

The logo for EXPRO, featuring the word "EXPRO" in a bold, white, sans-serif font. A small registered trademark symbol (®) is located at the top right of the letter "O". The logo is centered horizontally and partially overlaid by two large, thin, circular lines: a light blue one and a lime green one, which intersect at the center of the text.

EXPRO[®]

Citizen of the world

OUR ESG REVIEW 2021

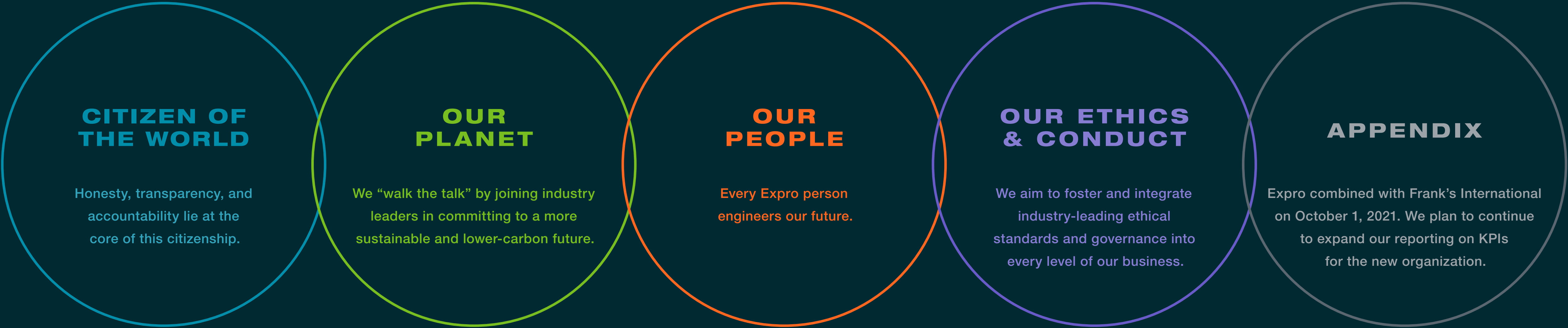




Helping to address the
critical energy
challenges of today

and engineering the
answers
of tomorrow

Our ESG Review 2021



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EXPRO
**CITIZEN OF
THE WORLD**

Expro strives to put the right people forward to do the right work for the right customers in the right places. But we have a duty to go far beyond this.

We are a citizen of the world – addressing our own, and the industry’s effects on the planet to help make a positive, sustainable impact. Honesty, transparency, and accountability lie at the core of this citizenship.



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CEO INTRODUCTION

Enhancing today to transform tomorrow

Dear Stakeholders,

At Expro, we take pride in being a responsible and transparent business, dedicated to enhancing sustainability and delivering value for our employees, customers, communities, and investors.

We believe one of the biggest opportunities for our company and our industry is enabling the energy transition. Our Planet Road Map sets a clear path for how Expro will continue to invest in transforming our business portfolio and reducing our greenhouse gas emissions. We have a long-term goal of Net Zero Scope 1, 2, and 3 emissions by 2050.

Enhance Today

We believe that Expro is positioned for success, thanks to our people who take pride in their work. In 2021, we combined with Frank's International to create a new full-cycle energy services leader. Stronger together, we have reinforced our safety culture and enhanced our commitment to diversity, inclusivity, and performance, which empowers our people for advancement and success.



Expro is committed to playing a leading role in the low-carbon energy transition through transforming our business portfolio and achieving Net Zero emissions by 2050.

Transform Tomorrow

Guided by our Planet Road Map, we are actively investing in a low-carbon future. This past year, we allocated 40% of our research and development spending to carbon reduction innovations and efforts, and we expect that percentage to grow in the future. In doing so, we are developing and advancing solutions that are expected to play a critical role in enabling our customers to achieve their own emission reduction goals.

With a dedicated work focus and clear strategy, we plan to continue to deliver extraordinary performance while advancing a lower-carbon, more sustainable world.

Sincerely,

Michael Jordon
Chief Executive Officer



CSO INTRODUCTION

Building a brighter future

As Expro's first Chief Sustainability Officer, I recognize the opportunity our company has to foster a more sustainable world for all of our stakeholders.

We have taken action to create a more robust approach to our sustainability programs, as our company expanded following the merger with Frank's International.

One important recent step was creating our Environmental, Social, and Governance (ESG) Leadership Council. The Council members are all focused on building on our strong track record and driving initiatives to help ESG continue to be a core element across our operations and culture.

Protecting Our Planet

We recognize that one of the most important actions we can take as a company is supporting the low-carbon energy transition within our operation and across our industry. We plan to be committed to being part of the climate solution as we transform our portfolio and work to achieve our goals to reduce greenhouse gas emissions 50% by 2030 (2021 is our baseline year) and Net Zero emissions by 2050.



Achieve Together

Our people are at the heart of our success. We recognize the importance of supporting and engaging our employees by providing a safe work environment and by encouraging the personal development needed to succeed.



The same commitment on collaboration extends to our focus on making a positive contribution to the communities in which we operate.

We seek to engineer a future that allows us to deliver today and plan for tomorrow. We view our Environmental, Social, and Governance policies and programs highlighted in this report as integral to making an impact on the future of each and every one of us. We recognize that we are on a journey, and we welcome your feedback.

Thank you for your interest in Expro.

Karen David-Green
Chief Communications,
Stakeholder & Sustainability Officer



EXPRO AT A GLANCE

Performance is one of our core values and is central to what we stand for as a company



Our Conduct

Performing with integrity and as an ethical company is fundamental to how we build trust with all our stakeholders.

Our operations are guided by a range of carefully crafted policies and processes developed to keep us performing while also achieving our goal of being a good citizen of the world. This work is never finished—best practices always evolve—and we are regularly strengthening our approach and exploring best practices to help us keep pace in an ever-changing environment.



10 Refreshed Policies

1. Code of Conduct
2. Supply Chain Code of Conduct
3. IT Security and Reasonable Use Policy
4. Expro's Human Resources Management Policy
5. Expro's Occupational Road Risk Policy (English, Spanish, French)
6. Expro's Competence Policy
7. Expro's Real Estate Policy
8. Corporate Social Responsibility Policy
9. Expro Environmental, Social, and Governance (ESG) Policy
10. Expro's Quality, Health, Safety, and Environmental Policy (English, Arabic, Indonesian, Russian, Spanish, Thai, Portuguese, French)



Safety Performance

0.46

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

1.31

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



Our Future

~47%

Anticipated R&D spend on reducing customer's carbon reduction challenges in 2022



Our People

>7.2K

Employees

75

Nationalities

60

Countries

22%

of Board positions are held by women



Our Service

Our service quality customer job performance rate per region in 2021

94.6%

North & Latin America (NLA)

94.1%

Europe, Sub Saharan Africa (ESSA)

95.4%

Middle East & North Africa (MENA)

94.1%

Asia Pacific (APAC)

Footnote: Job performance rate is based on the key indicators: Health, Safety, and Environment (HSE), Communication, Equipment Performance, Personnel Performance, and Job Planning and Delivery.

These figures represent legacy Expro only.

OUR APPROACH TO SUSTAINABILITY

Sustainable solutions have never been more important to our industry. We stand firm on our commitment of “innovation with a purpose” to develop the next generation solutions that will enable us as well as our customers to tackle the challenges of tomorrow and achieve our carbon reduction goals.

Our Board of Directors is actively involved in the oversight of risks that could affect the Company.

The Board’s oversight is conducted primarily through the Audit Committee and the Environmental, Social, and Governance (ESG) Committee and receives regular reports from the Audit Committee and the ESG Committee regarding such committees’ considerations and actions. In addition, the Board receives regular reports directly from officers responsible for oversight of particular risks as well as from the Chief Sustainability Officer. The Company also has internal audit systems in place to monitor adherence to policies and procedures and to support the Company’s internal audit function. The Company has an established practice of conducting enterprise risk assessments and fraud risk assessments on a recurring basis, the results of which are reviewed by the Audit Committee, ESG Committee, and the Board.

Through 2022, we plan to continue to expand our reporting on Key Performance Indicators (KPIs) for the new organization.

Expro combined with Frank’s International on October 1, 2021 to create a full-cycle energy services leader.

The combined Company assumed the Expro name and began trading on the New York Stock Exchange on October 4, 2021 under the ticker symbol “XPRO.” This is the first ESG report published as a combined, publicly-listed company.

We are an energy services company focused on safely and responsibly developing oil, gas, and geothermal resources and maximizing production from existing well stock. We aim to deliver cost-effective, technology-enabled solutions to optimize performance and minimize the environmental footprint of our operations and the operations of our customers.

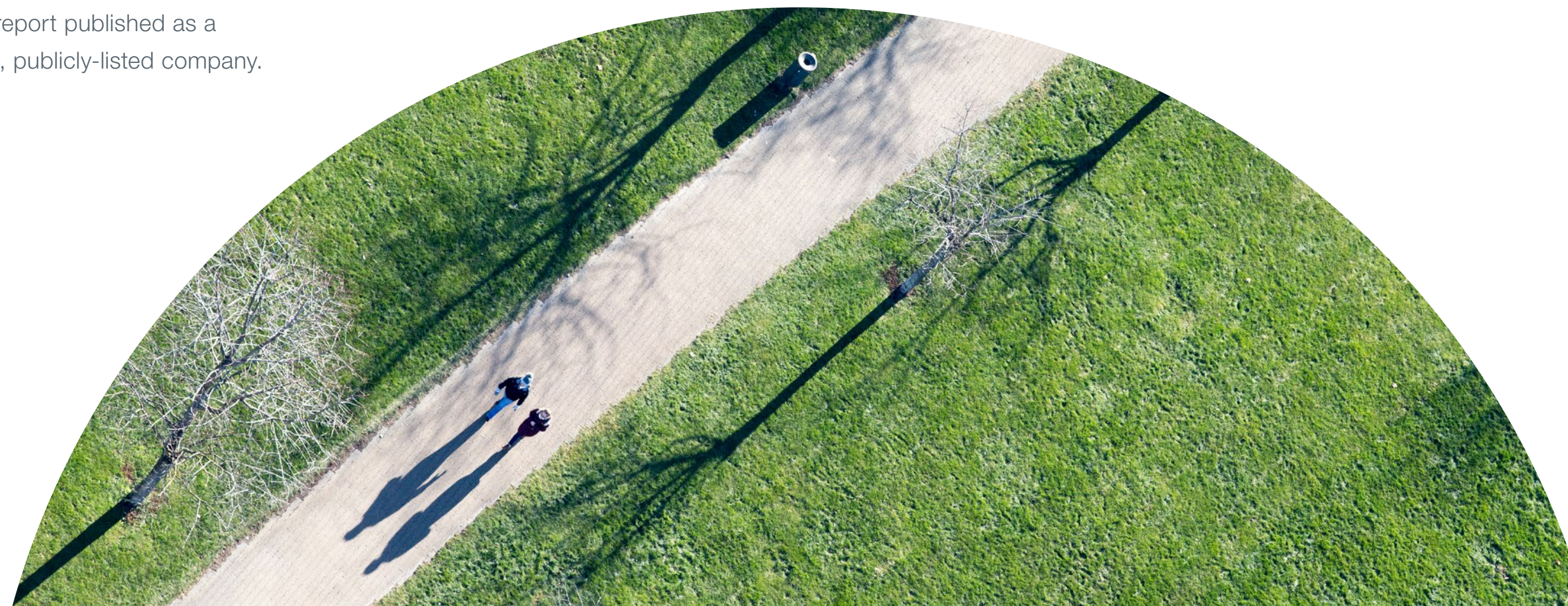
We report using the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosure (TCFD) frameworks. In 2021, Expro committed to responding to the CDP annual climate change survey. This consisted of 17 Operational bases and is the first step in standardizing our process to address our environmental impacts. Expro is now focused on our 2022 disclosure and extending reporting boundaries to our global operations.

Audit Committee

The Audit Committee is charged with oversight of the Company’s system of internal controls and risks relating to financial reporting, legal, regulatory, and accounting compliance.

The ESG Committee

The ESG Committee is charged with oversight of risks related to Environmental, Social, and Governance matters, including climate- and human-capital-related risks, as well as enterprise risk management, and the assessment of enterprise and strategic risks, including cybersecurity risks.



OVERVIEW OF OUR COMMITMENT

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



Addressing our own, and the industry's, effects on the planet to achieve Net Zero CO₂e emissions by 2050.

Expro strives to put the right people forward to do the right work for the right customers in the right places. But we have a duty to go far beyond this.

Driven by our ESG Leadership Council, we want to be more relevant in today's world.

Our industry is part of the solution to address a lower carbon future—and we are committed to playing our part.

We are advancing and developing technologies to achieve this and participate in maximizing recovery. 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.

Supported by the Board of Directors, our ESG Leadership Council is championed by four members of our Executive Management Team.

The team has oversight of Environmental, Social, and Governance matters, including managing the risks of climate change. We take pride in being a responsible and transparent business that operates under a clear set of Environmental, Social, and Governance principles that support the UN Sustainable Development Goals (SDGs), a collection of 17 global goals set by the United Nations General Assembly in 2015.

