



# EXPRO<sup>®</sup>

A Global  
Partnership

OUR 2022  
SUSTAINABILITY  
REVIEW





EXPRO

Delivering  
**technology,  
expertise and  
service**  
for the wells of today.

Unlocking  
**energy  
answers**  
for tomorrow.

# Our 2022 Sustainability Review

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# Delivering technology, unlocking energy answers

Partnering with people, customers,  
and experts to address our impact  
on the planet and achieve net zero  
CO<sub>2</sub>e emissions by 2050.

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Dear stakeholders,

**As one of the most trusted partners in the energy industry, we believe that Expro has a critical role to play in enabling a low-carbon transition. In this and all of our work, we believe that operating responsibly and sustainably is the foundation of our long-term success.**

Our four core values of People, Planet, Performance and Partnerships guide us every day as an organization. We strive to measure, manage and optimize our operations while anticipating new energy opportunities that empower our customers to achieve their own goals.

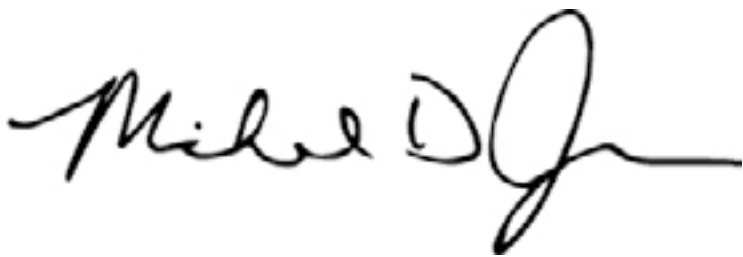
We are pleased to outline how we are advancing our environmental, social and governance strategies and highlight the vital role that partnerships play in building a sustainable business for Expro and for our customers.

We take our responsibilities as a Citizen of the World seriously and are proud to share examples of the diverse community activities our teams participate in, which align with our values in support of local causes.

We encourage you to learn more about our achievements through 2022 and the exciting programs we are undertaking as we progress towards our goal of net zero greenhouse gas emissions by 2050.

For more than 80 years, we have partnered with our stakeholders to deliver extraordinary performance. We look forward to continuing our tradition, providing sustainable energy solutions and empowering our customers.

**Thank you for your interest in Expro.**



**Michael Jardon**  
Chief Executive Officer





# Welcome From Our CSO, Karen David-Green

Expro continues to grow and strengthen its position to address our stakeholders’ critical needs. Well expertise and strategic partnership is what we’re known for, and we’re working on strengthening our capabilities in ESG to engineer a better future for all. I invite you to get to know us through this report, see the progress we have made, and understand the opportunities ahead.

## PARTNERSHIP AND GOAL SETTING

Partnership is integral to our operations and business strategy. In 2022, we launched an assessment to understand key stakeholder perceptions and gain valuable information as we continue to advance along our sustainability journey.

We regularly engage internal and external stakeholders to enhance our ESG framework and deliver long-term value. We are pleased to learn through these engagements that the we are focusing on the ESG issues most important to our customers, employees, partners, and shareholders.

As well as feedback from internal and external stakeholders to better understand Expro’s most critical ESG priority areas, we further integrated the United Nations’ Sustainable Development Goals into our operations and have developed initiatives based on **areas where we can be most impactful.**

We listen.

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

CONTACT US 

Since embracing Our Planet as a core value, our Environmental team progressed three key workstreams to support, drive, and deliver the required actions:

1. **Shifting our portfolio** by adopting and adapting our technology and services to advance and develop technology and innovation and harness the power of data.
2. **Measuring and driving performance** and efficiency improvements to achieve our objectives.
3. Considering supply chain by taking a selective and methodical approach to **ensure our supply chain are actively engaged.**

## TURNING COMMITMENT INTO ACTION

Since publishing our inaugural ESG Report in 2022, we have continued to advance and mature our approach to achieve net zero by 2050, with a 50% reduction in carbon intensity by 2030.

We are pleased to announce that our sustainability efforts have again received external recognition. MSCI upgraded Expro’s sustainability rating from a BB to a single-A rating. We have also achieved an upgrade from CDP, a not-for-profit organization that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

Our focus on partnership is more important than ever in achieving our goals. The growth in energy exploration, particularly offshore, is fueled by a surge in global demand for energy, supply disruptions triggered by conflict and commodity prices that remain above pre-pandemic levels.





We are all working within a world of change, new trends and technological advancements. Against the pressure of regulation, global energy demand will continue to rise, influencing growth and geopolitics. There will be a renewed focus on renewable energy with demands at a global level for investment, innovation and resources. The global population will continue to have a voice and influence changes in consumer-behavior to drive the energy transition.

Our operating footprint helps us put people first and improve operations across a diverse operating landscape to support achieving our goals. That is both a privilege and a responsibility and maintaining a partner-centric mindset will help us deliver.

BUILDING RESILIENCE IN 2023

We are building a collaborative culture where ideas, resources and actions can be shared across regions, product lines and functions to reduce our clients’ operational emissions and waste streams. We are working on solutions that not only manage costs but build resilience and drive long-term value.

Honesty, transparency and accountability lie at the core of our global citizenship.

Post-merger, Expro is a relatively new public company. As this review shows we have the will to find a way to improve our business and the planet. The results and progression made throughout the year has been an outstanding team contribution at every level. I offer my heartfelt appreciation to the Expro team and partners for making a positive contribution.

Change, no matter how small, can create a huge impact. You don’t need to be a global super brand to make a difference. **You just need to want to make a difference.**

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

**Karen David-Green**  
Chief Communications,  
Stakeholder & Sustainability Officer





60

COUNTRIES

75

NATIONALITIES

~7.6K

EMPLOYEES

80+

YEARS EXPERIENCE

SERVICE-QUALITY  
LEADER

~95%

2022 customer service, quality, and  
customer job performance rating

95.0%

North & Latin America (NLA)

94.8%

Middle East & North Africa (MENA)

93.3%

Europe, Sub Saharan Africa (ESSA)

94.5%

Asia Pacific (APAC)

OUR REVENUE

~80%

INTERNATIONAL

~70%

OFFSHORE

~7%

US LAND

A DIVERSE SET OF  
GLOBAL CAPABILITIES IN:

WELL CONSTRUCTION

WELL MANAGEMENT

Well Flow  
Management

Subsea Well  
Access

Well Intervention  
& Integrity

Sustainable Energy Solutions

0.36

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

1.07

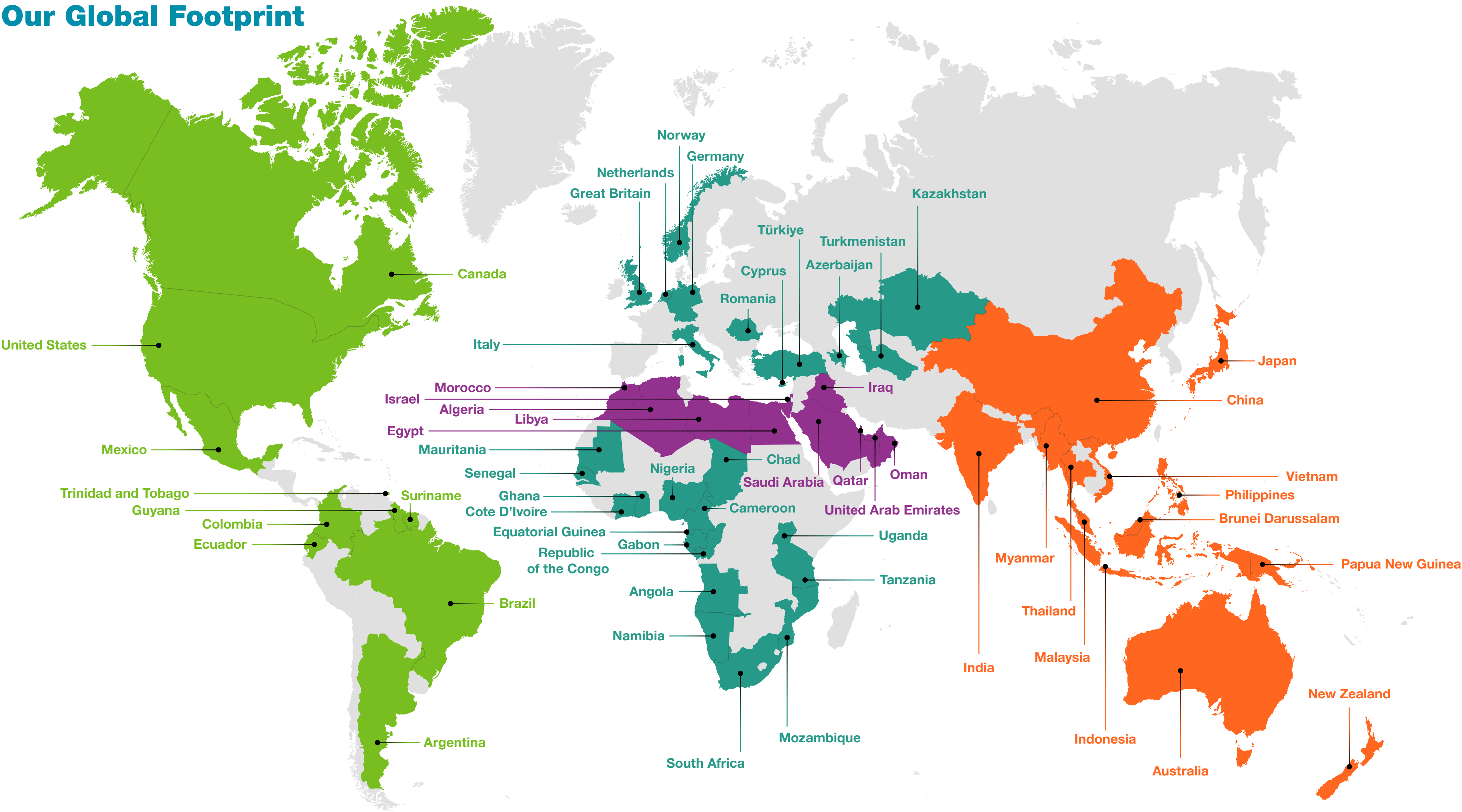
Total Recordable Case Frequency (TRCF)  
(per million hours worked)

NYSE: XPRO

Headquartered in Houston, Texas and domiciled in the Netherlands  
Completed reverse merger with Frank's International on October 1, 2021

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



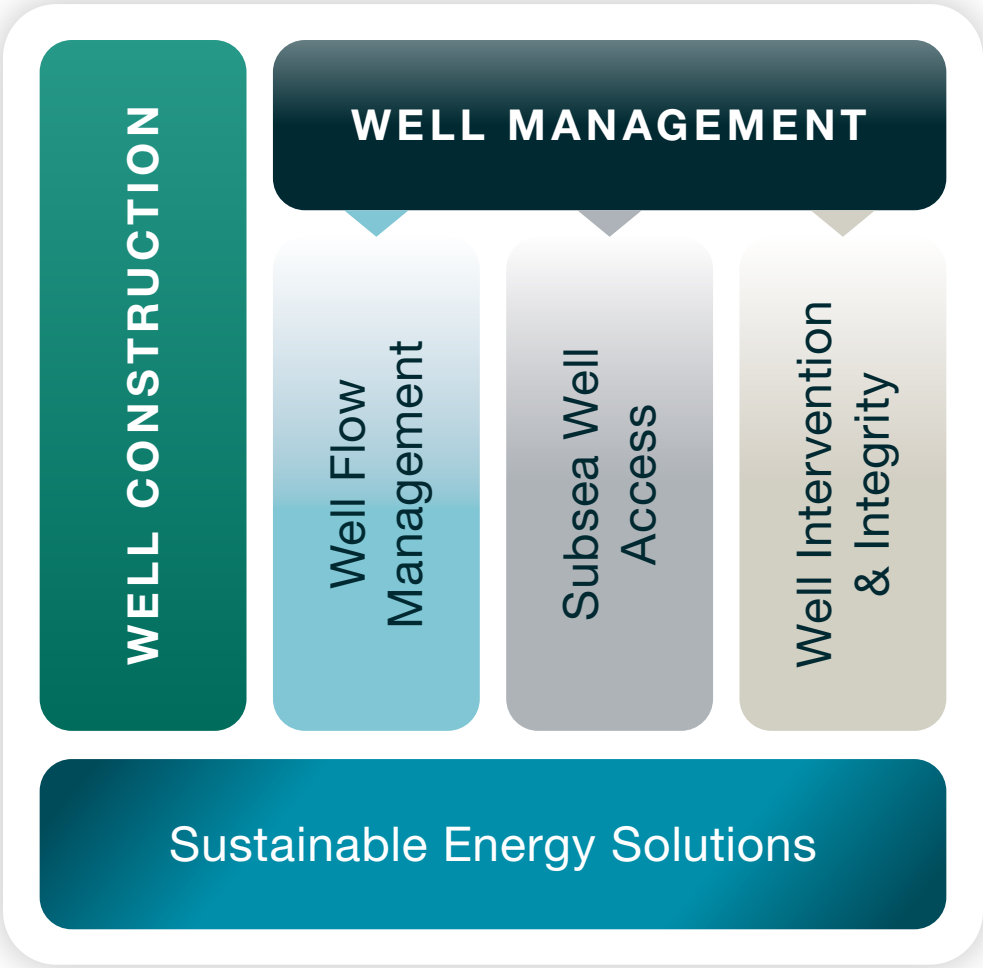




# Our Portfolio

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

With roots dating to 1938, we have approximately 7,600 employees and provide services and solutions to leading exploration and production companies in both onshore and offshore environments in approximately 60 countries. Our four regions of operation include North and Latin America (NLA), Europe and Sub-Saharan Africa (ESSA), Middle East and North Africa (MENA), and Asia Pacific (APAC).



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

## WELL CONSTRUCTION

Our products and services support customers’ new wellbore drilling, wellbore completion and recompletion, and wellbore Plug and Abandonment (P&A) requirements. We offer advanced technology solutions in drilling, Tubular Running Services, and Cementing. With a focus on innovation, we are continuing to advance the way wells are constructed by optimizing efficiency and safety on the rig floor, with digital technologies including iTONG™ and our award-winning CENTRI-FI™ systems.

## Sustainable Energy Solutions

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

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

## WELL MANAGEMENT

### Well Flow Management

We gather valuable well and reservoir data, with a particular focus on well-site safety and environmental impact. We provide comprehensive well flow management systems for the safe production, measurement, and sampling of hydrocarbons from a well during the exploration and appraisal phase of a new field; the flowback and clean-up of a new well prior to production; and in-line testing of a well during its production life. We provide early production facilities to accelerate production; production enhancement packages to enhance reservoir recovery rates through the realization of production that was previously locked within the reservoir; and metering and other well surveillance technologies to monitor and measure flow and other characteristics of wells.

### Subsea Well Access

With decades of experience providing fit-for-purpose subsea well access solutions, our technology aims to provide safe well access and optimized production throughout the lifecycle. We deliver reliable, efficient, and cost-effective subsea well access systems for exploration and appraisal, development, intervention, and abandonment, including an extensive portfolio

of Subsea Test Tree Assemblies, a rig-deployed Intervention Riser System, and a vessel-deployed, wire-through-water Riserless Well Intervention System. We also offer systems integration and project management services.

### Well Intervention & Integrity

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



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# Partnering to advance performance

We are proud of the partnerships, technology development, and strategic advances supporting our clients, helping drive our industry towards net zero, and contributing to our local communities.

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# Environmental waste to valued resource

Our fast-track gas compression systems  
are reducing flaring and improving  
production for our customers.



# Systems that can reduce or eliminate flaring and create opportunities to monetize the gas instead can benefit both the environment and production optimization for our customers.

Routine flaring globally produces about **500 million tonnes** of carbon dioxide equivalent (CO<sub>2</sub>e) annually, according to the International Energy Agency. Furthermore, it's a waste of a valuable resource at a time when the security of energy supplies is critical and government regulations on greenhouse gas emissions are tightening.

Systems that can reduce or eliminate flaring and create opportunities to monetize the gas instead can benefit both the environment and production optimization for our customers.

Over several years in the Middle East and North Africa, Expro has established a successful track record of expertise and experience in partnering with customers to develop fast-track gas compression solutions as an effective alternative to flaring and to enhance production.

As a result of a successful and long-standing relationship with an operator in one area of North Africa, we were recently asked by the company to expand our delivery of on-demand gas compression packages into another site in the region.

