



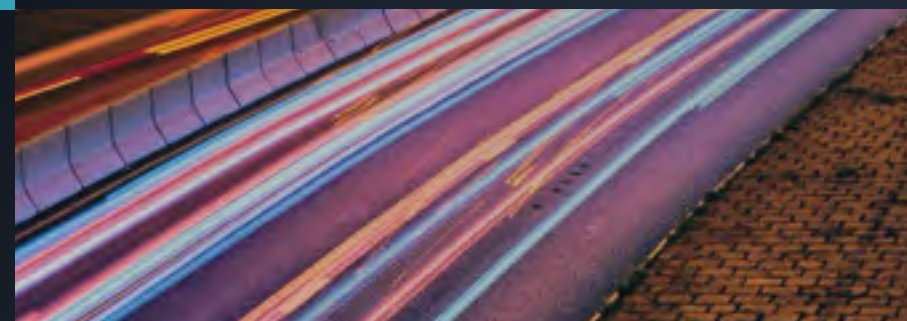
Delivery is in our DNA

Our 2025 Sustainability Review



Delivering technology,
expertise and service
for the wells of today

**Unlocking
energy answers
for tomorrow**





Welcome to our 2025 Sustainability Review

This report highlights our ongoing commitment to sustainability, social responsibility, and governance. It provides an in-depth look at the actions we are taking to create lasting, positive impact in line with our core values. Through transparency, innovation, and accountability, we continue to drive meaningful change across our business and the communities we serve.

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



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Delivering technology, unlocking energy answers



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Tracking progress towards our goals

GET TO KNOW EXPRO

Delivering

technology, unlocking
energy answers

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

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

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A letter from our Chief Executive Officer



To our shareholders, customers, employees, and communities,

The global energy system continues to evolve at pace. Demand for reliable, affordable energy is growing, even as expectations around emissions reduction, environmental performance, and transparency continue to rise. Meeting these dual priorities, energy security and environmental responsibility, requires realism, innovation, and operational discipline.

At Expro, our role is clear. We deliver the technologies, services, and expertise that enable our customers to develop and manage energy resources safely, efficiently, and responsibly across the full well lifecycle. Sustainability is not separate from this mission, it is embedded in how we operate, invest, and create long-term value.

Throughout 2025, we continued to translate strategy into delivery. Our focus remained on deploying proven technologies that improve well efficiency, reduce uncertainty, and lower emissions intensity; advancing diagnostics-led decision-making; and supporting safe intervention, decommissioning, and well integrity. In parallel, we applied these capabilities to energy transition applications such as carbon management and geothermal, where our expertise can be deployed pragmatically and at scale.

Safety remains our first priority. In 2025, Expro achieved two consecutive years without a Lost Time Injury, reflecting the strength of our safety culture

and the daily commitment of our people operating in complex environments around the world.

Environmental stewardship and strong governance remain central to our license to operate. During the year, we advanced programs to reduce operational emissions, strengthen environmental management systems, and enhance transparency through decision-useful reporting aligned with evolving regulatory expectations.

None of this progress would be possible without the dedication of our people. Across every region, Expro teams continue to demonstrate professionalism, ingenuity, and resilience in delivering for our customers and contributing positively to the communities where we work.

Looking ahead, oil and gas will remain essential components of the global energy mix. Companies like Expro play a critical role in making their development safer, more efficient, and less carbon intensive. Our focus remains on supporting our customers, investing in technology, and operating responsibly – creating long-term value through disciplined, sustainable growth.

Michael Jardon

Chief Executive Officer

A letter from our Director of Sustainability, Marketing and Communications



Sustainability at Expro is driven by purposeful action – translating strategy into measurable progress across our operations, solutions, and culture. In 2025, we continued to strengthen how sustainability is integrated across our business, supporting performance today while positioning Expro for long-term resilience and growth.

As a global provider of energy services and solutions, our work sits at the intersection of energy security, environmental stewardship, and economic development. Our sustainability strategy reflects this balance and is guided by four interconnected priorities: enabling lower-carbon outcomes for our customers, reducing the environmental footprint of our own operations, maintaining strong governance and ethical standards, and fostering a safe, inclusive, high-performing culture.

Supporting customers in reducing the environmental impact of energy production remains a central focus. Across the well lifecycle, our technologies enable improved efficiency, diagnostics-led decision-making, methane mitigation, and operational optimization. As demonstrated throughout this report, these solutions are delivering tangible outcomes, reducing emissions intensity, improving resource efficiency, and supporting responsible production, intervention, and decommissioning.

Internally, we continued to strengthen the sustainability of our own operations through initiatives focused on energy efficiency, fleet and logistics optimization, waste

management, and environmental management systems. These efforts are underpinned by disciplined processes and improving data quality, enabling more accurate performance tracking and continued improvement.

We also strengthened our approach to climate-related risk management, integrating physical and transition-related considerations into governance and business planning. Transparency remains central to our approach, with responsive reporting to recognized frameworks and evolving disclosure expectations.

Our progress is driven by our people. In 2025, Expro achieved two consecutive years without a Lost Time Injury, a milestone reflecting strong leadership, disciplined systems, and active employee engagement. More broadly, employees across the organization contribute ideas and actions that improve safety, reduce environmental impact, and strengthen performance every day.

This Sustainability Review reflects both our progress and our mindset: committed, accountable, and forward-looking. While there is more work to do, we are confident in our direction and focused on continuous improvement as we continue this journey.

Hannah Rumbles

Hannah Rumbles

Director of Sustainability, Marketing and Communications

Partnering to unlock energy for over 85 years



Our Scope

+60
Countries

+7K
Employees

75
Nationalities

+85
Years experience

Our Business

XPRO
NYSE

Headquartered in Houston, Texas and domiciled in the Netherlands

Our Revenue

~80%
International

~70%
Offshore

~70%
Drilling and completions related

Our Safety Performance

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

0.00

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

0.37

Service-Quality Leader

2025 customer service, quality, and customer job performance rating:

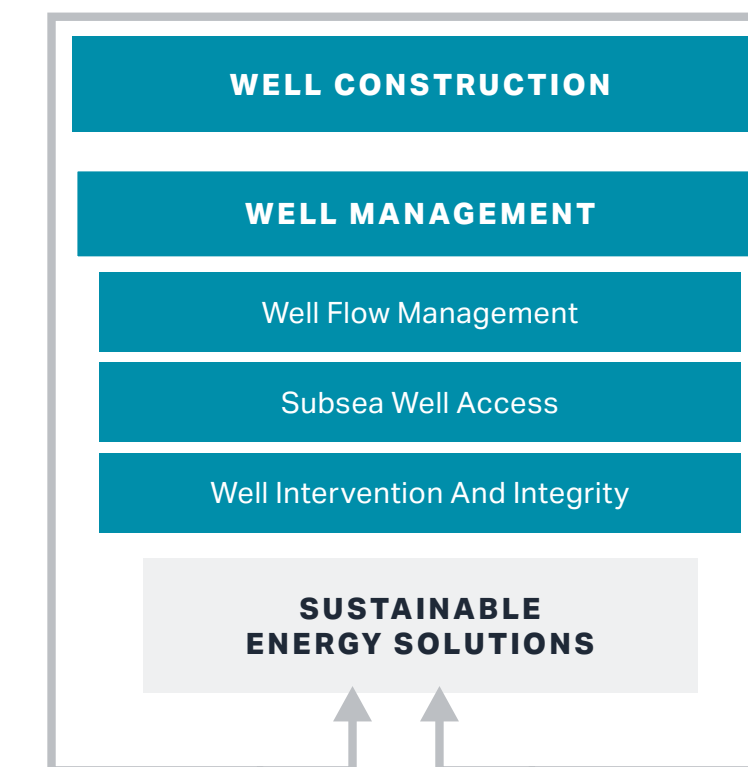
94%
North and Latin America (NLA)

95%
Europe, Sub Saharan Africa (ESSA)

95%
Middle East and North Africa (MENA)

97%
Asia Pacific (APAC)

A Diverse Set Of Global Capabilities



Our Sustainability Ratings

AA MSCI

B CDP

Medium

MORNINGSTAR | SUSTAINALYTICS

Our global portfolio

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

With roots dating back to 1938, we employ approximately 7,000 employees (as of 31 December 2025) and provide services and solutions to leading exploration and production companies in both onshore and offshore environments in roughly 60 countries. Our four operating regions include North and Latin America (NLA), Europe and Sub-Saharan Africa (ESSA), Middle East and North Africa (MENA), and Asia Pacific (APAC).

Combining innovative, future-facing technologies with high-quality data, our services and solutions help customers cost effectively develop their most complex wells, enhancing production efficiency, and pursue lower-carbon energy opportunities. Through adaptable and forward-thinking strategies we support long-term success by reducing operational costs and emissions in an evolving market landscape.

WELL CONSTRUCTION

Our Well Construction portfolio supports customers' drilling, completion, recompletion, and plug and abandonment (P&A) requirements. We deliver advanced technology Tubular Running Services, cementing, and performance drilling. With a focus on innovation, we are continuing to advance the way wells are constructed through our efforts to optimize safety and process efficiency on the rig floor, develop new methods to handle and install tubulars, and mitigate well integrity risks.

Since acquiring Coretrax in 2024, we expanded our offering to include more than 50 differentiates, technology enabled solutions that help:

- Address challenges commonly encountered during drilling
- Optimize drilling and completion times to reduce costs
- Extend well life
- Increase production efficiently and cost-effectively

WELL MANAGEMENT

Well Flow Management

We gather valuable well and reservoir data with a particular focus on well site safety and environmental impact. We provide global, comprehensive well flow management systems for the safe production, measurement, and sampling of hydrocarbons from a well during the exploration and appraisal phase of a new field, the flowback and clean up of a new well prior to production, and in-line testing of a well during production life. We provide:

- Early production facilities to accelerate production
- Production enhancement packages to enhance reservoir recovery rates through the realization of production that was previously locked within the reservoir
- Metering and other well surveillance technologies to monitor and measure flow and other characteristics of wells

Subsea Well Access

With more than 40 years of experience providing a wide range of fit-for-purpose subsea well access solutions, our technology aims to provide safe well access and optimized production throughout the well lifecycle. We deliver reliable, efficient, and cost-effective subsea well access systems for exploration and appraisal, development, intervention, and abandonment, including an extensive portfolio of Subsea Test Tree Assemblies and a rig-deployed Intervention Riser System. We offer systems integration and project management services. The 2023 acquisition of PRT Offshore expanded our offering to include a complete Hook-to-Hanger™ solution enabling safe, efficient well completions, interventions, and decommissioning from surface to subsea, while significantly reducing personnel on board.

Well Intervention And Integrity

Our well intervention solutions support well bore integrity, enhance production, and enable high-resolution downhole diagnostics. In addition to our extensive fleet of mechanical and cased hole wireline units, we offer cost-effective, innovative well intervention services, including CoilHose™, a lightweight, small-footprint solution for wellbore lifting, cleaning and chemical treatments; Octopoda™, for fluid treatments in wellbore annuli; and the Distributed Fiber Optic Sensing (DFOS), utilizing what we believe to be the most advanced well diagnostics platform currently on the market.

SUSTAINABLE ENERGY SOLUTIONS

As the energy industry embraces transition, we believe the key enablers to change will be those who can differentiate themselves as solutions providers. At every level of the energy collection process, Expro strives to work together with our customers to develop and deploy the right solutions to help contribute to a lower carbon world. We are dedicated to utilizing data, technology, and innovation to reduce our own carbon footprint and support our customers to achieve their carbon reduction goals.

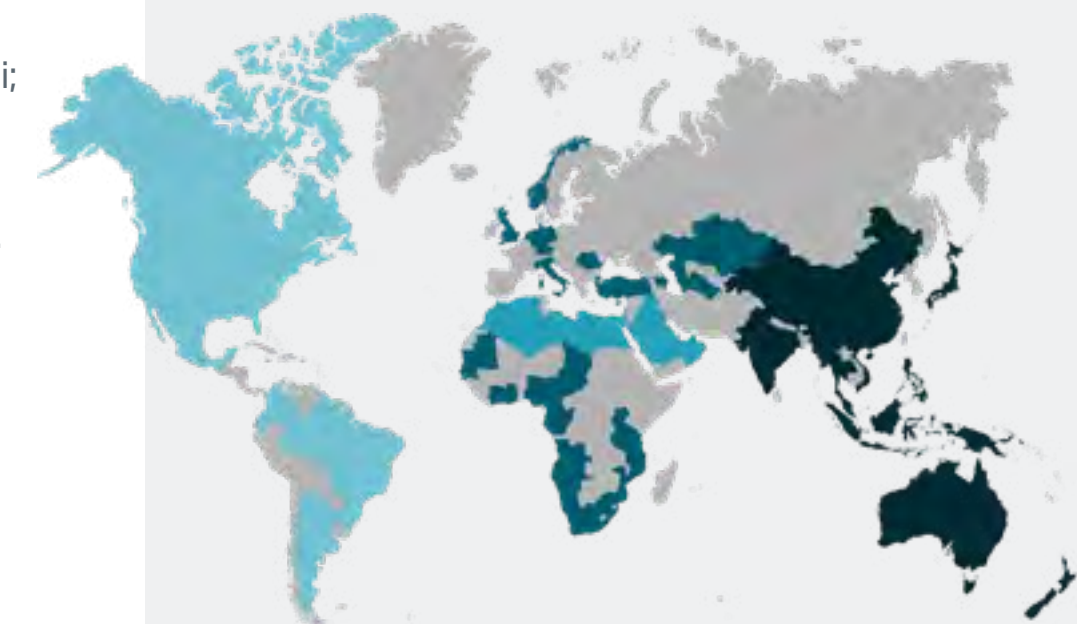
An International Footprint

North And Latin America (NLA)

Europe And Sub-Saharan Africa (ESSA)

Middle East And North Africa (MENA)

Asia-Pacific (APAC)



PARTNERSHIP

Delivering impact together

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



Velonix™: intelligent automation for safer, cleaner, and more reliable pipeline operations



Enabling offshore carbon storage through data-led well testing



Zero flaring well testing: cutting methane, creating value



From well test to early production: unlocking long-term value



Flare elimination in action



Unlocking Europe's geothermal and lithium potential



Guyana – community and partnerships

Zero flaring well testing: cutting methane, creating value

Routine flaring during well testing remains a significant source of avoidable emissions across upstream operations. As operators accelerate efforts to reduce carbon intensity, well testing is increasingly being reexamined – not as an unavoidable emissions source, but as an opportunity to recover value and reduce environmental impact.

In the Middle East and North Africa region, an upstream operator, committed to the World Bank's Zero Routine Flaring by 2030 initiative, needed a practical, scalable solution to eliminate flaring during well-testing while maintaining safety, reliability, and production integrity.

Re-thinking Well Testing

The challenge was to recover associated methane generated during well testing and export it to existing production pipelines, while preventing solids contamination and maintaining safe operations across multiple well sites.

Expro delivered a **mobile zero flaring well testing package**, integrating solids management, separation, gas measurement and temporary export infrastructure. Gas was separated from produced fluids and diverted directly to production pipelines using temporary pipework or reinforced thermoplastic pipe (RTP), providing a flexible alternative to flaring across varying site layouts and distances.

The system incorporated technologies specifically selected to prevent solids and contaminants from reaching downstream gas processing facilities, providing gas quality and asset protection. A compact equipment footprint allowed the full setup to fit within existing well pad boundaries, supporting efficient deployment and minimizing site disturbance.

Measurable Impact At Scale

Zero flaring operations began in 2023 and have been carried out continuously across multiple well sites through to the present day. Over this period, the results have been significant. Expro's solution has delivered sustained environmental and operational benefits – recovering gas that would otherwise have been flared, while maintaining safe, reliable performance.

All operations were completed with zero non-productive time and no lost-time incidents, demonstrating that emissions reduction can be achieved without introducing additional operational risk.

By enabling the recovery and monetization of associated gas during well testing, the solution supported the operator's decarbonization objectives while generating tangible economic value.

Enabling Lower-Carbon Operations Today

This project demonstrates how proven well flow management expertise can be applied in new ways to address one of the industry's most immediate emissions challenges. By transforming well testing into a zero flaring operation, Expro is helping operators reduce methane emissions, improve resource efficiency and deliver measurable progress toward a lower-carbon energy system.

AT A GLANCE: ZERO FLARING WELL TESTING IMPACT

Emissions Avoided

~13K

Tonnes CO₂e

Prevented from being released through the recovery of associated methane during well testing operations (2023–2025).

Gas Recovered

200

MMscf of methane

Captured and exported to existing production pipelines instead of being flared.

Value Created

680K

US\$

In additional revenue generated from gas that would otherwise have been wasted.



Zero flare
well testing

Operations across multiple well sites since 2023

Zero non-productive time

No lost time incidents

From well test to early production: unlocking long-term value

Recovering gas, harvesting rainwater and integrating solar power for low carbon early production.

In Colombia, a collaborative partnership between Expro and Ecopetrol has transformed a short term well testing campaign into a fully functioning production site – demonstrating how innovation, flexibility and shared sustainability goals can unlock long-term value.

Recognized by Ecopetrol as a strategic discovery, the asset is estimated to hold recoverable reserves of approximately 250 million barrels, making it one of Colombia’s most significant finds of the past decade. Developing the resource efficiently and responsibly from the earliest stages was therefore a critical priority.

Operating in a remote location without access to central processing infrastructure, the project started as a short-term well test and evolved into an early production facility (EPF), enabling on site processing and direct delivery of crude oil into the sales pipeline, while minimizing environmental impact.

This transition reduced logistical complexity, eliminated the need for additional downstream treatment and supported compliance with local commercialization requirements – all while maintaining high standards of safety, quality and environmental performance.

Recovering Energy At Site

A key element of the project’s success was the recovery and reuse of gas generated during production. Rather than flaring this gas, Expro adapted equipment so that recovered gas could be used to power boilers and support steam generation for refining the crude oil.

By reusing energy already available on site, the project significantly reduced flaring and associated emissions, while improving overall efficiency. Up to 40% of the gas produced is now reused – turning an operational by product into a valuable resource.

Integrating Solar Power

To further reduce reliance on fuel generated electricity, solar energy was incorporated into the site design. Solar panels now provide power for lighting and control systems, supporting day-to-day operations and increasing resilience in a remote environment.

This integration demonstrates how renewable energy can be embedded into production facilities in a practical, low disruption way – contributing to emissions reduction without compromising operational reliability.

Beneficial Re-Use Of Water

Water stewardship was another important focus of the partnership. Steam generation requires a dependable water supply, which was achieved by repurposing existing infrastructure on site.

A contingency pond originally designed for rainwater collection was converted to supply water for the boiler

system. By harvesting and reusing rainwater, the project reduced the need for freshwater abstraction while making beneficial use of an existing asset.

Delivering Impact Through Partnership

The combined use of recovered gas, solar energy and harvested rainwater has delivered measurable environmental and economic benefits. Together, these initiatives have resulted in an estimated **1,200 tonnes of CO₂ avoided per year**, alongside annual cost savings of approximately **US\$ 360,000**.

Beyond environmental performance, the project has delivered lasting social value. A local workforce was integrated into operations and trained by Expro, building technical capability while embedding company values around safety, quality, and sustainability. This approach supports long-term skills development and creates enduring benefits for the surrounding community.

Crucially, the project was designed and implemented entirely by a 100% Colombian team, reinforcing local content and in-country expertise. Activities were delivered in compliance with local authorities and environmental regulations, as well as national safety, quality and boiler operation standards.

Together, the partners demonstrate how sustainability outcomes are strongest when teams work collaboratively – from well testing through to production – embedding environmental considerations into every stage of decision making.



KEY STATS

~1,200

Tonnes CO₂e

Estimated annual reduction

360K

US\$

Estimated annual savings

700K+

Barrels of crude oil

Produced

“This project shows how well testing can evolve into a lower carbon production solution through strong partnerships and practical innovation.”

Flare elimination in action

Recovering associated gas to cut emissions, support energy security, and create shared value.

At a remote production site in North Africa, Expro partnered with an operator to address routine flaring at a satellite gathering station. Associated gas produced alongside oil had historically been flared due to the lack of processing infrastructure – resulting in avoidable emissions and lost economic value.

Through close collaboration and a shared commitment to sustainability, we delivered a practical solution: a modular flare gas recovery facility designed to capture, process, and repurpose associated gas. The project demonstrates how partnership led execution can turn an environmental challenge into a lower carbon energy solution.

The Challenge: Routine Flaring In A Remote Location

The site gathers production from multiple wells in a remote desert environment. Without access to gas processing infrastructure, associated gas was routinely flared, increasing greenhouse gas emissions and exposing the operator to regulatory and commercial risk.

The operator sought a fast track solution that could eliminate flaring, align with national climate commitments, and unlock the value of gas that was previously wasted – without compromising safety or operational reliability.

A Collaborative, Fast Track Solution

Expro worked closely with the client to design, deliver, and commission a dedicated flare gas recovery facility. The modular plant receives gas from a high pressure separator and boosts it for export to an existing processing network, eliminating routine flaring at the site.

Delivered on a lease, operate, and maintain basis, the facility was engineered for rapid deployment and

long-term performance. Automated control systems and realtime monitoring support safe, efficient operations while enabling continuous optimization.

Speed and efficiency were central to the project's success. Through close collaboration with the customer and our dedicated engineering teams, front end engineering and design (FEED) was completed early, ahead of operations. This early alignment streamlined procurement, construction and commissioning activities, enabling first gas to be processed within 18 months of receiving the call-off order.

Reducing Emissions Through Smarter Energy Use

Further emissions reductions were achieved by replacing diesel powered systems with gas generators. Recovered associated gas is now used to generate electricity on site, powering the facility itself and reducing fuel consumption.

This integrated approach improves efficiency, lowers operating costs, and reduces the overall carbon footprint – demonstrating how recovered energy can be put to productive use rather than wasted.

Delivering Measurable Impact

By capturing gas that would otherwise have been flared, the project avoids an estimated 800 tonnes of CO₂e per day, equating to approximately 292,000 tonnes of CO₂e per year. Over the three year contract period, this represents more than 876,000 tonnes of CO₂e avoided.

In parallel, the project has transformed waste gas into a valuable energy resource. Approximately 400,000 cubic meters of gas per day are now recovered and processed, supporting domestic energy security, enabling export opportunities, limiting regulatory exposure, and generating an estimated USD 16 million in value per year.

Building Local Value Through Partnership

Local collaboration played a central role in the project's success. More than 95% local content was achieved across construction, operations, and maintenance, supporting employment, skills development, and long-term in country capability.

Since start-up, the facility has achieved ~100% uptime, zero nonproductive time, and no lost time incidents– reinforcing that strong environmental performance and operational excellence can be delivered together.

By working in partnership from concept through to operations, Expro and its client demonstrated how collaborative approaches can eliminate routine flaring, reduce emissions, and deliver lasting value for the environment, the economy, and the communities where we operate.

~400K
Cubic meters gas
Recovered per day

~800
Tonnes CO₂e
Avoided per day

~292K
Tonnes CO₂e
Avoided per year

>95%
Local workforce



A modular flare gas recovery facility transformed waste gas into a valuable energy resource – **eliminating routine flaring at site.**

Enabling offshore carbon storage through data-led well testing

As the global energy sector accelerates toward a lower-carbon future, carbon dioxide abatement and removal technologies are no longer aspirations – they are necessities.

Among the most ambitious undertakings is the UK's Northern Endurance Partnership (NEP), a critical initiative shaping the future of carbon capture and storage (CCS) in the North Sea. And supporting this mission is Expro, a company quietly but powerfully writing the playbook for offshore well testing.

Enabling The UK's Net Zero Vision

Formed by a consortium of energy heavyweights, NEP is laying the backbone infrastructure for transporting and permanently storing CO₂ beneath the North Sea. This pioneering development will support a network of decarbonization projects, advancing the UK's strategy to capture and store between 20–30 million tonnes of CO₂ per year by 2030, and up to 50 million tonnes by 2035.

In 2025, Expro was awarded a significant contract to deliver integrated well testing services for NEP. The scope includes production and injection testing of two appraisal wells in the Endurance reservoir – an essential phase to determine their viability for long-term CO₂ storage.

Read the case study: Expro leads the way with carbon storage well testing

Testing The Foundations Of A New Industry

Understanding whether a reservoir can safely and efficiently store CO₂ over decades is not a trivial matter. While saline aquifers hold vast storage potential, their geology is often uncharacterized. Comprehensive testing is vital to reduce reservoir uncertainties and understand key properties of subsurface formations and fluid dynamics.

Expro's well testing capabilities – refined over decades in oil and gas – are now being repurposed to support this emergent CCS frontier. The company brings a deep bench of expertise, industry-leading equipment, and a global footprint, making it the partner of choice for complex, high-stakes offshore operations.

A Proven Track Record In The North Sea

Expro's recent CCS credentials are unrivalled, particularly in the North Sea, the world's leading offshore CCS hub. The company has supported Equinor's Northern Lights and Smeaheia projects, as well as Harbour Energy's Havstjerne development, delivering three successful well tests in the first half of 2025 alone. This track record has continued to grow, with further well testing planned in Denmark later this year and a partnership with NEP commencing this year, underscoring the trust operators place in Expro to deliver reliable, data-rich testing under demanding offshore conditions.

Data-Driven Decisions For Time-Critical Targets

Government mandates across the UK and EU have set the clock ticking. As part of its Net Zero Industry Act, the EU's legally binding target to store 50 million tonnes of CO₂ annually by 2030 means that every test well drilled today must seek to deliver maximum value, providing robust data and reducing risks for future field developments.

Expro's integrated Well Flow Management and Subsea Well Access services enable operators to efficiently gather the high-quality data needed to make informed development decisions. By getting operations right the first time, project developers can shorten the time from appraisal to first injection, helping secure early contracts with European emitters and stay ahead in a competitive market.

