



# Leading with Energy

Our 2024 Sustainability Review







Delivering technology,  
expertise and service  
for the wells of today

**Unlocking energy  
answers for tomorrow**





Welcome to

# Our 2024 Sustainability Review

This report highlights our ongoing commitment to sustainability, social responsibility, and governance. It offers an in-depth look at our efforts to creating lasting positive impact, aligned with our core values. Through transparency, innovation, and accountability, we continue to drive meaningful change.

**We invite you to explore the following pages, which reflect our dedication to being a true citizen of the world.**



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GET TO KNOW EXPRO

# Delivering technology, unlocking energy answers

Through adaptable, innovative technologies and forward-thinking solutions, we are ensuring long-term success in a dynamic environment.

Our commitment to sustainability is powered by our culture to innovate with purpose which allows us to adapt and invest in our technologies and expertise to reduce emissions and unlock new sources of lower carbon energy for both Expro and our customers.

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# Welcome letter from our Chief Executive Officer

## Dear stakeholders,

Over the past year, Expro has continued to execute our strategy to drive sustainable growth and long-term value for our stakeholders. We advance our strategy through cost-effective, innovative solutions and our best-in-class safety and service quality.

As a global provider of energy services and solutions, Expro plays an important role in the industry's energy transition. Our continued innovations and investments in technologies and expertise provide customers with cost-effective solutions to produce oil, gas and geothermal resources more efficiently and with a lower carbon footprint.

Building on our more than 85-year history of partnerships, we are advancing our portfolio of cost-effective, innovative solutions for our customers, which drives meaningful impact, fosters long-term growth, and supports a more resilient future. We offer products and services that help our customers achieve their carbon reduction goals, and they also enable customers to produce oil, gas, and geothermal resources more efficiently and with a lower carbon footprint. Additionally, we are working to develop digital transformation initiatives, leveraging the power of technology and data to deliver more value for our customers. These adaptable and forward-thinking strategies also significantly reduce operational costs.

Our people are at the heart of our success. To continue to provide services and solutions to leading exploration and production companies, we continually invest in our culture, which is built around safety, service quality, innovation, and accountability. As we strive to attract and develop the best talent, our culture empowers our people to be purposeful and adaptive. Additionally, our community initiatives – driven by our dedicated teams – reflect our values of People, Performance, Partnerships, and Planet. We are committed to help people across the globe live better lives and build vibrant and stable communities.

Achieving zero lost time incidents in 2024 is a clear reflection of Expro's unwavering commitment to championing a culture of safety, reinforcing our best-in-class safety and operational performance.

Our 2024 Sustainability Report serves as a testament to our progress over the past year to further our success, create long-term value for our stakeholders, and maintain transparency.

**We thank you for your ongoing partnership.**



**Michael Jardon**

Chief Executive Officer







# Welcome letter from our Director of Sustainability, Marketing and Communications

To support our commitment to innovate with purpose, we made considerable progress on our sustainability practices and performance in 2024. Our sustainability strategy guides our programs that aim to empower our customers, deliver long-term value for our stakeholders, and accelerate our journey to a low carbon future.

I am proud to share that we have met the 2024 targets we set across sustainability objectives for the second consecutive year. Our objectives guide our sustainability efforts, and we aim to further expand our efforts through our 2025 objectives.

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

- Developing lower carbon solutions for our customers, in partnership with our clients, that drive meaningful impact, foster long-term growth, and support a more resilient future.
- Reducing our operational Scope 1 and Scope 2 greenhouse gas emissions by 25.2% from a 2021 baseline, driven by fleet management and renewable energy, while further enhancing our methods for gathering Scope 3 emissions data to improve future reporting and strategic actions.
- Driving our champion safety culture through improved safety performance of 0.00 Lost-Time Incident Frequency (LTIF), driven by robust safety programs including our third annual Engage safety initiative that engages and teaches employees while reinforcing best practices.

- Progressing on our waste management practices to help minimize the environmental impact of our practices and services, including increasing our waste recycling and recovery rates by more than 30% and decreasing the total amount of waste sent to landfills and incineration by 17% compared to 2023.
- Elevating a collaborative and engaging culture through implementing improvement initiatives across the organization, guided by valuable feedback from employee surveys, such as Expro's new Elevate 2024 Global Employee Survey.
- Evolving our sustainability reporting approach and preparing for future disclosure requirements by conducting a double materiality assessment to further inform our Environmental, Social, and Governance (ESG) topics aligned to the Corporate Sustainability Reporting Directive (CSRD).

**We look forward to continuing to build on our achievements. Our strong momentum remains a testament to the power of engineering a better future for all.**

*Hannah Rumbles*

**Hannah Rumbles**

Director of Sustainability,  
Marketing and Communications







# Partnering to unlock energy for over 85 years

**OUR SCOPE**

+60

COUNTRIES

75

NATIONALITIES

+8K

EMPLOYEES

+85

YEARS EXPERIENCE

**OUR REVENUE**

~80%

INTERNATIONAL

~70%

OFFSHORE

~70%

DRILLING & COMPLETIONS RELATED

**SERVICE-QUALITY LEADER**

2024 customer service, quality, and customer job performance rating

96%

North & Latin America (NLA)

96%

Middle East & North Africa (MENA)

96%

Europe, Sub Saharan Africa (ESSA)

95%

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**

Zero

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

1.05

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

**OUR SUSTAINABILITY RATINGS**

MSCI

AA

CDP

B rating

SUSTAINALYTICS

a Morningstar company

Medium Risk



# Our global portfolio

Working for clients across the well lifecycle, 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 31 December 2024) 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).

Combining innovative, future-facing technology with high-quality data, our services and solutions enable customers to cost effectively develop their most complex wells on a global basis. We are also committed to enhancing our customers' production efficiency, while delivering innovative, sustainable energy solutions. Adaptable and forward-thinking strategies significantly reduce operational costs and emissions, supporting long-term success in a dynamic environment.



**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 Tubular Running Services, cementing, and performance drilling. With a focus on innovation, we are continuing to advance the way wells are constructed through our efforts to optimize safety and process efficiency on the rig floor, develop new methods to handle and install tubulars, and mitigate well integrity risks. Since acquiring Coretrax in 2024, we have broadened our portfolio of cost effective, technology-enabled Well Construction and Well Intervention & Integrity solutions. Coretrax's technologically differentiated solutions include +50 technologies to (i) address issues commonly encountered during drilling, (ii) better optimize drilling and completions time (and thereby reduce well construction costs), (iii) extend well life, and (iv) cost-effectively increase production.

**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 global, comprehensive well flow management systems for 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 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 a wide range of fit-for-purpose subsea well access solutions, our technology aims to provide safe well access and optimized production throughout the well 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 capture well data, help support well bore integrity, and help 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 the Distributed Fiber Optic Sensing (DFOS), utilizing what we believe to be the most advanced well diagnostics platform currently on the market.

**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.

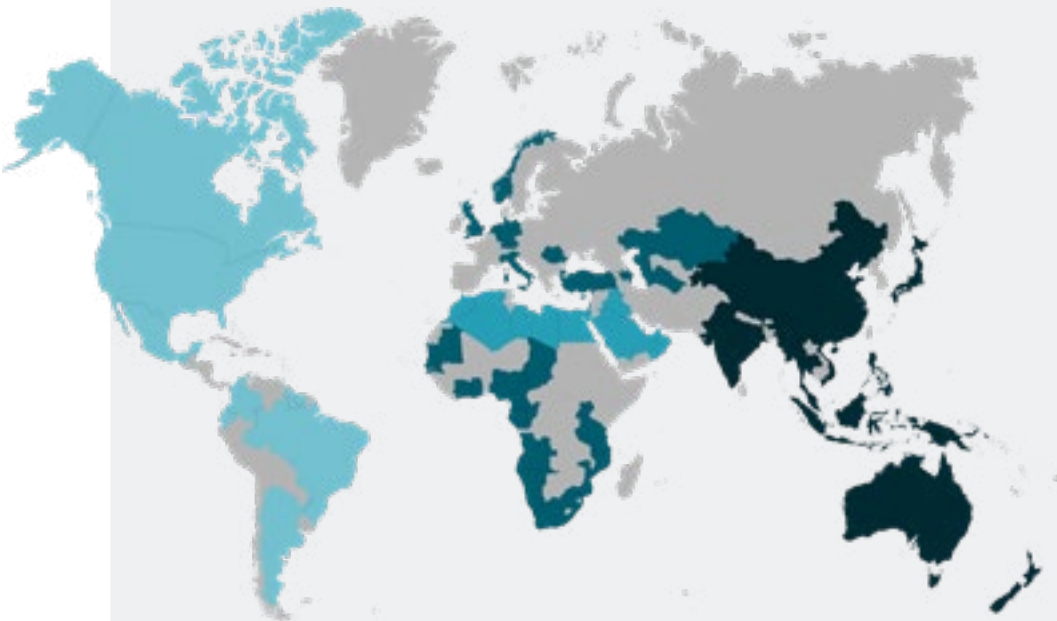
## An International Footprint

North And Latin America (NLA)

Europe And Sub-Saharan Africa (ESSA)

Middle East And North Africa (MENA)

Asia-Pacific (APAC)







PARTNERSHIP

# Advancing together

**Partnering with our clients** to create innovative, sustainable solutions that drive meaningful impact, foster long-term growth, and support a more resilient future.

Supporting a landmark carbon capture project with expert tubular running services

Digital automation eliminating red-zone exposure and reducing carbon emissions

Advancing carbon capture: well testing for a major UK project

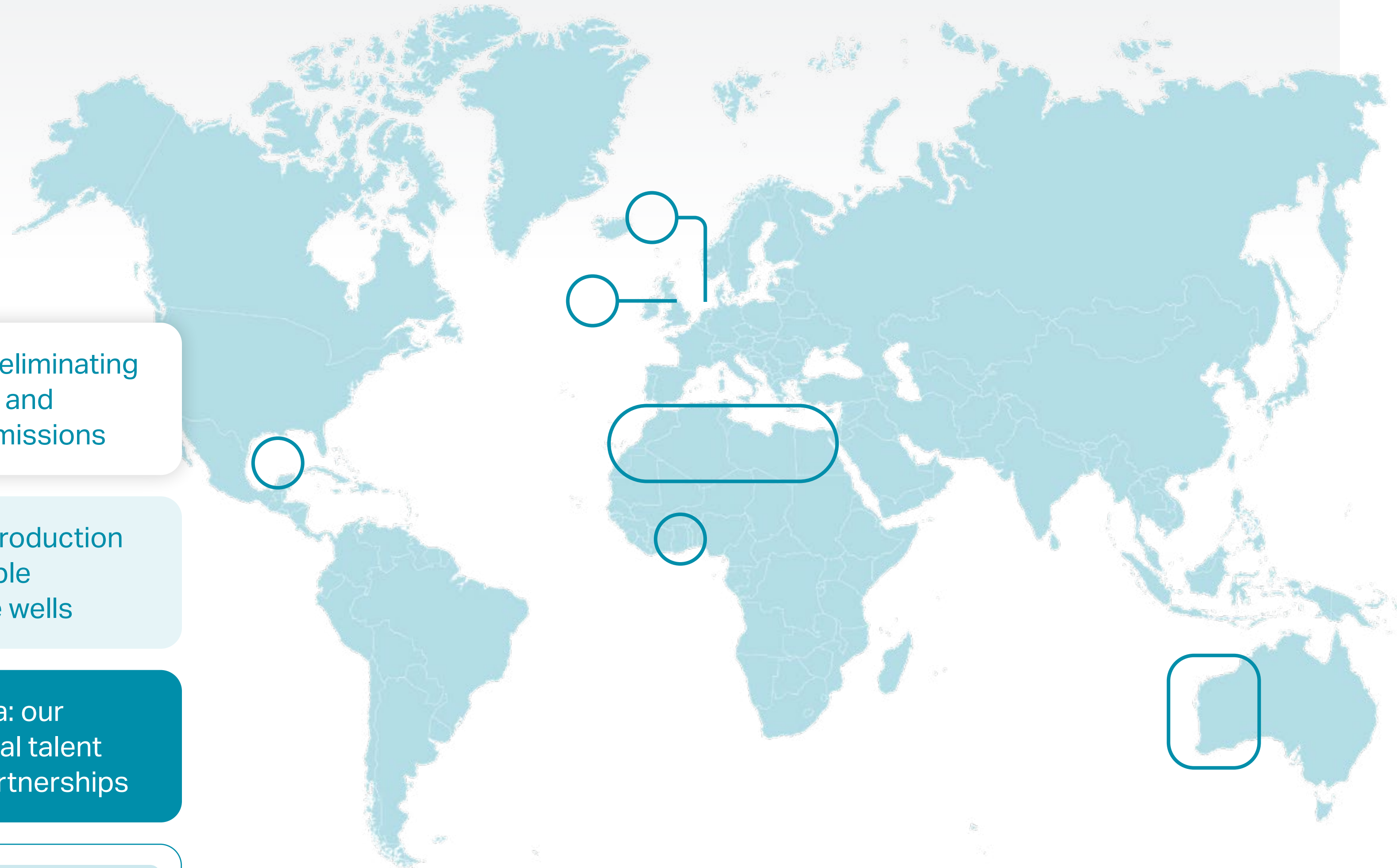
Zero flaring Early Production Facility: a sustainable solution for remote wells

Reducing flaring footprint in Natural Reserve area

Empowering Ghana: our commitment to local talent and community partnerships

**Driven by our people,**  
creating a better future.

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







## Supporting a landmark carbon capture project with expert tubular running services

This underscores Expro as a preferred partner for well construction services in CCS, highlighting the Company's technical expertise and innovation



We are delighted to secure a contract to supply Tubular Running Services (TRS) as part of a major Carbon Capture and Storage (CCS) project in the Netherlands.

The contract includes the recompletion and conversion of legacy offshore gas production wells into CO<sub>2</sub> injection wells, decommissioning of shallow wells and drilling of platform slot recovery wells. The project, which is the first offshore CCS storage system in the Netherlands, aligns fully with Expro's sustainability objectives.

Expro will deliver the contract using its proprietary non-marking TRS technology which has been specifically designed to run Corrosion-Resistant Alloy (CRA) tubulars. The Fluid Grip tong and Collar Load Support (CLS) system to be used on this project is designed to enable Expro to handle and make-up the tubulars on the rig without marking the outer surface of the pipe. In a highly corrosive CO<sub>2</sub> environment, this will help maximize the longevity of the pipe and address the challenges of long-term well integrity assurance.

Iain Farley, Regional Vice President for Europe and Sub-Saharan Africa at Expro said: "Securing this contract for this major CCS project highlights Expro's advanced technical expertise in deploying CRA tubulars. The specific technologies being used throughout the project are proven in the oil and gas sector and it is fantastic to

see these capabilities helping to unlock the potential of the CCS sector. Expro TRS services are designed for safety, efficiency, and precision, and so we look to be playing a vital role in supporting the success of this project. Expro has a well-earned reputation for delivering high-performance solutions for complex well construction challenges and we are committed to pioneering solutions for energy transition challenges. This contract cements the Company's role in advancing sustainable practices in the offshore energy sector."

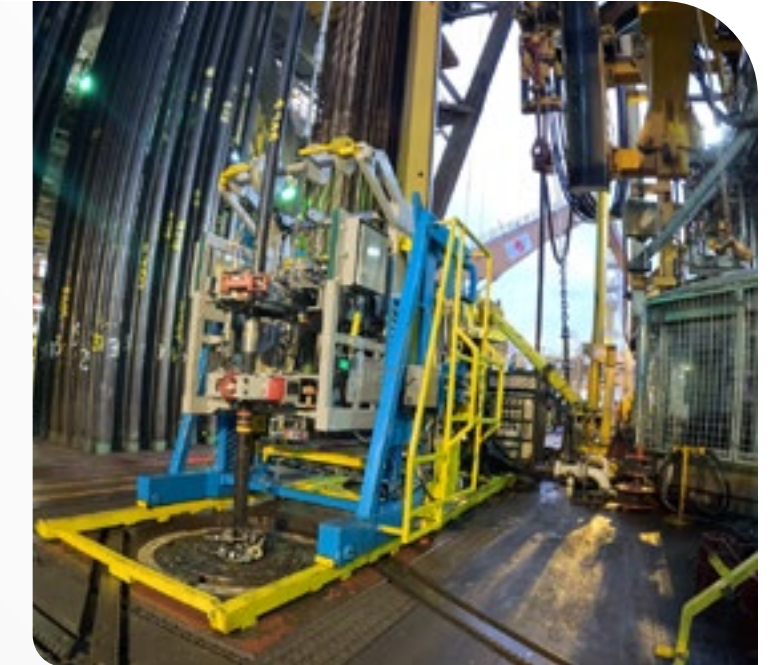
Since 1938, Expro has built a reputation as the industry pioneer, and premier and trusted provider, of tubular running services for all applications globally.

Expro offers supplementary services, such as performance drilling tools, wellbore clean-out, and cementing technologies, to support comprehensive well integrity solutions.

Expro's portfolio of solutions offers the most complete line of tubular handling products and devices encompassing all sizes of large OD tubulars, surface, and intermediate casing, through to production casing and tubing, whilst also offering a fleet of drill pipe handling tools for harsh drilling operations and heavy landing strings.

## Digital automation eliminating red-zone exposure and reducing carbon emissions

Enhancing safety and efficiency with digital automation in high-risk rig environments



Over the last 12 months Expro's flagship digital technologies, the iTONG™ Autonomous Connection Make-Up System and Centri-FI™ Consolidated Controls have forged their way into the Deepwater markets globally with unrivaled success. With each new deployment of these technologies, they continue to deliver unprecedented time savings, reducing the overall time to construct wells, and in turn reducing the Carbon Intensity of the energy being produced.

The fully automated workflows of iTONG™ start with the push of a single button. From there the system executes a series of automated routines with utmost precision and control, using Artificial Intelligence (AI) powered software to monitor and adjust the system parameters, it aims to deliver optimal results first time, every time.

The wireless remote control of Centri-FI™ enables a full Tubular Handling and Power Tong package to be controlled by a single operator. Not only does this enable the reduction of crew sizes, but it allows the few that remain to work from the safety of the Drillers Cabin. The result is excellent communication with the driller and assistant driller, which in turn leads to improved operational performance and reduced operational risk – two primary objectives of every rig operation.

Rig floors of drilling rigs will always be high-risk environments for any personnel who work in them. Big heavy moving machinery, continuous movement of pipe, hostile environments, and pressure to complete work on budget, create a formidable mix of hazards that pose high-risk to anyone working in and around the rig floor. For this reason, the drive to remove personnel from the Red-Zone and replace man-power with technology is relentless. iTONG™ and Centri-FI™ are the epitome of technological solutions that mitigate these everyday risks, demonstrating the value that technology offers in the fight to eliminate risks to personnel whilst delivering a net cost saving to the client.

Whilst both technologies offer benefits on their own, their value will increase exponentially when fully integrated with the Drilling Rig Control System to further advance rig floor operations and deliver fully autonomous running of casing and completion tubing.

improved operational performance and reduced operational risk





## Advancing carbon capture: well testing for a major UK project

Latest contract extends Expro's decade-plus support of the UK Carbon Capture and Storage (CCS) industry

We are proud to have secured a key contract to deliver integrated well testing services for a high-profile Carbon Capture and Storage (CCS) project in the North Sea, strengthening our commitment to sustainable energy solutions.

This award comes as licensing activities for carbon storage increases, in line with the vision to develop the North Sea as a major sequestration hub.

Expro has been commissioned to provide critical services that will be needed to appraise two wells in a large saline aquifer to evaluate its suitability for carbon dioxide storage.

The production and injection testing of the aquifer will provide important information that will be used to characterize the reservoir as part of the field development plan. Expro will deliver operations using capabilities and technologies from its well testing, fluid sampling and analysis, subsea, meters and wireline business segments. To provide a fully integrated CCS appraisal solution, Expro will also partner with other companies to provide Electric Submersible Pump (ESP) and Drill Stem Testing (DST) data.

Expro has more than 20 years' experience in supporting CCS projects around the world, including the Northern Lights project in Norway. The Company also has a 50-year-plus heritage of supporting the energy industry in the North Sea, including recent operations this year with two wells in Norway and one well in Denmark.



Iain Farley, Expro's Regional Vice President for Europe and Sub-Saharan Africa, said: "Our success in securing this contract demonstrates Expro's ability to use our reservoir appraisal and well test capabilities, that have traditionally been used for the development of oil and gas reservoirs, to help kick-off the carbon storage industry in the UK. Expro is proud of playing both a key role in helping to decarbonize Europe and in the confidence that our customer has placed in Expro to successfully deliver this project."

"This contract win builds on the success of the integrated well testing services that Expro has also provided to Equinor for the Northern Lights CCS project in Norway. It also demonstrates our commitment to the UK's CCS program and the opportunities it is expected to create for local employment, economies, and supply chains."

Expro has more than **20 years' experience in supporting CCS projects** around the world and a **50-year-plus heritage of supporting the energy industry in the North Sea**

## Reducing flaring footprint in Natural Reserve area

Striving to minimize the environmental impact of flaring within a delicate ecosystem



Expro partnered with a leading energy company to undertake a critical gas exploration program in the Perth Basin, an area classified as a Nature Reserve forest and protected by the Western Australian State government. This partnership aimed to minimize the environmental impact of flaring during well testing, a significant challenge given the strict environmental regulations and the need to protect the delicate ecosystem.

During Phase 1 of the project, standard flaring was used. However, the need for improvement was evident, and the energy company sought a more environmentally friendly solution for Phase 2. Expro rose to the challenge by proposing a bespoke 100 ft flare stack to help minimize the footprint required in the well test pad area and a Closed-loop Caution Recovery system to avoid burning liquids on site.

The innovative solution allowed the project to achieve its objectives with zero impact on the protected forest areas

and zero liquid flaring. The project was also designed to comply with NGRS/DMIRS regulations, recording cold and hot venting for each well, and ensuring noise and heat levels remained within acceptable urban limits. This collaboration not only reduced the CO<sub>2</sub> footprint by avoiding liquid burning but also allowed the energy company to reduce the well pad size, further minimizing the environmental footprint for future operations.

The successful completion of well testing for three wells without any accidents, incidents, or spills is a testament to the effectiveness of this partnership. Expro's WT Package, utilizing the 100 ft flare stack solution, led to zero impact on the protected forest, with heat radiation and noise levels within accepted standards. Additionally, the Closed-loop Caution Recovery system saved 75,000 kg of equivalent CO<sub>2</sub> emissions and recovered 185 barrels of diesel and condensate for use in other drilling operations.





# Zero flaring Early Production Facility: a sustainable solution for remote wells



Expro's dual-train EPF system enabled rapid production from remote wells, **eliminating flaring, reducing costs, and enhancing safety and monitoring**

In the remote regions of North Africa, an operator faced significant challenges in monetizing production due to the lack of pipeline infrastructure for export. These wells present logistical difficulties in deploying personnel, maintaining process control, and providing ongoing production monitoring. To address these challenges, Expro was commissioned to design, plan, and deliver a dual-train Early Production Facility (EPF) system, implemented in phases to expedite production and meet the operator's unique needs.

### Streamlined Operations For Maximum Efficiency

Expro's EPF system was designed to handle 50,000 barrels of oil per day (bbld) and 60 million standard cubic feet of gas per day (MMscfd) while minimizing the need for on-site personnel. The project was executed in two phases. In Phase 1, the first production train was deployed using Expro's fleet equipment, allowing the operator to gain early production and cash flow. This train was implemented with the ability to increase the production site capacity without production shutdown. In Phase 2, the second train, equipped with gas export compressors, was integrated with the first train without any production interruption. This integration allowed additional wells to be connected to the production facility while eliminating associated gas flaring through the export gas compressors.

Expro enhanced the EPF's operational control through a Programmable Logic Controller (PLC) system and EdgeX Data Acquisition, providing centralized data management, remote monitoring, and real-time control capabilities. The integration of satellite communications and automation technologies provided ongoing oversight with minimal on-site presence.

### Cost-Effective Solutions For Enhanced Sustainability

The rapid deployment of the fast-tracked EPF increased oil production by 50,000 bbld from remote, previously inaccessible wells, delivering immediate cash flow. The automation through PLCs cut labor costs by 20%, and process efficiency improvements led to a 30% reduction in energy consumption. This combined benefit of reduced costs and eliminating flaring contributed significantly to the project's sustainability.

### Zero Flaring: A Commitment To Lower Carbon Footprint

One of the most notable achievements of the Expro EPF system was the elimination of unnecessary flaring. The gas compression of 60 MMscfd of produced gas provided a sustainable production of hydrocarbon resources. The EdgeX system enabled quick anomaly detection, troubleshooting issues, and data-driven decisions, which were crucial for maintaining operational efficiency and reducing downtime. Additionally, the implementation of PLC-based control systems improved safety through the execution of complex safety logic and interlocks designed to prevent accidents and unplanned shutdowns. The system enabled remote diagnostics and monitoring, simplifying maintenance and troubleshooting to help optimize facility uptime.

### Always Championing Safety

Safety was a paramount consideration in the design and implementation of Expro's EPF system. The integration of PLC-based control systems significantly improved safety by executing complex safety logic and interlocks designed to prevent accidents and unplanned shutdowns. The system enabled remote diagnostics and monitoring, which simplified maintenance and troubleshooting, thereby optimizing facility uptime.