The project required the installation and long-term operation of a gas compressor with an inlet separator and Expro pumps to boost well pressures from 40 barg to 88 barg. Gas is injected into the pipeline but is also used to power the compressor pump.

The system is achieving high reliability and has delivered more than 5,000 hours of compression operating time as of the end of 2022.

Following our growing reputation for delivering fit-for-purpose, fast-track gas compression packages, we have been approached by other customers including one for gas-boosting projects at two locations. The contract involves the installation and long-term full project management of two compressors at each site.

The customer identified a need to boost the liquid pressure from 8 barg to 65 barg for wells at one site, and to 75 barg for wells at the other. Having learned of our success in developing and managing gas compression systems elsewhere gave them the confidence to approach us for a solution.

Following receipt of the flowing well conditions from the customer, our production team on location and our Production Solutions team in Dubai partnered to devise an effective system to optimize output at both sites. The packages were completed and ready for deployment ahead of schedule.

Our fast-track gas compression capabilities in the Middle East and North Africa are growing. We're increasing our fleet of compressors and expanding our locations as more customers seek quick and proven alternatives to flaring, to meet regulatory compliance and improve production.



**5K+**  
hours of compression  
operating time delivered



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# Our fast-track production facilities support secure energy supplies

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



# Enabling our customers to access reserves quickly and with confidence is one of Expro’s core strengths.

We are proud to have commenced work on a long-term Production Solutions contract with a major client on a liquified natural gas (LNG) pre-treatment facility in Congo.

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

Our role will be to design, construct, operate and maintain a fast-track onshore LNG pre-treatment facility (OPT), part of the Marine XII development offshore Congo. The facility will be built near to the

Litchendjili gas plant – which supplies gas to the adjacent Centrale Electrique du Congo (CEC) Pointe-Noire Power Plant – and is meant to enable the production of LNG to significantly increase from the West Africa area.

The facility is designed to allow incremental gas production for low-carbon electricity generation. It will link to the client’s offshore floating LNG (FLNG) operations, supporting both the local energy market and increased global demands for LNG to support secure energy supplies.

The pre-treatment facility is designed to process approximately 80 million cubic feet of gas a day.

We are delighted to be able to extend our long-standing partnership with this

valued customer and our activity in West Africa through securing this highly prestigious contract. Our expertise in designing, engineering, delivering, building, operating, and maintaining modular production plants on a fast-track basis is a recognized market differentiator and is expected to further strengthen our presence in the region.

We believe Expro’s experience and capabilities in empowering customers to quickly access reserves can play a critical role in supporting Africa’s significant and growing LNG industry, providing opportunities to support secure energy supplies.

The 10-year contract is expected to generate more than \$300 million of revenue for Expro.

10  
year project

ation de prétraitement Onshore – OPT



**“We believe Expro’s experience and capabilities in empowering customers to quickly access reserves can play a critical role in supporting Africa’s significant and growing LNG industry, providing opportunities to support secure energy supplies.”**

Expro leaders pledge support for our client’s Safety and Environmental culture on this important project







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# Five-year Ugandan field contract keeps focus on location sensitivity

By providing environmentally sympathetic lower-carbon solutions, we can support energy security while contributing to local, and frontier field, development.



Expro designed and engineered a solution with this specific location’s sensitivities in mind. Significant focus was given to environmental requirements and social objectives.

We are delighted that we have secured a five-year Well Intervention and Integrity contract in Uganda in support of a major frontier field development.

A key component in Expro securing the multi-well contract was our ability to provide an innovative environmental solution in support of the client’s carbon reduction objectives. Additionally, Expro’s commitment to national recruitment is in line with a local development plan, working in collaboration with our client and the Petroleum Authority of Uganda (PAU).

The Expro solution placed significant focus on the location’s sensitivity near a national park and areas of national beauty. We are providing environmentally sympathetic lower-carbon operations solutions compared to current market alternatives.

Investment has also been made in a new Expro operational facility in-country, supported by investment in people and training to help exceed local expectations.

Work is scheduled to begin in May 2023, with our support initially covering drilling activity followed by production optimization, integrity and well workover support. We have designed four well intervention units to deliver a single operational solution for slickline and braided line in a cased-hole environment across the life of the well. The solution is designed to reduce equipment footprint and equivalent CO<sub>2</sub> emissions, while delivering improved efficiency.

Expro’s involvement in this project reinforces our ability to partner in frontier field developments in support of energy security.

Our solution was designed and engineered with the specific needs of this project in mind, taking into account the environmental sensitivities of the location and the need to support the project’s overall environmental and social objectives.

It builds on Expro’s current operations in East Africa and on many years of successful delivery on key projects in locations such as Algeria, Saudi Arabia, Mozambique and Egypt.







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# CoilHose™ enables unloading of well in world-first achievement of only 9 days vessel time

Our CoilHose™ Light Well Circulation System (LWCS) system is an innovative development that we believe provides a lower cost, more efficient alternative to traditional coiled tubing systems.



# Reducing health and safety risks and our customer’s carbon footprint. The system’s compact nature also means fewer personnel on board and fewer transport trips.

Expro has delivered the world’s first successful nitrogen unloading of a subsea well for a major client, using our CoilHose Light Well Circulation System.

The deployment of the latest-generation CoilHose technology through a riserless open-water intervention system allowed the unloading of the well with only nine days of vessel time required, enabling a more compact operational footprint than traditional methods.

Our customer had a completed well that had a column of brine in the main wellbore. After carrying out simulations, it was clear that a nitrogen gas lift was necessary to unload the completion fluids and bring the well into production.

We have a successful history of partnering on projects with our client. They had been aware of CoilHose from its earliest days and had used it before to complete jetting work on

assets in Norway. As a result, the operator had a good understanding and confidence in the technology.

The project marked the first deployment of the latest version of CoilHose at the time. There was a high degree of additional testing, planning, and engagement between both partners. The support we received from our client’s subject matter experts – from the planning and testing phases through to the project readiness phase - was exceptional.

The client required a hybrid approach to the project, meaning we would work with their preferred wireline vendor. Close collaboration between multiple companies meant we could ensure the client received a fully integrated service.

CoilHose was run from the wireline vendor’s unit in open water to the subsea system at a depth

of 2,150 meters. The well was unloaded over seven hours.

Detailed planning between Expro and the client delivered a ‘textbook’ deployment of CoilHose, which was achieved safely and significantly ahead of time, reducing operational costs.

Only nine days of vessel time were needed from mobilization to demobilization, while rig up and deployment were much faster than for conventional intervention.

The system’s compact nature and small footprint meant fewer personnel on board compared to a coiled-tubing package. This helped reduce health and safety risks and the operation’s carbon footprint. Fewer transport trips, smaller fluid volumes, and the most highly efficient power generators, which are significantly smaller than those for coiled tubing systems, were additional benefits.

**“With this recent success, we see that CoilHose is a useful tool for us to handle depleted reservoirs.”**

AN EXPRO CUSTOMER

**CoilHose™ Light Well Circulation System improving safety, environmental impact, and well downtime**







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# Delivering digital automation to enhance operational safety and efficiency

iTONG™ is one of a suite of digitally intelligent well construction solutions in development as part of our strategy to adapt and adopt technologies to address the energy challenges of today and tomorrow.



Controls, executes, verifies, and validates. iTONG™ enhances operations, protects personnel, and improves safety and efficiency, all with lower operational costs.

The red zone on a rig floor can be hazardous, so new technology that reduces risk by removing people from the area can be critical to improving safety. If it can also help significantly cut carbon dioxide (CO<sub>2</sub>) emissions and reduce costly rig time, it can add up to multiple benefits for our customers.

Tubular running services, where joints of tubing and casing are made up and broken out by personnel in the red zone, can be high-risk activities that have not traditionally been a focus of digital innovation.

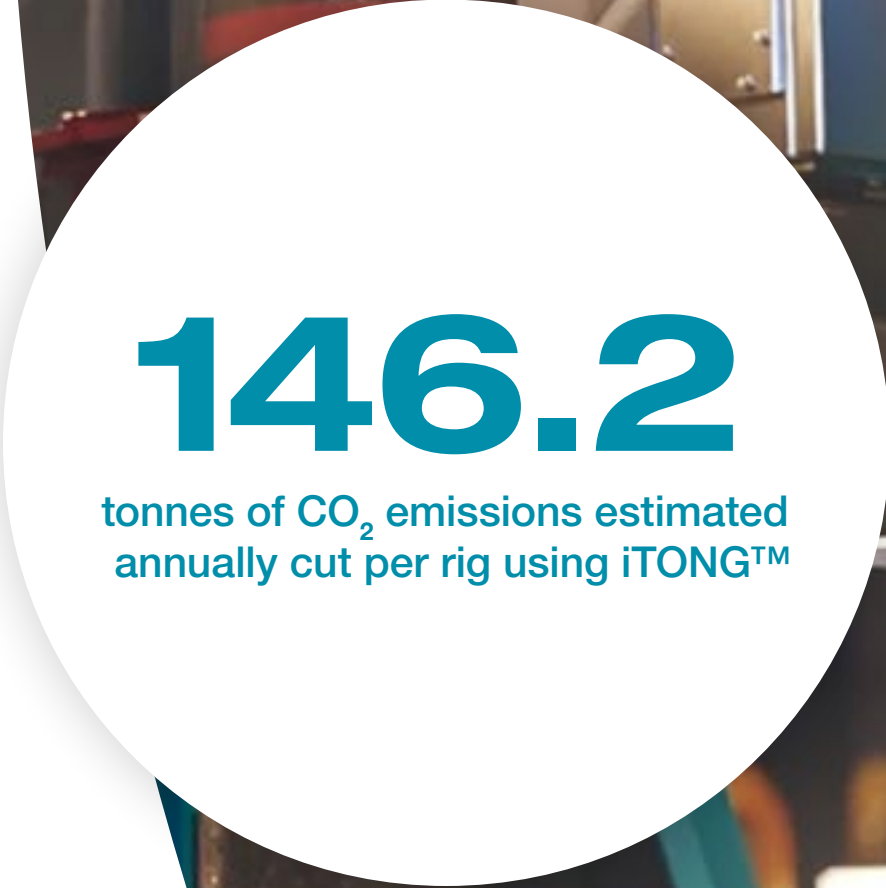
However, things are changing. Expro is driving greater rig floor automation thanks to our iTONG™ system. Coupled with our other products iTONG™ becomes a crucial part of a much bigger technological solution to reduce redzone CO<sub>2</sub>.

A customer needed a modern tubular running services solution that could protect personnel, reduce emissions, and save rig time. A digital solution was the best answer.

In response, we developed the iTONG™ automated tubular running services system. iTONG™ controls, executes, verifies, and validates the make-up of casing and tubing joints, confirming they are made to a specific torque or broken out in an automated sequence using a single-push button controlled by the driller. We believe it is the industry’s most technologically advanced system of its kind.

iTONG™ offers seamless integration with existing rig operations and advances fully autonomous running of casing and completion tubing. The system increases the overall acceptance rate of the make-up process, reducing backouts and rig time, and improving well integrity and safety. The one-button, remote-operated solution allows the operation to start from a touch screen integrated into the driller’s chair. Once the auto make-up button is pressed, the system controls all operations of the tong make-up sequence, using machine learning technology to consistently deliver optimal make-ups.

Automating the connection make-up process can halve crew numbers and speed up operations with associated environmental benefits. Expro estimates a rig using iTONG can cut annual CO<sub>2</sub> emissions from rig time, travel, and accommodation by 146.2 tons a year.



iTONG™ enables automated connection make-up at the push of a single button





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Unifying our  
organizational profile  
and way of working

We stand firm on our commitment of  
“innovation with purpose” to develop  
the next generation solutions.

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# Our Board Of Directors

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

Expro is organized under Dutch law, which stipulates that only a non-executive director can be the Chairman of the Board. The Board believes this structure promotes increased board independence from management and therefore leads to better monitoring and oversight.

The Company’s **Board** currently has three standing committees: the **Audit Committee**, the **Compensation Committee** and the **ESG Committee** (formerly known as the Nominating and Governance Committee). Each of the three committees is composed of independent directors under NYSE rules and has the composition and responsibilities described below.

### Audit 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 accountants; the scope of the Company’s annual audits; fees to be paid to the independent accountants; the performance of the Company’s independent accountants and the Company’s accounting practices. In addition, the Audit Committee oversees the Company’s compliance programs relating to legal and regulatory requirements. The Audit Committee is also charged with oversight of the Company’s system of internal controls and risks relating to financial reporting, legal, regulatory and accounting compliance.

### Compensation Committee

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 compensation of the Company’s executive officers and directors.

### ESG Committee

The Board’s focus on ESG led to the Nominating and Governance Committee expanding its duties and changing its name to the ESG Committee in March 2022. The ESG Committee oversees Environmental, Social, and Governance initiatives, including climate- and human-capital related risks, as well as Enterprise Risk Management, and the assessment of enterprise, fraud, strategic, and cybersecurity risks. Additionally, 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.

Consistent with its focus on ESG, Expro selects Board members through an established criteria with the ESG Committee that includes desirable skills, experience, and diversity for the Board. The ESG Committee will take into account various factors and perspectives, including differences of viewpoint, professional experience, education, skill and other individual qualities, such as gender, race, ethnicity and age, and the variety of attributes that contribute to the Board’s collective strength.

The **Corporate Governance Guidelines** confirm that an important component of the Board is diversity. In addition, the Board believes that the Company should strive to take into account a balanced gender representation as much as possible when making nominations for election and to have at least 30% of the members be women.

In evaluating director candidates, the Company assesses whether a candidate possesses the integrity, judgment, knowledge, experience, skills and expertise that are likely to enhance the Board’s ability to oversee and direct the Company’s affairs and business, including, when applicable, to enhance the ability of committees of the Board to fulfill their duties and the quality of the Board’s deliberations and decisions. In evaluating directors under its diversity policy, the Company considers diversity in its broadest sense, including persons diverse in perspectives, personal and professional experiences, geography, gender, race and ethnicity.





# Our Approach To Sustainability

**We understand that sustainable solutions have never been more important to our industry. We stand firm on our commitment to “Innovate with Purpose” and develop the next-generation solutions that will enable Expro – and our customers – to tackle the challenges of today, while working towards transforming tomorrow.**

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

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











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

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

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



Our Environmental Achievements In 2022

Objective	Target	Achievement
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.	
Helping to reduce our clients' operational emissions and waste streams.	 Capture ~47% Research and Development (R&D) spend related to emissions reduction projects.	



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Our 2023 Objectives

Objective	Target
Reducing our own operational emissions and waste streams.	 8% reduction for Scope 1 + Scope 2 Greenhouse Gases Emissions (Absolute) from 2021 base-year.
	 5% Improvement in overall recycling rates.
Helping to reduce our clients’ operational emissions and waste streams.	 50% Research and Development (R&D) spend related to emissions reduction projects.
Upholding our reputation as a socially responsible operator by actively monitoring our impact to our surrounding communities.	 10% reduction of environmental spills per annum.
	 ZERO significant fines and non-monetary sanctions for non-compliance with environmental laws and/ or regulations.
Developing solutions that are relevant to the evolving energy transition market.	 10% of total revenue coming from non-core Oil & Gas energy projects by 2026.
	 Develop a sales opportunity pipeline for Geothermal and Carbon Capture, Utilization and Storage (CCUS) projects by year end.
Helping to reduce our operational emissions and waste streams and the operational emissions and waste streams of our clients.	 Transition coverage from only critical business to overall spend with respect to ESG commitment.
	 New Supplier Request Format (NSRF) qualification to deploy 70% ESG passing score on first pass for all CAPEX / OPEX vendors.