Shaping The Global Future Of CCS

James Yard, CCUS Development Manager, said: "As a flexible, safety-focused solutions provider, Expro is well positioned to support the rollout of CCS beyond the UK and Norway. With operations across key markets and a scalable service model, the company is exporting its North Sea expertise to accelerate global decarbonization goals."

"From first appraisal to full-scale deployment, Expro is setting a new standard for CCS well testing – delivering the certainty to permanently lock away CO₂."



"From first appraisal to full-scale deployment, Expro is setting a new standard for CCS well testing – delivering the certainty to **permanently lock away CO₂.**"

James Yard, CCUS Development Manager

50 MtCO₂e is equivalent to



~50%

of UK road transport emissions in 2023

Unlocking Europe's geothermal and lithium potential

As Europe accelerates its transition to a lower-carbon energy system, geothermal energy is emerging as a critical enabler – offering reliable, baseload renewable power while supporting access to strategic raw materials essential for electrification.

In Germany, one of Europe's most ambitious geothermal and lithium developments is taking shape. The Lionheart Project, recently recognized under the European Union's Critical Raw Materials Act, represents the largest integrated geothermal and lithium extraction program of its kind on the continent. At the heart of this project is a focus on innovation, collaboration and the application of proven subsurface expertise to new energy systems.

Supporting A Strategic Energy Transition Project

Expro is supporting the Lionheart Project through a Master Services Agreement with VERCANA GmbH (part of Vulcan Energy Resources GmbH), alongside a contract award to deliver well testing services for the Schleidberg cluster – one of the first developments within the wider project.

The work will support the characterization of geothermal reservoirs and the evaluation of fluid properties, enabling the development of high-performance geothermal energy and lithium extraction. These activities are fundamental to ensuring that geothermal resources are developed efficiently, safely and at scale.

Read the press release: Expro to deliver geothermal well testing services for groundbreaking Lionheart Project in Germany

Applying Proven Technologies In New Ways

Central to Expro's scope is the deployment of its GeoFlow™ Surface Well Testing package, combined with wireline logging and integrated data acquisition capabilities. While these technologies are well established in traditional energy applications, their adaptation to geothermal environments reflects how existing oilfield expertise can be repurposed to support low-carbon energy systems.

By delivering high-quality data from the earliest stages of development, well testing plays a critical role in reducing uncertainty, improving reservoir understanding and supporting informed decision-making – key factors in the long-term viability of geothermal projects.

Building On Decades Of Geothermal Experience

Expro has been servicing geothermal projects for more than 40 years, with a growing portfolio across Europe. The Lionheart Project builds on this experience, following the recent successful delivery of well testing services for an independent project developer in Germany.

The work will be delivered by Expro's Europe, Mediterranean and Caspian team, drawing on expertise from across the company. This integrated approach allows knowledge and capability developed over decades to be applied to emerging energy systems with similar technical challenges.

Enabling Sustainable Energy And Critical Materials

Geothermal developments like Lionheart demonstrate how subsurface engineering can support multiple sustainability objectives simultaneously – providing renewable heat and power while enabling access to critical materials such as lithium, which is essential for battery technologies and the wider energy transition.

As Europe seeks to strengthen energy security and reduce reliance on imported raw materials, projects of this scale will play an increasingly important role. Expro's involvement reflects its continued commitment to supporting the energy transition with scalable, high-impact solutions that contribute to a lower-carbon future.

By adapting proven technologies, working in close partnership with clients, and applying deep technical expertise to new challenges, Expro is helping to unlock the full potential of geothermal energy – supporting Europe's transition today while laying the foundations for tomorrow.



Velonix™: intelligent automation for safer, cleaner, and more reliable pipeline operations



Delivering sustainable performance through intelligent flow control and partnership.

As the energy sector continues to balance production demands with accelerating sustainability commitments, operators are increasingly turning to digital automation to unlock safer, cleaner and more efficient operations. In 2025, Expro's Velonix™ Optimized Pig Control System emerged as a key technology in helping partners reduce emissions, improve asset integrity and substantially cut operational risk.

Built around state of the art SONAR measurement and automated closed loop flow control, Velonix is designed to deliver precise and consistent Pipeline Inspection Gauge (PIG) velocity management across diverse pipeline environments. Whether deployed on low-, high-, or no-flow lines, the system can enhance data quality, minimize operator exposure and strengthen the reliability of inline inspections.

SUSTAINABILITY IMPACT

69K

Tonnes CO₂e

Avoided by transitioning from cold venting to flaring

3K

Tonnes CO₂e

Reduced through optimized pressure control

Transforming Pigging Through Intelligent Automation

Traditionally pipeline pigging has required intensive manual intervention to approximate the correct flow velocity, requiring operators to closely monitor flow and intervene continually, resulting in inconsistent pig speeds, increased emissions from reruns, and greater worker exposure. Velonix transforms this process through automating and stabilizing the process.

By continuously measuring velocity via clamp-on SONAR and adjusting flow through a digital skid that is controlled by the Programmable Logic Controller (PLC), Velonix enables:

- Ideal, stable, consistent pig velocities
- Improved inspection data quality, reducing pipeline integrity uncertainty
- Reduced emissions by eliminating unnecessary in-line inspection (ILI) reruns
- Lower personnel exposure through reduced manual intervention
- Increased operational reliability and faster response times

These benefits combine materially to reduce the carbon footprint of routine pipeline integrity work, making Velonix not only a technical asset but a sustainable accelerator.

Read the case study: CO₂ and cost savings delivered through optimized pig velocity control with Expro's Velonix™

OPERATIONAL VALUE

187K

US\$

Saved in natural gas waste

1.1M

US\$

In potential savings by avoiding an ILI rerun



A Flexible, Scalable Technology For Modern Pipeline Integrity

Velonix's modular and nonintrusive architecture means it can be deployed quickly across a wide range of pipeline diameters and operating conditions. The system's mobile, bolt on nature reduces infrastructure requirements, while its ability to integrate with other Expro technologies, such as flarestacks artificial propulsion, makes it adaptable to a broad operational envelope.

The result is a solution that not only improves technical performance but also strengthens long-term integrity planning and reduces emissions associated with traditional pigging practices.

Delivering On Sustainability Through Partnership

As the industry advances toward lower carbon operational profiles, collaboration between technology partners and operators will continue to drive meaningful progress. Velonix embodies this collaborative approach, offering a proven, data driven system that improves performance while delivering measurable sustainability gains.

In 2025, Velonix helped operators cut waste, reduce emissions, improve safety and enhance data quality. As more organizations adopt intelligent automation across their pipeline networks, the technology's impact will continue to grow, supporting safer operations today and a lower carbon energy system tomorrow.

Partnership In Practice

In 2025, a long-standing Expro client operating a 30 inch, 60 mile natural gas pipeline required support for a critical integrity inspection in a no flow environment. Delivering the correct pig velocity in such conditions is particularly challenging – historically requiring substantial gas flaring to create enough force to push the tool through the line.

Rather than relying on the client's initial request for 100 MMSCFD flare support, Expro proposed a smarter, more sustainable solution.

By reducing pipeline pressure to around 475 psig, the required flow rate was significantly lowered while maintaining the necessary pig velocity – resulting in a substantial reduction in emissions. Through deploying Velonix's automated control system, Expro enabled the pig to run smoothly and accurately, eliminating speed excursions and avoiding the need for costly reruns.

The client praised the outcome, noting the precision of the speed control and the value of real-time data visibility, highlighting Velonix as an enabling technology for pigging low-, variable or no-flow pipelines.

Guyana – community and partnerships

A year of impact, connection, and purpose.

Expro Guyana’s 2025 journey towards enhancing local environmental sustainability reflects far more than a collection of activities; it embodies the true meaning of serving with purpose. Throughout the year, our team demonstrated that meaningful impact is created when people willingly show up for one another, stand with their communities, and work together toward shared progress.

Through strong partnerships with organizations such as the Rotary Club of Demerara, the Salvation Army, the Guyana Cancer Foundation, and the National Blood Transfusion Center, we extended our reach while contributing towards community development. These collaborations allowed us to strengthen access to healthcare, education, environmental protection, and social support for some of the most vulnerable groups in our society.

At the same time, we recognize that impactful sustainability work begins internally. We believe that giving back to the community is paramount, but we also think that our ability to serve outwardly is strengthened when we care for our own people. For this reason, 2025 included a deliberate focus on mental health and employee wellbeing, with initiatives designed to create safe, supportive, and nurturing spaces for our staff. Whether through mental health breaks, creative expression activities, charades sessions, or open conversations about emotional resilience, we emphasized that caring for our workforce is just as important as caring for the communities around us.

Our volunteers consistently embraced each initiative with compassion and determination. Whether waking up at dawn to clean the Kingston seawall, offering support to families in need, uplifting children during festive seasons, or walking in solidarity for breast cancer awareness, our team leaned fully into each opportunity to support and give back. Their actions demonstrated that kindness, empathy, and a willingness to participate can transform lives, often beginning with simple, heartfelt gestures.

Environmental advocacy also remained a focus throughout the year, with cleanups and sustainable donation efforts reinforcing our duty to protect natural spaces and promote conscious living, contributing to a healthier future for generations to come.

In 2025, we strengthened communities, supported one another, and reaffirmed our belief that when people unite with care and intention, powerful and lasting change follows. With over 70 employees volunteering across 11 initiatives, the team achieved over 3,000 volunteer hours in 2025. This level of participation illustrates the strong commitment of our workforce, who consistently showed up to support, engage, and contribute to meaningful community development efforts. Expro Guyana’s commitment and enthusiasm across each and every initiative highlights what it truly means to be a citizen of the world.

Pause For A Cause

At the start of the year, Expro Guyana set the tone with a purposeful Mental Health Break designed to support employee wellbeing in an increasingly fast-paced work environment. For one hour, our team stepped away from daily operational pressures. What made this hour significant was not the refreshments but the reminder that taking time for oneself is essential to sustained performance. The sound of laughter and light conversation created a refreshing pause which re-energized employees for the rest of the day. The session also served as a moment to reinforce the importance of our Employee Assistance Program (EAP), reminding staff that confidential support is always available.

Give Blood, Save A Life

In January, Expro Guyana proudly hosted a blood drive in partnership with the National Blood Transfusion Center (NBTC). The medical team visited our base to facilitate a seamless donation process for staff volunteers. Their message was powerful: one unit of donated blood can save up to three lives, and with someone in Guyana needing blood every two seconds, the need is constant and urgent.

Beyond saving lives, the initiative also highlighted the personal health benefits of blood donation, such as improved cardiovascular health and the fulfillment of giving back. Employees not only contributed to the national blood supply but also experienced a sense of purpose knowing their donation directly supported those in need.



KEY STATS

11

Initiatives

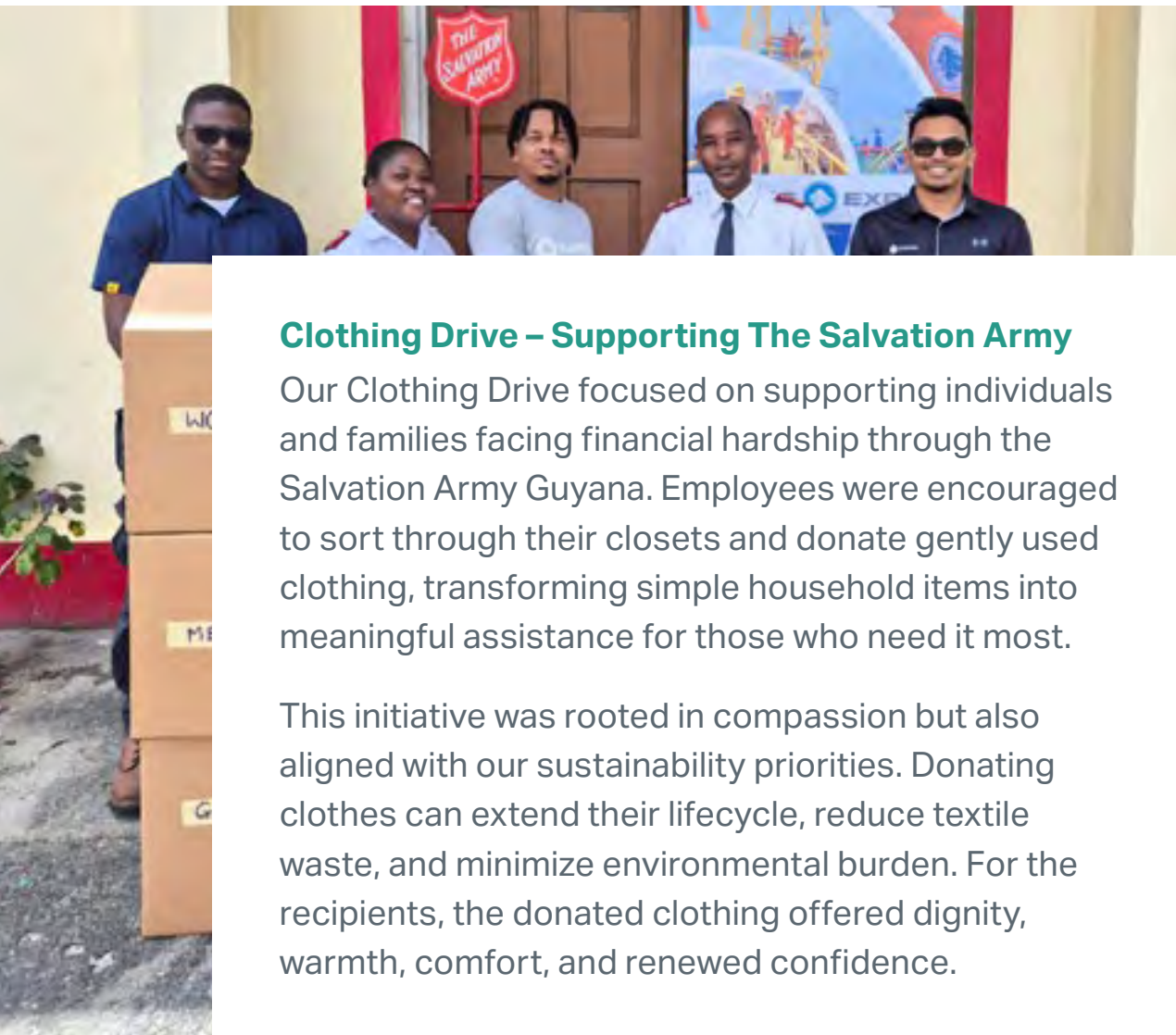
70

Employee volunteers

3,000+

Volunteer hours in 2025

Guyana – community and partnerships



Clothing Drive – Supporting The Salvation Army

Our Clothing Drive focused on supporting individuals and families facing financial hardship through the Salvation Army Guyana. Employees were encouraged to sort through their closets and donate gently used clothing, transforming simple household items into meaningful assistance for those who need it most.

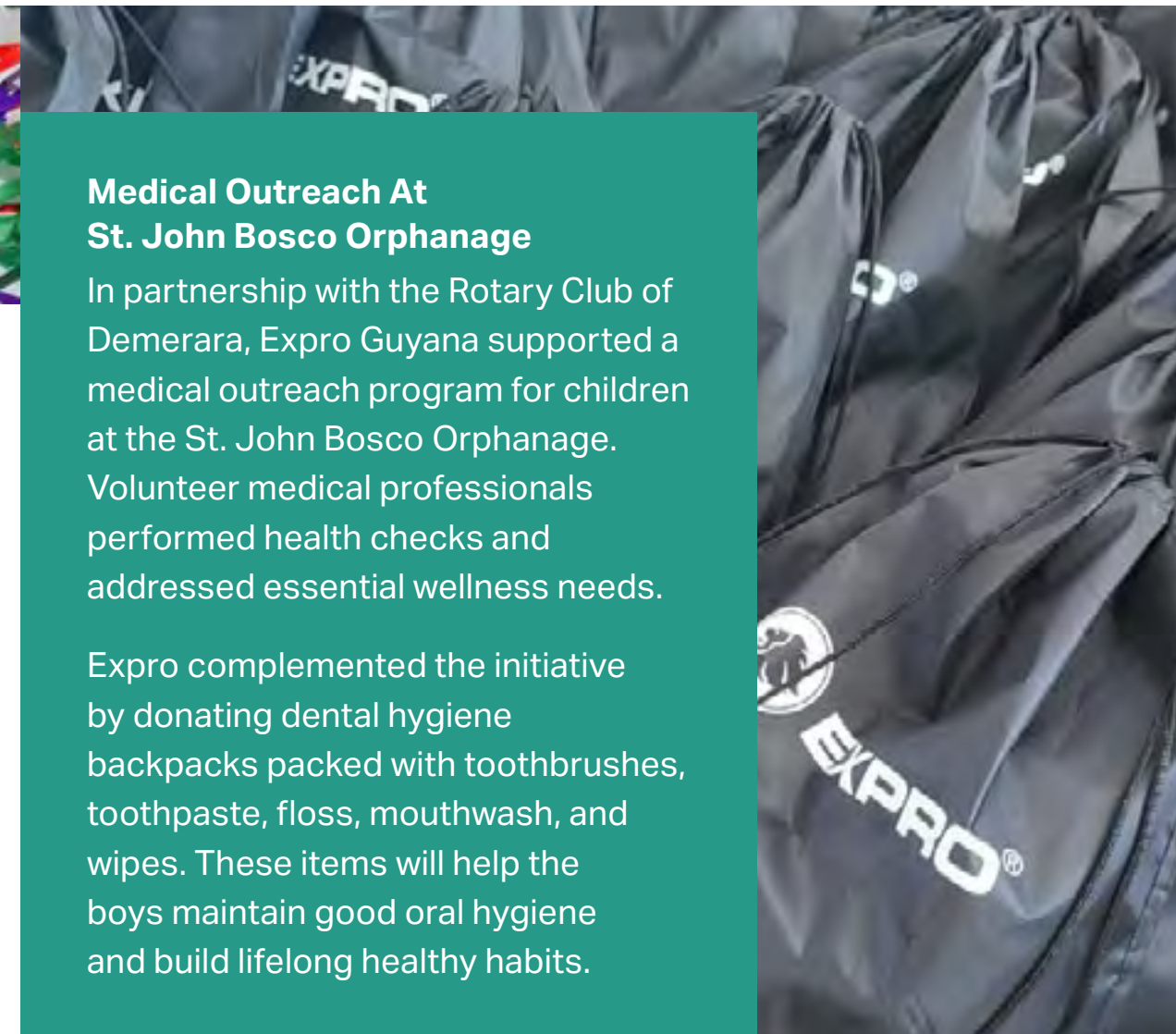
This initiative was rooted in compassion but also aligned with our sustainability priorities. Donating clothes can extend their lifecycle, reduce textile waste, and minimize environmental burden. For the recipients, the donated clothing offered dignity, warmth, comfort, and renewed confidence.



Easter Kites And Snacks Distribution

Located just a short distance from our base, Container City is home to many families experiencing economic difficulties. In Easter 2025, our employees came together to bring joy to the children of this community by donating funds to purchase locally made kites and snacks.


The children's excitement was unmistakable. Their joy as they flew their colorful kites and enjoyed their treats created heartwarming memories for both the children and our volunteers. This initiative reinforced the importance of kindness and community care.



Medical Outreach At St. John Bosco Orphanage

In partnership with the Rotary Club of Demerara, Expro Guyana supported a medical outreach program for children at the St. John Bosco Orphanage. Volunteer medical professionals performed health checks and addressed essential wellness needs.

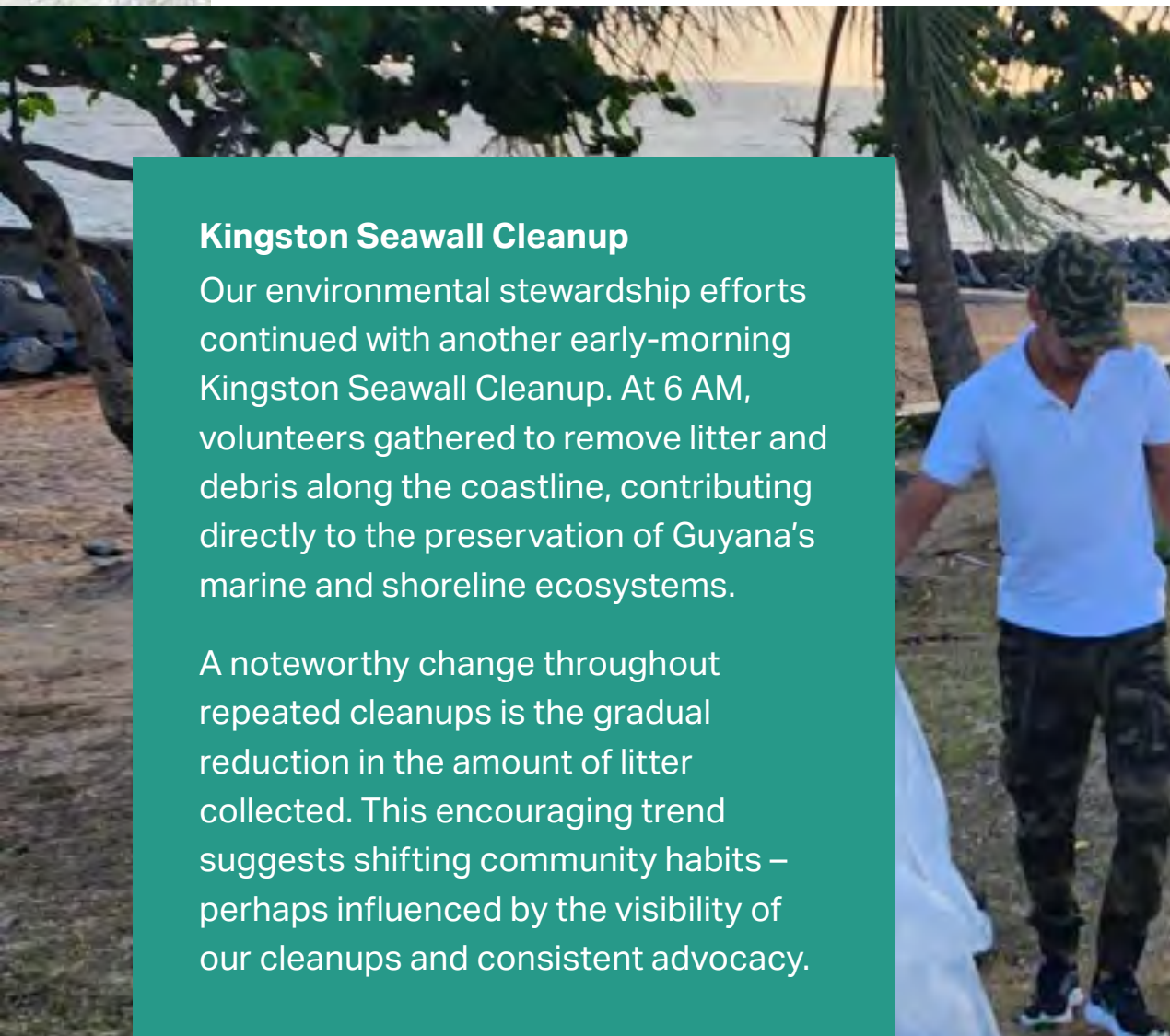
Expro complemented the initiative by donating dental hygiene backpacks packed with toothbrushes, toothpaste, floss, mouthwash, and wipes. These items will help the boys maintain good oral hygiene and build lifelong healthy habits.



Pause For A Cause

For Mental Health Awareness Day, our team gathered for a lively and uplifting charades session. This simple yet meaningful activity created joy, strengthened team spirit, and reminded us of the importance of prioritizing emotional wellbeing.

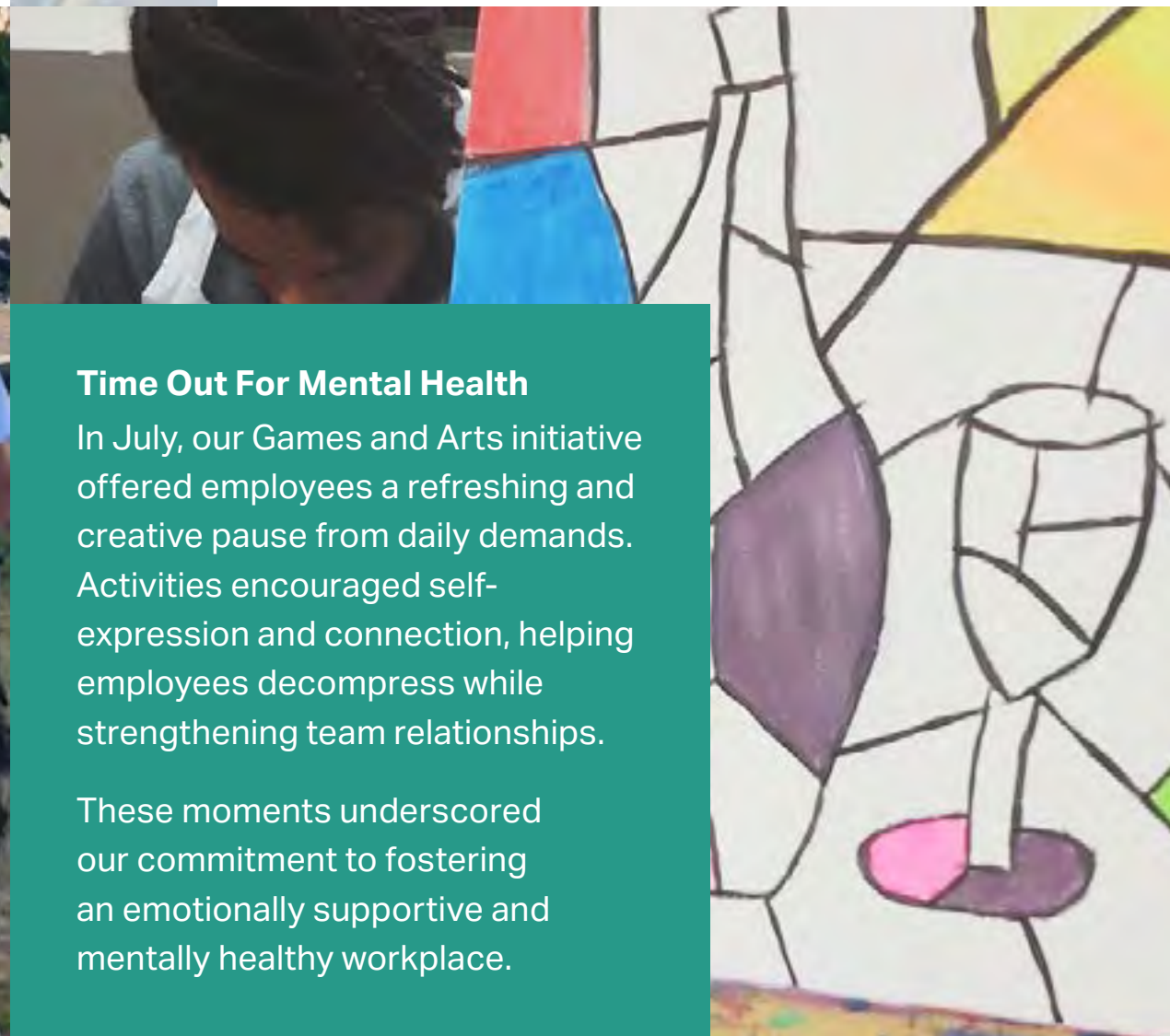
By dedicating time to celebrate mental health, we reinforced our people-first culture and supported open discussions around personal wellbeing.



