



# Our 2024 Sustainability Review

**Leading  
with Energy**

Our 2024 Sustainability Review





## PERFORMANCE

# Driving impact through action

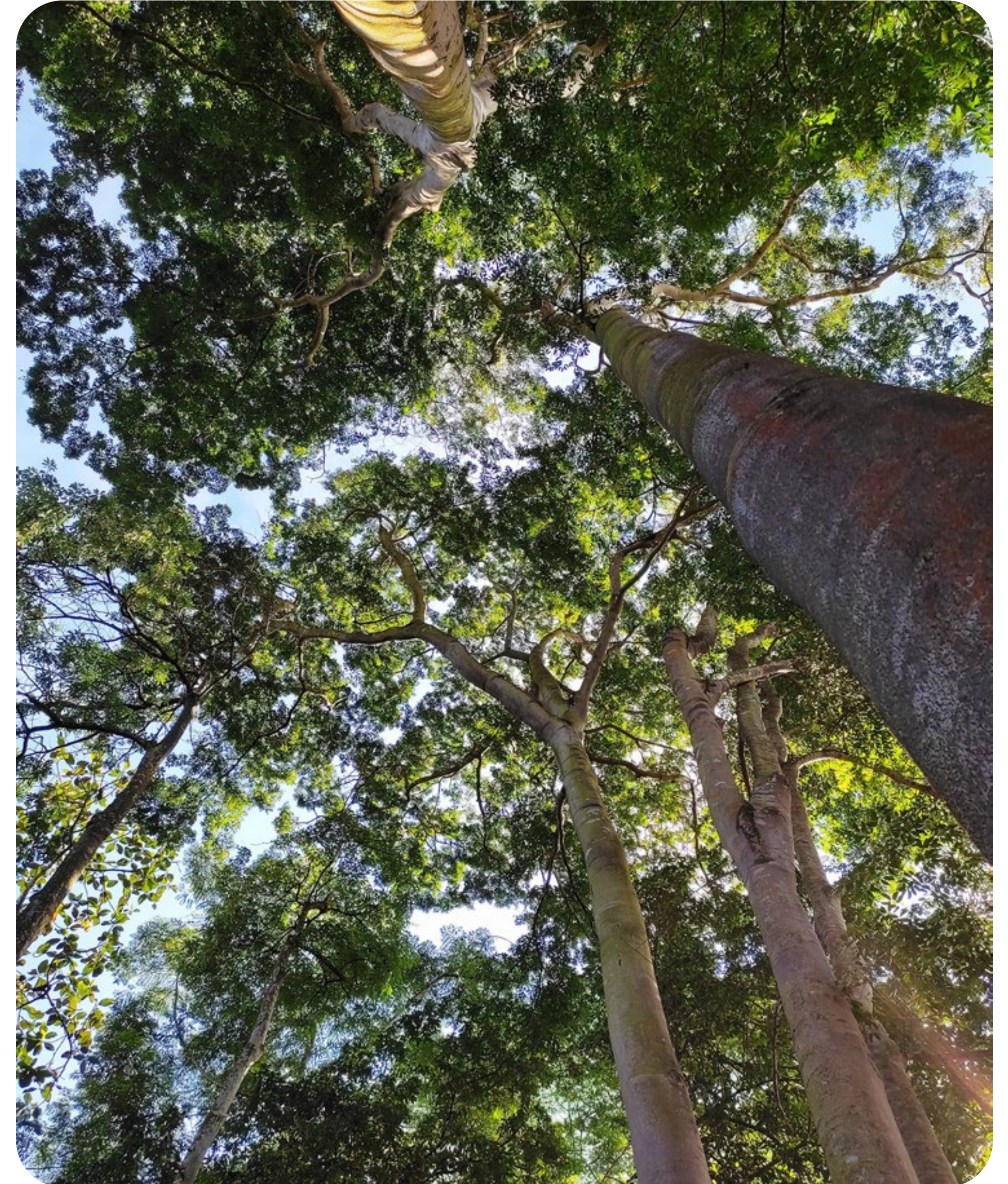
**We champion safety**, innovate with purpose, embrace accountability, foster collaboration and uphold a shared commitment to extraordinary performance.

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

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# Together, we are the S in ESG

## Our Strategic Aim

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

## Our Purpose

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

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

Elevate 2024 - Global Employee Survey



## Our Three Pillars

### ORGANIZATIONAL CULTURE

Our culture is the essence of who we are.

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

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

### INCLUSION & BELONGING

It is important that our employees feel comfortable in a respectful, supportive and inclusive working environment.

