameworks and Task Force on Climate-related Disclosures (TCFD) recommendations. In addition to these frameworks, we also considered input from our customers, disclosures from peers and sustainability reporting agencies. The topics that emerged from these various stakeholders formed the basis of our impact assessment.

To gain a richer and more robust understanding of the issues that may impact our business, we sought additional input from our customers, suppliers, investor frameworks and employees. Through this stakeholder engagement alongside a review of source materials, we assessed our list of impact issues.

Key Stakeholders

- **Customers** – our customers have increased their request for ESG-related data as part of the supplier evaluation process. We are working to respond to this rising demand accordingly as we typically believe the ESG topics that matter to customers should matter equally to us, which consequently inform our strategy. We reviewed Invitation to tenders that required submission of ESG-related data to identify the topics our customers consider important for our business.
- **Investors** – to understand investor priorities, we reviewed key investor-focused ESG rating agencies (MSCI and Sustainalytics) and frameworks (SASB and TCFD) to identify potentially relevant issues.
- **Suppliers** – we sent a survey to approximately 20 Expro suppliers to elicit information on the issues they consider most impactful to our business success.
- **Expro senior leaders and subject matter experts** – we surveyed over 50 Expro senior leaders and subject matter experts to understand their views based on their deep knowledge of our company, the industry and their regular interaction with our stakeholders.

The ESG issues that we determined can impact Expro’s success are listed below and are not listed in order of significance:

Environmental	Social	Governance
Air Emissions	Asset Integrity and Critical Incident Management	Anti-Competitive Practices
Asset Integrity and Critical Incident Management	Considered Supply Chain	Anti-Corruption
Biodiversity	Employment Practices	Cybersecurity
Climate Adaptation, Resilience, and Transmission	Forced Labor and Modern Slavery	Economic Impacts
Energy	Non-Discrimination and Equal Opportunity Rights of Indigenous Peoples	Payments to Governments
GHG Emissions	Occupational Health and Safety	Public Policy
Water and Effluents		

We are pleased to see that the impact assessment results reinforced that we are focusing on the sustainability issues most relevant to our stakeholders and our company’s success. The insight will help guide our continued work and progress.

Partnering with stakeholders to guide our sustainability strategy

Core to our mission of engineering a better future for all, partnering with and listening to our stakeholders is integral to our daily operations and business strategy.


The sustainability impact assessment we conducted in 2022 allowed us to survey key stakeholders, providing us with valuable information as we continue to move along our sustainability journey. We regularly engage our internal and external stakeholders to solicit their feedback in order to regularly enhance our ESG framework and to deliver long-term value for our stakeholders.

In 2022, we launched an employee engagement survey which helped track our employees' perception of our commitment to improving our impact on the environment. We are proud that approximately 80% of our workforce responded positively to this question. Since then, we launched a pulse survey in November 2023 which shows a 3% increase in the engagement index.

The table below represents stakeholder groups we engage with and some of the communication channels that we use.

Customers	Employees	Shareholders And Financial Professionals	Communities	Financial Community /Owners	Government And Regulatory Bodies	NGOs And Industry Associations	Suppliers
Conferences	All-Employee Messages from Executive Team	Annual Meetings	Active Participants in the Communities Where We Operate	Phone and Email Communication	Quarterly and Annual Reporting	Community Events	Onboarding ESG Consideration for New Vendors
Digital / Direct Marketing	Employee Engagement Surveys	Earnings Announcements	Charity Events	Investor Meetings, Conferences and Road Shows		Phone and Email	Phone and Email
Events	Executive Webcasts/ Presentations to Employees	Engagement Meetings	Regularly Engage in Dialogue With Local Groups About Community Activities	Press Releases		Quarterly and Annual Reporting	Request ESG Recognition / Certification
Meetings		Phone and Email		Annual and Quarterly Reporting		Scheduled Meetings	
Phone and Email	Face-to-Face Meetings	Press Releases		Annual General Meetings		Site Visits	Scheduled Meetings
Site Visits	Internal Channels	Quarterly and Annual Reporting					Site Visits
Social Media Networks	Intranet News Channels						
Targeted Sales Presentations	Performance Reviews						
Tradeshows	Phone and Email						
	Professional Development						
	Safety Briefings						
	Townhall Talks						
	Training Events						
	Video Messages / Awareness Seminars						



We listen.
Please contact ESG@expro.com
CONTACT US 

Sustainable Energy Solutions



Unlocking cleaner energy sources with wells expertise and cutting-edge technology.

Supporting a Diverse Lower-Carbon Energy Future

In the face of persistent global challenges in 2023 surrounding energy security, affordability and the shift towards a lower carbon future, Expro's Sustainable Energy Solutions remains steadfast. With a firm belief in the importance of a diverse energy mix, Expro is dedicated to unlocking cleaner energy sources through our wealth of wells expertise and cutting-edge technology.

The current geopolitical landscape stresses the importance of vigilant risk assessment and strategic planning in the pursuit of sustainable energy policy and practices.

As the energy industry continues to embrace transition and the need to make real and visible headway towards a lower-carbon world, we believe that a diverse energy mix is vital in meeting our combined commitments.

We remain committed to innovation, continually seeking new methods to extract oil and gas with lower carbon footprint and reduced greenhouse gas emissions. In this journey towards a low-carbon future, we firmly believe that the oil and gas industry holds the key to driving transformative change in the energy landscape and many oil and gas companies are diversifying their portfolios to include renewable energy and decarbonization projects. The investment community, in turn, anticipates decisive actions from oil and gas companies in curtailing greenhouse gas emissions.

At every level of the energy collection process, Expro remains steadfast in our collaborative efforts with clients to reduce operational emissions. Our dedication propels us to advance and grow, leveraging data, technology, and innovation to not only decrease our own carbon footprint but also contribute to the reduction of emissions within our clients' and supply chain's spheres. This commitment underscores our proactive approach to aligning with industry expectations and global sustainability goals.

Throughout 2023, we continued to support the reduction of carbon intensity in the oil and gas industry and in playing a key role in the development and growth of renewable energy sources to support the energy transition to fulfill our climate change ambitions. We remain committed to achieving net zero emissions by 2050 and our Paris-aligned goal of 50% reduction in CO₂e emissions by 2030.

Leveraging our technical expertise, Expro provides crucial support in the development and implementation of new energy projects. Many skills, such as project management, engineering, HSE and logistical expertise, honed in the oil and gas sector, are highly transferable and invaluable to the energy transition.

Furthermore, by repurposing oil and gas infrastructure for renewable energy projects, such as offshore wind, geothermal or energy storage facilities, we expect we can accelerate the shift to cleaner energy sources, minimizing costs and environmental impact.

As investment in renewable and low-carbon energy sources continues to increase, we are confident in our strategic positioning to actively strengthen the advancement of our portfolio and support growth within these pivotal sectors. Our commitment to sustainable energy solutions not only underscores our dedication to environmental stewardship, but our role in shaping a cleaner, more sustainable energy future for generations to come.

Committed to a

50%

reduction in CO₂e emissions by 2030

Sustainable Energy Solutions

Advancing Our Portfolio

Our Sustainable Energy Solutions team continues to advance and progress technologies to support the evolving energy landscape and develop solutions to address the challenges of climate change and emissions reduction.

This stands as a pivotal element in our overarching mission to ensure the sustained relevance and dynamism of Expro, particularly as we confront the energy challenges inherent in our global and industry contexts. While we were once perceived solely as an oilfield services entity, we now assert our identity as an energy services business, evident in both our actions and delivery methodologies.

The trajectory of our future success hinges upon our adeptness in identifying and entering novel markets. We draw upon our proficiency in Product Line skills and accumulated experience, all while responding to the evolving expectations of our clients—both existing and prospective—as they navigate their individual journeys towards achieving net zero targets and sustainability.

Our continued investment to Sustainable Energy Solutions signifies our commitment to advancing Expro’s strategy in supporting a lower carbon future. In tandem with our investments in research and development (R&D) for initiatives focused on carbon reduction, these deliberate steps underscore our unwavering dedication to developing progressive technologies and fostering strategic alliances.

Through these endeavours, we actively contribute to the technologies and services that can help the realization of net zero aspirations, aligning our goals with the broader objectives of our company, the sector, and the global community.

Expro perceives the current challenges in the market as opportunities, and we are confident that our strategic positioning enables us to make the most of them effectively. Leveraging our recognized global expertise in well operations and our trusted status as an industry partner, we actively contribute to assisting clients in achieving their carbon reduction objectives, thereby supporting the broader energy transition.

The evolving landscape of new energy markets, including Geothermal, Carbon Capture and Storage, Hydrogen, and Emissions Management, presents us with multiple prospects to apply our adaptable skills and cutting-edge technologies. These opportunities enable us to not only bolster our involvement in the energy transition but also to diversify our business portfolio. Notably, many of these alternative energy sources align

closely with our core activities, involving reservoirs, well drilling, and production processes, facilitating a seamless transition from our current operations.

Our overarching goal is to establish ourselves as a trusted partner with key customers, positioned as their primary contact for challenges and opportunities. Building on our advancements in Geothermal, where Expro’s expertise and technology portfolio already play a significant role, we are committed to furthering our engagement. Additionally, we will actively pursue opportunities to adapt and expand into Carbon Capture and Storage, Hydrogen, and Emissions Management—areas that position Expro as a crucial enabler in shaping the future energy landscape.



Assisting clients in achieving carbon reduction objectives

Sustainable Energy Solutions

Geothermal.

Seizing Opportunities in the Growing Geothermal Market

From wind and solar to hydroelectric and bioenergy, the widespread adoption of renewables is a cornerstone of our journey toward sustainability. Recognizing the absence of a singular solution, we expect our energy future will thrive on a diverse mix of renewables and fossil fuels.

Geothermal, a rapidly expanding global sector, not only provides affordable sustainable energy but also enhances energy security. Beyond power generation, it offers direct-use applications like heating and cooling. Recognizing the transformative potential of new exploitation and surface turbine technologies, Expro is strategically positioned to participate in this space, making Geothermal projects scalable and accessible worldwide.

With a history of supporting Geothermal projects dating back to 1986, Expro brings invaluable experience to the table. Our well-established track record spans operations in diverse regions, from high enthalpy areas in California, and Indonesia to lower enthalpy regions in Europe. Leveraging our wells expertise and versatile portfolio, we aim to contribute to the Geothermal industry's growth, providing a low-carbon business line that complements our existing oil and gas portfolio. As the sector transitions from high enthalpy to low and mid enthalpy regions, our capabilities will evolve in tandem, positioning us as a key player in this dynamic market.

Our 2023 Geothermal Progress

Expro is proud to share the strategic progress made on geothermal projects around the world over the past year. With a focus on sustainability and innovation, we have achieved many key milestones providing momentum for 2024 and beyond. Several of these accomplishments include:

Strategic Partner of Choice

We are a strategic partner of choice and committed to Geothermal business development with a proactive and integrated solutions approach. This strategy centers on what Expro does best — our technical expertise, safety performance and operational excellence.

Throughout 2023, we continued to evolve our strategy and deliver sustainable energy solutions to our Geothermal customers. We are utilizing our key strengths; our well-established transferrable technologies across all of our relevant product lines, and our ability to establish strategic partnerships and alliances with suppliers of complementary technologies and services.



Sustainable Energy Solutions

Delivering Operational Excellence

Our operations team successfully delivered our first integrated solutions project in Germany. This project included the design and fabrication of a purpose-built high flow rate, high temperature well testing package. The successful and safe execution demonstrates the effective teamwork and collaboration across multiple functions within Expro to provide our customer with best-in-class operational reliability and safety.

Further commercial and operational successes across our product lines were achieved, two key such projects were:

- **Well Construction** - Scientific Test Well in Oklahoma: Expro successfully re-configured our tubular running solution to safely handle and set the 9-5/8" casing with heaters and copper wires running along the OD. This allowed for the test-well to be completed as planned and for all the project's consortium members to monitor the simulated advanced geothermal system (AGS) test well.
- **Well Intervention & Integrity Production Enhancement in Indonesia:** Expro's innovative well intervention and broaching solution brought a production well with immense scale build up back online. Steam production increased from 3 tons of steam per hour pre-intervention to 9 tons of steam per hour post intervention, a three-fold improvement.

Making Our Mark

We have continued to strengthen our Expro brand within the Geothermal industry throughout the year. Expro has published industry articles with energy media outlet Energy Voice and geothermal media publication ThinkGeoEnergy.

Our Senior Geothermal Development Manager has conducted podcast interviews with Energy Voice, CORE Knowledge and OGGN – Energy Transition Solutions and moderated a panel discussion at the Reno Geothermal Rising Conference in October.

Expro continued to sponsor key industry events and conduct technical presentations at leading global conferences throughout 2023.

Expanding Partnerships and Collaboration

Expro is a member of the International Geothermal Association (IGA), Geothermal Rising, and the European Geothermal Energy Council (EGEC). We also have Board of Director representation on the International Geothermal Association and chair an annual SPE Geothermal seminar.

Additionally, we have developed key industry partnerships to support our strategic priorities and expand our access to geothermal projects worldwide:

- Strategic partnerships announced with DiDrill Survey Services to enhance our Well Intervention offering in the Western US and Mexico
- Strategic partnerships secured with Getech to expand Expro's solutions across the broader geothermal project lifecycle

Our continued commitment in 2023 to work with industry organizations and collaborate with other industry partners has helped to advance our position within the growing Geothermal sector and further strengthen Expro's position in the Geothermal market.

1st

integrated solutions project delivered in Germany

READ MORE >

Sustainable Energy Solutions

Carbon Capture, Utilization and Storage.

Advancing CCUS

Prior to 2023, the importance of carbon capture utilization and storage (CCUS) in decarbonization strategies was somewhat understated. However, CCUS is now globally recognized as a key tool to combat climate change and in achieving net zero goals. CCUS can be used to mitigate the release of carbon dioxide (CO₂) from industrial processes or to remove it from the atmosphere as a negative emissions solution. These methods are considered by many governments around the world to be critical to their energy transition strategy and a decarbonized future.

State of Play

Currently there are around 40 operational CCUS facilities globally, capturing over 45 Mt CO₂ per year. With more than 500 additional projects in the pipeline, it shows good progress but, as defined by the International Energy Agency (IEA), falls far short of the number required for the net zero by 2050 scenario. Market analysts predict that 6-8 Gt CO₂ per year will need to be captured and stored by 2050 (two orders of magnitude greater than today), demonstrating the scale of the challenge faced.



Supporting one of the world's largest CCS projects

[READ MORE](#) 

Key Regions

The USA and Canada are spearheading the global movement, driven by government support. Additionally in Europe, the North Sea is positioning itself as a storage hub for the continent, where the nascent carbon market is taking shape. The recent announcement of 21 carbon storage licences in the UK's first-ever licensing round, along with a raft of financial pledges in the region are confirmation that this is a serious, long-term commitment.

There are however some hurdles to scaling CCUS, the main ones being effective policy, funding, functional business models and operational success of the leading-edge developments.

Technical Excellence and Implementation

We expect that operational delivery will naturally become the focus as projects go live and this is where service companies can add significant value. Expro has supported CCUS projects for almost 20 years, notable successes include well flow management services for the Northern Lights appraisal well test in Norway and surface flow management systems for a CCUS project in Western Australia. These successful cases highlight Expro's ability to adapt and optimize, building on an already strong portfolio.

We believe detailed well testing will be critical in de-risking CO₂ storage plans. Exploration and appraisal are common practices and well understood in the oil and gas industry. CCUS provides a great opportunity for Expro to bring all our 50 years of North Sea experience and expertise in well testing and well flow management, combined with our industry-leading technologies and services, to the development of CCUS projects regionally and globally.



Sustainable Energy Solutions

Winning Key Contracts in the USA

In 2023, the USA led the way in terms of progress of the number of operational and planned CCUS projects globally. This was mainly driven by their decades of experience in injecting CO₂ for enhanced oil recovery (EOR) and a favourable tax credit system supported by the US government. We are happy to have played a role in scaling these projects across the CCUS value chain through our broad portfolio of technologies and services.