Kingston Seawall Cleanup

Our environmental stewardship efforts continued with another early-morning Kingston Seawall Cleanup. At 6 AM, volunteers gathered to remove litter and debris along the coastline, contributing directly to the preservation of Guyana's marine and shoreline ecosystems.

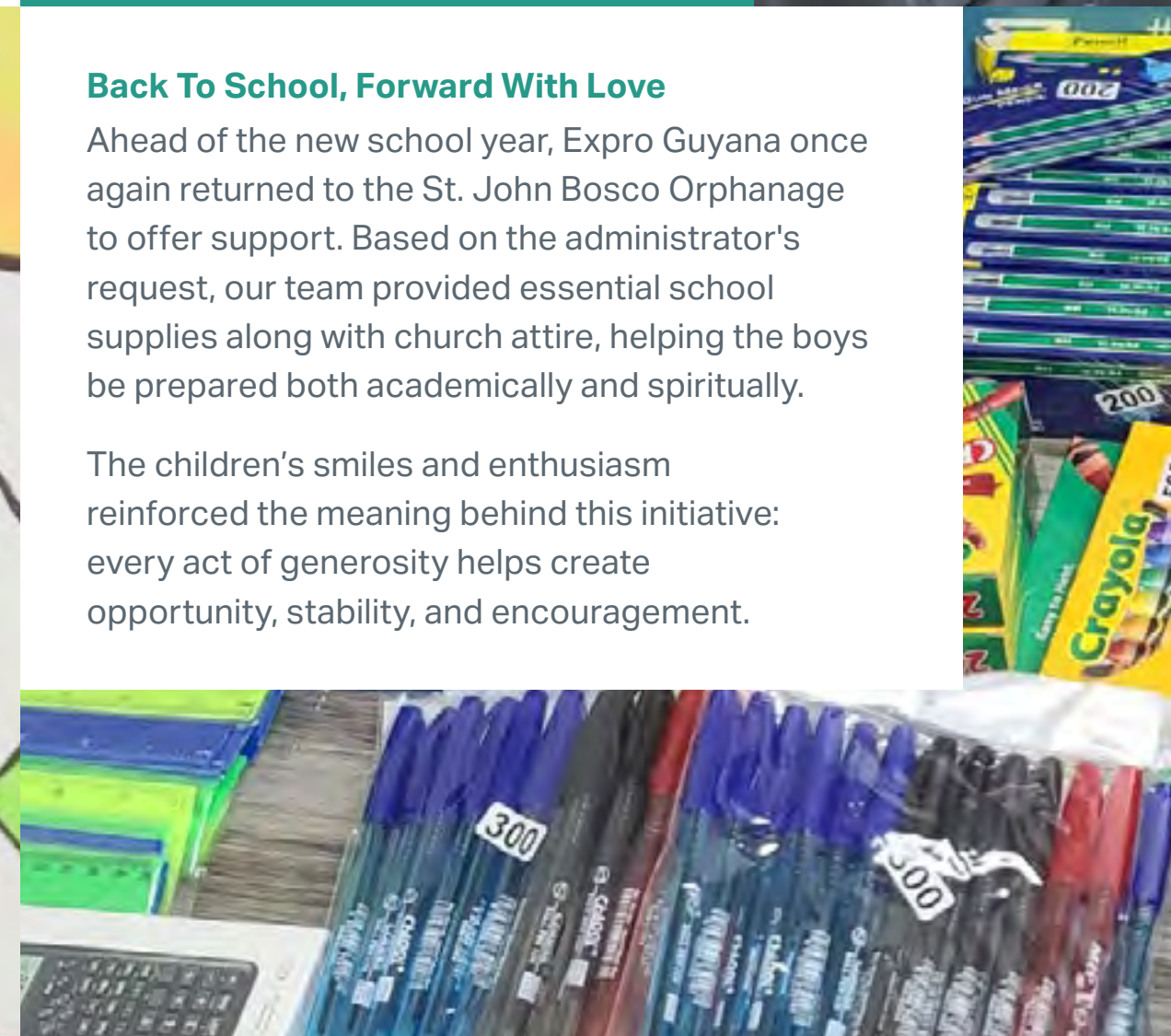
A noteworthy change throughout repeated cleanups is the gradual reduction in the amount of litter collected. This encouraging trend suggests shifting community habits – perhaps influenced by the visibility of our cleanups and consistent advocacy.



Time Out For Mental Health

In July, our Games and Arts initiative offered employees a refreshing and creative pause from daily demands. Activities encouraged self-expression and connection, helping employees decompress while strengthening team relationships.

These moments underscored our commitment to fostering an emotionally supportive and mentally healthy workplace.



Back To School, Forward With Love

Ahead of the new school year, Expro Guyana once again returned to the St. John Bosco Orphanage to offer support. Based on the administrator's request, our team provided essential school supplies along with church attire, helping the boys be prepared both academically and spiritually.

The children's smiles and enthusiasm reinforced the meaning behind this initiative: every act of generosity helps create opportunity, stability, and encouragement.



Breast Cancer Awareness Walk And Office Awareness Session

Expro Guyana proudly participated in the Guyana Cancer Foundation's Annual Breast Cancer Awareness Walk. Surrounded by hundreds of fellow participants, our team walked with purpose to support awareness and encourage early detection.

Following the walk, we hosted a Breast Cancer Awareness Talk at our office, where employees learned about risk factors, self-examinations, and accessible resources. Personal stories shared during the session strengthened our collective commitment to health advocacy.

PRINCIPLES

Leading with integrity and sustainability

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

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Our Board

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

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

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

Audit Committee

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

Compensation Committee

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

Nominating And Governance Committee

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

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

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

The Corporate Governance Guidelines confirm that an important component of the Board is diversity. In addition, the Board believes that the Company should strive to take into account a balanced gender representation as much as possible when making nominations for election. Currently, three of the seven directors (or 42.9%) are women.



Our approach to sustainability

We believe sustainable solutions have never been more important to our industry.

Guided by our commitment to 'Innovate with Purpose', we continue to develop next-generation solutions that will help enable Expro – and our customers – to tackle challenges while shaping a more sustainable tomorrow.

Our ambition is to remain relevant in an evolving world. We strive to be a true citizen of the world, creating positive impact for each and every one of us.

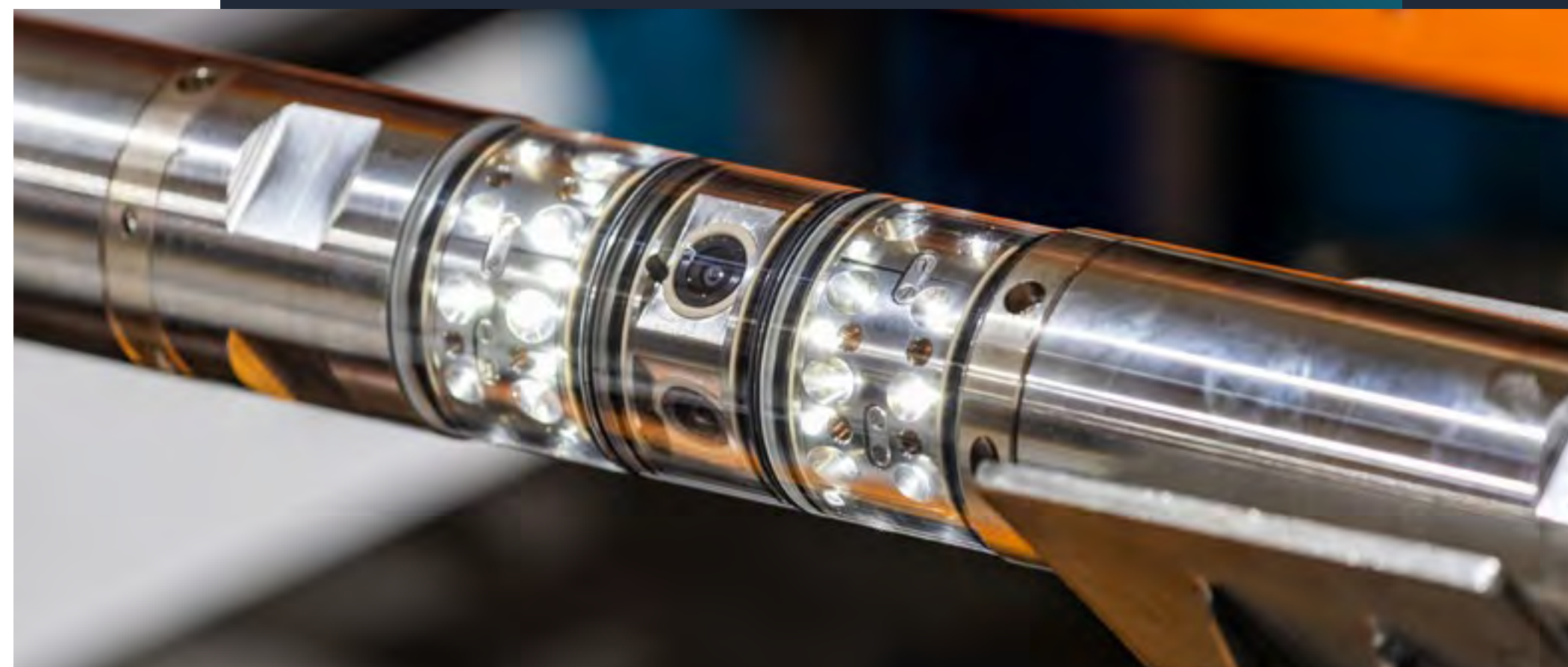
As the energy sector works toward a lower-carbon future, we are committed to being part of the solution. We continue to advance technologies that reduce emissions, improve efficiency, and support the transition to lower carbon energy sources. Our focus on innovation, digitalization, and operational excellence empowers customers with better insights, more efficient processes, and faster, data-driven decisions.

We take pride in being a responsible and transparent business operating under a defined set of Environmental, Social, and Governance principles.

Our Sustainability Leadership Council – supported by the Board and championed by four members of our Executive Management Team – oversees the company's sustainability agenda.

Regular reports are provided to the Nominating and Governance Committee. The Sustainability Leadership Council has oversight of Environmental, Social and Governance matters, including overseeing the progress towards our carbon-reducing goals, managing the risks of climate change, steering our Social agenda to be good neighbors in our communities, and developing and enhancing our own organizational culture. Our Sustainability Leadership Council typically meets on a quarterly basis to present progress and discuss future targets and focus areas.

Innovate with Purpose



Enterprise risk management and execution

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


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


The results of our Enterprise Risk Assessment drive our ongoing Enterprise Risk Management activities as the identified risks inform the Executive Management Team (EMT) when executing on our strategy and managing our day-to-day activities. Critical risks are assigned to EMT members who then bear responsibility for the advancement of the risk mitigation plans. The Nominating and Governance (NomGov) Committee of our Board of Directors provides an additional level of oversight, including quarterly reviews of changes to the Company's ERM profile, as well as in-depth review of specific risks, changes in risk ranking year-over-year, and the Company's activities to manage those risks.



Our 2025 environmental targets achieved

Reducing our own operational emissions and waste streams


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

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

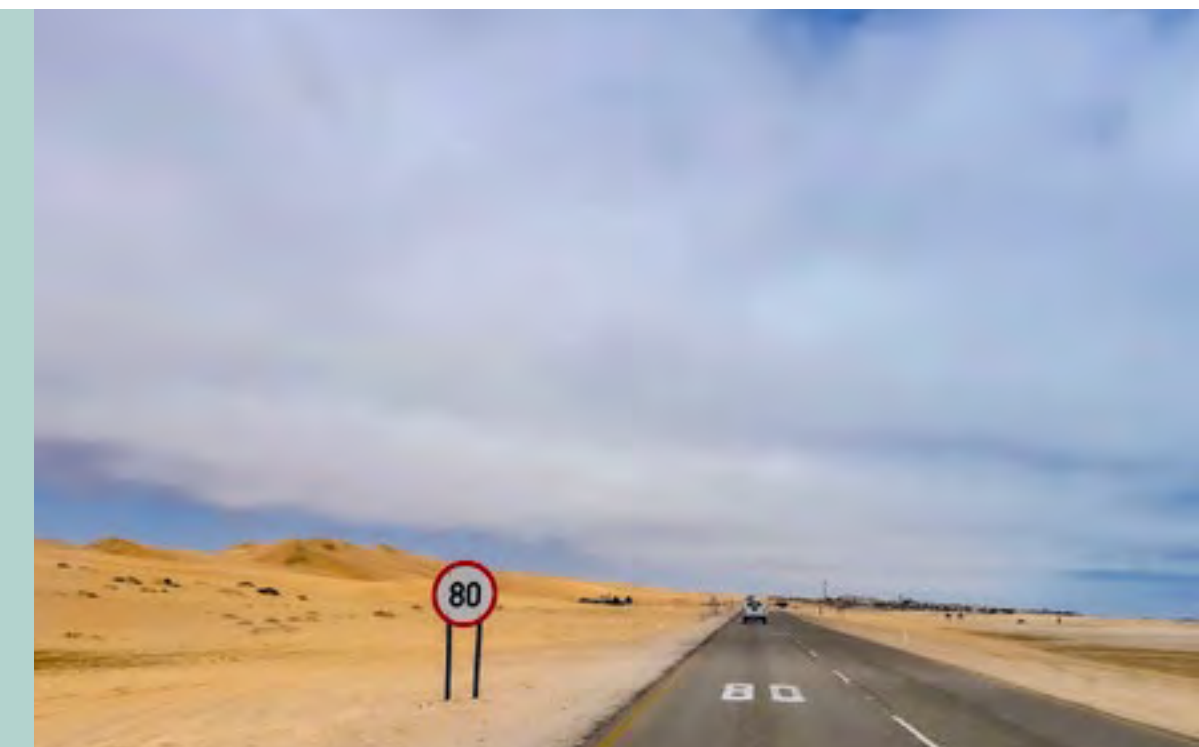
 **28%**

 **5%**


Helping to reduce our clients' operational emissions and waste streams


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

 **25-50%**



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


 **Zero recordable** environmental spills per annum.

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

 **Zero**


 **Zero**


Developing solutions that are relevant to the evolving energy transition market

 **8-10% of total revenue** coming from non-core oil and gas energy projects by 2026.

 **8-10%**

Operating as a considered supply chain

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

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

 **~100%**

 **5**

Progressing decarbonization

Delivery Today. Progress Over Time.

Reducing our environmental impact is an active, ongoing program of work at Expro. Our long-term ambition to achieve net zero greenhouse gas emissions by 2050 provides strategic direction, however, our emphasis is on near-term delivery, operational action, and measurable progress within our control, while enabling lower-carbon outcomes for our customers.

The energy transition is not defined by a single endpoint. It is shaped by sustained execution over time. At Expro, we focus on actions within our operational control, underpinned by strengthening data quality, strong governance, and practical collaboration across our value chain.

Basis Of Measurement

Emissions performance and progress are measured against Expro’s 2021 baseline year.

2025 Performance Review

The objectives for 2025 were set and disclosed in the 2024 Sustainability Review. In 2025, Expro focused on delivering against these commitments while strengthening the systems and capabilities required for sustained progress.

OBJECTIVE AREAS

Reducing Our Own Operational Emissions

- Targeted reduction in Scope 1 and Scope 2 greenhouse gas emissions from the 2021 baseline
- Continued improvement in emissions measurement, reporting, and operational controls

Developing Solutions For The Energy Transition

- Increased allocation of research and development investment toward emissions reduction and lower carbon solutions
- Progression of carbon capture and storage (CCS) capabilities

Revenue Diversification

- Continued growth in revenue contribution from non-core and energy transition-related services

Operating As A Considered Supply Chain

- Targeted supplier engagement to support responsible sourcing and improved data availability

PERFORMANCE AND TARGETS

Delivery evidence and forward commitments

Performance Achieved (2025)

Area	2025 Outcome
Operational Emissions	28% reduction in Scope 1 and Scope 2 GHG emissions (absolute) vs. 2021 baseline
Waste And Circularity	5% improvement in overall recycling rates
Environmental Incidents	Zero recordable environmental spills
Compliance	Zero significant fines or non monetary sanctions
Supply Chain Governance	~100% of newly onboarded direct suppliers with a documented sustainability score

Near-Term Targets And Commitments (2026)

Area	2026 Target
Revenue Diversification	8–10% of total revenue from non core oil and gas energy projects
Operational Emissions	34% reduction in Scope 1 and Scope 2 GHG emissions (absolute) vs. 2021 baseline
Waste And Circularity	3% improvement in recycling rates
Environmental Incidents	Zero recordable environmental spills
Compliance	Zero significant fines or sanctions
Innovation And R&D	25–50% of R&D spend allocated to emissions reduction projects (2025–2030)

CONTEXT AND INFLUENCE

Scope 3 Emissions

Scope 3 emissions are complex and largely outside Expro’s direct operational control. Our focus is on selective visibility and practical influence, prioritizing areas most relevant to our business and where data quality supports meaningful insight.

We will continue to:

- Improve understanding of key Scope 3 categories where feasible
- Use available data to inform decision making and supplier engagement
- Avoid over reliance on estimates where accuracy cannot be assured

Building momentum and scaling impact: 2026–2030

Our long-term ambition to achieve net zero emissions by 2050 provides strategic direction, while our roadmap focuses on near and medium term delivery.

Building on the outcomes of the 2025 objective cycle, Expro's focus from 2026 onward is on scaling delivery, embedding carbon considerations into decision-making, strengthening operational performance, and expanding lower-carbon services. This approach reflects a shift from establishing foundations to integrating decarbonization into how we operate and grow the business.

From delivery led progress to an established platform for long-term, deep decarbonization.

Illustrative milestones reflect direction of travel and delivery focus, not fixed commitments, and may evolve as technologies, data, and operating conditions develop.

OUR DECARBONIZATION JOURNEY

Built on delivery, data and operation integration

2021-2024 | Foundations

- Scope 1 and 2 baseline established (2021)
- Emissions measured and reported annually
- Governance and data frameworks aligned to recognize standards
- Operational efficiency and optimization initiatives underway
- Energy use and emissions management embedded across operations

2026 | Execution And Integration

- Continued reduction in **Scope 1 and 2 emissions intensity** (vs. 2021 baseline)
- Targeted **electrification and energy efficiency** across priority operations
- Increased use of **renewable and lower carbon energy**, where feasible
- Emissions considerations integrated into operational decision-making
- Strengthened data quality, controls and reporting consistency

Our 2026 Focus Areas

- Operational efficiency and targeted electrification of fleet and equipment, where feasible
- Expanded use of renewable and lower carbon energy across selected facilities
- Continued improvement in emissions data quality and internal governance

Our 2026 Performance Indicators

- Measurable year on year reduction in Scope 1 and Scope 2 emissions intensity versus the 2021 baseline
- Increased proportion of applicable fleet and equipment electrified
- Increased proportion of operational energy sourced from renewable or lower carbon sources, where available

2030 | Strategic Waypoint

- **Substantial reduction** in Scope 1 and 2 emissions intensity (vs. 2021 baseline)
- Mature, auditable **emissions data systems**
- Expanded portfolio of **lower carbon and transition enabling services**
- **Increased capability to support customers' decarbonization goals**

By 2030, Expro aims to have established a credible, data driven platform for long-term decarbonization, underpinned by mature operational practices and integrated governance.

Global climate ambition extends beyond 2030. Our current roadmap focuses on the actions and measurable progress within our operational control. Our ambition to achieve net zero emissions by 2050 provides long-term direction.

We will continue to strengthen and advance our pathway through ongoing progress, informed by evolving science, technology, and market developments.

Sustainable Energy Solutions

Applying proven expertise and technology to deliver measurable impact across lower-carbon and future energy markets.

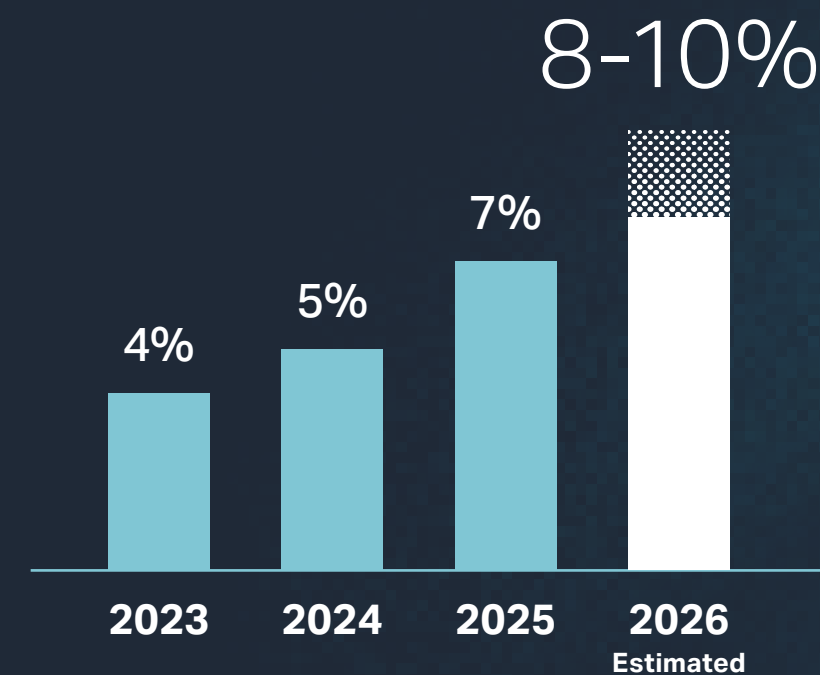
Expro's Sustainable Energy Solutions portfolio supports customers across the energy transition by applying proven technologies, services and expertise to lower carbon and future energy markets. Our approach focuses on areas where we can deliver immediate, measurable impact while building long-term capability aligned with evolving energy systems.

Our activities span Cleaner Energy and Future Energy markets, unified by a common operating model that leverages existing competencies across the full well lifecycle. We believe this approach enables Expro to respond effectively to changing market dynamics, regulatory frameworks and customer requirements while maintaining an innovative, technology led pathway into emerging energy sectors.

Performance And Portfolio Development

In 2025, Expro continued to expand its sustainable energy activities, delivering 23% year on year revenue growth compared to 2024, reflecting increased customer demand and successful execution across multiple low carbon markets. This performance was underpinned by disciplined diversification into sustainable applications using established technologies and operational expertise.

Low carbon activities have increased steadily as a proportion of Expro's overall revenue:



This progression demonstrates the growing scale, relevance and commercial maturity of sustainable energy markets within Expro's portfolio, supporting business resilience while contributing to customers' decarbonization objectives.

Building Long-Term Resilience

Sustainable energy markets form an increasingly important component of Expro's long-term business strategy. By adapting core capabilities to new applications, Expro is able to support the energy transition while maintaining operational discipline, technical integrity and financial performance.

This portfolio provides access to alternative, profitable markets that complement traditional oil and gas activity, supporting stability through commodity cycles and remaining relevant as energy systems continue to evolve.



Cleaner Energy

Reducing emissions using proven, deployable solutions.

EMISSIONS MANAGEMENT

Transforming Emissions Into Opportunity

Expro supports customers in reducing greenhouse gas emissions, managing regulatory exposure and improving operational efficiency through comprehensive emissions management solutions. Our services focus on the strategic detection, measurement, management and repurposing of upstream hydrocarbon emissions, with particular emphasis on reducing our customers' Scope 1 emissions.

Our activities are generally prioritized to deliver the highest emissions-reduction impact, including process optimization, reduction of routine flaring and elimination of natural gas venting. Expro designs, builds, operates and maintains flare gas recovery systems that reduce emissions while enabling the beneficial use of recovered gas. Complementary midstream services support pipeline integrity, inspection and product handling, alongside monitoring, verification and reporting technologies aligned with global methane mitigation initiatives.

PERFORMANCE

CAPABILITY

~1M

Tonnes CO₂e avoided

50+

Years of gas processing expertise

Find out more: Emissions management

CARBON CAPTURE, UTILIZATION AND STORAGE (CCUS)

Supporting Safe, Compliant CO₂ Storage

Expro supports CCUS developments by providing solutions designed to ensure CO₂ storage wells operate efficiently, cost-effectively and in regulatory compliance throughout their lifecycle. Our solutions combine proven technologies with industry best practices to support safe, reliable and long-term CO₂ storage.