Where differences are valued, and all employees feel that they have a voice to make positive suggestions to enhance our working environment, customer satisfaction and business success.

We believe we must value and continue to progress our employee community and inclusive culture, where every individual feels valued, respected, and empowered to thrive.

### CORPORATE SOCIAL RESPONSIBILITY (CSR) & WELLBEING

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

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

## How We Are Advancing This Strategy

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

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

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



**Citizen of the world.**

# Positively elevating the culture of Expro for today and tomorrow

We actively solicit employee feedback and continue to strive to make the Company an employer of choice and ultimately, a great place to work where we all feel proud to be part of Expro.

**Elevate, Expro’s Global Employee Survey**

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

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

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

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

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

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

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





# Our people are our pride

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

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



## Employee Training And Development

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

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

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

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

## Employee Development Plan

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

We take pride in showcasing talent and developing skills by working with our people to create a specific Employee Development Plan (EDP) to

achieve their career path aspirations through talent development and retention initiatives.

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

## Training And Competence Assurance

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

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

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

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

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

In 2024

983

technical and competence assurance courses were delivered to

6,800+

employees worldwide.



# Prioritizing people: where safety and society come first

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

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

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

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

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

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

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

**Championing Safety**

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

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

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

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

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

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

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

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





# Prioritizing people: where safety and society come first

## Qhse Commitments And Guiding Principles

- We commit** to Quality, Health, Safety, and the Environment by continually improving processes and by making business decisions based on data and analysis.
- 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.
- 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.
- 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.
- We are a Citizen of the World;** addressing our own, and the industry's, impact on the planet to help make a positive, sustainable impact. We commit to the protection of our planet by reducing our waste and carbon footprint, preventing pollution, and seeking sustainable solutions. We endeavor to help facilitate the energy transition by adapting our existing services and technology and developing new future-facing technologies and capabilities.
- We believe** the competence of situational awareness of individuals is vital, whether they are Expro employees or contractors, especially those with safety-critical roles. It helps them recognize the risks in their activities and apply the right measures to control and manage those risks.
- 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.
- We have established** monitoring and auditing processes that go beyond just identifying problems but assisting us in helping appreciate and understand what caused them and what sort of changes are needed to address them.

## Our Safety And Society Achievements Throughout 2024

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

Receiving over 70 entries, the six category winners were announced at award ceremonies across Expro locations to celebrate the positive accomplishments of 2023 and provide an opportunity to reflect on the challenges we've faced.

### Our Award Categories:

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



## Engage 2024

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

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

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

## Holding Industry Standards

Our dedication to championing safety is led by our people. These initiatives are supported by our industry certifications: ISO 9001/14001/45001 (QHSE Management systems Globally), and our Excellence in Operations KPI program as well as industry recognized QHSE training programs and continual engagement sessions, which we continued to deliver in 2024.





# Prioritizing people: where safety and society come first

## Middle East And North Africa (MENA)

**Safety First Demonstration In Abu Dhabi**  
 Demonstrating our commitment to Hand Safety, the team in Abu Dhabi came together to stamp their handprints, names and signatures as their pledge to prioritize safety at work. This campaign not only affirmed our dedication to creating a safe working environment but also reinforced the importance of awareness around tools and practices that help prevent hand-related injuries.



## North And Latin America (NLA)

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



**Midstream Attend Safety Summit**  
 Our Midstream Service's team showed their commitment to championing safety at the Phillips 66 Contractor Safety Summit in Rosenberg, Texas in February. The client event allowed companies to get together to discuss important safety topics, where Sales Engineer, Lisa Gigout was also asked to present during the vendor showcase.

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

**Trinidad World Safety Day Program**  
 In recognition of World Safety Day, the Trinidad team hosted a Hand Safety training session in collaboration with Rosco Procom Ltd. The event focused on the importance of selecting the right gloves for various tasks, including the use of manual handling aids, taglines, finger savers, and push-pull rods. The Rosco Procom team also took the time to share valuable insights on Mechanix Wear gloves, highlighting their features and practical applications.



**Safety, Everyone's Business Walk**  
 In support of the 2024 World Day for Health and Safety at Work, Team Guyana joined in the Annual OSH Walk in Georgetown. The event raises awareness around occupational risks heightened by climate change, such as heat stress, UV radiation, air pollution, industrial accidents, extreme weather events, vector-borne diseases, and increased chemical exposure. It was a valuable moment to come together and share important insights on creating safer workplaces.



**Workplace Safety Drills**  
 The Well Flow Management team in Mexico organized a workplace safety drill to foster a culture of preparedness and resilience. They participated in emergency safety procedures to strengthen their ability to identify potential hazards and respond effectively. These drills help employees be not only equipped to handle emergencies but also committed to maintaining a safe and secure environment for everyone.