In 2023, we secured several high-profile contracts for Tubular Running Services (TRS), Well Testing across North America and completed our first Fluid Sampling and Well Testing campaigns. We expect 2024 to be even busier, mirroring the increase in market activity, and look forward to delivering our existing services while introducing new technologies and practices to solve the unique challenges that this excitement new sector faces.

Industry Memberships

Expro understands the significance of CCUS and has the technologies, expertise, and vision to assist its clients in their transition to a decarbonized future. To better serve the industry, Expro has gained membership to the two leading CCUS organisations globally, the Carbon Capture and Storage Association (CCSA) and the Global Carbon Capture and Storage institute (GCCSI).

Our membership to these industry bodies will allow us to make greater contributions to the CCUS sector, raise awareness of our portfolio and enhance our relationships across industries in the value chain.

“CCUS is going to be key for the world to reach our climate change goals and Expro is establishing a successful track record in this emerging sector.”

Ingrid Huldal

Director of Sustainable Energy Solutions, Expro



PERFORMANCE

Driving change through our actions and successes

- 43** Building on our commitments
- 44** Environmental performance and progress
- 45** Environmental management systems
- 46** Driving environmental compliance
- 47** Committed to energy efficiency
- 48** Improving water usage and discharge
- 49** Supporting responsible waste management
- 50** Optimizing our carbon footprint
- 55** Partnership to safeguard biodiversity
- 56** The value of a considered supply chain
- 57** The culture to put safety and society first
- 60** Actions to reduce our cybersecurity risk
- 61** Maintaining our reputational standards
- 63** Leading the way: we are the S in ESG
- 64** Spotlight social stories
- 68** Corporate social responsibility (CSR)
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- 78** Health and wellbeing
- 82** Award winning excellence
- 86** Thank you

Building on our commitments



Enhance today.
Maximize efficiency.
Transform tomorrow.

In 2023, Expro's Environmental workstreams continued advancing on our journey towards our emission reduction goals.

Underpinned by our Planet core value and Think Planet behavior, our Environmental team progressed three key workstreams to support, drive, and deliver progress.

Portfolio Shift

Adopting and adapting technologies and services to advance and develop the power of data, technology, and innovation

Measure and Drive

Driving performance and efficiency improvements to achieve considered quantified objectives

Considered Supply Chain

Taking a selective and methodical approach so that our supply chain are actively engaged

Effective communication of our Roadmap to 2030 across Expro was critical to getting our workforce educated and invested in the company's ambitions. For our Environmental workstream to make real progress, it was important to cascade our Environmental objectives for 2023 throughout the organization.

The Measure and Drive workstream plays a key role to advance our strategy in addressing key focus areas to drive emission reductions across the organization.

Focus Areas Included:

- Renewable energy procurement in our workshops and office areas
- Opportunities to install solar energy
- Identifying improvement areas for fuel consumption in our global fleet and utilizing cleaner fuel where possible
- Waste Recycling and support to Circular Economy

We utilized our Global QHSE, fleet management and facilities management community to support us in identifying improvement plans across the world. New dialogue was established across the organization in relation to our environmental aspirations. Terminology such as "reducing operational emissions in relation to Scope 1 and Scope 2 emissions from both an absolute and intensity perspective" needed to be a common language used at Senior Management level and, indeed, all worksites across the Expro world.

Additional measures were put in place to help make progress toward our Environmental targets this year, in the important areas of:

- Reducing the impact of our waste to landfills
- Reducing environmental spills events
- Avoiding any significant fines and sanctions across our global operations

We set to reduce our Scope 1 and Scope 2 emissions (absolute and intensity) by 8% in 2023.

We are proud of our progress during 2023 in achieving these objectives and we look forward to continuing to build on these achievements.



Environmental performance and progress

Expro's environmental management: maintaining a B Rating with CDP.

In 2021, we chose to disclose Expro's inaugural dataset and associated plans to address Scope 1, 2, and 3 emissions with CDP, a not-for-profit organization that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

We were pleased to achieve a C rating (Awareness) in our pilot project, focusing on Expro's operations in the United Kingdom, which encompassed 17 operational bases. This marked the initial stride towards standardizing our approach to addressing environmental impacts.

Building on this momentum, our 2022 strategy prioritized the effective implementation of protocols across our global operations, culminating in a B rating award.

We take pride in maintaining our B rating in 2023, affirming our commitment to environmental management. Achieving a B signifies that Expro has effectively addressed the environmental impacts of its operations and demonstrates sound environmental management practices. Notably, Expro received high scores in critical categories such as 'Business Strategy, Financial Planning & Scenario Analysis' and 'Risk Management Process', earning A grade bandings.

Data-Driven Actions and Performance

The challenging task of fostering sustainable development necessitates the utilization of robust data systems. At Expro, we recognize the pivotal role of data in facilitating informed decision-making, enriching corporate understanding of sustainability, and guiding our long-term strategies concerning environmental stewardship for our planet.

Our environmental impact management program relies on a comprehensive data system. We systematically collect environmental data from Expro facilities globally. This robust data collection process empowers our Quality, Health, Safety, and Environment (QHSE) department to furnish company leadership, including the Executive Management Team and Board, with data-driven insights. By leveraging data, we strengthen our Environmental Management Systems, helping us ground our actions in evidence, aligned with our commitment to sustainability.



Environmental management systems



Environmental management systems document a consistent set of requirements, processes, and practices required by the Company's assets and workforce to effectively manage its business activities regarding sustainability issues, impacts, risks, and opportunities.

We have an Integrated Quality, Health, Safety, and Environment (QHSE) Management System (Global IMS) based on International Organization for Standardization (ISO) Standards. The Environmental element of the Global Integrated Management System (IMS) is compliant with ISO 14001, and the processes are applied across our global activities to support environmental management. Expro also adopts ISO 50001 Standards to support effective energy management of our facilities around the world.

Through Expro's Global Audit program, we conduct periodic auditing of our systems and processes, implementing corrective and preventive action plans accordingly. We verify compliance with environmental requirements through local, regional and global audits, conducted by competent professionals from our QHSE team and third-party certifying bodies.

Audit results are recorded on our ETRAK system, a platform to share lessons learned across the organization and to drive improvement.

Leadership supports the environment management systems through the endorsement of high-level commitments and its effectiveness is reviewed annually as part of the Global IMS management review process. We seek to regularly enhance our

environmental management systems by following industry standards. For 2023 we reached 27 sites across 12 countries certified to ISO14001.

Environmental Aspects and Impacts Management

We analyze the environmental impacts from our operations using environmental aspects and impacts registers which are developed at a local level so that specific standards and requirements can be addressed. This process helps to identify the potential environmental aspects during our service lifecycle, and to proactively mitigate these impacts on our operations and supporting activities.

Our environmental controls (including wastewater releases, energy, and natural resources consumption) are intended to help protect environmental resources and prevent incidents that may affect the environment in the areas in which we operate. The global and local standards support Expro in implementing prevention plans for discharges to water courses and prompt emergency response plans with periodic simulations (spills response drills) to provide for ecosystem protection.

95K
barrels of oil recovered from water pits in North Africa

We continue to innovate and improve our environmental controls and reduce our environmental impacts.

In 2023, we implemented the Floating Weir Skimmer in our North Africa region to swiftly remove oil from water pits and evaporation pits. The Floating Weir Skimmer works much quicker than traditional clean up methods, lowers water consumption, and even allows for the oil to be recycled and reused if removed quickly enough. These skimming operations allowed the successful recovery of 95,000 barrels of oil and the cleaning of many different water pits.



Driving environmental compliance

Expro has established processes and systems to address risks and opportunities related to environmental regulations, by establishing legal registers and legal compliance verification initiatives across the regions where we operate.

The Expro environmental compliance process helps locations comply by identifying specific requirements to which they must adhere, such as operational permits, environmental control and monitoring (for water withdrawal, effluents discharge, and waste disposal), and statutory reports to be submitted to the local environmental agencies.

These practices help Expro in following the current legislation and anticipating any potential claims for enforcement notes and penalties application.

Expro locations identify legal requirements at the national, state, and local levels, in order to implement plans to support compliance.

The best practices from locations to comply with regulations are captured by Expro's environmental management system and support the adoption of higher standards that underpin the effective management of the environmental impacts. In 2023, Expro reported no significant penalties or environmental fines to be paid at any location.

Climate Resilience and Adaptation

In the context of climate change, the Intergovernmental Panel on Climate Change (IPCC) defines adaptation as the process taken to "adjust to the actual or expected climate and its effects (IPCC, 2014*); while climate resilience is the capacity of social, economic and environmental systems to cope with climate-related disruptions, responding or reorganizing in ways that maintain their essential function, identity and structure.

Physical climate risks are monitored with the support from the Enterprise Risk Management process, allowing enhancement of the Crisis Management and Business Continuity plans for sensitive areas to severe weather events (such as floods, droughts and hurricanes). Legal and client requirements are monitored to support the strategy to adapt our products and services on a lower-carbon future, and to enhance our capacity to respond to climate-related risks and opportunities effectively.

Enhancing ecosystem resilience through sustainable land management practices and the restoration of natural habitats contributes to climate adaptation by preserving biodiversity and supporting ecological balance. Expro supports some practices related to biodiversity protection and restoration of degraded areas, through participation of the workforce in volunteered Projects. Community engagement and education play a crucial role in building resilience, as informed and empowered communities are better equipped to respond to climate-related challenges.

Climate-related risks and opportunities are discussed with the ESG Leadership Council and escalated to the Executive Management level under four categories that impact the organization's current and future financial position:

- Revenues
- Expenditures
- Assets and liabilities
- Capital and financing

This process is aligned with recommendations of the TCFD.



* IPCC, 2014: Annex II: Glossary [Mach, K.J., S. Planton and C. von Stechow (eds.)]. In: Climate Change 2014: Synthesis Report. Contribution of Working Groups I, II and III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change [Core Writing Team, R.K. Pachauri and L.A. Meyer (eds.)]. IPCC, Geneva, Switzerland, pp. 117-130

Committed to energy efficiency



Expro has a commitment to enhance energy efficiency through various initiatives, from local Energy Conservation Campaigns to the expansion of renewable energy procurement initiatives, by negotiating Renewable Power Purchase Agreements where feasible and considering the application of self-power generation in facilities around the world.

Standards are in place to support energy management systems, using the ISO 50001 as the reference, with UK Area already certified. The processes support the identification of opportunities to improve energy efficiency at Expro locations and help to align the business to statutory requirements.

In 2022, we joined the Energy Savings Opportunities Scheme (ESOS) in the UK and completed its Phase 2 Assessment. While in 2023, no further submissions were required, we are currently preparing for our submission for the ESOS' Phase 3 Assessment in 2024. We also seek to adhere to compliance with Streamline Energy and Carbon Regulations (SECR) from the UK Government, and continue to monitor the regulatory environment requirements on a global scale so that we maintain control measures.

Expro's renewable energy procurement continues to be a strategic element to improve efficiency. We have continued to replace legacy Power Purchase Agreements, where possible, with the acquisition of renewable energy assured by energy attributes. We

have extended our Power Purchase Agreements in the UK to start using biomethane gas for heating (backed by Renewable Gas Guarantees of Origin – RGGO). We seek to continue to expand the application of Renewable Procurement Energy in other geographical areas.

Here Comes the Sun...

Our facility in Perth, Australia, has implemented a project of renewable energy self-generation, through the installation of solar panels. Expro is working to identify additional opportunities to implement self-generation in places where technology is available, and where energy availability represents a risk identified in the environmental impacts register.

We have made assessments to identify potential areas to implement solar power generation around the world. Feasibility studies were made in MENA (Saudi Arabia, UAE) and the US and they serve as reference for new projects to be implemented in the future.



Improving water usage and discharge

Expro is focused on improving water usage from our businesses; collaborating with clients to reduce consumption during operations; and seeking opportunities to better optimize the use of water at Expro locations through rainwater capturing, which provides additional benefits of reducing wastewater discharges.

An important part of improving water usage is understanding how and where the water is being used. In 2023, Expro made significant stride forward to collect that data. From 2022 to 2023, Expro increased the number of non-office facilities with water data systems from 14 to 41, an increase of 24%. We will continue to improve our data collection for the future.

Our locations have established environmental controls, like Storm Water Pollution Prevention Plans (SWPPPs) where applicable, including monitoring plans that any wastewater discharge complies with the parameters required by applicable local regulation.

We also have installed wastewater treatment systems in many of our bases, to support proper wastewater recycling and further clean water re-use under closed-caption systems. Locations like Mumbai (India), Labuan (Malaysia) and the Lafayette Complex in the US have implemented closed-caption systems preventing wastewater releases, while Macae base in Brazil and Neiva in Colombia has a rainwater collection system reducing the water consumption from utilities.

Expro is currently working to improve its capabilities in monitoring water consumption to keep promoting actions with the aim in reducing the water consumption.



Supporting responsible waste management



Expro's leadership endorses Waste Management Programs in order to improve recycling rates and reduce hazardous waste generation.

We have established waste management programs based on reducing the environmental impact in our products and services lifecycles.

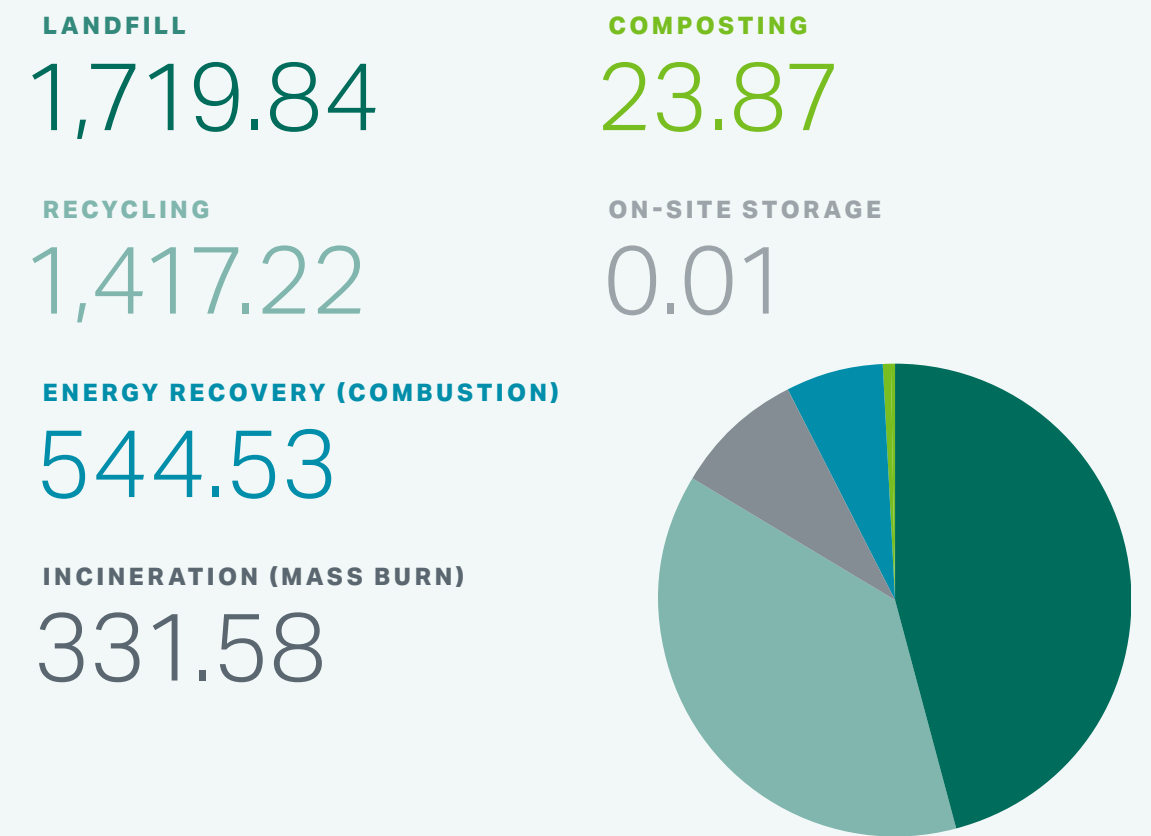
Expro processes require that waste generation be recorded in our waste management system, which provides the information required to measure our waste management performance to reduce hazardous waste production, seek opportunities for additional recycling, and track and improve the associated Scope 3 CO₂e emissions.