With 20 years of operational experience, Expro has delivered CCUS services across multiple regions, including Norway, the United States, Canada, Australia, the Netherlands, Japan, and the UK, supporting the safe scale-up of carbon storage infrastructure.

PERFORMANCE

47%

Year-on-year revenue growth

HIGHLIGHT

3 completed in 2025

4 in total, all in Norway

2 more contracted in North Sea

Appraisal testing campaigns

Find out more: Carbon capture utilization and storage

WATER MANAGEMENT

Responsibly Produced-Water Treatment And Disposal

Expro delivers produced-water management services that support environmental compliance, asset integrity and production efficiency. Drawing on decades of experience, we provide separation, treatment, reuse and disposal solutions using proven technologies deployed through modular systems for rapid implementation.

Our services are designed to work alongside hydrocarbon production, supporting customers in meeting environmental discharge standards while maintaining safe and efficient operations.

HIGHLIGHT

18

Years of continuous water treatment and disposal on offshore production barge



Find out more: Water management

Reducing emissions doesn't require new technologies – we can deliver change using existing systems, commercial innovation and a can-do attitude.

Future Energy

Proven capabilities, new applications.

GEOTHERMAL

Applying Well Expertise To Geothermal Energy

Expro is a strategic partner for geothermal success, delivering efficient, cost-effective solutions across the geothermal well lifecycle. With more than 40 years of global sector experience, we understand the unique technical and operational challenges associated with geothermal wells.

Our capabilities support high, medium and low enthalpy geothermal projects across geographies, while a unique combination of technologies enables a one-stop solution for reservoir evaluation, well integrity challenges and performance optimization. In Europe, Expro continues to strengthen its position in geothermal reservoir appraisal and well testing.

CAPABILITY

40+

Years of geothermal operations

[Find out more: Geothermal](#)

MINERAL EXTRACTION

Proven Technologies To Evaluate, Quantify, And Produce Mineral Resources

Expro delivers leading well and water management services to enhance mineral extraction performance and unlock new value from subsurface reservoirs. For direct lithium extraction from brines, Expro applies proven oilfield technologies to de-risk and streamline exploration, appraisal and field development activities.

Beyond lithium extraction, Expro is diversifying into brine production and energy storage wells, harnessing the benefits of our leading technologies in the United States and Latin America.

HIGHLIGHT

40

 -well contract

Secured for Tubular Running Services (TRS) in Europe

[Find out more: Mineral extraction](#)

HYDROGEN

Unlocking Clean Energy With Proven Expertise

Expro is applying proven technologies to support natural hydrogen exploration and underground storage. Our services include hydrogen sampling, evaluation and well construction, using industry best-practices and innovative approaches.

INNOVATION

New

Technology patented for natural hydrogen sampling



[Find out more: Hydrogen](#)

CITIZENS OF THE WORLD

Dora Piedrahita

Sustainable Energy Service Champion North and Latin America (NLA)

Dora has worked in the energy industry since 2010. With nine years of experience at Expro, she has progressed from Reservoir Engineer to Regional Sales Manager for Latin America and now serves as Sustainable Energy Solutions Champion for the region.



When do you feel your work makes the biggest difference?

I feel my work makes the biggest difference when I can help bridge traditional energy expertise with sustainable and lower-carbon solutions. Supporting teams and clients in adopting new technologies and mindsets that contribute to a more sustainable future is particularly meaningful to me. My work makes the biggest difference when I can act as a role model and connector, helping teams and clients see how traditional engineering expertise can evolve toward sustainable solutions, and showing younger professionals, especially women, that there are multiple pathways to leadership in STEM.

"Expro allows me to combine my technical background, business experience, and passion for sustainable solutions in a truly global environment."

Our program to support Company-wide compliance

Robust processes and programs are fundamental to operating a responsible business and are critical to maintaining strong ethical standards. At Expro, we strive to uphold strict governance and compliance practices to drive integrity across all global operations.

Legal And Ethical Compliance

Supporting legal and ethical compliance across our operations is paramount. Our approach covers key areas such as anti-corruption, sanctions adherence, antitrust regulations, and conflict of interest management. We have established robust policies, internal controls, systems, and processes dedicated to each of these areas.

Our Code of Conduct is the cornerstone of our commitment, guiding employees in ethical decision-making and compliance with applicable laws globally. The Code of Conduct alongside specific policies and directives offers guidance to aid employees in their daily responsibilities. In cases of uncertainty, our employees are encouraged to seek advice from the compliance department.

This multi-faceted compliance framework supports our efforts to operate with integrity, uphold legal standards, and mitigate risks associated with our business activities.

Tax Strategy

The tax department oversees and manages all of Expro's tax affairs. Day-to-day tax compliance and reporting are administered by a team of regional Tax Managers, supported by external professional service providers who provide specialist technical expertise when needed.

The tax department sits within the Finance Organization, overseen by the Director of Tax, who reports to the Chief Financial Officer (CFO). Both the Director of Tax and the CFO are accountable to the Board of Directors, which has ultimate oversight of Expro's tax affairs.

We strive 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. Global policies and procedures are designed to ensure our approach is robust, accurate, and supportable.

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

Logistics Compliance And Export Controls

As a global company delivering technical equipment and related services across international borders, effective logistics compliance is essential. Our program focuses on standardized, rigorously applied logistics policies, processes, and procedures to support compliance with legal requirements worldwide.

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

As regulatory requirements continue to evolve, we seek to maintain strict compliance with customs and trade regulations. Our multi-level focus on Export Controls covers sanctioned countries, licensable items, dual-use equipment, and specific processes such as Russian sanction steel and conflict minerals. Our Conflict Minerals program continues to make year-on-year enhancements in line with SEC guidelines showing improved controls within our supply chain.

Data Privacy Laws

We respect the privacy of our clients, business partners, employees, and others with whom we interact. We strive to handle all personal information with care and to comply with data privacy laws governing how information is collected, used, stored, shared, transferred, and disposed of.

Our employees are required to adhere to Expro's data privacy policies and to actively protect any personal information entrusted to us. This includes adhering to cybersecurity and artificial intelligence related protocols that we have in place to protect our networks, computers, programs and data from attack, damage or un-authorized access.



Aligning strategy with impact

Our Double Materiality Assessment.

As part of our continued commitment to transparency, regulatory readiness, and effective risk oversight, Expro conducted a Double Materiality Assessment (DMA) to identify and evaluate sustainability-related topics that may present material impacts, risks, or opportunities for our company and stakeholders.

The assessment considered both the potential financial effects of sustainability-related matters on Expro and the impacts of our activities across the value chain. The DMA was designed to align with our Enterprise Risk Management framework and to support preparedness for evolving global sustainability disclosure requirements, including the Corporate Sustainability Reporting Directive (CSRD), where applicable.

The DMA incorporated input from internal subject matter experts and relevant stakeholders and was conducted using a structured methodology. As regulatory requirements and disclosure standards continue to evolve, we will continue to assess the findings of the DMA and refine our approach to support robust reporting, inform strategic decision-making and drive long-term value for the business.

The Sustainability Issues That We Determined Can Impact Expro's Success Are Listed Below And Are Not Listed In Order Of Significance:

- Environmental**
- Air Emissions
 - Asset Integrity and Critical Incident Management
 - Biodiversity
 - Climate Adaptation, Resilience, and Transmission
 - Energy
 - GHG Emissions
 - Water and Effluents

- Social**
- Asset Integrity and Critical Incident Management
 - Considered Supply Chain
 - Employment Practices
 - Forced Labor and Modern Slavery
 - Non-Discrimination and Equal Opportunity
 - Rights of Indigenous Peoples
 - Occupational Health and Safety

- Governance**
- Anti-Competitive Practices
 - Anti-Corruption
 - Cybersecurity
 - Economic Impacts
 - Payments to Governments
 - Public Policy



Partnering with stakeholders to guide our sustainability strategy

Partnering with, and listening to, our stakeholders is core to Expro's mission of engineering a better future for all and is integral to our daily operations and business strategy.

Through regular engagement with both internal and external stakeholders, we seek to solicit their feedback that helps inform decision-making, strengthen our sustainability framework and support the delivery of long-term value.

We engage with a broad range of stakeholder groups, including employees, customers, investors, suppliers and communities, using a variety of communication channels. Insights gathered through this engagement help us understand stakeholder priorities, assess potential risks and opportunities, and guide the ongoing development of our sustainability strategy.

Employee feedback is a key input to this process and forms part of Expro's ongoing employee listening approach. In 2022, we launched our first global employee engagement survey to better understand employees' perspectives across areas including organizational culture, employee experience and engagement. Approximately 80% of our workforce responded positively. A Pulse survey conducted in November 2023 showed a 3% increase in the engagement index, reflecting continued progress. In 2024, a further global employee engagement survey again showed that over 80% of respondents provided positive feedback, with many employees highlighting a strong sense of belonging and appreciation for Expro's positive and inclusive work environment, with some describing Expro as a 'family'.

In November 2025, we conducted a further Pulse survey to continue gathering employee feedback. While overall engagement decreased by 3%, results remained above relevant benchmarks. Employees continued to report positively across areas linked to inclusion and belonging, including feeling able to be themselves at work. Insights from the survey are informing targeted actions and supporting a continuous feedback loop to help shape our culture, enhance the employee experience and guide future improvement initiatives.



Contact us:
We listen, please email
ESG@expro.com

Read more: On these advancements and how we are elevating our culture

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

Customers

- Conferences
- Digital/Direct Marketing
- Events
- Meetings
- Phone and Email
- Site Visits
- Social Media Networks
- Targeted Sales Presentations
- Tradeshows

Communities

- Active Participants in the Communities Where We Operate
- Charity Events
- Regularly Engage in Dialogue With Local Groups About Community Activities

Employees

- All-Employee Messages from Executive Team
- Employee Engagement Surveys
- Executive Webcasts/ Presentations to Employees
- Face-to-Face Meetings
- Internal Channels
- Intranet News Channels
- Performance Reviews
- Phone and Email
- Professional Development
- Safety Briefings
- Townhall Talks
- Training Events
- Video Messages/ Awareness Seminars

Shareholders And Financial Professionals

- Annual Meetings
- Earnings Announcements
- Engagement Meetings
- Phone and Email
- Press Releases
- Quarterly and Annual Reporting

Financial Community/ Owners

- Phone and Email Communication
- Investor Meetings, Conferences and Road Shows
- Press Releases
- Annual and Quarterly Reporting
- Annual General Meetings

Suppliers

- Onboarding Sustainability Consideration for New Vendors
- Phone and Email
- Request Sustainability Recognition/Certification
- Scheduled Meetings
- Site Visits

Government And Regulatory Bodies

- Quarterly and Annual Reporting

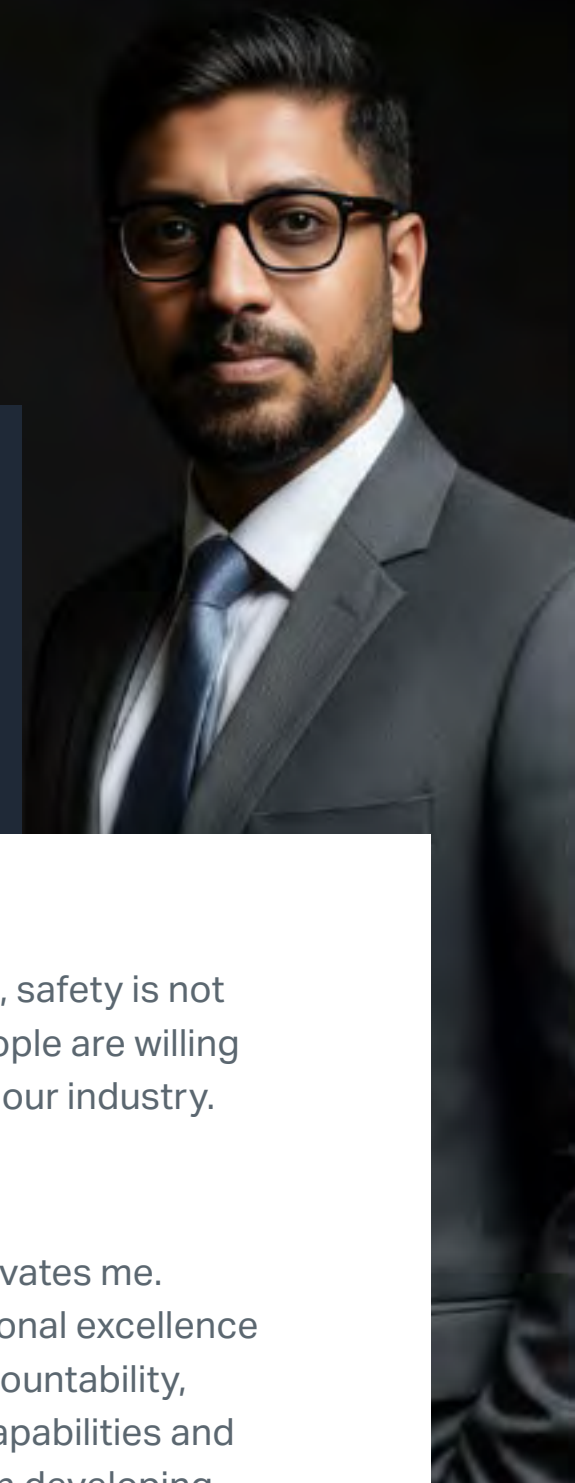
NGOs And Industry Associations

- Community Events
- Phone and Email
- Quarterly and Annual Reporting
- Scheduled Meetings
- Site Visits

CITIZENS OF THE WORLD

Tafhim Ur Rashid

Operations Manager for Brunei Darussalam Asia Pacific (APAC)



Tafhim joined Expro in 2015 as part of the Well Construction, Tubular Running Services (TRS) team. He has since progressed through technical and regional operational roles across the APAC region to become Operations Manager for Brunei Darussalam.

What is one value or behavior you see lived out day-to-day?

Safety ownership. From pre-job meetings to operational checks, safety is not just a statement – it's embedded in how decisions are made. People are willing to stop and reassess when needed, and that culture is critical in our industry.

What motivates you to continue building your career at Expro?

The opportunity to grow, both technically and strategically, motivates me. Expro operates in a technically demanding space where operational excellence truly matters. Being part of a team that values performance, accountability, and continuous improvement inspires me to keep building my capabilities and contributing at a higher level. I see long-term potential not only in developing operational performance but also in shaping how digital transformation and asset optimization can strengthen the future of well construction services.

"As Operations Manager, the greatest impact comes from creating an environment where teams are empowered, operations run efficiently, and risks are proactively managed."

PERFORMANCE

Driving impact through action

We champion safety, innovate with purpose, embrace accountability, foster collaboration and share an unwavering commitment to extraordinary performance.

As citizens of the world, we safely manage our customers' resources with the same care and responsibility that defines who we are.



ENVIRONMENTAL

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SOCIAL

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Building on our commitments

Enhance today.
Maximize efficiency.
Transform tomorrow.

In 2025, Expro continued to strengthen its approach to environmental stewardship, advancing our emissions reduction goals rooted in our Planet core value and Think Planet behavior. These efforts are central to our long-term commitment to achieve net zero emissions by 2050 and to embedding sustainability across our global operations.

Portfolio Shift

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

Measure And Drive

Driving performance and efficiency improvements to achieve considered quantified objectives.

Considered Supply Chain

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

In 2025, we advanced discussions on our net zero roadmap, focusing on identifying practical opportunities to translate our commitments into credible and achievable actions. These discussions helped shape a clearer pathway for our journey toward meeting our long-term ambitions and delivering on our 2050 net zero goals. The Measure and Drive workstream is crucial in advancing our strategy to address key focus areas and drive emission reductions across the organization.

Focus Areas Included:

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

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

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

- **Minimizing landfill waste by boosting recycling and waste-to-energy initiatives**
- **Preventing recordable environmental spills events**
- **Avoiding any significant fines and sanctions across our global operations**

We are proud of the progress achieved during 2025 and remain committed to maintaining momentum as we continue advancing toward our long-term net zero ambitions.

Maintaining strong environmental performance

Sustaining a strong CDP B rating in Environmental Management.

Expro continued to demonstrate robust environmental stewardship in 2025, maintaining a **B rating from CDP for Climate Change** for the fourth consecutive year. This performance underscores our continued commitment to managing climate-related impacts and reflects the maturity of our Environmental Management Systems.

Since first disclosing our data to CDP in 2021, including Scope 1, 2, and 3 emissions, Expro has focused on enhancing transparency, strengthening processes, and aligning our actions with global best practices. Maintaining a B rating signals that Expro is effectively managing the risks and opportunities associated with climate change and is progressing on a credible pathway toward long-term decarbonization.

Progress In Water Management

In our second year of water disclosure, Expro sustained a B- rating in Water Security, marking steady progress in how we address water-related risks and operational impacts. While the rating remains unchanged, this year reflects meaningful advancement within the business, particularly in the growing number of **QHSE Award** submissions focused on water recycling initiatives. This strengthening engagement across the organization signals a cultural shift and an evolving maturity in our Water Management practices.

Notably, Expro continued to demonstrate strong environmental governance in 2025, achieving A-level bandings in key CDP categories including governance, risk disclosures, and water pollution management. These high scores reflect the maturity of our oversight structures, the transparency of our climate and water related risk reporting, and the effectiveness of our operational controls in reducing environmental impact. Together, these results underscore the strength of

our Environmental Management System and highlight our commitment to integrating environmental considerations into day-to-day operations, technology selection, and long-term strategic planning.

Data-Driven Actions And Performance

Delivering sustainable progress requires strong internal alignment, stakeholder engagement, and the ability to make decisions grounded in reliable data. At Expro, data remains foundational to our environmental strategy.

Our global environmental impact management program relies on a comprehensive data system. We systematically collect environmental data from Expro facilities globally. This robust data collection process empowers our Quality, Health, Safety, and Environment (QHSE) team to use this data to provide Expro's leadership, including the Executive Management Team and Board, with timely, evidence-based insights that guide strategic decisions. This rigorous approach strengthens the resilience of our Environmental Management Systems and reinforces our commitment to responsible operational performance for the benefit of our people, our stakeholders, and our planet.



Environmental management systems

Expro’s Environmental Management Systems provide a consistent, structured framework of requirements, processes, and practices that guide how our assets and workforce effectively manage environmental sustainability issues, impacts, risks, and opportunities.

This framework is embedded in our Integrated Quality, Health, Safety, and Environment (QHSE) Management System, known as the Global IMS, which is certified to the international standards ISO 9001, ISO 14001, and ISO 45001. The environmental component of our Global IMS complies with ISO 14001, affirming that our operations are supported by a proven, externally validated framework for effective environmental management. In addition, Expro follows ISO 50001 to strengthen energy management practices across our global facilities.

Environmental requirements are communicated through global policies, procedural updates, targeted internal campaigns, management communications, and regular operational briefings. These channels help employees understand their responsibilities and remain informed of emerging risks, regulatory changes, and performance expectations.

Training forms a key component of our Environmental Management System. Expro delivers environmental management training through a combination of instructor led sessions, digital learning modules, environmental drills, and competency based programs. Training covers topics such as spill prevention and response, waste and water management, energy efficiency, regulatory compliance, and environmental incident reporting.

Compliance with applicable environmental laws and regulations is verified through Expro’s Global Audit Program, which includes local, regional, and global audits conducted by qualified QHSE professionals, supported by independent external audits from accredited third party certification bodies. These audits assess adherence to environmental regulation, evaluate site level implementation of the Environmental Management System, and verify alignment with ISO standards. Findings and improvement actions are recorded within our central management system, enabling shared learning and helping drive continuous improvement across the organization. By the end of 2025, 38 sites across 17 countries maintained ISO 14001 certification, demonstrating the increasing global adoption of our environmental framework. These certified sites represent approximately 25% of Expro's operational footprint.



Environmental Aspects And Impacts Management

Expro evaluates the environmental impacts of our operations through locally developed environmental aspects and impacts registers. This structured approach enables each facility to identify potential environmental risks across the service lifecycle and proactively implement controls to mitigate them.

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

Global and local standards also support the development of prevention and emergency response plans for potential discharges to watercourses. Periodic spill-response simulations (spills response drills) help validate readiness and ensure rapid response to any incident, further strengthening our environmental stewardship and ecosystem protection.

Grow Your Potential

The Malaysia team launched a Grow Your Potential initiative in 2025 where base personnel set a challenge to create garden plots using only recycled materials. The aim of the initiative was to educate participants on sustainability in gardening while encouraging teamwork and inclusivity. From its launch in February 2025, nearly all plots were thriving by June 2025, earning an official visit from the Agriculture Department as proof of success.



Driving environmental compliance

Expro maintains a rigorous approach to environmental compliance through structured processes, legal oversight, and continuous verification activities across the regions where we operate.

Our environmental compliance process supports each location in identifying, interpreting, and meeting applicable national, state, and local regulatory requirements. This includes maintaining up-to-date legal registers and implementing compliance verification initiatives that cover operational permits, environmental monitoring obligations, and statutory reporting, such as those related to water withdrawal, effluent discharge, emissions, and waste disposal.

These compliance mechanisms enable our facilities to anticipate regulatory expectations, support proactive risk mitigation, and reduce the likelihood of enforcement actions or penalties. Locations develop tailored compliance support plans, effectively translating regulatory requirements into operational practice.

Best practices identified across the business are captured within Expro's Environmental Management System and shared globally to promote consistency and elevate performance standards. This structured approach continues to underpin our strong environmental track record. In 2025, Expro recorded no significant environmental penalties or fines across any of our operating locations, reflecting the diligence of our teams and our commitment to responsible operations.

Climate Resilience And Adaptation

Expro continues to strengthen its resilience to climate-related risks through a combination of risk assessment, planning, and operational adaption measures. Consistent with the Intergovernmental Panel on Climate Change (IPCC*) definitions, we recognize climate adaptation as the process of adjusting to the actual or expected climate and its effects, while climate resilience is the capacity of social, economic, and environmental systems to cope with climate-related disruptions, responding or reorganizing in ways that maintain their essential function, identity, and structure.

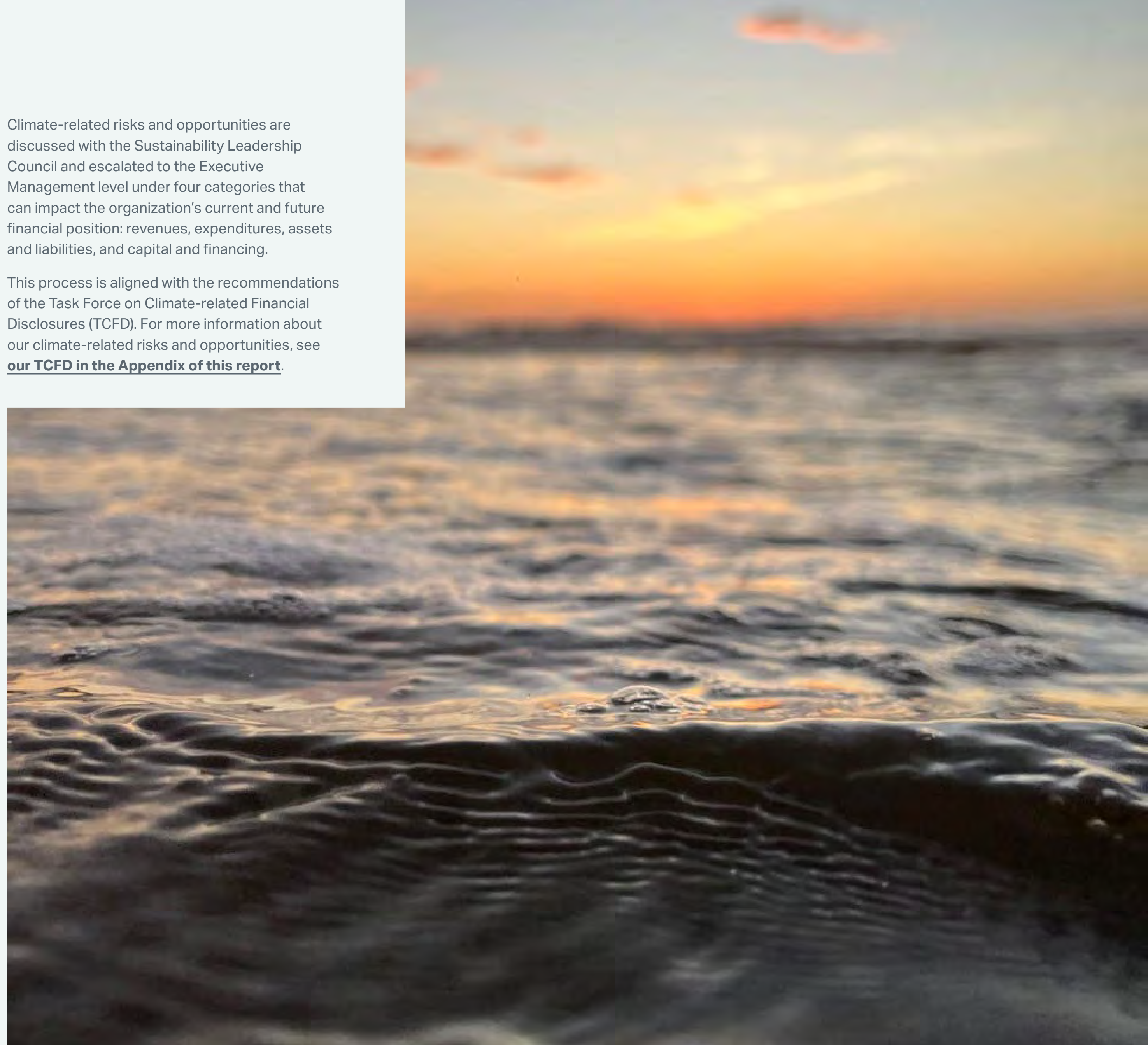
Physical climate risks, including severe weather events such as floods, droughts, and hurricanes, are actively monitored through our Enterprise Risk Management process. Insights from ERM strengthen our Crisis Management and Business Continuity plans, particularly in regions with heightened exposure to extreme weather. Additionally, evolving legal and customer requirements are reviewed to help shape our strategy for delivering lower carbon products and services and ensure the business is positioned to respond effectively to emerging climate related risks and opportunities.