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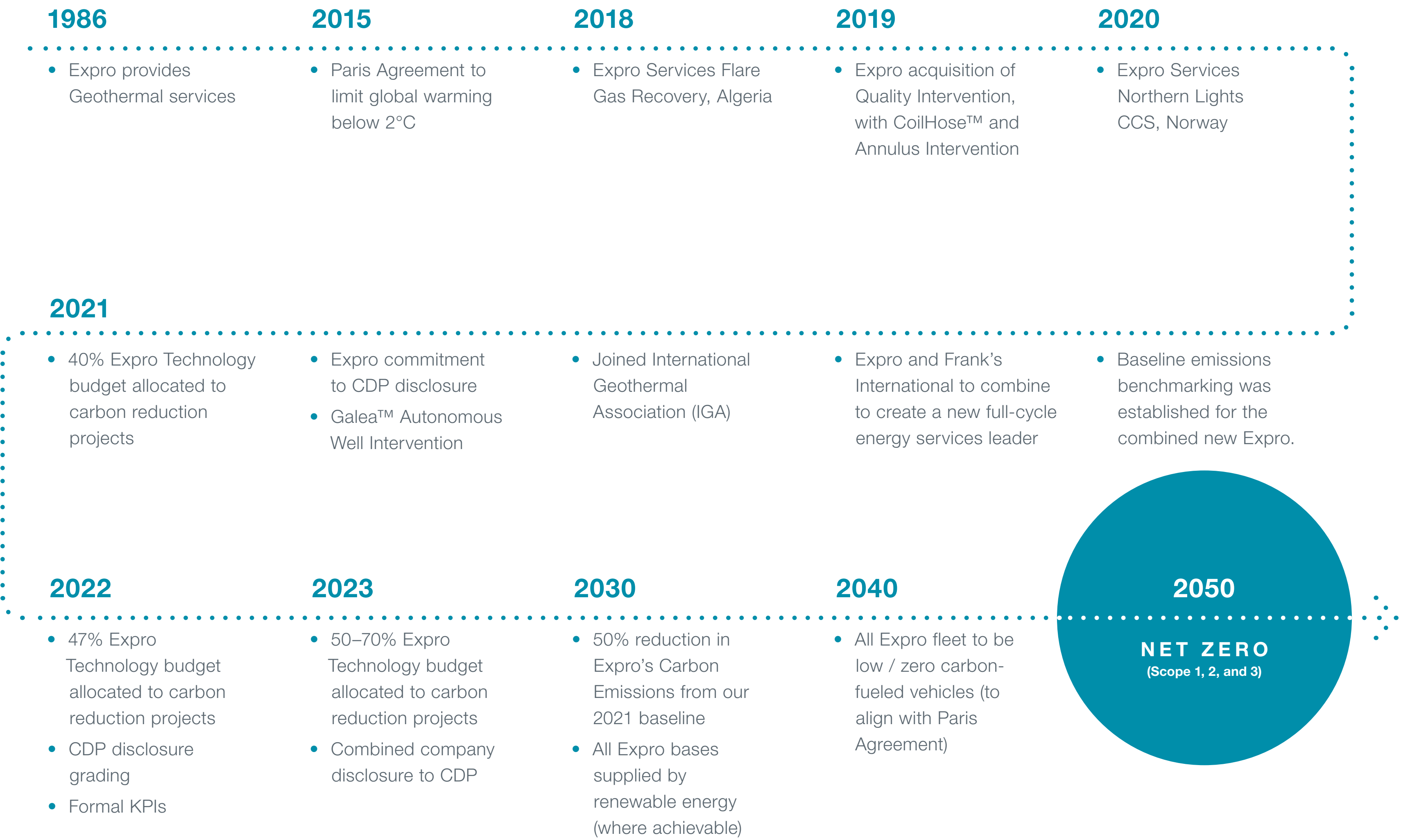
# Our Roadmap To Net Zero

Protecting our planet to achieve net zero by 2050

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

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

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





# Our Program To Support Company-Wide Compliance

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

## Anti-Corruption Compliance

Reducing the risk of corruption in our business operations is a top priority for Expro. Policies, internal controls, systems and processes are in place to reduce the risk of corruption and bribery, and to help our employees understand the importance of carrying out our business in compliance with our **Code of Conduct**, as well as with all applicable laws in the countries in which we operate. Expro’s Code of Conduct guides our approach to ethical issues and principles and the Anti-Corruption Policy further clarifies these principles and provides help to our employees to apply these principles in their daily work. If employees are in doubt about the right course of action, they can seek help and advice from the compliance department - relevant contact details are provided within the policy documents as well as in the compliance section on the Expro intranet portal.

## Tax Strategy

The tax department is responsible for overseeing and managing all tax affairs of the company worldwide. Day-to-day tax compliance and reporting are administered by a team of Tax Managers based in regional offices worldwide. The Company also engages external professional service providers to deliver specialist technical support.

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

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

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

## Economic Sanctions

Expro seeks to conduct business in compliance with all applicable trade sanctions. Trade sanctions restrict activities related to targeted countries, governments, entities, individuals, or industrial sectors and are imposed by various countries or multinational organizations such as the US, the EU, the UK as well as the United Nations. Expro employs a global sanctions screening process to screen Expro’s clients and suppliers to mitigate sanctions risk. In 2022, we screened more than 23,000 clients and suppliers. We also brief our employees in relevant functions periodically regarding applicable trade sanctions.

## Logistics Compliance And Export Controls

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

Expro’s logistics related compliance program focuses on standardization and regular application of logistics policies, processes, and procedures that have been designed to meet legal requirements in relevant jurisdictions.

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

## Data Privacy Laws

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



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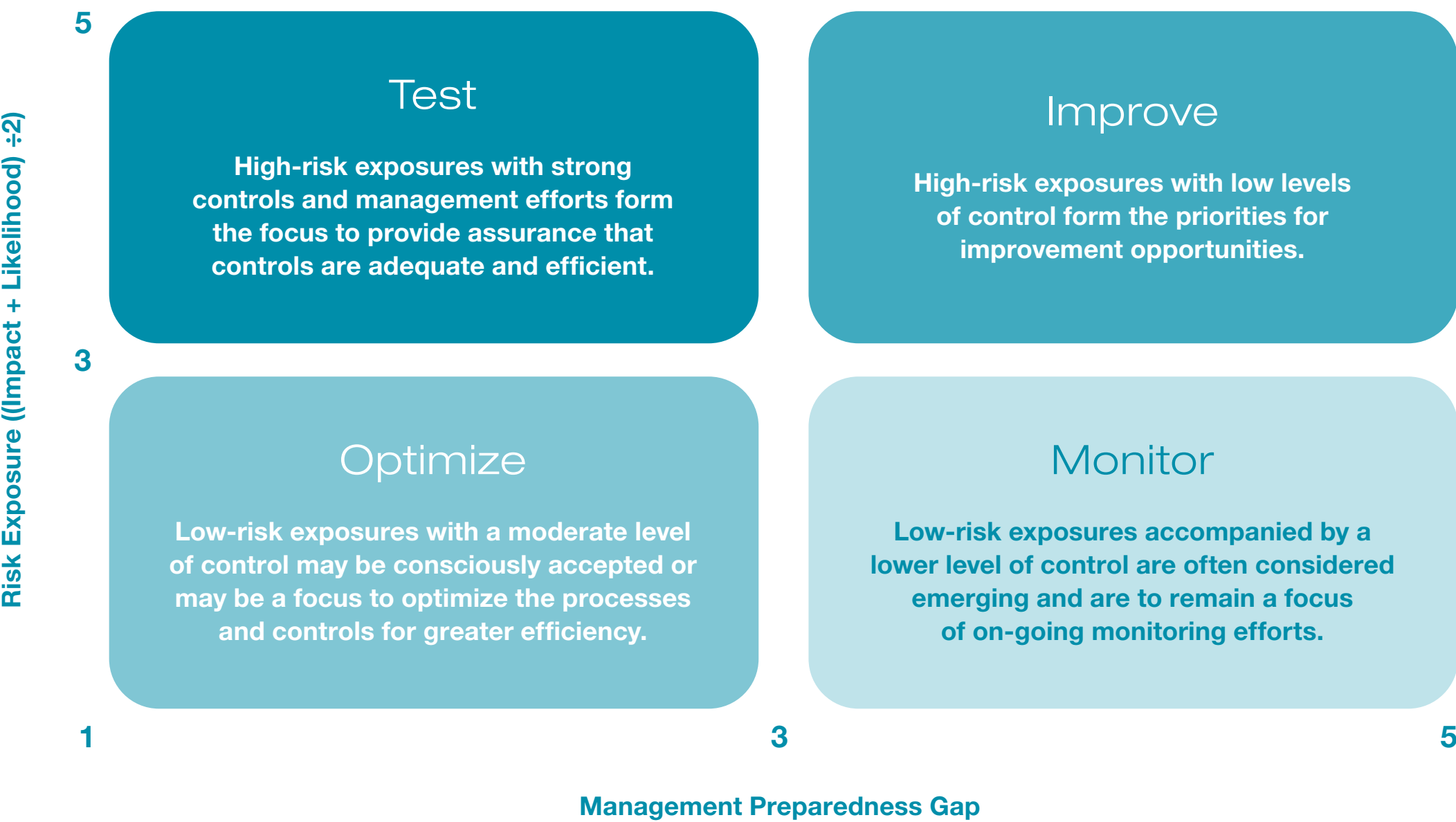
# Enterprise Risk Management And Execution

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

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

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

## Risk Action Matrix







# Using Impact Assessment To Address Critical ESG Topics

We believe it is critical for us to understand the priorities of our stakeholders to drive long-term value creation. Materiality is embedded within our approach to sustainability as we seek to minimize our own environmental impact and strive to enable our customers to achieve their sustainability goals. In order to accomplish these ambitions, we undertook a formal impact assessment in 2022.

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

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

Key stakeholders:

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

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

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

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



# Partnering With Stakeholders To Guide Our Sustainability Strategy

Core to our mission of engineering a better future for all, partnering with and listening to our stakeholders is integral to our daily operations and business strategy. The sustainability impact assessment we conducted in 2022 allowed us to survey key stakeholders, providing us with valuable information as we continue to move along our sustainability journey. We regularly engage our internal and external stakeholders to solicit their feedback in order to regularly enhance our ESG framework and to deliver long-term value for our stakeholders.

In 2022, we launched an employee engagement survey which helped track our employees’ perception of our commitment to improving our impact on the environment. We are proud that approximately 80% of our workforce responded positively to this question.

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

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

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

CONTACT US ➤



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# Sustainable Energy Solutions

Technologies and expertise to reduce emissions and unlock new sources of cleaner, low-carbon energy

## Our Place In The Future Energy Mix

Energy Security and the Energy Trilemma have been watchwords across our industry throughout 2022.

Volatility created by geopolitical tensions in Europe, combined with a strong rebound in energy demand following the global pandemic, have created a unique set of challenges in our sector. The Energy Trilemma, which combines the threats of energy security, affordability, and the need to transition to cleaner energy sources, is the issue that nations all around the world are attempting to address.

As the energy industry embraces transition and the need to make real and visible headway towards a lower-carbon world, we believe that a diverse energy mix is essential to enable us to meet our collective commitments.

Fossil fuels will continue to play a role in our future energy mix. However, the challenge exists to extract this energy with a lower-carbon footprint and reduced greenhouse emissions. Most major energy companies have set targets to achieve net zero emissions by 2050 and the investment community expects swift action from oil and gas companies to cut greenhouse gas emissions.

At every level of the energy collection process, Expro strives to work together with our clients to reduce operational emissions. We are dedicated to advancing and growing by utilizing data, technology, and innovation to reduce our own carbon footprint as well as that of our customers and our supply chain.

We are committed to reducing the carbon intensity of the oil and gas industry and playing a key role in the development and growth of renewable energy sources to support the energy transition in order to fulfil our promise to reach net zero emissions by 2050 and achieve our Paris-aligned goal of 50% reduction in CO<sub>2</sub>e emissions by 2030.

As more investment is made in renewable and low-carbon energy sources, we believe we are well positioned to support the energy transition progress and strengthen our portfolio to support growth in these areas.





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Advancing Our Portfolio

In order to enhance our portfolio offerings in our current space and lay the groundwork for growth in and through the energy transition and into the future, Expro established our Portfolio Advancement function in 2021.

This is a critical component in the overall mission to keep Expro relevant and dynamic, as we embrace the energy challenges of our world and our industry.

Where once we were seen as an oilfield services business, we believe we are now an energy services business, both in how we act and how we deliver. Our future success depends on our ability to identify and enter new markets, leveraging our Product Line skills and experience, and answering to the expectation of our clients – existing and future – as they make their own journeys to net zero and sustainability.

Portfolio Advancement was established to advance Expro’s strategy to solve the issues associated with climate change and emissions reduction. Together with our investment in Research & Development (R&D) for carbon reduction initiatives, these actions demonstrate our unwavering dedication to creating the forward-looking technologies and alliances necessary to realize the net zero goals of our company, the sector, and the world.

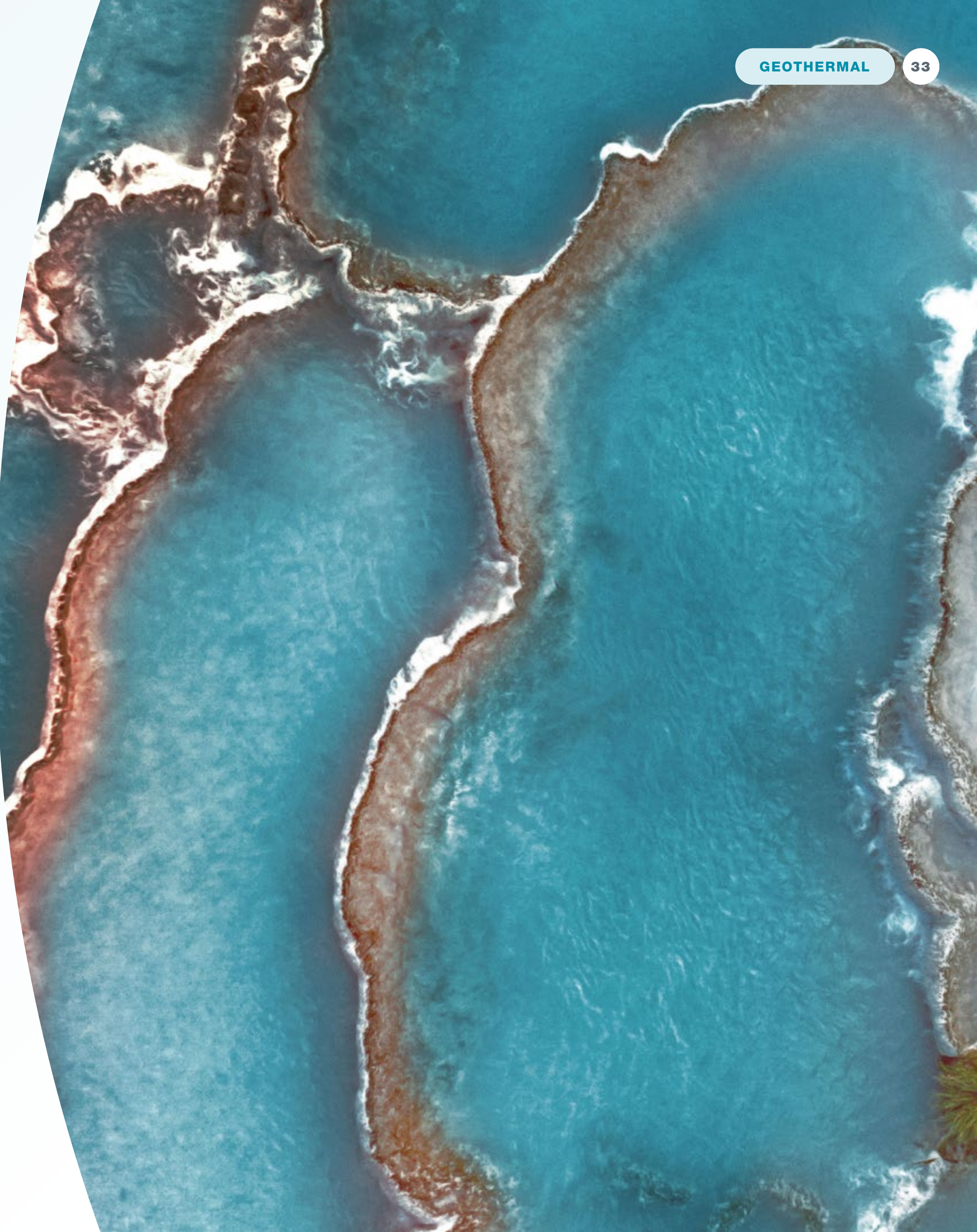
Expro views today’s market challenges as an opportunity, and we believe we are well positioned to take advantage of these. As recognized global well experts and a trusted partner in the energy

industry, we already play a role in enabling our clients to achieve their carbon reduction goals in support of the energy transition.