In 2023, we significantly reduced the amount of waste being incinerated from 602 tonnes in 2022 to 331.58 tonnes. We are also very proud of our reduction in General Hazardous Waste, which was reduced from 1,585 tonnes in the previous year, to 633 tonnes this year. We also significantly increased the amount of energy being recovered from waste by increasing anaerobic digestion from 138 tonnes in 2022 to 427 tonnes in 2023. While we did see an increase in waste overall and decrease in the percentage of recycling, this is largely due to business growth. Nonetheless, we continue to make important steps forward in managing our waste.

We were able to improve waste management through implementation of initiatives to promote better waste segregation and reduce disposal on landfills. We are continuing to collaborate with suppliers to improve waste recyclability and to adopt best practices in waste management around the world. One example of this is Expro's UK region. We have for many years used local scrap metal merchants to recycle waste metal. However, this process still incurred a relatively significant carbon footprint through the smelting process. In 2023, we partnered with a company that looks to reuse metal equipment instead of smelting it down. As a result, they purchased and repurposed a full 100% of the 15.24 tonnes of scrap metal that was offered by Expro. We are now looking to expand our partnership in the future and look to move beyond the repurposing of metal to other waste such as wood, oil rags, and redundant office furniture.

We are committed to supporting a circular economy by regularly improving recycling at Expro locations, and continuing to work closely with local communities to mitigate environmental impacts through responsible waste management, while supporting local social development. One example we are proud of is the reuse of TCP carriers in Expro India. This not only prevents added waste to landfills, but removes further emissions that would have been caused by manufacturing and shipping construction material for these projects. These disposable TCP carriers, which were approved designs through engineering assessments, were used to construct a car parking shed, a crash guard for a storm drain, a quarantine area, and several other useful items and buildings.

Waste Disposal Distribution By Type (In Tonnes)



Waste Generation By Waste Type (In Tonnes)

Waste Used Type	Weight (tonnes)
General Non-Hazardous Waste	1,601.56
Metals	900.75
General Hazardous Waste	633.75
Wood	364.74
Organic Waste	184.67
Construction waste - general	110.24
Paper and Cardboard	89.13
Mineral Oil	84.49
Plastics	51.19
Electronic Waste Mixed - WEE	7.28
Electronic Waste - WEE	5.14
Concrete	2.30
Batteries	1.73
Tyres	0.05
Glass	0.05
Total	4,037.05

Optimizing our carbon footprint

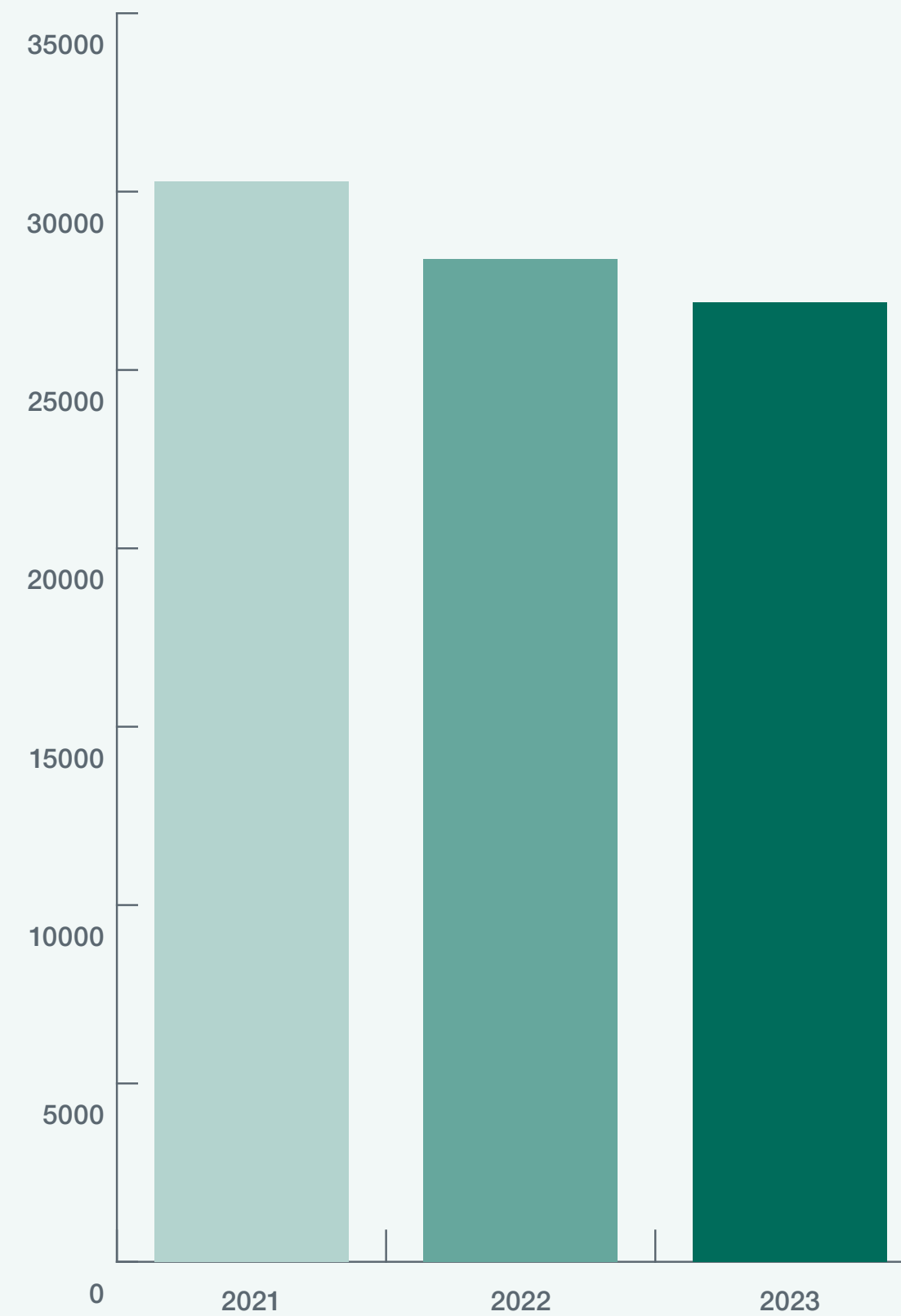


Environmental group performance.

Expro has established a 2021 baseline for its Scope 1 and Scope 2 carbon emission goals, using the guidelines from GHG Protocol and ISO 14064. This process consists of collecting, reviewing and monitoring greenhouse gases emissions from Expro's direct activities.

Emissions data is periodically verified and reviewed by the Expro team, to support data integrity and accuracy. It helps to maintain Expro's carbon footprint updated according to the relevant industry standards.

Combined Scope 1 and Scope 2 (Market-Based) Emissions (in Tonnes of CO₂e)



3,400

Tonnes of CO₂e savings

● 2021

30,284

Tonnes of CO₂e

● 2022

28,100

Tonnes of CO₂e

● 2023

26,885

Tonnes of CO₂e

The figures on this page are approximations only

Optimizing our carbon footprint




Environmental group performance.

3,400 Tonnes CO₂e saved from base-year (2021) is equivalent to approximately:

 **757 gasoline-powered passenger vehicles** driven for one year

 **45 tanker trucks'** worth of gasoline

 **429 homes' energy use** in one year

 **413,584,997 smartphones** charged

This is equivalent to carbon sequestered by:



56,219 tree seedlings grown for 10 years



4,055 acres of US forests in one year

Source: Environmental Protection Agency (EPA) calculator

Optimizing our carbon footprint



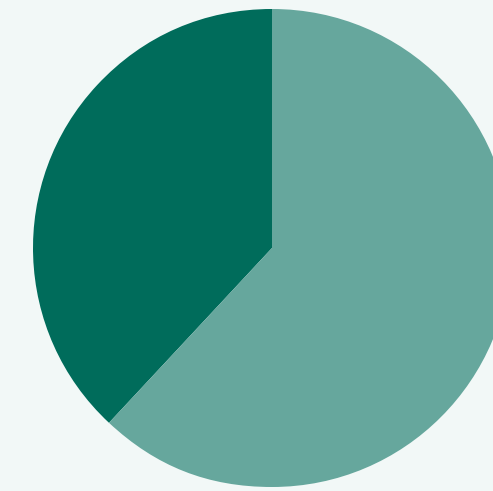
Scope 1.

Scope 1 emissions in 2023 were predominantly due to fuel consumption from mobile combustion in regions where land operations are predominant, such as North America and the Middle East. Other Scope 1 emissions sources are related to the fuel consumption from the equipment used in the field (for example compressors, generators, pumps) where the source of the fuel used falls under our contractual control and not our clients'.

Initiatives related to fleet management have helped Expro to better optimize equipment and personnel mobilization, contributing to our environmental performance. Expro is also seeking opportunities to incorporate the use of biofuels during the mobilization activities.

One example of our efforts to reduce our Scope 1 emissions is our HDM project in Expro Azerbaijan. In 2023, Expro Azerbaijan demonstrated the benefits of implementing Hydraulic Distribution Modules (HDM) to replace diesel and electric power sources from the ISTIGLAL, Heydar Aliyev, and ACE platforms. HDM works to supply hydraulic power from a closed-center rig hydraulic system, replacing costly and polluting diesel power. Over 2023, Azerbaijan's HDM systems saved 104 tons of CO₂e.

Scope 1 Emission Distribution Per Source (in Tonnes of CO₂e)



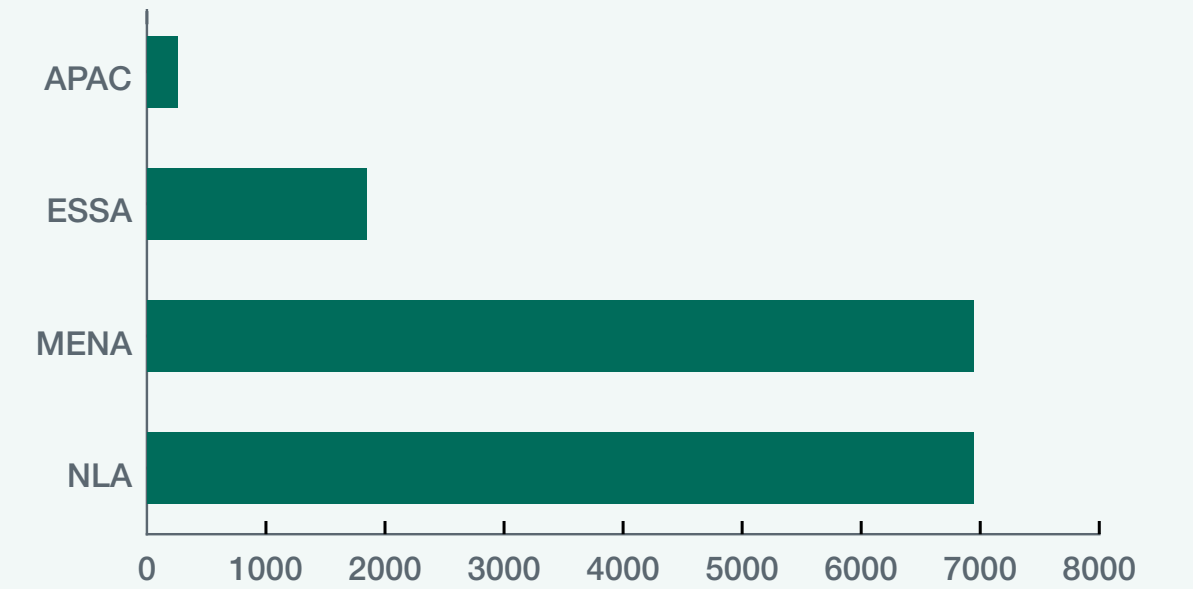
● STATIONARY COMBUSTION

6,052.3
Tonnes of CO₂e

● MOBILE COMBUSTION

9,938.0
Tonnes of CO₂e

Scope 1 Emission Distribution Per Region (in Tonnes of CO₂e)



260
APAC

1,843
ESSA

6,946
MENA

6,941
NLA

15,990

Tonnes CO₂e Scope 1 Emissions 2023

The figures on this page are approximations only

Optimizing our carbon footprint

Scope 2.

Information about greenhouse gases emissions from energy consumption (purchased electricity and heat) are recorded in our system, through information from Expro locations (utilities bills and electricity meter readings). Emissions inventories are designed in compliance with GHG Protocol and ISO 14064.

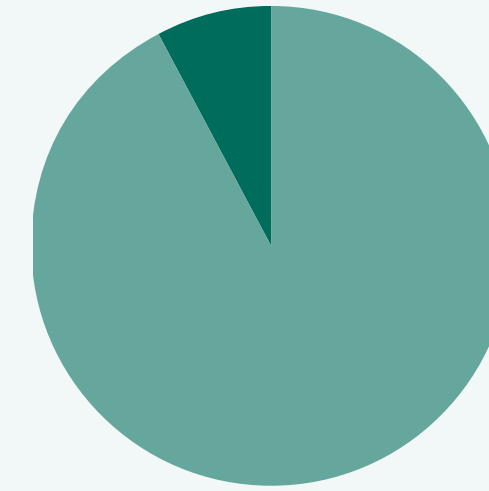
Energy consumption information is converted into tonnes of CO₂e. Each country has a specific conversion factor applied, as per best practices from International Energy Agency (IEA). Expro uses the "market-based" approach to our Scope 2 emissions inventory and our software solution provides the related conversions into CO₂e.

The recorded emissions show that the majority of Scope 2 emissions are coming from purchased and used electricity (~92.3%), and our NLA sites are responsible for two thirds of the global Scope 2 emissions.

Expro was able to reduce the Scope 2 emissions compared to the base-year of 2021 based on several activities: from facilities consolidation across the Regions, to Energy Conservation Programs and Power Purchase Agreements (PPAs).

We achieved significant success in reducing our Scope 2 emissions. CO₂e emissions were reduced by 1,720.79 tonnes from the last year. We will continue to reduce these emissions even further in the future.

Scope 2 Emission Distribution Per Source (in Tonnes of CO₂e)



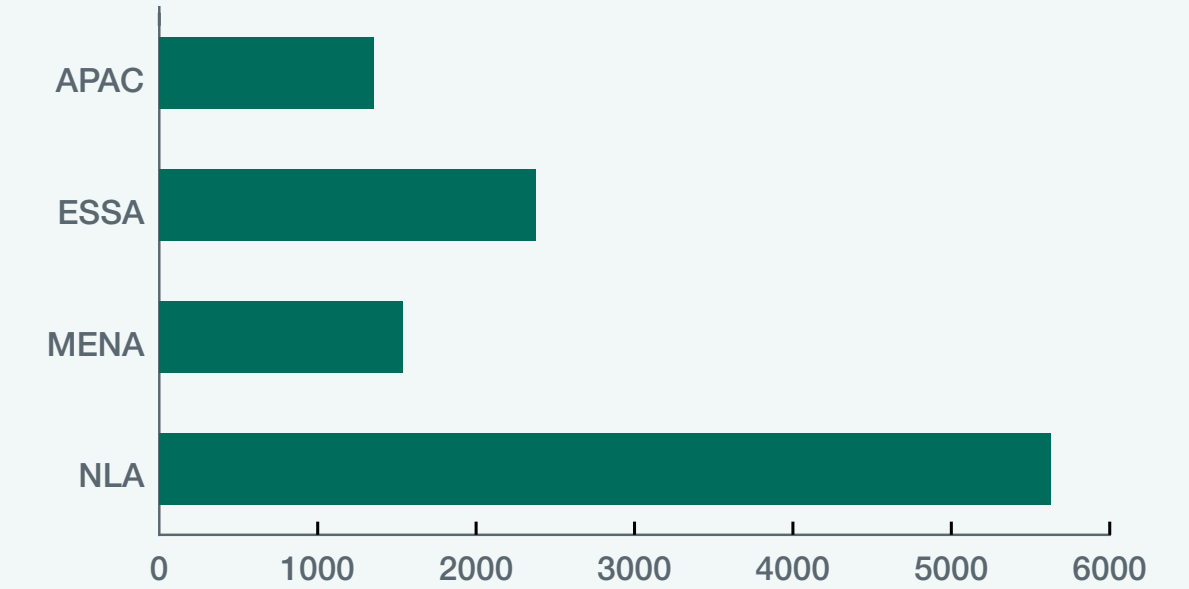
● PURCHASED AND USED HEAT

831.2
Tonnes of CO₂e

● PURCHASED AND USED ELECTRICITY

10,063.1
Tonnes of CO₂e

Scope 2 Emission Distribution Per Region (in Tonnes of CO₂e)



1,356
APAC

2,374
ESSA

1,537
MENA

5,626
NLA

10,894

Tonnes CO₂e Scope 2 Emissions 2023

The figures on this page are approximations only

Optimizing our carbon footprint

Scope 3.