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





# Prioritizing people: where safety and society come first

## Europe And Sub-Saharan Africa (ESSA)

### Stop Card Recognition Award

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



### Stop Work Intervention Award

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



## Asia Pacific (APAC)

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

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

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

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



### Safety Award In Labuan

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



# Three Years Lost Time Injury Free

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



CITIZENS OF THE WORLD

# Braylon D. Hurd, Sr.

Region Business Development Manager  
Middle East & North Africa

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



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



## What Has Been Your Experience Working In Different Locations?

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

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



# Health and wellbeing

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

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

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

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

**Encouraging A Positive Culture Of Wellness And Vitality**  
Our commitment to employee health and wellbeing continued in 2024. We believe that promoting an environment where employees are encouraged to actively focus on their physical and mental health has a direct impact on our safety performance.

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

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

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

24/7  
online support

Through Our Employee Assistance Program

## Asia Pacific (APAC) ➞



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



## Middle East and North Africa (MENA) ➞



## North and Latin America (NLA) ➞





# Health and wellbeing across Asia Pacific (APAC)

## Football Festival In Thailand

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



## Encouraging Team Building And Collaboration

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



## Malaysia Eid Al-Fitr Celebration

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



## Health Heart Talk

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

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



## World Blood Donor Day In Thailand

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



## Creating A Healthy Workplace

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



## Blood Donation Campaign In India

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





# Health and wellbeing across Asia Pacific (APAC)

## Friendly Competition To Enhance Mental Wellbeing

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



## Expro Malaysia Lion's Vs Solar Alert

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



## Raising Awareness Through Push Up Challenge

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



## Thailand Team Building Exercise

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



## A Mountainous Expedition

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





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

## One Minute Exercise Challenge In Gabon

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



## Blood Donation Drive In Aberdeen

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



## Cycle Sportive In Aberdeen

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



## Movement For Mental Wellness

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



## Team Building Activity In Angola

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



## Transforming Spaces For Wellness

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

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



## Team Building At The Beach

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



## Ten Pin Bowling Tournament

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



## Team Aberdeen Rowing Competition

Some of our team members from Aberdeen took to the water to compete in the Intercompany Rowing Race at the Aberdeen Boat Club on the scenic River Dee.

The event saw fierce competition among 23 teams, including some of our clients, making it an exciting and engaging day of teamwork.