The emerging new energy markets, for example Geothermal, Carbon Capture and Storage, Hydrogen and Emissions Management, provide us with multiple opportunities to use our transferable skills and technologies to support this transition and diversify our business. Many of the alternative energy sources are adjacent to our core activities as they involve reservoirs, require wells to be drilled, and production processes to extract and exploit that energy, therefore providing a relatively easy pivot from what we do today.

Our ultimate aim is to achieve trusted partner status with our key customers and be the first call they make when they have a challenge or opportunity. We will build on progress made to date in Geothermal, where Expro’s expertise and technology portfolio enable us to play a full part in supporting this emerging sector, and we will pursue opportunities to adapt and expand into Carbon Capture and Storage, Hydrogen and Emissions Management, all areas that should allow us to position Expro as a key enabler in the future energy mix.

We firmly believe our ability to collaborate and create strategic partnerships can position Expro as a global leader across all energy markets, expanding our current portfolio offering to develop the foundation for growth in and through the energy transition and help shape the future strength of Expro.





Geothermal... The Heat Beneath Our Feet

The expanded and widespread use of renewable energy sources, including Geothermal, hydro-electric, solar, wind, and bioenergy, is one of the cornerstones of the transition to a sustainable energy future. We understand there is no one ‘silver bullet’; our future energy mix will be a diverse mix of renewables and oil & gas. Geothermal has the potential to play a key role in this mix, helping to replace natural gas, reducing reliance on imported energy, and providing a clean, renewable ‘always on’ source of energy.

Our Portfolio Advancement Team

In 2022, we prioritized Geothermal energy, making significant advances to position Expro in this important market.

Appraising emerging areas within the energy transition and decarbonization market involves a number of variables, including market drivers, customer investment, and the ease of designing a solution to kickstart new business growth. The risk profile, necessary experience and skill set, existing technologies, and portfolio gaps were all taken into consideration during our analysis.

Geothermal is a rapidly growing global market which offers affordable sustainable energy and energy security. Geothermal can be harnessed not only for power generation but also direct-use applications such as heating and cooling. We view this as a great time for Expro to pivot into this space, as new exploitation and surface turbine technology improve the viability of Geothermal projects and provide the scalability needed for Geothermal to be accessed anywhere in the world.

Expro is no stranger to Geothermal, having been in the industry since 1986. The Geothermal market offers opportunities to utilize our transferable skills and engineering problem-solving capabilities to help drive the transition. Our extensive track record covers operations in high enthalpy regions such as New Zealand, California, and Indonesia, to lower enthalpy regions in Europe.

Our wells expertise and portfolio offering are readily transferable to the Geothermal industry, allowing us to grow from our already established foothold, and provide a low-carbon line of business adjacent to our oil and gas portfolio. Our capabilities continue to grow in tandem with the sector’s transition from high enthalpy to low and mid enthalpy regions.

“We are delighted to see well established oil and gas service companies like Expro showing real interest in the Geothermal sector. The customer-oriented approach and dedicated back-office engineering expertise, in conjunction with the broad experience in the execution of all kinds of well testing operations, is exactly what our industry and our company are looking for.”

A EUROPEAN GEOTHERMAL CUSTOMER







Advancing Into The Geothermal Arena

Early in 2022, we set the ambition to become a strategic partner of choice and committed to Geothermal business development with a proactive and integrated solutions approach. This strategy centers on what Expro does best — our technical expertise, safety performance and operational excellence.

We have invested in our Portfolio Advancement team as a key component of our strategy to deliver sustainable energy solutions. Senior-level management has been added to help us advance our global strategy. We are utilizing our key strengths; our well-established transferrable technologies across all of our relevant product lines, and our ability to establish strategic partnerships and alliances with suppliers of complementary technologies and services.

Winning And Delivering Work

The award of a multi-services contract for a client in Germany signaled our shift from discrete services to integrated solutions. This agreement strengthens our position as a solutions provider in the industry and grows our company’s presence in Europe. It also gives us a foundation for further expansion in the region, supporting our strategic goal to assist customers in gaining access to new sources of cleaner, low-carbon energy.



Another key contract we were awarded in 2022 was for a 10-well Geothermal project in the Netherlands. With eight more to follow in 2023, the Expro team successfully completed the first underbalanced perforated completion on two wells. This innovative technology has been adopted from the oil and gas industry and adapted to bring value-added productivity improvements in Geothermal applications.

Making Our Mark

Expro and media outlet Energy Voice sponsored and led a ‘Tracking Transition’ virtual panel discussion in June 2022 to raise awareness of the Geothermal business and position Expro in this market. Two publications were released soon after to further highlight Expro’s abilities and commitment to the industry.

At the Indonesian International Geothermal Conference in September, Expro also unveiled our new Geothermal branding, winning gold for best booth design and further raising our visibility in the industry.

Expanding Our Partnerships

Expro is a member of the International Geothermal Association (IGA), SPE Geothermal Chapters, Geothermal Rising, and the European Geothermal Energy Council (EGEC).

We are focusing on working with these organizations and other industry partners in 2023, to advance our position within the growing Geothermal sector. Additionally, we intend to be well represented in relevant industry media sources, and industry podcasts, to develop awareness and further strengthen Expro’s position in the Geothermal market.

We look forward to building on progress made to date on our first Geothermal well tests in Germany, Tubing Conveyed Perforating operations in The Netherlands, and well intervention operations in Asia Pacific.

Expro @ExproGroup · Sep 14  
The 2022 Geothermal Convention & Exhibition, Jakarta, is in full swing, with lots of discussion on the future of cleaner, low-carbon energy sources. Visit the team to discover how we can help achieve your ambitions for tomorrow, today. Find out more - [igce.com](https://igce.com)



Winners ‘Best booth’

IIGCE 2022





# Geothermal Case Studies

With a trusted combination of expertise and technical knowledge, we are delivering safe, reliable, and sustainable geothermal operations

**Greenport Westland-Oostland is a global center for greenhouse horticulture in Holland, involving key players across the vegetable and flower crop production industry, including farmers, suppliers, buyers, and research organizations.**

Greenhouses typically have a high heat requirement and have relied on natural gas to provide that energy. As natural gas production declines and costs increase, the growing need for sustainable heat and energy sources necessitates the development of alternatives. Geothermal energy is a viable and sustainable solution for heating buildings, greenhouses, and industrial facilities.

Greenport’s master plan comprises a total of 153 geothermal doublets (well pairs) spread over an area of 170 km², realized in two separate sandstone layers. It is estimated this Geothermal development will provide 25% of the Greenport Westland-Oostland greenhouses with heat for over 30 years.

Several Geothermal wells have been drilled in recent years with varying success, some wells have experienced sand production and integrity challenges. The Westland-Oostland project uses cemented liners and Tubing Conveyed Perforating (TCP) to overcome these challenges and mitigate against sand production.

In 2022, Expro was awarded a 10-well contract to provide TCP in dynamic underbalanced conditions. This innovative technology has been used in oil and gas operations for decades to maximize performance in wells and it has now been adopted in Geothermal wells to enhance productivity and injectivity into the Geothermal aquifer. Dynamic underbalanced conditions provide optimal perforation clean-up and specialised charges ensure optimal performance in the target reservoir.

The Expro TCP team performed shock modeling (PulseFrac) to ensure the long bottomhole assembly could be successfully deployed, fired, and retrieved on coiled tubing. Our integrated project management solution provided technical know-how, supply chain co-ordination, and operational excellence to ensure the project’s success.

As of January 2023, two wells have been successfully completed.

**Find out more about this pioneering Geothermal case study**

**READ MORE** ➤

**The French Caribbean island of Guadeloupe has a long-term goal to be energy autonomous by 2030 with Geothermal energy seen as a crucial component of their future energy mix. Researchers believe the island has the capacity to generate up to 30% of its power from Geothermal resources.**

One of the many challenges faced by the island in realizing this ambition is access to technology and service providers to support these isolated island developments

Expro was contracted to install 30-foot conductor strings to depths below the shallow water flows for this remote island Geothermal project. With no drilling rig on site and minimal drilling infrastructure in place, our crew had to utilize a construction crane to drive the conductors to the proper depths and engineered a special landing frame to support the conductors vertically during the initial operation.

A number of other key challenges were overcome during this remote operation.

**For more details on how we successfully installed the conductor strings for this crucial remote project**

**READ MORE** ➤







PERFORMANCE

Driving change  
through activities  
and achievements

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

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# Building On Our Commitments

Enhance today. Maximize efficiency. Transform tomorrow.

**Through 2022, the remit of Expro’s Environmental workstreams was firmly to build on the strong foundations we had set – and to advance our journey towards our emission reduction goals.**

Since embracing ‘Our Planet’ as a core value of the organization, our Environmental team progressed three key 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

### Measure And Drive

Driving performance and efficiency improvements to achieve considered quantified objectives

### Considered Supply Chain

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

Effective communication of our Roadmap to 2030 across Expro was critical to getting our workforce educated and invested in the company’s ambitions. For our Environmental workstream to make real progress, it was important to cascade our Environmental objectives for 2022 throughout the organization.

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

### Focus Areas Included:

- Renewable energy procurement in our workshops and office areas
- Opportunities to install solar energy
- Identifying improvement areas for fuel consumption in our global fleet and utilizing cleaner fuel where possible
- Energy conservation programs

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

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

- Improving our waste recycling rates
- Reducing environmental spills events
- Avoiding any significant fines and sanctions across our global operations

We set to reduce our Scope 1 and Scope 2 emissions (absolute and intensity) by 4% in 2022. Other targets were to improve our waste recycling rates by 5%, and reduce our environment spills events by 10%, along with a ‘no significant fines and sanctions’ target for 2022.

We are proud of our progress during 2022 in achieving these objectives and we look forward to continuing to build on these achievements.





# Environmental Performance And Progress

## CDP Rating Upgrade

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

We were pleased to achieve the score of C (Awareness) using the United Kingdom area of operations as a pilot. This consisted of 17 operational bases and was the first step in standardizing our process to address our environmental impacts.

Our strategy for 2022 was for global disclosure to take a significant step forward on effectively implementing protocols across our global operations.

We were proud to be awarded B rating which specifies Environmental Management commitment. Companies that score a B have addressed the environmental impacts of their business and demonstrate good environmental management. This B-score also shows evidence of Expro managing our environmental impacts across our global operations.



## Data-Driven Actions And Performance

The challenging role of supporting sustainable development must be driven by an effective data system. Data helps Expro make considered decisions, can enhance corporate knowledge related to sustainability, and support our long-term decisions in relation to our approach to our planet.

We use a data system to support our environmental impact management program. We collect our environmental data from Expro locations across the globe and record the data. Our QHSE department supports Company leadership across of the organization, including the Executive Management Team and Board, with data-driven information to enhance our Environmental Management Systems.

 **Caliper services suitable for high pressure-high temperature and Geothermal applications**







# Environmental Management Systems

**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.**

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

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

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

Leadership supports the environment management systems through the endorsement of high-level commitments and its effectiveness is reviewed annually as part of the Global IMS management review process. We seek to regularly enhance our environmental management systems by following industry standards. In 2022, Expro reached 26 certified sites and 11 countries are currently certified in ISO 14001 Standards.

## Environmental Aspects and Impacts Management

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

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



Expro’s Mosing Technology Center, Lafayette, Louisiana, US



# Driving Environmental Compliance

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

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 2022, Expro reported no significant penalties or environmental fines to be paid at any location.

## Climate Resilience And Adaptation

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

We have enhanced our Enterprise Risk Management process since 2022, including the identification of environmental impacts. Climate-related physical and transition risks, opportunities, and financial impacts are identified in line with the TCFD recommendations. These are reported by Expro through our CDP disclosure.

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

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

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

This process is aligned with recommendations of the TCFD.



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

  
**Our LEED Silver certification on display at our Lafayette facility, Louisiana, US**



# Committed To Energy Efficiency

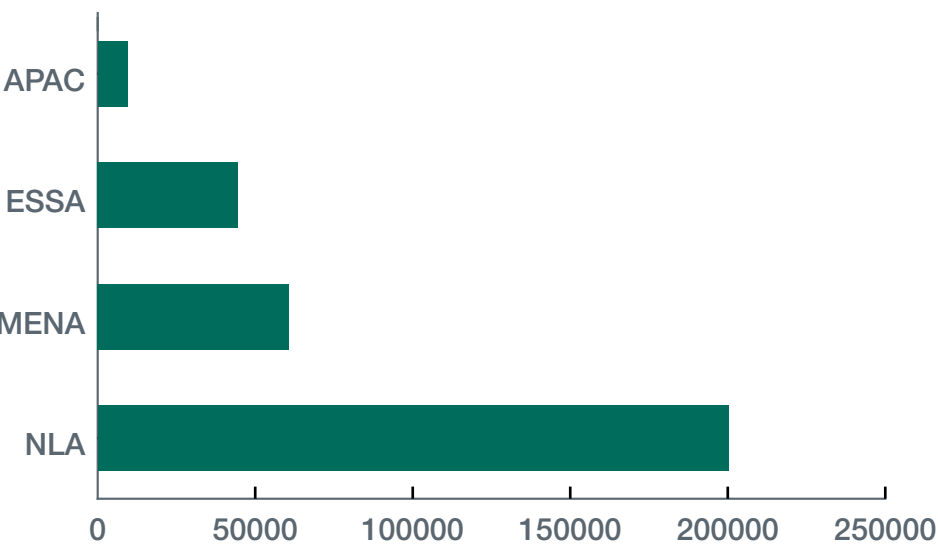
Expro has a commitment to enhance energy efficiency through various initiatives, from local Energy Conservation Campaigns to the expansion of renewable energy procurement initiatives, by negotiating Renewable Power Purchase Agreements where feasible and considering the application of self-power generation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

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

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

Expro's renewable energy procurement is a strategic element to improve efficiency. We have begun to replace legacy Power Purchase Agreements, where possible, with the acquisition of renewable energy assured by energy attributes. We can find some successful cases in the UK, Norway and the United States. We seek to continue to expand the application of Renewable Procurement Energy in other geographical areas.

Energy Consumption Distribution Per Region (In Gigajoules)



9,520  
APAC

44,623  
ESSA

60,800  
MENA

200,206  
NLA

315,150

Gigajoules  
Energy Consumption 2022

## Here Comes The Sun...

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

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



# Improving Water Useage And Discharge

**Expro is focused on improving water usage from our 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.**

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

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

At the end of 2022, Expro started to map water usage and wastewater discharge at water-stressed locations, and record information into its environmental data systems.





# Supporting Responsible Waste Management

Expro’s leadership endorses Waste Management Programs in order to improve recycling rates and reduce hazardous waste generation. We established waste management programs based on reducing the environmental impact in our products and services lifecycles.

Waste generation from different Expro locations is recorded in our system, which provides the information required to measure waste management performance to reduce the hazardous waste production, seek opportunities for recycling, and track and improve the associated Scope 3 CO<sub>2</sub>e emissions.

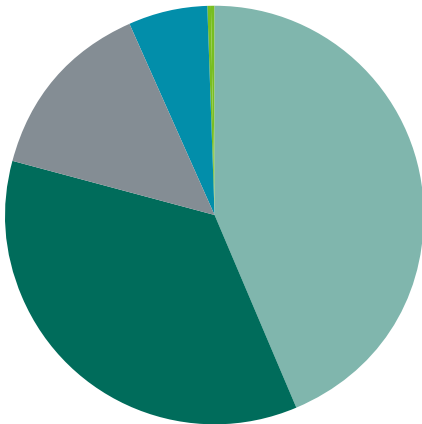
In 2022, we were able to improve waste management through implementation of initiatives to promote better waste segregation and reduce disposal on landfills. We are continuing to work with suppliers to improve waste recyclability and to adopt best practices in waste management around the world.

We have defined a commitment to support a circular economy by stimulating recycling at Expro locations, and work closely with local communities to mitigate environmental impacts through responsible waste management, while supporting local social development.