Scope 3 emissions are classified in 15 different categories as per GHG Protocol definitions and can often represent the majority of an organization's total greenhouse gas emissions.

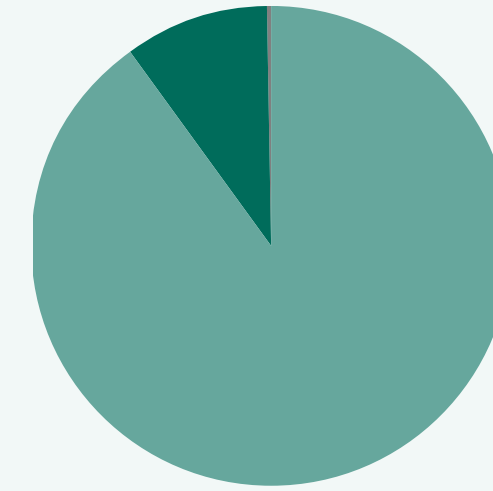
The complexity of the mechanisms of data collection across the value chain is a continuous challenge, and we are continuing to improve the way we collate Scope 3 data for future reporting and strategic action.

In 2023, Expro tracked "fuel and energy-related activities not included in Scope 1 or Scope 2 emissions". They come from the transmission and distribution losses from purchased electricity. The data-collection used was the "average-data method", specified in the GHG protocol, using country emission factors as the reference for these figures.

Expro was also able to capture Scope 3 emissions related to waste disposal, through a focus on waste management. We seek to increase recycling rates, reducing waste to landfill, and to re-purpose some materials that are currently deemed to be treated as waste, therefore enhancing material circularity, with consequent Scope 3 emissions reduction.

Building on this, we aim to improve our ability to track Scope 3 emissions in the future by expanding the employee commuting project to other regions. Through our Supply Chain's focus, we intend to also look to capture emissions from business travel.

Scope 3 Emission Distribution Per Source (%)



● WASTE - CATEGORY 5

9.8%

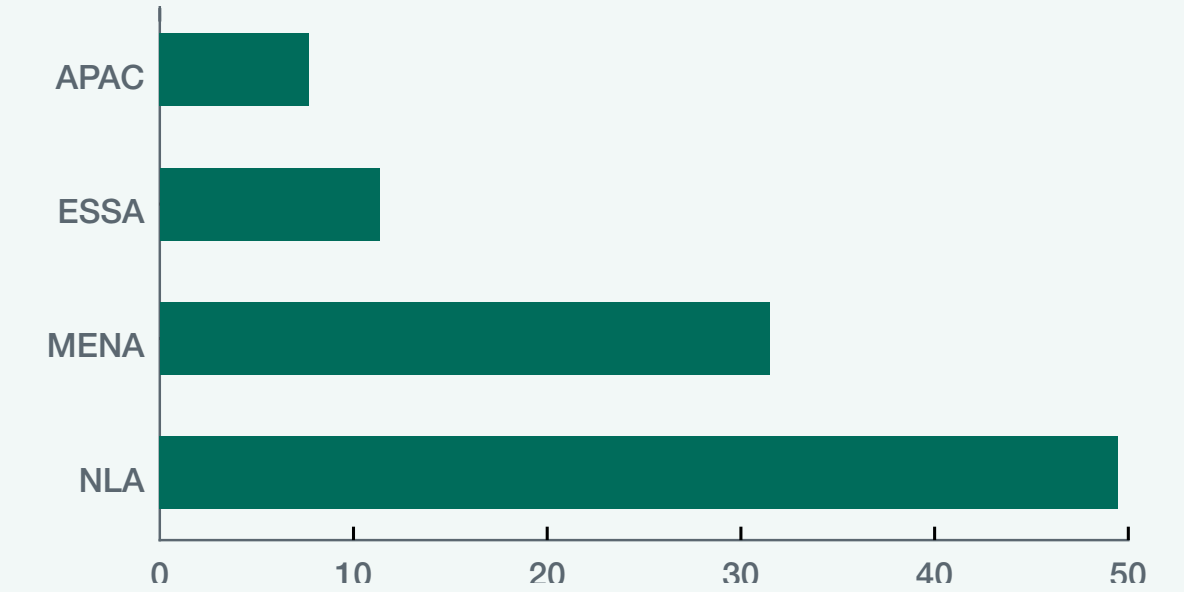
● FUEL AND ENERGY RELATED ACTIVITIES - CATEGORY 3

90%

● PURCHASED GOODS AND SERVICES - CATEGORY 1

0.20%

Scope 3 Emission Distribution Per Region (%)



8%

APAC

11%

ESSA

32%

MENA

49%

NLA

8,004

Tonnes CO₂e Scope 3 Emissions 2023

Partnership to safeguard biodiversity



We believe that nature is under pressure and the environmental impact of the human race is threatening the balance of the planet. This pressure on ecosystems is a complex challenge. Protecting them requires a joint effort by governments and society.

Biodiversity protection serves as a crucial nature-based solution that significantly contributes to climate resilience. Diverse ecosystems, encompassing a variety of plant and animal species, act as natural buffers against the impacts of climate change. These ecosystems provide essential services, such as water purification, pollination, and soil fertility, which are foundational for agricultural productivity and human well-being. Additionally, biodiverse environments enhance ecosystem resilience, making them more adaptable to changing climate conditions.

Expro prioritizes the protection of the ecosystems where it operates by managing environmental impacts from operations and supporting activities. We are committed to the International Union for Conservation of Nature's (IUCN's) 'Guidelines for planning and monitoring corporate biodiversity performance', to support our biodiversity commitments.

This commitment includes a focus on pollution prevention in the locations where we operate, which involves compliance to equipment design and engineering standards, together with making our workforce trained, competent, and procedurally accountable.

In addition, environmental controls are in place to prevent pollution and preserve local biodiversity within our operational areas. These include:

Processes and Controls That Help to Support Proper Process Safety Management to Prevent Environmental Spills

Our Process Safety Management system focuses on preventing leaks and hydrocarbon loss of containment. Our Mobile Equipment Integrity Assurance Scheme supports effective pollution prevention, by providing that our critical assets are properly maintained and verified prior to operations. Last year Expro reduced its environmental spill events in 35%.

Containment Systems and Emergency Response to Protect the Environment

We identify environmental aspects relevant to our projects and define the applicable control measures. Expro's process is designed to keep the barriers and monitor the effectiveness of the environmental controls. It's achieved by preventive maintenance programs, periodic inspections, employee training, and emergency response arrangements to be applied in reaction to an environmental event.

Emergency response plans are periodically tested at Expro locations to confirm that spill control actions relating to our 10-Point Spill Control Plan are taken to protect water courses and local biodiversity from any pollution.

Implementation of Stormwater Pollution Prevention Plans in Expro Bases (Where Applicable)

SWPPPs have been put in place in an effort to make any discharge to the water course comply with local regulations.

Expro Strives to Support Biodiversity Protection in Sensitive Areas

Expro's approach to manage the impacts on Biodiversity seeks to follow the principles of Biodiversity indicators for site-based impacts shared by the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC). In an area of influence around 100km from an Expro base we identified 68 sensitive ecosystems as part of the World Database for Protected Areas (WDPA) in 30 different countries. Expro is working to select projects to support biodiversity protection initiatives in these sensitive areas, like National Parks and Natural Wildlife Reserves. For instance, Expro's Songkhla base team helped pick up litter and planted 500 mangrove trees in the Mangrove Forest Conservation and Management Area in the Songkhla province of Thailand.

We support our communities through citizenship initiatives at locations where these actions can help make a difference to mitigate impacts on sensitive ecosystems, for example threatened species, and areas where natural resources management is especially important. An example of one of these citizenship initiatives is Expro Anglo's partnership with the local environmental organization Otchiva. 24 Expro employees participated and planted more than 3,000 mangrove seeds at the Morro dos Veados Community to help preserve the local flamingo's habitat. These mangroves are a vital part of flamingos' habitat and have suffered under severe strain in recent years.

Discover our latest corporate social responsibility projects
[READ MORE](#) ➔

The value of a considered supply chain



Expro continues to take a calculated approach in assuring that its collective Supply Chain are continuing to support the company's overall ESG platform.

As part of addressing our Scope 3 emissions, Expro has been deploying a selective and methodical approach for the last three years, that focuses on key partner adherence and commitment to ESG policy and procedure. This initiative has seen continued momentum and support throughout its infancy to current state.

With Supply Chain now recognized as one of the core pillars for the Company's ESG platform, we continue to focus on key criteria with respect to vendor engagement:

- Communication of Expro expectations
- Assessment & follow up to existing state
- Meaningful and disciplined engagement with internal stakeholders and external vendors
- Establishing a gateway process for prospective new vendors to Expro's AVL
- Formalizing a meaningful scoring/weighted calculation for Vendor compliance

The overall Supply Chain Code of Conduct and Compliance that was launched in late 2021 continues to align with our broader procurement policy.

Moving forward, these initiatives have allowed us to build a solid foundation of tangible strategic and key performance indicators for the years ahead. Our 2024 deliverables for ESG will expand the program to include other critical parts of our 3rd party spend coverage, with elements such as OPEX spend, and

Travel Compliance being brought under the umbrella for carbon emissions monitoring. These efforts alongside those set in prior years will continue to set the baseline of minimum expectations for our supplier base. The desired goal remains to have a majority of Expro's overall addressable spend covered under ESG compliance efforts with a focus on partnership vendors; while also establishing mutual acknowledgement and recognition for vendors that are seen as industry pillars for ESG awareness and best practices, in alignment with Expro's expectations.



The culture to put safety and society first



Our Quality, Health, Safety, and Environmental (QHSE) mission is to deliver extraordinary performance that exceeds both industry standards and customer expectations.

We strive for excellence by promoting and implementing Quality, Health, Safety, and Environmental best practices in everything we do.

With commitment from across the business to championing our safety behavior, our long-standing Excellence in Operations program continues to drive safety, quality, and environmental performance across the Company through a range of leading indicators.

Safety is placed at the forefront of our business through organization objectives, key performance indicators, and employee performance appraisals. We use industry benchmarks and historical internal performance to set our QHSE targets to drive regular improvement across our global operations.

These are underpinned by our 12 guiding principles, Expro's House Rules. By following our 12 rules across the organization, we strive to drive responsibility and accountability for championing safety across Expro.

We are all very proud of our Champion Safety culture. Championing safety is about engaging in our safe operations, taking the time to discuss, observe and improve so that we all work safely, and avoid harm to ourselves or others.

QHSE Commitments and Guiding Principles

1. **We commit** to Quality, Health, Safety, and the Environment by continually improving processes and by making business decisions based on data and analysis.
2. **We value** our people and commit to providing safe and healthy working conditions, eliminating hazards, and reducing risks. We commit to fully equipping our employees by providing appropriate training and the resources necessary to work safely and healthily. We will seek consultation and participation from our people to learn from their insight and experiences.
3. **We commit** to enhancing our overall performance by continually improving the effectiveness of our QHSE Integrated Management System, fulfilment of legal and other requirements, and adherence to applicable industry standards.
4. **We respect** our partnerships and commit to enhancing customer satisfaction by identifying and addressing risks and opportunities that can affect conformity of products and services. Additionally, we commit to monitoring customer perceptions to better understand their needs and improve our communications.
5. **We are a Citizen of the World** — addressing our own, and the industry's, impact on the planet to help make a positive, sustainable impact. We commit to the protection of our planet by reducing our waste and carbon footprint, preventing pollution, and seeking sustainable solutions. We endeavor to help facilitate the energy transition by adapting our existing services and technology and developing new future-facing technologies and capabilities.
6. **We believe** the competence of situational awareness of individuals is vital, whether they are Expro employees or contractors, especially those with safety-critical roles. It helps them recognize the risks in their activities and apply the right measures to control and manage those risks.
7. **We actively encourage** the involvement of our workforce beyond the required legal minimum standard where we have developed a genuine management/ workforce partnership based on trust, respect and co-operation. This partnership which we have named as ENGAGE has fostered an evolving culture in which health and safety issues are jointly solved and in which concerns, ideas and solutions are freely shared and acted upon.
8. **We have established** monitoring and auditing processes that go beyond just identifying problems but assisting us in helping appreciate and understand what caused them and what sort of changes are needed to address them.

The culture to put safety and society first

Our Safety and Society Achievements Throughout 2023.

We held our second annual Group QHSE Awards which allows us to celebrate our success and hard work, specifically recognizing key achievements and the people who have delivered these to contribute towards Expro's Extraordinary Performance.

Receiving over 80 entries, the six category winners were announced at award ceremonies across Expro locations to celebrate the positive accomplishments of 2022 and provide an opportunity to reflect on the challenges we've faced.

Our Award Categories

- Deliver Quality
- Environmental Performance
- Safety Champion
- Safety Improvement Project
- Service Delivery Improvement Project
- Health and Wellbeing Program



Engage 2023

Across 2023, we held our second annual safety initiative, Engage, focusing on personal stories; the real experiences that can provide vital safety lessons for us all. The campaign, built up of four videos and discussion materials released quarterly, shared personal experiences, encouraging everyone to take the time to think about what they would have done differently in certain situations, as well as what we can learn from all of our positive experiences. Alongside the quarterly videos, our employees were able to share their personal safety stories which are available for everyone across the business to access.



Holding Industry Standards

Our dedication to championing safety is led by our people. These initiatives are supported by our industry certifications: ISO 9001/14001/45001 (QHSE Management systems Globally), and our Excellence in Operations KPI program as well as industry recognized QHSE training programs and continual engagement sessions, which we continued to deliver in 2023.

The culture to put safety and society first

Asia Pacific (APAC)



Brunei Hosts Road Safety Awareness Day

The Brunei team hosted a road safety awareness day with the aim of encouraging behavioral changes to enhance the road safety of our employees and other guests.

Middle East and North Africa (MENA)



Safety Outreach Campaign Held in Saudi Arabia

A safety outreach session at our Saudi base focused on driving, heat stress and the importance of utilizing the Stop Work Intervention (SWI), helping empower and engage the local teams.

Europe and Sub-Saharan Africa (ESSA)



Azerbaijan Team Received Positive Client Feedback after Successful Own Your Zone Roll-Out in Baku

The team recognized the materials could be interwoven into the client rig's existing zone management plans, allowing them to identify improvement opportunities to create a safer working environment for everyone.

North and Latin America (NLA)



Colombia Launched Road Safety Campaign

A road safety campaign was launched in Colombia to combat risky driving and to educate individuals on how they can work to remain safe on the road.



Thailand Team Receives Triple Star Award From PTTEP

PTTEP recognized the Thailand team for the award as they met the range of safety criteria required over the past three years.