In conclusion, Expro's zero flaring Early Production Facility in North Africa stands as a testament to the Company's commitment to operational efficiency, cost reduction, and sustainability. By leveraging advanced technologies and innovative solutions, Expro has successfully addressed the challenges faced by the operator, delivering a project that not only meets but exceeds expectations.

Early Production Facility (EPF) with Zero flaring for remote wells in North Africa

READ MORE ➔

Deployment of EPF, oil production (bbld) increased by

50,000

Automation through

Programmable Logic Controller

Cut labor costs by

20%

Reduced energy consumption by

30%





## Empowering Ghana: our commitment to local talent and community partnerships



Health remains a priority in our community engagement. In October 2024, Expro Ghana partnered with the Airwives Organisation of the Ghana Airforce **to provide free breast cancer screenings**

Through strategic partnerships, Expro Ghana is advancing local talent, STEM (Science, Technology, Engineering, and Mathematics) education, and healthcare – demonstrating how our global Corporate Social Responsibility (CSR) approach fosters sustainable development in the communities we serve.

Expro Ghana exemplifies how we use partnerships to drive Corporate Social Responsibility across our global operations. By collaborating with local institutions, government agencies, and community organizations, we can create long-term, sustainable impacts in the communities where we operate.

Made to align with Ghana's Local Content Law, our recruitment and training programs are designed to nurture local expertise. Through partnerships with universities, structured on-the-job learning experiences, and international exposure, Expro aims to equip local professionals to increase its Ghanaian workforce and reduce reliance on expatriate staff. In the last three years, Expro has sent Ghanaian personnel to countries such as Ivory Coast, Mauritania, Equatorial Guinea, Australia, and the UK for international projects. Beyond field assignments, we have also promoted a number of Ghanaians into key regional roles within the ESSA region based in the UK, demonstrating our commitment to long-term **career development and leadership growth**.

Education is a key pillar of our CSR efforts. Over the past five years, Expro has collaborated with the University of Energy and Natural Resources (UENR) to develop Ghanaian capacity and technology for managing the sector. This has resulted in internship opportunities, facilitating training programs and seminars. Expro has also extended similar opportunities to other educational institutions such as the University of Mines and Technology (UMAT), Kwame Nkrumah University of Science and Technology (KNUST), and Takoradi Technical University (TTU).

Our commitment to innovate with purpose drives our support for STEM education. In early 2024, we partnered with Takoradi High School to refurbish

its chemistry laboratory and washroom facility, creating a more conducive learning environment. We believe this upgraded lab will spark greater interest in science among junior high school students and attract top talent to pursue STEM education. With the support of school leadership and the contractor, the renovation was completed and officially handed over in June 2024. Representatives from the Petroleum Commission and Expro staff attended the event, reinforcing our broader commitment to empowering young minds through education.

Women's empowerment is another focus area. In March 2024, for International Women's Day, Expro Ghana's female employees engaged students in New Amanful, discussing personal and menstrual hygiene while reinforcing that gender is no barrier to success. The Company also donated sanitary products to support young girls in their education.

Health remains a priority in our community engagement. In October 2024, Expro Ghana partnered with the Airwives Organisation of the Ghana Airforce to provide free breast cancer screenings. At Effia Nkwanta Regional Hospital, we also donated life-saving medications, easing the cost of treatment for up to 23 women.

These initiatives in Ghana illustrate how Expro leverages partnerships to drive sustainable development globally. By working alongside education institutions, healthcare organizations, and community groups, we continue to create meaningful lasting change – empowering local talent, improving education, and enhancing healthcare access.

Through these efforts, we reaffirm our role as true citizens of the world, dedicated to making a positive impact where we operate and reinvesting some of the revenues from our customers into meaningful local programs that make a difference to the communities where we work.







## PRINCIPLES

# Leading with integrity and sustainability

**Our robust governance**, responsible business practices, and commitment to sustainability drive long-term success for our people, partners, and communities.

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### CITIZENS OF THE WORLD

## Nilde Mateus

**Well Test and Slickline Operations Coordinator**  
Europe and Sub-Saharan Africa

With a career spanning nearly 11 years, Nilde Mateus continues to show her determination to push herself. Her eagerness **to take on new challenges led her to accept a role that required relocating from Angola to Mozambique.**

"This move helped me to be more open minded than I already am. I improved my mediation and observation skills, **becoming more thoughtful and accurate in conflict management.** It helped me to mature more on making critical decisions."





# Our Board

The Board of Directors (Board) is actively involved in oversight of risks that could affect the Company.

Expro is incorporated in The Netherlands. Under Dutch law, only a non-executive director can be the Chair of the Board. The Board believes this structure promotes increased Board independence from management and therefore, leads to better monitoring and oversight.

The Board currently has three standing committees: the Audit Committee, the Compensation Committee and the Nominating and Governance Committee. Each of the three committees is composed of independent directors and has the composition and responsibilities described below. The Board may decide in the future to create additional committees. The Board also includes a **non-executive member** of the Board who, for 10 years as a regulator, oversaw U.S. listed public company governance and disclosure at the U.S. Securities and Exchange Commission.

## Audit Committee

The Audit Committee oversees, reviews, acts on and reports to the Board on various auditing and accounting matters, including: the selection of the Company’s independent accountants; the scope of the Company’s annual audits; fees to be paid to the independent accountants; the performance of the Company’s independent accountants and the Company’s accounting practices. In addition, the Audit Committee oversees the Company’s compliance programs relating to legal and regulatory requirements.

## Compensation Committee

The Compensation Committee oversees, reviews, acts on and reports to the Board on various compensation matters, including: the compensation of the Company’s executive officers and directors; the Compensation Discussion and Analysis included in the Company’s proxy statement or Annual Report on Form 10-K and the Compensation Committee Report; compensation matters required by Dutch Law; and the discharge of the Board’s responsibilities relating to compensation of the Company’s executive officers and directors.

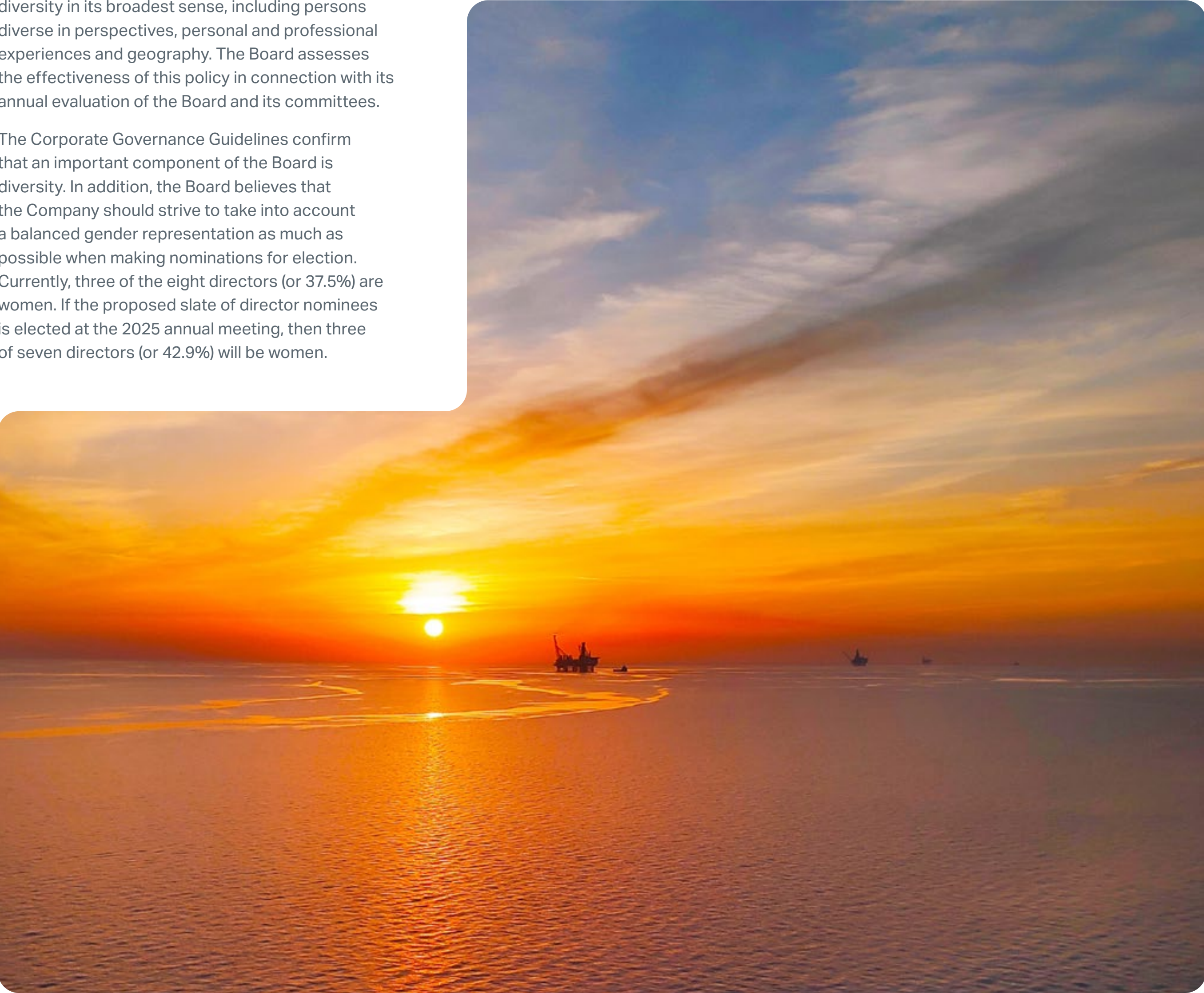
## Nominating And Governance Committee

The Nominating and Governance Committee oversees, reviews, acts on and reports to the Board on various corporate governance matters, including the selection of director nominees; composition of the Board and its committees; compliance with corporate governance guidelines; enterprise risk management, including risks related to matters including compliance, and information technology and cybersecurity as well as artificial intelligence; annual performance evaluations of the Board and its committees; and succession planning for the Chief Executive Officer. It also oversees management’s efforts to increase the Company’s environmental, social and governance initiatives, including climate- and human capital-related risks.

Expro selects Board members through criteria established by the Nominating and Governance Committee. In evaluating director candidates, the Company assesses whether a candidate possesses the integrity, judgment, knowledge, experience, skills and expertise that are likely to enhance the Board’s ability to oversee and direct the Company’s affairs and business, including, when applicable, to enhance the ability of committees of the Board to fulfill their duties and the quality of the Board’s deliberations and decisions. In evaluating directors under its diversity policy, the Company considers

diversity in its broadest sense, including persons diverse in perspectives, personal and professional experiences and geography. The Board assesses the effectiveness of this policy in connection with its annual evaluation of the Board and its committees.

The Corporate Governance Guidelines confirm that an important component of the Board is diversity. In addition, the Board believes that the Company should strive to take into account a balanced gender representation as much as possible when making nominations for election. Currently, three of the eight directors (or 37.5%) are women. If the proposed slate of director nominees is elected at the 2025 annual meeting, then three of seven directors (or 42.9%) will be women.





# 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. 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.**

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. As citizens of the world, we safely manage our customers' resources with the same care that defines our identity.

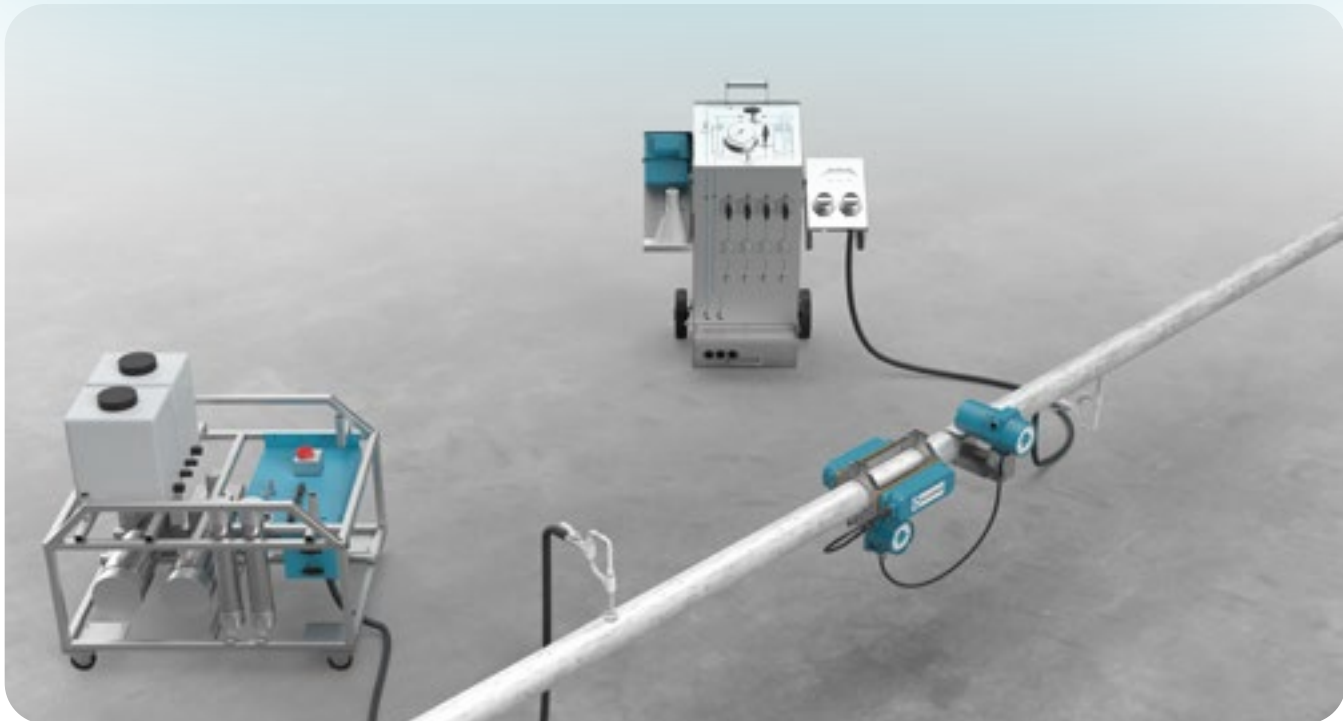
We take pride in being a responsible and transparent business that operates under a clear set of Environmental, Social, and Governance principles.

Our ESG Leadership Council is supported by the Board 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 overseeing the progress towards our carbon-reducing goals, managing the risks of climate change, steering our Social agenda to be good neighbors in our communities, and developing and enhancing our own organizational culture. Our ESG Leadership Council meets on a quarterly basis to present progress and discuss future targets and focus areas.



Innovate with  
**Purpose**





# 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, to compile a targeted listing of risks and develop a common understanding of how those risks may 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 (EMT) when executing on our strategy and managing our day-to-day activities. Critical risks are assigned to EMT members who then bear responsibility for the advancement of the risk mitigation plans. The Nominating and Governance (NomGov) 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.







## Our 2024 environmental targets achieved

### Reducing our own operational emissions and waste streams



**15% reduction** for Scope 1 + Scope 2 Greenhouse Gases Emissions (Absolute) from 2021 base-year.

✓ 25.2%



**5% improvement** in overall recycling rates.

✓ 30%

### Helping to reduce our clients' operational emissions and waste streams



**50% Research and Development (R&D) spend** related to emissions reduction projects.

✓ 50%

### Upholding our reputation as a socially responsible operator by actively monitoring our impact to our surrounding communities



**10% reduction** of environmental spills per annum.

✓ 10%



**ZERO significant fines** and non-monetary sanctions for non-compliance with environmental laws and/or regulations.

✓ Zero

### Developing solutions that are relevant to the evolving energy transition market



**10% of total revenue** coming from non-core Oil and Gas energy projects by 2026.

✓ 10%



**Develop a sales opportunity pipeline** for Geothermal and Carbon Capture, Utilization and Storage (CCUS) projects by year end.

✓ Achieved

### Operating as a considered supply chain



**Document emissions data** for selected suppliers and for 2025 ESG reporting.

✓ Achieved



**Survey OPEX suppliers for 2024**, focusing on rental equipment and central operations. Target: 10 regional, 5 global suppliers.

✓ Achieved



**Integrate global travel management metrics** and document emissions data for 2025 ESG reporting.


✓ Achieved





# Our 2025 objectives

## Reducing our own operational emissions and waste streams


 **28% reduction** for Scope 1 + Scope 2 Greenhouse Gases Emissions (Absolute) from 2021 base-year.

 **28%**

 **5% improvement** in overall recycling rates.

 **5%**

## Helping to reduce our clients' operational emissions and waste streams

 **25-50% of Research and Development (R&D) spend** will be related to emissions reduction projects between 2025 and 2030.

 **25–50%**

## Upholding our reputation as a socially responsible operator by actively monitoring our impact to our surrounding communities

 **Zero recordable** environmental spills per annum.

 **Zero**

 **ZERO significant fines** and non-monetary sanctions for non-compliance with environmental laws and/or regulations.


 **Zero**

## Developing solutions that are relevant to the evolving energy transition market


 **10% of total revenue** coming from non-core Oil and Gas energy projects by 2026.

 **10%**

## Operating as a considered supply chain

 **100% of newly onboarded direct suppliers** will have a documented ESG score, showcasing compliance and promoting sustainability. Enhancing supplier engagement through the implementation of an ESG survey during the onboarding process and conducting periodic re-evaluations.

 **100%**

 **At least 5 high impact suppliers**, one from each product line, to conduct quarterly status checks and biannual data gathering. Requesting Scope 1, 2, and 3 emissions values from our key suppliers supports more accurate reporting and comprehensive supplier accountability attributed to Expro Scope of Work.

 **5**







# Our roadmap to net zero

To achieve our goal of net zero emissions by 2050, we reviewed our plan in late 2024.

This plan is designed to help us reduce greenhouse gas emissions, move into low carbon markets, and tackle climate challenges. It aligns with the Paris Agreement and science-based targets.

We are focusing on five emissions abatement levers: expanding Power Purchase Agreements (PPAs), starting solar projects, improving energy efficiency at our bases, electrifying our vehicle fleet, and finding lower carbon options for our equipment. These steps will help us cut Scope 1 and Scope 2 emissions by 50% while we work on tracking Scope 3 emissions. From 2030 to 2050, we will explore more ways to reduce emissions and expand our Sustainable Energy Solutions.

We reviewed our carbon footprint and analyzed our current emissions. This review includes projections for 2030, 2040, and 2050, based on different scenarios and pathways. These projections help us understand the potential future impact of our operations and plan accordingly. We also have specific measures to help reduce emissions and achieve our long-term sustainability goals.

This updated roadmap will guide us in our transformative journey towards a sustainable future. By working with our stakeholders, we can make a significant impact, grow in low carbon markets, and achieve our net zero goals.

## 2015–2019

**2015**  
Paris Agreement to limit global warming below 2°C

**2018**  
Expro Services Flare Gas Recovery, Algeria

**2019**  
Expro acquisition of Quality Intervention, with CoilHose™ and Annulus Interventionc

## 2020–2023

**2020**  
Expro services Northern Lights CCS, Norway

**2021**  
Baseline emissions benchmarking established for the combined new Expro

**2023**  
Partial Expro technology budget allocated to carbon reduction projects

Combined company disclosure to CDP

Expro named Energy Transition Pioneer of The Year at the OWI Global Awards

## 2024–2030

**2024**  
Target 15% reduction for Scope 1 & 2 GHG emissions from 2021 baseline

Roadmap to net zero assessment by third party

Expro and Getech partner to propel low carbon geothermal energy projects

**2025**  
Target 28% reduction for Scope 1 & 2 GHG emissions from 2021 baseline

**2026**  
10% of total revenue coming from non-core Oil and Gas energy projects

**2030**  
Target 50% reduction for Scope 1 & 2 GHG emissions from 2021 baseline

Baseline for Scope 3 Emissions

## 2040–2050

**2040**  
All Expro fleet to be low or zero carbon-fuelled vehicles

All Expro bases supplied by renewable energy

Growth on Sustainable Energy Solutions

**2050**  
Net zero (Scope 1, 2, & 3)

50-75% Expro revenue generated by Sustainable Energy Solutions

Expanding PPAs

Implementing solar projects

Optimizing energy efficiency at our bases

Initiating fleet electrification for vehicles

Optimize fuel consumption from our Equipment fleet, seeking lower carbon fuels





# Sustainable Energy Solutions

Driving decarbonization through innovation: our support for a lower carbon future.

Expro is supporting the energy transition through cutting-edge technology and wells expertise, while maintaining operational excellence and safety. In 2024, we maintained our focus on Carbon Capture, Utilization, and Storage (CCUS), Geothermal, Emissions Management, and Hydrogen; four pillars that define our support for a more sustainable energy future.



## CARBON CAPTURE, UTILIZATION, AND STORAGE (CCUS)

### Scaling Global Solutions

CCUS is now globally recognized as a cornerstone of net zero strategies. Expro has expanded its support for CCUS projects, offering well flow management, reservoir evaluation, and CO<sub>2</sub> storage solutions. Notable achievements include:

- 30% year-over-year revenue growth, reflecting our expanding market presence.
- Diversified revenue streams with project growth from five to 15, now spanning seven countries.
- Expanded client base, completing work for 11 operators, up from four in 2023.
- Achieved revenue generation across all Product Lines, reinforcing portfolio resilience.
- 78% increase in opportunity pipeline development, strengthening future growth potential.
- Secured key contracts across APAC, NLA, and ESSA, positioning Expro as a trusted partner in CCUS expansion.
- Won high-profile contracts in North America for Tubular Running Services (TRS), Well Testing, and Fluid Sampling.
- Delivered well construction and flow management solutions for major CO<sub>2</sub> storage projects, solidifying our expertise in de-risking storage operations.
- Strengthened industry collaborations through active participation in the Carbon Capture and Storage Association (CCSA) and the Global Carbon Capture and Storage Institute (GCCSI).

With more than 500 CCUS projects in the pipeline globally, Expro is well-positioned to meet the growing demand for technical expertise in capturing and storing CO<sub>2</sub> at scale.

## GEOTHERMAL

### Expanding Sustainable Energy Solutions

Geothermal energy continues to gain traction as a reliable, renewable baseload power source. Expro has strengthened its market presence through:

- Successful execution of high-flow rate, high-temperature well testing projects in Europe.
- Strategic expansion into mid-enthalpy geothermal developments, better optimizing drilling and well management solutions.
- Increased collaboration with industry partners to enhance geothermal technology and efficiency.

By applying our oil and gas expertise, we continue to support geothermal expansion while seeking to minimize costs and environmental impact.



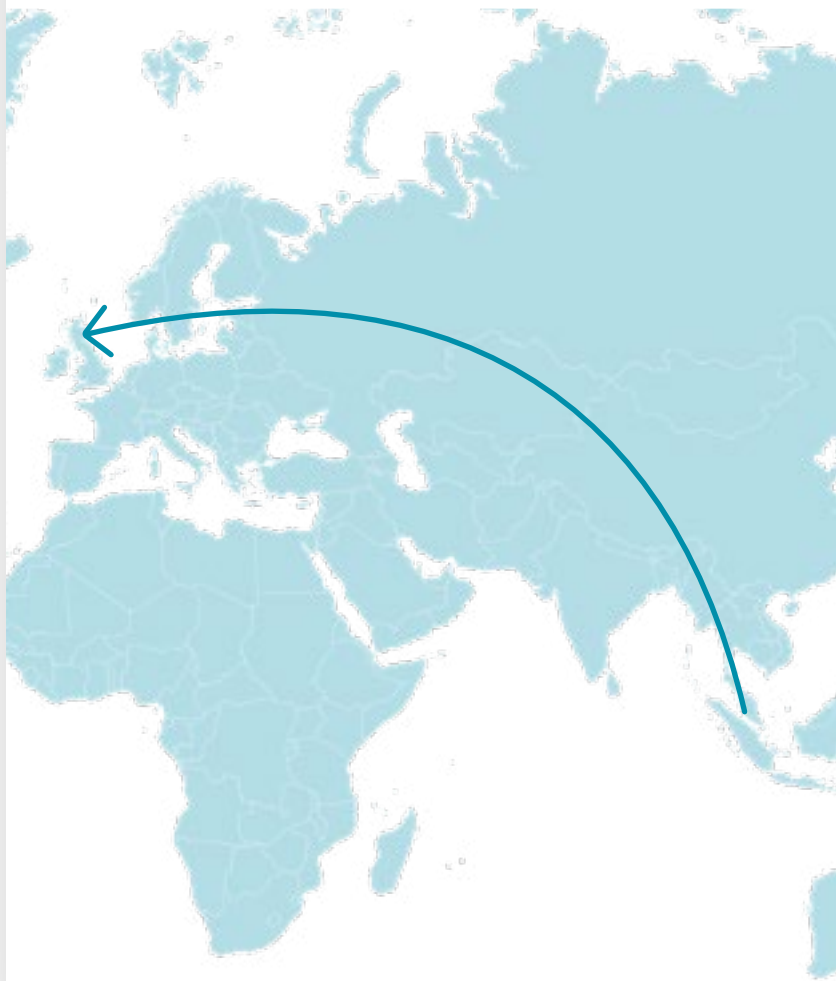
## CITIZENS OF THE WORLD

### Isobel Rae Impas

Commercial Manager  
Europe and Sub-Saharan Africa



Isobel Rae Impas, a chemical engineering graduate, started her career in the oil and gas industry with an internship at Shell Philippines. Throughout her 12 years at Expro, she has transitioned from Data Analyst to Region Commercial Manager for Asia-Pacific (APAC) in Kuala Lumpur. **Now based in Aberdeen as a Commercial Manager for Europe and Sub-Saharan Africa (ESSA)**, Isobel values the growth and opportunities Expro has provided so far.