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



Environmental

Our Planet

Achieve Net Zero CO₂e emissions by 2050, and a 50% reduction of carbon intensity by 2030.

Our Services

Adopting and advancing technologies and adapting our services to participate in the energy transition and deliver on sustainability objectives of the Company and its clients.



Social

Our Communities

Engagement with local communities to reduce the impact of our operations and to positively contribute to their environment.

Our People

Build on industry-leading safety records; attract, develop, and retain talent to sustain a diverse, inclusive, and performance-oriented working environment.



Governance

Our Structure

No dual class shares, classified board, or poison pill; commitment to regular Board refreshment and Board diversity.

Our Commitment

Performance-based executive compensation in line with peers and aligned with all stakeholder interests in order to create strong returns.

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS





OUR ENVIRONMENTAL OBJECTIVES FOR 2022

Portfolio Shift

Objective	Target
Helping to reduce our clients' operational emissions and waste streams.	Capture % Research and Development (R&D) spend related to emissions reduction projects.
	Number of projects / Invitations to Tender requiring ESG input / emissions reduction solution.
Developing solutions that are relevant to the evolving energy transition market.	% and Number Non Oil & Gas (O&G) revenues. Key Performance Indicators (KPIs) Q2 / 2023.
	% and Number Non O&G prospects. KPIs Q2 / 2023.

Measure and Drive

Objective	Target
Reducing our own operational emissions and waste streams.	4% reduction for Scope 1 + Scope 2 Greenhouse Gases (GHG) Emissions (Intensity and Absolute).
	Improve overall recycling rates by 5%.
Being active in our communities so that our reputation as a socially responsible employer is upheld.	10% reduction of environmental spills per annum.
	ZERO significant fines and non-monetary sanctions for non-compliance with environmental laws and / or regulations.

Considered Supply Chain

Objective	Target
Helping to reduce our operational emissions and waste streams.	Supplier Code of Conduct compliance - Audit vendors (prioritizing business-critical vendors first) associated with 75% of overall spend (CAPEX and OPEX).
Operational emissions and waste streams of our clients.	

Portfolio Shift

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

FIND OUT MORE



Measure and Drive

Driving performance and efficiency improvements to achieve objectives.

FIND OUT MORE



A Considered Supply Chain

Taking a selective and methodical approach so that our value and Supply Chain are playing their part.

FIND OUT MORE





OUR VALUES & BEHAVIORS

Our values are what guide us, but it is our behaviors that define us

Our Values

We believe that people are at the heart of our success. Performance is getting it right the first time, every time. We plan to be committed to the Energy Transition and reducing our environmental impact, all while building relationships with our customers to understand their needs.

People

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.

Performance

Getting it right the first time, every time. We are passionate about safely delivering excellent quality customer service. We embrace teamwork, individually and collectively assuming responsibility for delivering the highest value to all our stakeholders.

Planet

We are committed to reducing our own environmental impact. We will play a relevant role in the Energy Transition towards a lower carbon future. We are also determined to make a positive impact wherever we operate.

Partnerships

We listen to our customers and stakeholders and build relationships to understand their needs. We innovate with purpose to apply, adapt, or develop our technologies and services to provide timely and effective solutions.



Our Behaviors

We bring out the best in our people to retain and attract a talented and diverse workforce, turning our growth ambitions into reality.

Think planet

We commit to reducing our environmental footprint and improving our local impact.

Be accountable

We take responsibility for and pride in our actions.

Champion safety

We strive to be at the forefront of safety in everything we do.

Embrace teamwork

We work together to deliver an excellent service—we coach and learn from others.

Drive innovation

We inspire and innovate with purpose to seek out solutions for every challenge.

Partner customers

We build and sustain high-value partnerships with our customers and colleagues.

Communicate effectively

Effective communication is key. We share information and respect our colleagues.

Deliver quality

We focus on delivering operational excellence to all our stakeholders.



INTEGRATION

Expro completed its merger with Frank's International October 1, 2021

After the completed merger between Expro and Frank's International, the combined Company assumed the Expro name. By bringing the two companies together, we created a new full-cycle energy services company that continues to hold people and performance as vital core values.

Both legacy companies bring decades of market leadership, and what we consider to be best-in-class safety and service quality performance, value-driven cultures, and global capabilities. The combined capabilities of Expro and Frank's span well construction, well flow management, subsea well access, and well intervention and integrity.

Together, we design and deploy novel solutions by leveraging innovative, future-facing technology. Our solutions continue to challenge established methods of conducting operations in fresh and bold ways across the well life cycle.

We are founded upon a solid reputation for safety, competency, and dependability to provide our customers with deep insight into their needs and preferences, all while delivering unrelenting customer service quality.

Expro's Strategic Priorities



Extraordinary performance

Continuously exceed industry expectations with extraordinary safety and operational performance.



Efficiency and focus

Execute on all of our financial targets by applying a selective, focused strategy and a relentless drive for efficiency.



Advancing

Develop a balanced portfolio through aggressively pursuing innovation with purpose and technologies that can provide tangible benefits throughout the well life cycle.



Digital transformation

Evolve our digital initiative to unleash the power of data, both within our own business practices and to deliver value to our customers.



Our planet

Advance and develop technologies to increase our relevance and be part of the solution to creating a lower carbon future.



People

Nurture our culture to equip and empower our people to be innovative, agile, and responsive while encouraging diversity.

Benefits of the Merger

- Broader services offering provides scale, breadth, and through-cycle resiliency
- Diversified customer base
- Future-facing technologies position company for Energy Transition
- Significant cost and revenue synergies and near-term business momentum
- Strong financial profile reduces risk and increases strategic flexibility
- Significant free cash flow upside
- Complementary geographic coverage
- Operational efficiencies

As a combined company, we are targeting approximately \$55 million of annual run-rate cost synergies to be achieved in the first twelve months, ramping up to \$70 million of annual cost savings within 24–36 months. We expect to achieve these synergies largely through support cost consolidation and optimization of business processes. We also expect to realize incremental EBITDA of \$10–30 million through revenue synergies driven by expanded customer relationships and operating footprints, earlier visibility into customer requirements, increased time on rig, and greater exposure to the full life of field.



INTEGRATION

Expro completed its merger with Frank's International October 1, 2021

Integration

On March 11, 2021, we announced our intent to merge Expro and Frank's International, following which we began an integration process. We engaged with a leading integration consultant to support us through the process to become a new company—Expro.

An integration management office (IMO) and workstreams with representatives from both legacy Expro and Frank's were established in advance of closing the merger. They were responsible for working together to design the new organization using a best-of-breed approach and develop integration plans with full support from our Executive Management Team (EMT). On closing and recognizing the importance of a seamless integration process, a new Integration Lead role at the EMT level was created.

As part of the integration process, we appointed another new role of Chief Sustainability Officer as part of Expro's strategic focus on playing our part in supporting the low-carbon Energy Transition both within our own operations and across our industry.

To support this role, we have combined structures from legacy Expro's sustainability working group and legacy Frank's Governance team to establish an ESG Leadership Council.

As a result of completing the merger in October 2021, there are instances within this report in which we are unable to disclose combined data and have stated this where relevant.

It is also worth noting that strategic initiatives implemented in 2021 were piloted as separate companies; however, our consolidated approach focused on best-of-breed solutions in order to apply best practices across the entire Company. Our

[CDP disclosure](#) is one such example.

Our approach to ESG is one of evolution as we continue our journey to make a positive impact on the future for each and every one of us. We strive to operate with integrity while considering emerging standards and protocols. Throughout 2021 and beyond, we have engaged with employees, customers, and investors on the evolution of our ESG story.

At Expro, we aim to always put the right people forward to do the right work for the right customers in the right places. But we have a duty to go far beyond this. We are a citizen of the world—addressing our own, and the industry's, effects on the planet to ensure a positive, sustainable impact.

We “walk the talk” by joining industry leaders in committing to a more sustainable and lower-carbon future, working to achieve Net Zero CO₂e emissions by 2050 and 50% reduction in carbon intensity by 2030. Honesty, transparency, and accountability lie at the core of this citizenship.

This vision is intended to make us visible, distinctive, and highly relevant in the industry, creating value for our customers, employees, and investors alike. We believe that it is an approach that will attract new customers and enhance existing business in the years ahead. It will also help us to attract, retain, and nurture a talented and diverse workforce to turn our growth ambitions into reality.





EXPRO

**OUR
PLANET**

We “walk the talk” by joining industry leaders in committing to a more sustainable and lower-carbon future.

We are working to achieve Net Zero CO₂e emissions by 2050 and a 50% reduction in carbon intensity by 2030.

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OUR COMMITMENTS

Enhance today. Maximize efficiency. Transform tomorrow.

The Planet is Important to Us

With a dedicated workforce and a clear strategy, we can continue to deliver extraordinary performance (“deliver today”) while improving practices (“plan for tomorrow”) to reduce harm to the environment and promote sustainable business practices.

With both urgency and sustained commitments, we believe we can engineer a future in which oil and gas resources are produced more efficiently and with a lower carbon footprint and, ultimately, a world that is able to transition to a more diversified energy mix.

In 2020, Expro developed a strategy to address the challenges related to climate change. This included the reduction of carbon emissions from our own activities and those of our customers, as part of Expro’s contribution to Global Sustainable Development. This vision was called “Our Planet”. This strategy was driven by the Executive Management Team and communicated across our key stakeholders (investors, employees, and clients) through a number of webcasts, meetings, and engagement sessions. The strategy includes the development of an ESG Leadership Council that has three workstreams to support, drive, and deliver the required actions.

Portfolio Shift

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

FIND OUT MORE



Measure and Drive

Driving performance and efficiency improvements to achieve objectives.

FIND OUT MORE



A Considered Supply Chain

Taking a selective and methodical approach so that our value and Supply Chain are playing their part.

FIND OUT MORE



Corporate Social Responsibility

Making a positive contribution to the communities that we are part of.

FIND OUT MORE



Protecting Our Planet

50%

reduction in CO₂e by 2030

Net Zero by

2050



OUR ROADMAP

Protecting our planet to achieve Net Zero by 2050

Scope 1

Direct emissions from owned or controlled sources

Scope 2

Indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by Expro

Scope 3

Includes all other indirect emissions that occur in Expro's value chain

1986

- Expro provides Geothermal services

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 Intervention
- Benchmarking

2020

- Expro Services Northern Lights CCS, Norway

2021

- 40% Expro Technology budget allocated to carbon reduction projects
- Expro commitment to CDP disclosure
- Galea™ Autonomous Well Intervention
- Joined International Geothermal Association (IGA)
- Expro and Frank's International to combine to create a new full-cycle energy services leader

2022

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

2023

- 50–70% Expro Technology budget allocated to carbon reduction projects
- Combined company disclosure to CDP

2030

- 50% reduction in Expro's Carbon Emissions
- All Expro bases supplied by renewable energy (where achievable)
- World Bank “Zero Routine Flaring by 2030” initiative

2040

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

2050

NET ZERO
(Scope 1, 2, and 3)

PORTFOLIO SHIFT

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

We are committed to adopt and adapt technologies and services to help deliver a sustainable business for us and our clients.

We will advance and develop by harnessing the power of data, technology, and innovation to minimize the carbon footprint of our business together with that of our customers and our Supply Chain.

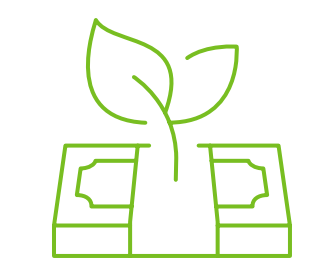
We share a common goal with our clients to reduce operational emissions at each stage of the energy collection process. As we have an extensive portfolio of services, we are in a position to positively influence the transition.

In 2020, Expro developed a strategy to address the challenges related to climate change. This included a plan for reducing emissions from our own activities and that of our customers, as part of its contribution to Global Sustainable Development. Our dedication and responsibility

to address carbon emissions have become an integrated part of our regular risk assessments and strategy, championed by our Executive Management Team and overseen by our Board of Directors. Our ESG Leadership Council also carries out regular reviews and detailed reporting on transition risks and operational greenhouse gas (GHG) emissions so that progress is aligned with our Net Zero strategy.

As part of the plan to embed sustainability into the business, Expro chose to start the disclosure of its climate change efforts with

CDP, with the aim to expand the range of its reported activities in the upcoming years while also developing its capabilities to track and report GHG emissions. This initial disclosure is expected to enable Expro to enhance a robust management system to support its drive for climate action and ultimately help Expro to achieve its commitments to be Net Zero by 2050.



We achieved our ambition for 2021 to exceed 40% of total spend focused on emissions reduction research and development projects. We have set our target at 47% for 2022 and 50–70% for 2023 to address our customers' carbon reduction challenges.