Egypt Safety Workshop

Our Egypt team attended a safety workshop held by a key customer at the Assran field where Expro QHSE Manager for Egypt, Mohamed Sherif Helal hosted a presentation on human factors in the workplace and the importance of understanding how we all think and behave.



Lucas Matsinhe Exercises Stop Work Authority in Mozambique

Lucas demonstrated his commitment to the crew by stopping the job after observing a potential issue on site that could have caused an incident.



Safety Catch Award in Mexico

The Villahermosa team in Mexico, with special mention to Robert Parody and his crew, received the Safety Catch Award of the Month in June after stopping an offshore employee from crossing under a safety barrier exclusion zone during wireline operations.

Actions to reduce our cybersecurity risk

Expro leverages a dedicated team and industry standard processes to help reduce cyber risk, both at the office and in the oilfield.

At Expro, we believe it is important to address cybersecurity risk as it changes and evolves in our industry.

Cybersecurity breaches can impact the safety, sustainability, and governance of our operations, and the privacy and integrity of our data. These risks can have similar impacts on our customers and partners. We strive to manage our internal risk, and, at the same time, we work collaboratively with customers and partners to reduce cybersecurity risk in our operations.

Framework

We leverage an information security program aligned to the US NIST Cybersecurity Framework. Our program includes internal and external system monitoring, regular vulnerability assessments, rigorous management of credentials, multi-factor authentication, annual penetration testing, and audit of our data security programs. Additionally, we use cybersecurity tools and services from many industry-leading providers to secure our networks and infrastructure.

Governance

Our Chief Information Officer has managerial responsibility for our data security programs, overseen by our executive leadership and Board. A non-executive member of Expro’s Board is CERT (Computer emergency response team) certified in cybersecurity by the Software Engineering Institute of Carnegie Mellon University in Pennsylvania, USA.

Our program is administered by a dedicated Cybersecurity team. Our approach leverages industry standard frameworks and tools to produce an adaptive cyber risk management system to address a constantly changing threat landscape.

Training

Employees and relevant contractors with access to our systems receive at least annual cybersecurity and data privacy training. This training is supplemented with quarterly phishing vulnerability assessments. Additionally, we communicate emerging threat information and resources through our intranet and employee outreach publications.

Collaboration

We believe effective cybersecurity requires industry-wide awareness and collaboration. Expro participates in public / private partnerships with other critical infrastructure providers to promote and maintain awareness of cybersecurity threats and remediations.

We achieved Saudi Aramaco CyberSecurity Standard certification for both “legacy” entities. We worked collaboratively with BP to develop a secure deployment methodology for Well Construction automation systems DataTrek™, DataFlex™ and Display™. Additionally, Expro is collaborating with Shell to implement their Industrial Automation Control System and to develop a secure deployment methodology for Well Construction and wireline automation tools and services.

Operational Security

The tools and services we use to deliver value to our customers are increasingly digitized and connected, driving down safety risk exposure hours and eliminating several defects. Digitization in the oilfield increases cyber risk, and our customers and partners work in environments where cyber compromise can directly produce significant social and environmental impacts. We are committed to working as a responsible, proactive cybersecurity partner with our customers to help provide a safe and secure foundation for our digitization programs.

Maintaining our reputational standards



Safeguarding Our Reputation: Expro's Pledge to Compliance

Expro's exceptional reputation is a fundamental asset, vital to our success. The manner in which we conduct our business and interact with clients, partners, communities, suppliers, and stakeholders, is central to our corporate identity and achievements.

Expro's Code of Conduct: Steering Ethical Business Practices

At the core of Expro's operations is a deep-rooted commitment to ethics and compliance.

This commitment is guided by our values and influences the decisions impacting our business and stakeholders. Our employees are empowered to uphold these principles through our Code of Conduct, which establishes the expected standards for ethical and legal conduct within Expro.

Actions Speak Louder Than Words: Embedding Compliance in Commercial Processes

At Expro, we firmly believe that actions speak louder than words, especially when it comes to compliance. Our commitment to upholding the highest ethical standards is not just a directive from the top; it is a fundamental part of our day-to-day commercial operations. We have intricately woven our compliance function into several of our key commercial processes so that our principles are not only preached but also practiced across our organization. This integration aims to foster that every business aligns with our standards. We have moved beyond just setting a tone at the top - our approach helps support the consistent application of these standards across our operations. By doing so, we help our actions in maintaining ethical practices be as strong and as audible as our words, fostering a culture where integrity and compliance are instinctive and ingrained in our business.

Effective Compliance Management at Expro

To assist our employees in making lawful and ethical decisions, we have developed a risk-based compliance program. This program, managed by the Chief Compliance Officer and their team, equips our employees with the necessary understanding, tools, and processes. It includes control and gatekeeping features to encourage the correct policy application and address daily risks. Our compliance systems, together with clearly articulated policies and values-based guidance, underpin our everyday decision-making processes. Employees are encouraged to seek proactive guidance from experts in Compliance, Legal, Human Resources, Operations, and other functions when faced with uncertainties or concerns.

Staying Ahead of Risks: Expro's Compliance Risk Assessments

Legal and compliance risks are dynamic and evolve based on business strategy, regulatory environment, company culture, and regional activities. To stay ahead of these changes, Expro conducts an annual legal and compliance risk assessment across our global operations. This assessment, both qualitative and quantitative, utilizes knowledge, experience, and measurable data to identify risks specific to Expro's structure and activities in relevant locations. It includes evaluating activity levels, the application of internal controls, the nature of clients and customers, and third-party risks. The data for country risk scores is derived from various internal sources like budget projections, regional risk assessments, internal audit findings, and whistleblowing reports. The results of this risk assessment, including planned actions and compliance support for high-risk countries, are reported to the Audit Committee.

Starting in 2024, we intend to further enhance our risk management approach by introducing a more detailed country-specific risk assessment, in addition to our annual risk evaluation. This refined assessment will consider various unique factors, such as our specific organizational structure, the extent of our engagement with third parties, our interactions with public administrations, and other pertinent risk or mitigating factors. It will also evaluate the necessity of implementing additional controls or providing further support where warranted. This comprehensive approach will enable us to tailor our risk management strategies more effectively, making them more closely aligned with the specific challenges and opportunities presented in each country where we operate.

Maintaining our reputational standards

Building a Culture of Compliance Through Training and Communication

Our compliance-related policies, FAQs, and documents are accessible to employees through an updated, user-friendly Intranet portal. Regular communications are issued via internal bulletins, and high-level communication initiatives such as the CEO's quarterly webcast keep our employees informed and engaged.

Expro provides targeted compliance training to employees, with certain courses mandatory for all, while others are specific to roles with higher risk exposure. Training is delivered through the Learning Management System (LMS) and in-person sessions, led by the Chief Compliance Officer or their delegate. The frequency of training is determined by the company's risk assessments.

Third-Party Risk Management

We value our partnerships and strive to ensure compliance and mutual benefit in our activities. Before engaging with third parties, we conduct thorough risk mitigation steps. Our Supplier Code of Conduct and Anti-Bribery Policy mandate anti-corruption due diligence for third parties, and no engagement is allowed until these processes are completed satisfactorily.

Business Courtesies

Our stance is clear: no exchange of gifts or entertainment should imply an attempt to improperly influence business decisions. This policy details the definitions, principles, allowable circumstances, and categories for business courtesies, along with the process for management approval and necessary documentation.

Speak Up Mechanisms

At Expro, we encourage and expect employees to raise concerns about potential violations of our Code of Conduct, policies, and laws. Our Policy for Employee Complaint Procedures for Accounting and Compliance Matters provides guidance on the available tools and steps for reporting. Reports can be made through an incident management system, accessible to both Expro employees and external parties, managed by the Chief Compliance Officer. This system provides for confidentiality, accessibility, and thorough investigation of concerns, with a commitment to protect anyone who reports in good faith from retaliation.



Leading the way: we are the S in ESG



Our strategic aim

To attract, develop and retain the best talent to create a diverse and inclusive working environment to ultimately support in enhancing our culture.

Our purpose

To be a safe, diverse and inclusive people-focused company that positively impacts local communities and society.

Our three pillars

ORGANIZATIONAL CULTURE

Our culture is the essence of who we are. At Expro, we believe that we have a good culture, however we can always improve.

It is important that every member of the Expro team feels that they have a voice and are able to make constructive suggestions to constantly improve our working environment.

DIVERSITY & INCLUSION

It is important that our employees feel comfortable in a respectful, supportive and inclusive working environment; where differences are valued and all employees feel that they have a voice to make positive suggestions to enhance our working environment, customer satisfaction and business success.

We believe we must value and continue to progress our diverse employee community and inclusive culture.

CORPORATE SOCIAL RESPONSIBILITY (CSR) & WELLBEING

Across our global operations, we believe we should encourage participation in diverse community activities which align with our values of People, Performance, Partnerships and Planet.

From tree planting to supporting those less fortunate, we are proud of the work we have put back into our communities.



Citizen of the world.

How we are advancing this strategy:

The commitment of our employees to the 'Social' aspect of ESG is more than just giving back to our communities and being true citizens of the world; it is also about improving the culture of Expro by bringing people together, building relationships and collaboration whilst focusing on health, wellbeing and CSR events.

Our Social team members have developed annual calendars of events to support global health and wellbeing campaigns as well as supporting local charities, caring for our environment and helping local communities. Events this year have included volunteering at foodbanks, providing school supplies, installing solar lighting for indigenous communities and taking part in beach cleaning, litter picks and tree planting.

Spotlight social stories

Supporting World Suicide Prevention Day.

September 10th marks World Suicide Prevention Day each year. The day is held worldwide to raise awareness of how we can create a world where fewer people die by suicide.

This year, QHSE & Competency Assurance Advisor for our ESSA region, Richard Scaife, took the time to share his personal story regarding suicide and how important it is to take the time to talk.

In support of Richard's story, people across Expro organized local activities to help spread awareness around World Suicide Prevention.

Supporting World Suicide Prevention Day

[WATCH THE VIDEO](#) 



Aberdeen

In recognizing World Suicide Prevention Day, some of our Well Intervention team in Aberdeen participated in a 5K run to promote exercise for mental health and overall wellbeing.



South East Africa

The team organized activities to spread awareness, including watching the company video, open discussions on the topic and practicing building resilience with a motivational coach.



Canada

In Canada they took time to reflect ways to encourage hope and strengthen prevention against suicide on World Suicide Day. The team watched a video and signed a mental health pledge before commemorating the day with a slice of cake.



Cameroon

Team members in Cameroon gathered to watch the video and discuss their thoughts and experiences.



WORLD SUICIDE PREVENTION DAY
10th September



Gabon

Our Gabon crew took time to discuss suicide prevention as part of World Suicide Prevention Day. Their open discussion aimed to bring more awareness of how an action can create hope and lead to change.



Guyana

Our Guyana team gathered to raise awareness about suicide prevention as part of World Suicide Prevention Day. They learned about the importance of having a mental health first aid action plan and pledged to always check in on their team members, friends and loved ones.

Spotlight social stories

Raising Awareness for Breast Cancer.

Throughout October, for Breast Cancer Awareness Month, many of our locations hosted events to raise awareness about breast cancer and raise donations to support this important cause.

Across the globe, our teams really made the effort to show their support. From organizing talking sessions focused on breast cancer education, to dressing in pink, painting our tools, taking part in runs and wearing ribbons to show support, we covered it all.

Paint the tools pink!

Across the world, our teams painted their equipment pink to help spread breast cancer awareness.



How we raised awareness globally:

- Listening to inspiring breast cancer survivors' stories across Guyana
- Learning how to look after yourself in Argentina
- Norway competes in the local Pink Ribbon Marathon
- Attending a Breast Cancer awareness conference in Gabon
- Taking part in the Scotiabank Women Against Breast Cancer 5K in Trinidad
- Houston raised over \$500 for the National Breast Cancer Foundation
- Leading open breast cancer conversations in Brunei
- Donating CAD \$200 to The Canadian Cancer Society and painting a 500-ton elevator pink!
- Labuan wore pink ribbons to spread awareness



OCTOBER
BREAST
CANCER
AWARENESS
MONTH



Algeria

A breast cancer awareness event and mental health workshop in Hassi Messaoud.



Mexico

The team in Mexico hosted an awareness session with a local doctor who shared information on fighting breast cancer.



Dubai

From yoga to examinations and awareness sessions, Dubai goes pink for breast cancer.



Uganda

In Uganda, we donated 20 boxes of speculum and foldable screens to help in cancer screening during community outreaches in a bid to join the cancer fighting war.

Spotlight social stories

World Mental Health Day.

In honor of World Mental Health Day, on 10th October this year, we raised awareness of this initiative across Expro, recognizing the theme "Mental Health is a Universal Human Right."



Aberdeen
Our team in Aberdeen took time to discuss the importance of mental health with the help of a fun quiz.



La Romaine
In Trinidad, our team members recharged and prioritized their mental health while playing cards games and sipping on refreshing coconut water.



Brunei
In Brunei, people took the time to share the best ways to check in with each other's mental health.



Guyana
The workers in Guyana acknowledged the importance of prioritizing their mental health with a day of painting and karaoke.



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Spotlight social stories

International Women's Day.

On International Women's Day, we embrace equality and work together to create an environment where everyone feels empowered. Our team members around the world had open discussions on what equity means to them and embraced it with a pose to mark the day.



EXPRO

#EmbraceEquity

March 08, 2023

International Women's Day



"I believe the equality of women drives us towards humanity's goals of poverty abolishment and equality for all."

Zak Foster

"To be valued for what an individual can do and what they have to offer.

Fairness is a fundamental component for equity to ensure support is given that allows everyone to operate on a level playing field."

Jennifer Rose



Corporate social responsibility (CSR)



Together we are true citizens of the world.

An important part of our commitment to being a citizen of the world is being a good neighbor, working in partnership to support the causes and people that matter in our local communities.

Honesty, transparency, and accountability lie at the core of this citizenship. Together with our people and local communities, we take steps to reduce the impact of our operations and positively contribute to the environments in which we operate.

Our interest and commitment merge with our responsibilities towards these communities. Together with our people, we are focused on operating sustainably with integrity and credibility.

We are proud of the wide range of activities that our teams across the Expro world stage in support of charitable causes and volunteering initiatives.



Asia Pacific (APAC)

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Team Brunei Iftar Gathering

Ahead of Eid Mubarak, our employees in Brunei held an Iftar gathering to spend time with their families while breaking fast. Various nationalities and religions in the team attended and shared the joys and blessings of the holy month.



Shore Clean-Up

A "Clean Our Shores" theme was put together by the Brunei team in collaboration with an NGO - Green Brunei to organize an eventful day, beach cleaning activity.



Mangrove Forest Planting in Thailand

Our employees in Thailand spent time planting mangrove trees in the local forest.

Each tree can remove an average of 12.3kg of CO₂ from the atmosphere during its lifetime. With over 500 trees planned, the project is expected to remove approximately 6,150 tons of CO₂.



Food, Clothes and School Supplies Donation in Thailand

Our team in Thailand donated clothing and school supplies to children lacking educational opportunities. The initiative aims to ensure that children are equipped with the materials needed to gain an education.



Australia Homeless Winter Donations

To make a positive impact in addressing the immediate needs of communities of operation, our Australian team donated of essential items to less privileged shelters in Western Australia.

Recognizing the pressing needs of individuals experiencing homelessness, our team focused on providing winter clothing such as winter jackets, sleeping bags, socks, and personal hygiene items.



CV Writing and Interview Workshop in Brunei

In November, our Brunei team in partnership with NesfirCroft in conducted a CV Writing & Interview Workshop for Universities and other institutes of Brunei.



Europe and Sub-Saharan Africa (ESSA)



Azerbaijan Donation Exercise in Support of Earthquake Victim

Our Azerbaijan team, with the help of the Turkish Embassy in Baku, donated various items, including dried and canned food, electrical heaters, disposable plastic materials, and blankets to aid the wounded people in Turkey following the earthquake in February.



Emancipation Day in Mozambique

In Mozambique, we spent time embracing the country's culture and heritage with traditional capulana attire in honor of Emancipation Day – National Women's Day.