Beyond operational resilience, we recognize the importance of ecosystem resilience. Sustainable land management, biodiversity protection, and restoration of natural habitats all contributes to climate adaptation by maintaining ecological balance and supporting local communities. Expro encourages workforce participation in biodiversity and habitat-restoration volunteer projects, reinforcing our commitment to environmental stewardship.

Climate-related risks and opportunities are discussed with the Sustainability Leadership Council and escalated to the Executive Management level under four categories that can impact the organization's current and future financial position: revenues, expenditures, assets and liabilities, and capital and financing.

This process is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). For more information about our climate-related risks and opportunities, see [our TCFD in the Appendix of this report.](#)

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



Committed to energy efficiency

Expro is committed to improving energy efficiency across our global operations through a combination of local initiatives, strategic renewable energy procurement, and investment in on-site solar power generation.

Our local Energy Conservation Campaigns continue to play a central role in identifying and implementing practical opportunities to reduce energy consumption at the facility level, supported by employee awareness and operational discipline.

Our approach is reinforced by the adoption of energy management standards aligned with ISO 50001, which provides a structured framework for improving energy performance. United Kingdom Area sites are already certified, demonstrating the maturity of our system and providing a foundation for broader global adoption. These processes help Expro identify efficiency opportunities, meet statutory requirements, and ensure consistent implementation of best practices across locations.

Renewable energy procurement remains a strategic driver of our efficiency and emissions-reduction efforts. We have continued to transition legacy Power Purchase Agreements toward renewable-backed contracts, supported by energy attribute certificates in both the United Kingdom and the United States. This transition not only strengthens our environmental performance but also makes our energy sourcing more resilient and future focused.

On site renewable generation also grew through the expansion of solar photovoltaic systems across several facilities. In 2025, 32% of electricity consumed in Expro came from renewable sources, including 5% generated directly from our own solar installations. These efforts illustrate our continued progress in increasing the share of cleaner energy within our global footprint.

One such example comes from our Colombian Team, who **turned well testing into sustainable production** by recovering gas, harvesting rainwater and integrating solar power for low carbon early production.



Improving water usage and discharge

Expro remains focused on improving water efficiency across our operations by reducing consumption, enhancing recycling, and minimizing discharge. We continue to collaborate with clients to optimize water use during operational activities and seek opportunities at our own facilities to reduce water withdrawal through solutions such as rainwater capturing, which also helps decrease wastewater volumes.

As water management becomes increasingly critical to operational resilience and regulatory compliance, Expro is assessing its exposure to water-related risks across its global operations. This includes mapping water-stressed regions and evaluating potential operational impacts. Using the World Resources Institute (WRI) Aqueduct Tool, we identified operations in eight countries located in areas of "High" or "Extremely High" water stress. In response, Expro has implemented environmental awareness programs to promote responsible water use and support compliance with local regulations.

Our locations have established environmental controls to manage water quality and discharge. Where applicable, facilities implement Storm Water Pollution Prevention Plans (SWPPPs) and monitoring programs to help ensure that any wastewater discharge complies with the parameters required by local regulations.

Many bases have also installed wastewater treatment systems, enabling the recycling and reuse of treated water within closed-caption systems. Rainwater collection systems have been installed at several locations to further reduce freshwater demand and support responsible water stewardship.

Expro is enhancing its capability to monitor water consumption more accurately across the business. Improved metering, data collection, and reporting systems are being introduced to support more effective water reduction strategies and to mitigate the environmental impacts associated with water stress. These efforts reinforce Expro's commitment to responsible water management and continual improvement in areas critical to long-term environmental performance.



Supporting responsible waste management

Expro’s leadership plays an active role in championing responsible waste management across the organization, embedding waste reduction, recycling performance, and circular-economy principles in our operational strategy.

Leadership oversight reinforces expectations for compliant, efficient, and sustainable practices, and empowers teams globally to drive improvement in waste minimization.

Our waste management programs are aimed at reducing environmental impact throughout our products and services lifecycles. All locations are required to record waste generation through Expro’s central waste management system, enabling consistent and transparent tracking. These data insights help us identify opportunities to reduce hazardous waste, increase recycling and recovery rates, and track and improve associated Scope 3 CO₂e emissions, supporting leaders in making informed decisions about resource efficiency and operational performance.

In 2025, Expro continued to strengthen its waste management practices through enhanced recycling initiatives and improved waste recovery processes. These efforts resulted in higher recycling and recovery rates, reinforcing our commitment to environmental sustainability. Additionally, total waste sent to landfill and incineration was reduced by 25% year over year, further lowering our environmental footprint.

Collectively, these efforts underscore our commitment to responsible waste management. Expro continues to advance circular-economy practices across the business. Numerous initiatives are underway globally that significantly reduce disposal volumes and create value in local communities.

Our commitment extends beyond operational enhancements. Expro leaders encourage community engagement, collaboration with partners, and education initiatives that promote responsible waste management and recycling awareness. These efforts include community programs, partnerships with local organizations, and investments in innovative waste-processing solutions. Through this combination of leadership support, cross-functional collaboration, and local action, Expro continues to build a more sustainable, resource-efficient future.

Afterlife Assets

The Egypt Maintenance Team defined a process to analyze assets in the end of lifetime, and propose alternatives to repurpose the assets inside Expro instead of dispose them. Two projects were delivered in 2025; the conversion of a steam generator container into a lab container, and the refurbishment of a test separator that came from Latin America (extending its life span).

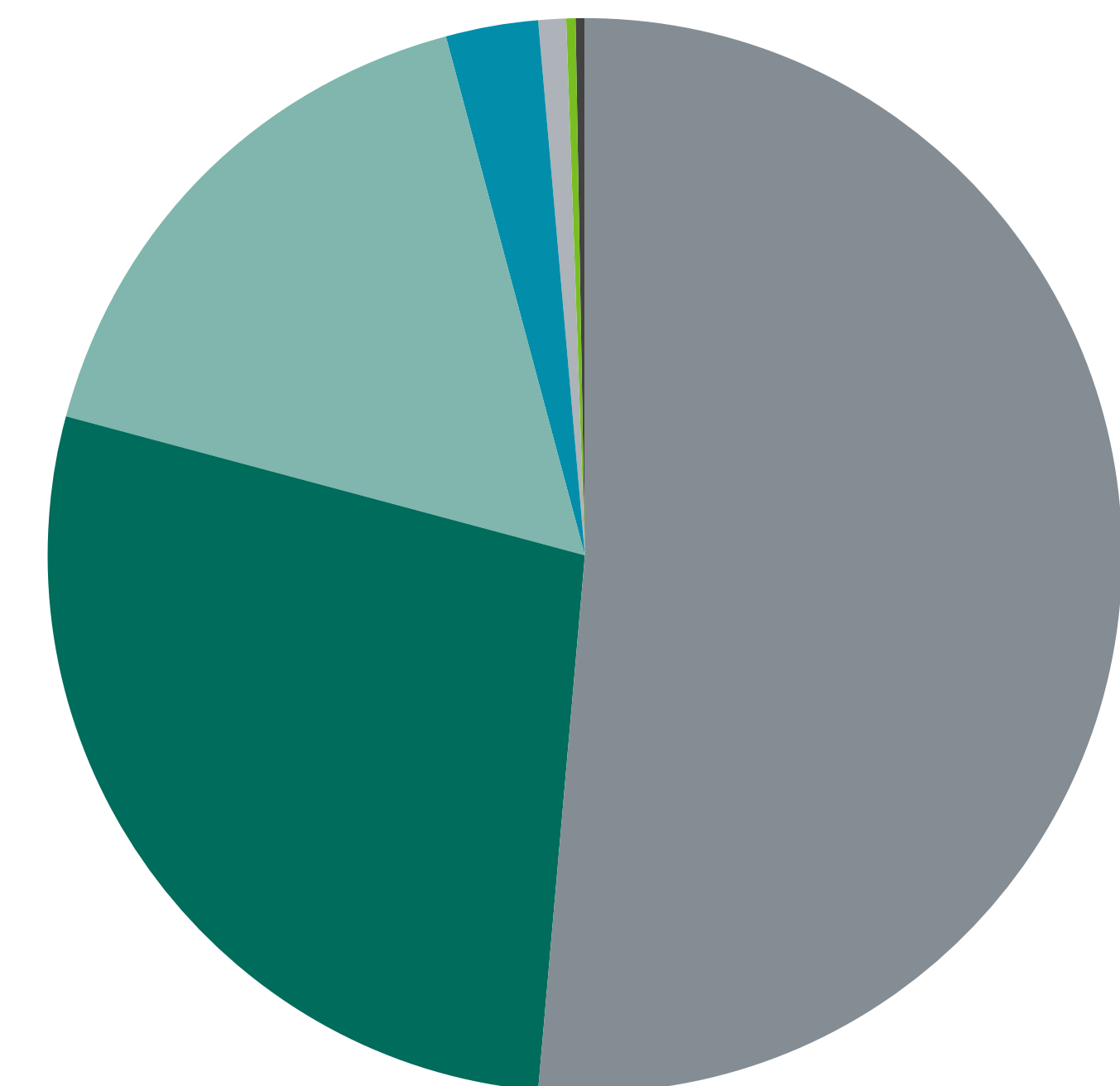
These efforts highlight the team’s commitment to sustainability and operational efficiency. By transforming a retired steam generator container into a fully functional well test lab and refurbishing a separator to meet current standards, they not only extended the life of critical equipment but also achieved significant cost savings. Both projects demonstrate how innovative thinking and resource optimization can deliver tangible benefits for the organization.

Waste Generation By Type (Tonnes)

Type	Weight
Metals	1,495.88
General Non-Hazardous Waste	1,231.53
General Hazardous Waste	548.22
Wood	474.85
Paper And Cardboard	80.58
Mineral Oil	72.09
Construction Waste – General	68.79
Organic Waste	46.92
Plastics	32.61
Metal Cans	7.19
Electronic Waste – WEE	6.53
Tyres	1.68
Batteries	1.59
Electronic Waste Mixed – WEE	1.15
Concrete	0.60
Glass	0.45
Total	4,070.66

Waste Disposal Distribution By Type (Tonnes)

Type	Weight
● Recycling	2,096.03
● Landfill	1,130.11
● Energy Recovery (Combustion)	671.14
● Incineration (Mass Burn)	117.21
● Composting	27.32
● Anaerobic Digestion	14.76
● Reused Waste	14.09
Total	4,070.66



Optimizing our carbon footprint

We saved

9,691

Tonnes CO₂e

from base-year (2021)

Equivalent, in carbon, to approximately



128 tanker trucks' worth of gasoline



1,302 homes' energy use in one year



783,647,775 smartphones charged



2,262 gasoline-powered passenger vehicles driven for one year

...or sequestered by



160,275 tree seedlings grown for 10 years



9,723 acres of United States forests in one year

Optimizing our carbon footprint

Environmental group performance.

Expro has established a 2021 baseline for its Scope 1 and Scope 2 carbon emission goals, using the guidelines from GHG Protocol and ISO 14064. This process consists of collecting, reviewing and monitoring greenhouse gases emissions from Expro's direct activities.

THE KEY ELEMENTS OF OUR GREENHOUSE GAS MANAGEMENT AND REPORTING SYSTEM

Reporting Boundaries

Covers activities under direct operational control of Expro Group, including its supporting facilities around the world. Detailed of reporting boundaries follows the requirements as per GHG Protocol.

Reporting Methodologies And Frameworks Adopted

Task Force on Climate-Related Financial Disclosures (TCFD) framework; Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) – extractives and minerals processing/ oil and gas-services; Carbon Disclosure Project – CDP.

Emissions Factors

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

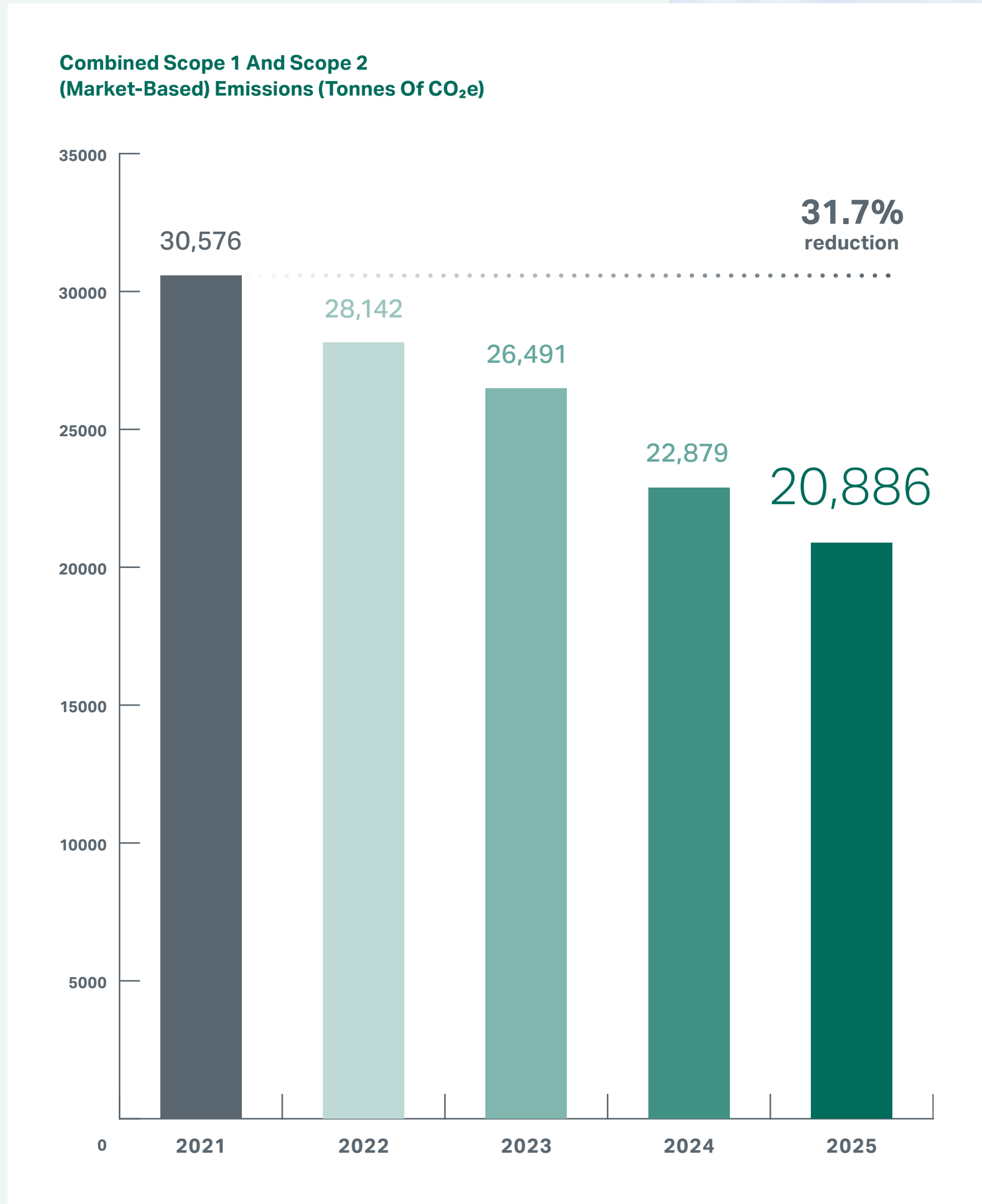
Emissions Data Updates And Baseline Recalculations

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

Assurance And Review

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

Emissions data is periodically verified and reviewed by the Expro team, to support data integrity and accuracy. It helps to maintain Expro's carbon footprint updated according to the relevant industry standards.



9,691
Tonnes CO₂e saved from base-year (2021)

31.7%
reduction

Optimizing our carbon footprint

Scope 1.

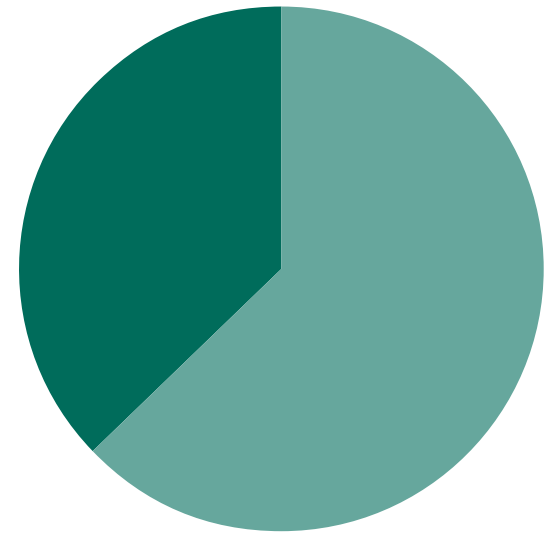
In 2025, the majority of Expro's Scope 1 emissions were driven by fuel consumption from mobile combustion, primarily in regions with land based operations such as North America and the Middle East. Additional Scope 1 emissions arose from the operation of field equipment – including compressors, generators, and pumps – where fuel use is under Expro's contractual control rather than that of its clients.

Our fleet optimization initiatives in key areas like the United States were crucial to promote emissions reduction, in combination with some other efforts around the world.

11,887
Tonnes CO₂e Scope 1
Emissions 2025

The figures on this page are approximations only

Scope 1 Emission, 2025
Distribution Per Source (Tonnes Of CO₂e)



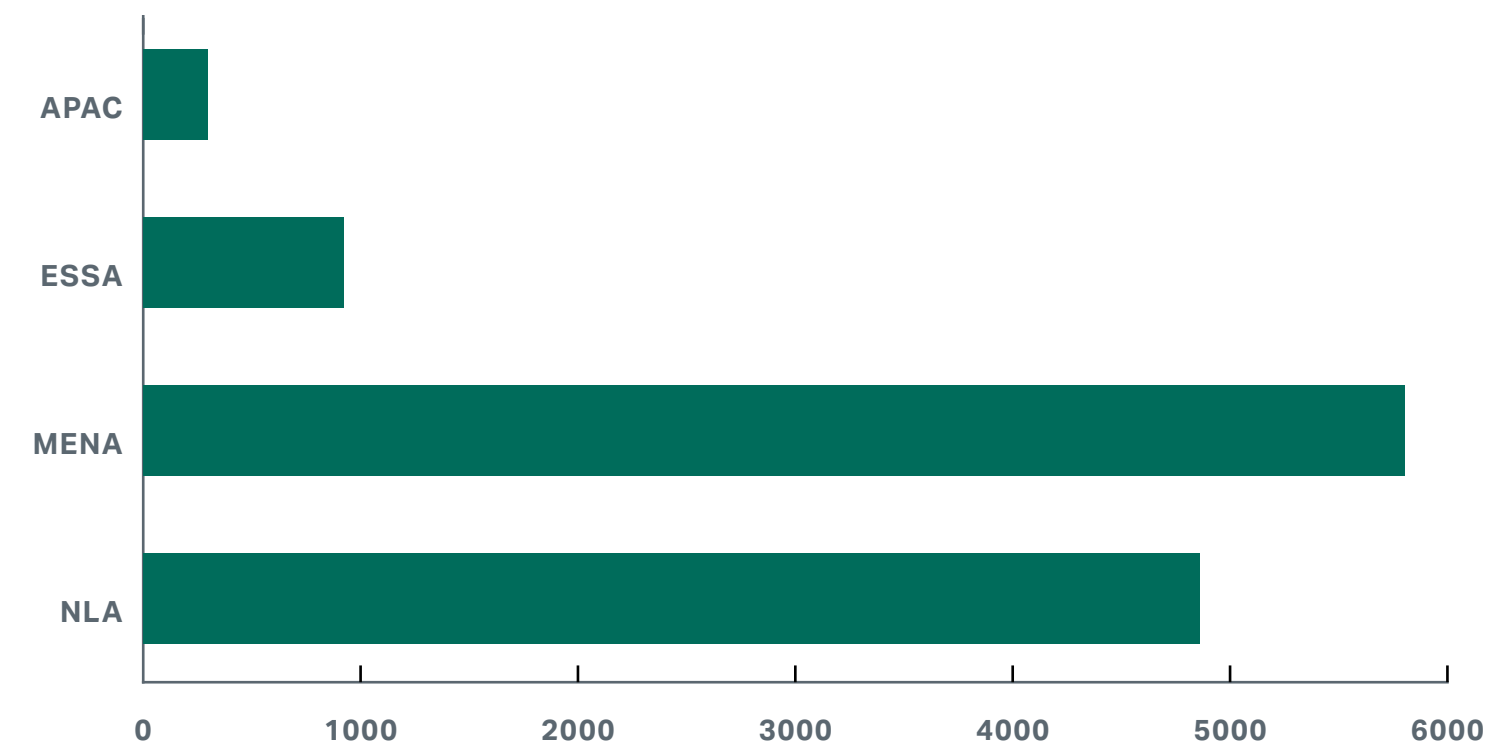
Stationary Combustion

4,420

Mobile Combustion

7,466

Scope 1 Emission, 2025
Distribution Per Region (Tonnes Of CO₂e)



298

Asia Pacific (APAC)

922

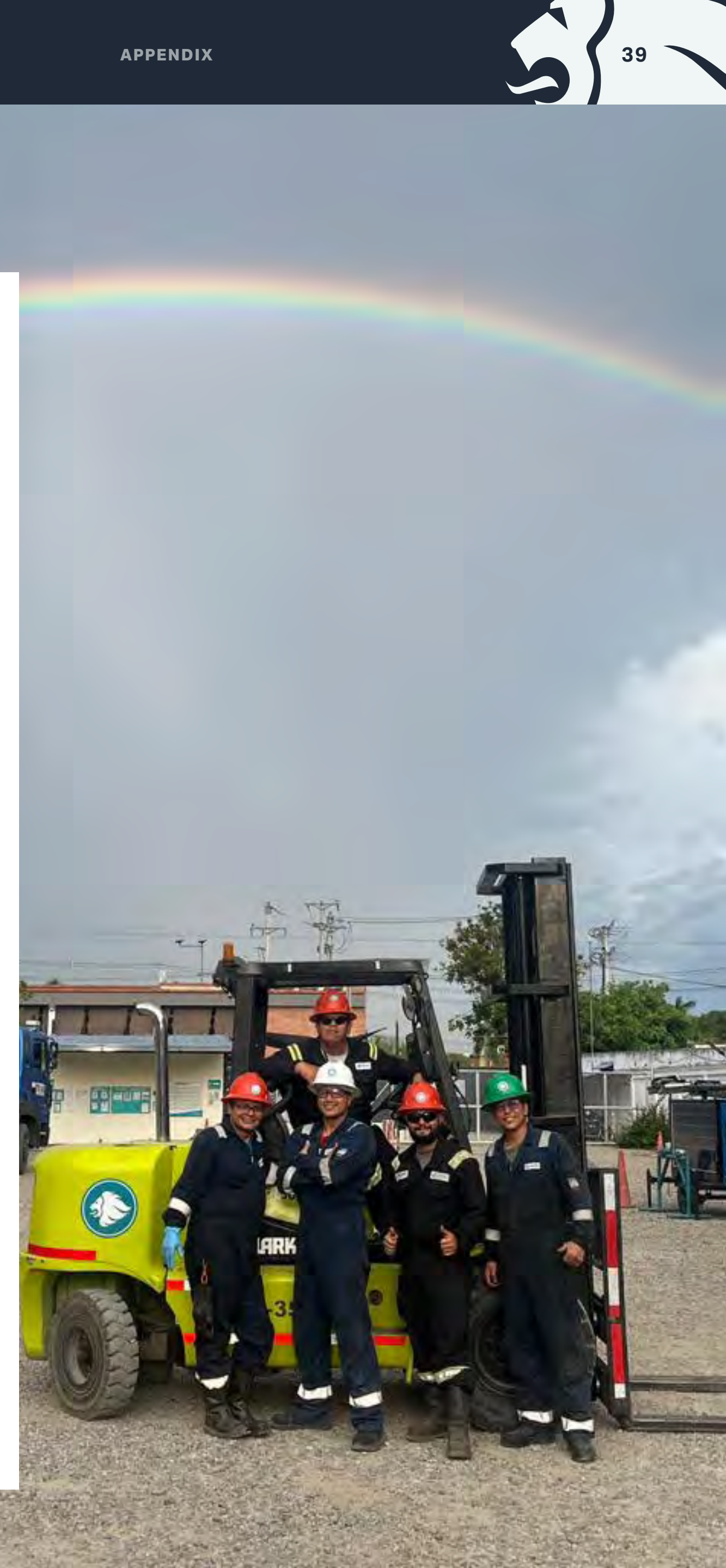
Europe and Sub-Saharan Africa (ESSA)

5,804

Middle East and North Africa (MENA)

4,862

North and Latin America (NLA)



Optimizing our carbon footprint

Scope 2.

Expro records greenhouse gas emissions (GHG) from energy consumption, specifically purchased electricity and heat, using verified data collected from utility bills and electricity meter readings at various locations. These emissions inventories are prepared with the GHG Protocol and ISO 14064 standards, supporting consistency, accuracy, and international comparability.

To convert energy consumption into tonnes of CO₂e, Expro applies country-specific emission factors from the International Energy Agency (IEA). This approach helps reported emissions reflect the local energy mix and carbon intensity.