Waste Generation  
By Waste Type (In Tonnes)

Waste Use Type	Weight (tonnes)
Batteries	1.41
Construction Waste - General	14.51
E-waste	2.61
Glass	1.22
Metal	876.92
Mineral Oil	94.41
General Hazardous Waste	1,585.85
General Non-Hazardous Waste	1,186.32
Organic Waste	20.54
Paper and cardboard	96.67
Plastics	29.83
Wood	283.39
Total	4,193.680

Waste Disposal  
Distribution By Type (In Tonnes)



RECYCLING

1,837.14

LANDFILL

1,485.5

INCINERATION (MASS BURN)

602.38

ENERGY RECOVERY (COMBUSTION)

252.07

COMPOSTING

16.39

ON-SITE STORAGE

0.17

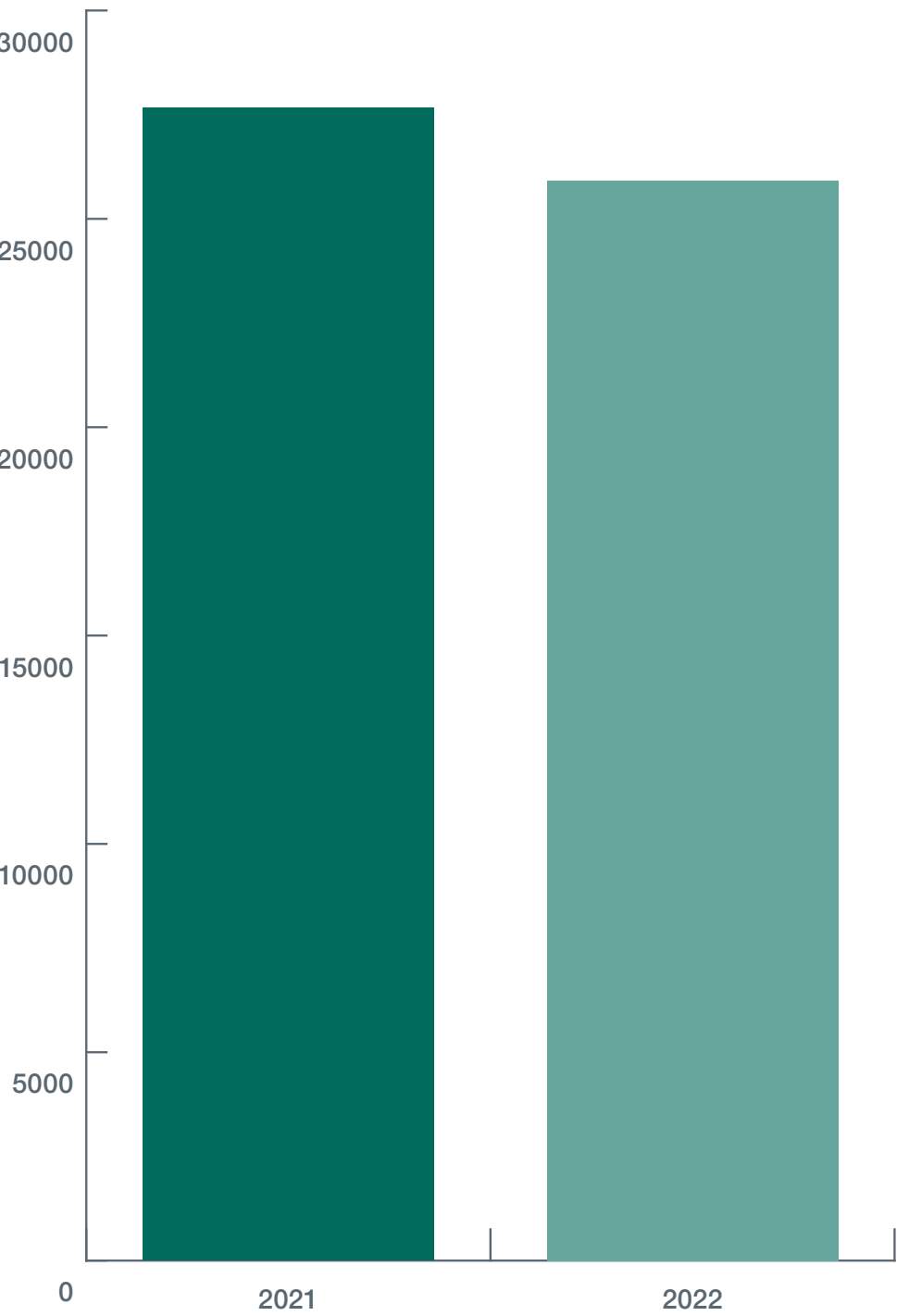


# Optimizing Our Carbon Footprint

## Environmental Group Performance

Expro has established a 2021 baseline for its Scope 1 and Scope 2 carbon emissions, using the guidelines from GHG Protocol and ISO 14064.

Combined Scope 1 and Scope 2 Emissions



1,746  
Tonnes CO<sub>2</sub>e savings

2021  
27,665  
Tonnes of CO<sub>2</sub>e

2022  
25,919  
Tonnes of CO<sub>2</sub>e

The figures on this page are approximations only



# Optimizing Our Carbon Footprint

Environmental Group Performance

1,746 Tonnes of CO<sub>2</sub>e savings is equivalent to approximately:

 **400 gasoline-powered passenger vehicles**  
driving around the Earth 174 times

 **66,200 incandescent lamps** switched to LEDs

 **340 homes' electricity use** in one year

 **28,900 tree seedlings**  
grown for 10 years

 **212,300,000 smartphones**  
charged

 **2,100 acres of US forests** in one year

Source: Environmental Protection Agency (EPA) calculator





# Optimizing Our Carbon Footprint

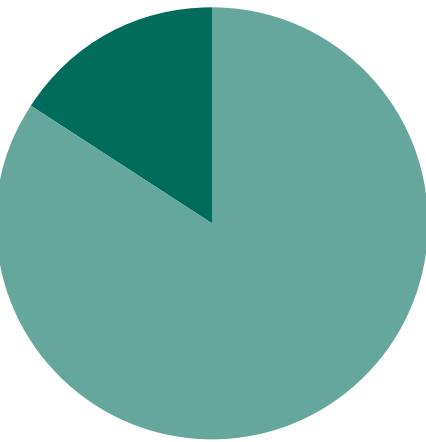
## Scope 1

### Scope 1 Emissions

Scope 1 emissions in 2022 were predominantly due to fuel consumption from mobile combustion in regions where land operations are predominant, such as North America and the Middle East. Other Scope 1 emissions sources are related to the fuel consumption from the equipment used in the field (for example compressors, generators, pumps) where the source of the fuel used falls under our contractual control and not our clients’.

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

### Scope 1 Emission Distribution Per Source



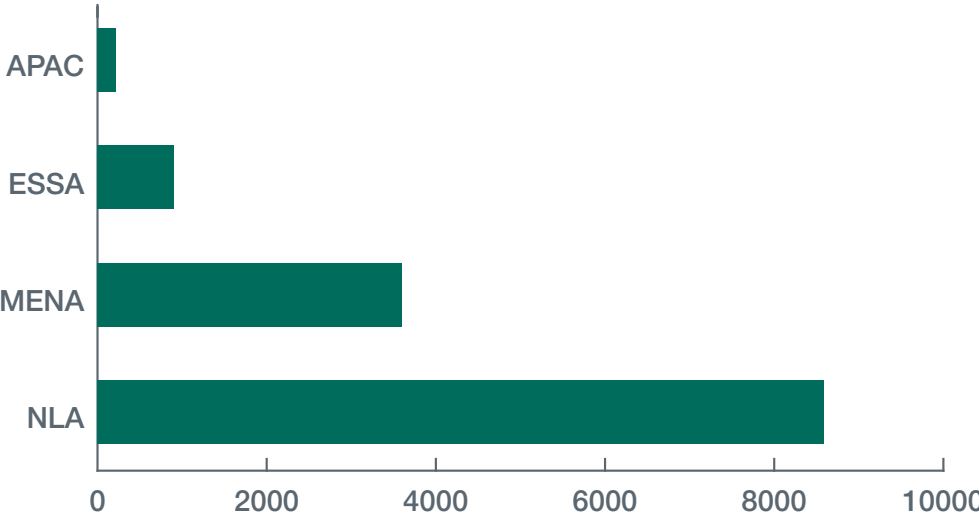
● STATIONARY COMBUSTION

2,090  
Tonnes of CO<sub>2</sub>e

● MOBILE COMBUSTION

11,219  
Tonnes of CO<sub>2</sub>e

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



220  
APAC

902  
ESSA

3,595  
MENA

8,592  
NLA

13,309

Tonnes CO<sub>2</sub>e  
Scope 1 Emissions 2022

The figures on this page are approximations only



# Optimizing Our Carbon Footprint

## Scope 2

### Scope 2 Emissions

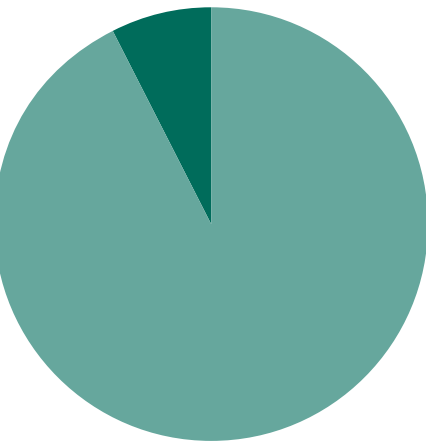
Information about greenhouse gases emissions from energy consumption (purchased electricity and heat) are recorded in our system, through information from Expro locations (utilities bills and electricity meter readings). Emissions inventories are designed in compliance with GHG Protocol and ISO 14064.

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

The recorded emissions show that the majority of Scope 2 emissions are coming from purchased and used electricity (~93%), and from our sites in NLA (two thirds of the global Scope 2 emissions).

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

### Scope 2 Emission Distribution Per Source



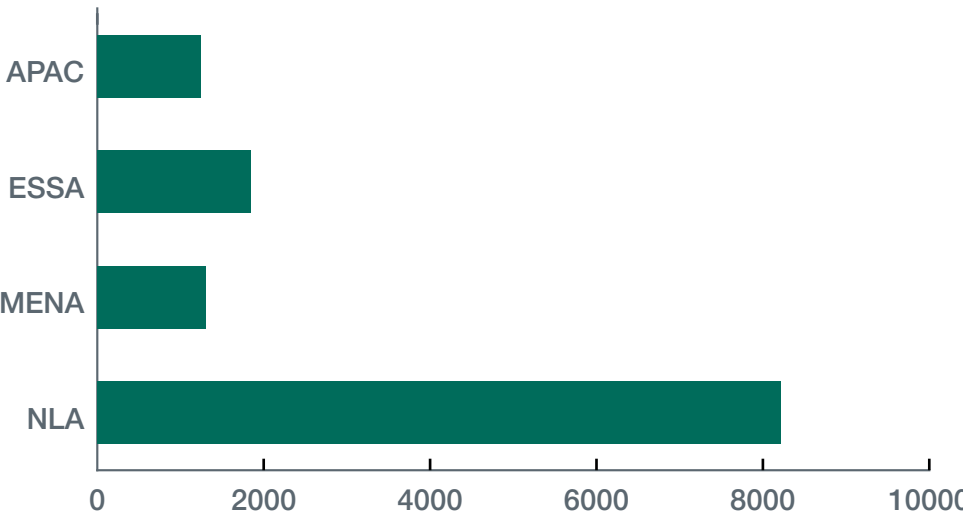
● PURCHASED AND USED HEAT AND STEAM

917  
Tonnes of CO<sub>2</sub>e

● PURCHASED AND USED ELECTRICITY

11,693  
Tonnes of CO<sub>2</sub>e

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



1,244  
APAC

1,846  
ESSA

1,309  
MENA

8,211  
NLA

12,610

Tonnes CO<sub>2</sub>e  
Scope 2 Emissions 2022

The figures on this page are approximations only



# Optimizing Our Carbon Footprint

## Scope 3

### Scope 3 Emissions

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

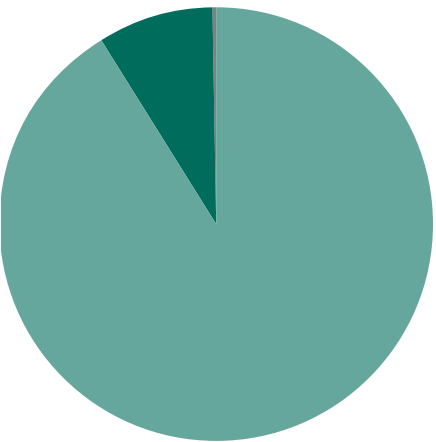
The complexity of the mechanisms of data collection across the value chain is a continuous challenge, and we are improving the way we collate Scope 3 data for future reporting and strategic action.

In 2022 Expro could track “fuel and energy-related activities not included in Scope 1 or Scope 2 emissions”. They come from the transmission and distribution losses from purchased electricity. The data-collection used was the “average-data method”, specified in the GHG protocol, using country emission factors as the reference for these figures.

Expro was also able to capture Scope 3 emissions related to waste disposal, through a focus on waste management. We seek to increase recycling rates, reducing waste to landfill, and to re-purpose some materials that are currently deemed to be treated as waste, therefore enhancing material circularity, with consequent Scope 3 emissions reduction. A pilot was implemented in the United Kingdom to estimate the emissions from employee commuting, based on GHG Protocol for this type of Scope 3 emissions.

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

Scope 3 Emission  
Distribution Per Source (%)



● WASTE – CATEGORY 5

9%  
Tonnes of CO<sub>2</sub>e

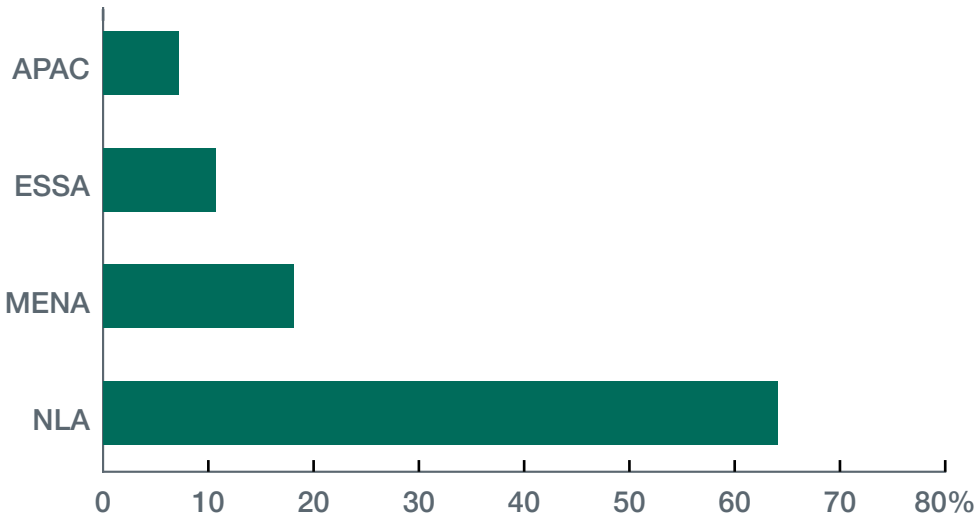
● FUEL AND ENERGY RELATED  
ACTIVITIES – CATEGORY 3

91%  
Tonnes of CO<sub>2</sub>e

● EMPLOYEE COMMUTING /  
OTHERS – CATEGORY 7

0.20%  
Tonnes of CO<sub>2</sub>e

Scope 3 Emission  
Distribution Per Region (%)



7%  
APAC

11%  
ESSA

18%  
MENA

64%  
NLA

7,400  
Tonnes CO<sub>2</sub>e  
Scope 3 Emissions 2022

The figures on this page are approximations only



# Partnership To Safeguard Biodiversity

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

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

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

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

**Processes And Controls That Help To Support Proper Process Safety Management To Prevent Environmental Spills**

Our Process Safety Management system focuses on preventing leaks and hydrocarbon loss of containment. Our Mobile Equipment Integrity Assurance Scheme supports effective pollution prevention, by providing that our critical assets are properly maintained and verified prior to operations.