Mozambique Tree Planting Exercise

Across Vilankulo in Mozambique, we planted over 200 trees to give back to the local community and help create a greener environment around us.



Combating Malaria

To celebrate International African Child Day, we donated 250 mosquito nets to support the goal of combating malaria across the local communities in Mozambique. This donation is expected to help the lives of approximately 1,000 children, by providing them with essential protection.



Aksai Village Clean-Up

The Aksai team took part in an environmental initiative, collecting 38 bags of garbage, to help clean up a popular grove near the village of Berezovka on the banks of the Konchubai River.



10 Minute Plastic Challenge

As part of their commitment to the environment, our Mozambique team took part of a 10-minute clean up challenge, where they collected up to ten kilograms of plastic waste.



Mangrove Reforestation in Angola

Our team in Angola partnered with local environmental organization, Otchiva to help make a difference to our environment.

Members of Otchiva, and 24 Expro employees planted more than 3,000 mangrove seeds in the Morro dos Veados community, assisting in improving the local community while taking actions to help reduce CO₂ emissions.



Christmas Jumper Day in Aberdeen

Our teams in Aberdeen took part in Save the Children's Christmas Jumper Day in December. The annual event raises money for children who need it the most, with a festive knit worn in the workplace, school or with friends and making a donation to help give children the magical future they deserve.

Middle East and North Africa (MENA)



Solar Powering the Streets of Abu Dhabi

We installed 32 solar panels across Abu Dhabi to help power the street lighting of our yard, utilizing the country's natural resources. This change is a prime example of the small but important steps to help us reach our net zero goal.



National UAE Day

UAE celebrates its 52nd National Day on 2nd December 2023. To commemorate this day, the team had some decorations and Emirati coffee, dates and Emirati sweets arranged at the office.



Ain Amenas Tree Planting Project

Our Algeria team is taking steps to build a greener future. In their latest environmental initiative, team members of the Ain Amenas project planted trees to demonstrate dedication to sustainability and making a positive impact on the environment.



Back to School Donations

As the local children in Hassi Messaoud, Algeria headed back to school, our team gathered and donated essential supplies to the local community, which is expected to support over 160 orphans in the area.



Inspiring the Next Generation

We held an open day event for graduates from Baku Engineering University and the University of Warwick to educate them on our operations and the energy industry, to inspire the next generation of engineers for our industry's future.



Qatar Beach BBQ and Team building

A fun day at the beach filled with team building games, a sandcastle building competition, a quiz, food, barbecue and drinks!



North and Latin America (NLA)



Coastal Clean-Up

Supported by the Energy Chamber, the Trinidad and Tobago team gathered an impressive 1,046 lbs of trash across Quinam Beach. The campaign took place across different beaches in the country, encouraging volunteers to help protect the ocean.



Making a Difference at St. Joseph Diner

In Louisiana the team rolled up their sleeves to support with evening meal prep at St. Joseph's diner. The diner provides breakfast, lunch, and dinner daily to those in need, including those in the local extensive sheltering program. The team was proud to stand by the team's side and be a part of this meaningful cause in the community.



Argentina Tree Planting

Our Neuquén employees added a new twist to their typical working day by planting trees in their community. Their dedication and commitment were part of their initiative in promoting a better environment.



Celebrating Brazilian Children's Day

At Expro we celebrated Brazilian children's day in style this year, from lively concerts, engaging workshops, to fun games and activities there was something for everyone. It was a fun and exciting day in Brazil for our team and their children.



Fall, Family, Safety and Fun

Team Members came together for a fall, family, safety, and fun day. Employees and their families enjoyed fun jumps, face painting, outdoor games, trunk or treat, and even got to unleash their creativity with crafts and pumpkin painting. As well as informative emergency vehicle exhibits featuring the local police department, ambulance services, and fire department.



Lafayette School Donations

The team in Lafayette donated gifts to the local elementary schools in their area during their end-of-year reading rally. The rally aims to encourage children to increase and improve their reading and comprehension skills to meet grade-level standards by the end of the academic year.



Decorating for Mardi Gras

In celebration of Mardi Gras, the Lafayette team held a decorating contest to mark the day. In true Louisiana style, everyone came together and was treated to various king cakes in different flavors.



Working with Repsol To Give Back

In collaboration with Repsol, the Expro Guyana team completed a book distribution project for the Iwokrama International Center Library and the Fairview Community Library.

Utilizing the help of small businesses, our team donated bookcases made by local carpenters, while Repsol donated books. The collaboration also included book sorting exercises, where over 27,000 books have been sorted and distributed in the country's library system.

North and Latin America (NLA)



Houston Food Bank Volunteers

Some of our Houston employees volunteered at the Houston Food Bank, an organization focused on providing meals across 18 southeast Texas counties. They inspected, sorted, and packed the food donations for local families in need, achieving over 76 volunteering hours.



Guyana Team in partnership with Junior Chambers International

Our Guyana team, in partnership with the non-profit organization Junior Chambers International, donated several school items including backpacks to school kids in the Dredge Creek.



1.1.1 Food Net Campaign

The North America Offshore team hosted a food drive during the month of November to support the local charity, FoodNet's 1.1.1 community campaign.



Cookies with Santa

In true Lafayette festive season, the team organized an afternoon for everyone and their families to enjoy cookies, coloring in and games with Santa.



Argentina Wood Stove Donations

To help feed their community, our team members in Neuquén, Argentina donated a wood stove to the "La Rosenda" community center that helps provide lunch to more than 50 children.



Guyana Donations to assist Mahdia Community

Our Guyana team visited the Director of the National Center of Educational Resources Development (NCERD) and donated various items following the tragic fire at the Mahdia Secondary School dormitory.



Canada Charity Golf Tournament

In Newfoundland and Labrador, Canada, our team, vendors, and clients played a friendly golf tournament to raise proceeds for the Make a Wish Foundation for the Janeway Children's Health and Rehabilitation Centre.

The hospital provides specialized pediatric and maternal health care for people throughout the entire province.



Guyana Visit to the Senior Citizen

In Guyana, our team came together to pay a visit to the Archer's Senior Citizen Home in Georgetown. They brought along a variety of items including food items, personal hygiene products, detergent and cleaning supplies. It was a day filled with joy, knowing that they played a significant part in positively impacting the lives of the elderly.

North and Latin America (NLA)

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Canada Team Volunteer to Serve the Homeless

Our team members in Canada dedicated time at the Anglican Church of the Good Samaritan to help feed hot meals to the homeless.



Houston Team Supports BEAR

Our Houston team supported the Be a Resource (BEAR) for CPS Kids organization with preparing Christmas gifts for at-risk children to celebrate the holiday season.



Canada Clothing Drive

In Canada, the team donated warm clothes to the homeless in the community and nonperishables food items for the food bank.



Clothing Drive in Trinidad

The Trinidad team recently showed their generosity and kindness by hosting a clothing drive for the homeless and underprivileged within the local area, collecting over 250 items of clothing. The team gathered items such as shirts, pants, dresses, shoes and children's clothing.



Giving Back for Thanksgiving

This year we held our 15th Annual Project Care Thanksgiving Meal Box Campaign. With the incredible support and dedication of our team, we successfully assembled 200 meal kits for families in our community. Each box was filled with the essential ingredients for a wholesome and hearty Thanksgiving meal.



Ugly Christmas Jumper in Houston

Our Houston team enjoyed a Holiday Breakfast Celebration and capped it off with an Ugly Christmas Sweater contest.



Diversity as a competitive advantage



Diversity and Inclusion.

At Expro, we strive to be a safe, diverse and inclusive people-focused company that positively impacts local communities and society. We believe in the importance of diversity at work and the benefits it can bring to the organization and its people. However, diversity is only half of the story. The other half is inclusion: building a work environment in which people feel valued for who they are, bring their whole selves to work and contribute fully. In an inclusive work environment, people with different backgrounds, religious beliefs, sexual orientations, ethnicity and other differences feel like they belong.

We strive to create a culture of care and to provide for the equal treatment of all employees, job applicants and associated personnel regardless of race, color, nationality, ethnic or nation origins, sex, disability, age, religion or belief, or any other factors prohibited by law. We aim to create a work environment free of harassment and bullying, where everyone is treated with dignity and respect.

Diversity and inclusion are important to our current and future success by providing varied experiences, ideas and insights to inform decisions, identify new approaches and solve business challenges. Our goal is to put the right people forward to do the right work for the right customers, in the right places, attracting, retaining and nurturing a talented and diverse workforce to turn our growth ambitions into reality.

We want to regularly improve our approach to diversity, equity and inclusion, and during 2023, we established a new learning and development program for all employees designed to help enhance our people's skills, knowledge and competencies in various areas that are relevant to their role and career aspirations.

This is designed to help to widen learning opportunities for employees and support our commitment to this important area of culture development.

It has also been a focus of Expro's Social Working Group, as we have encouraged and progressed activities that have promoted an inclusive approach to health and wellbeing, community activities and cross-company collaboration.



Our people

To know everything about your subject is excellent. To take genuine pride in everything is Expro.

Employee Training and Development

We demonstrate our commitment to our values through our employee development initiatives. We invest in our people through learning and development programs that reinforce and update existing skill sets, and which develop employees' competencies into new and complementary areas of expertise.

In direct response to feedback received from our employees in the global employee survey, we introduced an online learning library that is incorporated within our plans to aid employee development. We have also created a Learning Hub, a portal based resource, to promote our newly developed Leadership and Management Development Programs.

Our people are empowered to drive their career progression through various learning platforms to facilitate achievement and career progression. A key tenet of our development is our strong performance management culture that enables and informs management development plans and succession planning.

Employee Development Plan

We are proud to support each and every one of our people to help engineer their future careers.

We take pride in showcasing talent and developing skills by working with our people to create a specific Employee Development Plan (EDP) to achieve their career aspirations through talent development and retention initiatives.

The EDP allows employees to establish objectives and conduct regular formal performance reviews aligned with career development and feedback processes. It is critical to developing not only a career, but Expro's business.

Training and Competence Assurance

It is Expro's policy to provide employees who are trained and competent to discharge their duties and responsibilities safely and effectively. Expro has an extensive portfolio of training and competency assessments for offshore disciplines and grade levels.

Technical training underpins the Competence Management System and is designed for all levels from introductory to advanced, as well as specialist training modules for both maintenance and operational personnel.

The training programs use a blended learning approach of classroom, e-learning, well site training, and mentoring sessions. Enrollment in the QHSE and competency systems is triggered on employment by Expro.

To achieve competency, employees develop skills and progress through the discipline grades by completing training and demonstrating capability in their field through a mentoring and skill verification system.

The Competence Assurance Program employs knowledge and skill-based assessments to test the progress of the individual through each grade in their development, which are complemented by end-of-grade written assessments. Certified assessors are employed at relevant stages of the process, with supervisor or manager reviews of competence modules and performance on Expro's core behaviors.



Positively elevating the culture of Expro for today and tomorrow



We actively solicit employee feedback and continue to strive to make the Company an employer of choice and ultimately a great place to work.

Elevate, Expro's Global Employee Survey

In 2022, we launched a Global Employee Survey which was carried out to understand and act upon areas where we can positively influence and develop Expro's culture.

We ran this survey during October 2022 around the three pillars of organizational culture, employee experience and employee engagement. We included 66 questions that were aligned with our values and behaviors, and three free-text questions to elicit employee opinion and feedback.

The results of the employee feedback provided in the Global Employee Survey 2022 were analyzed and key themes communicated to our employees.

We developed three areas of focus and senior leaders from our Executive Management Team were assigned as sponsors:

- Expro Together – focusing on developing our culture
- Communication
- Business Process Improvement

Additional focus during the year was also placed on employee learning and development and additional resource was recruited to focus on this important area.

A pulse survey to gain feedback from our employees on the progress made in 2023 was launched in November. This survey consisted of 27 questions designed to elicit employee opinion and feedback against the three focus areas. The results of this survey will be used to refine our action plans and to inform our strategic priorities for 2024.

Expro, once again in line with our CSR commitment, pledged to donate \$1 to Unicef, an international charity chosen by our Social Working Group, for each survey completed. The company has quadrupled the donated total up to \$20,000.

Gender Pay Gap Reports

We believe in the value a balanced workforce brings to our Company's success and remain focused on improving this alongside the broader industry efforts.

In this report, we provide details on our UK entity, Expro North Sea Limited (ENSL), Gender Pay Gap in 2023.

Expro North Sea Limited (ENSL), Gender Pay Gap in 2023

[READ THE REPORT](#) ➔



Health and wellbeing



The health, safety and wellbeing of our people is, and will continue to be, a priority and critical element of our culture in Expro. We understand the unprecedented challenges and pressures caused by global uncertainties.

We appreciate that emotional wellbeing can affect how we face life every day, and we know that anyone can suffer from poor mental or physical health at any time. As leaders and colleagues, we know it is about recognizing when an individual needs help - and being understanding and approachable in lending our time and support.

We are committed to safeguarding our employees' health and wellbeing and to providing encouragement to our teams to build supportive networks and a collaborative culture across our organization.

In addition, we also offer 24/7 online support through resources within Expro's Employee Assistance Program (EAP), which provides a wide range of health and wellbeing support and advice globally. Throughout 2023, we launched an internal campaign to raise awareness and increase education on this valuable resource and in that time, we have seen a 0.25% increase in engagement of the EAP from our people up to 19.32%.

Encouraging a Positive Culture of Wellness and Vitality

Our commitment to employee health and wellbeing continued in 2023. We believe that promoting an environment where employees are encouraged to actively focus on their physical and mental health has a direct impact on our safety performance.

Globally, our virtual region wellbeing platforms are a great communication tool where country health and wellbeing and CSR events are promoted for employees to take part in. From fitness to mindfulness and healthy eating, our regions have developed a strong, successful structure that encourages employees to get involved.

Promoting a culture of care is fundamental to improving the working environment for our employees and to attracting and retaining employees with Expro.

24/7
Online support through our EAP

Well Connect, ESSA



Powerhub, MENA



Health and wellbeing across the world



Encouraging Positive Health and Wellbeing across the World.

Across the Expro world, we encourage regional teams to organize, promote, and participate in positive health and wellbeing campaigns. To support these initiatives, we have set up virtual platforms that allow everyone to communicate and share how people are keeping healthy, as well as setting challenges for people to take part in and share results.

From fitness to mindfulness and healthy eating, our regions have developed a strong, successful structure that encourages employees to get involved.



Malaysia Day Fun Run

21 of our members enthusiastically participated in the Merdeka 5K Fun Run in Labuan. Standing unified with their Expro shirts, our participants finished the scenic run with three lucky prize winners. Aside from being an event promoting health and fitness, it also encouraged unity with the celebration of Malaysia Day.



Team Holland's Relay Half Marathon

Embracing the art of teamwork, our colleagues in Den Helder won their local half marathon relay, completing the race in 1:35:53.



Takoradi Team Building Exercise

Our Takoradi team held a day of team-building exercises, working together to coach and learn from each other, outside of their normal working environment.



Blood Pressure Awareness at Hassi Messaoud

On World Hypertension Day, we launched a blood pressure awareness campaign in the Hassi Messaoud bases to spread awareness of the dangers of high pressure and educate about preventative methods for hypertension.



Canadian Softball Tournament

Our mixed softball team in Canada won the 6th Annual Rhoda Vinnicombe Memorial Oilfield Softball Tournament, which raises funds for the support in the local Ronald McDonald House Charity. Ronald McDonald House provides housing for families with sick children at the local children's hospital.



Zumba in Brunei

Our team in Brunei took part in cardio exercises and Zumba classes to help improve their health while having fun.



Health and wellbeing across the world



Yoga and Meditation Day

In Mumbai, our people took a moment to prioritize their physical and mental health through an enriching yoga and meditation session. With support from Dr. Shweta Varpe and Shrikant Kothawale from Art of Living, everyone experienced a truly relaxing day.