Expro uses the 'market-based' method for reporting Scope 2 emissions, incorporating contractual instruments such as renewable energy certificates and Power Purchase Agreements. Dedicated software platforms support these calculations, providing conversions into CO₂e and strengthening the reliability and traceability of our Scope 2 emissions data.

Analysis indicates that purchased electricity accounts for 90.7% of Scope 2 emissions, with North and Latin America (NLA) operations representing nearly two thirds of the global total.

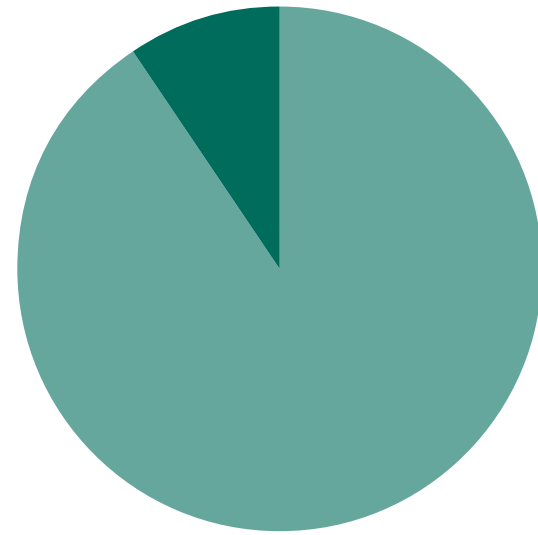
Since the 2021 baseline, Expro has delivered a reduction of more than 40% in Scope 2 emissions, driven by disciplined execution across facility consolidation, energy efficiency initiatives, expanded Power Purchase Agreements (PPAs), and increased investment in solar generation.

In 2025, we achieved a further year on year reduction of nearly 8% in Scope 2 CO₂e emissions, reinforcing our momentum and underscoring our continued commitment to disciplined emissions management and the delivery of our net zero objectives.

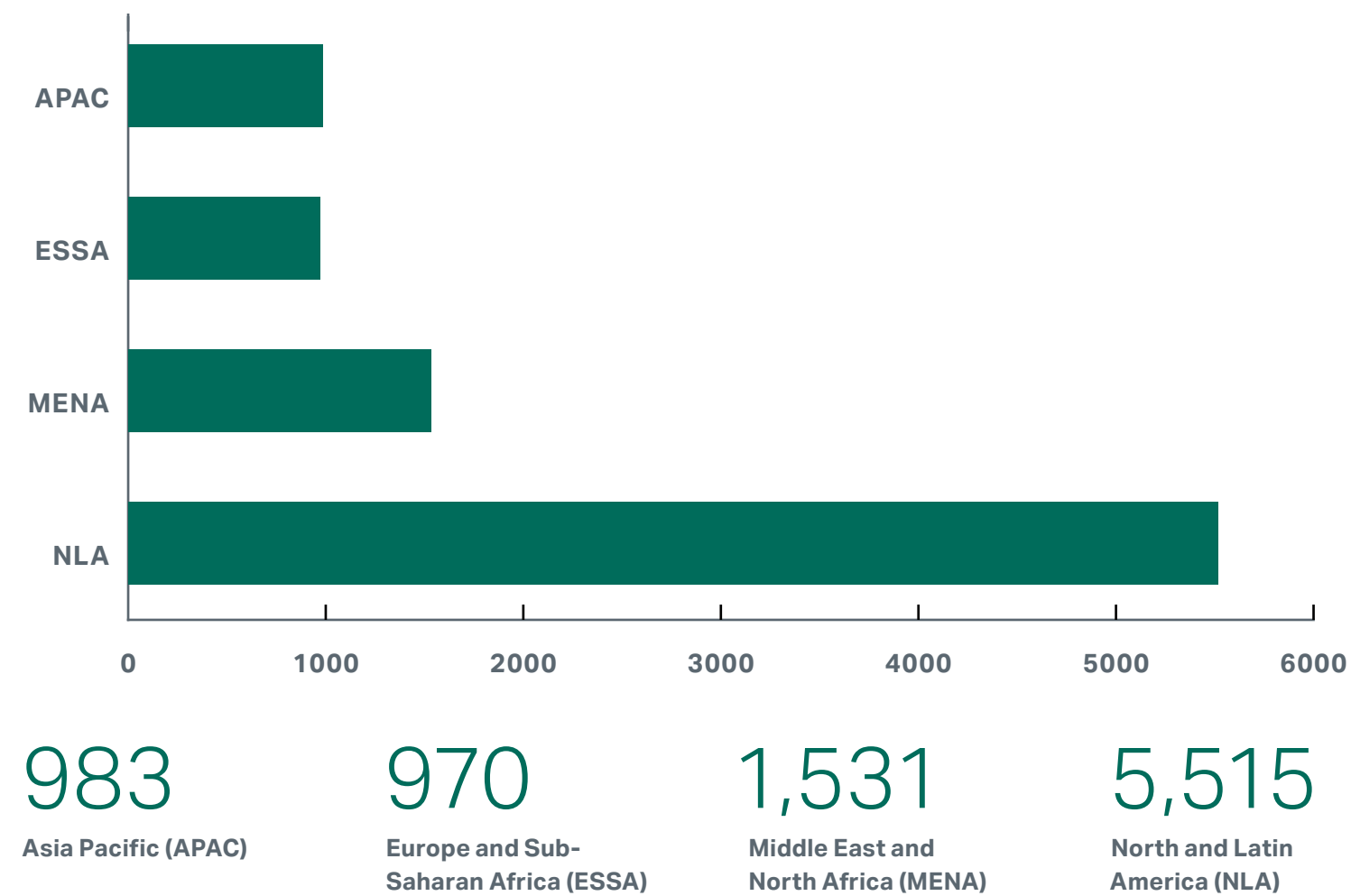
8,999
Tonnes CO₂e Scope 2 Emissions 2025

The figures on this page are approximations only

Scope 2 Emission, 2025
Distribution Per Source (Tonnes Of CO₂e)



Scope 2 Emission, 2025
Distribution Per Region (Tonnes Of CO₂e)



Optimizing our carbon footprint

Scope 3.

Scope 3 emissions encompass 15 categories defined by the GHG Protocol and often represent the largest share of an organization's total greenhouse gas emissions. Collecting data across the value chain is inherently complex, and Expro is committed to continually improving our methods for gathering Scope 3 data to improve future reporting and strategic actions.

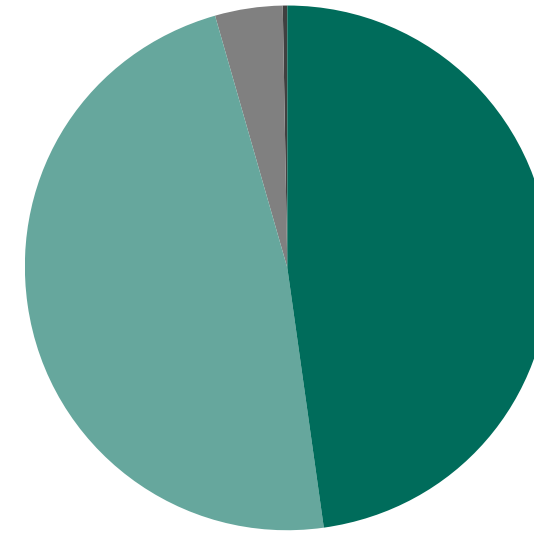
In 2025, Expro tracked Scope 3 Category 3 emissions associated with transmission and distribution losses from purchased electricity, using the GHG Protocol's average data method and country specific emission factors automatically sourced from internal systems.

Expro captured Scope 3 emissions related to waste disposal, with a strategic focus on improving recycling rates, reducing landfill waste, and repurposing materials to enhance circularity. These actions support our broader commitment to environmental sustainability and ongoing Scope 3 emissions reduction.

Expro also tracked Scope 3 Business Travel (Category 6) emissions using data provided by our Travel Management Partners and the GHG Protocol's distance based methodology. BEIS emission factors were applied to convert travel mileage into CO₂e, supporting accurate and consistent reporting.

Ongoing improvements to data collection and management will further strengthen the accuracy and completeness of our Scope 3 emissions reporting and support our continued progress toward emissions reduction and broader sustainability objectives.

Scope 3 Emission, 2025 Distribution Per Source



Business Travel – Category 6

48%

Fuel and Energy Related Activities – Category 3

48%

Waste – Category 5

4%

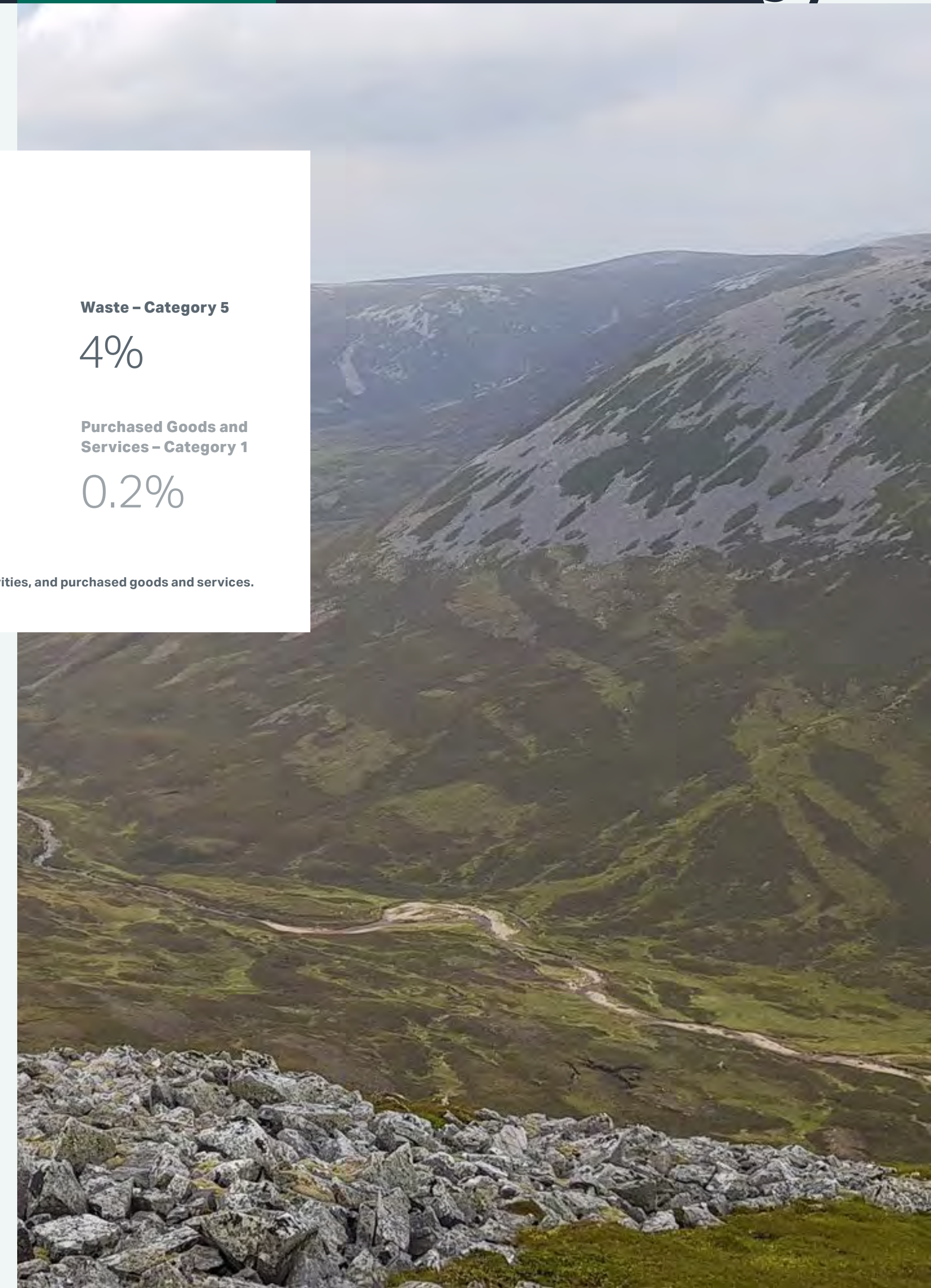
Purchased Goods and Services – Category 1

0.2%

Based on Scope 3 categories of business travel, waste, fuel and energy-related activities, and purchased goods and services.

12,161

Tonnes CO₂e Scope 3 Emissions 2025



Safeguarding nature and protecting biodiversity

Human activity continues to place significant pressure on natural ecosystems, threatening biodiversity and jeopardizing ecological balance worldwide. Addressing these impacts requires coordinated action from governments, businesses, and society.

Biodiversity protection is a vital nature-based solution that supports climate resilience, as diverse ecosystems help regulate climate impacts, preserve essential ecosystem services, and strengthen long-term environmental stability.

Expro is committed to managing the environmental impacts associated with our operations and supporting nature protection through a proportionate, risk-based approach. We strive to align our practices with the IUCN's guidelines for corporate biodiversity performance and implement controls that prevent pollution, minimize disturbance, and promote responsible resource use. Our approach is grounded in strong operational practices, adherence to engineering and equipment standards, and a well-trained, accountable workforce.

Expro's operational footprint differs from companies with direct land use control, such as operators. At most operational locations, biodiversity impact assessments, habitat studies, and restoration plans are the responsibility of our clients, who hold direct control over the site, associated land, and permitting. Expro supports these processes by implementing pollution prevention controls, complying with site specific requirements, and participating in client driven conservation measures where applicable.

This proportional approach helps ensure that Expro's biodiversity disclosures accurately reflect the areas where we have operational influence while clarifying where primary responsibility lies with the client or asset owner.

To help safeguard local ecosystems, Expro maintains a series of environmental controls designed to prevent pollution and preserve local biodiversity within our operational areas. **These include:**

Process Safety Management To Prevent Environmental Spills

Our Process Safety Management system focuses on preventing hydrocarbon leaks and loss of containment. The Mobile Equipment Integrity Assurance Scheme helps ensure that equipment is well-maintained, inspected, and verified before operations commence, reducing the risk of environmental incidents.

Containment Systems And Emergency Response

Where our services interface with client operations, Expro has in place client-defined environmental impact assessments and conservation plans. We support these frameworks through preventive maintenance, regular inspections, employee training, and robust emergency response plans that are routinely tested to protect watercourses, soil, and local biodiversity from pollution.

Stormwater And Wastewater Controls

Where applicable, Expro facilities implement Storm Water Pollution Prevention Plans (SWPPPs) to help ensure that any discharge to watercourses complies with local regulatory requirements. Many sites also operate wastewater treatment systems and closed-loop reuse solutions, including rainwater collection, to minimize freshwater withdrawal and reduce potential impact on nearby ecosystems.

Expro Strives To Support Biodiversity Protection In Sensitive Areas

To strengthen our understanding of ecological sensitivity across our footprint, Expro uses UNEP-WCMC's principles and data from the World Database for Protected Areas to identify sensitive ecosystems within 100 km of our base. While Expro's operational impact on land is typically low, this screening process helps ensure that our environmental controls, waste management practices, and spill prevention systems are appropriate for the ecological context of each location.

Expro also supports community based biodiversity initiatives and land restoration projects near operational areas. These efforts, often led by employees, include activities such as habitat clean ups, tree planting, invasive species removal, and partnerships with conservation groups. Such initiatives enhance ecosystem resilience, promote biodiversity awareness, and contribute to the wellbeing of the communities in which we operate.



The value of a considered value chain

Expro continues to apply a scientific approach in assuring that its collective Supply Chain supports the Company's overall sustainability platform.

Over the past five years, Expro has taken a selective and methodical approach to addressing Scope 3 emissions, prioritizing strong partner alliances, and driving adherence to **ESG policies** and procedures across our global supplier base.

This structured program has delivered sustained progress and has established Supply Chain as one of the core pillars for the Company's sustainability platform. Our work remains focused on several key criteria of maintaining supplier engagement:

- **Communication of Expro expectations**
- **Assessment and follow up to existing state**
- **Meaningful and disciplined engagement with internal stakeholders and external vendors**
- **Establishing a gateway process for prospective new vendors to Expro's AVL**
- **Formalizing a meaningful scoring/weighted calculation for Vendor compliance**

Read the policy: Expro Environmental, Social and Governance (ESG) Policy

Since its launch in 2021, the Supply Chain Code of Conduct and Compliance framework continues to align with and reinforce Expro's broader procurement policies.

In 2025, these initiatives continued to build our foundation of tangible strategic and key performance indicators for the years ahead. In addition, a commitment to maintaining and improving KPIs for sustainability as a component of Procurement Spend and Travel Compliance, we have expanded the program to include Logistics and Transportation under the umbrella for carbon emissions monitoring and continue to focus Conflict Mineral legislation as an integral component of our sustainability program.

2025 Targets Have Focused Primarily On:

- **Supplier Engagement** of newly onboarded suppliers and/or Critical suppliers requiring periodic review. This initiative includes a multi-tiered 5-point survey to understand the maturity and implementation of sustainability within their organization and how this may affect Expro's program. 2025 resulted in engagement with 240 direct suppliers and 420 indirect suppliers used throughout the Expro organization.
- **Supplier Accountability** within our Product Line Business units, with a focus on those vendors identified that have had a high level of recognized environmental impact (e.g. welding, fabrication, manufacturing, etc.) and or turnkey supply on a basket of goods and services. The target was set at one key relationship per business unit, with an engagement rate of ~90% as of December 2025.
- **Travel Management** focused on tracking and reporting emissions data for business related travel (non-Operational/crew deployment). Action for 2025 was to sustain efforts in North America and Europe and develop an implementation plan that includes Global Travel. (Current reporting excludes MENA, APAC, and LATAM due to functionality gap with local travel management companies).
- **Logistics And Transportation** reporting in accordance with Corporate Sustainability Reporting Directive (CSRD) Report-out includes CO₂e emissions for top 25 spend suppliers globally. 2026 will include impact of Carbon Border Adjustment Mechanism (CBAM) guidelines based on importation into the EU (primarily the Netherlands).

Looking forward into 2026, these efforts, alongside those set in prior years, will further sustain our ability to continue setting a baseline of minimum expectations for our supplier base.

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



Strengthening cybersecurity risk

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

At Expro, we believe it is important to address cybersecurity risk as it changes and evolves in our industry.

Cybersecurity breaches can impact the safety, sustainability, and governance of our operations, and the privacy and integrity of our data. These risks can have similar impacts on our customers and partners. We strive to manage our internal risk, and, at the same time, we work collaboratively with customers and partners to reduce cybersecurity risk in our operations.

Framework

We leverage an information security program aligned to the United States NIST Cybersecurity Framework.

Our program includes internal and external system monitoring, regular vulnerability assessments, rigorous management of credentials, multi-factor authentication, annual penetration testing, and audit of our data security programs. Additionally, we use cybersecurity tools and services from many industry-leading providers to secure our networks and infrastructure.

Governance

Our Chief Information Officer has managerial responsibility for our data security programs, overseen by our executive leadership and Board.

A non-executive member of Expro's Board is CERT (Computer Emergency Response Team) certified in cybersecurity by the Software Engineering Institute of Carnegie Mellon University in Pennsylvania, the United States.

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

Training

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

Collaboration

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

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

Operational Security

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



Safeguarding our reputation

Expro's Pledge To Compliance

Expro's exceptional reputation is one of our most valuable assets. How we conduct our business and how we interact with clients, partners, communities, suppliers, and stakeholders, is central to our corporate identity and long-term success.

Expro's Code Of Conduct: Steering Ethical Business Practices

At the core of Expro's operations is a deep-rooted commitment to ethics and compliance.

This commitment is guided by our values and influences the decisions impacting our business and stakeholders. Our employees are empowered to uphold these principles through our Code of Conduct, which establishes the expected standards for ethical and legal conduct within Expro.

Actions Speak Louder Than Words: Embedding Compliance In Commercial Processes

At Expro, we firmly believe that actions speak louder than words, especially when it comes to compliance. Our commitment to upholding the highest ethical standards is not just a directive from the top; it is a fundamental part of our day-to-day commercial operations. We have intricately woven our compliance function into several of our key commercial processes so that our principles are not only preached but also practiced across our organization. This integration aims to foster that every business aligns with our standards. We have moved beyond just setting a tone at the top – our approach helps support the consistent application of these standards across our operations.

By doing so, we help our actions in maintaining ethical practices be as strong and as audible as our words, fostering a culture where integrity and compliance are instinctive and ingrained in our business.

Effective Compliance Management At Expro

To assist our employees in making lawful and ethical decisions, we have developed a risk-based compliance program. This program, managed by the Chief Compliance Officer and their team, is designed to equip our employees with the necessary understanding, tools, and processes. It includes control and gatekeeping features to encourage the correct policy application and address daily risks. Our compliance systems, together with clearly articulated policies and values-based guidance, underpin our everyday decision-making processes. Employees are encouraged to seek proactive guidance from experts in Compliance, Legal, Human Resources, Operations, and other functions when faced with uncertainties or concerns.

Staying Ahead Of Risks: Expro's Compliance Risk Assessments

Legal and compliance risks are dynamic and evolve based on business strategy, regulatory environment, as well as the increasingly complex geopolitical environment, including evolving sanctions regimes and export control requirements that may affect the jurisdictions in which we operate, Company culture, and regional activities. To stay ahead of these changes, Expro conducts an annual legal and compliance risk assessment across our global operations. This assessment, both qualitative and quantitative, utilizes knowledge, experience, and measurable data to identify risks specific to Expro's structure and activities in relevant locations. It includes evaluating activity levels, the application of internal controls, the nature of clients and customers, and third party risks. The data for country risk scores is derived from various internal sources like budget projections, regional risk assessments, internal audit findings, and whistleblowing reports. The results of this risk assessment, including planned actions and compliance support for high-risk countries, are reported to the Audit Committee.

In 2024, we further enhanced our risk management approach by introducing a more detailed country-specific risk assessment, in addition to our annual risk evaluation. This refined assessment considers various unique factors, such as our specific organizational structure, the extent of our engagement with third parties, our interactions with public administrations, and other pertinent risk or mitigating factors. It also evaluates the necessity of implementing additional controls or providing further support where warranted. This comprehensive approach is expected to enable us to tailor our risk management strategies more effectively, making them more closely aligned with the specific challenges and opportunities presented in each country where we operate.

Building A Culture Of Compliance Through Training And Communication

Our compliance-related policies, FAQs, and documents are accessible to employees through an updated, user-friendly Intranet portal. Regular communications are issued via internal bulletins, and high-level communication initiatives such as the CEO's quarterly webcast keep our employees informed and engaged. Expro provides targeted compliance training to employees, with certain courses mandatory for all, while others are specific to roles with higher risk exposure. Topics covered include, among others, anti-bribery and corruption, sanctions compliance, fraud and market offences, human rights, and the facilitation of tax evasion. Training is delivered through the Learning Management System (LMS) and in-person sessions, led by the Chief Compliance Officer or their delegate. The frequency of training is determined by the Company's risk assessments.

Third Party Risk Management

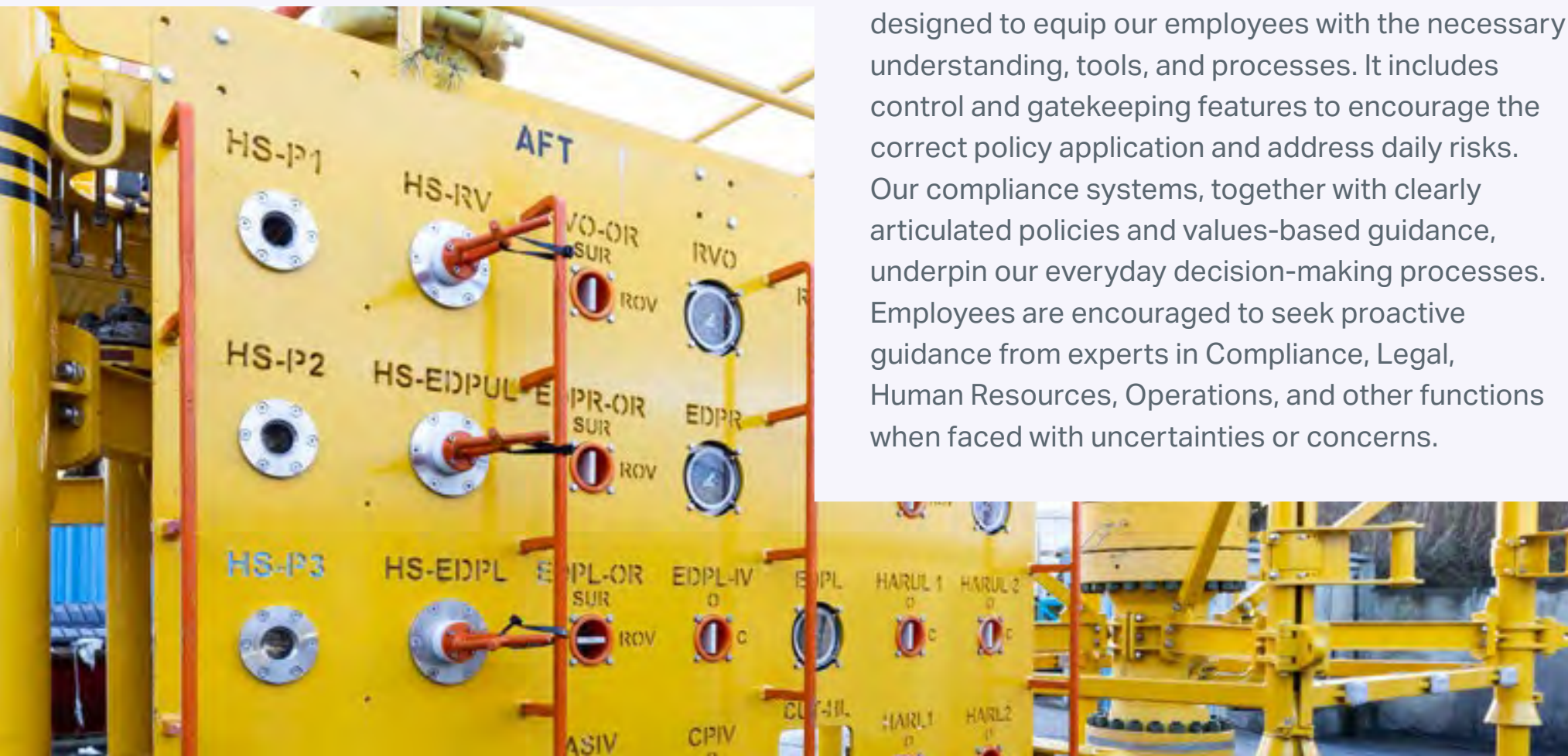
We value our partnerships and strive to ensure compliance and mutual benefit in our activities. Before engaging with third parties, we conduct thorough risk mitigation steps. Our **Supplier Code of Conduct** and **Anti-Bribery Policy**, and Sanctions Compliance procedures mandate rigorous due diligence for third parties, including anti-corruption and sanctions screening, and no engagement is allowed until these processes are completed satisfactorily.