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

## Team Building In Dubai

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



## Bridging Teams In Dubai

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



## Paintball In Qatar

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



## Team Dubai Iftar Get Together

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



## Celebrating Saudi National Day

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



## Table Tennis Time In Egypt

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

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



## Practicing A Healthier Lifestyle

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

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



## Sagar Dombe Conquers Iron Man Malaysia 2024

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



## Soccer Time In Egypt

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



## The Exprolympics

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



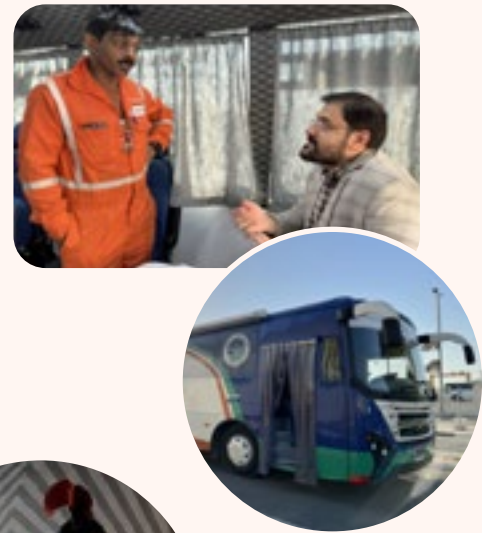
## Blood Donation Drive

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



## Supporting World Heart Day

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



## Escape Room Team Building In Dubai

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

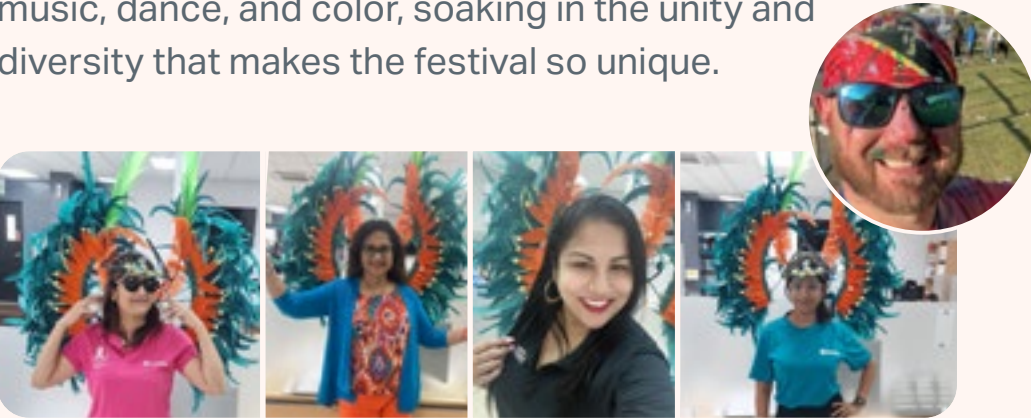




# Health and wellbeing across North and Latin America (NLA)

## Celebrating Trinidad Day In Style

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



## Eid Celebrations In Trinidad

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



## Springing Into Health In North America

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



17.3M steps

## Random Acts Of Kindness

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



## Not Ready For The Masters

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



## 12-Hour Fitness Challenge In Guyana

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



## Celebrating A Positive Work Culture

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

## Health & Safety Alert Wellness Check

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

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



## Celebrating Mexico's Independence Day

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



## Friendly Cricket Tournament In Guyana

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



## Culture, Lights, And Colors

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



## Mental Health Awareness Training

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





# Inclusive culture, lasting belonging

## Inclusion and Belonging.

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

Our goal is to put the right people forward to do the right work for the right customers, in the right places, attracting, retaining and nurturing a talented and inclusive workforce to turn our growth ambitions into reality.

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

To support our commitment to inclusion and belonging, we established a new learning and development program for all employees designed to help enhance our people's skills, knowledge and competencies in various areas that are relevant to their role and career aspirations.

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

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

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

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

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

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

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

### Gender Pay Gap Reports

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

In this report, we provide details on our UK entity, Expro North Sea Limited (ENSL), Gender Pay Gap in 2024.

