

I am pleased to introduce Expro's Corporate and Social Responsibility report for the period covering April, 2011, to March, 2012.

This has been a period of opportunity and growth for Expro, as we have strengthened our business and seen strong client demand for our products and services. Central to all our business planning and activity has been our commitment to our corporate and social responsibilities. Our teams around the world remain focused on delivering industry-leading performances in the essential areas of health, safety and the environment, and I am pleased that this commitment has again received industry recognition.

For the eighth consecutive year, Expro has been successful in the annual safety awards run by the Royal Society for the Prevention of Accidents. In addition, Expro won the Outstanding Safety

Leadership award from Subsea UK, in recognition of outstanding safety management and performance. While we are extremely proud of our association with RoSPA and of these significant achievements, we can never afford to be complacent. The safety of our people and our customers will always be a critical priority and we will continue to champion safety across our global operations.

A strong business depends on a talented and motivated workforce, and we have implemented a range of initiatives this year to improve the way in which we develop and engage with our people. (See the Developing People section for details). We held our first global employee survey, the feedback from which has led directly to a number of improvements across the business. It has also helped to shape our culture through the development of Expro's new core values of People, Performance and Partnerships and their associated behaviours.

I am proud of the Expro team and our ability to work closely with our customers to develop and deliver high-quality solutions to their industry challenges. Expro has achieved a strong reputation for safety, quality and innovation and we remain committed to continually improving our performance to ensure we protect both our own brand and the operating reputations of our customers. Through our relentless dedication, underpinned by ongoing investments in people, technologies and global infrastructure, we will further strengthen our position as the trusted partner of choice across many key oilfield areas.



**Charles Woodburn**  
CEO



## Preventing harm to people

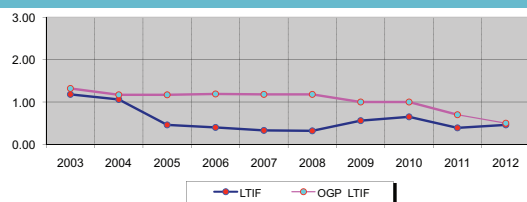
### Our performance

- Expro has been successful in maintaining a high level of safety performance during this reporting period, outperforming the industry benchmark for the ninth year in succession. We introduced an in-house developed behavioural safety and quality intervention tool, the Positive Intervention Programme (PIP), which has gained much traction across the organisation since the beginning of 2011.
- We were commended in the Oil and Gas industry sector of the RoSPA awards, our eighth consecutive award from RoSPA.
- We have developed a wide range of 'core' HSEQ training materials for delivery in a classroom environment or via online modules. Much of this training is consistent with industry standards and is a mandatory component of our personnel development requirements.
- Expro won the coveted Outstanding Safety Leadership award from Subsea UK, in recognition of our outstanding safety management and performance.

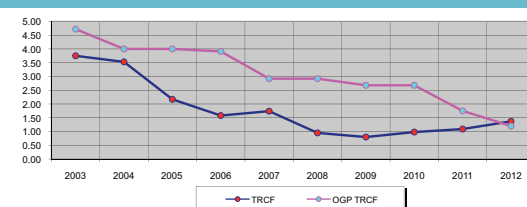
#### Overall HSE performance

	11/12	10/11	09/10	08/09
Fatalities	0	1	2	-
Lost Time Injuries (LTI)	8	6	6	5
Medical Treatment Cases (MTC)	1	3	1	7
LTIF	0.46	0.58	0.65	0.39
TRCF	1.37	1.07	0.73	0.94

#### EXPRO current LTIF = 0.46



#### EXPRO current TRCF = 1.37



OGP = Int'l association of Oil & Gas Producers Forum – Expro's benchmark organisation

LTIF = Lost Time Injury frequency per 1,000,000 man-hour based on OGP definition

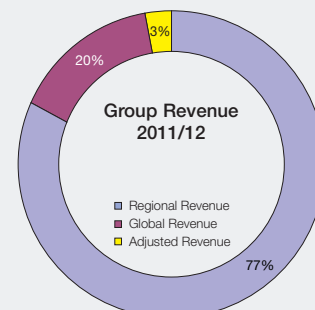
TRCF = Total Recordable Case Frequency per 1,000,000 man-hour based on OGP definition

## Financial Performance

### Overall financial performance

	11/12	10/11
Turnover/Revenue	<b>\$1175.9m</b>	<b>\$989.8m</b>
• regional revenue	\$911.3m	\$812.5m
• global revenue	\$229.6m	\$151.5m
• adjusted revenue	\$34.9m	\$25.8m
Spend on goods, materials and services	(\$608.8m)	(\$491.5m)
Employee costs	(\$430.4m)	(\$350.0m)