Business Courtesies

Our stance is clear: no exchange of gifts or entertainment should imply an attempt to improperly influence business decisions. This policy details the definitions, principles, allowable circumstances, and categories for business courtesies, along with the process for management approval and necessary documentation.

Speak Up Mechanisms

At Expro, we encourage and expect employees to raise concerns about potential violations of our Code of Conduct, policies, and laws. Our **Policy for Employee Complaint Procedures for Accounting and Compliance Matters** provides guidance on the available tools and steps for reporting. Reports can be made through an incident management system, accessible to both Expro employees and external parties, managed by the Chief Compliance Officer. This system provides for confidentiality, accessibility, and thorough investigation of concerns, with a commitment to protect anyone who reports in good faith from retaliation.



Together, we strengthen our social impact

Our Strategic Aim

To attract, develop, and retain the best talent by creating an engaging, inclusive and high-quality employee experience that elevates our culture and enables us to deliver exceptional value to our customers.

Our Purpose

To be a safe, 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. Sustaining a strong culture requires attention and intention. At Expro, we are committed to creating an environment where every employee feels heard, supported, and empowered to share constructive ideas that help us continually improve the way we work.

A positive employee experience sits at the heart of this approach, shaped by meaningful communication, opportunities to contribute, and a workplace where people feel respected and valued.

INCLUSION AND BELONGING

We strive to create a working environment where differences are celebrated and every individual feels a genuine sense of belonging. Employees must feel safe, respected, and included to bring their whole selves to work.

Our focus on inclusion directly enhances the employee experience, strengthening connection, collaboration and engagement across our global workforce.

CORPORATE SOCIAL RESPONSIBILITY (CSR) AND WELLBEING

Across our global operations, we encourage employees to participate in diverse community activities that reflect our values of People, Performance, Partnerships and Planet. These activities not only benefit communities but also enrich the employee experience by fostering pride, purpose, and shared achievement.

Together, these pillars guide how we listen to our people, support their development, care for their wellbeing, foster belonging, and contribute positively to the communities where we operate.

How We Are Advancing Our Social Strategy

United by our pride, employees across Expro continue to demonstrate a deep commitment to the Social aspect of sustainability. Their engagement goes beyond individual initiatives, helping to elevate our culture, deepen relationships, and strengthen collaboration.

By championing safety, health, wellbeing, and CSR activities, we create an employee experience where people feel proud to work at Expro and understand the broader impact they have as a citizen of the world.

Our Social teams coordinate annual calendars of global health, wellbeing, and community events. In 2025, activities included food-bank volunteering, school-supply drives, beach clean ups, litter picks, tree planting, renewable energy installations, and technology led social impact projects.

By embedding these principles into daily operations, we aim to create long-term value not only for Expro, but for society – fulfilling our ambition to be a company where people feel they belong, can thrive, and are proud of the positive difference they make.



Positively elevating the culture of Expro for today and tomorrow

We actively seek employee feedback to help shape a workplace where people feel proud to belong and confident that their voice matters. This continuous feedback loop supports our ambition to a great place to work and deliver an engaging, supportive, and inclusive employee experience.

Elevate – Expro’s Global Employee Listening Program

Elevate is Expro’s global employee listening program, designed to gather insights that help us understand what matters most to our people and how we can continue to strengthen our culture.

2022 Global Employee Survey

2023 Global Pulse Survey

2024 Global Employee Survey

2025 Global Pulse Survey

This approach allows us to track long-term trends while remaining responsive through shorter, more agile Pulse surveys. Feedback has consistently highlighted the value of regular surveys, supporting timely insight and more focused action.

What We Asked

Survey questions are structured around three core themes:

- Organizational Culture
- Employee Experience
- Employee Engagement

Quantitative data is complemented by open text responses, ensuring employees can share candid, meaningful feedback in their own words.

What Our Employees Told Us – And How We Responded

Insights from the 2022 and 2024 full surveys, alongside the 2023 and 2025 Pulse surveys, have been instrumental in shaping our strategic direction and people-focused initiatives.

Three priority focus areas were identified and assigned Executive Management Team sponsors:

- **Expro Together – strengthening organizational culture**
- **Communication**
- **Business Process Improvement**

Employee feedback has already led to tangible improvements, including:

- The creation of a new learning and development program to enhance skills, knowledge, and career development
- A rolling program of improvements to our business processes, informed by employee pain points
- Expanded initiatives to support employee wellbeing
- Enhanced communication channels and tools to increase transparency and connection across our global workforce

Insights from the 2025 Elevate Pulse Survey validated this direction and highlighted additional opportunities to elevate the employee experience further.

Looking Ahead

We continue to make steady progress, with employee voice remaining central to shaping Expro’s culture. Insights from the 2025 Elevate Pulse Survey will guide the next phase of organizational improvements, with a continued focus on communication, collaboration, and care.

As we move forward, Expro will continue to engage employees through Elevate global employee listening program, ensuring regular insight into employee experience, and culture.



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 Expro's success. By focusing on development, empowerment, and engagement, we help our teams have the skills and confidence to achieve their goals – and ours.

Employee Training And Development

We demonstrate our commitment to our values through ongoing investment in learning and development. Expro provides a range of programs designed to strengthen existing skills, build new capabilities, and support employees as they progress through their careers.

In direct response to feedback from our Elevate global employee surveys, we introduced an expanded online learning library and Learning Hub. This digital portal brings together leadership and management development programs alongside a wide range of self-paced learning resources, enabling employees to access development opportunities that are relevant to their role and aspirations.

Our people are encouraged and empowered to take ownership of their own development. Through access to learning platforms, supported by regular performance conversations, individuals are able to shape their career progression in a way that aligns both personal ambition and business need. These discussions also support leadership development, succession planning, and the continued strengthening of skills across the organization.

In 2025, Expro piloted a targeted mentoring initiative within our engineering team in Hyderabad, pairing new employees with experienced engineers. Through personalized guidance and skill development, the initiative helped strengthen connections across teams and support early career development. Building on the positive outcomes from this initiative, the next phase of the mentoring program will look to extend participation beyond Hyderabad, supporting broader knowledge-sharing, leadership capability, and career development across the business.

Employee Development Plan

We are proud to support each and every one of our people in navigating their individual career journey. Through our Employee Development Plan (EDP) process, employees set business aligned objectives, participate in structured performance reviews, and engage in meaningful career development conversations.

During the year, we made a refinement to the EDP process so that both business objectives and individual development objectives receive the right level of focus. This change reinforces the importance of personal growth alongside performance delivery and helps ensure development discussions remain purposeful, balanced, and relevant.

The EDP framework is designed to empower employees to actively drive their own development, supported by clear feedback, aligned goals, and access to appropriate learning opportunities. It remains an essential mechanism that not only builds individual careers but also advances Expro's long-term business success.

Alongside professional development, maintaining technical competence and operational readiness remains critical to safe and effective delivery.

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.

A blended approach to building capability

Training is delivered through a mix of:

- Classroom instruction
- E-learning
- On the job and wellsite training
- Structured mentoring

Our **Competence Management System** underpins this approach, aligning training with operational needs and regulatory requirements. Employees progress through discipline grades by completing structured learning, demonstrating workplace capability, and undergoing skill verification.

The **Competence Assurance Program** uses knowledge based and practical assessments, including end of grade evaluations, to validate proficiency. Certified assessors and supervisor reviews drive objectivity, rigor, and alignment with Expro's core behaviors and performance expectations.

As part of our ongoing evolution, we recognize the opportunity to go beyond current competence requirements and begin preparing operational supervisors for higher-grade competence expectations. While this work is still in progress, good momentum has been made in strengthening readiness for the next level of responsibility, supporting both individual development and long-term operational resilience.



In 2025 we have delivered

1,078

courses constituting

107,137

participant training hours worldwide

Prioritizing people: where safety and society come first

Our Quality, Health, Safety, and Environmental (QHSE) mission is to consistently achieve performance that surpasses industry standards and meets or exceeds customer expectations.

We are dedicated to excellence by systematically implementing best practices in QHSE management throughout operations.

With comprehensive commitment across the organization, our established Excellence in Operations program continues to enhance QHSE outcomes through the use of leading indicators. Safety remains a central focus, supported by organizational objectives, key performance indicators, and employee appraisals. We leverage industry benchmarks alongside historical internal results to set QHSE targets, fostering ongoing improvement within our global operations.

Expro's health and safety objective is to sustain a zero-harm workplace through continuous year-on-year improvement in safety performance indicators, covering both employees and contractors, and to maintain performance that meets or exceeds relevant industry benchmarks.

These efforts are guided by our 12 Expro House Rules, which serve as foundational principles for promoting responsibility and accountability in safety initiatives across the company. Our strong culture of Champion Safety emphasizes proactive engagement in safe practices, open communication, observation, and continuous improvement, enabling all personnel to contribute to maintaining a safe work environment and preventing harm.

Championing Safety

Expro employs a thorough and systematic approach to health and safety management, to drive robust leadership and accountability at every level of the organization. The company has implemented a well-established framework for hazard identification and risk assessment, integrating these processes into daily operations to effectively mitigate risks.

Health and safety training programs are conducted regularly and tailored to the specific responsibilities of employees, equipping personnel with the necessary expertise to uphold a secure work environment. Expro defines measurable objectives to reduce incidents, consistently monitoring and evaluating outcomes to foster ongoing improvement.

Operating guidelines and procedures are meticulously crafted in accordance with industry standards and best practices, supporting both compliance and operational excellence.

Annual internal and external audits are carried out to evaluate the effectiveness of health and safety initiatives and to identify opportunities for enhancement.

Emergency preparedness forms an integral part of Expro's health and safety strategy. Comprehensive protocols have been established to enable prompt and efficient responses to emergencies, thereby reducing potential impact and safeguarding personnel.

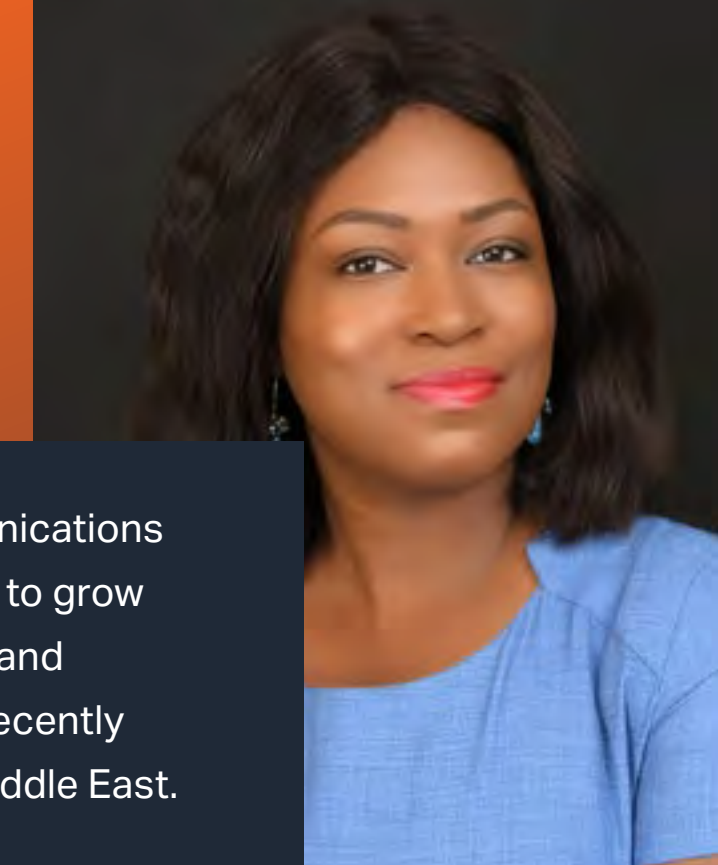
Expro is dedicated to transparent reporting on its health and safety activities and performance, providing stakeholders with regular updates and detailed insights regarding the company's safety undertakings and accomplishments. This unwavering focus on transparency and continual advancement reflects Expro's commitment to upholding exemplary standards of health and safety throughout its operations.



CITIZENS OF THE WORLD

Elorm Gyimah

HR Supervisor for Middle East
Middle East and North Africa (MENA)



Elorm began her career in recruitment and telecommunications before joining Expro in 2013, drawn by the opportunity to grow and make a meaningful impact. Fast forward 12 years, and she has progressed through a number of roles, most recently relocating to the Middle East as HR Manager for the Middle East.

Have you had any development opportunities since joining Expro?

Yes, I've had several development opportunities since joining Expro. I started in 2013 as the Region Recruiter for Sub-Saharan Africa and later progressed into a generalist HR role as HR Supervisor for Central West Africa and later South-East Africa. More recently, I transferred to the Middle East. Each transition has expanded my capabilities and strengthened my overall HR competency.

What do you enjoy most about your day-to-day work?

There is always a new challenge or a complex situation that requires creative, out-of-the-box solutions. I enjoy engaging with our diverse workforce, supporting the operations, and seeing the positive impact of my work on the business.

"I feel valued, trusted, and supported to make an impact, and the company's strong culture of collaboration and continuous improvement motivates me to keep developing and contributing to our success."

Prioritizing people: where safety and society come first

QHSE Commitments And Guiding Principles

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

- 6. We believe** the competence of situational awareness of individuals is vital, whether they are Expro employees or contractors, especially those with safety-critical roles. It helps them recognize the risks in their activities and apply the right measures to control and manage those risks.
- 7. We actively encourage** the involvement of our workforce beyond the required legal minimum standard where we have developed a genuine management/ workforce partnership based on trust, respect and co-operation. This partnership which we have named as ENGAGE has fostered an evolving culture in which health and safety issues are jointly solved and in which concerns, ideas and solutions are freely shared and acted upon.
- 8. We have established** monitoring and auditing processes that go beyond just identifying problems but assisting us in helping appreciate and understand what caused them and what sort of changes are needed to address them.



Our Safety And Society Achievements Throughout 2025

Our dedication to championing safety and delivering quality is integral to Expro's core values. Each year, our employees play an active role in strengthening this culture. The fifth annual Group QHSE Awards provided an opportunity to recognize outstanding achievements and commitment throughout Expro, highlighting effective initiatives that have further reinforced our positive safety environment.

With over 40 submissions received, these were shortlisted and evaluated, with final award recipients identified for formal recognition by the Expro Management Team, acknowledging the notable accomplishments of 2025. Finalist details and award-winning stories are disseminated globally via Marketing channels including formal email communications, and publication on the Expro QHSE Portal.

Our Award Categories:

- **Health And Safety Leadership Award**
- **Service Quality Excellence Award**
- **Environmental And Sustainability Impact Award**

Celebrating Two Years LTI Free

In 2025, we achieved an important safety milestone: two consecutive years without a Lost Time Incident (LTI).

This accomplishment reflects our continued commitment to building a strong, positive safety culture across all regions and operations.

Stuart Paterson, Expro's Global QHSE and Competency Assurance Director commented on the achievement: "It fills me with pride, not because of anything I've done, but because of what we've achieved as an organization. It takes everyone, at all levels, to reach two years without a lost time injury."

We are proud to see our people consistently Championing Safety.

"It's the people wearing the coveralls and the people in the offices who should be proud – they're the ones who have achieved this and kept themselves and their colleagues safe."

Prioritizing people: where safety and society come first



Engage 2025

In 2025 we launched our fourth annual safety initiative, Engage, which highlighted human factors and their importance by covering a range of topics from stress, fatigue and distractions to communications breakdowns.

Each quarter we shared personal stories relating to each human factor, bringing to light the real and personal stories from our employees behind our safety statistics, reminding us that every number represents a person and experience.

Each video acted as a reminder that safety is personal, and by sharing our experiences we can help protect others from making the same mistakes.

Alongside the quarterly videos, our employees were encouraged to get together each month to discuss a different human factor and how these might factor into our daily working lives.



Holding Industry Standards

Our commitment to safety is driven by our team, and these efforts are reinforced through our recognized industry certifications. Expro currently have 38 locations which are certified to ISO 45001, 45 locations which are certified to ISO 9001 and 38 locations which are certified to ISO 14001.

In addition, Expro maintains a suite of API certifications that further strengthen our global quality and product assurance framework, including nine API Q2 certifications, one API Q1 certification, one API 7-2 product certification, and multiple API 5B product certifications. Collectively, these ISO and API certifications apply across a significant majority of Expro's operational footprint, reflecting the breadth and maturity of our integrated management systems across regions, product lines and controlled facilities.

The Global Health and Safety Management System, provides a structured, internationally recognized framework for managing occupational health and safety risks across Expro. This establishes requirements for identifying hazards, assessing and controlling risks, ensuring legal compliance, and continually improving safety performance. It emphasises strong leadership, worker participation, effective operational controls, emergency preparedness, and ongoing performance evaluation. By implementing a unified global management system based on this standard, Expro can deliver safe and healthy workplaces, proactively prevent incidents, and embed a consistent safety culture across operations, regardless of geographic location.

In addition to our established occupational health and safety practices, our Excellence in Operations KPI program, alongside industry-recognized QHSE training initiatives and ongoing engagement sessions delivered throughout 2025, form core components of our broader product and service safety program. These activities support consistent global standards for risk identification, competency development, operational discipline, and safe work execution. By embedding structured performance metrics, reinforcing workforce capability, and maintaining routine dialogue on safety expectations, Expro helps ensure that product and service delivery processes are managed in a way that prioritizes reliability and the prevention of harm. Collectively, these measures strengthen our overall safety governance framework and provide greater transparency in our product and service safety disclosures which we continue to deliver in 2026.



Prioritizing people: where safety and society come first

Middle East And North Africa (MENA)

Qatar Safety Day Campaign

The team in Qatar organized a Safety Day event for onshore and offshore personnel to learn how individual actions and responses have a direct and profound impact on safety outcomes. Team members exchanged powerful insights on the critical importance of speaking up to prevent high-potential incidents, reinforcing our dedication to Championing Safety.



North And Latin America (NLA)

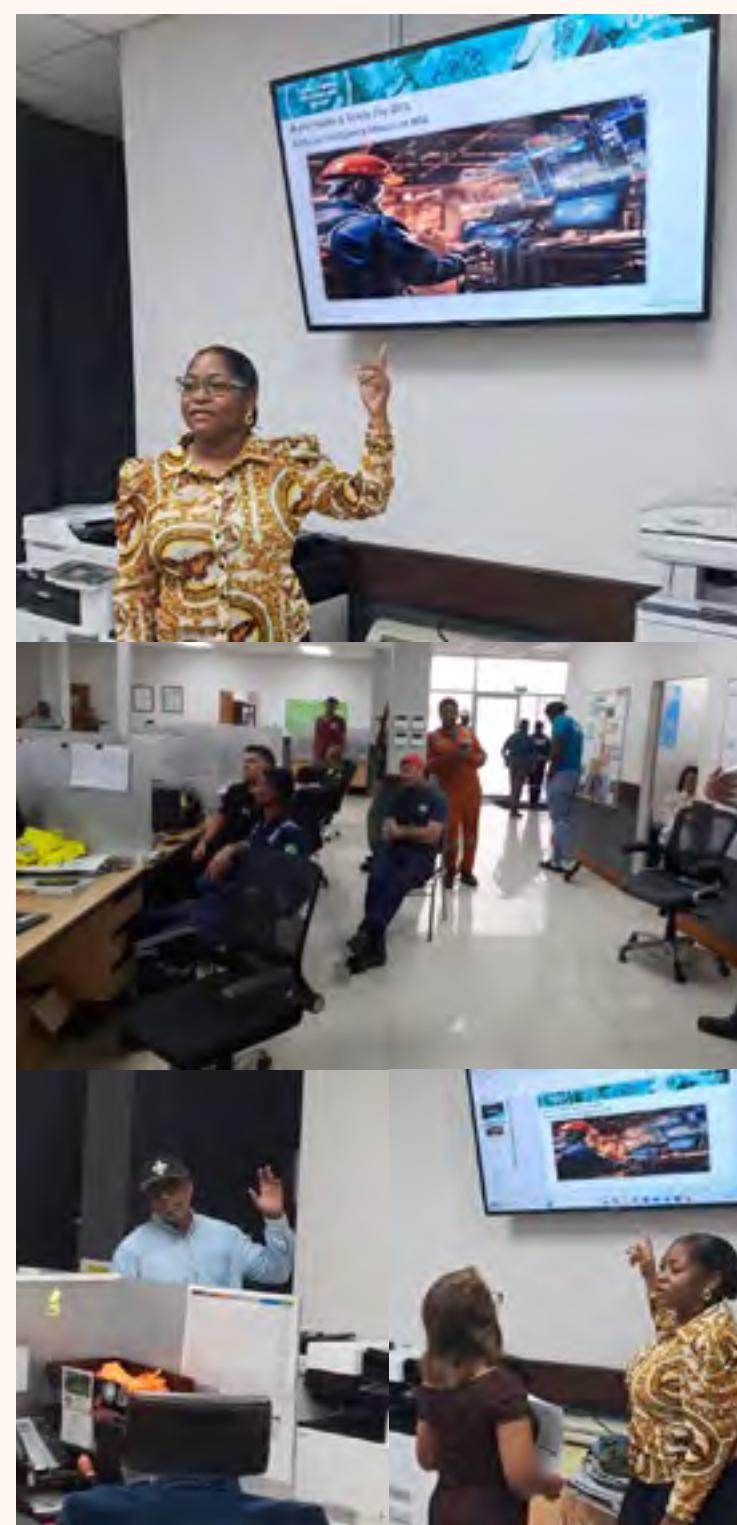
Celebrating World Safety Day

In celebration of World Safety Day, the team in Mexico refocused on our Champion Safety Campaign, which focuses on one's self-care. By prioritizing self-care, team members ensure that they are equipped to perform their duties safely and effectively.



The Use Of AI In HSE

In recognition of World HSE Day 2025, the team in Trinidad held a safety meeting focused on the impact of Artificial Intelligence on HSE. With the rapid change in HSE approaches due to the rise in AI, the team has continued to explore and embrace these innovations to build a safer, more efficient, and sustainable workplace.



Stop Work Authority, Own Your Zone

In Macae, the team organized a safety session focused on Stop Work Authority, Own Your Zone, and Hands Free. The event was organized to remind employees that safety goes beyond procedures but is built daily through attitude, responsibility, and collaboration.



Fire, Safety, Drill

To reinforce the importance of safety, the team in Brazil conducted a fire drill session with the participation of all employees. Everyone was committed to following the evacuation procedures, using the stairs, and heading calmly and safely to the designated meeting point.

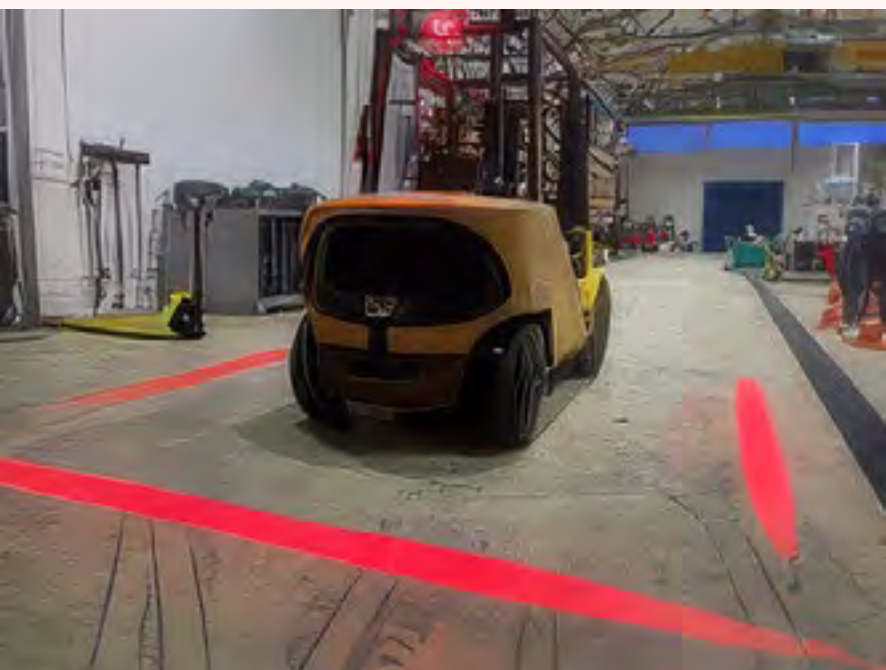


Prioritizing people: where safety and society come first

Europe And Sub-Saharan Africa (ESSA)

Red Zone Side-Mounted Forklift Warning Lights

The team in Azerbaijan installed red zone side-mounted forklift warning lights, which project a clear visual boundary on the floor to highlight danger zones, thereby encouraging safe pedestrian distance and reducing operational risk around forklift operations.