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

**READ THE REPORT** ➔

### CITIZENS OF THE WORLD

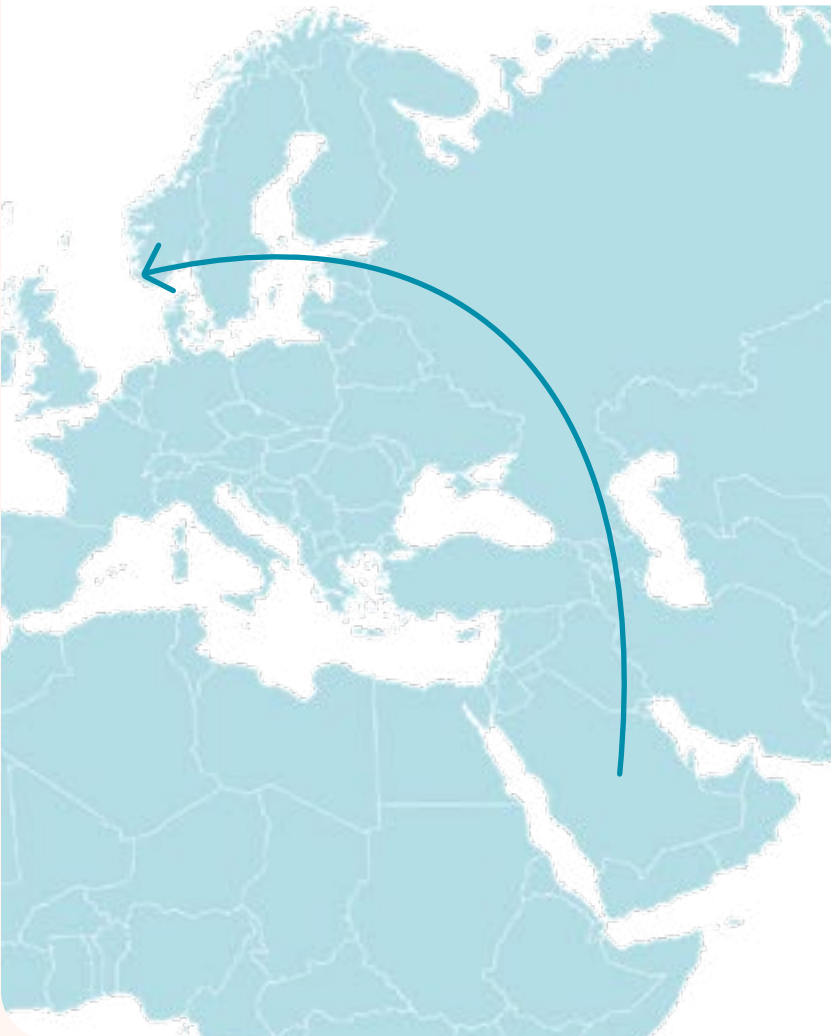
## Shaji Moidunny

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



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

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



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



# Spotlight social stories

## International Women's Day 2024.

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



Aberdeen



Algeria



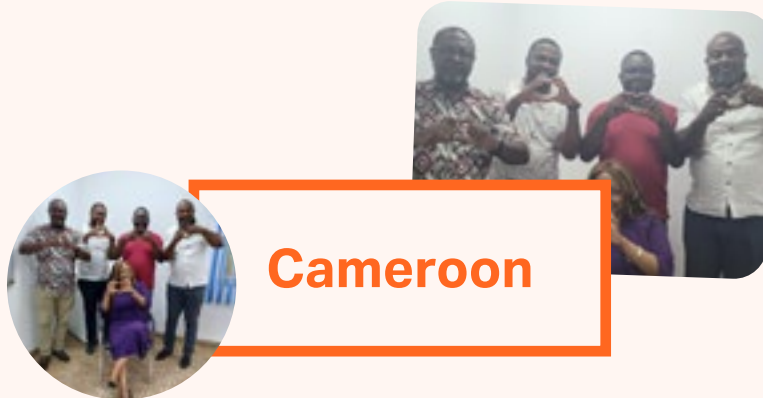
Angola



Argentina



Brazil



Cameroon



Colombia



Congo



Dubai



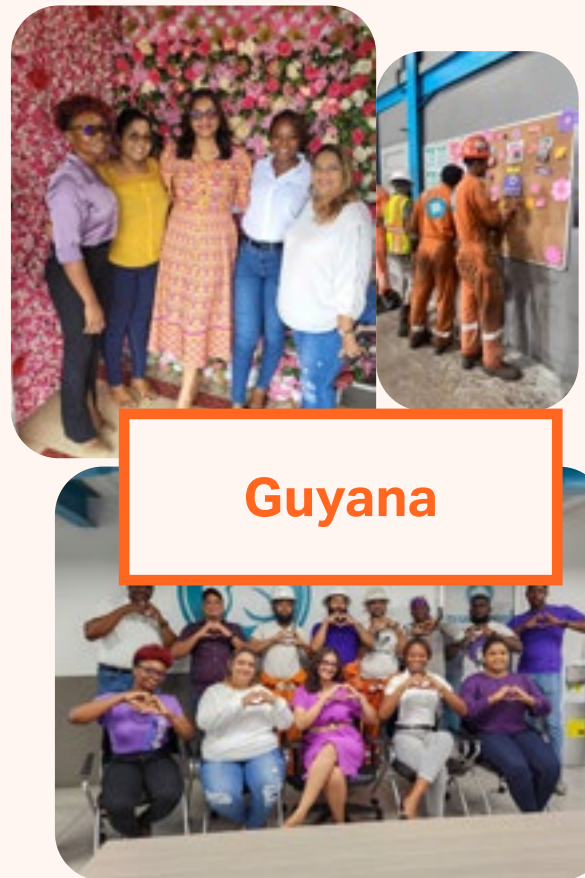
Gabon



Senegal



Qatar



Guyana



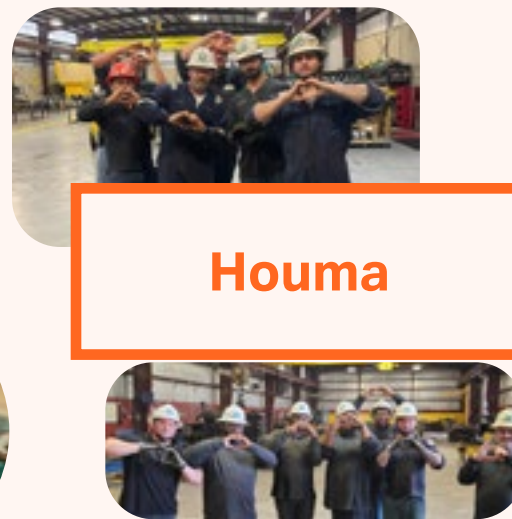