The One Minute Challenge

Our Gabon team got active by participating in a one-minute exercise challenge every first and last Friday of the month. The challenge is a fun way to bring everyone together and relax.



Neuquen Argentina Training

In three days, our team in Argentina worked hand in hand with Comodoro Rivadava to complete an audit, training sessions and courses, and a facility walkthrough. Their intensive and hard work was recognized with a 5K walk along Radatality Beach, which was a gift for their effort and commitment.



Earth Hour Challenge

In honor of Earth Day, our teams across Expro engaged in running, cycling and walking to virtually 'travel' from Argentina to the United Arab Emirates to mark Earth Hour.



Egypt Football Tournament

Our employees in Egypt took part in a soccer tournament. This was a great sporting activity to get the heart racing and the team had a lot of fun on the field.



Houston 5K Run

Our Houston team put their running shoes to use by participating in the Houston Hess Corporate 5K Run. The event was a fun way to encourage camaraderie and get the heart pumping.



Health and Wellbeing Awareness Camp in Abu Dhabi

In Abu Dhabi, a collaboration was formed with NMC Hospital to host a health and wellbeing awareness event. Camps were set up to raise awareness of physical wellbeing, healthy living and health screening.



Health and Wellbeing Awareness Camp in Qatar

In collaboration with a local hospital in Qatar, we hosted a wellness day at the Ras Laffan base. Our employees participated in BMI checks, blood pressure checks, sugar level checks and received a presentation from a specialist on managing stress and improving wellbeing.

Health and wellbeing across the world

GET TO KNOW EXPRO

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Brunei Healthy Lifestyle Initiative

Our Brunei team participated in an exercise that was aimed at promoting better wellbeing. The exercise program included activities, such as football, Fusal, and brisk walking.



Mozambique Blood Donation

Our team in Mozambique completed a blood drive initiative as part of their commitment to their social responsibility. Their teamwork and enthusiasm made the drive a resounding success.



Team Building in Angola

Our Angola team came together for a day of team building with a fun soccer game.



Aberdeen Sportive

Covering over 108 miles, 20 cyclists, supported by friends and family took on the Scottish highland roads to raise over £4,690 for three local charities, including Friends of Anchor, CLAN, Macmillan and MND Scotland.



Lafayette Blood Drive

Our Lafayette team carried out a successful blood donation drive which, contributed a total of 10 units of blood to the community, potentially saving up to 30 lives.



Annual BDO 5/10K Relay in Guyana

Our team in Guyana sponsored and participated in the annual BDO 5K/10K relay run at the Guyana National Park to help raise awareness about healthy living. In addition to providing support and sponsorship for the event, we also secured first and second place trophies in the 5K run, with all proceeds donated to charity.



Step Challenge – Canada

Canada was pleased to announce a winning team!

The Nor'Easter's were the 2023 Step into Fall Winners of the Step NAO challenge. Five team members Aidan Caines (Captain), Charlotte Kennedy, Glenn Chaulk, Paul Coady and Brenda Critch-Pomeroy over a 6-week period walked a total of 3,537,688 steps (2,830 Kms). Congratulations to the team for their hard work, and everyone who participated.

3.5M
Steps over a 6-week period

Award winning excellence

We are proud of the ongoing advancements we continue to make in developing the forward-thinking solutions that meet the evolving demands of both our customers and the industry.

We view industry awards as an endorsement of these efforts, offering our teams the well-deserved recognition for their innovation and notable achievements.



Northern Star Business Awards
DeltaTek recognized with Inspiration from Innovation Award

“The world’s first fully autonomous well intervention system is designed to maximize production while reducing intervention costs, HSE risks, and the carbon footprint of operations.”



The King's Awards for Enterprise
DeltaTek celebrates King's Award for Enterprise success

“We are honored to receive the first-ever King's Award and are delighted that our technology's impact on the subsea sector has been celebrated with such a prestigious award.”



Offshore Achievement Awards
Tristam Horn named Young Professional of the year

“We are delighted that Tristam and the DeltaTek team have been recognized through these awards, which are a testament to the innovation, drive, and impact that this business continues to have in the market.”



Offshore Technology Conference (OTC) Awards
Expro Recognized by OTC With Three Out of Four Spotlight Awards

“These awards showcase the commitment and hard work of our talented teams at Expro and DeltaTek. We are honored to be acknowledged for our contributions to technological advancements in the energy industry.”



The World's B2B Agency Golden Bees Awards
Octopoda™, an entirely different animal – awarded best content marketing campaign in collaboration with Fifth Ring

“This recognition supports Expro's commitment to distinguish itself within the industry through innovative technologies and alternative creative but strategic approaches to marketing these stand-out solutions.”

OWI Global Awards



Double triumph as company wins second award for 'Energy Transition Pioneer.'

We are committed to further strengthening our sustainable energy solutions to manage the evolving industry needs. More broadly, we will leverage our technologies and expertise to reduce emissions and unlock new sources of cleaner, lower carbon energy. This allows us to ultimately play our part as a true citizen of the world.

We are delighted to be named Energy Transition Pioneer of The Year for Expro's commitment to sustainable energy solutions.

Organized by Offshore Network, the awards recognize the best in well intervention excellence. Named energy transition pioneer of the year, we are committed to sustainable energy solutions. This recognition reflects our proactive efforts in playing our part in a cleaner and more sustainable future.

By taking action across a vast spectrum of activities, Expro is committed to reducing our own emissions and to support our clients achieving their sustainability targets. We are innovating with a purpose to adapt and invest in technology with a strong focus on carbon capture, use and storage and geothermal sectors.

We are committed to further strengthening our sustainable energy solutions to manage the evolving industry needs. More broadly, we will leverage our technologies and expertise to reduce emissions and unlock new sources of cleaner, lower carbon energy. This allows us to ultimately play our part as a true citizen of the world.

Expro was also recognized with the Intervention Champion of The Year. This award honors the innovation, know-how and dedication that our team has invested in the subsea well access market over 40 years to create the exceptional track record and reputation we have today.

These awards recognize Expro's commitment to investing in and developing what the company believes to be the best-in-class technologies and techniques to support the industry, both now and in the future, and are a testament to the expertise and commitment of our teams.



Energy Transition Pioneer of The Year

Intervention Champion of The Year



Our team at the OWI Global Awards ceremony in Aberdeen, UK

Offshore Technology Conference Awards 2023



We were proud to be recognized with three prestigious awards at Brazil's Offshore Technology Conference Awards.

The annual event celebrates the latest and most advanced technologies in offshore energy. Expro was honored with awards for well integrity Distributed Fiber Optic Sensing™ (DFOS) processing and visualization software, well construction Consolidated Control Console, Centri-FI™ and the small business award for DeltaTek's QuickCure® technology.

Our DFOS processing and visualization software was acknowledged for providing users with rapid access to essential data, eliminating many of the challenges associated with big data processing. This innovative technology allows seamless integration with other well data within hours of DFOS acquisition, leading to better-informed decisions and interpretations and enabling robust remediation and intervention efforts.

Centri-FI™ Consolidated Control Console provide a hands-free solution for a single operator managing multiple tubular running service tools through a user-friendly tablet interface. This interface empowers remote operations and offers real-time equipment status visibility to drillers and supervisors through automation, mechanical intelligence, and a digital system complete with safety interlocks.

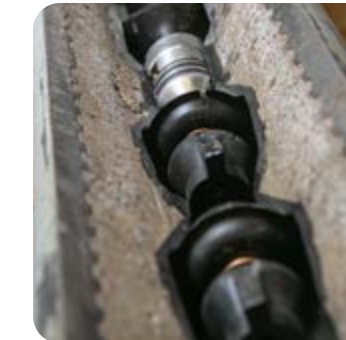
DeltaTek, was recognized with the award for its QuickCure® technology. The system, which leverages SeaCure® inner-string technology, is an engineered



Centri-FI™



QuickCure®



SeaCure®

process designed to circulate heated fluid after cement slurry placement. This groundbreaking technology reduces cement setting time by up to 70%, leading to more efficient and lower-risk zonal isolation operations.

At Expro, our focus remains on delivering innovative solutions that drive efficiency, reduce risk, and support sustainable energy production across Brazil and all areas in which we operate. The awards serve as a testament to our ongoing dedication to delivering forward thinking solutions that shape the future of energy industry, with a dedication to the Brazilian market.



Three out of four awards



Our team at OTC in Rio de Janeiro, Brazil



Triple award recognition for DeltaTek in 2023



Award winning success for newly acquired well construction cementing specialist DeltaTek.

Honored with King's Award for Enterprise

DeltaTek has been awarded the prestigious King's Award for Enterprise for Innovation. Presented by Lord Provost of Aberdeen, David Cameron, the award recognizes DeltaTek's Cure technology's substantial impact on the UK energy industry.

Announced on April 21st, 2023, in honor of the late Queen Elizabeth II's birthday, The King's Award for Enterprise celebrates the outstanding success and significant contribution of businesses nationwide. DeltaTek received the coveted accolade in recognition for its pioneering innovations.

This is an outstanding achievement of which we are extremely proud. When the company was founded in 2015, with only a concept in mind, we could have never imagined we would be presented with this only a few years later. Working with a talented and driven team has allowed us to achieve this moment.



Celebrating Success at the Northern Star Business Awards

DeltaTek collected the coveted 'Inspiration from Innovation Award' at the 2023 Northern Star Business Awards.

Organized by the Aberdeen Chamber of Commerce, the Northern Star Business Awards saw a total of 65 organizations shortlisted across 13 categories. The accolades were awarded to those who have amassed impressive achievements in all areas of business, including challenging conventional thinking and positive commercial results.

We are delighted to have received this recognition. The entire team is extremely proud of our technology's impact on the industry, so receiving this award is a remarkable achievement for all of us.



2023 Offshore Achievement Awards Young Professional of The Year

Founder and CEO Tristam Horn was awarded 2023 year's Young Professional at the award ceremony in Aberdeen.

The Offshore Achievement Awards are the longest-running oil, gas, and renewable energy industry awards for the UK offshore sector. Organized and hosted by the Society of Petroleum Engineers (SPE), they showcase outstanding industry achievements, innovation, and collaboration.

We are delighted that Tristam and the DeltaTek team have been recognized through these awards, which are a testament to the innovation, drive, and impact that this business continues to have in the market. DeltaTek's strengths, technologies and ambitions are a tremendous fit with Expro and we are pleased to have welcomed them into the Expro family.



We believe that Expro is positioned for success, thanks to our people who take pride in their work

To everyone who contributed to this report

Thank you

Jonathan Amthor
Gillian Annandale
Mike Baker
Richard Barrett
Christine Barry
Gary Belcher
Sara Bell
Anissa Broussard
Graeme Buchan
Joerg Gruber
Ashley Gwananji

Josh Hancock
Patrick Hanson
Jassy Holiday
Ingrid Huldal
John Lewis
Karen Lim
Fabricio Lima
Heather Manning
Noorkhusna Md Ramli
Daniele Medeiros
Anthony Moore

Alison Munro
Dmitry Nekrasov
Kay Newton
Chioma Onuekwusi
Chris Paterson
Stuart Paterson
Dora Piedrahita
Renata Powell
Venkatesh Ramanathan
Paul Ronald
Paul Sehgal

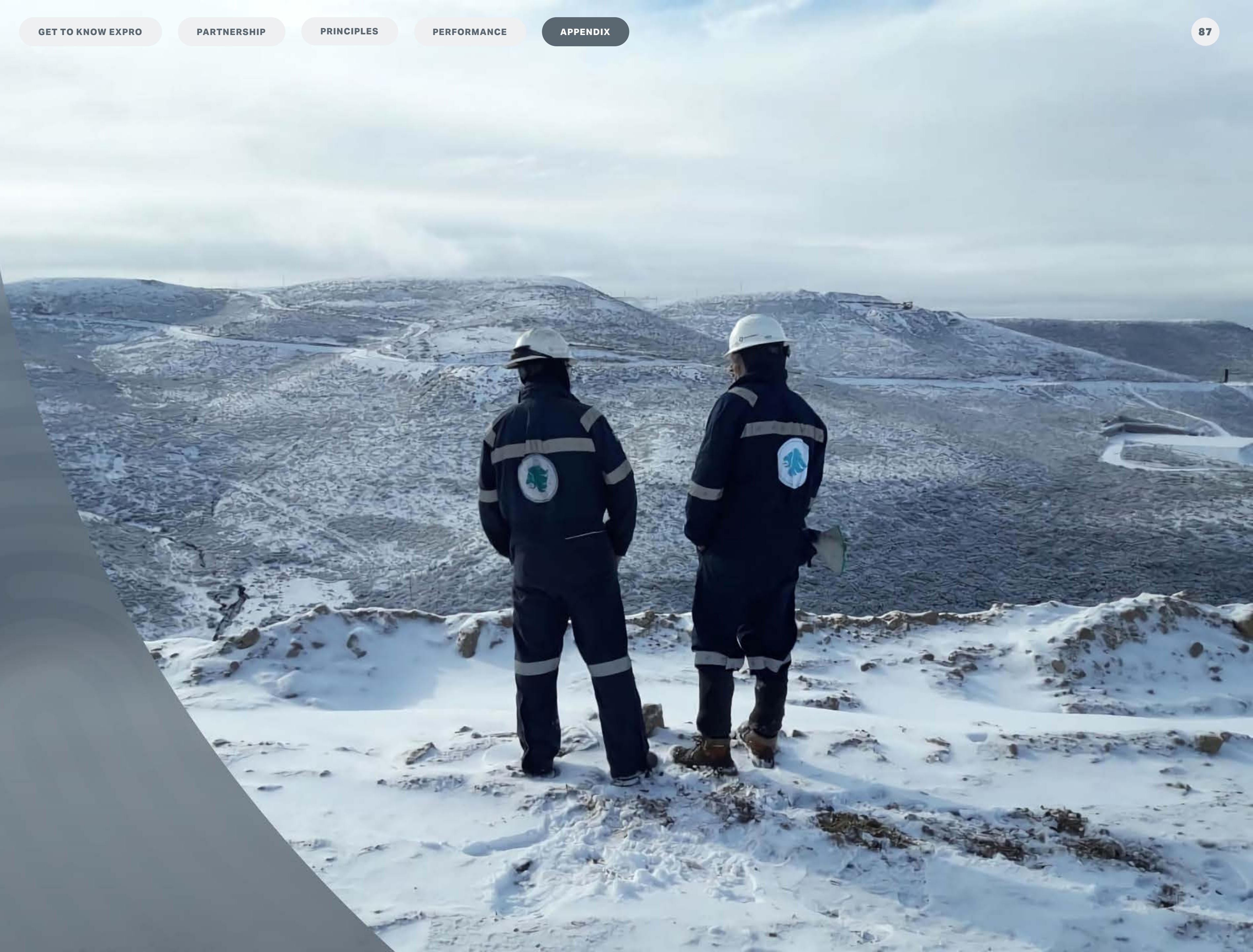
Dionne Shearer
Kristin Stafford
Kelley Stauffacher
Chad Stephenson
Alan Thomson
Richard Wilkes
Khara Wood
James Yard

The Executive Management Team
Our Board of Directors

APPENDIX

Recording growth in progress to our goals

- 88** Sustainability Accounting Standards Board (SASB)-Aligned Index
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- 95** Metrics – Our Ethics & Conduct
- 96** Forward-looking statements



Sustainability Accounting Standards Board (SASB)-Aligned Index

Oil & Gas - Services Standard

METRIC	CODE	DISCLOSURE	For more information visit the section:
Emissions Reduction Services & Fuels Management			
Total fuel consumed, percentage renewable, percentage used in: (1) on-road vehicles and (2) off-road vehicles	EM-SV-110a.1	139,924 Gigajoule 10,901.35 Gigajoule (7.8%) (1) 17.5% (2) 82.5%	Metrics – Our Planet
Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2		Climate Change
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	Not reported.	
Water Management			
(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	(1) 107,490 m ³ (operations support activities at Expro sites)	
Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2		Water Use and Discharge
Chemicals Management			
Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2		
Ecological Impact Management			
Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2		Biodiversity



SASB is an independent, private sector standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosures on environmental, social, and governance factors. The table shown cross-references the SASB accounting metrics with where that information can be found in Expro's reporting. In June 2022, the Value Reporting Foundation

(VRF) will be consolidated into the International Financial Reporting Standards (IFRS) Foundation, joining the new International Sustainability Standards Board (ISSB). The SASB Standards will provide the starting point for the ISSB's industry-specific reporting standards, alongside general (e.g. governance) and thematic (e.g. climate) requirements. Ownership of the SASB Standards

will be transferred to the IFRS Foundation in June, and they will ultimately transition into IFRS Sustainability Disclosure Standards using ISSB due process. Meanwhile, the principles and concepts of the Integrated Reporting Framework will provide a conceptual basis for the essential connectivity between the IFRS Accounting Standards and the new IFRS Sustainability Disclosure Standards.