"Without the support from Expro, I would not be where I am today... Expro has provided me with multiple opportunities to grow holistically, **allowing me to expand beyond my perceived limitations.**"



# Sustainable Energy Solutions

## EMISSIONS MANAGEMENT

### Maximizing Returns While Minimizing Emissions

Reducing greenhouse gas emissions remains a priority for Expro and our clients. The flaring of associated gas from oil and gas processing facilities, often due to infrastructure limitations, contributes significantly to local emissions and results in the loss of valuable hydrocarbons that could serve as an additional revenue stream or utility. Expro is committed to mitigating this issue through innovative technologies that can optimize wellbore fluid utilization while being economically feasible.

### Expro's Approach

Our Production Solutions team conducts detailed comparative studies to identify cost-effective alternatives to gas flaring. Solutions may include gas-to-power compressors or other advanced methodologies tailored to site-specific conditions. Expro delivers, installs, and commissions these solutions using an expedited approach to help maximize impact.

### Value To The Client

- Rapid deployment of equipment reduces flared gas losses, optimizes production to meet export commitments, and extends field life.
- Gas-to-power compressors lower OPEX costs while enhancing customer return on investment.
- Clients benefit from reduced greenhouse gas emissions, aligning with sustainability targets and regulatory requirements where we operate.

### Enhancing Emissions Monitoring And Detection

Beyond flaring reduction, Expro is focused on providing real-time assurance that well sites and production facilities operate efficiently. Our ongoing efforts include:

- Advanced well integrity monitoring and emissions detection technologies.
- Deployment of real-time emissions tracking to optimize operational performance.
- Expanding partnerships with industry leaders to develop state-of-the-art methane detection and flaring reduction solutions.

These initiatives align with our Paris-aligned goal of achieving a 50% reduction in CO<sub>2</sub>e emissions by 2030 and reaching net zero emissions by 2050.



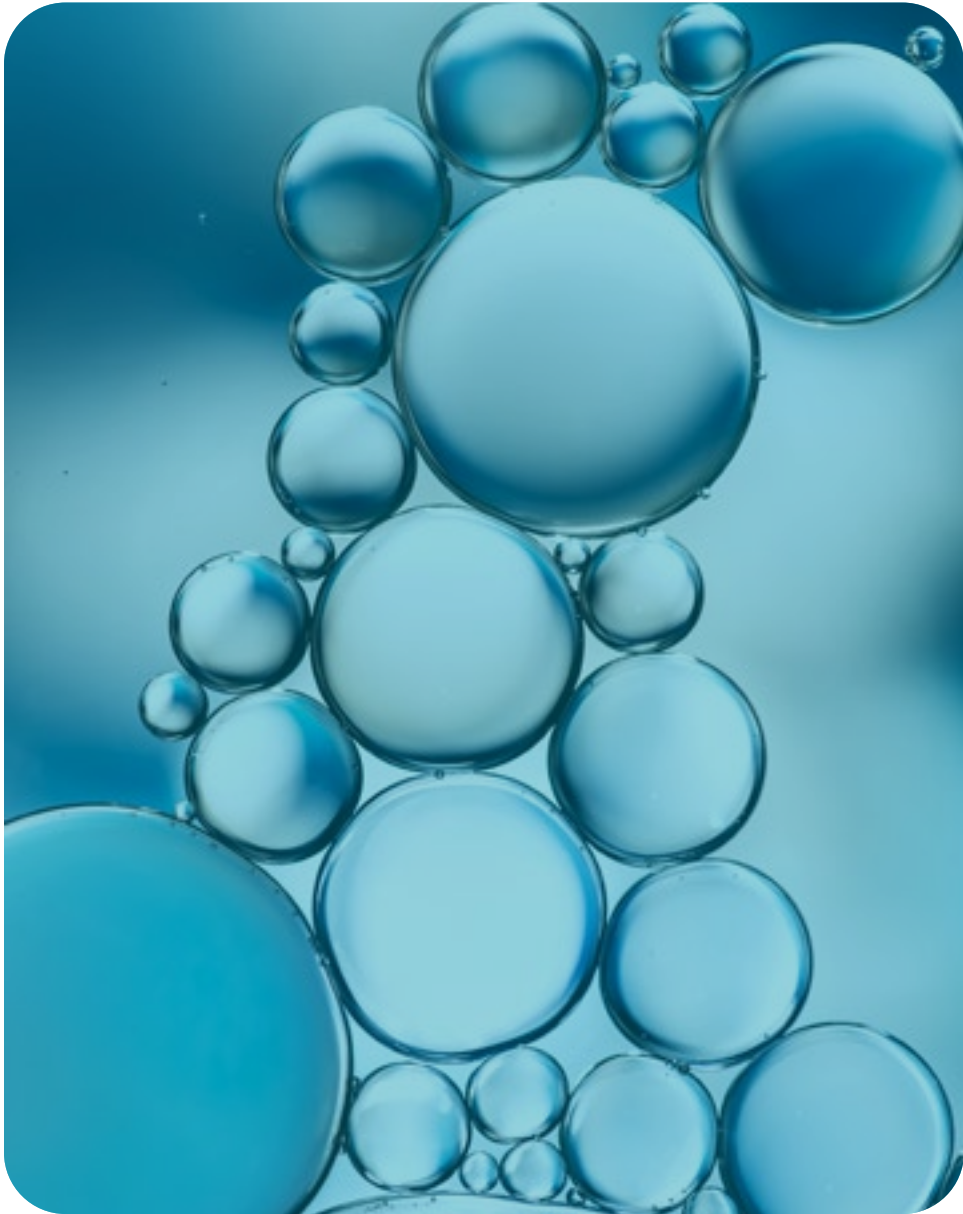
## HYDROGEN

### Unlocking Future Energy Opportunities

Hydrogen is a key enabler of deep decarbonization, and Expro is actively developing solutions to support its global adoption. Our advancements in 2024 include:

- Developing expertise in hydrogen storage and transport technologies.
- Supporting early-stage hydrogen production projects by leveraging our well services expertise.
- Expanding our market engagement in blue and green hydrogen initiatives.

Hydrogen's potential to decarbonize industries and energy systems makes it a critical focus area for Expro's future growth.



### Looking Ahead

Expro is strategically positioned to deliver cost-effective, efficient, and innovative solutions that also support decarbonization. Our progress in CCUS, Geothermal, Emissions Management and Hydrogen is a testament of our sustainable energy development investments.

By continuously adapting and advancing our technologies, we are driving meaningful change towards a lower carbon world





# 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.

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.

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.

As rules and regulatory requirements continue to change, we work to maintain compliance with customs and trade regulations with a multi-level focus on Export Controls covering Sanctions countries, licensable/ dual use equipment and specific processes including Russian Sanction Steel and conflict minerals. Our Conflict Minerals program has continued to make year on year enhancements to align with SEC guidelines to show improved controls within our supply chain.

## 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 and artificial intelligence related protocols that we have in place to protect our networks, computers, programs and data from attack, damage or unauthorized access.





# Aligning strategy with impact

## Our Double Materiality Assessment.

As part of our ongoing commitment to transparency and to prepare for compliance with the EU Corporate Sustainability Reporting Directive (CSRD), we conducted a Double Materiality Assessment (DMA) to further inform our material ESG topics, in alignment with our Enterprise Risk Management (ERM) approach.

As we continue our assessment of recent DMA findings and further our preparation for future disclosure requirements, we are focused on robust reporting and evolving our approach aligned to current and future best practices to advance our strategy and drive value for the business.

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		





# 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.

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 initiated an employee engagement survey to gauge our employees' perspectives on various topics, including our environmental impact initiatives. Approximately 80% of our workforce responded positively. By November 2023, a Pulse survey revealed a 3% increase in the engagement index, reflecting our continuous efforts to enhance employee satisfaction. In 2024, another employee engagement survey showed that over 80% of our workforce responded positively once again. Many employees expressed a strong sense of belonging and appreciated the positive and inclusive work environment, with some describing Expro as a 'family'.

Looking forward, we expect to continue annual employee engagement surveys, utilizing various formats from year-to-year.


Discover more details on these advancements and how we are elevating our culture

READ MORE ➔

## We listen.

Please contact [ESG@expro.com](mailto:ESG@expro.com)

CONTACT US ➔



The Table Below Represents Stakeholder Groups We Engage With And Some Of The Communication Channels That We Use:

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

CITIZENS OF THE WORLD

## Natalia Cruz

Logistics Supervisor  
Europe and Sub-Saharan Africa



With more than 12 years of experience in logistics throughout Latin America, Natalia Cruz has developed her expertise in import/export and logistics roles. **Her passion for enhancing operational strategies within the industry brought her half-way round the world to Aberdeen.**



"The different cultures make you think about and approach situations differently, which **definitely makes you think outside the box.**"





## PERFORMANCE

# Driving impact through action

**We champion safety**, innovate with purpose, embrace accountability, foster collaboration and uphold a shared commitment to extraordinary performance.

As citizens of the world, we safely manage our customers' resources with the same care that defines our identity.

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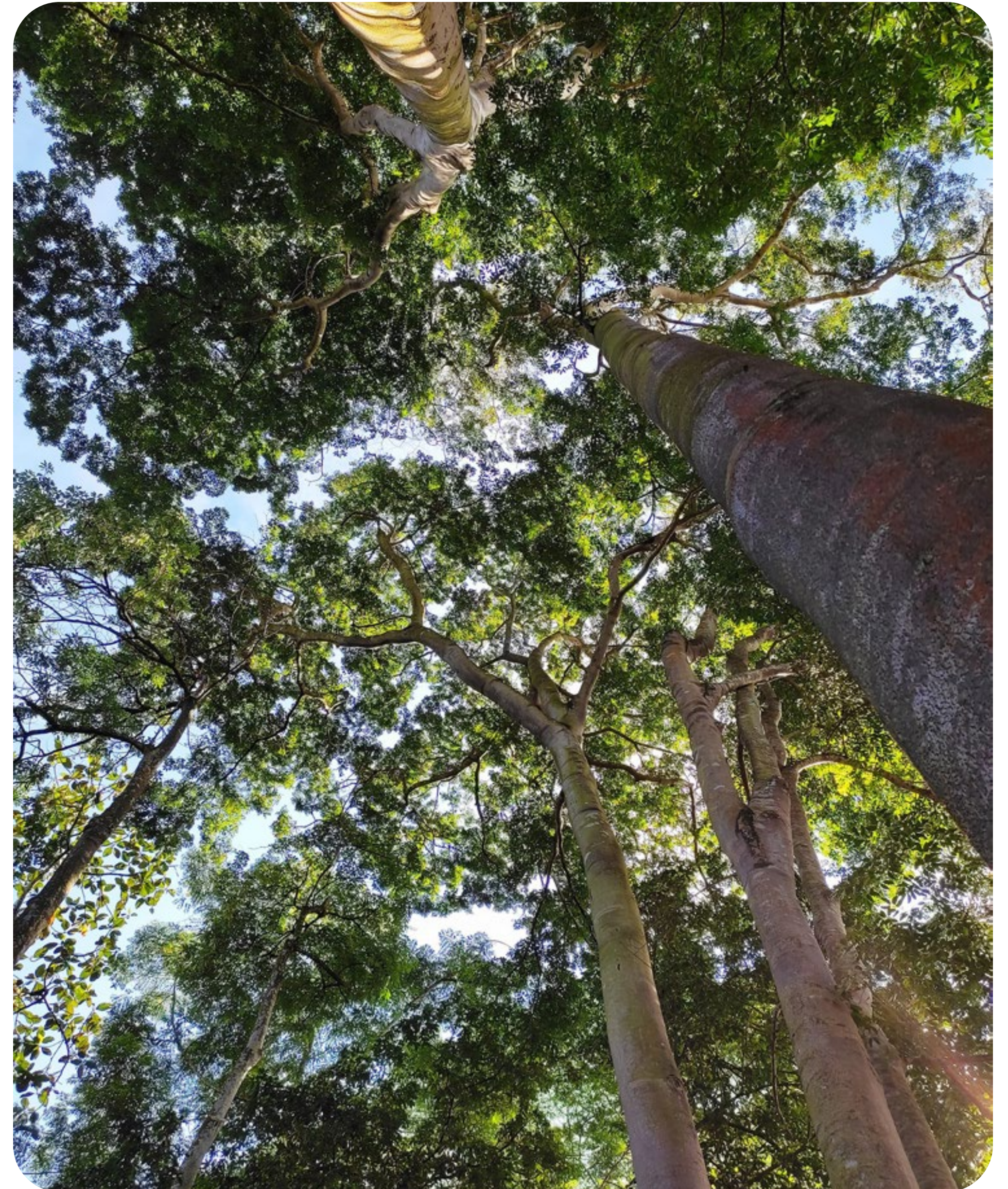
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# Building on our commitments

Enhance today.  
Maximize efficiency.  
Transform tomorrow.

In 2024, Expro’s Environmental team advanced our emissions reduction goals, driven by our Planet core value and Think Planet core behavior. It is helping Expro to pave the way for our commitment to achieve net zero by 2050.

### 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 is actively engaged.

In 2024, we reviewed our net zero roadmap to further develop a credible plan supporting our 2050 ambitions. For more information, see **Our roadmap to net zero** in this report. Expro also made investments in workforce education to improve collaboration across the organization.

The Measure and Drive workstream is crucial in advancing our strategy to address key focus areas and drive emission reductions across the organization.

### Focus Areas Included:

- Renewable energy procurement in our workshops and office areas.
- Solar energy where power purchasing agreements are not available or practicable.
- Managing the fleet to enhance energy efficiency for both vehicles and equipment.
- Identifying improvement areas for fuel consumption in our global fleet and utilizing cleaner fuel where possible.
- Seeking opportunities to repurpose our waste to support the Circular Economy.

By reviewing our roadmap to net zero, we have established a clearer pathway to reduce our operational Scope 1 and Scope 2 emissions and created a common language that resonates across the organization, supporting concrete actions to address our climate-related risks and opportunities.

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

- **Minimizing landfill waste by boosting recycling and waste-to-energy initiatives.**
- **Preventing recordable 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 15% in 2024.

We are proud of our progress during 2024 in achieving these objectives and we look forward to continuing to build on these achievements.

# Maintaining strong environmental performance

## Expro’s sustaining a Strong B Rating with CDP in Environmental Management.

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 are proud to have maintained our B rating in 2024 for the third consecutive year, affirming our commitment to environmental management. Achieving a B rating signifies that Expro is effectively managing aspects related to climate change and demonstrates sound environmental management practices.

Additionally, Expro received a B- rating in Water Management in its very first water disclosure, showcasing our effective environmental impact management.

Notably, Expro received high scores in critical categories such as ‘Emissions Reduction Initiatives and Low Carbon Products’, ‘Water Pollution Management Procedures’ and ‘Risk Management Process’, earning A grade bandings.

### Data-Driven Actions And Performance

The challenging task of fostering sustainable development necessitates the utilization of stakeholders engagement and 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.

Expro has developed an Integrated Quality, Health, Safety, and Environment (QHSE) Management System, known as the Global IMS, which adheres to the standards set by the International Organization for Standardization (ISO 9001/ ISO 14001/ ISO 45001). The environmental component of our Global IMS complies with ISO 14001, confirming that our processes promote effective environmental management across our global operations. Additionally, Expro follows ISO 50001 standards to enhance the energy management of our facilities worldwide.

Through Expro’s Global Audit program, we conduct annual auditing of our systems and processes, and seek to implement corrective and preventive action plans accordingly. We verify compliance with environmental regulation through local, regional and global audits, conducted by competent professionals from our QHSE team and third party certifying bodies.

Audit results, including any identified issues related to environmental management, are recorded on our system to share lessons learned across the organization and to drive continued improvement.

Leadership supports the environment management systems though the endorsement of high-level environmental management systems by following industry standards. In 2024 we reached 36 sites across 16 countries certified to ISO 14001.

**Environmental Aspects And Impacts Management**  
We assess the environmental impacts of our operations through locally developed environmental aspects and impacts registers. This approach helps us meet specific standards and requirements. By identifying potential environmental aspects throughout our service lifecycle, we can proactively mitigate these impacts on our operations and supporting activities.

Our environmental controls, which include wastewater releases, energy, and natural resources consumption, are designed to protect environmental resources and prevent incidents that could impact the environment in the areas where we operate.

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 support ecosystem protection.

By working with Kocho, Expro are supporting Ripple Africa in their mission to combat climate change and promote sustainable development in Malawi.

**Buying mobile devices from Kocho means that together we are:**

- Contributing to community projects that help to protect forests and improve biodiversity.
- Supporting local schools to provide education and resources to children.
- Improving local healthcare through a medical dispensary that runs disability and rehabilitation, family planning, and sexual health projects.
- Helping create new job opportunities and support sustainable livelihoods for local people.

**During Q4 of 2024, Expro purchased 17 mobile devices resulting in a total of 68 trees planted.**



# 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 assists locations in adhering to specific requirements, such as operational permits, environmental control and monitoring (for water withdrawal, effluents discharge, and waste disposal), and statutory reports that must be submitted to 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 to develop and implement compliance support plans.

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. Notably, in 2024, Expro reported no significant penalties or environmental fines at any location, reflecting the Company's commitment to environmental stewardship.

**Climate Resilience And Adaptation**  
In the context of climate change, the Intergovernmental Panel on Climate Change (IPCC\*) defines adaptation as the process of adjusting to the actual or expected climate and its effects, 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 of the Enterprise Risk Management process, which enhances Crisis Management and Business Continuity plans for areas sensitive to severe weather events such as floods, droughts, and hurricanes. Legal and client requirements are monitored to support the strategy of adapting our products and services to 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 practices related to biodiversity protection and the restoration of degraded areas through workforce participation in volunteer 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 can impact the organization’s current and future financial position: revenues, expenditures, assets and liabilities, and capital and financing. This process is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). For more information about our climate-related risks and opportunities, see **our TCFD in the Appendix** of this report.

\* 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 is dedicated to improving energy efficiency through local Energy Conservation Campaigns, expanding renewable energy procurement via Renewable Power Purchase Agreements, and implementing solar power generation globally.

Standards are in place to support energy management systems, using the ISO 50001 as the reference, with UK Area sites 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.

Expro’s renewable energy procurement continues to be a strategic element to improve efficiency. We have continued to replace legacy Power Purchase Agreements, where feasible, with the acquisition of renewable energy assured by energy attributes, in United Kingdom and United States.

In 2024, 18% of electricity consumed in Expro came from renewable sources – 5% from self-generation projects using solar photo-voltaic systems.

## Here Comes The Sun...

We expanded our solar projects to various parts of the globe, including Norway, Indonesia, Brunei, India, and Malaysia, in 2024. Expro is actively identifying additional opportunities for self-generation in areas where technology is available and where energy availability poses a risk as identified in the environmental impacts register.

# 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.

In light of the growing importance of water management, Expro is actively gathering data and insights to understand its exposure to water-related risks. This includes mapping areas of water stress and assessing potential operational disruptions across its global facilities. Expro has used the World Resources Institute (WRI) Aqueduct Tool to identify vulnerable areas. It found operations in eight countries considered as under 'Extremely High' or 'High' water stress, where we have environmental awareness programs to support proper water usage, to align with regulations in these areas.

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, including rainwater collection.

Expro is currently working to improve its capabilities in monitoring water consumption to keep promoting actions with the aim in optimizing reducing water consumption and contribute to mitigate the environmental impacts associated to water stress.





# Supporting responsible waste management

Expro’s leadership supports waste management programs to enhance recycling rates and minimize hazardous waste generation.

We have implemented waste management programs aimed at minimizing the environmental impact throughout our products and services lifecycles. Expro processes mandate that waste generation be recorded in our waste management system. This system provides the data to measure our waste management performance, reduce hazardous waste production, identify additional recycling opportunities, and track and improve associated Scope 3 CO<sub>2</sub>e emissions.

In 2024, we achieved significant progress in our waste management practices. Notably, the amount of waste being incinerated was reduced dramatically from 318 tonnes in 2023 to just 120 tonnes. This reduction was accomplished through a combination of enhanced recycling efforts and improved waste recovery techniques. We successfully increased our waste recycling and recovery rates by more than 30%, showcasing our commitment to environmental sustainability. Additionally, we managed to decrease the total amount of waste sent to landfills and incineration by 17% year over year, further minimizing our environmental footprint.

These efforts exemplify our dedication to supporting a circular economy and highlight our ongoing commitment to responsible waste management.

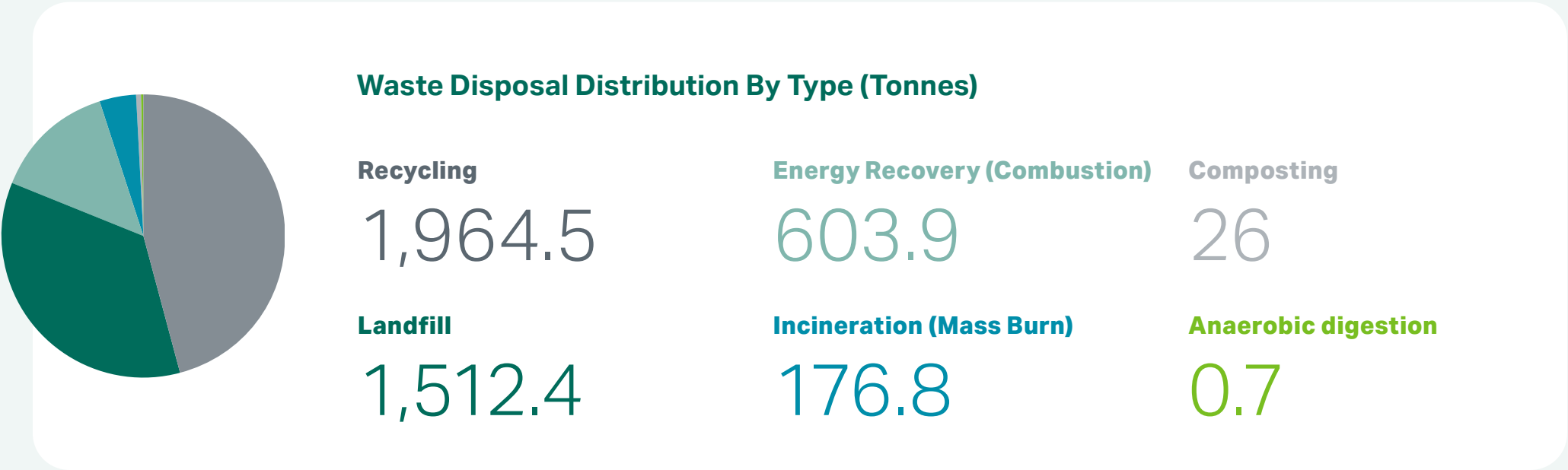
We have launched numerous waste management initiatives worldwide, significantly reducing the volume of waste directed to landfills. These initiatives also foster a circular economy by converting recyclable waste into valuable resources that benefit the communities around our operations. One such example is the plastic collection campaigns in Neuquen, Argentina. By collaborating with the provincial environmental agency, the team successfully redirected post-consumer plastic waste to create 100% recyclable products. This effort is expected to lead to a significant reduction in plastic pollution.

Our commitment to a circular economy is strong. By continuing to enhance recycling practices at Expro locations, we aim to minimize environmental impacts. We collaborate closely with local communities to develop responsible waste management strategies meant to not only mitigate environmental harm but also promote social development. Our efforts include educational programs to raise awareness about recycling, investment in advanced waste processing technologies, and partnerships with local organizations to create sustainable waste solutions. Through these endeavors, we strive to build a greener, more sustainable future for all.



Waste Generation By Type (Tonnes)

Waste Used Type	Weight
General Non-Hazardous Waste	1,644.06
Metals	1,375.29
General Hazardous Waste	584.25
Wood	392.26
Mineral Oil	118.50
Paper And Cardboard	72.52
Construction Waste – General	34.03
Organic Waste	33.72
Plastics	11.24
Metal Cans	6.55
Electronic Waste – WEE	5.36
Glass	2.69
Batteries	2.04
Electronic Waste Mixed – WEE	1.12
Tyres	0.54
Total	4,284.20





# Optimizing our carbon footprint

We saved

7,697

Tonnes CO<sub>2</sub>e

from base-year (2021)

Equivalent, in carbon, to approximately



102 tanker trucks' worth of gasoline



1,034 homes' energy use in one year



622,277,615 smartphones charged



1,795 gasoline-powered passenger vehicles driven for one year

...or sequestered by



127,271 tree seedlings grown for ten years



7,721 acres of US forests in one year

Source: Environmental Protection Agency (EPA) calculator





# 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.

7,697

Tonnes CO<sub>2</sub>e saved from base-year (2021)

25.2% reduction

The key elements of our greenhouse gas management and reporting system are:

- a.