40%
2021 allocation — exceeded

47%
2022 target

50–70%
2023 target

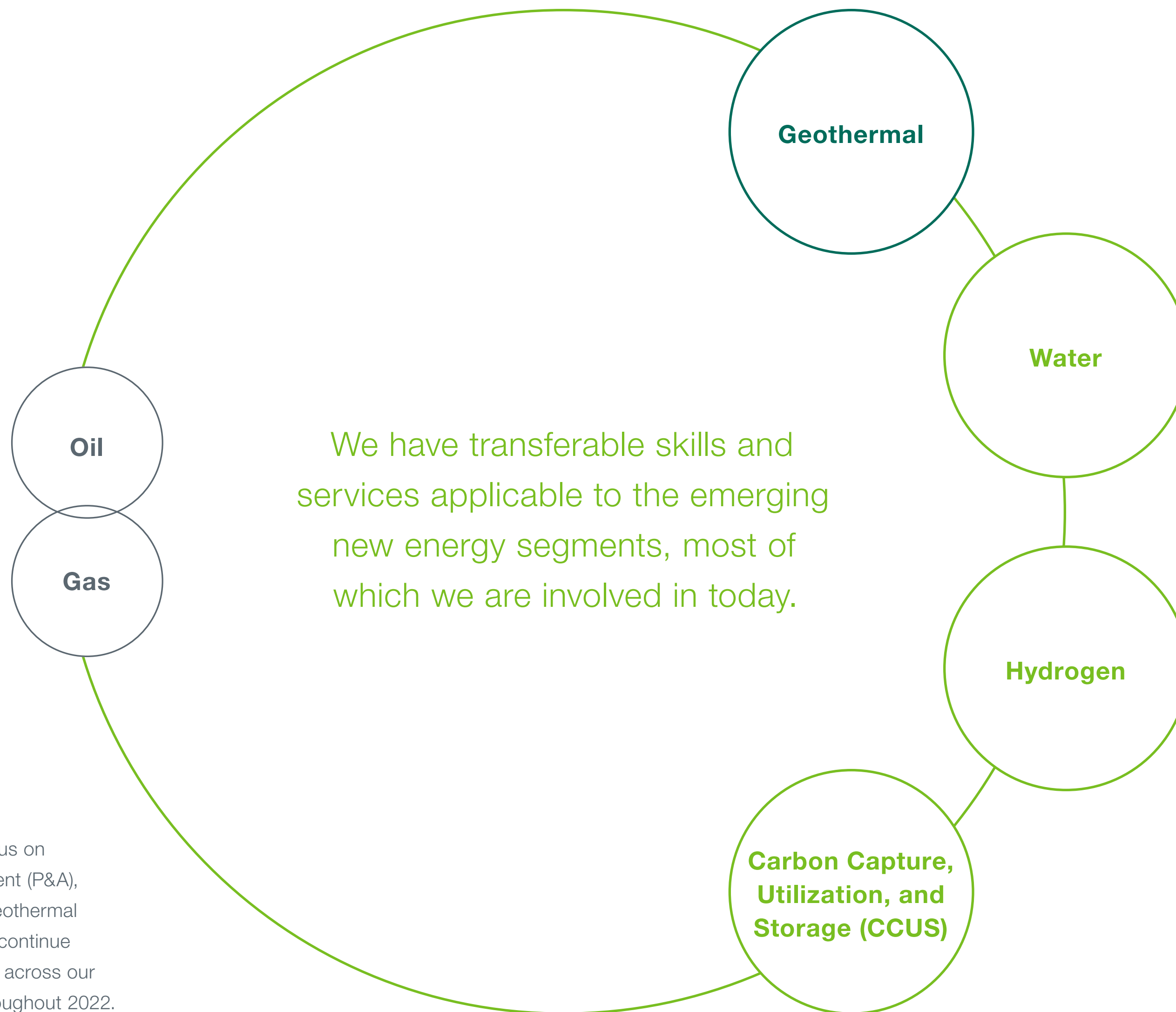
PORTFOLIO SHIFT

Our research and development (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 Galea™ Autonomous Well Intervention system and CoilHose™. Both technologies are designed to improve operational efficiency by replacing more carbon intensive methods, thus reducing rig time, persons on board, and logistics.

During 2021, Expro initiated a project to enable evaluation of the life cycle assessment of our services to better understand the operational emissions. This informs the most relevant areas to focus efforts for reduction and compare the impact of different potential solutions. By advancing our current portfolio, we plan to stay relevant throughout our industry's energy transition and drive Expro's future growth.

We intend to first focus on plug and abandonment (P&A), Digitalization, and Geothermal projects, but we will continue to develop strategies across our selected themes throughout 2022.



Geothermal Association

With an extensive portfolio of intervention and flow measurement solutions, the geothermal market is not new to Expro.

We believe that we are well positioned to apply our approach and expand our offering across geothermal energy. As the energy transition progresses, we plan to collaborate with the International Geothermal Association to broaden our offering and, most importantly, contribute to society's drive to Net Zero.



PORTFOLIO SHIFT

Delivering sustainability solutions to achieve extraordinary performance.
Technologies that reduce the world’s carbon footprint.

Gas
Compression

Well Flow Management



Customer reduced CO₂e across 10 sites by up to 10,000 tonnes per day

FIND OUT MORE



Environmental
Efficiencies

Well Flow Management



Carbon-efficient solution reduces operating CO₂e footprint by 57%

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Operational
Emissions

Well Construction



HI TOOL® optimizes drilling, while reducing operational time that resulted in an emission reduction of 212 tonnes CO₂e

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Annular
Well Integrity

Well Intervention & Integrity



Unique solution facilitates intervention in the A annulus to remediate well integrity issues, extend well production life, and reduce the need for costly workovers

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Operational
Emissions

Well Intervention & Integrity



CoilHose™ operation reduced operational CO₂e emissions by 75%+

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Carbon
Capture

Subsea Well Access and
Well Flow Management



The Northern Lights project transports liquified CO₂ by pipeline to permanent offshore subsea storage

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Riserless Well
Intervention System

Subsea Well Access



A safe and efficient method of gaining subsea well access from an intervention vessel, which generates less CO₂e than more traditional dynamic positioning drillship

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PORTFOLIO SHIFT

Energy Transition participation

Technology Investments

Enhance today

- Flared gas recovery / avoidance
- Vented gas avoidance
- Electric winches
- Greaseless cables
- 4 Phase Intelligent Separator with FlowMAX adjustable Weir System and Coriolis meter on all separator flow lines
- Autonomous well intervention system
- FlameEx automated safety shut-off system
- CoilHose™
- Rigless intervention
- Annulus intervention
- Multiphase Meter
- Advanced analytics
- Down Hole Fluid ID
- Reducing energy consumption by maximizing drilling efficiency
- Electric tool development
- Hydraulic Distribution Module usage



Expro's CoilHose™ Technology, improving safety, environmental impact and well downtime



Initiatives / Projects

Maximize efficiency

- Northern Lights carbon capture and storage (CCS) in Norway
- Mercury study in gas trains in Australia
- Flare gas recovery in Algeria
- Geothermal projects globally
- Pipeline services in the USA

Our Commitments

Transform tomorrow

- OEUK (Offshore Energies UK) Roadmap 2035
- NZTC (Net Zero Technology Center) Industrial Transition
- Input guidance to an industrial sector deal on behalf of the UK government
- International Geothermal Association
- CDP participation
- Attendance at COP26, the 2021 United Nations Climate Change Conference
- Optimize Expro's position in:
 - Carbon capture, utilization, and storage (CCUS)
 - Geothermal
 - Hydrogen
 - Water
 - Flare emission analysis
 - Gas to power

MEASURE AND DRIVE

Driving performance and efficiency improvements
to achieve considered quantified objectives

We are committed to minimizing our hydrocarbon footprint across our operations to reduce the environmental impact. We plan to achieve this by driving performance and efficiency improvements to achieve quantified objectives.

The items presented in this section were considered as relevant topics after internal discussions with our Sustainability Working Group and our ESG Leadership Council. All 2021 figures presented in the sub-sections reflects Expro operations and supporting activities in all regions where the metrics are applicable. Any region or country-specific metrics will be marked as such.

Guided by science, CDP, a not-for-profit organization, manages a global environmental disclosure system supporting companies, cities, states, and regions to better measure and manage their risks and opportunities relating to climate change.



In 2021, Expro disclosed its first submission of data and associated plans to address Scope 1, 2, and 3 emissions. Expro achieved the score of C (Awareness) using the United Kingdom area of operations as a pilot.

This consisted of 17 operational bases and is the first step in standardizing our process to address our environmental impacts. Expro is now focused on our 2022 disclosure and extending reporting boundaries to our global operations.

We are committed to minimizing our hydrocarbon footprint across our operations to reduce the environmental impact.



ENVIRONMENTAL MANAGEMENT SYSTEMS

Measure and drive

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

Expro has established an Integrated Quality, Health, Safety, and Environment (QHSE) Management System (Global IMS) based on International Organization for Standardization (ISO) Standards. The Environmental element of the Global Integrated Management System (IMS) is compliant with ISO 14001, and the processes are applied across our global activities to support the following.

Environmental Aspects and Impacts Management

We analyze the environmental impacts from our operations using environmental aspects and impacts registers. This process helps to identify the potential environmental aspects during our service life cycle, and to proactively mitigate these impacts on our operations and supporting activities.

Identification and Assessment of Legal Requirements

Regional legal registers help enable Expro to identify environmental regulatory requirements (on federal, state, and local levels) and to provide proper controls to seek compliance with these requirements.

FIND OUT MORE



Environmental Control to Protect Biodiversity

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

We also support the communities where we operate through CSR initiatives that protect biodiversity locally.

FIND OUT MORE



ENVIRONMENTAL MANAGEMENT SYSTEMS

Measure and drive

Waste Management

We have implemented programs in most of our regions with mature levels of recycling in our Norway, UK, Australia, Canada, Brazil, Columbia, and Mexico locations to improve recycling in support of the Circular Economy. These programs help Expro locations comply with local regulations, improving economic and environmental performance.

Greenhouse Gases Management

We believe that climate change is one of the most important global challenges. Expro has established standards and systems in support of climate action, from identifying greenhouse gases emissions sources to support emission reduction initiatives.

FIND OUT MORE



Through Expro's Global Audit System, we conduct auditing of our systems to help environmental audits and take corrective and preventive actions. We verify compliance with environmental requirements through local, regional, and global audits, conducted by competent professionals from our QHSE team or consultants.

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

Leadership supports the environment management systems though the endorsement of high-level commitments and its effectiveness is reviewed annually as part of the Global IMS management review process.

A number of our operational bases are 14001 certified and we are working towards ISO compliance across the rest of the portfolio. We seek to continuously enhance our environmental management systems by following industry standards. Examples of these include:



**Energy Management Program
Certified in the ISO 50001
Standard in the United Kingdom**



**150,000 sq. ft flagship administrative
center in Lafayette is certified by
the United States Green Building
Council as a LEED Silver building**



**Our LEED Silver certification on
display at our Lafayette facility**



ENVIRONMENTAL COMPLIANCE

Measure and drive

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.

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

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

Expro locations identify legal requirements in different levels (federal, state, and local), in order to implement plans to support compliance.

The best practices from locations to comply with regulations are captured by Expro's environmental management system and support the adoption of higher standards that underpin the effective management of the environmental impacts. In 2021, Expro reported no significant penalties or environmental fines to be paid at any location.

Expro has established processes and systems to address risks and opportunities related to environmental regulations.



Expro's Mosing Technology Center, Lafayette

CLIMATE CHANGE

Measure and drive

Scientific consensus is that the earth is experiencing a climate crisis and action is required. Society needs to change its habits, but we believe that industry must take the lead. We must take urgent action to combat climate change and that is why the UN Sustainable Goal number 13 (Climate Action) is a focus for us.

The importance of reducing carbon emissions has been recognized by Expro and its customers.

Expro also recognizes that an “Energy Transition” is required and we and other energy services companies can play an important role as the world transitions to a more diversified energy mix and industry delivers on the promise of a lower carbon future.

We, therefore, looked where we could identify the risks and opportunities to our emission reduction plans and those of our clients.

A Sustainability Committee, made up of diverse company representation, was created in 2020, and through a series of meetings, a strategy to address the key risks and opportunities was developed along with an ESG Policy signed by our CEO.

A road map was developed to support our “Net Zero” ambitions, with milestones that guide our journey for climate action, including investment in R&D for the energy transition, and an increase in renewable energy use for facilities and corporate vehicles.

Expro announced its commitment to achieve our target of Net Zero CO₂e emissions by 2050 and a 50% reduction in carbon intensity by 2030. During 2021 (and following the announcement of its merger with Frank’s International), Expro established a new Executive sponsored ESG Leadership Council to follow on the work already underway.

Climate Risks and Opportunities

Expro has enhanced our Enterprise Risk Management process including the identification of environmental impacts. Climate-related physical and transition risks, opportunities, and financial impacts are identified in line with the Task Force for Climate-related Finance Disclosure (TCFD) recommendations. These are reported by Expro through its CDP disclosure.

The climate-related risks and opportunities are discussed with the ESG Leadership Council and escalated to the Executive Management level under four categories that impact the organization’s current and future financial position (revenues, expenditures, assets and liabilities, and capital and financing), demonstrating that Expro’s Enterprise Risk Management process is aligned with recommendations of the TCFD.





CLIMATE CHANGE

Measure and drive

GHG Emissions

Expro has established a 2021 baseline for its Scope 1 and Scope 2 carbon emissions with the support of a third-party organization, using the guidelines from GHG Protocol and ISO 14064, with the use of a recognized software system to record the carbon footprint. Based on 2021 information provided by legacy Expro and legacy Frank's International, we established baseline Scope 1 and 2 emissions that will support further reduction targets aligned to the 2050 Roadmap and Expro's Net Zero ambitions.