Sustainability Accounting Standards Board (SASB)-Aligned Index

Oil & Gas - Services Standard

METRIC	CODE	DISCLOSURE	For more information visit the section:
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	(1) 0.12 per 200,000 hours worked (2) 0 (3) 8.83 per million hours worked (4) 0.51 per million miles driven (5) 271,144 (overall total for all employees)	<u>Metrics – Our People</u>
Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2		<u>Safety and Society</u>
Business Ethics & Transparency			
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	D.R. Congo \$399,114.84 Equatorial Guinea \$8,081,506.76 Libya \$709,968.26 Myanmar \$850,926.76 Turkmenistan \$803,216.04 Total \$10,844,732.66	
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2		<u>Ethics, Reliability and Integrity</u>
Management of the Legal & Regulatory Environment			
Discussion of corporate positions related to government regulations and / or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1		<u>Compliance with Laws & Regulations</u>
Critical Incident Risk Management			
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1		<u>Safety and Society</u>
Activity Metrics			
Number of active rig sites	EM-SV-000.A	Not applicable	
Number of active well sites	EM-SV-000.B	Not applicable	
Total amount of drilling performed	EM-SV-000.C	Not applicable	
Total number of hours worked by all employees	EM-SV-000.D	17,985,977 hours	

Task Force On Climate-Related Financial Disclosures (TCFD)

Aligned Climate Risk Management Overview

Governance

BOARD OVERSIGHT

Our Board of Directors oversees an enterprise-wide approach to risk management. ESG risks, including those related to climate and environmental performance, are a priority for the board. These risks, and the Company’s ability to mitigate them, are evaluated and factored into the Company’s strategy and business plan. As such, the full board is actively engaged in overseeing these risks and the related opportunities. Environmental and Safety performance and key metrics are discussed regularly at Board meetings.

MANAGEMENT OVERSIGHT

Our senior leadership, including our CEO, regularly discusses risks and opportunities including those related to environmental issues, and how to apply policies and strategies to address those in each aspect of the business. The Chief Operating Officer (COO) acts as our environmental lead with the assistance and support of the Company’s entire operational and environmental and sustainability leadership.

Regular reports are provided to the Board on our sustainability strategy, policies and procedures, including critical areas of environmental performance.

Strategy

Expro believes that climate change represents a challenge to our business and has undertaken a strategic transition designed to mitigate this challenge. We have identified climate change-related risks and opportunities that may impact our business over the short-, medium-, and long-term. The nature of these risks depends on the physical aspects of climate change, market regulations, investor and societal pressure to reduce our carbon footprint and our ability to understand and respond to rapidly evolving developments.

Our Identified Risks Include The Following:

MARKET RISK

We consider climate change one of the biggest threats the world faces, and one which poses particular challenges to our business. It is clear the oil and gas market will evolve and we believe Expro must diversify to remain relevant, attract investment and maintain a sustainable business. One of the missions of Portfolio Shift Workstream is to assess emerging clean energy markets (Geothermal, CCUS etc.) where Expro’s skills and technologies can be adapted or adopted to help with the energy transition and the drive towards net zero whilst also delivering a sustainable business to our investors.

TECHNOLOGY RISK

The “Portfolio Shift” Workstream was created to focus on the carbon efficiency of Expro’s current skills and technologies and the development of more efficient, future solutions in response to the energy transition and the energy industry-related climate change risks and opportunities. The Company considers technological challenges that are required to provide more sustainable products and services. This is actioned through Expro’s investments in Research and Development (R&D). One example is the solution Well Flow Management team in UK has developing methods to measure and reduce clients flare gas emissions by using / developing existing metering technology at the well site.

CURRENT AND EMERGING REGULATORY RISK

Regulatory Risks are considered as relevant as part of requirements for ISO 14001 (Environmental management Systems) and ISO 50001 (Energy Management Systems) as a critical element for current certification process at Expro locations. Enterprise Risk Management support process uses the PESTLE approach, where there is a risk of non-complying with regulations related to Climate Change, like the Energy Saving Opportunities Scheme and Streamlined Energy and Carbon Regulations for UK Businesses, with financial and business impacts (penalties in the order up to GBP 50K, and key client tender exclusion risks). Expro has a process that supports the identification and management of the Legal and Client Requirements (INS-004093) and Enterprise Risk Management process to deal with potential new regulations. The Organization holds regular Business Management reviews where environmental legal requirements are reviewed, and initiatives are developed to meet any emerging regulation. Client requirements in relation to lowercarbon technologies will be assessed during the tendering process as per Group standard (INS-002582). According to Section 7, demands on lower-carbon solutions are considered as a potential to “additional cost to Expro”, with consequences in reducing competitiveness.



We are committed to providing transparency on our climate change risk management, governance and performance. The TCFD has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders. A summary of our response to the TCFD-recommended disclosures is outlined with further information available in this report and in our response to the CDP annual climate change survey.

Task Force On Climate-Related Financial Disclosures (TCFD)

Aligned Climate Risk Management Overview

Strategy

REPUTATIONAL RISK

Clients are engaging in how Expro can provide services that help address climate change issues. Expro identifies this as a risk and is proactively engaging with clients to understand their requirements.

We Have Also Identified The Following Opportunities For Our Business:

ENERGY TRANSITION OPPORTUNITY

We achieved our ambition for 2021 to exceed 40% allocation for environmentally positive research and development projects and have continued to meet our targets set in 2023. For 2024, we have set our target at 50% to address our customers’ carbon reduction challenges. Our R&D investments address customer carbon reduction challenges, enabling us to enhance today and transform tomorrow. Carbon efficiency is an important tool to reduce emissions, which can be demonstrated with examples such as the Autonomous Well Intervention system: Galea™ and our CoilHose offering. Both of the technologies improve operational efficiency by replacing more carbon intensive methods, thus reducing rig time, persons on board and logistics.

OPPORTUNITIES TO REDUCE OUR OWN ENERGY INTENSITY

We are taking actions to reduce energy intensity in our operations, which supports cost savings and more efficient operations.

Risk Management

Climate Change Impacts on Operations and Facilities are identified by the Life-Cycle Perspective in the Environmental Aspects and Impacts Group Directive (INS-009288). It supports the assessment for Expro operations at customer sites, as well as the impact caused by supporting activities at Expro bases. This process also supports the identification of Greenhouse Gas emissions at different stages of service lifecycle, from Business Planning (including assets purchasing) to post job activities and end-of-life for assets. Processes identify the sources of emissions that cause the emissions (considered as environmental impacts), e.g., operations process at Environmental Aspects and Impacts Register (INS-009287) has the aspects the fuel consumption from stationary sources (like compressors and motors for wireline units) as the environmental aspect, and consequently pointing the Scope 1 emissions as the environmental impacts. The Enterprise Risk Management Process identifies the long-term challenges associated with climate change, such as the risk of an increase in the frequency of natural disasters in coastal areas (such as Aberdeen, Great Yarmouth, and Ringwood, where Expro has operational bases in the United Kingdom), and its impact on insurance coverage, Emergency Response and Business Continuity Plans.

Metrics

We are committed to continually improving our energy efficiency and reducing our emissions. We currently track our Scope 1, 2, and 3 carbon emissions.

EMISSIONS IN 2023

- Scope 1 emissions – 15,990.2 Tonnes of CO₂e
- Scope 2 emissions – 10,894.3 Tonnes of CO₂e
- Scope 3 emissions – 8,004 Tonnes of CO₂e (Categories 3, 5, 7)

WE HAVE ESTABLISHED EMISSIONS REDUCTION TARGETS

- 50% reduction in CO₂e by 2030
- Net zero by 2050

15,990.2

Tonnes of CO₂e
Scope 1 emissions 2023

10,894.3

Tonnes of CO₂e
Scope 2 emissions 2023

8,004

Tonnes of CO₂e
Scope 3 emissions 2023

50%

Reduction in CO₂e by 2030

Net zero by

2050

Metrics – Our Planet

METRIC	DISCLOSURE
Energy Consumption	
Scope 1	15,990.2 Tonnes of CO ₂ e
Scope 2	10,894.3 Tonnes of CO ₂ e
Scope 3 (Categories 3, 5, 7)	8,004 Tonnes of CO ₂ e
Biogenic emissions	164.4 Tonnes of CO ₂ e
Water Consumption	
Water consumption to support Expro facilities	107,490 m ³
Waste Generation	
Hazardous waste	730.70 Tonnes
Non-hazardous waste	3,306.34 Tonnes
Waste recycled	1,417.22 Tonnes
Waste recovered (including energy recovery)	544.53 Tonnes
Waste sent to composting	23.87 Tonnes

METRIC	DISCLOSURE
Energy Consumption	
Energy used in mobile combustion	139,924.33 Gigajoule
Energy used in stationary combustion	82,126.47 Gigajoule
Energy used from purchased electricity	87,645.79 Gigajoule
Energy used from purchased heat & steam	17,624.97 Gigajoule
Fuel Consumption	
Total fuel consumed	222,050.80 Gigajoule
% Renewable (from Total)	23,430.74 Gigajoule (10.6%)
% Used in equipment	82,126.47 Gigajoule (37.5%)
% Used in vehicles	139,924.326 Gigajoule (62.5%)
% Renewables used in vehicles (On-road / Off-road)	10,901.35 Gigajoule (7.8%)
% On-road vehicles	24,430.76 Gigajoule (17.5%)
% Off-road vehicles	115,493. Gigajoule (82.5%)

The figures on this page are approximations only

Metrics – Our People

METRIC	DISCLOSURE		
Diversity Statistics	2021	2022	2023
% of women in workforce	9%	9.8%	10.5%
% of women on the Board	22%	22%	33%
Training Hours			
Total # of training hours	281,955 hours		
% employees who received training in the year	95.74%		
Fatalities			
Employees	0		
Contractors	0		
Total	0		
Safety Performance	2021	2022	2023
Total Recordable Injury Rate (TRIR) (per 200,000)	Not reported	Not reported	0.12
Lost Time Incident Rate (LTIR) (per 200,000)	Not reported	Not reported	0.01
Total Recordable Case Frequency (TRCF) (per million hours worked)	1.31	1.07	0.61
Lost Time Incident Frequency (LTIF) (per million hours worked)	0.46	0.36	0.06
Near Miss Frequency Rate (NMFR) (per million hours worked)	3.76	Not reported	8.83
Total Vehicle Incident Rate (TVIR) (per million miles driven)	6.27	0.09	0.51
Employee Hours	2021	2022	2023
Total number of hours worked by all employees	17,550,260	16,864,666	17,985,977

METRIC	DISCLOSURE				
Service Quality Customer Job Performance Rate*	2019	2020	2021	2022	2023
North & Latin America	90.0%	93.8%	94.6%	95.0%	96.80%
Europe, Sub Saharan Africa	91.2%	93.8%	94.1%	93.3%	94.00%
Middle East & North Africa	90.0%	93.1%	95.4%	94.8%	95.00%
Asia Pacific	90.0%	92.4%	94.1%	94.5%	94.80%
Global	Not reported				95.20%

* Job performance rate is based on the key indicators: Health, Safety, and Environment (HSE), Communication, Equipment Performance, Personnel Performance, and Job Planning and Delivery, and is compiled from the responses contained in job performance forms and feedback provided by our clients.

Employee Turnover †	2021	2022	2023
Voluntary	7.80%	16%	12.21%
Involuntary	4.56%	6%	5.17%
Total	12.40%	22%	17.38%
Global Mean (average) raw gender pay gap	<u>UK Gender Pay Gap Report 2021</u>	<u>UK Gender Pay Gap Report 2022</u>	<u>UK Gender Pay Gap Report 2023</u>

† The figures on this page are approximations only

Metrics – Our People

USA Expro Equal Employment Opportunity (EEO) 2022* report

JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR NON-LATINO												OVERALL TOTAL
	MALE	FEMALE	MALE						FEMALE						
	Hispanic or Latino		White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more Races	
Executive / Sr Officials & Mgrs	0	0	4	0	0	0	0	0	1	0	0	0	0	0	5
First / Mid Officials & Mgrs	9	1	134	4	0	7	0	2	21	0	0	2	0	0	180
Professionals	16	6	97	4	0	10	0	4	20	4	0	5	0	0	166
Technicians	159	0	328	70	2	4	0	7	2	1	0	1	0	0	574
Sales Workers	3	1	25	1	0	0	0	2	5	1	0	2	0	0	40
Administrative Support Workers	4	6	33	6	0	0	0	0	35	5	0	0	0	0	89
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	7	0	32	9	0	9	0	0	0	0	0	0	0	0	57
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current 2022 Reporting Year Total	198	14	653	94	2	30	0	15	84	11	0	10	0	0	1111
2022 Report Total	195	22	682	101	0	32	4	13	90	9	0	8	0	0	1156
2021 Report Total	146	28	720	90	0	36	5	15	107	8	0	9	0	0	1164

* 2023 report will be published July, 2024

Metrics – Our Ethics & Conduct

METRIC	DISCLOSURE
Net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (combined company, 2023)	
D.R. Congo	\$399,114.84
Equatorial Guinea	\$8,081,506.76
Libya	\$709,968.26
Myanmar	\$850,926.76
Turkmenistan	\$803,216.04
Total	\$10,844,732.66

Forward-looking statements

Based on reporting frameworks, internal controls, and assumptions that continue to evolve our aspirations may change.

This report contains forward-looking statements including goals, plans, projections, commitments, expectations, prospects, and initiatives that are aspirational and may change, as they are based on reporting frameworks, internal controls, currently available data, methodologies, estimates, and assumptions that continue to evolve and develop. In addition, they sometimes rely on information or assertions provided by third-parties, or may relate to data from acquisition targets that are not fully integrated into, or may not maintain the same internal controls as, our internal controls. Statements regarding our goals and anticipated benefits of our strategies, are not guarantees or promises that they will be met. Inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information with respect to our Company. As used in this report, the term 'material' is distinct from, and should not be confused with, such term as defined for SEC and other mandatory global reporting purposes. Various statements in this report regarding, among other things, the Company's environmental, social, and governance goals, targets, and initiatives constitute Forward-Looking Statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-Looking Statements are based on current expectations and are indicated by words or phrases such as anticipate, outlook, estimate, expect, project, believe, envision, can, commit, will, aim, seek, goal, target, and similar words or phrases.

These Forward-Looking Statements involve known and unknown risks, uncertainties, and other factors that may cause actual results, performance, or achievements to be materially different from the future results, performance, or achievements expressed in or implied by such Forward-Looking Statements.

These Forward-Looking Statements are based largely on our expectations and judgments and are subject to a number of risks and uncertainties, many of which are unforeseeable and beyond our control, which could cause actual results, performance, or achievements to materially differ. These risks include, but are not limited to, the impacts of climate change, changes in client demand for our products and services, energy industry trends, and those those identified in the Company's Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Form 8-K reports filed with the Securities and Exchange Commission. We undertake no obligation to publicly update or revise any Forward-Looking Statements, whether as a result of new information, future events, historical practice, or otherwise. In addition, website references and hyperlinks throughout this document are provided for convenience only, and the referenced websites are not incorporated in, nor do they form a part of, this report.





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