**Reporting Boundaries:** It covers activities under direct operational control of Expro Group, including its supporting facilities around the world. Detailed of reporting boundaries follows the requirements as per GHG Protocol.
- b.

**Reporting Methodologies and Frameworks adopted:** Task Force on Climate-Related Financial Disclosures (TCFD) framework; Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) - Extractives & Minerals Processing/ Oil and Gas-Services; Carbon Disclosure Project – CDP.
- c.

**Emissions Factors:** as per emissions type, using the main reference the GHG Protocol, purchased energy country data primarily from International Energy Agency (IEA), and other emissions using different pertinent emissions factors, like DEFRA-UK and EPA-US.
- d.

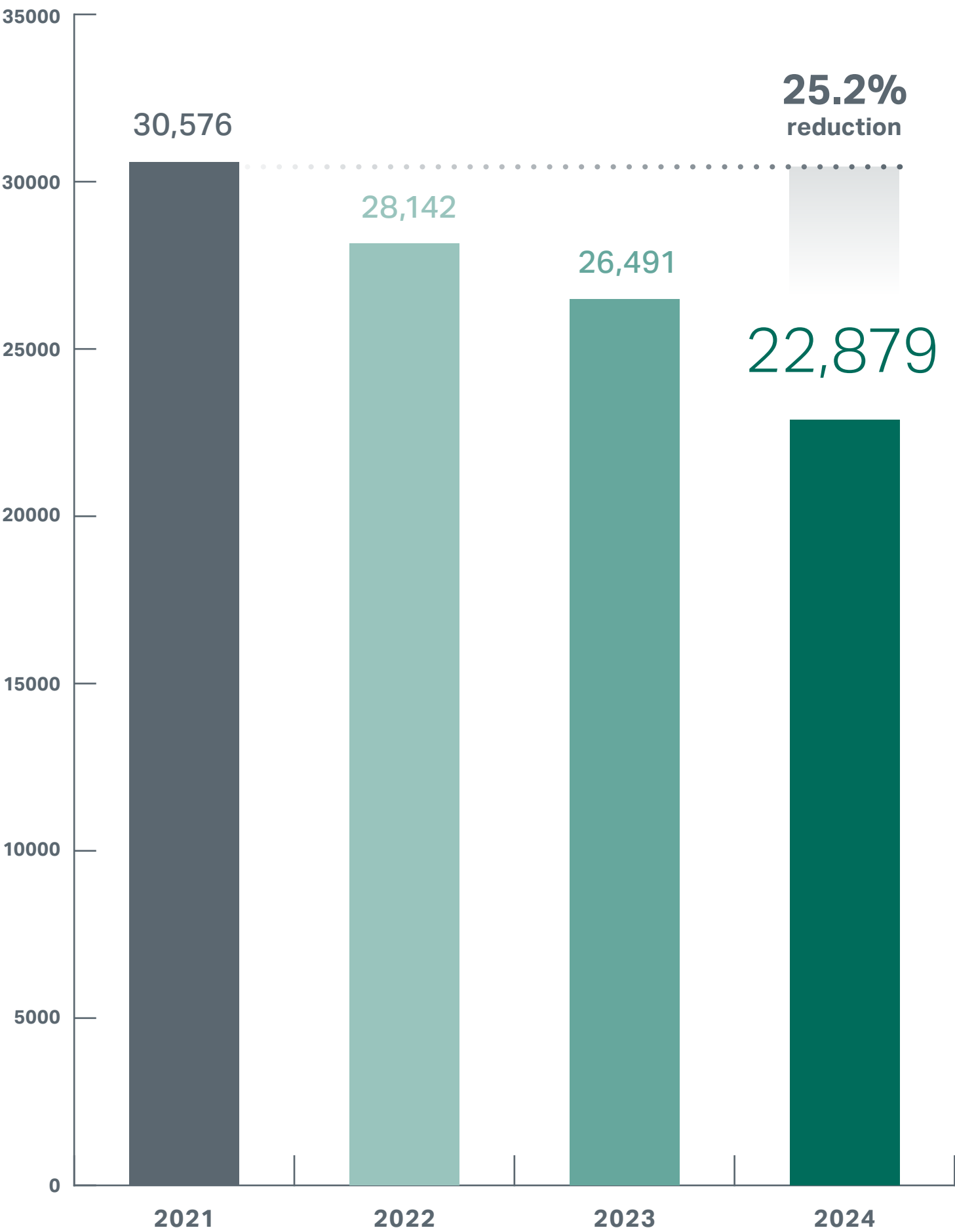
**Emissions data updates and baseline recalculations:** considered in certain occurrences like mergers and acquisitions, results from audits and reviews, update on emissions factors, new data captured and updates on methodology to capture and calculate emissions data, as per our internal procedure INS-009622.
- e.

**Assurance and Review:** We perform our internal reviews to support data completeness and accurate on an ongoing basis, as we progress in our journey, seeking future opportunities to implement third-party assurance protocols.

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.

The figures on this page are approximations only

Combined Scope 1 And Scope 2 (Market-Based) Emissions (Tonnes Of CO<sub>2</sub>e)





# Optimizing our carbon footprint

## Scope 1.

In 2024, the majority of our Scope 1 emissions resulted from fuel consumption associated with mobile combustion in regions where land operations are prevalent, such as North America and the Middle East. Additionally, other sources of Scope 1 emissions were linked to the fuel consumption of field equipment, including compressors, generators, pumps, where the fuel source is under our contractual control rather than that of our clients’.

Initiatives in fleet management have helped optimize equipment and personnel mobilization, reducing Scope 1 emissions by 13.2%. Additionally, Expro is exploring the use of biofuels.

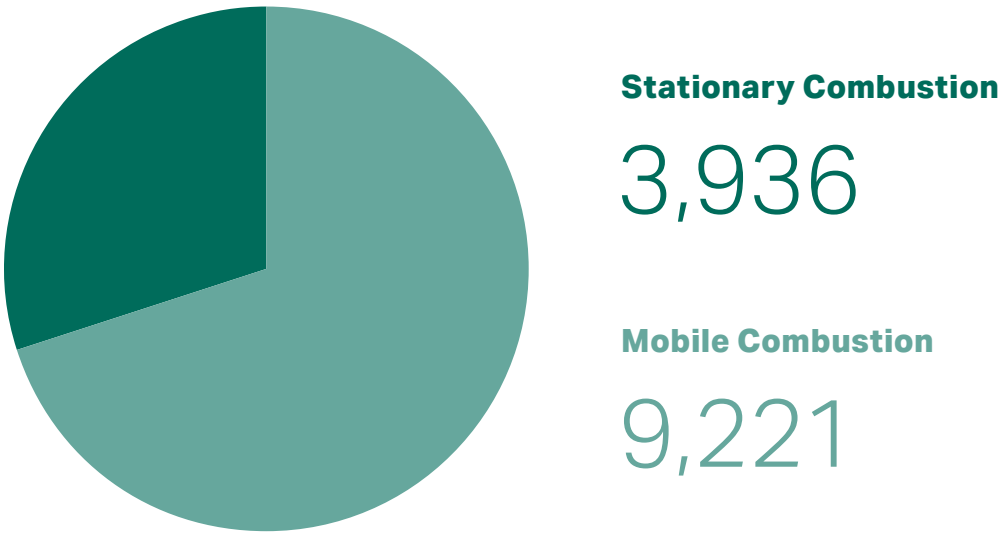
One example of our efforts to reduce our Scope 1 emissions is our environmental performance project in Middle East and North Africa (MENA). Drawing upon established principles from chemistry and physics, the team in MENA successfully devised a solution capable of effectively mitigating emissions from engine exhausts. The solution achieves 46% reduction in carbon dioxide and up to 80% reduction in nitrogen dioxide.

13,156

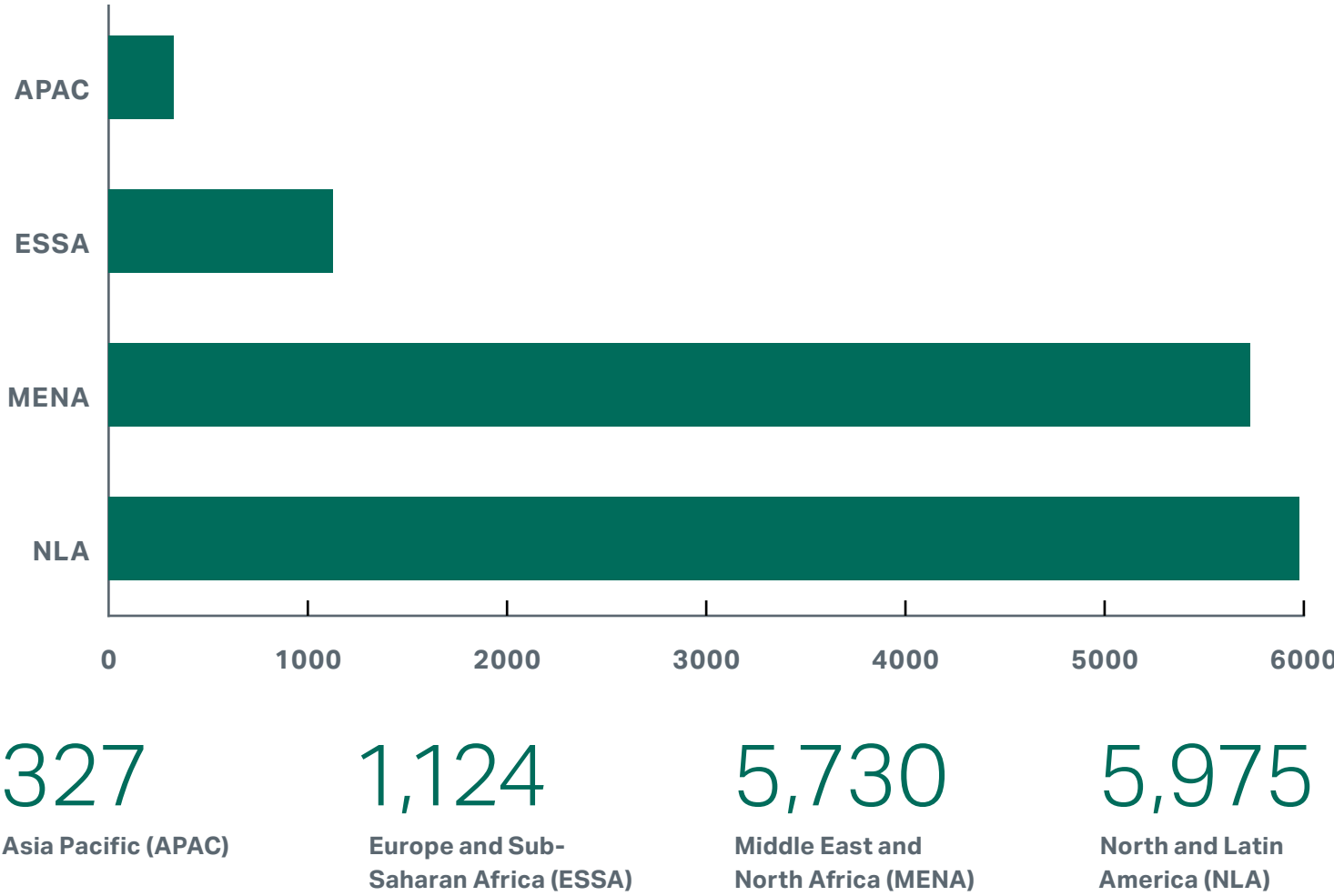
Tonnes CO<sub>2</sub>e Scope 1 Emissions 2024

The figures on this page are approximations only

Scope 1 Emission, 2024  
Distribution Per Source (Tonnes Of CO<sub>2</sub>e)



Scope 1 Emission, 2024  
Distribution Per Region (Tonnes Of CO<sub>2</sub>e)







# Optimizing our carbon footprint

## Scope 2.

Expro records greenhouse gas emissions from energy consumption (purchased electricity and heat) using data from utility bills and electricity meter readings at various locations. These emissions inventories comply with the GHG Protocol and ISO 14064 standards.

Energy consumption is converted into tonnes of CO<sub>2</sub>e using country-specific conversion factors from the International Energy Agency (IEA). Expro employs a 'market-based' approach for its Scope 2 emissions inventory, with software solutions providing the necessary conversions into CO<sub>2</sub>e.

The recorded emissions indicate that 89.6% of Scope 2 emissions come from purchased and used electricity, with North and Latin America (NLA) sites contributing to nearly two-thirds of the global Scope 2 emissions.

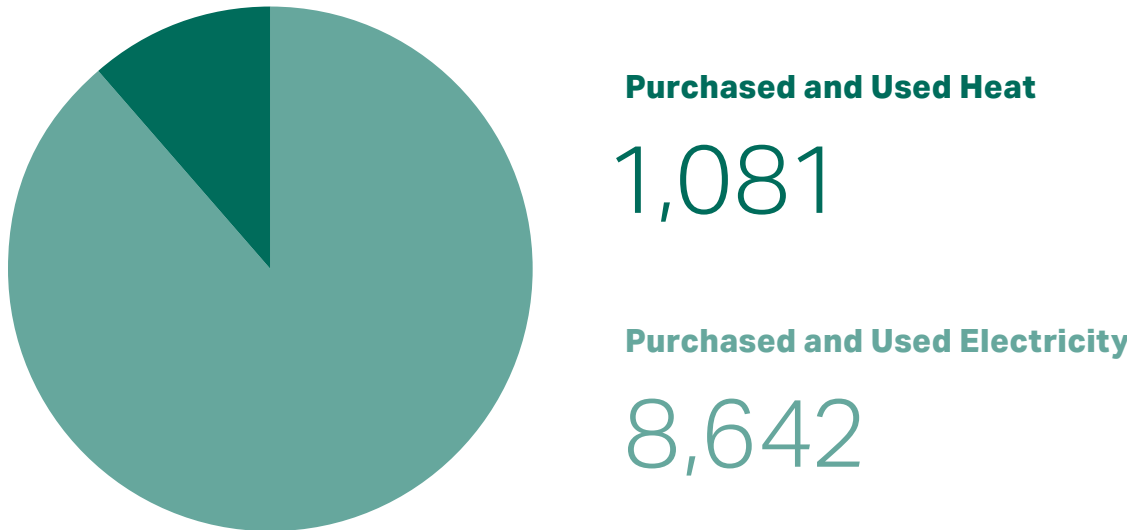
Expro has reduced Scope 2 emissions compared to the base year of 2021 through various activities, including facilities consolidation, Energy Conservation Programs, Power Purchase Agreements (PPAs), and solar power generation projects.

We achieved a nearly 14% reduction in CO<sub>2</sub>e emissions from last year (2023) and will continue to work towards further reductions as part of our commitments and net zero plans.

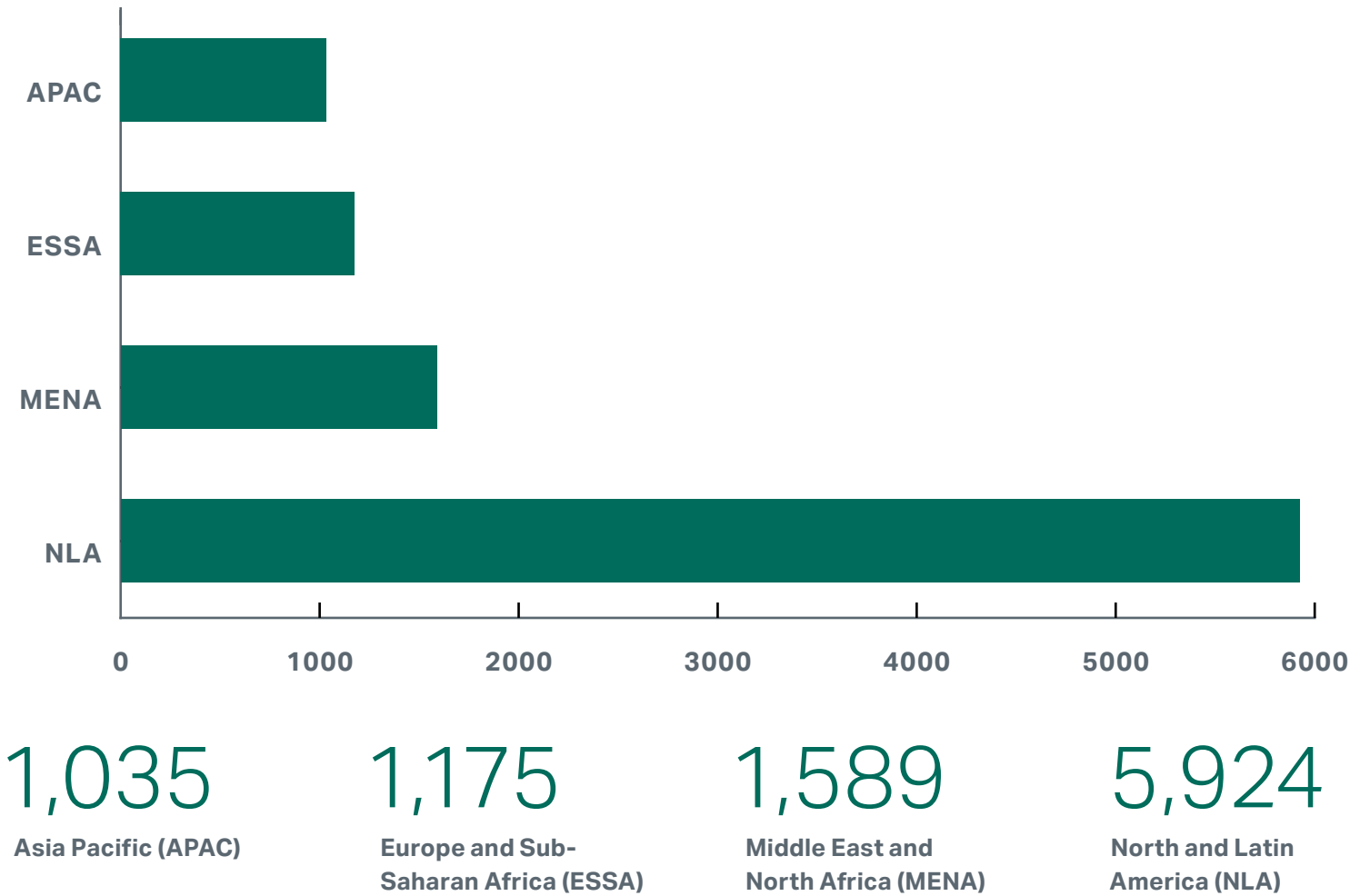
9,723

Tonnes CO<sub>2</sub>e Scope 2 Emissions 2024

Scope 2 Emission, 2024  
Distribution Per Source (Tonnes Of CO<sub>2</sub>e)



Scope 2 Emission, 2024  
Distribution Per Region (Tonnes Of CO<sub>2</sub>e)



The figures on this page are approximations only





# Optimizing our carbon footprint

## Scope 3.

Scope 3 emissions are divided into 15 categories according to the GHG Protocol definitions, often constituting the majority of an organization’s total greenhouse gas emissions. Collecting data across the value chain is a complex endeavor, and we are committed to enhancing our methods for gathering Scope 3 data to improve future reporting and strategic actions.

In 2024, Expro rigorously tracked 'fuel and energy-related activities not included in Scope 1 or Scope 2 emissions' (Category 3), which originate from transmission and distribution losses of purchased electricity. This data collection adhered to the 'average-data method' specified in the GHG protocol, utilizing country-specific emission factors automatically extracted from our data systems.

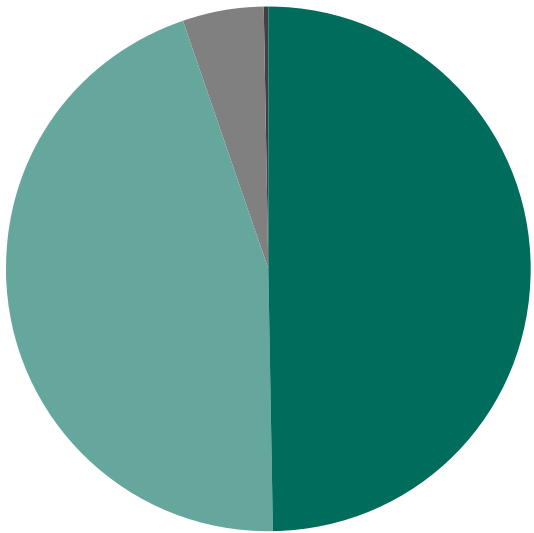
Additionally, Expro captured Scope 3 emissions related to waste disposal by focusing on waste management. Our aim is to increase recycling rates, reduce waste sent to landfills, and repurpose materials currently treated as waste, thereby

enhancing material circularity and reducing Scope 3 emissions. This strategic focus underscores our commitment to environmental sustainability.

As part of our continued efforts to expand our Scope 3 tracking, in 2024, we began reporting our Business Travel (Category 6) emissions. A significant portion, nearly 50%, of our Scope 3 emissions, is attributed to Business Travel. This data was tracked with the assistance of our Travel Management Partners, employing the distance-method specified in the GHG protocol. We used BEIS emissions factors to convert the mileage into CO<sub>2</sub> equivalent emissions, to support accurate and reliable data reporting.

By refining our data collection and management practices, we strive to provide more accurate and comprehensive Scope 3 emissions reporting in the future. These enhancements will support our strategic actions and our steadfast commitments to reducing greenhouse gas emissions, aligning with our broader sustainability goals.

Scope 3 Emission, 2024  
Distribution Per Source (Tonnes Of CO<sub>2</sub>e)



Business Travel – Category 6

50%

Fuel and Energy Related Activities – Category 3

45%

Waste – Category 5

5%

Purchased Goods and Services – Category 1

0.1%

Based on Scope 3 categories of business travel, waste, fuel and energy-related activities, and purchased goods and services. Business travel was newly reported for 2024.

14,091

Tonnes CO<sub>2</sub>e Scope 3  
Emissions 2024







# Safeguarding nature and protecting biodiversity

Human activities have put immense strain on nature, jeopardizing the planet's equilibrium. Tackling this intricate issue requires a joint effort from governments and society alike.

Biodiversity protection is a crucial natural solution that boosts climate resilience. Diverse ecosystems, with various plant and animal species, naturally buffer against climate change impacts. These ecosystems provide essential services like clean water, pollination, and fertile soil, important for farming and human wellbeing. Additionally, biodiversity makes ecosystems more adaptable to changing climates.

Expro focuses on protecting ecosystems by managing the environmental impacts of its operations. We strive to follow the IUCN's guidelines for corporate biodiversity performance to support our commitments. This includes preventing pollution at our locations by adhering to equipment standards and having a well-trained and accountable workforce.

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

### Processes And Controls For Effective Process Safety Management To Prevent Environmental Spills

Our Process Safety Management system is designed to prevent leaks and the loss of hydrocarbon containment. The Mobile Equipment Integrity Assurance Scheme prevents pollution by requiring that our assets be well-maintained and verified before operations.

### Containment Systems And Emergency Response To Protect The Environment

Our processes to understand the impacts on biodiversity from our operations are integral to our clients' impact assessments and conservation programs. By thoroughly assessing the environmental impacts of our projects and establishing control measures, we help our clients implement effective conservation strategies. This approach includes preventive maintenance, regular inspections, employee training, and emergency response plans, which are frequently tested to protect watercourses and local biodiversity from pollution.

### Implementation Of Stormwater Pollution Prevention Plans In Expro Bases (Where Applicable)

Storm Water Pollution Prevention Plans (SWPPPs) have been implemented where applicable so that discharge into watercourses complies with local regulations. These plans include monitoring protocols to verify that wastewater discharge meets the required standards. Additionally, wastewater treatment systems have been installed at many of our bases to facilitate proper wastewater recycling and reuse, including rainwater collection.

### Expro Strives To Support Biodiversity Protection In Sensitive Areas

Expro manages biodiversity impacts by following UNEP-WCMC's principles. Within 100km of an Expro base, we identified 68 sensitive ecosystems in 30 countries from the World Database for Protected Areas. We support communities with ongoing land restoration efforts across operational sites and initiatives to mitigate impacts on sensitive ecosystems, threatened species, and crucial natural resources management areas.

Discover our latest corporate social responsibility projects

READ MORE ➔







# The value of a considered value chain

Expro maintains a scientific 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 four years, that focuses on key partner alliance, adherence, and commitment to **ESG policy** and procedure.

This initiative has seen sustained progress through the development of the program. 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 2021 continues to align with our broader procurement policy.

In 2024, these initiatives have allowed us to build a solid foundation of tangible strategic and key performance indicators for the years ahead. These deliverables for ESG will expand the program to include other critical parts of our third party spend coverage, with elements such as OPEX spend, and Travel Compliance being brought under the umbrella for carbon emissions monitoring.