2022 Target

4%

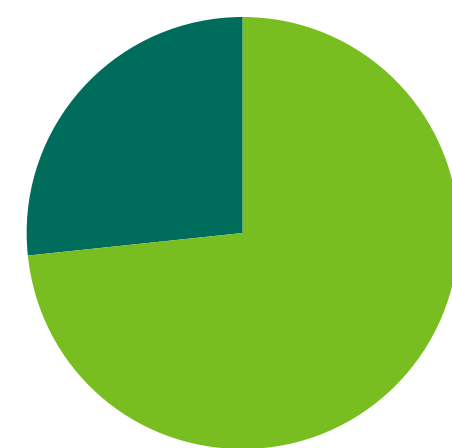
reduction for Scope 1 and
Scope 2 GHG Emissions

Scope 1 Emissions

Scope 1 emissions in 2021 were mainly due to fuel consumption from mobile combustion, mainly in regions where land operations are predominant, such as North America and the Middle East. Other Scope 1 emissions sources are related to the fuel consumption from the equipment used in the field (compressors, generators, pumps etc.) where the source of the fuel used falls under our contractual control and not our clients.



Emission Distribution per Source



Stationary Combustion

2,432.146

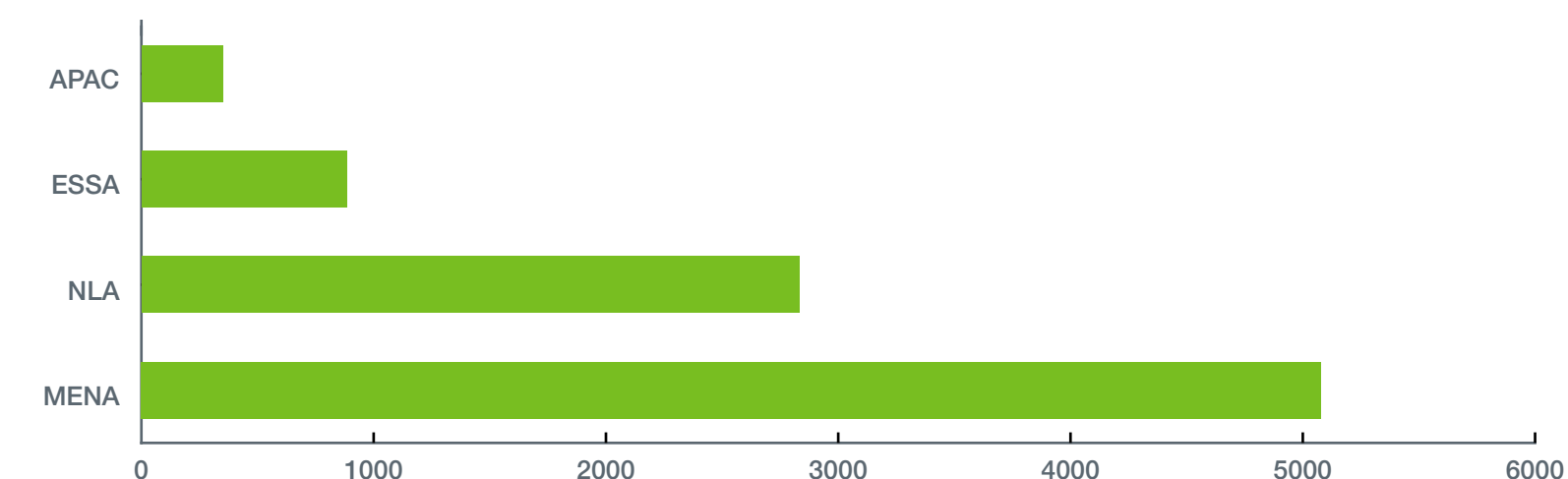
Tonnes of CO₂e

Mobile Combustion

6,713.741

Tonnes of CO₂e

Emission Distribution per Region (in tonnes of CO₂e)



350.34

APAC

883.90

ESSA

2,832.85

NLA

5,078.81

MENA

9,145.89

Tonnes CO₂e

Scope 1 emissions 2021



CLIMATE CHANGE

Measure and drive

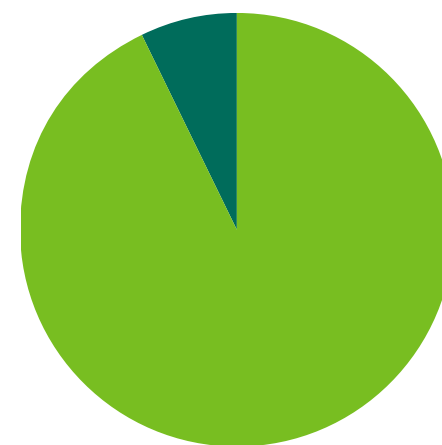
Scope 2 Emissions

Information about greenhouse gases emissions from energy consumption (purchased electricity and heat) are recorded in our system, through information from Expro locations (utilities bills and electricity meter readings). Emissions inventories are established in compliance with GHG Protocol and ISO 14064. Energy consumption information is converted into tonnes of CO₂e. Each country has a specific conversion factor applied, as per best practices from International Energy Agency (IEA).

The recorded emissions show that most Scope 2 emissions are coming from NLA sites (8,417.97 tonnes of CO₂e, or 66.22% of the total Scope 2 emissions).

Purchased electricity represents the majority of Scope 2 emissions type, supported by Power Purchasing Agreements with public and private companies at location level.

Emission Distribution per Source



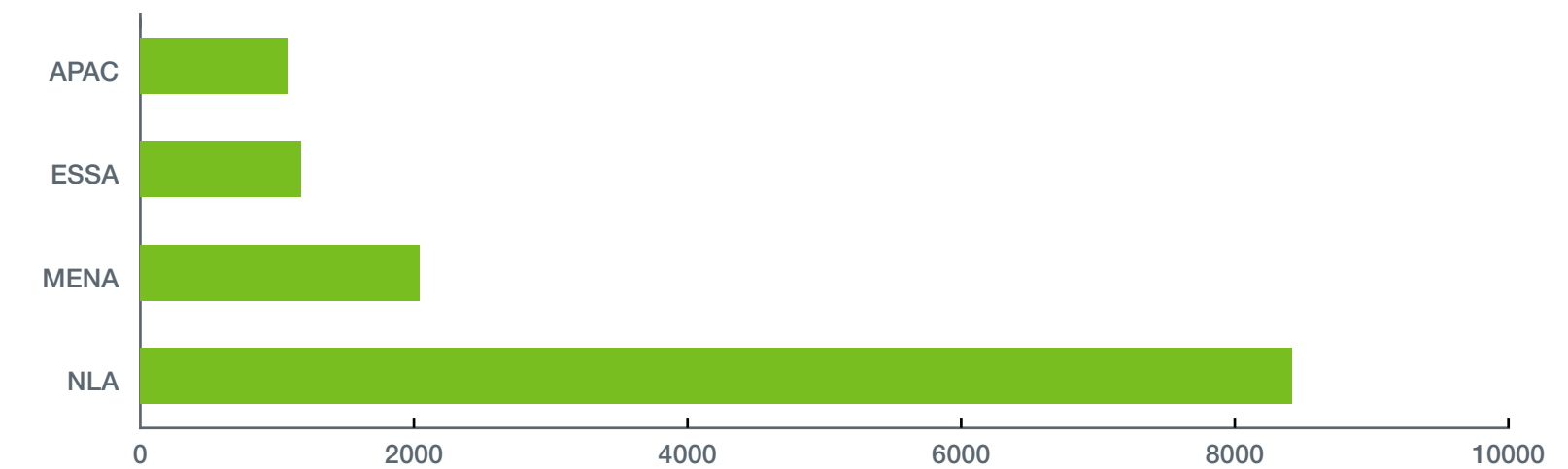
Purchased and Used Heat and Steam

887.41
Tonnes of CO₂e

Purchased and Used Electricity

11,825.163
Tonnes of CO₂e

Emission Distribution per Region (in tonnes of CO₂e)



1,076.79
APAC

1,174.85
ESSA

8,417.97
NLA

2,042.99
MENA

12,712.57

Tonnes CO₂e
Scope 2 emissions 2021



ENERGY

Measure and drive

Expro has a commitment to enhance energy efficiency through various initiatives from local Energy Conservation Campaigns, to studies for implementing renewable energy sources (installing solar panels or negotiating Renewable Power Purchase Agreements, etc.).

Expro has established standards to support energy management systems, based on the ISO 50001, with our UK Area already certified. The processes support the identification of opportunities to improve energy efficiency at Expro locations, and help to align business to statutory requirements, such as the Streamline Energy and Carbon Regulations (SECR) in the UK, and the Executive Order number 13423 in the US.

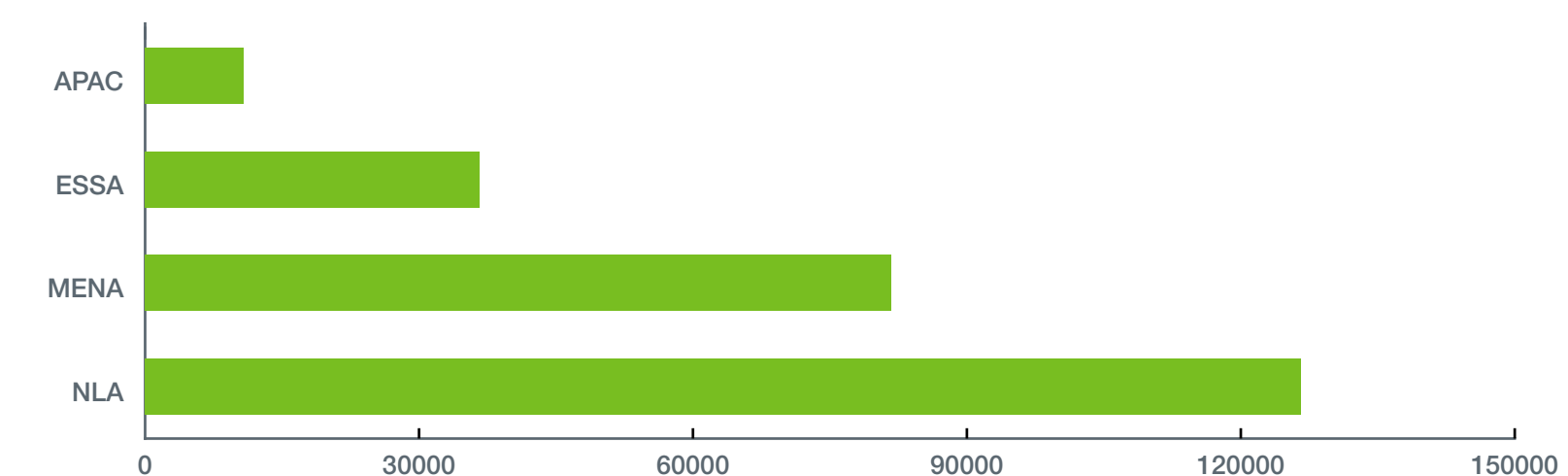
Expro has signed up for Energy Savings Opportunities Scheme (ESOS) and has now completed its Phase 2 Assessment. We also seek to adhere to compliance with Streamline Energy and Carbon Regulations (SECR) from the UK Government. We continue to monitor the regulatory environment requirements on a global scale so that we maintain control measures.

Expro's renewable energy procurement is a strategic element to improve efficiency. We have established Power Purchase Agreements (PPAs) with acquisition of renewable energy assured by Renewable Energy Guarantee of Origin (REGO)

for our sites in the UK (Aberdeen, Stirling, Great Yarmouth, Reading, and Ringwood). The application of Renewable Procurement Energy in other geographical areas is under evaluation.

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

Energy Consumption Distribution per Region (in Gigajoules)



10,831.38
APAC

36,644.02
ESSA

126,575.18
NLA

81,750.84
MENA

255,801.42

Gigajoules
Energy Consumption 2021

WATER USE AND DISCHARGE

Measure and drive

Expro is committed to improving water usage from its businesses; working with clients to reduce consumption during the operations; and seeking opportunities to optimize the use of water at Expro locations through rainwater capturing, which provides additional benefits of minimizing wastewater discharges.

In 2021, Expro focused on identifying different types of water usage and wastewater discharges in its business locations, adhered to environmental management system standards to monitor the controls established to prevent water pollution, and sought compliance with local legislation (e.g., the Clean Water Act in the United States) and similar regulations around the world.

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. In case of any non-conformity associated to the SWPPPs and waste water discharges, our local teams are to identify corrective actions through Expro's event system (ETRAK). In 2021, no wastewater discharge non-conformity was reported by Expro locations.