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

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

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

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

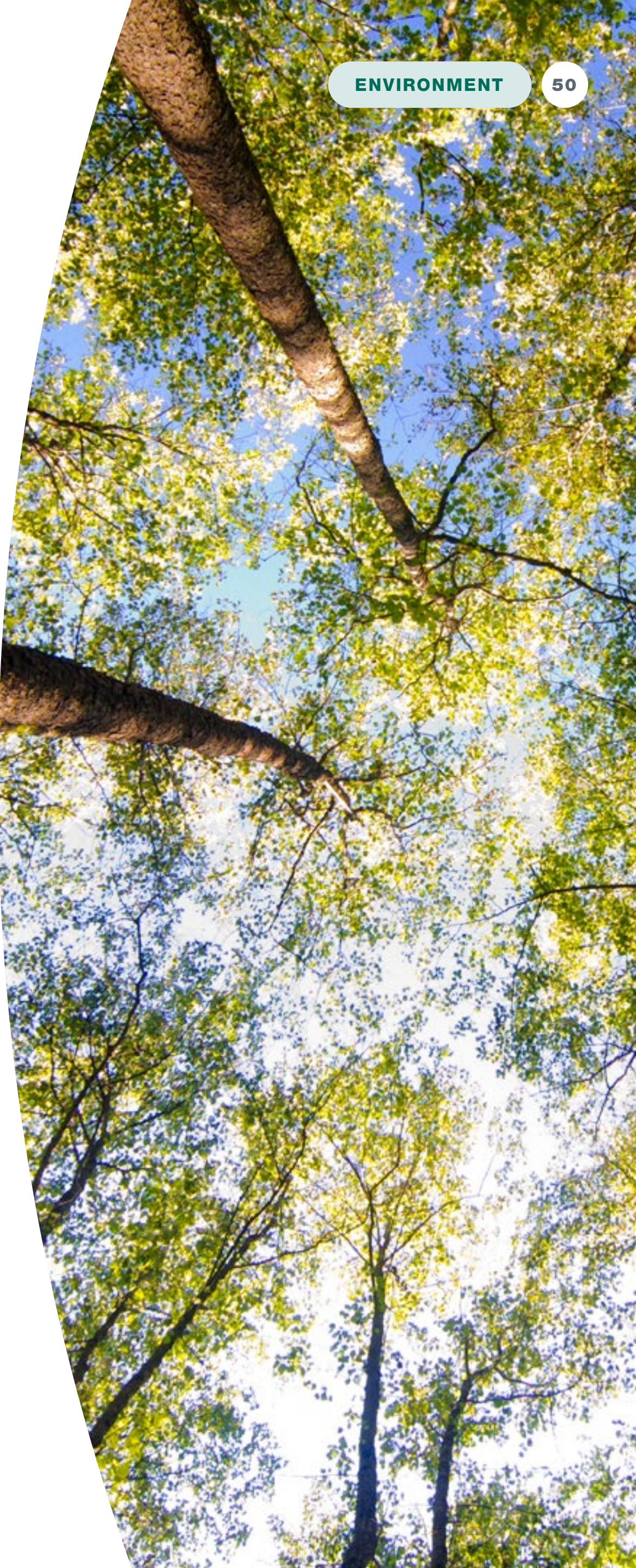
SWPPPs have been put in place in an effort to make any discharge to the water course comply with local regulations.

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

We support our communities through citizenship initiatives at locations where these actions make the difference to mitigate impacts on sensitive ecosystems, for example threatened species, and areas where natural resources management is especially important.

**Discover our latest corporate social responsibility projects**

[READ MORE](#)





# The Culture To Put Safety And Society First

**Our Quality, Health, Safety, and Environmental (QHSE) mission is to deliver extraordinary performance that exceeds both industry standards and customer expectations. We strive for excellence by promoting and implementing Quality, Health, Safety, and Environmental best practices in everything we do.**

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

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

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

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

## QHSE Commitments and Guiding Principles

- 1. We commit** to Quality, Health, Safety, and the Environment by continually improving processes and by making business decisions based on data and analysis.
- 2. We value** our people and commit to providing safe and healthy working conditions, eliminating hazards, and reducing risks. We commit to fully equipping our employees by providing appropriate training and the resources necessary to work safely and healthily. We will seek consultation and participation from our people to learn from their insight and experiences.
- 3. We commit** to enhancing our overall performance by continually improving the effectiveness of our QHSE Integrated Management System, fulfilment of legal and other requirements, and adherence to applicable industry standards.
- 4. We respect** our partnerships and commit to enhancing customer satisfaction by identifying and addressing risks and opportunities that can affect conformity of products and services. Additionally, we commit to monitoring customer perceptions to better understand their needs and improve our communications.
- 5. We are a Citizen of the World** — addressing our own, and the industry's, impact on the planet to help make a positive, sustainable impact. We commit to the protection of our planet by reducing our waste and carbon

- footprint, preventing pollution, and seeking sustainable solutions. We will facilitate the energy transition by adapting our existing services and technology and developing new future-facing technologies and capabilities.
- 6. We believe** the competence of situational awareness of individuals is vital, whether they are Expro employees or contractors, especially those with safety-critical roles. It ensures they recognize the risks in their activities and can apply the right measures to control and manage those risks.
  - 7. We actively encourage** the involvement of our workforce beyond the required legal minimum standard where we have developed a genuine management/ workforce partnership based on trust, respect and co-operation. This partnership which we have named as ENGAGE has fostered an evolving culture in which health and safety issues are jointly solved and in which concerns, ideas and solutions are freely shared and acted upon.
  - 8. We have established** monitoring and auditing processes that go beyond simply to identify problems but assist us in helping appreciate and understand what caused them and what sort of changes are needed to address them.

Our team speaking at ADIPEC 2022





# Safety And Society

Achievements throughout 2022

In 2022, we held our first Group QHSE Awards ceremony, which created a platform to celebrate our success and hard work, specifically recognizing key achievements and the people who have delivered these to contribute towards Expro’s Extraordinary Performance.

Fifty-nine entries were put forward, and the six category winners were announced at award ceremonies across Expro locations to celebrate the positive accomplishments of 2021 and provide an opportunity to reflect on the challenges we’ve faced.

## Our Award Categories

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



2021 Group QHSE Awards Winners





Engage

The re-launch of the safety initiative, Engage, built upon a previous program to support the business’s new circumstances.

Expro’s 12 House Rules are the foundations of safe working and the focus for the 2022 campaign, considering the risks beyond the working environment. The campaign, built up of 12 videos and discussion materials, highlighted the risks we all encounter every day and how applying these rules provides for the safety of the individual as well as friends, family, and colleagues. The Engage program was launched and supported by our Executive Management Team.



RoSPA

In 2022, Expro was honored with an Order of Distinction after receiving its 18th 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.



Own Your Zone

Risks associated with unrestricted access to potentially hazardous zones, specifically the rig floor, are an ongoing HSE concern. Situational awareness and identifying the zones associated with these risks pre-job is critical to help keep our workforce safe.

The global zone awareness strategy was designed to prevent incidents across Expro by confirming Restricted Access Zones are identified and controls implemented. This has been achieved by the creation of clear guidance materials and best practices processes for personnel operating in potentially hazardous zones.



Holding Industry Standards

Our dedication to championing safety is led by our people. These initiatives are supported by our industry certifications: ISO 9001/14001/45001 (QHSE Management systems Globally), and our Excellence in Operations KPI program as well as industry recognized QHSE training programs and continual engagement sessions, which we continued to deliver in 2022.



# The Value Of A Considered Supply Chain

Expro has taken a selective and methodical approach so that our value and Supply Chain are playing their part

**As part of addressing our Scope 3 emissions, Expro began deploying a selective and methodical approach in 2021, designed so that our Supply Chain upheld and enforced our commitment to ESG within our supplier base. The effort further matured into 2022 with additional bandwidth and optimization injected into the process.**

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:

- Communication of Expro expectations
- Assessment of existing state
- Meaningful and disciplined engagement
- Establishing a gateway process for prospective new vendors.

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 existing sustainability and renewable focus programs as well as best practices. Approximately 1,100 suppliers had been canvased across all Expro Regions and Business Units with more than 50% stating that an ESG policy of their own was in place. This initiative was manual in nature and involved a 1:1 vendor engagement in almost every case. While extremely time consuming, a clear baseline was established.

2022 brought modernization and automation to the process established in the prior year. Using a software-based approach, our ambition was to be able to canvas approximately 75% of vendors associated with the Company’s critical business spend (approximately 600 suppliers and \$495M of spend) for ESG acknowledgement and compliance check. While early returns on summer deployment were promising with roughly 4,400 suppliers canvased, the rate of acknowledged receipt through Q3 2022 remained lower than expected at approximately 25% of canvased vendors both acknowledging the survey request and meeting Expro’s standard.

At the same time, a weighted criterion for ESG was applied to Expro’s New Supplier Request Format (NSRF) that has been the historical entry gateway to Expro’s Approved Vendor Listing (AVL). These criteria injected ESG compliance check into the qualification process, and an exemption protocol for further consideration of those vendors that did not initially meet Expro’s minimum requirements for AVL entry. Early returns indicate that approximately 30% of prospective vendors meet the entry barrier inclusive of ESG check on initial attempt.

Moving forward, these initiatives have allowed us to build a solid foundation of tangible strategic and key performance indicators for the years ahead. It will continue to matriculate our global supplier base to a set of minimum standards over time that are both visible and meaningful. The goal remains twofold: to have a majority of Expro’s overall addressable spend covered under ESG compliance efforts with a focus on partnership vendors; and to establish a basis to acknowledge and reward those vendors that are recognized or certified in industry as pillars for ESG awareness and best practices.



GET TO  
KNOW EXPRO



PARTNERSHIP



PRINCIPLES



PERFORMANCE



APPENDIX



# Celebrating Our Achievements

We are proud of the progress we continue to make in developing the future-facing solutions our customers and industry demands

We see industry awards as an endorsement of these efforts, as they provide our teams with the recognition they deserve for their innovation and achievements.



Offshore  
Technology  
Conference 2022

Expro’s Galea™ Wins A Spotlight  
On New Technology® Award

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

READ MORE >



World Oil  
Awards 2022

Expro’s Digital Technology  
CENTRI-FI™ Recognized

“This industry recognition is welcomed and is a testament to the commitment of our teams as we continue to develop the strength and depth of our services and solutions portfolio.”

READ MORE >



OWI Global  
Awards 2022

Expro Named ‘Champion Integrated Well  
Service Company,’ And A New Expro  
Technology Wins ‘Most Innovative Solution’

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

READ MORE >



**We were honored to be recognized at the 2022 Offshore Technology Conference (OTC) in Houston with a Spotlight on New Technology® Award for the Autonomous Well Intervention System – Galea™.**

This prestigious award highlights the latest and most innovative global technologies that are advancing and revolutionizing the future of the energy industry. Galea was selected based on its innovative autonomous technology and significant environmental, cost, and HSE impact beyond existing technologies.

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

The system replaces larger, conventional, and more labor-intensive wireline rig-ups for a range of routine slickline operations. Galea can be configured in a variety of operating modes ranging from fully autonomous to manual to suit a range of applications on and offshore.

Galea deploys a tool string into the well either at regular intervals or as defined by the well conditions in fully autonomous mode. The system performs a pre-programmed intervention sequence in semi-autonomous mode, initiated locally or remotely. When in manual mode, quick rig-up intervention compared to conventional operations is enabled.

The system also reduces the impact of operations on the environment around the well site. A small self-contained intervention package located at the well site all year-round is designed to eliminate the need for repetitive environmentally disruptive wireline unit or truck operations required for traditional approaches.

Galea has several fail-safe features to provide containment and elimination of potential wire-breaks during interventions.

At Expro, we are focused on the well optimization and integrity challenges faced by our customers. This intelligent autonomous well intervention system has been designed to maximize production, while reducing operational overheads and provide a positive impact to the environment.

Galea provides a solution to a wide range of well intervention applications.



 **Galea™ – the world’s first fully autonomous well intervention system**



# World Oil Awards 2022

**We won the Best Health, Safety, Environment/ Sustainable Development Offshore award for our CENTRI-FI™ technology at the 2022 World Oil Awards in Houston.**

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

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


Technology advancements in digitalization and enhanced safety procedures are significantly impacting the energy industry. Segments such as drilling, well intervention and production are already witnessing gains from increased safety through digital transformation processes.

Well construction has traditionally been a labor-intensive environment, and we see CENTRI-FI™ as an exceptional example of our ability to bring the benefits of automation to well construction operations. We believe this technology is demonstrating its ability to enhance safety and support personnel reduction, while increasing operational efficiency, all of which have a direct financial impact.

We are proud to have won this award, as it recognizes the great progress we are making to develop the future-facing technologies that address the needs of our customers, the industry and the planet.

This industry recognition is welcomed and is a testament to the commitment of our teams as we continue to develop the strength and depth of our services and solutions portfolio.

Expro was also shortlisted in these awards for Best Deepwater Technology for our 750-Ton J-Slot Tool and the New Horizons Idea Award for the Galea™ Autonomous Well Intervention System.

 **The CENTRI-FI™ tablet interface provides visibility of equipment status to drillers and supervisors**





# OWI Awards 2022

**We were delighted to be named Champion Integrated Well Service Company at the OWI Global Awards 2022. At the same awards, we also won the category for Most Innovative Solution for our Octopoda™ annulus intervention services.**

Organized by Offshore Network, the awards recognize the best in well intervention excellence. Expro was also shortlisted for the Best Example in Collaboration, Best Project Outcome, and Plug and Abandonment (P&A) Excellence awards.

The award for Champion Integrated Well Service Company recognized Expro’s partnership work with a global vessel supplier. The companies formed an exclusive alliance to expand capabilities and resources to deliver an integrated subsea well access intervention package to the industry.


Working with such valued partners allows us to combine the talent and expertise within both organizations in support of our clients’ evolving needs. We see collaboration of this kind across the energy industry helping to advance our collective ability to support the transition to net zero.

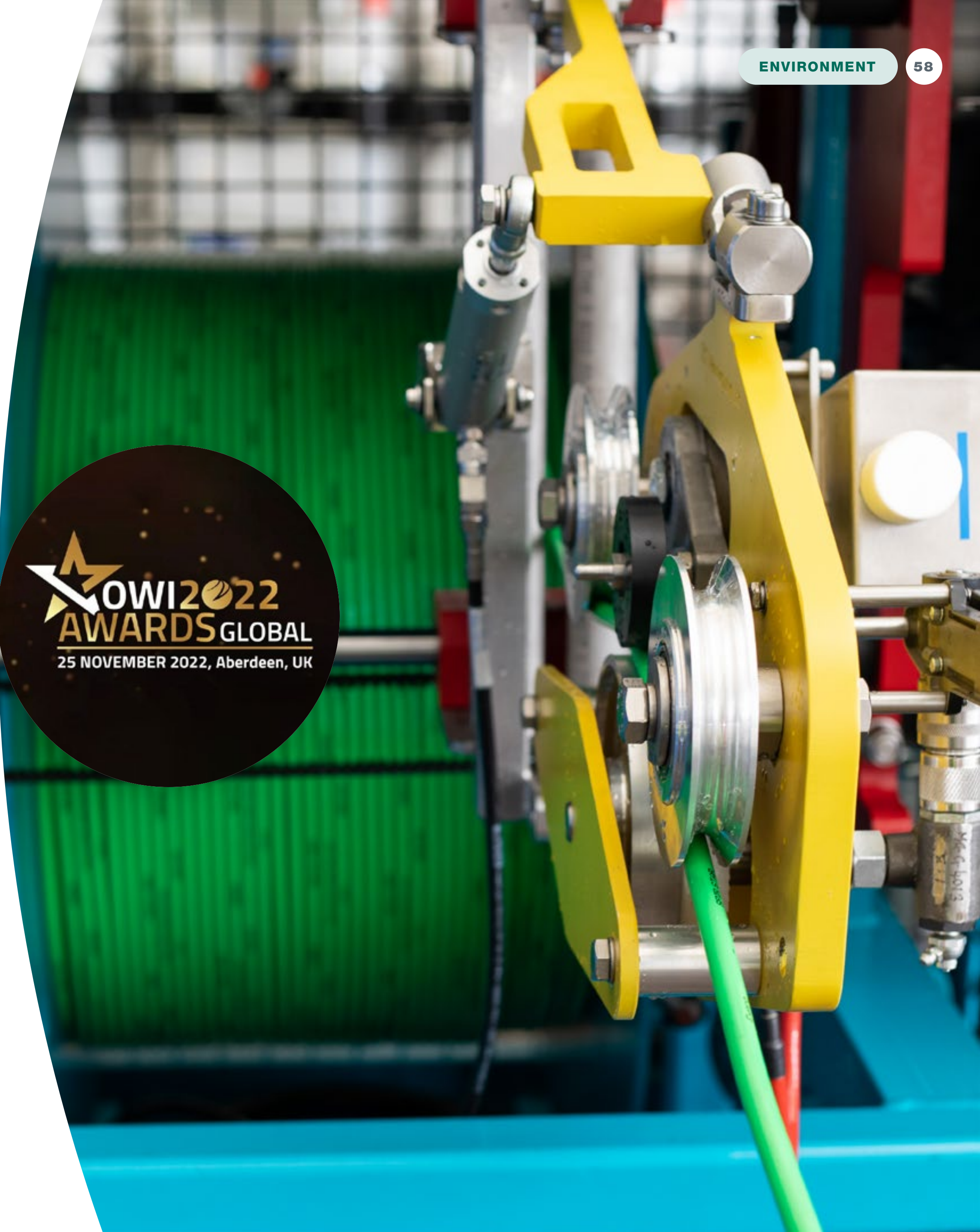
Expro developed Octopoda™ to allow direct access to pressurized well annuli, in response to client concerns around well integrity, with customers seeking innovative and cost-effective methods to manage casing integrity issues, increase production, and reduce P&A costs for wells with remaining reserves.