## 2024 Targets Have Focused Primarily On:

- Supplier engagement within our Geographies focused specifically on Rental Equipment. This initiative was survey based and covered our Top ten vendors (spend & transaction rate based) at each Region respectively to understand the maturity of their own ESG policy. 2024 results will close at ~60% survey response achieved across companies engaged.
- Supplier accountability within our Product Line Business units, with a focus on those vendors identified that have had a high level of recognized environmental impact (e.g. welding, fabrication, manufacturing, etc.) and or turnkey supply on a basket of goods and services. The target was set at one key relationship per business unit, with an engagement rate of ~90% YTD.
- Travel Management with a scope to tracking and reporting emissions data for business related travel (non-Operational/crew deployment). Focus for 2024 was to put this plan in place for North America & Europe (50% of overall Expro business travel baseline), for which YTD progress has been reported at ~100%.
- As Expro Supply Chain maturity for ESG oversight has become firmly established in the last four years, we have increased our diligence in vetting new entrants on Expro's supply base. 2024 has seen the number of Supplier Control Plans inclusive of ESG criteria for new vendor addition consideration reach an all-time high of 260 and counting YTD.

Looking forward, these efforts, alongside those set in prior years, will be the basis for 2025, in which we expect to continue to set the baseline of minimum expectations for our supplier base.

Our aim remains to have a majority of Expro's overall addressable spend covered under an ESG umbrella that covers both existing and prospective vendors to the Company.

There would be a renewed focus on partnership vendors from an accountability perspective as the baseline surveys conducted in 2021 will soon be coming up for renewal in the next 12–24 months.

**Expro Environmental, Social and Governance (ESG) Policy**

[READ MORE](#) ➔





# Strengthening 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

All employees and relevant contractors with access to our systems are expected to 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 and private partnerships with other critical infrastructure providers to promote and maintain awareness of cybersecurity threats and remediations.

We achieved Saudi Aramco CyberSecurity Standard certification. 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.







# 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, is designed to equip 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.

In 2024, we further enhanced our risk management approach by introducing a more detailed country-specific risk assessment, in addition to our annual risk evaluation. This refined assessment considers 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 also evaluates 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.

### 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.





# Together, we are the S in ESG

## Our Strategic Aim

To attract, develop and retain the best talent and create an engaging and inclusive working environment to ultimately support in elevating our culture and deliver value to our customers.

## Our Purpose

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

Many employees expressed **a sense of belonging** and appreciated the **positive and inclusive work environment**, with some describing **Expro as a 'family'**.

Elevate 2024 - Global Employee Survey



## Our Three Pillars

### ORGANIZATIONAL CULTURE

Our culture is the essence of who we are.

At Expro, we believe that we have a good culture, but maintaining and strengthening it takes focus and effort.

That's why we're committed to fostering an environment where every team member feels heard and empowered to share constructive ideas that help us continually improve the way we work.

### INCLUSION & BELONGING

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 employee community and inclusive culture, where every individual feels valued, respected, and empowered to thrive.

### 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.

## How We Are Advancing This Strategy

United by our pride, 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 elevating the culture of Expro by bringing people together, building relationships and collaboration whilst focusing on championing safety, 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 developing new technologies, volunteering during food drives, providing school supplies, installing solar lighting for various office bases as well as for indigenous communities and taking part in beach cleaning, litter picks and tree planting.

**By embedding these principles into our operations, we aim to create long-term value, not just for Expro, but for society, as true citizens of the world.**



**Citizen of the world.**





# 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 where we all feel proud to be part of Expro.

## Elevate, Expro's Global Employee Survey

The Elevate 2024 Global Employee Survey was launched in November, following the initial 2022 global survey and Pulse survey in 2023. The goal of these surveys is to gain valuable insights into areas where we can positively impact and further develop Expro's culture.

We ran this survey around the three pillars of organizational culture, employee experience and employee engagement. We included 66 questions (27 questions in the Pulse survey) that were aligned with our values and behaviors, and two free-text questions to elicit employee opinion and feedback.

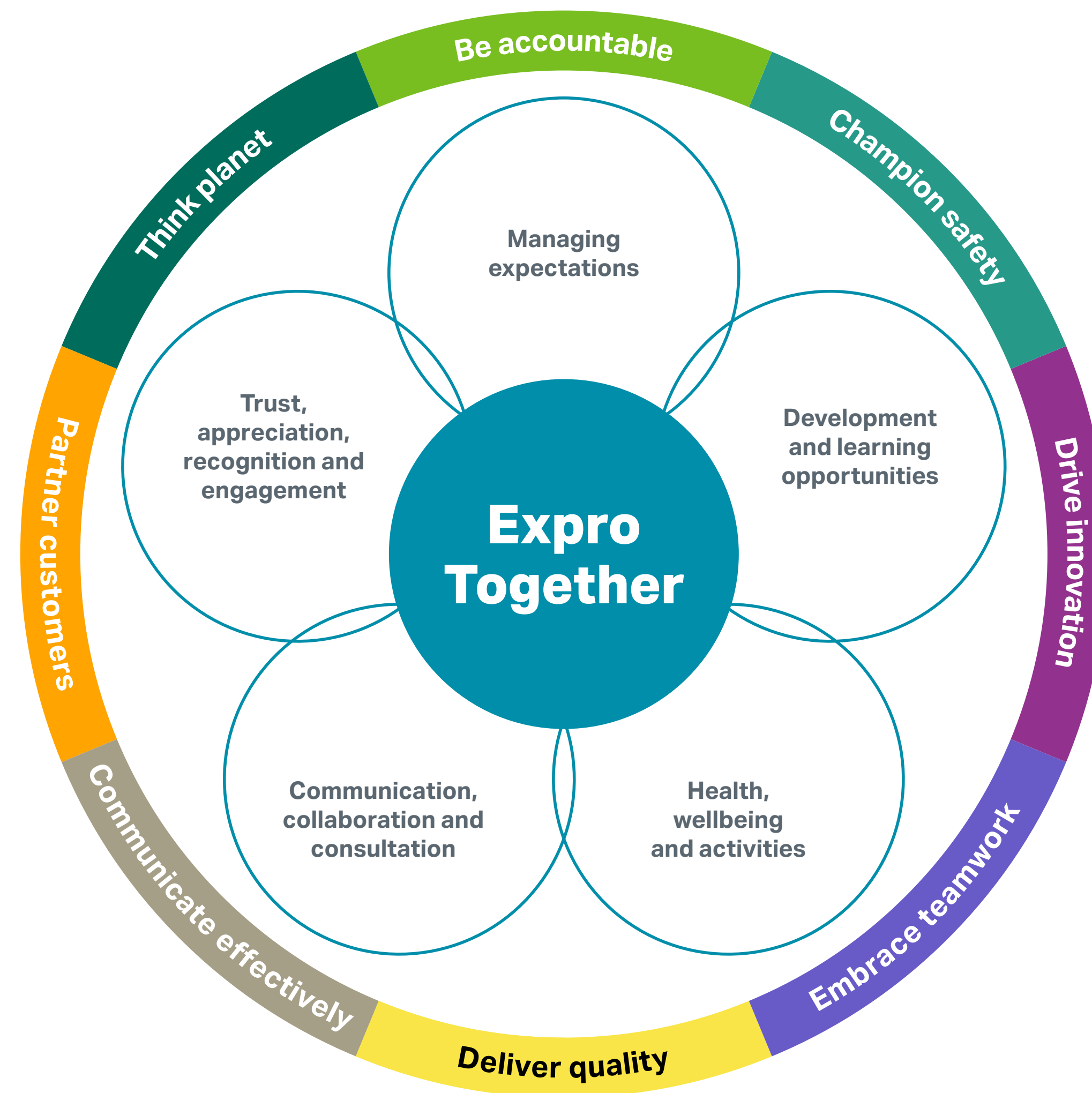
The results of the employee feedback provided in the Global Employee Survey 2022 were analyzed and key themes communicated to our employees.

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.**

What our employees told us across both the Global Employee and Pulse surveys has helped shape Expro's strategic direction and led to a range of improvement initiatives that are being driven across the organization. We are proud of the advances we have made in helping develop our peoples' careers, for example the creation of a new learning and development program for employees, designed to help enhance skills, knowledge, and competencies in various areas. Other advances include a rolling program of improvements to our business processes, and a series of initiatives to develop organizational awareness, enhance our focus on employee wellbeing, and improve how we communicate across Expro.

The improvement journey is continuous and employees input is instrumental in helping to shape our culture. The 2024 survey will help us identify further opportunities to continue to drive improvements across Expro for the benefit of our employees, customers and stakeholders – positively elevating the culture of Expro. Looking forward, we expect to conduct employee engagement surveys annually supported by Pulse surveys.





## Our people are our pride

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

People are at the heart of our success. We recognize the value of our people and are committed to providing the working environment, encouragement and personal development to achieve our goals.



### 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 the Learning Hub, a portal-based resource, to promote our newly developed Leadership and Management Development Programs as well as other learning resources.

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.

In 2025, we are excited to pilot our mentorship program aimed at fostering growth and development within our team. This initiative will pair developing team members with experienced supervisors and managers to provide personalized guidance, career coaching, and skill development. By facilitating these mentoring relationships, we aim to create a supportive environment that fosters leadership potential, strengthens team cohesion, and accelerates career progression benefitting both the Mentor and Mentee.

### Employee Development Plan

We are proud to support each and every one of our people to help navigate 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 path aspirations through talent development and retention initiatives.

The EDP allows employees to establish strategically relevant business objectives and conduct regular formal performance reviews aligned with Expro behaviors, career path development discussions 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 technical training courses and competence 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 Quality, Health, Safety, and Environment (QHSE) and competency systems is triggered on employment by Expro.

To help achieve competency, employees develop skills and progress through the discipline grades by completing training and demonstrating capability in their field through workplace training 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.

In 2024

983

technical and competence assurance courses were delivered to

6,800+

employees worldwide.





# Prioritizing people: where safety and society come 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.

Champion Safety is key to our 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.

We are proud that in 2024 we achieved zero lost time incidents and zero fatalities – a remarkable milestone that underscores our steadfast commitment to safety and excellence.

**Championing Safety**

Expro seeks to take a comprehensive approach to health and safety management, striving for leadership and accountability across all levels. The Company has established a robust framework for hazard identification and risk management, integrating these processes into daily operations to help mitigate potential risks effectively.

Expro conducts regular health and safety training programs tailored to different roles within the organization, with the goal that all employees receive mandatory training at least on an annual basis, and are equipped with the knowledge and skills necessary to maintain a safe working environment. The Company sets clear targets to reduce health and safety incidents, monitoring and reviewing performance to drive improvement. We have adopted a zero Loss Time Incident (LTI) target for the second year running, demonstrating our unwavering commitment to workplace safety.

Operating guidelines and procedures are developed to align with industry standards and best practices, to support compliance and operational excellence. Expro conducts internal and external health and safety audits annually to assess the effectiveness of its safety programs and identify areas for enhancement.

As part of our commitment to continuous improvement and regulatory compliance, we conduct internal audits across three tiers: Group, Region, and Area/Country. Our rigorous annual audit schedule is strategically based

on a risk-based approach. Each year, Expro undertakes four Group-level audits, eight Region-level audits, and several hundred Area/Country-level audits, to drive more comprehensive oversight of our operations and Integrated Management System (IMS) processes.

Moreover, Expro maintains annual supplier audit schedules at the Area level, selecting suppliers based on their risk profiles to review whether they meet our exacting quality, health, safety, and environmental (QHSE) standards. These structured audit programs underscore Expro’s dedication to operational excellence, sustainability, and responsible business practices.

Emergency preparedness is a critical component of Expro's health and safety strategy. The Company has established comprehensive procedures designed to respond swiftly and effectively to emergencies, to minimize impact and support the safety of all personnel.

Expro is committed to transparent reporting on its health and safety programs and performance, providing stakeholders with regular updates and insights into the Company's safety initiatives and achievements. This commitment to transparency and continuous improvement underscores Expro's dedication to maintaining the highest standards of health and safety in its operations. Our Board maintains ultimate oversight of our QHSE programs and receives progress updates on a quarterly basis. The Chief Operating Officer is responsible for our QHSE programs.







# Prioritizing people: where safety and society come first

## 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.

## Our Safety And Society Achievements Throughout 2024

We are immensely proud of the QHSE culture we have built at Expro and our third annual Group QHSE Awards allowed us to celebrate our successes and hard work, recognizing key achievements and the people who have delivered these to contribute towards Expro's Extraordinary Performance.

Receiving over 70 entries, the six category winners were announced at award ceremonies across Expro locations to celebrate the positive accomplishments of 2023 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 2024

In 2024 we held our third annual safety initiative, Engage, which focused on the importance of Expro's core values and behaviors in our commitments to Champion Safety, Deliver Extraordinary Performance and be a Citizen of the World. Throughout the year, we shared stories on how we need to live these values, in and outside of the workplace to keep ourselves and those around us safe.

The campaign, built up of ten videos and discussion materials released quarterly, shared personal experiences and stories based around People, Planet, Performance and Partnerships. Each video encouraged people to take the time to think about what they can do differently in their day-to-day lives to ensure everyone goes home safe at the end of the day, as well as how we can learn from our positive experiences.

Alongside the quarterly videos, our employees were able to get involved and discuss the importance of each topic throughout the quarter.

## 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 2024.



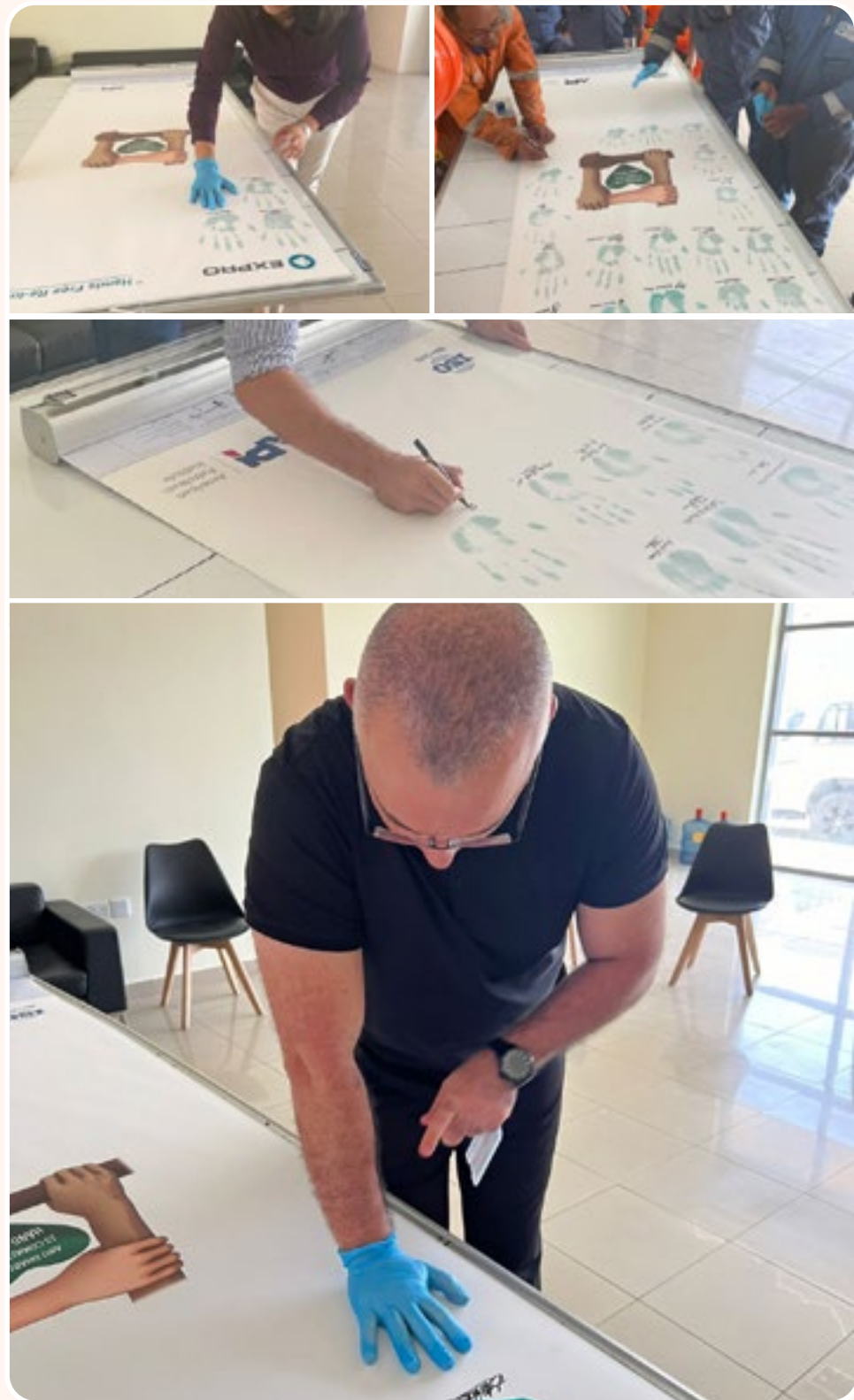




Prioritizing people: where safety and society come first

Middle East And North Africa (MENA)

Safety First Demonstration In Abu Dhabi
Demonstrating our commitment to Hand Safety, the team in Abu Dhabi came together to stamp their handprints, names and signatures as their pledge to prioritize safety at work.



North And Latin America (NLA)

Road Culture Exercise
The Colombia team organised a Road Safety Awareness Day to educate on the importance of road safety and encourage behavioral changes that could make a huge difference to drivers every day.



Midstream Attend Safety Summit
Our Midstream Service's team showed their commitment to championing safety at the Phillips 66 Contractor Safety Summit in Rosenberg, Texas in February.

Two Years Without Incidents At Tejon Well
The team in Columbia celebrated two years with zero incident recorded during the project at Tejon Well. This is a reflection of the team members commitment to growth while upholding the highest safety standards.

Trinidad World Safety Day Program
In recognition of World Safety Day, the Trinidad team hosted a Hand Safety training session in collaboration with Rosco Procom Ltd. The event focused on the importance of selecting the right gloves for various tasks, including the use of manual handling aids, taglines, finger savers, and push-pull rods.



Safety, Everyone's Business Walk
In support of the 2024 World Day for Health and Safety at Work, Team Guyana joined in the Annual OSH Walk in Georgetown. The event raises awareness around occupational risks heightened by climate change, such as heat stress, UV radiation, air pollution, industrial accidents, extreme weather events, vector-borne diseases, and increased chemical exposure.



Workplace Safety Drills
The Well Flow Management team in Mexico organized a workplace safety drill to foster a culture of preparedness and resilience. They participated in emergency safety procedures to strengthen their ability to identify potential hazards and respond effectively.



Operation Safeway
The Guyana team worked with the National Road Safety Council, the 4B Road Safety Group, and the Police Force Traffic Department to launch operation Safeway. To showcase our commitment to safety, the team successfully painted speed humps on the road to assist road drivers in the community to slow down accordingly in the busy area.





# Prioritizing people: where safety and society come first

## Europe And Sub-Saharan Africa (ESSA)

### Stop Card Recognition Award

Luis Goma was recognized by Total Energies on his exceptional use of the stop of Work Authority observation card on rig Sonangol Quenguela, well ZNA-515.



### Stop Work Intervention Award

Simen Fosse was recognized with an award for demonstrating safety precaution and utilizing the Positive Intervention Stop Work Authority upon observing an iTONGT™ on an unstable table with a high canter of gravity and the table not secured to the floor, contributing towards making Expro a safer place to work.



## Asia Pacific (APAC)

### Three Years LTI Free For Wells Reservoir And Facilities Management Operations

Our Wells Reservoir and Facilities Management Operations (WRFM) Amrtur slickline team in Brunei achieved three years without any recordable incidents. This achievement would not be possible without the cooperative mindset and the good communication and understanding between everyone involved.

### Welcoming NESC Students To Explore Operations And Safety In Trinidad Base

Students from the National Energy Skill Center (NESC) Technical Institute recently had the opportunity to visit Expro Trinidad and learn more about the world of operations, technology, and safety within our industry. Throughout the visit, the students saw our cementing services, casing running (TRS), well intervention and drilling technologies in action, and were also able to hold discussions with the Trinidad team to gain further insight into the facility.



### Safety Award In Labuan

The team in Labuan received the Platinum Award (Level 5) for the SOLVE 4 SME program at the National Level. This award is for our unwavering commitment to creating a safe, healthy, and productive work environment. The ministry of Human Resources (MOHR), through the Department of Occupational Safety and Health (DOSH), developed the SOLVE 4 SME program as part of the Occupational Safety and Health Master Plan 2021-2025 (OSHMP 2025) in Malaysia.



# Three Years Lost Time Injury Free

For Wells Reservoir And Facilities Management Operations (WRFM) in Brunei





CITIZENS OF THE WORLD

Braylon D. Hurd, Sr.

Region Business Development Manager  
Middle East & North Africa

"I am born and raised in Lafayette, Louisiana, where the center of the oilfield service exists for North America. I was out of college and looking for an industry to sustain family and support career growth. I have been at Expro for six years and six months."



With over five years of experience working in the North, Latin, and America (NLA) region, Braylon was offered an exciting opportunity to advance his career. Happy to pursue a role that offered extensive learning and growth opportunities, **Braylon relocated from Guyana to Dubai, taking on the position of Business Development Manager for the Middle East and North African (MENA) region.**



What Has Been Your Experience Working In Different Locations?

The experience has provided insight into the many differences and challenges that exist between regions and areas. For example, our business is not monolithic or singular, by any means, however, there are some core similarities that drive the regional businesses.

- Cultural differences are extremely relevant as an international Company. **Accepting and appreciating those differences is key.** Having exposure to different cultures and an open mind to the differences is extremely important. We are much more alike than we are different.
- Expro has so much opportunity to continue capturing market and growth. **Sharing our local successes across the regions can provide solutions to similar problems in other regions.**
- **People are the most important part of what makes Expro! We have great people!** The ability to meet, collaborate with and share information fosters an environment to develop meaningful relationships. Through these relationships, there is so much potential to leave a positive impact on someone's life and career. We should all strive to be a positive force in each interaction we have.





# 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 that anyone can suffer from poor mental or physical health at any time. As leaders and colleagues, 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.

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%.

## 24/7 online support

Through Our Employee Assistance Program

### Encouraging A Positive Culture Of Wellness And Vitality

Our commitment to employee health and wellbeing continued in 2024. 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.

Jump to a region and see how our people are promoting wellbeing where they live.

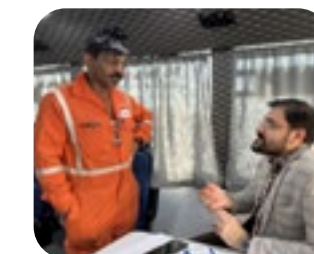
## Asia Pacific (APAC) ➞



## Europe and Sub-Saharan Africa (ESSA) ➞



## Middle East and North Africa (MENA) ➞



## North and Latin America (NLA) ➞







# Health and wellbeing across Asia Pacific (APAC)

## Football Festival In Thailand

The Thailand team participated in the 8th SeaBuff Football Festival, joining other companies from across the industry. The festival celebrated teamwork, sportsmanship, and camaraderie while providing a great opportunity for teams to strengthen relationships with other companies in the sector.



## Encouraging Team Building And Collaboration

The team in Australia organised a team building day at a local bowling alley, creating a fun and relaxed atmosphere for everyone. This event was a great opportunity for colleagues to bond outside of the usual work setting.



## Malaysia Eid Al-Fitr Celebration

In Malaysia, the team hosted a gathering to celebrate Eid al-Fitr. Throughout the event, teams embraced the festive spirit through traditional foods, and meaningful conversations.



## Health Heart Talk

Focused on raising awareness and promoting healthier lifestyle among employees, the Kuala Lumpur team organized a Health Talk focused on heart disease.

The event had three speakers from the University of Malaya Medical Center (UMMC): Dr. Syuhada, Dr. Azlan, and Prof. Dr. Alex who shared their knowledge about the causes, prevention, and management of heart disease, providing team members with actionable advice to safeguard their heart health.



## World Blood Donor Day In Thailand

Our Songkhla, Thailand team supported World Blood Donor day by arranging blood donation drives at their site. They recorded 13 donors with ten usable donations.



## Creating A Healthy Workplace

In Brunei, the team welcomed guest speaker, Si Liew to participate in a Friday Health Talk. Si provided an inspiring and motivational talk on the importance of mental health and creating a happy workplace, sharing that happiness starts with the self and highlighting the importance of looking after their bodies.



## Blood Donation Campaign In India

As an annual healthcare activity for our employees in India, the team organized a health talk and blood donation campaign at the Kopar Khairane base in Navi Mumbai. The day allowed employees to interact and have discussions with cardiologists and had around 41 employees donating blood.







# Health and wellbeing across Asia Pacific (APAC)

## Friendly Competition To Enhance Mental Wellbeing

The team in Malaysia enjoyed a friendly football match as part of their ongoing efforts to promote employee mental wellness. The event provided a great opportunity for team members to unwind while getting active. After the match, everyone gathered to share finger foods and engage in light-hearted conversations.



## Expro Malaysia Lion's Vs Solar Alert

The team in Malaysia played a friendly football match with their friends from Solar Alert Sdn Bhd recently. These sport activities give employees a chance to exercise and stay healthy while providing an opportunity to connect with team members they may not in their day-to-day roles.



## Thailand Team Building Exercise

Team Thailand came together to take part in wellbeing activities including, football, basketball and tennis. The event promoted team bonding while helping to contribute to the team members overall physical and mental wellbeing.