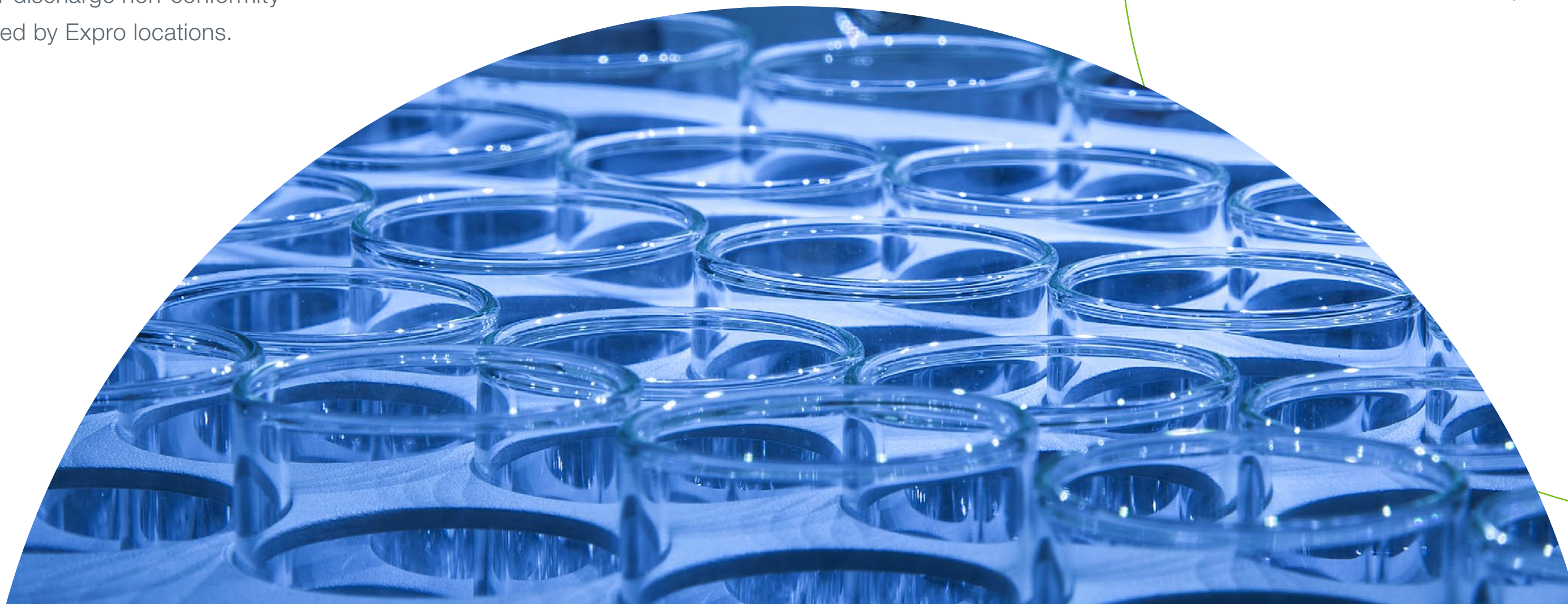
In addition, Expro has installed wastewater treatment systems, to support proper wastewater recycling and further clean water reuse under closed-capture systems.

In 2022, Expro intends to map water usage and wastewater discharge at water-stressed locations.

In 2021, no wastewater discharge non-conformity was reported by Expro locations.



Fluids sampling, analysis, and flow measurement



BIODIVERSITY

Measure and drive

Expro prioritizes the protection of the ecosystems where it operates by managing the environmental impacts from operations and supporting activities.

This includes compliance to equipment design and engineering standards together with providing that our workforce is trained, competent, and procedurally accountable.

In addition, we believe that the appropriate environmental controls are in place to prevent pollution and preserve local biodiversity within our operational areas.

Processes and controls that help to support proper Process Safety Management to prevent environmental spills.

Expro has a Process Safety Management system focused on preventing leaks and hydrocarbon loss of containment.

Proper containment systems and emergency response to protect the environment.

After identifying the environmental aspects and defining the required control measures, Expro's process is designed to keep the barriers and monitor the effectiveness of the environmental controls through preventive maintenance,

periodic inspections, employee training, and emergency response arrangements to be applied in case of any environmental event.

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

Implementation of Stormwater Pollution Prevention Plans in Expro bases (where applicable).

Stormwater Pollution Prevention Plans (SWPPPs) have been put in place in an effort to ensure that any discharge to the water course comply with all local regulations.





BIODIVERSITY

Measure and drive

Waste Management Programs at Expro locations, with focus in mitigating the hazardous waste generation, and stimulating recycling.

Responsible waste management is designed to provide that any waste generated at Expro facilities receives proper treatment, focused on reduction, reuse, and recycling. Through Waste Management Programs, Expro can support adequate final disposal, minimizing our impact on the environment.

Workforce engagement with local communities through socioenvironmental activities and programs.

Our Expro community is engaged in biodiversity protection initiatives that support local communities. In particular, we proudly support our employees' volunteering efforts, such as planting trees, adopting parks and conservation areas, cleaning up beaches, and developing environmental education programs.

Expro tracks and reports environmental incidents on our ETRAK system, in the same manner as the Health & Safety and Service Quality events.

We are committed to minimizing environmental spills by implementing control measurements across operations, acting proactively through periodic audits and inspections, and environmental spill prevention awareness.

Emergency Response Plans with environmental incident scenarios are periodically tested to site drills by trained Emergency Responders.

Our Expro community is engaged with local biodiversity protection through volunteering initiatives that support local communities.

2022 Target

10%

reduction of environmental
spills per annum



WASTE MANAGEMENT

Measure and drive

Expro established waste management programs based on reducing the environmental impact in its products and services lifecycles.

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

Waste generation from different Expro locations is recorded in our system, which provides the information required to measure the waste management performance to reduce

the hazardous waste production and to seek opportunities for recycling and to track and improve the associated Scope 3 CO₂e emissions.

Expro has defined a commitment to support Circular Economy by stimulating recycling at Expro locations, and work closely with local communities to mitigate the environmental impacts through responsible waste management and to support the social development in their surroundings.

2022 Target

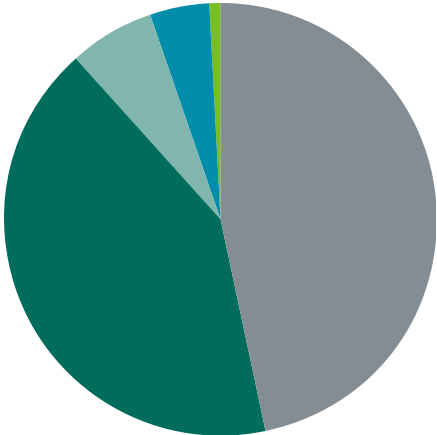
5%

improvement to overall recycling rates

Waste Generation by Waste Type (in tonnes)

Waste Use Type	Weight (tonnes)
Batteries	0.183
E-waste	2.375
Glass	0.0195
Metal	944.614
Mineral Oil	270.463
General Hazardous Waste	847.191
General Non-Hazardous Waste	1,039.937
Organic Waste	21.395
Paper and Board	89.416
Plastics	15.875
Wood	335.302
Total	3,566.770

Waste Disposal Distribution by Type (in tonnes)



Landfill

1,672.0336
Tonnes

Recycling

1,479.5324
Tonnes

Energy Recovery (Combustion)

235.04
Tonnes

Energy Recovery (Anaerobic Digestion)

158.7689
Tonnes

Composting

21.395
Tonnes

Cooking Oil



At our base in Macae, Brazil, we set up a scheme with a local non-governmental organization to allow employees to donate cooking oil waste to be turned into biodegradable detergent and soap. Reusing the oil avoids disposal via sewage systems which pollutes local water paths. Over 136 liters of used oil was collected and any money gained from selling the soaps was donated to local families in need.

FIND OUT MORE



A CONSIDERED SUPPLY CHAIN

As part of addressing our Scope 3 emissions, Expro has taken a selective and methodical approach so that our value and Supply Chain are playing their part

In 2021, Supply Chain was formalized as one of the pillars for the Company’s ESG platform.

Initial proof of concept for “A Considered Supply Chain” was built around four key criteria on top of vendor engagement:

- a. communication of Expro expectations and standards of compliance,
- b. assessment of existing sustainability / renewable programs / best practices,
- c. meaningful engagement of executive management, and
- d. entry level compliance status for prospective new vendors.

2022 Target

Audit vendors associated with

75%

of overall critical spend

To establish a foundation for the initiative, an overall Supply Chain Code of Conduct and Compliance was launched in late 2021 as part of a broader procurement policy.

In parallel to the Code of Conduct and Compliance, an assessment of Expro’s supplier base was conducted in 2021 to capture any existing sustainability / renewable focus programs as well as best practices. Approximately 1,100 suppliers had been canvased with more than 50% stating that an ESG policy of their own was in place.



We focused on new entrants to Expro’s approved vendor listing to bring key ESG criteria to the forefront, e.g. existing compliance, meaningful KPIs, industry awareness, and reporting structure. This supports establishing Expro’s minimum entry criteria as the program matures.

Moving forward, Expro has built on its 2021 narrative to create tangible strategic and key performance indicators for the year ahead. It will bring our global supplier base to a set of minimum standards over time. The majority of Expro’s overall addressable spend will be reviewed in partnership with vendors in 2022.

Supplier assessments will be conducted to identify partnership suppliers with the same mindset. These results will then be used as the basis for further engagement.

EXPRO

**OUR
PEOPLE**

**Every Expro person
engineers our future.**

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



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**Employee Training
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SAFETY AND SOCIETY

We strive to be at the forefront of safety in everything we do

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 all levels of 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 remains at the forefront of our business drivers through organization objectives, key performance indicators, and employee performance appraisals.

We use Industry guidance and historical internal performance to set our internal safety targets to drive continuous improvement across our global operations. We have a strong commitment to continue championing Expro's safety performance as a new company. In 2021, we introduced 12 guiding principles combining legacy Frank's and Expro approaches to create Expro's new House Rules. By following our 12 rules across the Organization, we strive to drive accountability for safety across Expro.



QHSE Commitments

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, fulfillment 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 will facilitate the energy transition by adapting our existing services and technology and developing new future-facing technologies and capabilities.



SAFETY AND SOCIETY

Achievements throughout 2021



In 2021, Expro was honored with an **Order of Distinction** after receiving its 17th consecutive **Gold award in the RoSPA (Royal Society for the Prevention of Accidents) Health and Safety Awards**.

These are the UK's longest running Health and Safety Awards with approximately 2,000 entrants each year.

With global input the RoSPA has continually recognized Expro since 2005, including four oil and gas sector awards and two Scotland Trophy awards in 2013 and 2020.



Our people remain at the heart of Expro's achievements, which has shaped the foundation behind the launch of the annual **Group QHSE Awards program**.

Designed to create an opportunity to recognize people's efforts across Expro, the awards will become a platform to learn from our people worldwide and adopt best working practices.



The expansion of our impactful **Hand Safety** campaign across legacy Frank's employees.

Initially launched in 2019, the campaign raised awareness of the impact hand injuries can have through a series of videos and campaign materials, proving its success with a significant decrease in hand injuries across Expro.



To support the development of future campaigns, and promote a standardized approach in global engagement, an entire **QHSE brand was created**.



To help us be prepared in the event of an emergency, our **Global Emergency Response directive is in place**.

Supported by International SOS emergency medical and security provider, we have specific plans detailed across locations so that our teams are equipped and trained to deal with crisis management situations.



Our dedication towards championing safety is **led by our people**.

These initiatives are supported by our industry certifications: API Q1/Q2, ISO 9001/14001/45001 (QHSE Management systems Globally), and our Excellence in Operations KPI program as well as industry recognized QHSE training programs, continual engagement sessions, and campaign initiatives.



SAFETY AND SOCIETY

Responding to COVID-19



The safety and wellbeing of our people is our primary concern.

We began monitoring the development of the pandemic early in 2020 and have continued to review as it progresses, utilizing the guidance of international and local health authorities.

Throughout 2021, we continued to follow our Pandemic Business Continuity Guide along with specific COVID-19 guidance. Weekly online meetings were established between the Regional Executive team and QHSE team so that everyone was kept informed as the situation unfolded.

Some of the challenges faced throughout the pandemic included: personnel movements to maintain our client operations, delivery of essential training, and the ability to conduct site audits and inspections. Utilizing technology allowed us to overcome these issues with systems, such as Microsoft Teams, for remote auditing/site visits and the delivery of virtual training.

All but business-critical travel was restricted. Sometimes travel was required to maintain essential services. In those cases, an assessment was completed to allow management to understand the restrictions and/or risks in the destination and home countries of the traveler. Throughout the year, Expro has been proactive in supporting the communities where we live and work, by providing time, support, and resources to those who have been affected by the pandemic.

Communication and consultation have been key during 2021. Our CEO and COO engaged with the workforce during Virtual Operational base visits, quarterly webcasts, companywide email communications, and the Company intranet site. Country management also communicated directly with their staff via online meetings, by email, and through our mass communications tool, Alert Media.



Mental health during lockdown periods has been promoted with practical advice, guidance, and support provided through our global Employee Assistance Program (EAP).

Where people are able to return to the workplace, we have implemented site rules, physical safeguards and non-pharmaceutical interventions to prevent COVID-19 transmission.

For those still working from home, a Display Screen Equipment (DSE) assessment has been modified to include a home working assessment.

By adopting these measures, we have reduced the likelihood of infection to our employees, our clients, and the general public to provide continuity of service for future operations.

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Honesty, transparency, and accountability lie at the core of this citizenship

North and
Latin America (NLA)



FIND OUT MORE



Europe and Sub
Saharan Africa (ESSA)



FIND OUT MORE



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.