The result is a system that allows our customers to prolong their well lifespan, making it economically profitable to revitalize shut-in wells. The innovative technology is the first of its kind and the only certified annular intervention system to provide direct intervention of a live annulus without a heavy-workover or lengthy lubricate-and-bleed operation. This delivers cost savings and a reduced environmental footprint, allowing customers to cost effectively restore well integrity, resume production and reduce fugitive gas emissions from wells.

The technology has already made global impact, with an impressive track record of successful projects in Asia, Europe, and Latin America, during which it saved customers millions of dollars in deferred production and well workover costs.



 The Octopoda™ system assures well integrity and enhances production





# Actions To Reduce Our Cybersecurity Risk

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 the Center for Internet Security Critical Security 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. A non-executive member of Expro’s Board is CERT (Computer emergency response team) certified in cybersecurity by the Software Engineering Institute of Carnegie Mellon University in Pennsylvania, USA.

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

### Training

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

### Collaboration

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

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

### Operational Security

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







# Maintaining Our Reputational Standards

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.

## Standards and Policies

Our commitment to ethics and compliance is at the heart of how we conduct business. We are guided by our values when we make decisions that impact the business and our stakeholders. Our employees are empowered to act on these principles through the **Code of Conduct**, which sets out expectations and standards of ethical and legal conduct at Expro.

## Managing Compliance

To enable our employees to make lawful decisions, we designed a risk-based compliance program that empowers them to address the complexities of everyday business. Managed by the Chief Compliance Officer and the person’s team, the compliance program ensures that our employees have the understanding, tools, and processes with control and gatekeeping features to correctly apply our policies and thereby to address the risks they face everyday.

In combination with the compliance systems, Expro’s clearly articulated policies and values-based guidance underly our day-to-day decisions. Where there are questions or concerns, our employees proactively seek guidance from relevant subject matter experts, including leaders in Compliance, Legal, Human Resources, Operations, and other functions.

## Annual Legal Compliance Risk Assessment Conducted On A Global Basis

Legal and compliance risks evolve over time depending on the business strategy, regulatory environment, company culture, and regional activity levels. To address these changes, Expro conducts an annual legal and compliance risk assessment that covers our global operations. The findings of these assessments inform the design and structure of the compliance program as well as the annual compliance department work plan and objectives.

The risk assessment is conducted both qualitatively and quantitatively, that is using knowledge, experience as well as objective, measurable data to gain insights into risks that are specific to Expro’s structure and activities in relevant locations. Assessments include example levels of activity, the maturity and consistent application of internal controls at the global locations, the nature of clients and customers, and risks with regard to third parties involved in Expro’s activities.

The data that is informing the country risk scores is based on various internal sources such as budgetary projections by country, risk assessments by Region personnel and group support functions as well as internal audit findings and whistleblowing reports. The outcome of the risk assessment is being reported to the Audit Committee, including planned actions and compliance support and monitoring activities concerning those countries with high risk scores.

In addition to the above annual exercise, ad hoc assessments are conducted for specific business purposes. In the past, ad hoc risk assessments have been performed for M&A targets, clients, and market entries into countries with less mature public governance structures.





# Business Ethics: Best Practice Highlights

Proper business practices support 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 compliance program designed with the best practices in mind that applies to our entire group.

## Communication

To provide accessibility and appropriate guidance is available to employees, all compliance -related policies, FAQs, and other documents can be found on the Intranet portal. In 2022, the portal was revamped and rolled out to employees in a more user-friendly and clearly articulated platform. From time to time, communication is published on internal bulletins, such as email and high-level communication initiatives, such as the CEO quarterly webcast.

## Training

Expro provides specific compliance related training to employees. Certain training courses are mandatory for all employees while others are targeted to specific roles that fall within a risk category. The level of training received by each employee is based on a risk categorization of the duties and responsibilities for each position. The Code of Conduct and anti-corruption training is required of all employees, while third-party risk management is mandatory only for those who interact with certain high risk business partners, clients, and government stakeholders.

Training is conducted through the Learning Management System (LMS) and in-person by the Chief Compliance Officer or his delegate. Frequency of training ranges from annual to periodic, depending on the risks of the company as determined by risk assessments.

## Third-Party Risk Management

We value the relationships with partners in our supply chain and make efforts to ensure that our activities comply with laws and benefit our stakeholders. Prior to engaging with third parties, Expro takes reasonable steps to mitigate potential risks that the third party may bring.

Many of our third parties are required through mandatory contract provisions to comply with our Supplier Code of Conduct, which prohibits corruption and bribery. Expro's Anti-Bribery Policy also addresses required anti-corruption due diligence processes to be conducted on third parties. No Expro employee may engage a third party until the required anti-corruption due diligence processes have been completed and the supplier has successfully gone through Expro's risk-based third-party due diligence review process.

## Business Courtesies

In order to respond to the changing needs of the business, Expro refreshed our Business Courtesies Policy. Expro's position is simple. We cannot exchange gifts or entertainment that look like an attempt to improperly influence a business decision. The Expro Business Courtesies Policy defines what constitutes a gift or invitation, the principles and requirements that always have to be applied, the circumstances when gifts and invitations may be given or received, and categories and examples of acceptable or

unacceptable business courtesies. The process for approval by management and/or the compliance department, along with required appropriate documentation is also clearly articulated in the policy.

## Speak Up Mechanisms

At Expro, employees are encouraged and expected to raise concerns if there are suspected violations of our Code of Conduct, policies, and laws. The Policy for Employee Complaint Procedures for Accounting and Compliance Matters articulates these expectations and gives guidance on the steps and tools available to speak up. Any concerns can be logged onto an incident management system that is hosted on an independent third-party platform, is available to Expro employees and external persons alike 24/7, and provides interpreters for relevant languages. The Chief Compliance Officer manages the site and makes an initial inquiry into concerns submitted on the platform in order to evaluate whether the suspected conduct may cause serious harm to us and to determine appropriate steps for further investigations. Under our policies, we will protect anybody who has made a report in good faith from retaliation.





Social: The S In ESG

Our Strategic Aim

To build and support a collaborative culture where ideas, resources and actions can be shared across Expro.

Our Purpose

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

Our Three Pillars:

ORGANIZATIONAL CULTURE

Our culture is the essence of who we are. At Expro, we have a strong and thriving culture that we seek to continuously strengthen and improve.

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

DIVERSITY & INCLUSION

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

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

CORPORATE SOCIAL RESPONSIBILITY (CSR) & WELLBEING

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

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

How We Are Advancing This Strategy:

Our cross-company Social committee helps to champion our social efforts. This team acts as a conduit for the broader employee community to gain input and perspective to ultimately support in enhancing our culture.

This year, our Social team has been active in collaborating and networking, providing Quarterly updates on activities across the regions, and sharing of CSR and Wellbeing initiatives.

The team shares ideas and best practice to support and encourage participation in global and regional initiatives.

This cross-Expro approach has built momentum around these initiatives, helping to capture and celebrate examples of activities that develop our Citizen of the World culture.





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

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

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

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



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**Celebrating Houston’s First-Place Cooking Skills**

The team won first place in the Fin category at the local AADE Fin, Feather, Fur Food Festival, with proceeds going to the American Association of Drilling Engineers’ petroleum energy education programs.



**Argentina – University Visits**

In Argentina we support internships, working with universities and tertiary schools, providing young people with the knowledge and tools to join the labor market and getting to know Expro. These partnerships involve forums, talks, events, online workshops, and student visits, helping prepare new professionals for the world of work.



**Earth Day**

Ahead of Earth Day, our team in Lafayette supported the local University of Louisiana’s Fête de la Terre celebrations. The activities included yoga classes, tree plantings, litter pick-ups, bike rides, hikes, and sessions for students to learn about sustainable careers and practices.



**Engineering The Future**

In Lafayette, the team spent the day with a local college, sharing information about engineering practices, with opportunities for students to meet companies across different industries.



**Gift Giving For The Children Of La Cira, Pompeya**

Our team in Colombia supported the children of La Cira, Pompeya by donating various gifts for them to enjoy.



**Reciclaje Movil Tabasco**

Our local suppliers, clients, and the community joined to support Reciclaje Movil Tabasco, a recycling campaign in Mexico. The team collected materials, including cardboard, plastic, electronic equipment, batteries, books, cans, wood, and paper.



**14th Annual FranksGiving Event**

The annual FranksGiving event this year provided a complete Thanksgiving meal kit to over 250 families in the Lafayette and Houma area. Our team spent the afternoon putting the kits together and making deliveries.



**Ecuador Turtles**

Our team in Ecuador donated items to local school volunteers who care for marine turtles throughout egg-hatching and transition to the sea.



**Cookies With Santa**

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



**Expro Takes Over St. Joseph’s Diner**

Volunteers in Lafayette spent over 180 hours preparing and serving free lunch meals to support those in need.





Coat Drive

Across the Houston office, people cleared out their closets, donating coats, jackets, and blankets to the Star of Hope charity as part of their campaign to support the homeless community throughout the colder months.



Toy Donations

Giving back to the local Small Steps Nurturing Center, in Houston, the team gathered lots of toys to help stock the center’s new area where volunteers can play one-on-one with the children.



Celebrating World Environmental Day

The Argentina team collected paper and plastic lids to make and sell gifts, with the donations going to the local Garrahan Children’s Hospital.



Celebration Of Emancipation Day

Our team in Guyana all wore their traditional attire to the office to celebrate Emancipation Day.





# CSR: Europe And Sub-Saharan Africa (ESSA)



## Plastic-Free In Mozambique

The Mozambique team and 20 student volunteers from the local university launched a plastic-free campaign, #EnvironmentFriends, collecting over 300 kilograms of trash.



## The Big Essa Litter Pick

Across the ESSA region, teams supported World Habitat Day by participating in the Biggest Clean-up Challenge to give back to their local communities.



## Supporting Girls In South Africa

Thousands of girls miss more than 500 school days throughout their lifetime in South Africa, due to a lack of affordable sanitary products. The generous team in Cape Town donated supplies to the girls at their local school, Elswood School.



## International Women’s Day

As part of International Women’s Day, the team in Angola showed their support to the local Sagrada Women’s Center by empowering local women with self-sufficiency skills. They donated sewing machines and materials, stationery, schoolbooks, and food items.



## International Children’s Day

In support of International Children’s Day and African Children’s Day, we planted trees and donated food, stationery, and gardening tools to two local centers in Angola.



## Working With Universities In Azerbaijan

In Azerbaijan, our team invited engineering students from local universities to visit our worksites to learn more about Expro’s operations and how we support the global energy industry.





CSR: Europe And Sub-Saharan Africa (ESSA)



Macmillan Coffee Morning

Across Aberdeen, our people baked cakes and made donations raising over £706 for the local cancer support charity, Macmillan.



Ghana Tree Planting

As part of our aim to reduce our carbon footprint, the operational workers in Ghana spent a day planting trees across their base.



The Importance Of Road Safety

To help prevent incidents and spread awareness of the importance of road safety, the team in Mozambique delivered an educational session with the local traffic police to over 500 students.



Student Educational Day In Aberdeen

The Group Competency Assurance team hosted three training sessions as part of a long-established relationship with a local university. The students were provided a tour of the facilities and an overview of Expro's role across the industry.







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Blood Donations In Algeria

To support the local hospital's needs, our Algeria team organized a blood donation campaign at the Hassi Messaoud Expro bases.



International Men's Day - Movember

In Dubai, the team organized an event to raise awareness of prostate cancer and general health issues. Everyone that took part received a pin sourced from Al Jalila Foundation, with proceeds going to the charity's mission of supporting medical treatment for individuals unable to afford quality healthcare, providing medical scholarships, and supporting research addressing health challenges prevalent in the region.



Catwalk

Our team members in Saudi Arabia walked seven kilometres as part of the campaign to raise awareness about our interconnected wellbeing and the plight of the seven big cats; leopard, lion, tiger, jaguar, puma, snow leopard, and cheetah.



Reducing Plastic

In Dubai, the office ordered personalized water bottles and mugs for everyone to cut down on using single plastic and paper items.



Eid Al Adha

We arranged for 20 orphan children in Saudi Arabia to spend an activity-filled day at Chuckie Cheese so that they could celebrate Eid Al Adha.



Re-Potting

Instead of throwing out old hard hats, the team in Egypt re-used them to plant flowers around the base.



Supporting Flood Victims In Pakistan

The Saudi Arabian team raised 3,000 USD for those whose lives were affected by Pakistan's worst flood in history, with many people losing their houses and sources of livelihood.







Tree Planting In Brunei

Together with our customer in Brunei, we planted more than 100 trees in one day to support the country's climate change policy. This initiative will aim to plant 500,000 trees by 2035.



Blood Donations In Brunei

In response to the nation's demand for blood, Expro Brunei held a blood donation campaign in partnership with the Blood Donation Centre. The event generated a great turnout from our people, customers, and business partners.



Festival Of Lights - Diwali

Five days of celebrations took place in India to honor Diwali. The events included good food, fireworks, and special candles and lamps.



Eid Open House

In Malaysia, we invited customers, employees, and suppliers for an open house to celebrate Eid al-Fitr.



Holi Festive Celebrations

Holi is celebrated in India to welcome Spring and bring new beginnings. As part of the day, the team celebrated with colors based on the legend of Lord Sri Krishna.





# Bringing Light To The Orang Asli; A Malaysian Solar Panel Project

As we continue to develop our ethos as true Citizens of the World, we appreciate the importance of being a good neighbor in the areas in which we operate.

In Malaysia, indigenous people known as the Orang Asli often live in rural or remote areas that lack access to electricity.

A source of light can be critical in sustaining the future of indigenous communities. Expro, in collaboration with the organization Sols 24/7, embarked on a long-term environmental, social, and governance program to install solar panels for 23 homes in the Orang Asli village of Kampung Langkap, Tanjung Ipoh in Negeri Sembilan. The village is located more than two hours from Kuala Lumpur.

The installation program began in November 2022, with 12 Expro volunteers installing the panels and conducting interviews with community members. The interviews aimed to gather census data to better understand the demographics of the families, including the number and composition of households, and to confirm that the solar panels would meet the needs of the community.

The volunteers faced several challenges, such as transporting the panels and installation equipment through rough terrain to the isolated homes. Some homes were extremely difficult to access. This meant our volunteers had to navigate tough trails in extreme weather conditions.

Despite these challenges, we were proud to support such a significant project, which was a huge success. The volunteers were able to install the solar panels, bringing additional light to the community to preserve it and help it prosper for years to come.

The installation of the solar panels in the indigenous village brings immediate economic and social benefits. Extra light improves the quality of life and allows productive time to increase by four hours a day. It also sets the foundation for a brighter future.

With access to reliable and clean energy, indigenous children can continue their studies after sunset to help improve their academic performance. Adults can earn an additional income due to extended working hours, and households can save money and invest in other necessities or opportunities.

Clean energy from the solar panels also helps preserve and enrich traditional cultures, creating an inviting environment for gatherings, celebrations, and storytelling, fostering a sense of community and belonging.

The project is an important step towards ensuring the future well-being and prosperity of the Orang Asli people and we are proud to be a part of it.

23  
homes supported  
through the project

four  
additional productive light  
hours added per day





# Diversity As A Competitive Advantage

## Diversity And Inclusion

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

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

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

We want to regularly improve our approach to diversity, equity and inclusion and, during 2022, we established a partnership with a provider of online learning materials which will be embedded within our learning and development platforms during 2023. This will help to widen learning opportunities for employees and support our commitment to this important area of culture development.

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







Employee Training And Development

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

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

EMPLOYEE DEVELOPMENT PLAN

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

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

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

TRAINING & 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. Enrolment 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.