## Raising Awareness Through Push Up Challenge

24 members of the wellness squad at the Kenwick base in Perth, Australia did push-ups to raise awareness for mental health. Each individual was tagged to complete a total of 3,249 push-ups over 24 days. Together, the team completed a total of 45,436 and raised a total of \$2,179.00 for the Push for Better foundation.



## A Mountainous Expedition

The Malaysia team completed their Healthy Lifestyle Mount Kanabalu Challenge. The team set themselves the challenge to take the Expro flag to the top of the mountain, and despite strong winds and cold temperatures – they achieved this! The goal of the challenge was to share the safety awareness message from Expro by wearing PPE throughout the hike.







# Health and wellbeing across Europe and Sub-Saharan Africa (ESSA)

## One Minute Exercise Challenge In Gabon

The Gabon team got together to hold a one minute exercise challenge at their base, where team members all got away from their desks and stations to do one minute of physical exercise. This initiative not only encouraged teamwork and friendly competition among colleagues but also provided a fun opportunity for teams to engage and bond with one another.



## Blood Donation Drive In Aberdeen

The team in Aberdeen in support of Blood Donor Day, arranged a blood donation drive in collaboration with Scotblood. Overall, the team provided 36 donations with 16 new donors in attendance.



## Cycle Sportive In Aberdeen

A group of 17 cyclists, including employees, clients, and friends from Aberdeen, took on the demanding terrain of the Scottish Highlands during their Annual Cycle Sportive. The participants covered an impressive 108 miles and climbed over 7,000 feet of elevation. Through their efforts, they raised over \$11,000 to support two meaningful causes: the Forget Me Not Club and Clan Cancer.



## Movement For Mental Wellness

In Nigeria, the team recognized the importance of movement for maintaining mental wellbeing. To support this, they organized a day of activities, including a workout session and lively dance competitions. The team stayed active and energized, showcasing the positive impact of movement on both body and mind.



## Team Building Activity In Angola

The Angola team hosted a team building activity to encourage working together through a friendly game of volleyball. The game provided an opportunity for colleagues to get to know one another better in a relaxed environment while promoting teamwork.



## Transforming Spaces For Wellness

The Ringwood team transformed an underutilized yard into a safe Wellness Space for employees, creating a space for relaxation that also supports wildlife and the environment.

Encouraging sustainability and biodiversity, scrap metal, old wood, wooden boxes, and metal stillages were recycled to craft outdoor features like bird feeders, wind chimes, planters, and more.



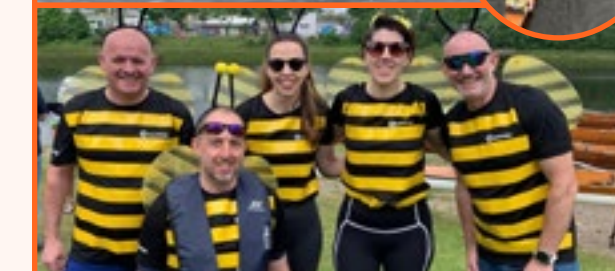
## Team Building At The Beach

Employees in the Den Helder, Netherlands base organised a team building event at the beach, offering an opportunity for the team to bond and have a chat in a relaxed environment.



## Ten Pin Bowling Tournament

Employees from our ESSA region came together for a friendly bowling competition. This activity allowed team members to better get to know colleagues outside of the workplace, while boosting morale through some friendly competition.







# Health and wellbeing across Middle East and North Africa (MENA)

## Team Building In Dubai

To improve team collaboration and team spirit, the team in Dubai took time away from work to enjoy a friendly bowling competition. It was a fun-filled day with competitions highlighting teamwork through the highest scoring team, top scorers, top strikers and players with the most progress.



## Bridging Teams In Dubai

Our Coretrax team in Dubai got together with the MENA Dubai team over lunch to get to get to know one another better as we integrate. The event was a great starting point for introductions and allowed the teams to lay the foundations for collaboration, communication and unity going forward.



## Paintball In Qatar

The team in Qatar took time out in May for a little team building by participating in a competitive paintball challenge. Team members had a fun time relieving stress.



## Team Dubai Iftar Get Together

The Dubai team came together for an Iftar gathering to celebrate the holy month of Ramadan. The event not only celebrated the spirit of Ramadan but also reinforced the bonds among team members, creating lasting memories and a deeper appreciation for the diverse cultures within our organization.



## Celebrating Saudi National Day

The team in Saudi Arabia celebrated Saudi National Day by hosting a get together event. The purpose of the event was to strengthen bonds, celebrate their culture, and enjoy a memorable day together.



## Table Tennis Time In Egypt

The Egypt team had a blast on site during a friendly table tennis competition.

It was a great opportunity for team members to connect, have fun, and boost morale.



## Practicing A Healthier Lifestyle

In collaboration with a local health provider, team members in Saudi Arabia hosted a wellness event to encourage a healthier lifestyle, offering employees medical checks and guidance on wellness.

Team members had the opportunity to undergo health screenings for body mass index, blood pressure, blood glucose, optics & dental checkup, followed by personalized one-to-one consultations to interpret the results and provide guidance on addressing any potential health risks.



## Sagar Dombe Conquers Iron Man Malaysia 2024

Our Fluids Laboratory Supervisor in Iraq, Sagar Dombe joined other participants in the 2024 Iron Man event with a 3.8 km swim, 180 km bike ride, and a 42.2 km marathon. Demonstrating commitment and resilience, Sagar completed this milestone in 14 hours, 55 minutes and 33 seconds.



## Soccer Time In Egypt

Employees in Egypt took part in a football tournament as a way to get everyone together outside of the office. The event helped team members build trust while taking part in a fun activity.



## The Exprolympics

Team Dubai engaged in a month-long active sporting event, where employees came together to highlight the importance of being active for their health and wellbeing. They participated in games including cricket, badminton, table tennis and padel.



## Blood Donation Drive

The Algeria team coordinated a successful blood donation drive for the benefit of Hassi Hospital. Employees and some of Expro suppliers took part in this initiative.



## Supporting World Heart Day

In support of World Heart Day, the team Qatar hosted an education session delivered by a cardiologist. The event provided valuable insights into heart health, focusing on the importance of prevention, early detection, and lifestyle adjustments to maintain cardiovascular health.



## Escape Room Team Building In Dubai

The team in Dubai took time out for a little team building activity in an escape room. They were tasked with solving a series of puzzles and clues within a set time limit to 'escape' from a themed room. As they worked together to decipher codes, find hidden objects, and complete challenges, the experience allowed them to bond, develop trust, collaborate and enhance their communication skills.



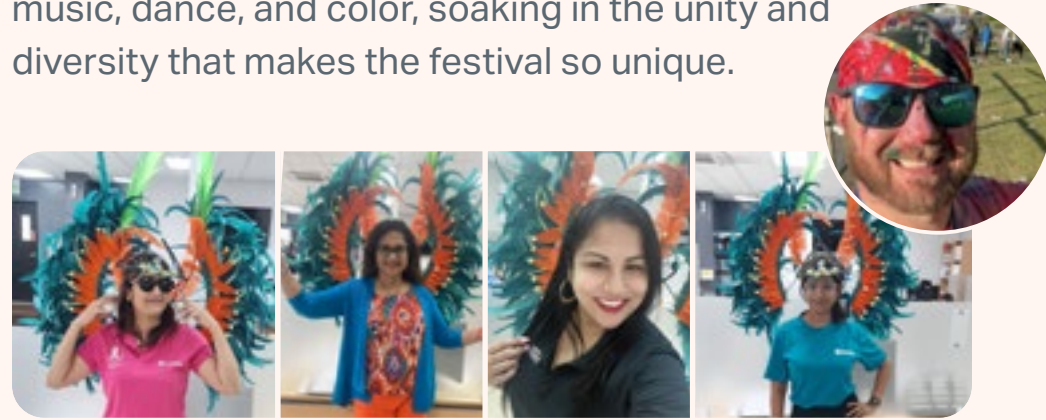




# Health and wellbeing across North and Latin America (NLA)

## Celebrating Trinidad Day In Style

From the pulsing soca beats to the dazzling masquerade bands, the Trinidad team had a day filled with delight as they enjoyed lively street parades, music, dance, and color, soaking in the unity and diversity that makes the festival so unique.



## 12-Hour Fitness Challenge In Guyana

The team in Guyana challenged themselves to engage in at least one hour of physical exercise in a day to enhance their wellbeing. They enjoyed various sports such as aerobics, yoga, roller skating, football, cycling, skipping, and gym sessions.



## Mental Health Awareness Training

Our Mexico team organized a health meeting focused on raising awareness of dyslipidemia, highlighting the importance of managing lipid levels for heart health, recognizing symptoms, and promoting a healthy diet.



## Eid Celebrations In Trinidad

In Trinidad, team members got together with their families to break their fast-during Ramadan. Everyone shared lunch and the celebrations allowed everyone to connect and socialize with their colleagues, friends and family.



## Celebrating A Positive Work Culture

The Trinidad team celebrated Administrative Professionals Week, bringing everyone together for meaningful conversations and connection. The event included an exchange of gifts to show appreciation and foster encouragement among team members.

## Health & Safety Alert Wellness Check

In their awareness effort to educate the team, our employees in Mexico hosted Dr. Yoeli at the the local base to raise awareness around the risks of hypertension, especially with Mexico's extreme heat reaching 53-55°C.

This event allowed team members to check their blood pressures and learn how they can avoid being hypertensive.



## Springing Into Health In North America

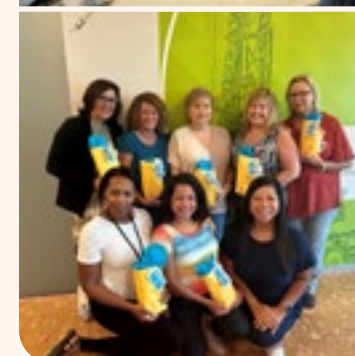
Our North America Offshore teams took on the 'Spring into Health' step challenge, a six-week journey to improving wellbeing led by the QHSE team members. Together, they collectively logged an impressive 17,389,505 steps.



17.3M steps

## Random Acts Of Kindness

Team members from our Lafayette, Broussard, and Houston offices came together to celebrate Random Acts of Kindness Day. The aim of the campaign was to brighten someone's day and create positivity. They tagged team members with acts of kindness, inspiring them to pay it forward both at the workplace and in their daily lives.



## Celebrating Mexico's Independence Day

In honor of Mexico's Independence Day, the team organized a celebration to mark the occasion. The event was designed to bring everyone together to celebrate Mexican culture, foster a sense of unity, and create a relaxed and enjoyable environment. Team members had the chance to connect, participate in physical activities, and have fun.



## Not Ready For The Masters

As part of their wellbeing initiative, Team members from Lafayette, Houma, and Broussard came together for a fun-filled day of golf and team building. Despite the hot and rainy weather conditions, participation was outstanding and they held it down for each other.



## Friendly Cricket Tournament In Guyana

In collaboration with supplier, Ramps Logistics, team Guyana joined other energy companies in a friendly cricket competition. The team had the opportunity to have some fun outside of the office while enjoying food and a sense of community.



## Culture, Lights, And Colors

In celebration of Diwali, the Guyana team embraced the festivities, coming together in their cultural attire to paint and decorate, immersing themselves in the spirit of the festival. The event allowed the team to work together while enjoying cultural celebrations.







# Inclusive culture, lasting belonging

## Inclusion and Belonging.

At Expro, we strive to be a safe and inclusive people-focused Company that positively impacts local communities and society. Inclusion means building a work environment where everyone feels valued for who they are, bring their whole selves to work, and contribute fully. Belonging is about creating a sense of community where people with different backgrounds feel like they truly belong.

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 inclusive workforce to turn our growth ambitions into reality.

We strive to create a culture of care and equal treatment of all employees, job applicants and associated personnel regardless of factors prohibited by law. We aim to create a work environment free of harassment and bullying, where everyone is treated with dignity and respect.

To support our commitment to inclusion and belonging, 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 program includes a range of online training courses freely accessible to all employees that explore the meaning and importance of inclusion and belonging in the workplace. By providing employees with the knowledge and tools to appreciate and understand varied viewpoints, we aim to cultivate a more inclusive and respectful work environment.

The learning opportunities available through our library are designed to help employees develop skills and competencies needed to thrive in an increasingly

diverse workplace. This program supports our broader commitment to fostering an inclusive culture and enables individuals to expand their knowledge in ways that align with their career aspirations.

We value differing perspectives and styles in teams to help us challenge the status quo and are agile in our service provision. Our Learning provision also fosters this approach in our in-person training, so employees from different parts of our business collaborate and network across various learning sessions. Supervisory, Management and Leadership Development are extremely focused on this cross-collaborative and diverse participation underpinning the strength which is placed on building relationships across our business.

We are piloting Coaching opportunities for specific development opportunities both in teams and for individuals.

Promoting inclusion and belonging has also been a focus of Expro’s Social Working Group, which has led efforts to drive inclusivity in areas such as health and wellbeing, community engagement, and cross-company collaboration. By integrating inclusion and belonging into our daily work, we continue to build a stronger, more connected organization.

It is part of the Expro identity to have a mobile and innovative workforce who not only rotate to multiple global operations in the course of our projects but also to experience supervisory and leadership roles in differing locations. The advantage of this allows the individual to experience a location which is new to them, to become culturally aware and to develop their skillset in an area which may not be immediately available in their home location. It also allows for increased diversity in the receiving location among employees who may not be mobile themselves.

### 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 2024.

**Expro North Sea Limited (ENSL),  
Gender Pay Gap in 2024**

**READ THE REPORT** ➔

### CITIZENS OF THE WORLD

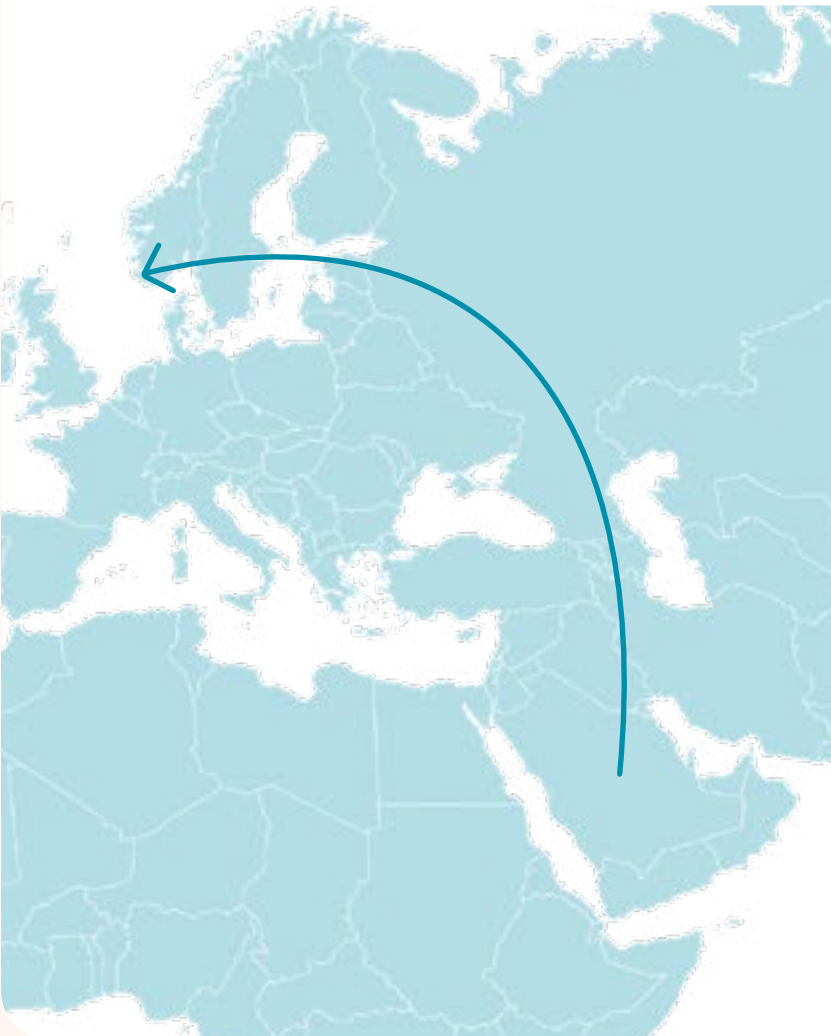
## Shaji Moidunny

**Area Finance Controller**  
Europe and Sub-Saharan Africa



With nearly 19 years of experience in Finance, Shaji Moidunny has continued to progress from his initial role as an Accounts Payable Assistant in **Saudi Arabia**, to his current position as **Area Financial Controller for Scandinavia, based in Stavanger.**

Working in different locations with different reporting managers and experiencing diverse cultures has been great. **I'm grateful for the support I've received from my managers and colleagues along the way.** My special thanks goes to Raza Malik, Jonathan Ward, Mike Ezeala, Binu and Sandra Mcann, for their guidance and support, for without it, I wouldn't be where I am today.



"It was climbing steps one by one from the bottom, and it did not happen suddenly. **Belief in hard work and dedication to job.** "





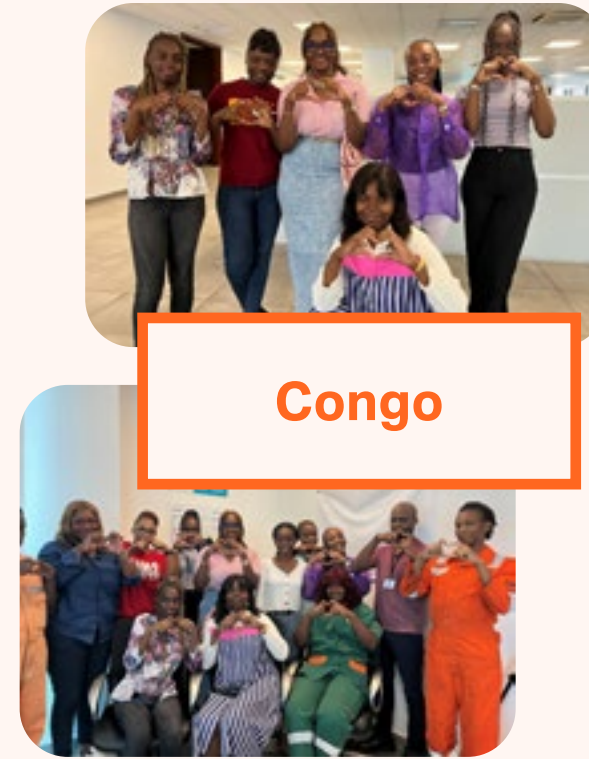
## Spotlight social stories

### International Women's Day 2024.

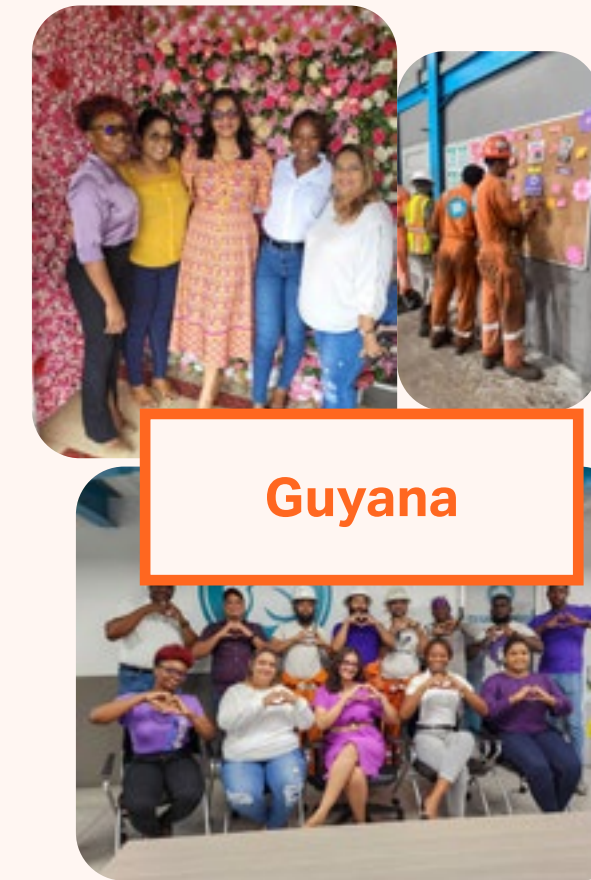
In celebration of International Women's Day 2024, many of our people around the world got together to recognize the importance of creating an inclusive workplace, with a few of our locations striking a pose and sharing what it means to them to **#InspireInclusion**.



Argentina



Congo



Guyana



Ghana



Aberdeen



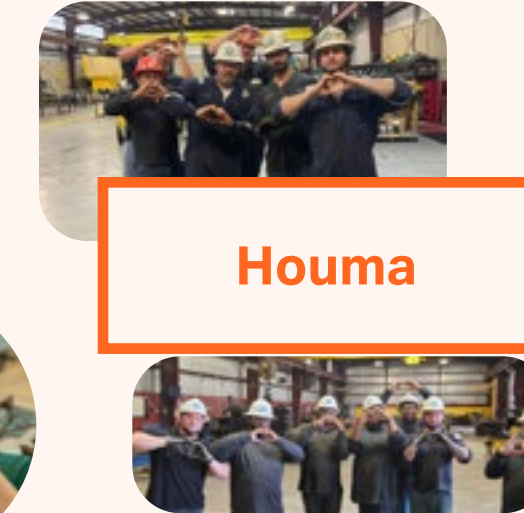
Brazil



Dubai



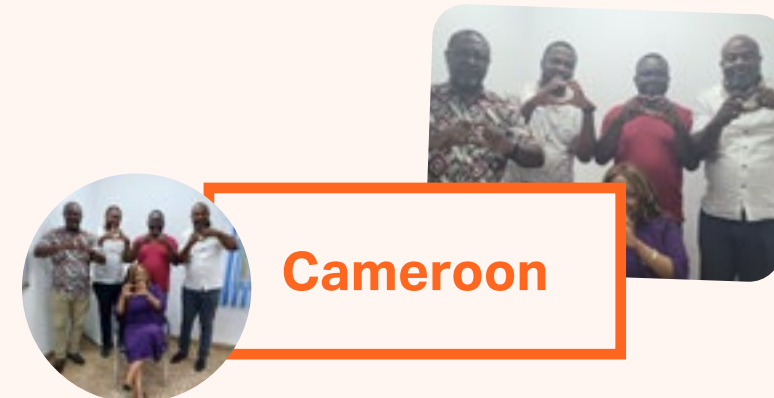
Lafayette



Houma



Algeria



Cameroon



Gabon



Nigeria



Takoradi



Trinidad



Angola



Colombia



Senegal



Qatar



Villahermosa







# Spotlight social stories

## World Mental Health Day 2024.

On 10 October, a number of our locations celebrated World Mental Health Day throughout the business. The team in Mexico held a health check event to encourage people to take action on their physical and mental health. In Angola, employees took part in a 5k walk to take time away from their desks and our Saudi team held a health and wellbeing event for employees. In Azerbaijan, the team wore green in support and set aside time to focus on physical activities as well as wellness and relaxation.







# Spotlight social stories

## Breast Cancer Awareness Month 2024.

Throughout October, many of our locations hosted a range of events to raise awareness around breast cancer and to support this important cause. As always, our teams really made the effort with all of their activities and fundraising.

### Aberdeen

Our Aberdeen offices took part in Wear It Pink day to raise awareness and show support for the Breast Cancer Now charity. They also held a Pink Up a Pumpkin and guess how many pink pom poms were in a jar competitions in support of the campaign.

### Angola

Angola team organized an educational event at the local orphanage Lar De Nazare, that operates a community school offering free education to over 100 students in the area.

### Australia

The team hosted a fundraising Pink Ribbon Morning Tea, raising \$889.35 for the National Breast Cancer Foundation (NBCF). They also organized an educational session on breast cancer, covering key statistics, risk factors, and strategies for early detection and prevention and painted tools pink to show their support.

### Brazil, Cote d'Ivoire, Labuan

The team helped to raise awareness around breast cancer throughout the month of October by wearing pink polos, a symbol of solidarity and support. By wearing pink, they helped spark conversations around breast cancer, showing their commitment to spreading awareness about the importance of early detection and prevention.

### Dubai

The team organized clinical and examination drives to emphasize the importance of regular health checks and early detection within the community. These efforts aim to raise awareness about proactive health practices and encourage individuals to prioritize their wellbeing.

### Ghana

In Ghana, the team supported the Airwives Association with a cash donation towards free medical screenings and visited the Effia Nkwanta Regional Hospital to supply much-needed donations.

### Guyana

The team raised awareness and encouraged social mobilization to promote behavioral change around breast cancer. They also participated in the Guyana Cancer Foundation Awareness Walk 2024, held inspiring discussions with breast cancer survivors, and even painted some of their tools pink in support of the cause.

### Lafayette, Houma, And Broussard

The team took on several campaigns, including a blood drive, Breast Cancer Awareness, World Mental Health Day, and the Family Fall Fest. Through candy and merchandise sales, they raised \$400 to support breast cancer research. Team members proudly wore pink and also painted tools to show solidarity for the cause.

### Macaé

A talk was held in Macaé, Rio De Janeiro to highlight the importance of self-care through open discussions on breast cancer. The team had a great day sharing snacks and wearing pink polos to mark the occasion.