Middle East and
North Africa (MENA)



FIND OUT MORE



Asia Pacific
(APAC)



FIND OUT MORE



CORPORATE SOCIAL RESPONSIBILITY (CSR)

North and Latin America (NLA)



Enjoying cookies with Santa!

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



FranksGiving

Continuing a beloved tradition, we held our 13th annual FranksGiving event in Lafayette, Louisiana.

The complete Thanksgiving meal kit allowed 250 local Acadiana families to cook and share dinner in the comfort of their own homes.



Great Place to Work

Our team in Colombia has been honored with a Great Place to Work Certification, recognizing Expro as one of the top 12 places to work in Colombia. This outstanding achievement is thanks to the dedication and commitment the team has shown throughout 2021.



Student visit

In Argentina, we recently welcomed third-year Petroleum Technicature students from the Technological Institute of Patagonia to our facilities.

The students took part in technical training, learning about our well intervention and integrity technology.



Social garden project

We adopted the Recanto dos Idosos Sagrado Coração de Jesus (a retirement home for the elderly) in Brazil. In addition, we developed a social garden to produce organic vegetables and greens, and promoted therapy for the elderly during the pandemic.



Hurricane donations

Our team in Broussard and Lafayette, Louisiana contributed time to collect and donate essential items to help support those affected by Hurricane Ida. The kind generosity across our people raised several hundred bags of supplies for families and individuals who needed it most.



CORPORATE SOCIAL RESPONSIBILITY (CSR)

Europe and Sub Saharan Africa (ESSA)



Malaria equipment donations

To help prevent and reduce the increasing rise in Angola's malaria cases, our team donated 124 mosquito nets to two local charity centers in Luanda, which will support over 100 children.



Health care workers' donations

Our team recently donated 2,000 face masks to the local community health center in Matola, Mozambique, to help healthcare workers fight the ongoing pandemic.



Youth football club sponsorship

We made a donation towards a local youth football team in Aberdeen, Scotland that helped them gain uniforms for their upcoming season.



Keep our girls in school

Our generous team in Cape Town, South Africa donated sanitary product supplies to the girls at their local school to help them attend all year round and discourage them from missing school days.



Planting a tree for every employee

To help positively impact the local community, we have planted trees for each of our Baku, Azerbaijan employees.



Litter picking

The Aberdeen team in Scotland (and their helpers), spent a windy morning litter picking at a local park.



CORPORATE SOCIAL RESPONSIBILITY (CSR)

Middle East and North Africa (MENA)



Going green across Early Production Facility sites

Operational workers have faced extended periods away from home, so they dedicated time to planting hundreds of trees and plants to improve the bases in Algeria. Team MK71's efforts, which included creating a social area with tables and chairs, were even praised by our clients.



Hassi Messaoud hospital donations

To support and show appreciation to the Hassi Messaoud hospital in Algeria, our local team donated medical equipment and laboratory devices needed to support the COVID-19 pandemic.



International Women's Day

To show support for International Women's Day in Dubai, UAE, we donated 2,000 AED to the Emirates Red Crescent Authority.



Pledging to create a greener and cleaner environment

In Dubai, UAE, 32 individuals across the country made over 700 pledges to go green by reducing their carbon footprint. We identified 25 different areas to show the team how their small changes can significantly impact to create a greener and cleaner environment.



CORPORATE SOCIAL RESPONSIBILITY (CSR)

Asia Pacific (APAC)



Fight Right for the Fright charity

In March, our Indonesian team joined forces with the Fight Right for the Fright charity to donate supplies to the local Jakarta youth community and others in need affected by the pandemic and the flooding.



School desk donations

In the small village of Agbandha, India, the local team gifted 15 desks and benches in December to the nearby school.



Celery planting

Instead of just recycling old hard hats, in Balikpapan, Indonesia they reused them to grow celery, providing the team with a sustainable and healthy snack.



Yard plants

Thinking about how they can play their part to protect the planet, our operational workers in Jakarta, Indonesia, used their free yard space to plant avocado, chili, guava, and mango trees.



Proud to step up to clean up

In Perth, Australia, the team celebrated Australia Day by dedicating time to give back to the community through their step-up litter collection campaign.

DIVERSITY, FAIRNESS / EQUITY, AND INCLUSION

We value and continue to progress our diverse employee community and inclusive culture

At Expro, we strive to be a safe, diverse, and inclusive people-focused company that positively impacts local communities and society.

Expro strives to put the right people forward to do the right work for the right customers, in the right places. We do this by attracting, retaining, and developing a talented and diverse workforce to convert our growth ambitions into reality.

We are building on a solid foundation of success. Both legacy Frank's and Expro created cultures where people make the difference. This is something we have carried through to Expro today.

In 2022, our ESG Leadership Council announced the Social Working Group to guide our Diversity & Inclusion initiatives among others. With support from our Head of Sustainability and Senior Vice President of Human Resources, we shall be actively seeking input from the Social Working Groups that have been

established in each region to expand our action plan and further enhance our culture of diversity and inclusivity.

It's important to us that we help to make all of 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.

It is also critical to Expro that we value and continue to progress our diverse employee community and inclusive culture.



Gender Pay Gap Report 2021

We recognize the value a balanced workforce brings to our Company's success and remain fully committed to 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 2021.

[FIND OUT MORE](#)



EMPLOYEE TRAINING AND DEVELOPMENT

People are the most important and we
believe in building for the future

Training & Competence Assurance

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

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

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

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

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

Employee Development Plan

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

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

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



HEALTH AND WELLBEING

We are committed to safeguarding our employees' health and wellbeing

Expro's Employee Assistance Program (EAP) is in place to offer wellbeing support to our people across the world.

The service covers a wide range of subjects delivered across multiple channels and languages, available 24 hours a day, 7 days a week, 365 days a year.

In MENA we launched Expro's first virtual fitness program, PowerHub.

PowerHub was launched following the impact COVID-19 restrictions had on people's health and fitness routines to help encourage active initiatives across the region with prizes up for grabs.

Including a four-week body basics challenge designed to help employees kick start a new routine, performing workouts regularly, it proved popular with over 120 workout sessions in the first month.

The team followed this up by leaving Dubai (virtually) to cycle, walk, and run across the world to reach Aberdeen, spanning over 3,300 kilometers in 15 weeks across nine countries.

Supporting wellness online across Thailand.

The team created an online wellness program, in collaboration with a local fitness support organization, to help employees maintain a healthy lifestyle and be physically active while working from home and during isolation periods.

The three main areas focused on addressing "office syndrome," how to stay healthy, and tips for at-home exercises.

After a successful three months, the team finished with a photo competition donating 100 THB reward per photo to the regional CSR program. Participants submitted 45 images, raising TBH 4,500 to donate medical supplies to the local Suan Kaew Foundation.

Social step count challenge throughout Malaysia.

With the increase in remote working, we've seen loneliness impacting many people's mental health. In Malaysia, we launched a step count challenge to encourage positive mental and physical health across the region by being part of a team.

The program ran from March to July, 2021, with over 70 participants achieving 10,000,000 steps in the first week.



In MENA we launched Expro's first virtual fitness program, PowerHub

HEALTH AND WELLBEING

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Creating Well Connect in ESSA.

The HR team across ESSA recognized the need to build on connecting our employees across geography and culture to create inclusion and understand our diversity as a region in an accessible way. In 2021, Well Connect was launched, using Microsoft Teams to promote health and wellbeing topics in an interactive way across the region.

From mindfulness to educational sessions and healthy recipes, members are encouraged to share themes covering work and personal life elements each week. One larger campaign from the Well Connect program was the launch of Together to Tokyo.

Together to Tokyo, as we travel across ESSA.

Exactly two months after the team left Luanda, Angola, they had virtually traveled 20,000 km, visiting eight countries in-between, to reach Tokyo in time for the last day of the Paralympics.

Going the distance in Aberdeen.

In March, 13 members of the Aberdeen team participated in the "Going the distance" active campaign to raise funds for a local charity that supports hospital requirements. They did just that through a mixture of running, walking and cycling, reaching 3,125 miles, almost the equivalent from Aberdeen to Expro's Dubai office, and raising over £2,200.

Generating awareness of wellness in South Africa.

In South Africa, a page dedicated to employee wellness was created in the monthly newsletter to include advice on nutrition, exercise, fitness and mental health as well as sharing information so employees could access resources such as books and fitness apps.

Celebrating health and wellbeing week in Colombia.

An activity-filled week was dedicated to increasing awareness of workplace accidents and encouraging a healthy working environment across Colombia. Events included training with a local health care provider while enjoying a healthy breakfast, education workshops on mental health, handwashing and preventing back pain, as well as a virtual quiz and Zumba class.



Together to Tokyo, as we
travel across ESSA



EXPRO
**OUR ETHICS
& CONDUCT**

At Expro, we are committed to fostering and integrating industry-leading ethical standards and governance into every level of our business.

Our corporate governance structure is designed to facilitate adherence to best practices and promote high standards of integrity within our culture and across the organization. Our Board of Directors and our leadership are committed to oversight and practices to effectively lead our company for our stakeholders.

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Ethics, Reliability, and Integrity .. 49

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Laws & Regulations 51

Enterprise Risk Management 52

Cybersecurity 53

PRINCIPLES OF GOVERNANCE

We believe strong ethics and good governance start with our leadership

The [Board of Directors](#) oversees our strategies, significant decisions, and business performance. This includes overseeing our compliance with legal and regulatory requirements, our Enterprise Risk Management (ERM) program, the integrity of our financial statements, and remuneration policies.

To manage these responsibilities, the Board maintains committees that conduct in-depth reviews of significant issues, e.g., Finance, Audit, Compliance, Remuneration, and ESG.

Our [Corporate Governance Guidelines](#) provide guidance for Board matters, including the leadership structure of the Board.

Written charters describe the roles and responsibilities of each committee.

The [Audit Committee](#) oversees, reviews, acts on, and reports on various auditing and accounting matters to the Company's Board, including: the selection of the Company's independent auditors; the scope of the Company's annual audits; fees to be paid to the independent auditors; the performance of the Company's independent auditors; and the Company's accounting practices. In addition, the Audit Committee oversees the Company's compliance programs relating to legal and regulatory requirements and also has oversight of Internal Audit.

The [Compensation Committee](#) oversees, reviews, acts on, and reports on various compensation matters to the Company's Board, 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 the compensation of the Company's executive officers and directors.

The [ESG Committee](#) oversees, reviews, acts on, and reports on various corporate governance matters, including the selection of director nominees; composition of the Board and its committees; compliance with corporate governance guidelines; annual performance evaluations of the Board and its committees; and succession planning for the Chief Executive Officer. It also oversees Environmental, Social, and Governance initiatives and Enterprise Risk Management.

Additionally, our Code of Conduct applies to all officers, directors, and employees.

We have established an Internal Audit Department that acts as an extension of our Executive Management and Board of Directors. The Internal Audit team helps maximize value for the Company by bringing a systematic, disciplined approach to evaluate and recommend improvements to the Company's risk management, control and governance processes through full and unrestricted access to the Company's people, records, property and systems.

While we believe that we have proper systems in place to manage our daily operations, our Internal Audit team is one way that we validate accountability across the organization.

Our Internal Audit Director reports directly to the Audit Committee of the Board of Directors, with quarterly updates that include private executive sessions to allow for candid, confidential discussions.



ETHICS, RELIABILITY, AND INTEGRITY

Our outstanding reputation is one of our most valuable assets. How we conduct our business and how we treat others—our clients, partners, communities, suppliers, and stakeholders—as well as our planet, is core to our success.

Our reputation depends on all employees making ethical choices and maintaining our high standards of integrity.

Our [Code of Conduct](#) and [Financial Code of Ethics](#) set out our principles, expectations, and guidelines for appropriate business behavior. It is an important component of Expro's compliance program, which addresses anti-bribery, conflicts of interest, Supply Chain oversight, and modern slavery, among other compliance and legal matters.

Each of our people are personally responsible for supporting our core values: People, Performance, Partnerships, and Planet. Getting it right the first time, every time, also means conducting our business fairly and properly, as well as complying with the law.

Code of Conduct

Our [Code of Conduct](#) defines what we stand for and how we conduct ourselves with our clients, suppliers, and one another. Our Code of Conduct is introduced to every employee when they join Expro, and all employees must sign off at time of hire, and annually thereafter, an acknowledgment of our Code.

Our [Code of Conduct](#) reflects who we are, what's important to us, and emphasizes our commitment to acting ethically. It provides the policies and guidelines that define how we do

business. The Code is aligned with Expro's policies, including, among others, anti-corruption, sanctions and export controls, customs, data privacy, anti-trust, and whistleblower protection. Our employees receive annual training on the Code and verify that they have read and agree with the principles it outlines annually. We are currently working to allow our employees to access our Code in eight languages.