 Our team at Abu Dhabi International Petroleum Exhibition and Conference (ADIPEC) 2022



# Our People Make Us What We Are... And We Believe In Building For The Future

## Expro's Global Employee Survey 2022

We actively solicit employee feedback and continue to strive to make the Company an employer of choice. In 2022, we launched a Global Employee Survey which was carried out to understand and act upon areas where we can positively influence and develop Expro's culture.

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

Sixty-eight percent of our employee population participated, providing us with key themes from which to build action plans for advancement through 2023. We intend to run the survey annually, further pulse surveys will take place during 2023 to monitor progress.

For every survey completed, Expro was to donate \$1 to Unicef, an international charity chosen by our Social Working Group. However, the Executive Management team tripled the amount, resulting in a pledge to donate more than \$12,000.

## Gender Pay Gap Reports

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

In this report, we provide details on our UK entity, Expro North Sea Limited (ENSL), Gender Pay Gap in 2021.

Expro North Sea Limited (ENSL),  
Gender Pay Gap in 2021

READ MORE ➔





# Encouraging Health And Wellbeing

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

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

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

In addition, we also offer 24/7 online support through resources within Expro’s Employee Assistance Programme (EAP), which provides a wide range of health and wellbeing support and advice globally.

## Encouraging Positive Health And Wellbeing

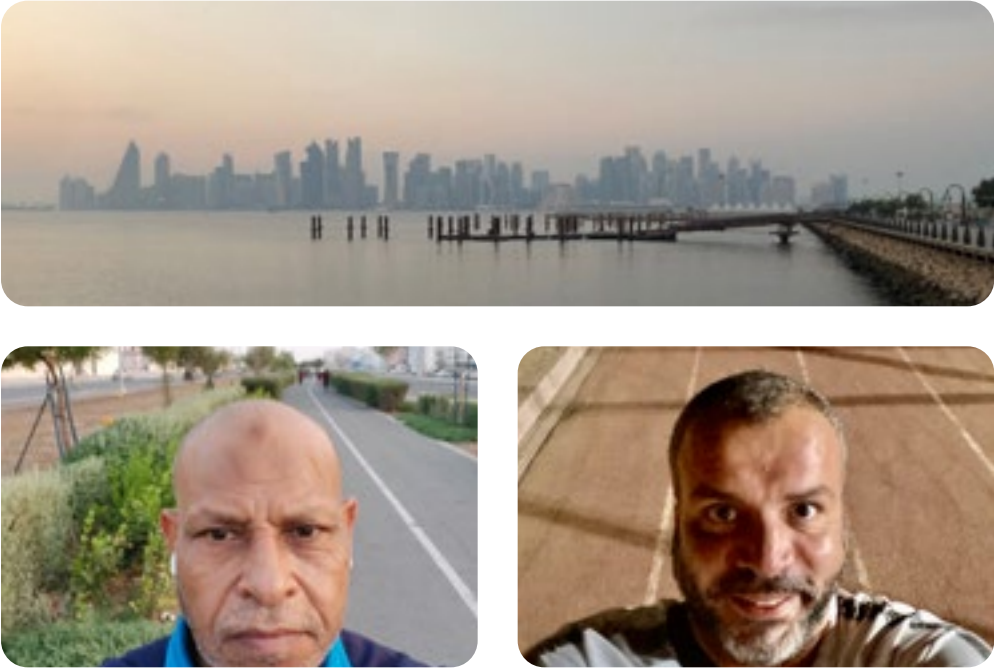
Across the Expro world, we have virtual platforms allowing regional teams to promote health and wellbeing interactively. The platforms, set up by the regions, are a great communication tool to share how people are keeping healthy, as well as setting challenges for people to take part in and share results.

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

### WELL CONNECT, ESSA



### POWERHUB, MENA



## Health And Wellbeing Activities Across The World

### FRIDAY FUNDAY

To encourage people to take a break from their desks and bring people closer together, our Thailand office set aside Friday lunchtimes to be spent with one another playing board games. A great way to reduce stress, enhance creativity and generate laughter.

### EXPRO’S FIRST CYCLING SPORTIVE

In Aberdeen, the team completed our first cycling sportive, raising over £7,000 for four local charities. Twenty-two riders took part, each covering 114 miles, climbing over 6,000ft, exceeding 2,500 miles throughout the day.

### STARTING THE DAY RIGHT

In Argentina, a healthy breakfast is provided once a week to employees to raise awareness of the importance of healthy eating.

### MENOPAUSE AWARENESS SESSIONS

To increase awareness around menopause, our team in Aberdeen organized sessions to help generate an environment where people can have a conversation about menopause and how it affects people’s everyday lives. Both men and women attended to listen to a guest speaker from Menopause 360.

### REGAL RED RUN

Well done to those who sponsored and participated in the Regal Red Run in Aberdeen. The event raised approximately £20,000 for a local cancer charity, with Expro’s sponsorship helping cover the event’s running costs so that the money raised can go directly to the charity.

### FROM SAIGON TO TOKYO

Exactly two months after the APAC team left Saigon, they had virtually traveled over 16,500 kilometres via cycling, walking, or running, across six cities in-between to reach Tokyo.

## And More...

- Holding nutrition workshops in Ghana
- Team Ghana football matches and onsite aerobics classes
- Setting monthly walking challenges in Angola
- Getting active with onsite sports tournaments in India



Featured Campaigns

We are pleased to highlight two employee-led campaigns run across Expro in support of health matters of concern to us all.

Painting The World Pink

Expro teams organized events with a pink theme to honor the importance of **#WorldBreastCancerAwarenessDay** and raise awareness. From pink equipment to educational talks, we did it all.

Mental Health Awareness Day

In support of Mental Health Awareness Day, employees across all Expro regions took part in a global awareness campaign and organized local activities. Our CEO shared a message of support for the World Federation for Mental Health’s goal to make mental health and wellbeing a global priority for all.

Volunteers recorded basic ‘selfie-style’ short videos giving a personal tip on one thing they do to help with their mental health at work or at home. These were shared with everyone across the Expro world via email communications and the internal portal site.

We didn’t stop there... people showed their support for the cause in lots of ways.





Featured Campaigns



**Colombia**  
In Colombia, the team decorated the office by adopting the Halloween theme to encourage a positive atmosphere and space.



**Guyana**  
In conjunction with the Ministry of Public Health, Expro attended and supported the launch of the country’s Do Your Share Campaign and participated in the Glow mental health walk.



**Mozambique**  
The Mozambique operational workers took part in an education session with customer reps and a medical professional guest speaker who addressed various forms of mental illness, including burnout, drug addiction, as well as self-care, and how to get assistance.



**Angola**  
A wellness day was organised in Angola, with discussions on BMI, blood pressure, blood sugar, and the importance of positive mental health and wellbeing.



**Brazil**  
The team communicated the significance of mental health and invited everyone to a healthy breakfast.





Abhishek Agarwal  
Jeremy Angelle  
Gillian Annandale  
Nurbaiti Baharuddin  
Mike Baker  
Christine Barry  
Sara Bell  
Alexis Carter  
Kevin Credeur  
Janne Dahle  
Kay Drummond  
Ghina El Itawi  
Amie Geddes  
Norman Gerber  
Roziah Ghazali  
Lamiya Gok  
Joerg Gruber  
Ashley Gwananji  
Elorm Gyimah  
Josh Hancock  
Patrick Hanson  
Tom Hebert  
Tarek Hekal  
Donald Horsfall  
Ingrid Huldal  
Braylon Hurd  
Lynn Johnston  
Azrinawaty Kasim

To everyone who  
contributed to this report

# Thank You

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

The Executive  
Management Team  
  
Our Board of Directors

John Lewis  
Karen Lim  
Fabricio Lima  
Rachel Long  
Tony MacLauchlan  
Ashraf Mahdi  
Heather Manning  
Paul Mclean  
Daniel More  
Ahmed Moursy  
Mohammed Moyeed  
Alison Munro  
Gunasekar Murugaiah  
Kay Newton  
Chioma Onuekwusi  
Chris Paterson  
Stuart Paterson  
Jackie Robichaux  
Norma Rodabaugh  
Paul Sehgal  
Dionne Shearer  
Daniele Silva  
Ambiga Sreedharan  
Pavan Srivastava  
Kristin Stafford  
Kirsty Struthers  
Ian Sutherland  
Alan Thomson  
Max Tseplic  
Richard Wilkes  
Mike Zhao





APPENDIX

# Recording growth in progress to our goals

These supplemental materials are  
designed to provide transparency on  
our results and progression.

- 79** Sustainability Accounting Standards Board (SASB)-Aligned Index
- 81** Task Force On Climate-Related Financial Disclosures (TCFD)
- 85** Metrics – Our Planet
- 86** Metrics – Our People
- 88** Metrics – Our Ethics & Conduct
- 89** Forward-Looking Statements



Sustainability Accounting Standards Board (SASB)-Aligned Index

Oil & Gas - Services Standard

METRIC	CODE	DISCLOSURE	For more information visit the section:
Emissions Reduction Services & Fuels Management			
Total fuel consumed, percentage renewable, percentage used in: (1) on-road vehicles and (2) off-road vehicles	EM-SV-110a.1	3,964,694 liters  20,033 liters renewable (0.5%) (1) 2% (2) 98%	<u>Metrics – Our Planet</u>
Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2		<u>Climate Change</u>
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	Not reported.	
Water Management			
(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	Not reported.	
Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2		<u>Water Use and Discharge</u>
Chemicals Management			
Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2		
Ecological Impact Management			
Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2		<u>Biodiversity</u>



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

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

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





Sustainability Accounting Standards Board (SASB)-Aligned Index

Oil & Gas - Services Standard

METRIC	CODE	DISCLOSURE	For more information visit the section:
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	(1) 1.07 per one million hours (2) 0.1 (3) Not reported (4) 0.09 per one million miles (5) Not reported	<a href="#">Metrics – Our People</a>
Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2		<a href="#">Safety and Society</a>
Business Ethics & Transparency			
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	EM-SV-510a.1	Republic of the Congo	\$25,523,175
		Equatorial Guinea	\$73,654
		Turkmenistan	\$468,216
		Republic of Chad	\$134,340
		Libya	\$197,096
		Total	\$26,396,481
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2		<a href="#">Ethics, Reliability and Integrity</a>
Management of the Legal & Regulatory Environment			
Discussion of corporate positions related to government regulations and / or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1		<a href="#">Compliance with Laws &amp; Regulations</a>
Critical Incident Risk Management			
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1		<a href="#">Safety and Society</a>
Activity Metrics			
Number of active rig sites	EM-SV-000.A	Not applicable	
Number of active well sites	EM-SV-000.B	Not applicable	
Total amount of drilling performed	EM-SV-000.C	Not applicable	
Total number of hours worked by all employees	EM-SV-000.D	16,864,666 hours	



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# Task Force On Climate-Related Financial Disclosures (TCFD)

## Aligned Climate Risk Management Overview

### Governance

#### BOARD OVERSIGHT

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

#### MANAGEMENT OVERSIGHT

Our senior leadership, including our CEO, regularly discusses risks and opportunities including those related to environmental issues, and how to apply policies and strategies to address those in each aspect of the business. 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)

## Aligned Climate Risk Management Overview

### 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.



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# Task Force On Climate-Related Financial Disclosures (TCFD)

## Aligned Climate Risk Management Overview



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### 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)

## Aligned Climate Risk Management Overview

### Risk Management

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

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

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

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

### Metrics

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

#### EMISSIONS IN 2022

- Scope 1 emissions – 13,309 tonnes CO<sub>2</sub>e
- Scope 2 emissions – 12,610 tonnes CO<sub>2</sub>e
- Scope 3 emissions – 7,400 tonnes CO<sub>2</sub>e (Categories 3, 5, 7)

#### WE HAVE ESTABLISHED EMISSIONS REDUCTION TARGETS

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

13,309

Tonnes CO<sub>2</sub>e  
Scope 1 emissions 2022

12,610

Tonnes CO<sub>2</sub>e  
Scope 2 emissions 2022

7,400

Tonnes CO<sub>2</sub>e  
Scope 3 emissions 2022

50%

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

Net zero by

2050

The figures on this page are approximations only



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# Metrics – Our Planet

METRIC	DISCLOSURE
GHG Emissions	
Scope 1	13,309 tonnes of CO <sub>2</sub> e
Scope 2	12,610 tonnes of CO <sub>2</sub> e
Scope 3 (Categories 3, 5, 7)	7,400 tonnes of CO <sub>2</sub> e
Waste Generation	
Hazardous waste	1,683 tonnes
Non-hazardous waste	2,511 tonnes
Waste recycled	1,837 tonnes
Waste recovered (including energy recovery)	252 tonnes
Waste sent to Composting	16 tonnes
Fuel consumption	
Total fuel consumed	3,964,694 liters
% Renewable (from Total)	0.5% (20,033 litres)
% Used in equipment	22% (869,814 litres)
% Used in vehicles	78% (3,094,880 litres)
% Renewables used in vehicles (On-road / Off-road)	0.5% (20,033 litres)
% On-road vehicles	2% (75,857 litres)
% Off-road vehicles	98% (3,019,023 litres)

The figures on this page are approximations only





METRIC	DISCLOSURE	
Diversity statistics		
% of women in workforce	9.8%	
% of women on the Board	22%	
Training hours		
Total # of training hours	201,010 hours	
% employees who received training in the year	87%	
Fatalities		
Employees	2	
Contractors	0	
Total	2	
Safety performance	2021	2022
Total Recordable Case Frequency (TRCF) (per million hours worked)	1.31	1.07
Lost Time Incident Frequency (LTIF) (per million hours worked)	0.46	0.36
Near Miss Frequency Rate (NMFR) (per million hours worked)	3.76	Not reported
Total Vehicle Incident Rate (TVIR) (per million miles driven)	6.27	0.09
Employee hours		
Total number of hours worked by all employees	16,864,666	

METRIC	DISCLOSURE			
Service quality customer job performance rate*	2019	2020	2021	2022
North & Latin America	90.0%	93.8%	94.6%	95.0%
Europe, Sub Saharan Africa	91.2%	93.8%	94.1%	93.3%
Middle East & North Africa	90.0%	93.1%	95.4%	94.8%
Asia Pacific	90.0%	92.4%	94.1%	94.5%

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

Employee turnover*	
Voluntary	16%
Involuntary	6%
Total	22%
Global Mean (average) raw gender pay gap	UK Gender Pay Gap Report 2021

The figures on this page are approximations only

2022 report will be published April, 2023



Metrics – Our People

USA Expro Equal Employment Opportunity (EEO) 2021\* report



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JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												OVERALL TOTAL
	MALE	FEMALE	MALE						FEMALE						
	Hispanic or Latino	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more Races		
Executive / Sr Officials & Mgrs	3	1	7	2	0	0	0	0	2	0	0	0	0	0	15
First / Mid Officials & Mgrs	12	5	129	3	0	5	0	4	18	1	0	2	0	0	179
Professionals	11	9	102	10	0	13	1	3	31	2	0	3	0	0	185
Technicians	123	0	280	61	0	2	1	2	1	1	0	0	0	0	471
Sales Workers	2	1	34	1	0	0	0	1	2	1	0	2	0	0	44
Administrative Support	4	6	27	6	0	0	0	0	36	4	0	0	0	0	83
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	35	0	95	17	0	12	2	3	0	0	0	1	0	0	165
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	195	22	682	101	0	32	4	13	90	9	0	8	0	0	1156
Previous Report Total	146	28	720	90	0	36	5	15	107	8	0	9	0	0	1164

\*2022 report will be published July, 2023



# 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, 2022, \$K)	
Republic of the Congo	\$25,523,175
Equatorial Guinea	\$73,654
Turkmenistan	\$468,216
Republic of Chad	\$134,340
Libya	\$197,096
Total	\$26,396,481





# Forward-Looking Statements

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

This report contains forward-looking statements including goals, plans, projections, commitments, expectations, prospects, and initiatives that are aspirational and may change, as they are based on reporting frameworks, internal controls, currently available data, methodologies, estimates, and assumptions that continue to evolve and develop. Statements regarding our goals and anticipated benefits of our strategies, are not guarantees or promises that they will be met. Inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information with respect to our Company. As used in this report, the term ‘material’ is distinct from, and should not be confused with, such term as defined for SEC 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.

Dates and statements in this report reflect the Company's views as of December 31, 2022, unless otherwise stated.



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of today and engineer the  
answers of tomorrow.

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