### Group Revenue Expro revenue by regional / global split 12 months to March 31, 2012



### Regional business revenue

	2011/12	2010/11
Europe CIS	\$297.8m	\$259.4m
South & West Africa	\$205.7m	\$181.3m
Middle East North Africa	\$80.2m	\$82.3m
Asia	\$69.7m	\$73.9m
North America Land	\$75.4m	\$69.2m
North America Offshore	\$88.0m	\$71.9m
Latin America	\$94.3m	\$74.5m
<b>Regional Business Revenue</b>	<b>\$911.3m</b>	<b>\$812.5m</b>

### Global business revenue

	2011/12	2010/11
Connectors & Measurements	\$130.4m	\$94.0m
Wireless Well Solutions	-	-
Equipment Sales	\$29.1m	\$23.1m
PTI	\$71.2m	\$35.2m
Expro Meters	-	-
Elimination of intra-group sales	(\$1.21m)	(\$0.8m)
<b>Global Business Revenue</b>	<b>\$229.6m</b>	<b>\$151.5m</b>
Expro Meters	\$4.3m	\$3.2m
AX-S	\$31.8m	\$23.7m
Elimination of intra-group sales	(\$1.28m)	(\$1.1m)
<b>Total Adjusted Business</b>	<b>\$34.9m</b>	<b>\$25.8m</b>
<b>Total Revenue</b>	<b>\$1175.9m</b>	<b>\$989.8m</b>

(11/12  
figures are  
rounded to  
the nearest  
£0.1m)

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## Developing people

- A major drive to create a more people-focused Expro, where employees are engaged, valued, developed and motivated, has made significant progress. Improvements have been made in employee engagement and internal communication practices, as well as in the way we appraise and develop our people.
- Expro's first global employee survey was held in October 2011, with 1,714 people from 43 different countries providing their views. Feedback from the survey has led to real changes within the business, and has also been used to develop our core values of People, Performance and Partnerships, and their associated behaviours, that will shape the culture of Expro.
- From the survey, it was clear that employee development was a key area for improvement. As a direct result, the old appraisal process has been replaced with new Employee Development Plans (EDP). As part of the Expro career development (EXCD) programme, the EDP will focus on development, not just to help employees succeed in their current job but also to help them recognise where they aspire to be in their future Expro career.
- As Expro continues to invest in the development of our most important asset, our people, there have been a number of key projects designed and delivered to enhance the way our employees develop. These include:
  - The Management Development Programme, designed to develop Expro's existing managers and our new managers of the future. The year-long programme is accredited by the Chartered Management Institute (CMI) and is being run at two levels: Level 3 for supervisors and first-line managers; and Level 5 for middle/senior managers. The MDP has been rolled out globally and we have over 150 delegates enrolled and working through the programme in all our regions.
  - The Graduate Development Programme, which will enable Expro to attract high-calibre graduates and put them through a structured development programme. This includes 16-week intensive training in our centres in Aberdeen and Cairo before delegates then embark on eight months of field placements. We have successfully completed three GDPs in Well Test and Subsea with plans for the fourth programme well underway.
  - Work continues on the global implementation of our Learning and Competence Management System. New online training programmes covering our nine core mandatory HSEQ subjects have been developed and rolled out globally so that all personnel, no matter what their location, can access and complete their online learning easily.
  - Training expenditure for the year was \$5m, compared to \$4.2m the previous year.
  - Staff turnover was 12.6%, compared to last year's 16.14%. This remains a priority focus area.

## Preventing harm to the environment

### Environmental key performance indicators\*

Direct impacts		Quantity	11/12	10/11	% Change	
Natural Gas	Emissions from utility boilers	Tonnes CO <sub>2</sub>	236	293	(-19)	(Milder winter and tighter controls)
Gas Oil	Emissions from utility boilers	Tonnes CO <sub>2</sub>	261	246	(+6)	
Waste to Landfill	General inert waste	Tonnes	113.6	151.4	(-25)	(Increased focus on recycling and treatment)
Recycled	Wood, paper, cardboard	Tonnes	250.5	97		(Increased focus on recycling and treatment)
Recycled	Office paper	Kgs	16,081	17,440	(N/A)	
Indirect impacts						
Grid Electricity	Directly purchased electricity	Tonnes CO <sub>2</sub>	1069	1184	(-7)	(ongoing campaigns to improve energy awareness)

\*Data collected for UK operations for 11/12 financial year

## Being a good neighbour

- We have developed an enviable reputation for reliability and integrity and are committed to complying with the law and the Expro Code of Conduct at all times
- We encourage our teams across the world to support their communities through providing their time and enthusiasm to local events
- A wide range of local and national charitable causes are supported by Expro and our employees globally
- We strive to have a positive impact on the communities in which we operate around the world