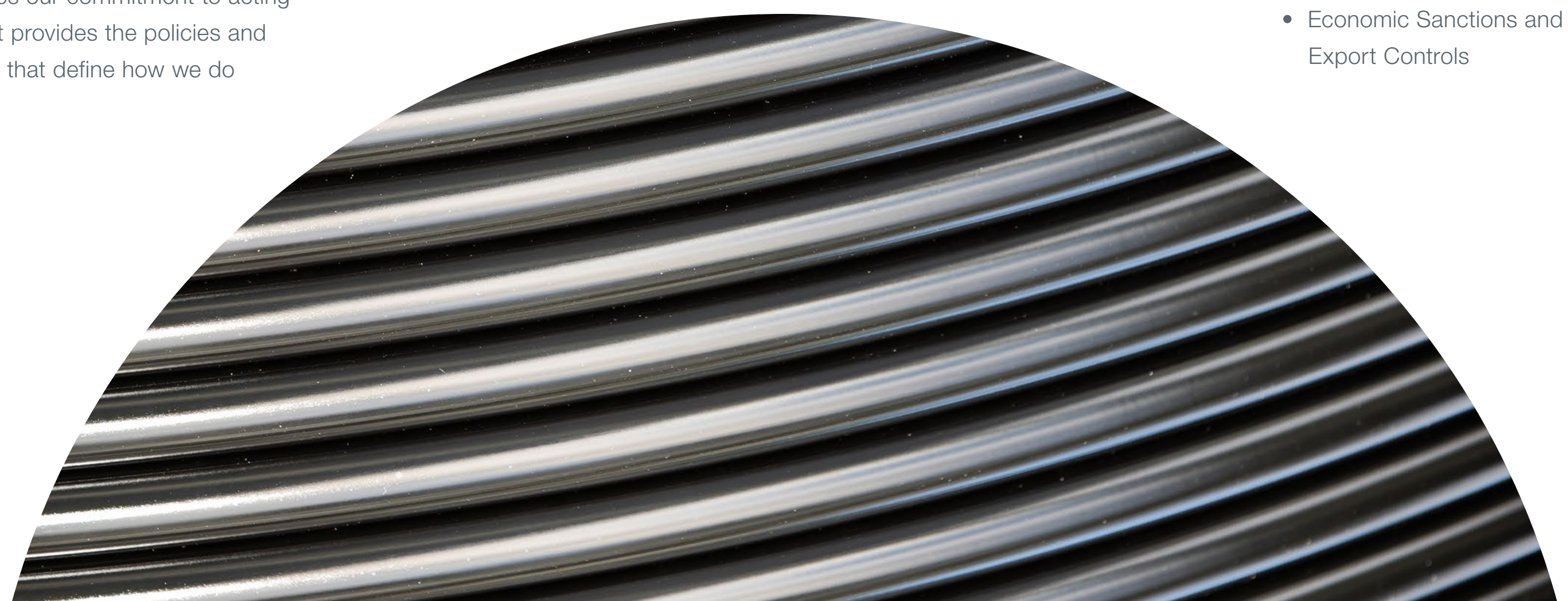
Our Ethics & Compliance related policies serve to expand on the requirements of the Code of Conduct by clarifying and formalizing these principles as well as to provide practical guidance.

Ethics & Compliance related policies include:

- Anti-Bribery Policy
- Gifts, Entertainment, Training, and promotional expenses
- Supplier Due Diligence
- Political and Charitable Contributions
- Sales Intermediaries Due Diligence
- Conflict of Interest
- Business Conduct Reporting
- Handling of Suspected Violation
- Anti-Money Laundering
- Economic Sanctions and Export Controls

Managing of Compliance

The ultimate responsibility for compliance and business ethics lies with the Board of Directors. The Audit Committee acts as a specialized sub-committee of the Board to, among other things, monitor and review the effectiveness of Expro's compliance program. Our compliance program is centrally managed by Expro's Chief Compliance Officer supported by an in-house team of compliance, legal and Supply Chain professionals.





BUSINESS ETHICS HIGHLIGHTS

At Expro we believe that proper business practices ensure long-term business success. We want to sustain a reputation for the highest possible standards of ethics and compliance. That is why we have implemented a best practice compliance program that applies to our entire group.

Key Elements of the Compliance Program are:

Communication

All of our policies can be found on our Intranet portal. Compliance related communication is, from time-to-time, published in internal communication bulletins such as “Expressions” or is incorporated into high-level communication initiatives such as the CEO quarterly webcast. Senior management in Expro’s high-risk locations are required to communicate periodically with staff on compliance matters.

Training

Expro provides specific compliance related training to our employees. The level of training to be received by each employee is based on a risk categorization of the duties and responsibilities relevant for each position. Each position is assigned a classification which will be incorporated into every job description. Any change in an employee’s duties and responsibilities, or hiring, reassignment or promotion, requires, in the first instance, an evaluation of whether the new duties and responsibilities will place the employee in a new risk category and whether additional training is required. The primary training methods are classroom training provided by the Chief Compliance Officer or qualified delegates and a web-based e-learning application.

Third Party Due Diligence

Prior to engaging with third parties, Expro takes reasonable steps to mitigate the risk that the third party may cause Expro legal liability or reputational harm. As a first step, an initial risk assessment is performed to evaluate the risks presented by the third party and the proposed nature of the relationship. Following this risk assessment, the third party candidate will be assigned into risk categories. Thereafter, due diligence commensurate with the risk categorization is performed by the Supply Chain group, or, in case of sales intermediaries and similar higher risk third parties, by the Chief Compliance Officer. Subject to the relevant category, due diligence efforts may include collecting information regarding ownership, governance structures and controls, data base searches, interviews, and, in some cases, background vetting through external investigative services.

Gifts, Entertainment and Hospitality

Due to their sensitivity and the potential for misinterpretation, all gifts, entertainment, and promotional and training expenses may only be provided or received in compliance with the directive on gifts, entertainment, and promotional and training expenses. Under this directive, certain expenses require prior review and approval by the Compliance Department.

Prohibition on Political Contributions

Expro does not make political contributions. We do not have a Political Action Committee (PAC). Employees may make personal contributions on their own time and with their own resources, but the reimbursement of such political contributions by the Company is strictly prohibited. Our Communications department oversees our communications with public officials, lobbying activities, and memberships with trade associations and other tax-exempt organizations. The department seeks to be in compliance with all relevant laws on lobbying and interacting with government officials.

Whistleblower Programs

Anyone who suspects unethical or inappropriate behavior is encouraged to report it to his or her supervisor or via our anonymous [Whistleblower Hotline](#), without fear of retaliation. The Hotline is available 24 hours a day, seven days a week, 365 days a year, and in local languages. Employees, contractors and third parties can submit a report online or call toll free from anywhere in the world. All matters raised are logged in our compliance database where they are recorded, investigated as appropriate, and tracked until resolved. We proactively communicate the availability of our Whistleblower program, including via our Code of Conduct, ethics training, company intranet, and job-site posters.

COMPLIANCE WITH LAWS & REGULATIONS

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

Modern Slavery

We are fully committed to the respect of human rights and upholding of labor standards. We consider that modern slavery and human trafficking are completely unacceptable, whether in our Supply Chain or any other part of our operations. We expect our customers and suppliers to share our commitment to the same high standards.

This is reflected in Expro's Code of Conduct and other relevant policies. We have taken action to mitigate the risk of modern slavery and human trafficking in our Supply Chain, including supplier compliance declaration, supplier agreements, supplier due diligence, and procurement professionals training.

Data Privacy

We respect the privacy of our clients, business partners and colleagues, and we handle their personal information with care.

We are committed to implementing data privacy standards that protect individuals and their personal data. Furthermore, we are committed to obtaining user data through lawful and transparent means, with explicit consent where required, and to collecting and processing data limited to the stated purpose.

The purpose of Expro's data protection policy is to help us be in compliance with Data Protection Laws contained in various laws and regulations worldwide, including, but not limited to, the General Data Protection Regulation (GDPR) in the European Economic Area (EEA) and the UK GDPR and the Data Protection Act 2018 in the UK. Our policy sets out how we handle the personal data of our personnel, customers, suppliers and other third parties.

Tax Evasion

In accordance with our Code of Conduct, Expro is carrying out its business with integrity and in line with applicable laws.

Accordingly, Expro has zero tolerance for tax evasion or the facilitation of tax evasion. To that end, we have put reasonable procedures in place in an effort to prevent tax evasion and its facilitation. This policy has the full support of the Board and the Executive Management Team.

Sanction and Export Controls

We are aware that some of our business opportunities with specified individuals, entities, or countries may be subject to economic sanctions and export controls. As one segment of our compliance program, we have, therefore, integrated controls into our business processes that help us operate our services and export activities in accordance with applicable economic sanction, and export controls.

Logistics Compliance

We have policies and processes in place to comply with all import and export related regulatory and tax requirements associated with the countries in which we do business. These processes address, among others, the accurate valuation of equipment for customs purposes as well as the full retention of relevant shipping documentation.

Furthermore, Supply Chain performs the selection of capable and compliant suppliers and the negotiation of associated agreements which can be implemented on a global or regional basis.



Fluids sampling, analysis,
and flow measurement

ENTERPRISE RISK MANAGEMENT

Risk management is the process by which we manage the opportunities and threats to our strategic objectives

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

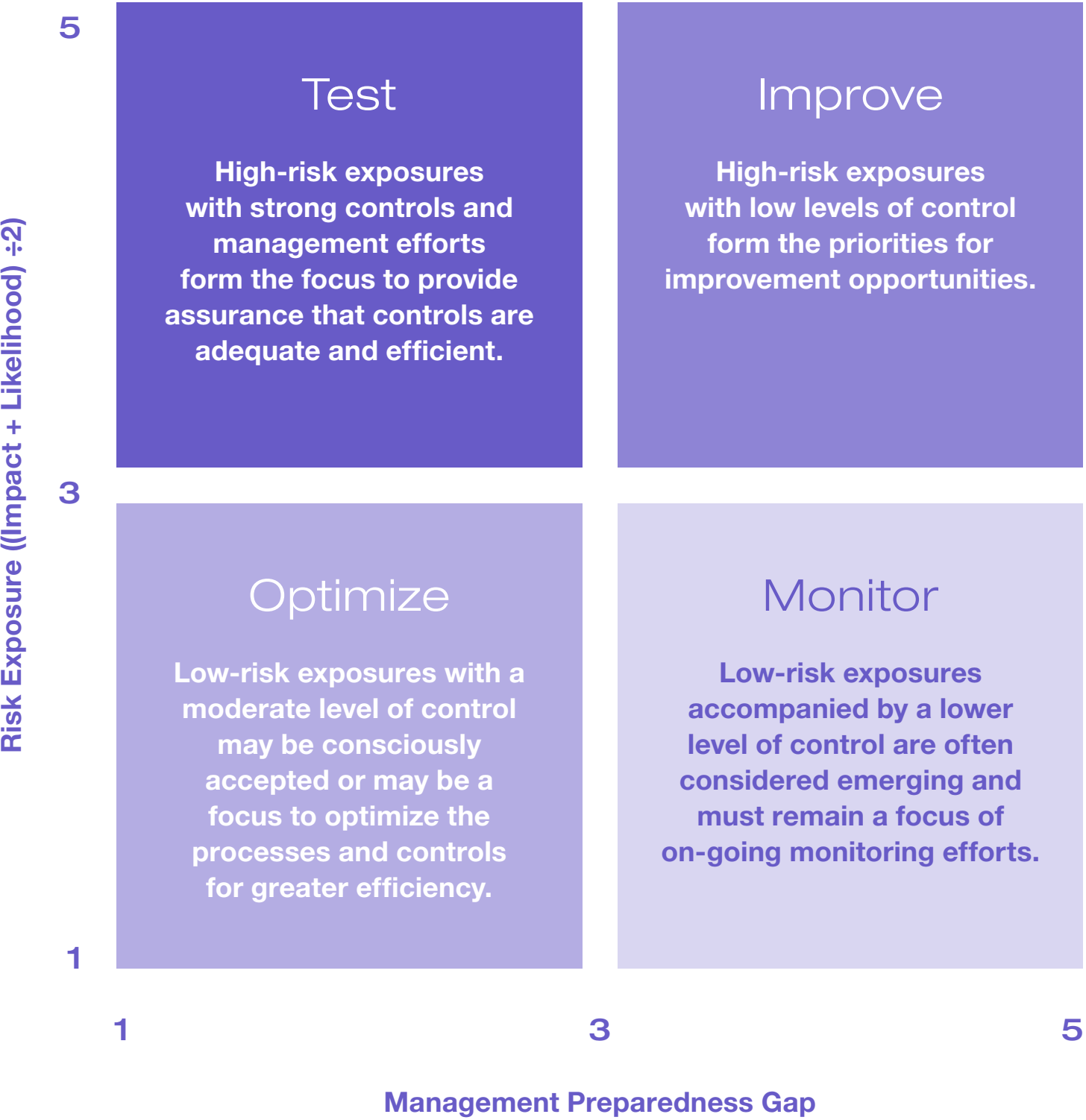
First, we perform an external scan, researching risks that have been identified for our sector, including emerging trends and risks specifically identified by key competitors. This research is shared internally with a cross-section of functional and geographic leaders within our organization.

Next, we engage the leadership team in two collaborative, real-time facilitated sessions to identify and assess the key risks to our organization. During these sessions, we collect information on risk drivers, consequences, and mitigating actions. We also rate the risks on a 5-point scale for three separate components: severity of impact, likelihood of occurrence, and our level of preparedness. This information forms the basis for our Risk Action Matrix and detailed Risk Register.