Lafayette



Nigeria



Ghana



Houma



Takoradi



Trinidad



Villahermosa

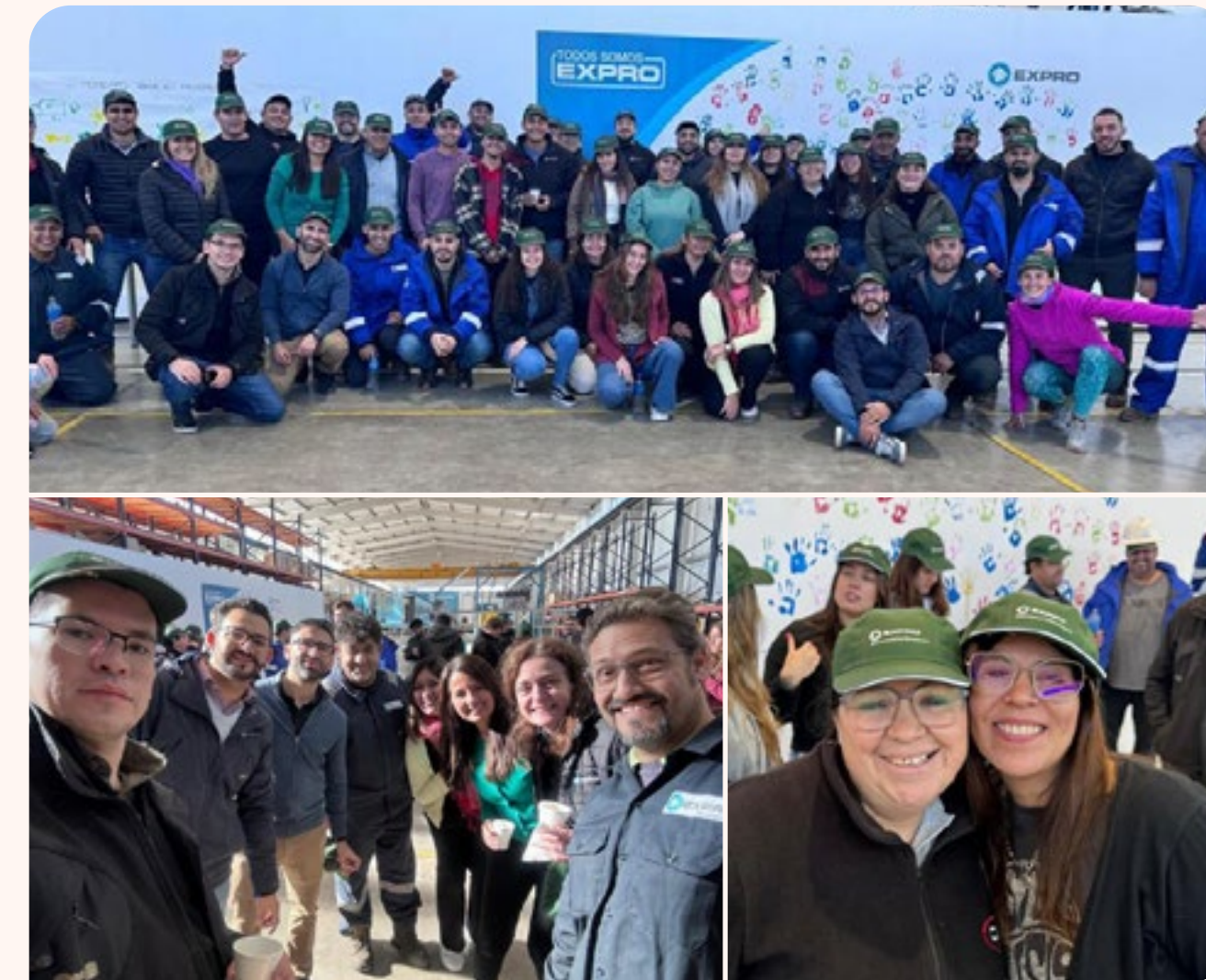




# Spotlight social stories

## World Mental Health Day 2024.

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





# Spotlight social stories

## Breast Cancer Awareness Month 2024.

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

### Aberdeen

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

### Angola

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

### Australia

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

### Brazil, Cote d'Ivoire, Labuan

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

### Dubai

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