### Norway

In Norway, The Pink Ribbon Run is held in various locations throughout October to mark Breast Cancer Awareness Month, with the proceeds supporting breast cancer research. Our team actively participated in the event in Haugesund to support the cause.

### Ringwood

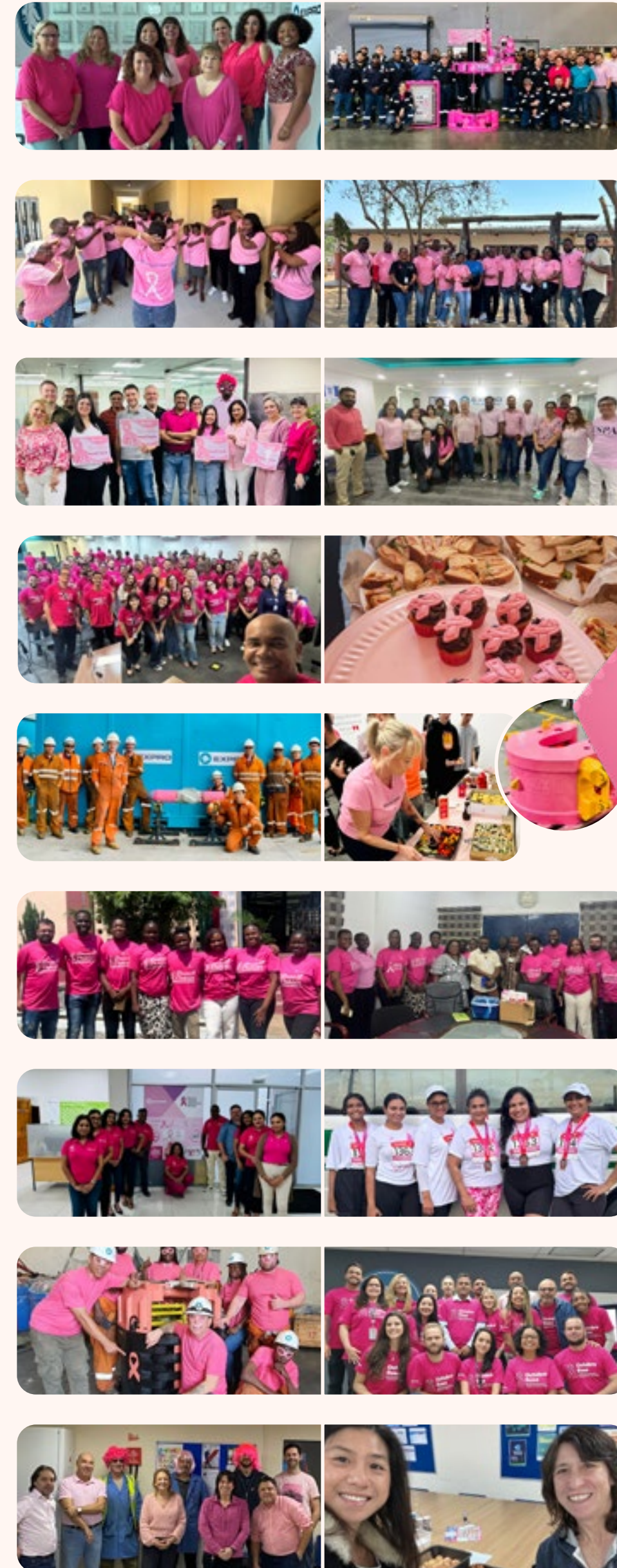
In Ringwood, the team came together to support their local charity, Going For Bust, raising over £100 for breast cancer awareness.

### Trinidad

In Trinidad, the team proudly took part in Scotiabank's annual 5K marathon, which drew over 4,500 participants to raise awareness for breast cancer. Where a team member, Kevin Bailey finished in the 36th-place among elite runners.

### Uganda

The Uganda team organized a community event at Buliisa Health Centre IV to educate the community about breast cancer, attracting 210 participants throughout the day.







# 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 host in support of charitable causes and volunteering initiatives.



Over the past two years, Expro has donated a total of **\$25,000 to Unicef**, an international charity chosen by our Social Working Group.

Jump to a region and see how our people are making a difference where they live.

## Asia Pacific (APAC) ➞



## Europe and Sub-Saharan Africa (ESSA) ➞



## Middle East and North Africa (MENA) ➞



## North and Latin America (NLA) ➞







## Our CSR activities across Asia Pacific (APAC)

### Going Green In Brunei

The Brunei team installed 264 solar panels on the rooftop of the office building, generating 145.2 kilowatts per hour, aimed to offset 80% of the electrical usage by the office. This will enable the office to draw less energy from the national grid, equivalent to the energy consumption of 15 average Bruneian homes annually. In environmental terms, this is equivalent to planting 96 trees a year, saving 60 tonnes of coal, or avoiding 72 tonnes of CO<sub>2</sub> and reducing the CO<sub>2</sub>e by 1,868t over 20 years.



### Flood Support In Kazakhstan

The team in Kazakhstan have been working to support those impacted by the dangerous flooding which happened in West Kazakhstan. Employees visited the temporary evacuation site in Aksai and donated essential items for the individuals effected.



### Labuan Team Celebrate World Environment Day With Local Beach Clean

Employees in Labuan teamed up with Interwell, Welltec, Geowell, and Essem Group for a beach cleaning event. Guided by our citizen of the world ethos, 90 individuals, including representatives from local government bodies such as the Department of Environment (DOE), Malaysia Civil Defence Department (APM), and Labuan Corporation, joined forces to make a difference.

Together, the team tackled coastal debris, cleaning up the local area and demonstrating shared commitment to environmental preservation and community support.



### Cleanup Exercise In Labuan Base

The Labuan team in Indonesia organized a base cleanup, coming together to create a safer and more comfortable work environment.



### Brunei Team Host Local Students

The team in Brunei welcomed a group of students from the University of Brunei Darussalam and the Institute of Brunei Technical Education to our base. This visit offered them valuable insights into Well Flow Management, fostering a strong connection between Expro and the local community.



### Water Management System Implemented In Mumbai

The Mumbai team installed a new rainwater harvesting system at our Mumbai base. Designed to operate throughout the monsoon season, the system plays a crucial role in conserving water and supporting our sustainability goals.







## Our CSR activities across Asia Pacific (APAC)

### Litter Picking In Turkmenistan

As part of our commitment to supporting our environment, the team in Turkmenistan organized a beach clean on the Caspian seaside. Taking time away from the office, the team worked together to clear litter, improving the area while enjoying the sea breeze.



### Tree Planting In Brunei

The Brunei team organized a tree planting event in collaboration with GreenBrunei and the Brunei Forestry Department. 50 employees came together to plant 50 trees in the Tutong area affected by bush fires. The event not only supports reforestation efforts but also served as a team building opportunity, bringing team members closer while making a positive impact on the local community.



### Bringing Solar To The Pahang Community

For the third year in a row, our Kuala Lumpur team worked with the SOLS Foundation to support the local Kampung Kancungawira community in Pahang, Malaysia. 20 Expro team members took the trip alongside the SOLS volunteers to install solar panels across 29 houses in the area. Thanks to this initiative, the team have been able to provide 127 households in the indigenous community with access to reliable solar energy this year, which is expected to vastly improve each family's quality of life.



### Solar Panel Installation Offsets ~100% Of Mumbai Base's Energy Consumption

The team in Mumbai, India successfully installed 100 kW Solar Power System on the rooftop of the Mumbai office which is expected to offset 100% of the base's energy consumption. The installation is also expected to reduce up to 2,165 tons of CO<sub>2</sub> equivalent emissions over the next 20 years. This reflects our commitment to sustainability and renewable energy, marking a significant contribution to reducing our carbon footprint.



127

Households now have access to reliable solar energy

~100%

Mumbai office will offset

of the base's energy consumption





# Our CSR activities across Europe and Sub-Saharan Africa (ESSA)

## Mozambique Commitment To Education

The team in Mozambique donated 400 subject books to the local Pande secondary school library. These donations will not only allow further education for the readers but will contribute towards creating a positive impact in the local community by investing in future generations.



## Volunteer With The Great Orchestra Of Christmas Charity (GOCC)

Our team member Piotr Kitajewski took some time out during the festive periods to help with fundraising at the The Great Orchestra of Christmas Charity. Piotr joined thousands of volunteers in the annual fundraising drive, contributing his time to help raise funds for medical equipment, children's healthcare, and elderly care.



## Angola Educational Engagement With Namibe University

The team in Angola conducted a three-day visit to the University of Namibe, aiming to establish a partnership that will provide professional internship/placement opportunities for recent graduates and connect with emerging talent for potential entry-level roles.



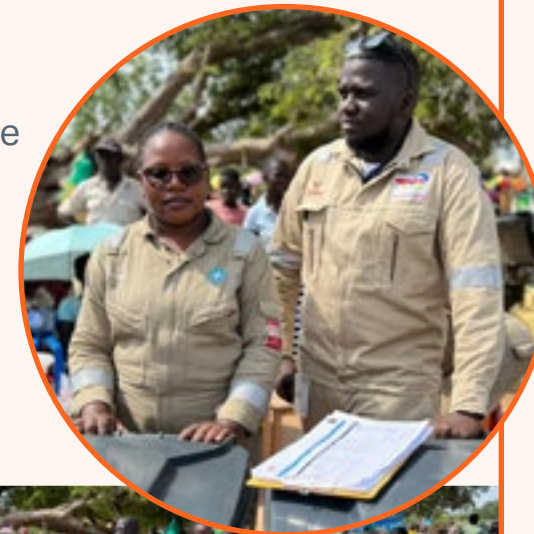
## Pad Donation To Elelewon Girls Secondary In Nigeria

The Nigeria team visited the local Elelewon Girls Secondary School to hold discussions with the Form 1 students on life experiences while answering any questions the girls had. Each girl received a toiletry pack as part of their outreach efforts to empower the next generation of females.



## Uganda Team Help Clean Up The Community

Team Uganda collaborated with Kigwera subcounty and Total Energies on a waste collection project to help their local community. Donating waste bins to enhance waste collection during marketplace days, this initiative will enhance waste collection and encourage better housekeeping practices, with the hope of ultimately reducing littering in the local community.



## Macmillan Coffee Morning

Our Aberdeen offices recently held a bake sale to raise money for the Macmillan Cancer Support charity. Thanks to the generosity, support, and delicious contributions from everyone involved, the sites managed to raise an incredible £1,035! Everything raised is to go directly to the charity, helping to provide essential care and services for people living with cancer.

£1,035 raised

## Africa Day Celebrations In Angola

The Angola team joined together to celebrate the continent as part of Africa Day celebrations on the 25 May. The team had a great day where they demonstrated some African moves such as kilapanga, sungura and Semba from Angola, Rai from Algeria, and afrobeat from Nigeria. Ending the day with Angolan food such as Catatos, Kikwanga, Makaiaabo, and several traditional sweets.



## Aberdeen Kiltwalk

The team in Aberdeen took part in the Kiltwalk in Aberdeen which saw them walk 18 miles in aid of The British Heart Foundation.

Walking across Aberdeen City and Aberdeenshire on a particularly sunny day, some walkers even found the time to enjoy a well-deserved ice cream along the way.



## May Day In Gabon

In Gabon, as part of their social activities, the team celebrated Labour Day by participating in a parade organized by the Labour Ministry. To mark the day, ten employees were honored with Bronze medals for ten years of service.







## Our CSR activities across Europe and Sub-Saharan Africa (ESSA)

### Walk And Pick It Up Challenge In Gabon

The Gabon team held a challenge local to their base where the team were asked to take some time out of their day to see how much trash they could collect. The team collected trash from their base all the way to Sogara Beach, covering a distance of 3.88 km. They not only helped clean up the surroundings but also had an opportunity to connect with nature and one another.



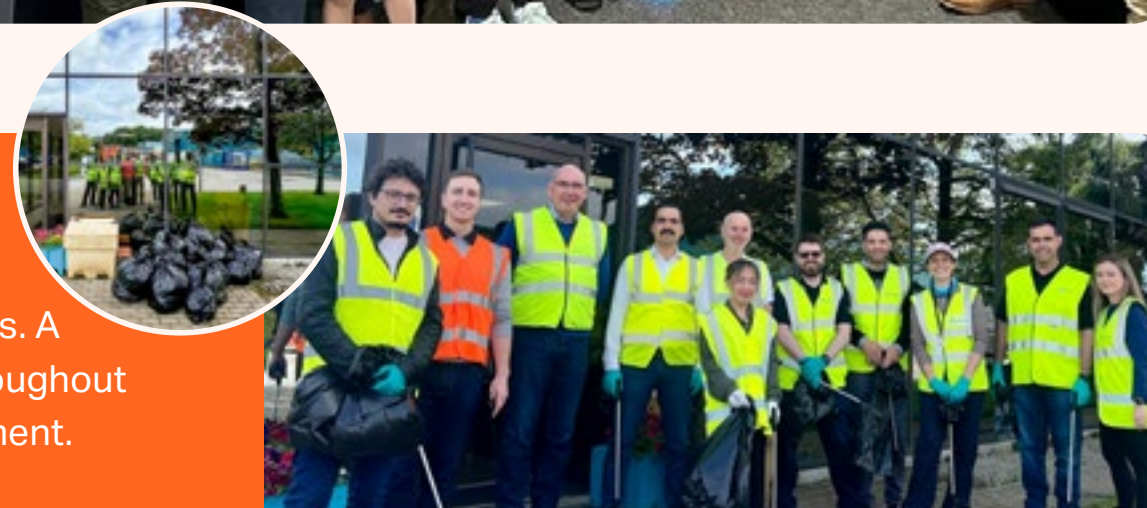
### Volunteering In Aberdeen

In accordance with our Volunteering and Corporate Giving Policy, Strategic Sourcing Lead, Luke Hunter was able to volunteer with local charity, Autism and Neurodiversity. As a volunteer, Luke attended a local children's show with children and their families which allowed them to immerse themselves in a world of fun and entertainment without the usual concerns and constraints.



### Litter Picking In Dyce, Aberdeen

The Well Flow Management team in Aberdeen participated in a litter pick around Dyce offices. A total of 16 bags of rubbish were collected throughout the day, helping to clean up the local environment.



### Building A Brighter Future In Takoradi

In Takoradi, Ghana the team are working to build a brighter future for the students in the Takoradi community. The team refurbished a chemistry laboratory and washroom facility at the Takoradi Senior High School. This initiative supported the local school in enhancing their facilities during a time of need.

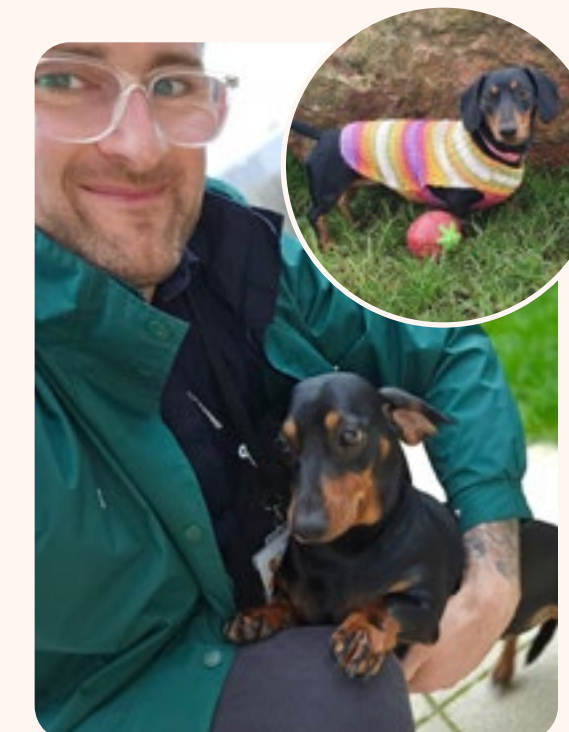
We hope the newly refurbished lab will spark a passion for science among students, attracting top talent to the school, and promote STEM (Science, Technology, Engineering, Mathematics) education in the community.



### Dog Walk Challenge For Cancer Research UK

Greg Gerrard from the Group Engineering team in Aberdeen, alongside his loyal miniature Dachshund, Mabel, participated in a 62 miles dog walk challenge to support Cancer Research UK.

Going beyond the initial goal, Greg and Mabel walked 107 miles over the course of a month, raising a significant amount of money for this vital cause, showing commitment to driving change across the local community.



### Protecting The Mangroves Ecosystem

Working with local NGO Otchiva, the Angola team arranged a plastic waste collection campaign in the local community of Foz do Dande, Luanda province. The campaign welcomed 26 Expro employees, volunteers from Otchiva and the local community, where everyone focused on cleaning up the mangroves area, which is vital for marine life. A total of 850 kg of waste was collected on the day including plastic waste, rags and fishing nets.



# 850 kg

Of plastic waste was collected from the mangroves area, vital for marine life.





## Our CSR activities across Middle East and North Africa (MENA)

### Dubai Food Drive

In Dubai, the team participated in a charity food drive, dedicated to providing food hampers for individuals in need within the community. From raising funds to purchasing food items, our team distributed 300 hampers to the local people. This initiative not only provided essential food items to individuals and families in need but also strengthened our connection to the community.



### Saudi Team Cleans Up

Our Saudi team organized a large housekeeping event across their base. The event had groups help to tidy work areas and collect rubbish from the site. By getting everyone together, the clean-up encouraged teamwork while highlighting the importance of maintaining a clean and safe workspace.



### CO<sub>2</sub> Filtration Unit

Ahmed Kattourrah, an employee based in Saudi Arabia, developed a chemical engineering tool to reduce carbon emissions from fuel combustion in our equipment.

This is a tool that absorbs carbon dioxide from exhaust systems. The instrument, containing both mixed and unmixed chemical substances, has been designed, manufactured, and initially tested to absorb 47% of the emitted carbon dioxide.

Before



After



### ESG Initiative In Algeria

Our Ain Amenas project team in Algeria recently took a significant step towards a better future by recycling waste for reuse, reaffirming their dedication to environmental and community wellbeing.



### Donations During Ramadan

As part of our corporate social responsibility, our Saudi employees donated an excess of 1,700 USD to the AlWedad Charity. The donation came during the holy month of Ramadan and to a well-established local charity who support orphaned children.



### Black Bag Day In Qatar

The team at Ras Laffan base held a Black Bag Day litter-picking event. The purpose of the activity was to clear out unnecessary items from the facility by hosting a base clean up. All members in the workshop and office participated in making the base and its vicinity a cleaner, more organized environment.



### Cleaning Up Our Client's Water

Adopting and advancing technologies to be a part of energy transition, our team in Algeria utilised the inlet analyser in one of our client's fields to prevent 'bad' water from reaching the pumping system. The inlet analyser, once set up, will operate flow control valves to divert the 'spikes' away from the process automatically. Outlet water quality is checked in the laboratory.



### Driving Innovation: Project Luna Sponsorship

In order to spark creativity in the younger generation, our Dubai team sponsored a team of grade 11 students to compete in 'Yas in Schools 4x4' event. The event is an annual international competition in which teams must gather sponsors then engineer, market

and successfully pilot a radio controlled car (rock crawler).

By sponsoring Project Luna, the team supported the young team's mission to get competitive while giving them the opportunity to innovate and nurture their technical skills.







## Our CSR activities across North and Latin America (NLA)

### Trinidad's Fruit Planting

The team in Trinidad planted fruit trees across from the office. The addition of these trees can help provide many benefits to the environment, while also giving the employees access to a variety of fresh fruits, including mangoes, cane, coconuts and oranges.



### Operation Shopping List

The Guyana team supported the Salvation Army in donating food and household items for those in need. The Salvation Army provided a list of required foods, and the team generously donated food and cash to purchase any other items required before dropping the items off at the Salvation Army Women's home.



### Care Package Collection

In Guyana, the team donated 100 care packages including water, cranberry juice, crackers, peanut butter, fresh bread, cheese, butter, toilet paper, and canned sausages to the homeless throughout Georgetown.



### The Cook-Off Fest In New Orleans

Our team in New Orleans participated in the 'Fin, Feather, Fur Food Festival' in New Orleans and won 1st place for their shrimp and crab sauce piquant. Proceeds from this event are expected to help support the American Association of Drilling Engineers (AADE), the Knowledge Box program, and other educational initiatives.



### The Reuse Of Plastics In Guyana

The Guyana team are committed to sustainability by swapping single-use plastics for reusable coffee cups and water bottles in the offices and workshops. This step aligns with our planet's goals and supports the UN's mission to reduce plastic pollution as part of the Decade on Ecosystem Restoration.



### Seawall Clean-Up

In Guyana, the team held a seawall clean-up with their little ones and friends to clear litter from the local area. Starting bright and early at 6:30 am, the team helped to de-litter their local environment and even enjoyed a bit of beach football afterward.



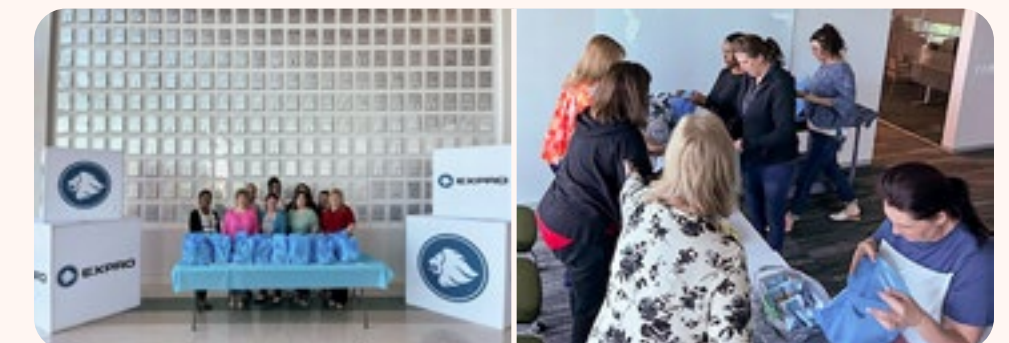
### Easter Celebrations

During Easter, the Guyana team visited the Crane community on the West Coast of Demerara, bringing joy to local children by distributing 200 kites. They also enjoyed quality time together, helping the kids launch their kites.



### Donations To The Outreach Center Of Acadiana

Our Lafayette team assembled care packages for the Outreach Center of Acadiana, a non-profit working to end homelessness in the community. Each package included essential toiletries, protein snacks, and water bottles.



### Supporting Local In Guyana

In collaboration with the Ministry of Natural Resources, the Guyana team hosted a visit from engineering students from the University of Guyana. The students had the opportunity to learn about Expro tools and participate in a presentation focused on career advancement.







## Our CSR activities across North and Latin America (NLA)

### University Of Louisiana Sustainability Summit Exposition

The Louisiana team partnered with a local university to host an exhibition showcasing sustainability initiatives. The summit included various organizations and formed the kick-off event to the 'Fête de la Terre' Earth Week celebrations, with Expro focusing on educating the community on its efforts in achieving net zero by 2050.



### Team Trinidad Sponsors Local Football Team

As part of their commitment to encourage and support young individuals in a form for future success, the team in Trinidad sponsored the under-12 footballers of San Fernando Boys' Government School.



### Tree Planting In Ecuador

The team in Ecuador supported environmental efforts by planting trees and flowers, as well as painting the stones around the office to enhance its appearance.



### Environmental Cleanup In Mexico

Our team in Villahermosa, Mexico, proudly embraced being a citizen of the world through their effort to clean up their workspace and surrounding areas. This initiative not only improved their physical environment but also enhanced their overall wellbeing, promoting a healthier and productive workspace.



### Transforming The Environment Of Praia Do Pecado

Our employees in the Brazil office and their families came together to clean up and preserve Praia do Pecado beach in Macaé.

With their gloves and garbage bags, they were happy to pick up any items littering the area, showcasing the power of community and care for the environment.



### Blood Drive In Lafayette

Our Lafayette team continues their partnership with Vitalant in 2024. Last year, the team collected 52 units of blood, potentially saving 156 lives. This year, they kicked off a successful blood drive, collecting 13 units; surpassing their goal of ten. Each donation will make a difference, potentially impacting around 39 lives in the community.







## Our CSR activities across North and Latin America (NLA)

### Lafayette Reduce, Reuse, Recycle

As part of the Reduce, Reuse, Recycle initiative in Broussard and Lafayette, our employees launched a collection drive for used shopping bags. Thanks to the incredible support from everyone, we gathered over 1,500 bags!

These bags were donated to Homeless Mats Acadiana, where they'll be transformed into sleeping mats. Once ready, the mats are expected to be distributed by Acadiana Cares to support individuals in the community facing homelessness.



### Empowering The Local Community

In the effort to highlight our commitment to empowering local talent, the Guyana team participated in a Career Guidance Booster event in Linden. Organized by the Region Ten Tourism Committee (RTTC) and the Diaspora Sub-committee of Linden, the event welcomed over 300 students offering insights into career paths, educational opportunities, and essential skills for success in today's job market.



### Guyana Team Support Local Homeless Shelter

The Guyana team partnered with local Rotary Club in Demerara to organize a medical checkup outreach for the children at the Sophia Homeless Shelter.

Thanks to the generous donations from our team, dental hygiene care packages such as toothpaste, mouthwash, toothbrushes, and dental floss were provided to the children. The team also worked alongside Rotary members to register the children before their dental visits, encouraging them to practice good oral hygiene.