After we complete this bottom-up process, we take a top-down view to challenge our results. We meet with a subset of our Board of Directors to gather insights on the risks that they consider when performing their oversight responsibilities. This valuable input either confirms we are on the right track, or drives us to consider additional risks to our organization. We rotate which Board members provide input each year so we can leverage the unique perspectives that each member brings based on his or her professional background and experiences.

Finally, we conduct a validation session with our Executive Management Team. Using each of the inputs above, we review the details of the Risk Register and the related Risk Action Matrix, ensuring we have a targeted listing of risks, and a common understanding of how those risks can impact our strategic objectives. Each risk is owned by a member of the Executive Management Team for ongoing monitoring and management.

Risk Action Matrix



The risk assessment process described here is just the first step in our Enterprise Risk Management process. Additional actions are taken depending on the position of each risk in the Risk Action matrix.

Improve

Develop project plan for improving management’s preparedness.

Test

Perform audits and self-assessments to confirm operating effectiveness of mitigation activities.

Monitor

Develop feedback mechanisms to monitor risk escalation.

Optimize

Assess level of mitigating activities, considering efficiency opportunities.

While the Risk Assessment process occurs at a point in time, our Enterprise Risk Management process is an ongoing priority for our Executive Management Team and broader company leadership, as they guide the strategic direction and day-to-day activities of the organization.

The Environmental, Social, and Governance (ESG) Committee of our Board of Directors has oversight of our Enterprise Risk Management process. Management presents the full Risk Action Matrix and Risk Register to the ESG Committee at least annually. On a routine basis, management and the committee members have more in-depth reviews of specific risks and the Company’s activities for managing those risks. In addition to the ESG Committee, other committees of the Board of Directors have oversight responsibility for certain categories of risk. For example, the Audit Committee has oversight of our financial related risks and the Compensation Committee has oversight of our talent management related risks.

CYBERSECURITY

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

At Expro, we recognize the importance of addressing cybersecurity risk as it changes and evolves in our industry.

We realize that cybersecurity breaches can impact the safety, sustainability, and governance of our operations, and the privacy and integrity of our data. We also recognize that 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 industry standard security frameworks and controls. Our program includes internal and external system monitoring, continuous 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 industry-leading providers to secure our networks and infrastructure.

Governance

Our Vice President of Information Technology has managerial responsibility for our data security programs, overseen by our executive leadership and Board. 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 all relevant contractors with access to our systems receive at least annual cybersecurity and data privacy training. This training is supplemented with quarterly phishing vulnerability assessments. Additionally, we communicate emerging threat information and resources through our intranet and employee outreach publications.

Collaboration

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

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 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.



Caliper services suitable for HP-HT and Geothermal applications

EXPRO
APPENDIX

Expro combined with Frank’s International on October 1, 2021, to create a full-cycle energy services leader.

The combined Company assumed the Expro name and began trading on the New York Stock Exchange on October 4, 2021, under the ticker symbol “XPRO”. This is the first ESG report published as a combined, publicly listed company.

Through 2022, we will continue to expand our reporting on KPIs for the new organization.



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SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

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 equipment	EM-SV-110a.1	5,278,927.80 liters 7,425.56 liters renewable (0.14%) (1) 28.77% (2) 71.23%	Metrics – Our Planet
Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2		Climate Change
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	Planned in 2023	
Water Management			
(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2		Water Use and Discharge
Chemicals Management			
Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2		
Ecological Impact Management			
Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2		Biodiversity



SASB is an independent, private sector standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosures on environmental, social, and governance factors. The table shown cross-references the SASB accounting metrics with where that information can be found in Expro's reporting. In June 2022, the Value Reporting Foundation (VRF) will be consolidated into the International Financial Reporting Standards (IFRS) Foundation, joining the new International Sustainability Standards Board (ISSB). The SASB Standards will provide the starting point for the ISSB's industry-specific reporting standards, alongside general (e.g. governance) and thematic (e.g. climate) requirements. Ownership of the SASB Standards will be transferred to the IFRS Foundation in June, and they will ultimately transition into IFRS Sustainability Disclosure Standards using ISSB due process. Meanwhile, the principles and concepts of the Integrated Reporting Framework will provide a conceptual basis for the essential connectivity between the IFRS Accounting Standards and the new IFRS Sustainability Disclosure Standards.





SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

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) 1.31 per one million hours (2) 1 (3) 3.76 per one million hours (4) 6.27 per one million miles (5) Not reported	<u>Metrics – Our People</u>
Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2		<u>Safety and Society</u>





SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Metric	Code	Disclosure	For more information visit the section:
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	Congo	\$5,726,388
		Iraq	\$4,469,164
		Equatorial Guinea	\$2,294,844
		Kurdistan	\$749,191
		Turkmenistan	\$348,571
		Republic of Chad	\$182,286
		Libya	\$119,550
		Total	\$13,889,994
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2		<u>Ethics, Reliability and Integrity</u>
Management of the Legal & Regulatory Environment			
Discussion of corporate positions related to government regulations and / or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1		<u>Compliance with Laws & Regulations</u>
Critical Incident Risk Management			
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1		<u>Safety and Society</u>
Activity Metrics			
Number of active rig sites	EM-SV-000.A	Not applicable	
Number of active well sites	EM-SV-000.B	Not applicable	
Total amount of drilling performed	EM-SV-000.C	Not applicable	
Total number of hours worked by all employees	EM-SV-000.D	17,550,260 hours	

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

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. Our Chief Sustainability Officer (CSO) chairs the Sustainability Committee and the Chief Operating Officer (COO) acts as our environmental lead with the assistance and support of the Company's entire operational and environmental leadership.

The CSO reports to the Board routinely on our sustainability strategy, policies and procedures, including corporate responsibility matters. The Chief Sustainability Officer reports directly to the Chief Executive Officer, who provides further oversight and direction in this critical area of performance, and both the Chief Sustainability Officer and the Chief Executive Officer report to the Board of Directors on critical areas of environmental performance and on key environmental metrics regularly at scheduled board meetings.



TCFD

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Strategy

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

Our identified risks include the following:

Market risk

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

Technology risk

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

Current and emerging regulatory risk

Regulatory Risks are considered as relevant as part of requirements for ISO 14001 (Environmental management Systems) and ISO 50001 (Energy Management Systems) as a critical element for current certification process at Expro locations. Enterprise Risk Management support process uses the PESTLE approach, where there is a risk of non-complying with regulations related to Climate Change, like the Energy Saving Opportunities Scheme and Streamlined Energy and Carbon Regulations for UK Businesses, with financial and business impacts (penalties in the order up to GBP 50K, and key client tender exclusion risks).

Expro has a process that supports the identification and management of the Legal and Client Requirements (INS-004093) and Enterprise Risk Management process to deal with potential new regulations. The Organization holds regular Business Management reviews where environmental legal requirements are reviewed, and initiatives are developed to meet any emerging regulation. Client requirements in relation to 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.



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Strategy

Reputational risk

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

We have also identified the following opportunities for our business:

Energy transition opportunity

We achieved our ambition for 2021 to exceed 40% allocation for environmentally positive research and development projects. We have set our target at 47% for 2022 and 50–70% for 2023 to address our customer’s 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.



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Risk Management

Climate Change Impacts on Operations and Facilities are identified by the Life-Cycle Perspective in the Environmental Aspects and Impacts Group Directive (INS-009288). It supports the assessment for EXPRO operations at customer sites, as well as the impact caused by supporting activities at EXPRO bases.

This process also supports the identification of Greenhouse Gas emissions at different stages of service lifecycle, from Business Planning (including assets purchasing) to post job activities and end-of-life for assets.

Processes identify the sources of emissions that cause the emissions (considered as environmental impacts), e.g., operations process at Environmental Aspects and Impacts Register (INS-009287) has the aspects the fuel consumption from stationary sources (like compressors and motors for wireline units) as the environmental aspect, and consequently pointing the Scope 1 emissions as the environmental impacts.

The Enterprise Risk Management Process identifies the long-term challenges associated with climate change, such as the risk of an increase in the frequency of natural disasters in coastal areas (such as Aberdeen, Great Yarmouth, and Ringwood, where Expro has operational bases in the United Kingdom), and its impact on insurance coverage, Emergency Response and Business Continuity Plans.

Metrics

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

Emissions in 2021:

- Scope 1 emissions – 9,145.89 tonnes CO₂e
- Scope 2 emissions – 12,712.57 tonnes CO₂e
- Scope 3 emissions – Not reported

We have established emissions reduction targets:

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

9,145.89

Tonnes CO₂e
Scope 1 emissions 2021

12,712.57

Tonnes CO₂e
Scope 2 emissions 2021

50%

reduction in CO₂e by 2030

Net Zero by

2050



METRICS – OUR PLANET

Metric	Disclosure
GHG Emissions	
Scope 1	9,145.89 tonnes of CO ₂ e
Scope 2	12,712.57 tonnes of CO ₂ e
Other emissions (waste generation)	
Hazardous waste	847.19 tonnes
Non-hazardous waste	1,039.94 tonnes
Waste recycled	1,479.53 tonnes
Fuel consumption	
Total fuel consumed	5,278,927.80 liters
% Renewable (from Total)	0.14% (7425.56 liters)
% Used in equipment	57.97%
% Used in vehicles	42.03%
% Renewables used in vehicles (On-road / Off-road)	0.33%
% On-road vehicles	28.77%
% Off-road vehicles	71.23%



METRICS – OUR PEOPLE

Metric	Disclosure	
Diversity statistics		
% of women in workforce	9%	
% of women on the Board	22%	
Training hours		
Total # of training hours	Unable to report 2021 figures as a result of the integration of Expro and Frank’s International. Expro intends to report figures in 2022.	
% employees who received training in the year		
Fatalities		
Employees	1	
Contractors	0	
Total	1	
Safety performance	2021	2022 target
Total Recordable Case Frequency (TRCF) (per million hours worked)	1.31	1.24
Lost Time Incident Frequency (LTIF) (per million hours worked)	0.46	0.41
Near Miss Frequency Rate (NMFR) (per million hours worked)	3.76	
Total Vehicle Incident Rate (TVIR) (per million miles driven)	6.27	
Employee hours		
Total number of hours worked by all employees	17,550,260	

Metric	Disclosure		
Service quality customer job performance rate*	2019	2020	2021
North & Latin America	90.0%	93.8%	94.6%
Europe, Sub Saharan Africa	91.2%	93.8%	94.1%
Middle East & North Africa	90.0%	93.1%	95.4%
Asia Pacific	90.0%	92.4%	94.1%

Footnote: Job performance rate is based on the key indicators: HSE, Communication, Equipment Performance, Personnel Performance, and Job Planning and Delivery.

Employee turnover*	
Voluntary	7.80%
Involuntary	4.56%
Total	12.40%
Global Mean (average) raw gender pay gap	<u>UK Gender Pay Gap Report 2021</u>

*Legacy Expro only. Expro will report the combined 2022 figures.



METRICS – OUR PEOPLE

USA Expro Equal Employment Opportunity (EEO) 2020* report

Job Categories	Hispanic or Latino		Not-Hispanic or Latino												Overall Totals
	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	2	0	4	0	0	1	0	0	0	0	0	0	0	0	7
First / Mid Officials & Mgrs	8	5	25	2	0	1	0	0	3	1	0	0	0	0	45
Professionals	12	7	15	3	0	7	0	1	11	0	0	1	0	0	57
Technicians	0	0	7	0	0	0	0	0	0	0	0	0	0	0	7
Sales Workers	1	1	10	1	0	2	0	0	2	0	0	0	0	0	17
Administrative Support	0	3	2	0	0	0	0	0	9	1	0	0	0	0	15
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	11	0	57	7	0	2	0	3	0	0	0	1	0	0	81
Laborers & Helpers	5	0	7	1	0	0	0	0	0	0	0	0	0	0	13
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	39	16	128	14	0	13	0	4	25	2	0	2	0	0	243
Previous Report Total	58	20	268	21	0	19	1	3	45	4	0	6	0	3	448

*Legacy Expro. 2021 report will be published in May, 2022.

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, 2021, \$K)	
Congo	\$5,726
Iraq	\$4,469
Equatorial Guinea	\$2,295
Kurdistan	\$749
Turkmenistan	\$349
Republic of Chad	\$182
Libya	\$120
Total	\$13,890

FORWARD-LOOKING STATEMENTS

This report contains Forward-Looking Statements including goals and initiatives that are aspirational and may change, as they are based on reporting frameworks, internal controls, and assumptions that continue to evolve. Statements regarding our goals and anticipated benefits of our strategies, including the benefits of our merger with Frank’s International, are not guarantees or promises that they will be met. Inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information with respect to our company. As used in this report, the term ‘material’ is distinct from, and should not be confused with, such term as defined for SEC 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, 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.

Contact ESG

For questions about this report, please contact ESG@expro.com

CONTACT US





Expro is a full-cycle energy services leader with a diverse set of global capabilities in well construction, well flow management, subsea well access, well intervention and integrity.

We combine innovative, future-facing technology with high-quality data and analytics to provide our customers with differentiated, value-added solutions and services to support more efficient and effective operations.

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

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