### Ghana

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

### Guyana

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

### Lafayette, Houma, And Broussard

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

### Macaé

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

### Norway

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

### Ringwood

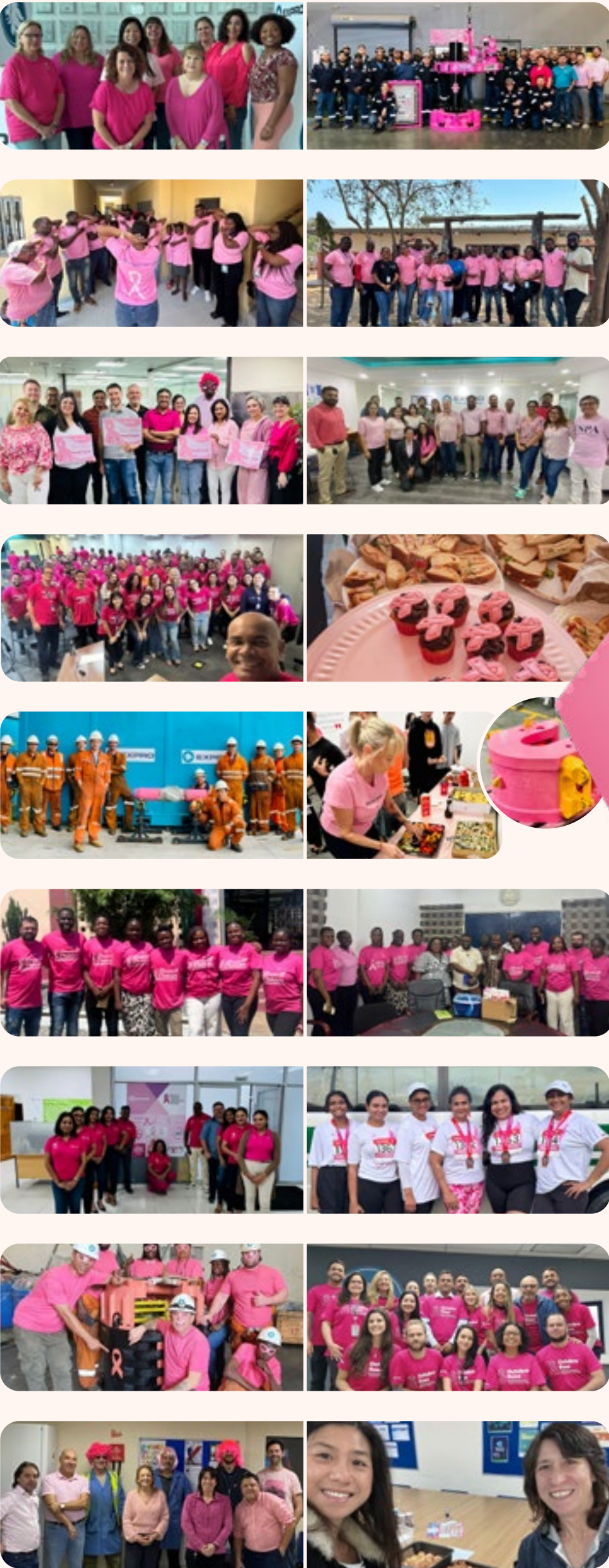
In Ringwood, the team came together to support their local charity, Going For Bust, raising over £100 for breast cancer awareness.

### Trinidad

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

### Uganda

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





# Corporate Social Responsibility (CSR)

Together we are true citizens of the world.