### Harvesting Our Future In Brazil

In support of World Environment Day, our Brazil team took time out to plant trees near Expro's Macae base with children from a local school. In partnership with Macae's Environmental Agency, SEMA, the team were able to educate the children on the importance of helping our planet and how we can harvest our future.



### Beautifying The Work Space

Our team in Mexico rolled up their sleeves to brighten up their local surroundings. Equipped with their gloves and scissors, the team worked together to trim and care for the flowers at their base. They also planted new flowers, adding vibrant colors and a fresh, touch to the space.

This not only enhanced the office environment, but also encouraged teamwork within while creating a visually appealing workspace.



### Pack The Backpack In Lafayette

Team members in Lafayette assisted local support service, Giving Grace by sorting donations in preparation for packing backpacks for the new school year. The initiative is designed to assist over 1,000 children facing homelessness across nine parishes, providing them with essential back to school supplies such as backpacks, school uniforms and more.



### Argentina Tree Day Celebration

Our team in Argentina marked Tree Day on 25 April by leading in an environmental initiative, demonstrating their commitment to sustainability and the protection of the planet. The volunteers planted trees by the road side as well as picking up litter in their local environment.







# Excellence, awarded

We take pride in the progress we continue to make in creating forward-thinking solutions that meet the needs of our customers and the industry.

Industry awards validate these efforts, offering well-deserved recognition to our teams for their innovation and accomplishments.



## 2024 E&P Meritorious

**Engineering Awards For Innovation**  
Centri-FI Consolidated Controls Solution technology wins the 2024 Special Meritorious Awards for Engineering Innovation (MEAs)

2024 Meritorious Engineering Awards for Innovation (MEAs) recognize 18 technologies for engineering excellence in the upstream energy industry. Hart Energy's MEA program highlights new products and technologies demonstrating innovations in concept, design, and application.

This achievement represents our dedication to be in the forefront of innovation in exploration, drilling, and production, advancing the upstream industry.



**2023 CEO Award Achievement For SSHE Excellence In 2024 PTTEP SSHE Forum**  
Expro Thailand awarded one year achievement of 50,000 man-hours

The PTTEP Safety, Security, Health, and Environment (SSHE) Forum emphasizes proactive safety work culture and practice. This recognition highlights our commitment for safe operations as we have demonstrated excellence in SSHE performance towards Zero Incident.



## 2024 Houstonciso Orbie Awards

**John Lewis among the finalist for the 2024 Houston Chief Information Security Officer (CISO) ORBIE Awards**

The awards celebrate the achievements of CISOs and their teams who are driving digital transformation initiatives.

"In the period since the merger, our biggest success has been the relationship that we have established with our sales and engineering teams. Working together, we have raised OT cybersecurity awareness and developed an OT cybersecurity program that has helped us win work."



## 2024 Tullos Training Apprentice Awards

**Lewis Mathers named as the runner up for Best Electrical/Electronic Apprentice of the Year**

The award ceremony was organized by Tullos Training, a long-established engineering training organization providing advancement of vocational and further education in the development of individual capabilities, skills and understanding.

The award scheme is designed to recognize and reward the achievements of exceptional apprentices.

## CITIZENS OF THE WORLD

# Kingsley Agyekum

**Subsea Product Line Manager**  
Europe and Sub-Saharan Africa



With 16 years under his belt at Expro, Kingsley Agyekum has had a rewarding journey so far. Having earned a degree in Mechanical Engineering, Kingsley started his career as a field technician in Ghana. **Over the years, he transitioned into leadership roles, managing operations across Africa before relocating to Aberdeen, United Kingdom.** Guided by Expro's core values, Kingsley has gained significant exposure to global operations and diverse cultures.



"I communicated my aspirations through the **Employee Development Program (EDP)** and successfully managed the transition with support from both my previous and current managers."





# Excellence, awarded

## Gulf Energy Excellence Awards 2024.

We were proud to be a finalist in three categories at the Gulf Energy Excellence Awards.



### Best Completions Technology Hands Free Control Line Clamp System to remove Red-Zone Exposure

The Remote Clamp Installation System (RCIS) & Sheaveless Control Line Manipulator (SCLMA) is an advanced, integrated system that remotely positions control lines and installs the connection clamp retainer lid during smart completions. The system is designed to reduce hazards through automated sequencing, eliminating manual operations, hazardous setups and personnel in the red zone.

The Integrated RCIS & SCLMA system is an industry first that advances existing completion practices and delivers a fully autonomous, hands-free solution. Standard completions without this technology would require two technicians to enter the red-zone, pulling the control lines to the pipe and another to install a control line clamp. The RCIS & SCLMA system eliminates the technicians required for this process, automates control line handling and the clamp installation, while removing personnel from the red-zone and eliminating overhead risks.



### Best Digital Transformation CENTRI-FI™ Consolidated Controls Solution

The CENTRI-FI™ Consolidated Control Console is one of a suite of digitally intelligent well construction solutions in development as part of Expro's strategy to adapt and adopt technologies to address today's and tomorrow's energy challenges.

CENTRI-FI™ is an intelligent digital command and control solution that allows the tong make-up, elevator and slips function, and a single joint elevator to be precisely controlled and operated via wireless control tablet. The operations are performed by a single operator, instead of three or four personnel.



### Best Health, Safety Or Environmental Contribution iTONG™ Intelligent Well Construction Solution

The iTONG™ system is the industry's most technologically advanced single push button tubular make-up solution which allows the operator to control, execute, verify, and validate every connection make-up via a tablet or their control chair. It ensures joints of casing and tubing can be made to a specific torque, or broken out in an automated sequence, with the single push of a button.

With a reduction in the number of personnel required for tubing operations, a rig using iTONG™ can reduce annual emissions from rig time, travel, and accommodation by an estimated 146 tons a year – the equivalent of removing 58 ten-hour flights from Oslo to Houston over the course of a year.

### VIGILANCE™ Intelligent Safety and Surveillance Solution

The VIGILANCE™ safety surveillance technology tracks equipment as well as personnel movement through a unified, real-time system with ten-centimeter accuracy, and thereby addresses one of the industry's main key performance indicators for enhancing safety for rig floor personnel, particularly for those working in close vicinity of multiple pieces of moving equipment, or the 'red zone.'

“These nominations recognize Expro’s commitment to investing in and developing what we believe to be the best-in-class technologies and techniques to support the industry, both now and in the future...”





CITIZENS OF THE WORLD

Gleisielle  
Dos Barros

Commercial Manager  
North and Latin America

Having always had an interest in becoming an executive, Gleisielle Dos Barros started her career by pursuing a Bachelor's degree in Business Administration. After 14 years at Expro and nearly 20 years in the industry, Gleisielle took a bold step by moving from Brazil to the United States to become a Commercial Manager, embracing the challenges a new environment brings!

How Long Have You Been At Expro?

I've had the pleasure of being with Expro for 14 years. It's been an incredible journey of personal and professional growth, filled with learning, challenges, and rewarding contributions. I've enjoyed and learned from every bit of it.

What Led To The Move To Current Position/Location?

13 months ago, I made the bold decision to move from Brazil to the United States after nearly 20 years in the industry back home. It was a significant change, but I believe growth is like an investment: staying in one place for too long can limit your potential. Relocating opened up exciting opportunities and allowed me to broaden my perspective, both personally and professionally. I see it as a chance to diversify my career and explore what new environments can offer.



How Has This Move Helped You  
Personally/Professionally?

The move has been both rewarding and eye-opening. On a personal level, it's humbling to see how much I am valued, not only by my family and friends but also by Expro. Professionally, it has pushed me to take on more responsibilities and adapt to a new environment, proving to myself that I can thrive in different settings. I'm proud of the opportunities it's brought and the ways it's helped me contribute to Expro's growth across regions.

What Has Been Your Experience  
Working In Different Locations?

The transition to the US has been smoother than I expected, thanks to the tremendous support I've received from Expro both in Brazil and in the US. This journey has been incredibly rewarding, and I'm grateful for the trust the Company has placed in me. There are so many people within Expro who have helped make this transition possible, and while I won't name names, I want to extend my deepest gratitude for their ongoing support.







# Employee photo contest winners

We were blown away by the incredible talent and creativity of our people.

Aligned to our core values – this years’ competition theme is Planet. Reviewed by our panel of judges, 12 photographs were selected.



**Julia Kaddoura** Kuwait



**Craig Cunningham** Aberdeen, UK



**Inas Mohd Ashphan** Batu Caves, Malaysia



**Ayden Mikhail Annuar** Labuan, Malaysia



**Leilanie Grande** Perth, Australia



**Donna Kana** Wallingford, Connecticut



**Julia Finiutina** Aberdeen, UK



**Kumar Kissoon** Kaieteur Falls, Guyana



**Rakshith Raj** Abu Dhabi, UAE



**Amanda Myesha Annuar** Labuan, Malaysia



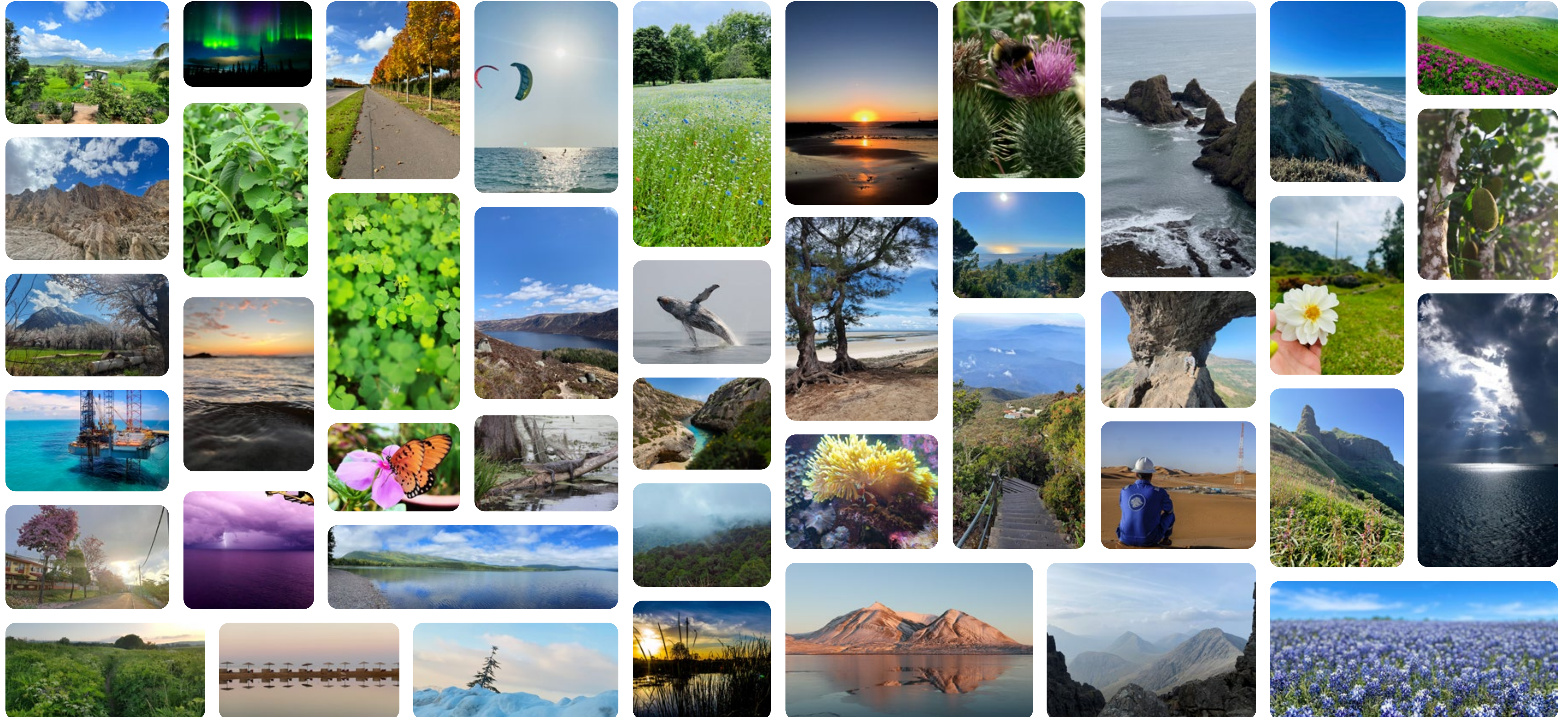
**Matthew Colvin De Valle** Koh Samui, Thailand



**Rebekah Challans** Kenai River, Alaska

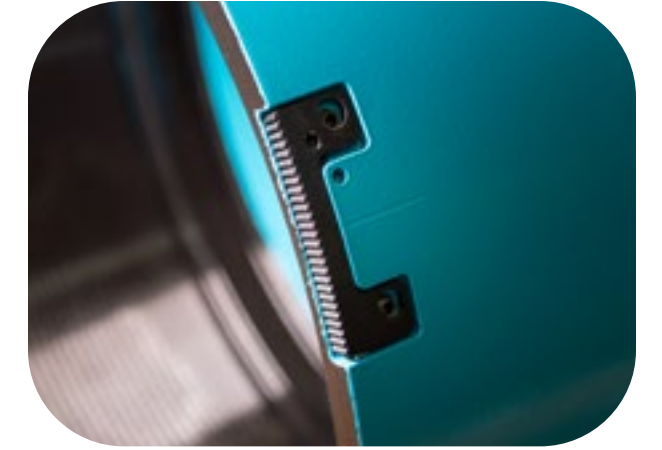
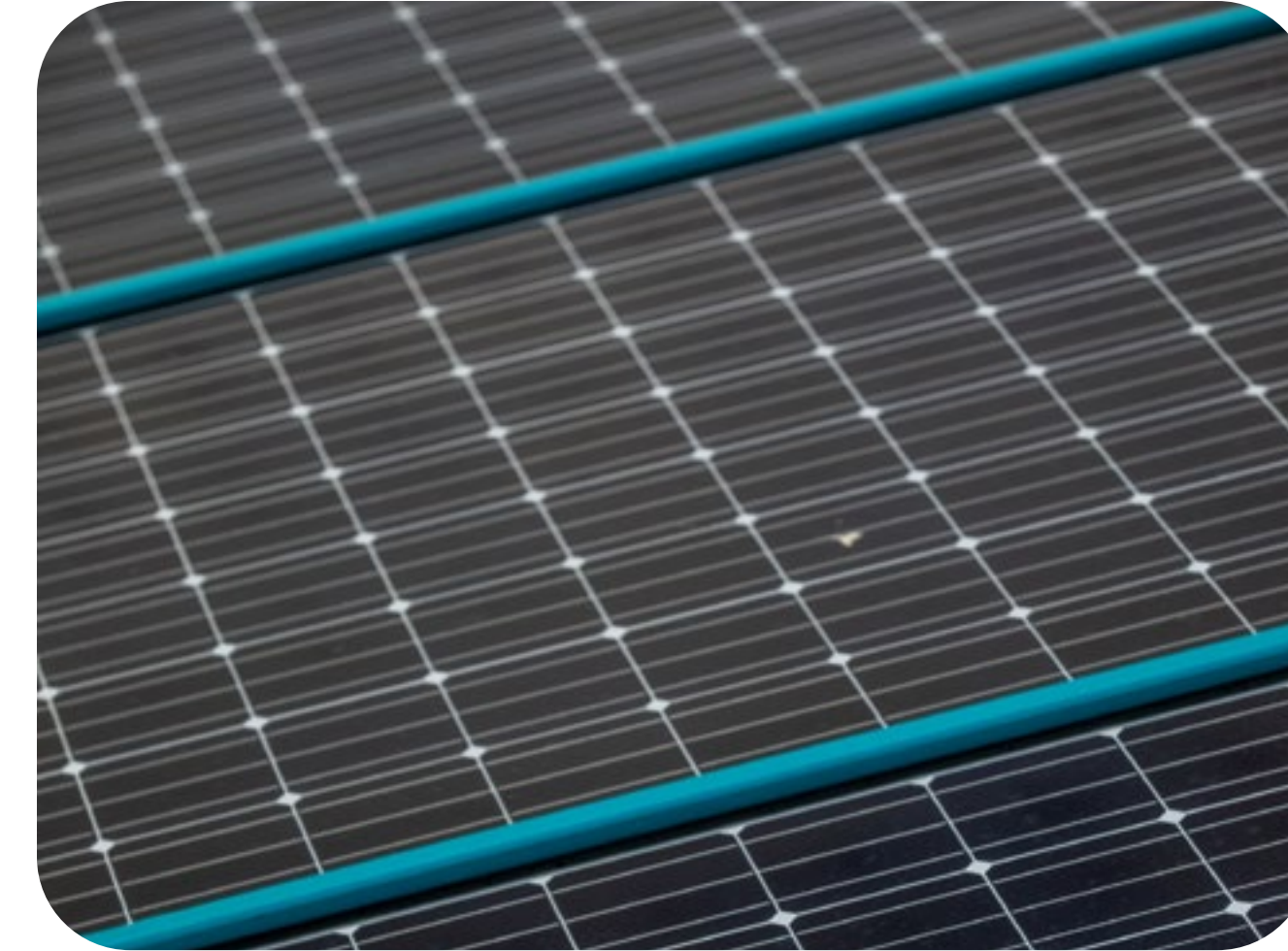


## Employee photo contest, entrants from around the globe





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



# Thank you

to everyone who  
contributed to this report.

Hannah Rumbles  
Graeme Buchan  
Chioma Onuekwusi  
Khara Wood  
Stuart Paterson  
Ross Colborne  
James Yard  
Kay Newton

Ingrid Huldal  
Josh Hancock  
Joerg Gruber  
Fabricio Lima  
Dmitry Nekrasov  
Paul Sehgal  
Scott Turner  
Kevin Boumba

Mike Zhao  
John Lewis  
Dionne Shearer  
Phil Perry  
Annisa Broussard  
Venkatesh Ramanathan  
Mike Wood  
Dougall Brown

York McCauley  
Chris Paterson  
Kelley Stauffacher  
Hussein Selim  
Bilal Ouanoughi

**The Executive  
Management Team**

**Our Board of Directors**





APPENDIX

# Tracking progress towards our goals

These additional materials aim to provide clear insights into our achievements and ongoing development.

## In this section

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# Sustainability Accounting Standards Board (SASB)-Aligned Index

Oil and 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	192,053.90 Gigajoule 29,107.23 Gigajoule (15.2%) (1) 71% (2) 29%	<u>Metrics – Our Planet</u>
Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2		<u>Climate Change</u>
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) 94,014.72 m³ (operations support activities at Expro sites)	<u>Water Use and Discharge</u>
Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2		
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		<u>Biodiversity</u>



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) was 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

was transferred to the IFRS Foundation, and have transitioned 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 and 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) 0.20 per 200,000 hours worked (2) 0 (3) 6.08 per million hours worked (4) 0.17 per million miles driven (5) 129,860 (overall total for all employees)	<a href="#">Metrics – Our People</a>
Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2		<a href="#">Safety and Society</a>
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 \$139,723 Equatorial Guinea \$16,052,488 Turkmenistan \$523,797 Myanmar \$0 Libya \$1,063,063 Total \$17,779,071	
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2		<a href="#">Ethics, Reliability and Integrity</a>
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		<a href="#">Compliance with Laws &amp; Regulations</a>
Critical Incident Risk Management			
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1		<a href="#">Safety and Society</a>
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	19,065,445 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 represents a challenge to our business and has undertaken a strategic transition designed to mitigate this challenge. We have identified climate-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, 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

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 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, 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 lower carbon 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 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 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-related 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 targets 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 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, 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 improving our energy efficiency and reducing our emissions. We currently track our Scope 1, 2, and 3 carbon emissions.

##### Emissions In 2024

- Scope 1 emissions – 13,156 Tonnes of CO<sub>2</sub>e
- Scope 2 emissions – 9,723 Tonnes of CO<sub>2</sub>e
- Scope 3 emissions – 14,091 Tonnes of CO<sub>2</sub>e (Categories 1, 3, and 5)

##### We Have Established Emissions Reduction Targets

- 50% reduction in CO<sub>2</sub>e by 2030
- Net zero by 2050

13,156

Tonnes of CO<sub>2</sub>e  
Scope 1 emissions 2024

9,723

Tonnes of CO<sub>2</sub>e  
Scope 2 emissions 2024

14,091

Tonnes of CO<sub>2</sub>e  
Scope 3 emissions 2024

50%

Reduction in CO<sub>2</sub>e by 2030

Net zero by

2050



Metrics – Our Planet

METRIC	DISCLOSURE
Energy Consumption	
Scope 1	13,156 Tonnes of CO <sub>2</sub> e
Scope 2	9,723 Tonnes of CO <sub>2</sub> e
Scope 3 (Categories 1, 3, 5)	14,091 Tonnes of CO <sub>2</sub> e
Biogenic emissions	193 Tonnes of CO <sub>2</sub> e
Water Consumption	
Water consumption to support Expro facilities	94,014.72 m³
Waste Generation	
Hazardous waste	709.78 Tonnes
Non-hazardous waste	3,574.41 Tonnes
Waste recycled	1,964.46 Tonnes
Waste recovered (including energy recovery)	603.86 Tonnes
Waste sent to composting	25.99 Tonnes

METRIC	DISCLOSURE
Energy Consumption	
Energy used in mobile combustion	134,016.48 Gigajoule
Energy used in stationary combustion	58,038.08 Gigajoule
Energy used from purchased electricity	89,079.85 Gigajoule
Energy used from purchased heat & steam	20,596.82 Gigajoule
Fuel Consumption	
Total fuel consumed	192,054.56 Gigajoule
% Renewable (from Total)	29,107.23 Gigajoule (15.2%)
% Used in equipment	58,038.08 Gigajoule (30.2%)
% Used in vehicles	134,016.48 Gigajoule (69.8%)
% Renewables used in vehicles (On-road/Off-road)	11,635.91 Gigajoule (8.7%)
% On-road vehicles	95,126.18 Gigajoule (71%)
% Off-road vehicles	38,890.30 Gigajoule (29%)



Metrics – Our People

METRIC	DISCLOSURE			
Diversity Statistics				
% of women in workforce	10%			
% of women on the Board	37.50%			
Training Hours				
Total number of training hours	360,817.52 hours			
% employees who received training in the year	100%			
Fatalities				
Employees	0			
Contractors	0			
Total	0			
Safety Performance	2021	2022	2023	2024
Total Recordable Injury Rate (TRIR) (per 200,000)	Not reported	Not reported	0.12	0.20
Lost Time Incident Rate (LTIR) (per 200,000)	Not reported	Not reported	0.01	0.00
Total Recordable Case Frequency (TRCF) (per million hours worked)	1.31	1.07	0.61	1.05
Lost Time Incident Frequency (LTIF) (per million hours worked)	0.46	0.36	0.06	0.00
Near Miss Frequency Rate (NMFR) (per million hours worked)	3.76	Not reported	8.83	6.08
Total Vehicle Incident Rate (TVIR) (per million miles driven)	6.27	0.09	0.51	0.17
Employee Hours	2021	2022	2023	2024
Total number of hours worked by all employees	17,550,260	16,864,666	17,985,977	19,065,445

METRIC	DISCLOSURE					
Service Quality Customer Job Performance Rate*	2019	2020	2021	2022	2023	2024
North & Latin America	90.0%	93.8%	94.6%	95.0%	96.80%	96%
Europe, Sub Saharan Africa	91.2%	93.8%	94.1%	93.3%	94.00%	96%
Middle East & North Africa	90.0%	93.1%	95.4%	94.8%	95.00%	96%
Asia Pacific	90.0%	92.4%	94.1%	94.5%	94.80%	95%
Global	Not reported				95.20%	95.75%

\* 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	2024
Voluntary	7.80%	16%	12.21%	10%
Involuntary	4.56%	6%	5.17%	Not reported
Total	12.40%	22%	17.38%	10%
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>	<u>UK Gender Pay Gap Report 2024</u>



Metrics – Our People

USA Expro Equal Employment Opportunity (EEO) 2023\* 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	0	0	0	0	0	0	4
First/Mid Officials & Mgrs	17	2	144	6	0	11	1	3	24	0	0	2	0	0	210
Professionals	15	6	109	3	0	4	0	1	23	5	0	6	1	0	173
Technicians	136	0	313	67	1	4	2	12	2	1	0	1	0	0	539
Sales Workers	3	1	30	2	0	0	0	3	4	1	0	2	0	0	46
Administrative Support Workers	3	6	37	6	0	1	0	0	34	8	0	1	0	0	96
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	5	0	32	9	0	10	0	0	1	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 Reporting Year Total	179	15	669	93	1	30	3	19	88	15	0	12	1	0	1125

\* 2024 report will be published July, 2025





## 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, 2024)	
D.R. Congo	\$139,723
Equatorial Guinea	\$16,052,488
Turkmenistan	\$523,797
Myanmar	\$0
Libya	\$1,063,063
Total	\$17,779,071



## Forward-looking statements

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 and are not intended to create legal rights or obligations. Inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information to us, our business, strategy, or financial performance, or to our stakeholders. 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 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.

Dates and statements in this report reflect the Company’s views as of 31 December 2024, unless otherwise stated.







**Partner with us to help  
address the critical  
energy challenges of  
today and engineer the  
answers of tomorrow**



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