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

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

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

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



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

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

## Asia Pacific (APAC) ➞



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



## Middle East and North Africa (MENA) ➞



## North and Latin America (NLA) ➞





# Our CSR activities across Asia Pacific (APAC)

## Going Green In Brunei

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



## Brunei Team Host Local Students

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



## Flood Support In Kazakhstan

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



## Cleanup Exercise In Labuan Base

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



## Water Management System Implemented In Mumbai

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



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

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

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





# Our CSR activities across Asia Pacific (APAC)

## Litter Picking In Turkmenistan

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



## Tree Planting In Brunei

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



## Bringing Solar To The Pahang Community

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



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

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



127

Households now have access to reliable solar energy

Mumbai office will offset

~100%

of the base's energy consumption



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

## Mozambique Commitment To Education

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



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

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



## Angola Educational Engagement With Namibe University

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



## Pad Donation To Elelewon Girls Secondary In Nigeria

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



## Uganda Team Help Clean Up The Community

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



## Macmillan Coffee Morning

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

£1,035 raised

## Aberdeen Kiltwalk

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

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



## May Day In Gabon

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



## Africa Day Celebrations In Angola

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





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

## Walk And Pick It Up Challenge In Gabon

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



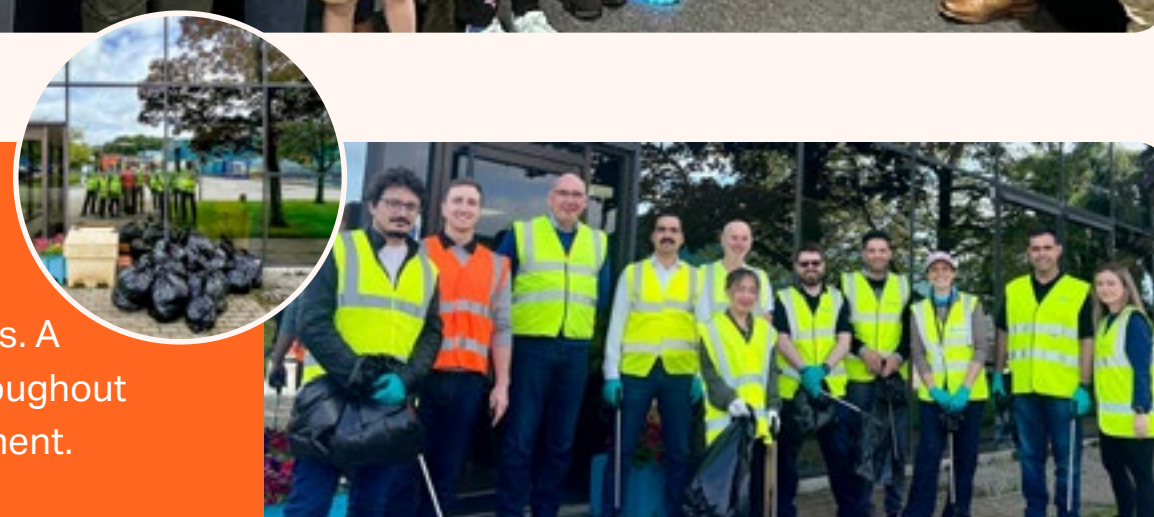
## Volunteering In Aberdeen

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



## Litter Picking In Dyce, Aberdeen

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



## Building A Brighter Future In Takoradi

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

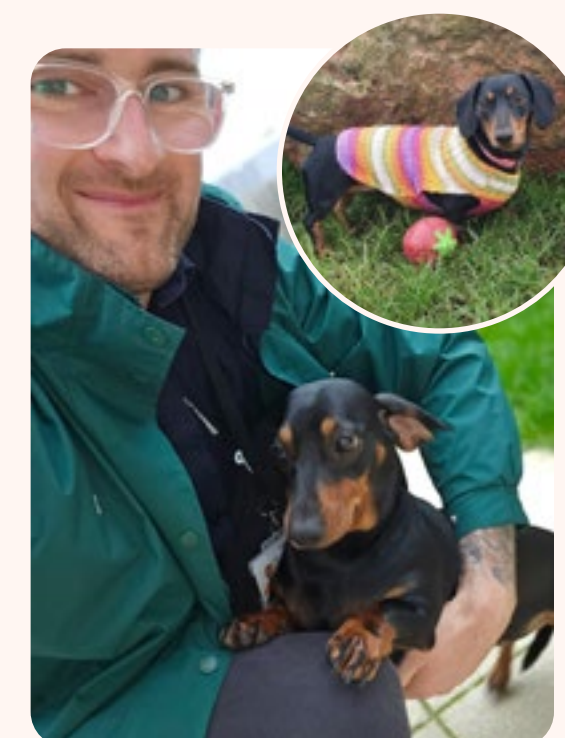
We hope the newly refurbished lab will spark a passion for science among students, attracting top talent to the school, and promote STEM (Science, Technology, Engineering, Mathematics) education in the community.



## Dog Walk Challenge For Cancer Research UK

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

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



## Protecting The Mangroves Ecosystem

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



850 kg

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



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

### Dubai Food Drive

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



### Saudi Team Cleans Up

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



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

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

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

Before



After



### ESG Initiative In Algeria

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



### Donations During Ramadan

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



### Black Bag Day In Qatar

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



### Cleaning Up Our Client's Water

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



### Driving Innovation: Project Luna Sponsorship

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

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

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





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

## Trinidad's Fruit Planting

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



## Operation Shopping List

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



## Care Package Collection

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



## The Cook-Off Fest In New Orleans

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



## The Reuse Of Plastics In Guyana

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



## Seawall Clean-Up

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



## Easter Celebrations

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



## Donations To The Outreach Center Of Acadiana

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



## Supporting Local In Guyana

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







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

### University Of Louisiana Sustainability Summit Exposition

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



### Team Trinidad Sponsors Local Football Team

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



### Tree Planting In Ecuador

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



### Environmental Cleanup In Mexico

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



### Transforming The Environment Of Praia Do Pecado

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

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



### Blood Drive In Lafayette

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





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

## Lafayette Reduce, Reuse, Recycle

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

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



## Harvesting Our Future In Brazil

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



## Beautifying The Work Space

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

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



## Pack The Backpack In Lafayette

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



## Empowering The Local Community

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

## Guyana Team Support Local Homeless Shelter

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

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



## Argentina Tree Day Celebration

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







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



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