Congo HSE Initiative And Performances

The Congo team introduced a line-of-fire simulation to hazard awareness and reinforced safe working behaviors by helping workers better identify and understand potential risks. The initiative improved situational awareness across the workforce and supported a proactive approach to safety during operations.



Asia Pacific (APAC)

Recognition For Excellence In Safety And Professionalism

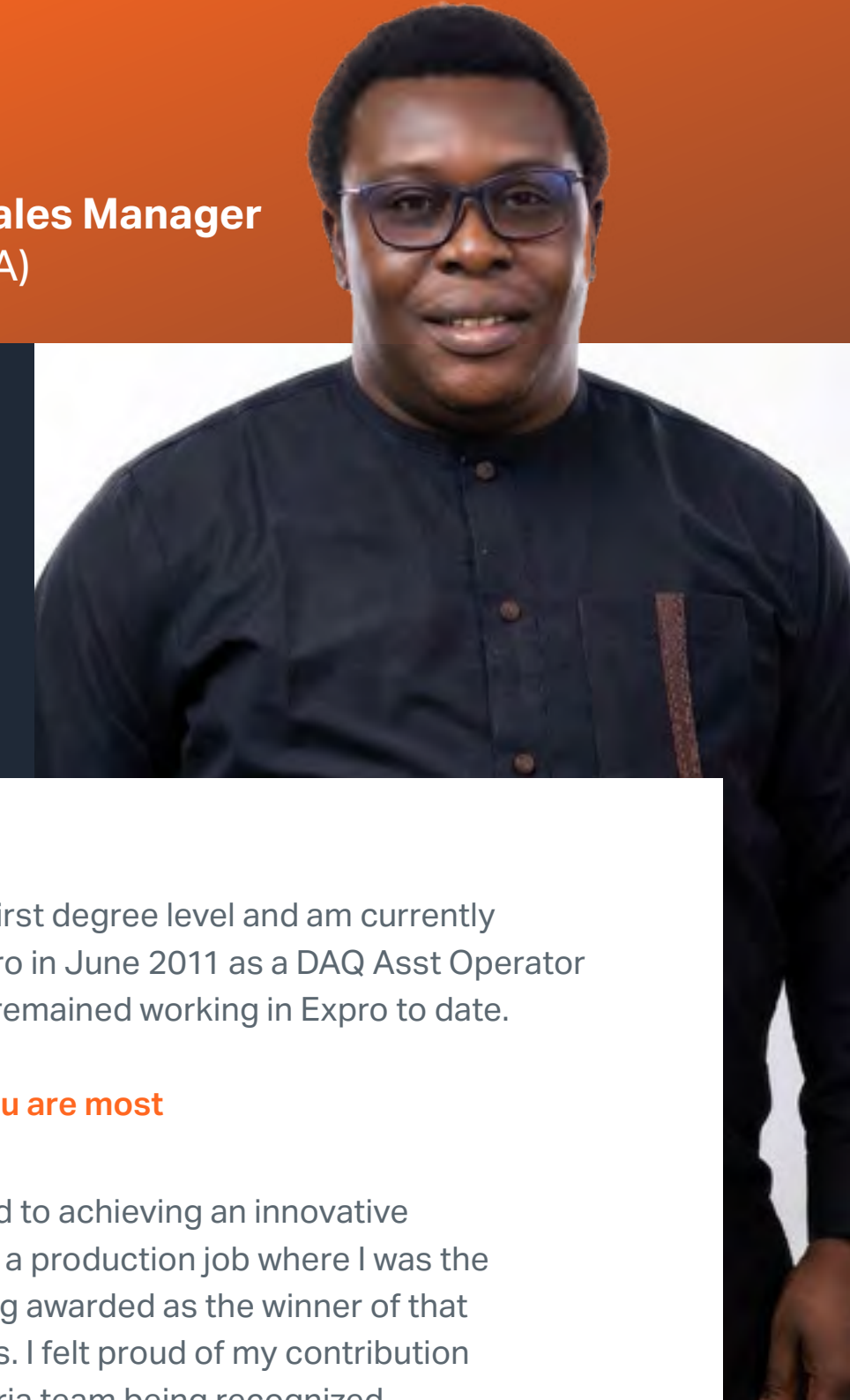
The Kazakhstan team was awarded a Certificate of Appreciation from a valued client. The certificate recognizes the team for conducting work safely at the production facility and demonstrating outstanding professionalism throughout the operations. This recognition highlights our continued commitment to safety, quality, and teamwork.



CITIZENS OF THE WORLD

Chibeze David Osabiku

Business Development Technical Sales Manager
Europe and Sub-Saharan Africa (ESSA)



Chibeze joined Expro in 2011 as a DAQ Assistant Operator, developing and progressing his skills over the past 15 years, he is now focusing on his role as Business Development Technical Sales Manager in Nigeria.

How did you get into this industry?

I studied Mechanical Engineering at the first degree level and am currently studying for an MBA degree. I joined Expro in June 2011 as a DAQ Asst Operator after graduating from school, and I have remained working in Expro to date.

Is there an achievement or contribution you are most proud of, and what impact did it have?

I was once part of a team that contributed to achieving an innovative service delivery improvement project for a production job where I was the supervisor. This led to Expro Nigeria being awarded as the winner of that category in the 2022 global QHSE awards. I felt proud of my contribution because this led to the entire Expro Nigeria team being recognized.

What motivates you to continue building your career at Expro?

The longevity of my career in Expro is my greatest motivation. I feel the company values me to have retained me over all the years despite the various transitions in the energy sector. I strive to ensure that I constantly seek innovative ways to continue developing in my career in Expro.

"I felt proud of my contribution because this led to the entire Expro Nigeria team being recognized."

CITIZENS OF THE WORLD

Ronald Chan

IT Operations Supervisor for Western Hemisphere North, Latin, and America (NLA)



Ronald has 15 years of prior experience in the service industry and formal training in automotive mechanics. Joining Expro in 2016 as an IT Operations Analyst, Ronald has supported global operations and successfully transitioned into IT operations, where his hands-on experience and customer-focused approach drive reliable, high-quality service delivery.

How long have you been at Expro?

10 years.

Have you had any development opportunities since joining Expro? If so, can you please provide some information on this?

I was hired as an IT Operations Analyst with Expro in 2016 and during the Expro/Frank's merger (circa 2022), I was promoted to IT Operations Supervisor for the Western Hemisphere.

What do you enjoy most about your day-to-day work?

The interactions while assisting customers with their IT-related issues. Supporting fellow IT team members and contributing to their professional and personal growth.

When do you feel your work makes the biggest difference?

Influence and a collaborative team culture. I feel my work makes the biggest difference when I'm able to help keep our operations running smoothly and prevent issues before they impact the team. Whether it's resolving a technical problem quickly, supporting someone who needs guidance, or improving a process to make things more efficient, I know I'm contributing to the overall success of the group. When my support allows others to work safely, confidently, and without disruption, that's when I feel the most impact.

Is there an achievement or contribution you are most proud of, and what impact did it have?

I developed and implemented an IT equipment inventory process for IT locations across the United States and Latin America. This allowed us to deploy equipment quickly, track where equipment has moved, and allowed us to supply the finance team with the cost allocations monthly.

How has Expro's culture supported your growth or enabled you to succeed?

It enabled me to collaborate effectively with my team and empowered me to share my ideas and express my opinions without fear of repercussions.

Do you feel connected to Expro's wider goals, such as safety, sustainability, or performance? If so, how?

My team and I are committed to these goals, whether it is holding safety moments during our monthly meetings, conducting IT recycling with our certified vendors at our IT locations, or maneuvering through Expro workshops, assisting our users with the appropriate PPE.

"I'm driven by the culture here; people look out for each other, share knowledge, and work together to solve challenges. That environment pushes me to keep improving, to support my team, and to build a long-term career where I can continue adding value."

What is one value or behavior you see lived out day-to-day?

One behavior I see lived out day-to-day is teamwork. I embrace teamwork because a successful team depends on each of us supporting and relying on one another. When we communicate openly, share responsibility, and help each other overcome challenges, we're able to deliver stronger results and maintain a positive, productive environment.

What motivates you to continue building your career at Expro?

What motivates me to continue building my career at Expro is the opportunity to grow within a company that values teamwork, safety, and operational excellence. Since joining Expro in May 2016, I've been able to expand my skills, take on new responsibilities, and contribute in meaningful ways to both our people and our operations. I'm driven by the culture here people look out for each other, share knowledge, and work together to solve challenges. That environment pushes me to keep improving, to support my team, and to build a long-term career where I can continue adding value.

"Whether it's resolving a technical problem quickly, supporting someone who needs guidance, or improving a process to make things more efficient, I know I'm contributing to the overall success of the group."

Health and wellbeing

The health, safety and wellbeing of our people is, and will continue to be, a priority and a fundamental part of Expro's culture. We recognize the evolving challenges and pressures created by global uncertainty and understand that these can affect employees in different ways.

We acknowledge that emotional wellbeing plays a significant role in how individuals experience work and life, and that anyone can be impacted by poor mental or physical health at any time. As leaders and colleagues, we are committed to recognizing when support is needed and to creating an environment where people feel comfortable seeking help through understanding, openness and approachability.

Expro is committed to safeguarding the health and wellbeing of our employees and to providing encouragement to our teams to build supportive networks and a collaborative culture across our organization. We provide 24/7 confidential support through Expro's Employee Assistance Program (EAP), which offers a wide range of health and wellbeing resources and advice globally. In 2023, we launched an internal campaign to raise awareness and increase education on this valuable resource, and in that time, we have seen a 0.39% increase in engagement of the EAP from our people, up to 19.71% in 2025.

24/7 online support

Through Our Employee Assistance Program

Encouraging A Positive Culture Of Wellness And Vitality

Our commitment to employee health and wellbeing continued throughout 2025. We believe that supporting employee health and wellbeing contributes to safer behaviors, stronger engagement, and a positive safety culture across our operations.

Across our regions, virtual wellbeing platforms provide a key communication channel for promoting local health, wellbeing and CSR initiatives. Activities range from fitness and mindfulness to healthy eating initiatives, with our regional teams developing a strong structured programs that encourages participation, connection and shared responsibility for wellbeing.

Promoting a culture of care remains central to creating a positive working environment and supports Expro's ability to attract, engage and retain talented people.

Explore how our people are promoting wellbeing where they live and work.

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)

Building Bonds Down Under

The Australian team organized a team-building exercise in April to encourage collaboration for all. Focusing on how to work together, the activities required focus, cooperation, and stretching. The team had a great day catching up with colleagues and working together, followed by a well-deserved team lunch.



Eid Celebration In Malaysia

In Malaysia, the team marked Eid with a festive gathering. Together, the team celebrated with their traditional attire and authentic dishes such as satay, lemong, and rendang.



Bowling Afternoon In Australia

Team Australia hosted a lawn bowls event that provided team members with an opportunity to connect outside the workplace.



TCS Sydney Marathon 2025

Alexander Batrashkin and Kaibu Wang from Team Australia represented Expro at the TCS Sydney Marathon, Australia's largest marathon event. Both completing the 42 km race, finishing in 3:32 and 4:18, respectively.



Pedaling Across India

Sagar Dombre, and two friends completed a cycling journey across India from East to West, travelling more than 2,700 km in 13 days. From the tea gardens of Assam to the ghats of Maharashtra. The challenge promoted physical wellbeing, resilience, and sustainability through low-carbon travel.



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

Raid Challenge For Mental And Physical Wellbeing

Our Congo team joined over 60 companies in the RAID challenge, an initiative that promotes both mental and physical wellbeing. The event takes participants through diverse terrain, including valleys, mountains, hills, and marshy areas to get people outdoors and better their health.



Pool Competition In Aberdeen

Some of the team members in Aberdeen took some time away from the office to participate in a team-building activity. Challenging one another in a fun game of pool that boosted team spirit and helped build trust.



Introduction Of Regular Lunchtime Yoga Classes

The Aberdeen Wellbeing team introduced regular lunchtime yoga classes to support employee wellbeing, promote physical and mental health, and encourage a healthy work-life balance.



Team Bonding At The Oilers Game

Our Norway team were thrilled to host the Petro Ladies Club in their VIP box at the Stavanger Oilers vs. Sparta ice hockey game in February. The event allowed for great team bonding and networking with some clients.



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

Health Check-Up In Luanda

The team in Angola arranged a health check-up session for employees, including a workshop on important health topics like hypertension, eye health, and managing and preventing high blood pressure. The session also featured on-site health screenings conducted during the workshop.



Celebrating Employee Personal Wellbeing

Our team member Zalish Samadzada successfully climbed Azerbaijan's highest peak, Bazardüzü with 4,466 metres above sea level, and its second-highest peak, Mount Victory (4,301 metres).



Team Building In Azerbaijan

The Azerbaijan team held a team-building event in Guba, focused on strengthening collaboration and communication. The program featured various activities, including a lake trip with catamaran rides, a zipline experience, as well as team games and competitions.



Angola Health And Wellbeing Activity

The Angola team organized a Health and Wellness campaign in partnership with their local health insurance provider, engaging around 70 employees. The initiative included health screenings, expert-led workshops, and teachings on healthy habits and preventative care.



Pink October In Ghana

In support of Breast Cancer Awareness Day, Team Ghana created a special pink board display where everyone added their fingerprints, symbolizing collective support for the fight against breast cancer. They also had a presentation session highlighting the importance of early breast cancer detection.



Movie Day For Mental Health

In recognition of World Mental Health Day, the team in Angola organized a movie day to encourage employees to take time to relax, recharge, and support mental wellbeing in the workplace.



Suicide Prevention Awareness

To mark World Suicide Prevention Day, the Angola team organized a workshop in conjunction with our Health Insurance provider (SALAM). The session dealt with the topic of suicide prevention and encouraged colleagues to engage in different day-to-day scenarios to prevent suicide.



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

Encouraging Employee Wellbeing In Algeria

The Algeria team organized a football tournament that brought team members together through teamwork, friendly competition, and sportsmanship.



Prostate Cancer And Climate Change Awareness

Our team in Dubai held awareness sessions on both prostate cancer effects, helping to educate on early detection of prostate, potentially saving lives. The team also held climate change sessions to empower team members to contribute towards sustainability goals.



Football For A Cause

To mark Labor Day, the Algeria team organized a football tournament, bringing together colleagues for a day of fun, teamwork, and sportsmanship.



Hypertension Awareness

To support awareness about hypertension, the team in Qatar circulated easy-to-read infographics, posters, and digital reminders across the site to highlight healthy blood-pressure ranges and self-monitoring tips. With this, everyone is equipped with simple lifestyle advice such as reducing salt intake, managing stress, and staying active.



Wellness Day

The Qatar team hosted a health camp in partnership with GET and Aster Medical Centre. The session included a short presentation on the importance of healthy living, followed by a series of health checks and screenings. The team also participated in a practical CPR demonstration to build confidence in emergencies.



Heart Disease Prevention Awareness

In Algeria, the team organized health awareness sessions focused primarily on heart disease awareness, prevention measures, and using AED in collaboration with Medilink international clinic.



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

Food And Culture Festival In Dubai

Dubai teams hosted a food and culture festival, bringing together colleagues from diverse nationalities to celebrate our global community. Team members proudly showcased traditional cuisines and wore cultural attire, creating a vibrant and inclusive atmosphere.



Recharge, Relax, Reconnect

The Abu Dhabi team introduced a space designed for employee wellbeing, the recreation room is designated to help staff unwind, connect, and recharge during their day. Whether it's a quick game between shifts, a quiet corner to unwind, or simply a place to share a laugh with colleagues.



Hypertension Webinar And Check-Up

In recognition of World Heart Day, Team Abu Dhabi and Saudi organized an awareness session on cardiovascular diseases and their prevention via a webinar, which was followed by a nurse-led examination of blood pressure, blood sugar, and Body Mass Index (BMI) for all employees.



Football Match On Algeria Revolution Day

To commemorate a significant national day in Algeria, the Algeria Team hosted a football tournament in honour of El Hachemi Ghaouar, Mosbah Bouhafs, and Zakaria Abacha. The event promoted teamwork, remembrance, and shared values.



Health and wellbeing across North and Latin America (NLA)

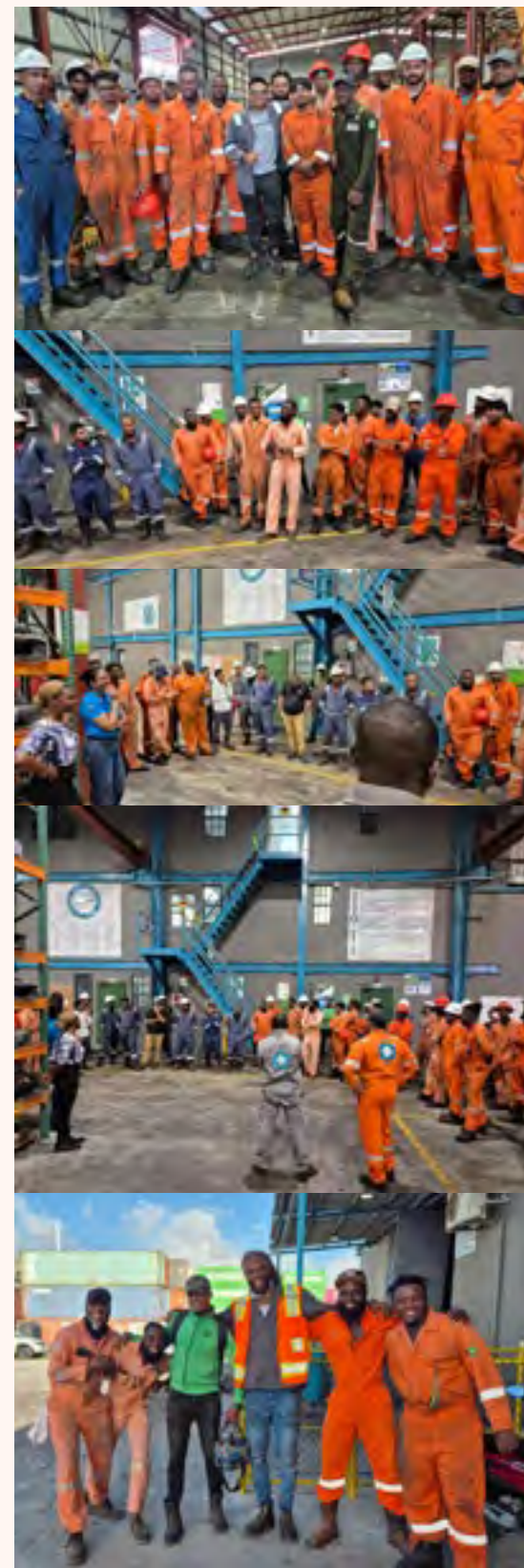
Pause For A Cause

The team in Guyana took some time out from their daily tasks to relax and realign their focus for an hour during the working day. Enjoying coffee, juice, and donuts, everyone got together to chat and play games to relieve some of the day-to-day pressures. After the hour, they returned to their duties feeling revitalized.



Attitude Of Gratitude

After the Guyana team's morning meeting, they took an extra 20 minutes out of their day to ask colleagues what they were most grateful for that day. While the responses varied, the common themes were life and being able to provide for their families. This shows how taking a moment to express gratitude can bring people together and boost team morale.



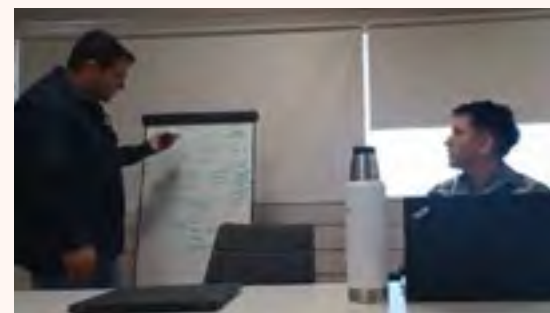
Cook-Off To Chill Off

In Houston, the team continued in their annual cook-off competition to celebrate the rich diversity of flavours that make up the employees. The competition brought together 16 participants from various cultural backgrounds who made food from bold and spicy to savoury and smoky; every dish told a story of creativity and collaboration.



Health Awareness Sensitization

In Argentina, the team invited a psychology professional to discuss various mental health topics and the connection to the environment. Topics discussed varied from mental depression and maintaining both physical and mental health.



Trinidad Easter Egg Treasure Hunt

The Trinidad team marked Easter with a fun Treasure Hunt across the office and workshop. Working in teams, team members solved riddles and followed clues to uncover hidden eggs, all culminating in the search for the Golden Egg. The activity brought plenty of teamwork, creativity, and laughter to the day.



Trinidad Team Appreciation

During Admin Week in Trinidad, the team took the time to recognize the shared administrative responsibilities that keep operations running smoothly. They marked the occasion with a small appreciation lunch and thanked everyone who supports administrative tasks in their daily work. The recognition was a positive reminder of how team work and every contribution matters, inspiring employees to stay engaged and continue supporting one another.



Health Monitor Campaign At Villahermosa

The Villahermosa team conducted a health check campaign, providing staff with essential health assessments, including height and weight measurements, vital signs checks, and tetanus vaccinations, supporting employee wellbeing and promoting a healthy lifestyle.



Mother's Day Potluck Breakfast

In Trinidad, the team participated in a Potluck breakfast to celebrate the mothers in the team during Mother's Day celebration. It was a fun-filled day of team bonding and great teamwork as the men took charge of serving the ladies delicious food.



Health and wellbeing across North and Latin America (NLA)

Muffin For Moms In Park 10 Houston

In Houston, the team marked Mother's Day by recognizing and celebrating the mothers within the workplace. The team shared muffins as a gesture of appreciation for the balance, care, and leadership the mothers bring to their roles.



Mindfulness Exercise On The Mountain

Team Bogotá completed a group climb of Monserrate, an iconic Bogotá peak rising to approximately 3,152 m above sea level. The activity encouraged the team's physical wellbeing, mindfulness, and connection by providing them with an opportunity to step away from daily work demands and engage in a shared challenge.



Games And Painting For Mental Health

The team in Guyana organized a Games and Arts event to promote employee wellbeing, creativity, and team building. The initiative provided employees with an opportunity to pause, recharge, and engage with one another.



Potluck Thanksgiving

The Park 10 Houston team held their annual Thanksgiving Potluck in November. The event created a great opportunity for everyone to be thankful, connect with themselves, and enjoy a variety of delicious food.



Diwali Celebration In Trinidad

The Trinidad team came together to mark Diwali, the Festival of Lights in October. The team took the opportunity to connect, reflect, and celebrate the values of unity, positivity, and renewal that the season represents.



Health and wellbeing across North and Latin America (NLA)

Susan G. Komen Walk

In support of the Breast Cancer Awareness, on October 4th, some colleagues in Houston participated in the Susan G. Komen Walk in Downtown Houston, joining thousands in the fight against breast cancer.



National Dessert Day

At the Houston Park 10 office, the team marked National Dessert Day with a staff engagement event that encouraged connection and morale through shared, homemade treats and friendly competition.



Lafayette Goes Pink For Breast Cancer

Thanks to generous donations, sweet candy sales, and the purchase of breast cancer awareness items like bracelets, ribbons, and pens, the Lafayette Team proudly raised over \$250 in support of the Susan G. Komen Foundation. Every dollar contributes to vital breast cancer research and brings us one step closer to a cure.



Awareness In Action

The Guyana team joined the Guyana Cancer Foundation's annual Breast Cancer Awareness Walk, joining hundreds of others in raising their voices and their steps for breast cancer awareness.



Supporting Mental Wellbeing In Colombia

The team in Colombia paused amid demanding workloads to reflect on gratitude, mindfulness, and the importance of people. The initiative encouraged employees to slow down, reconnect, and recognize the personal motivations that strengthen wellbeing and reinforce a people-centered culture.



Inclusive culture, lasting belonging

Inclusion and belonging.

At Expro, we strive to be a safe, inclusive and people-focused company that positively impacts local communities and society. Inclusion means building a workplace where everyone feels valued for who they are, can bring their whole selves to work, and can contribute fully. Belonging is about creating a sense of community – a place where people from different backgrounds, and perspectives feel 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. By attracting, developing and nurturing a talented and inclusive workforce, we strengthen our culture and enable our growth ambitions to become a reality.

We strive to create a culture of care and equal treatment for all employees, job applicants and associated personnel, regardless of factors protected by law. We aim to create an employee experience free from harassment, discrimination and bullying – one in which everyone is treated with dignity and respect.

Learning, Accessibility, And Inclusive Development

To support this commitment, we continue to develop learning and development resources that are accessible to all employees. These include a wide range of online courses designed to help our people explore the meaning and importance of inclusion and belonging in the workplace.

Our online learning and development platform allows employees to translate content into their preferred language, improving accessibility across our globally diverse workforce. This capability reflects Expro's continued progress in leveraging digital tools and emerging technologies, including AI-enabled features, to remove barriers to learning and make development opportunities available to everyone.

By providing people with the knowledge and tools to understand different viewpoints and lived experiences, we aim to build a more inclusive, aware and respectful working culture.

Our broader learning library equips employees with the skills and competencies needed to thrive in an increasingly diverse and global environment. It enables personal development, enhances cultural intelligence, and helps individuals pursue learning aligned with their career aspirations.

Collaboration Across A Global Workforce

We value diversity of thought and style, encouraging teams to collaborate across functions and geographies. Our in person learning programs, including Supervisory, Management and Leadership Development, are intentionally designed to bring together employees from different parts of the business. This cross collaboration underpins innovation, strengthens networks and builds trusted relationships across Expro.

Coaching And Continuous Growth

Expro uses third party coaches to support some development initiatives providing structured and professional development support.

This is complemented by internal coaching, where experienced leaders support colleagues through informal guidance and knowledge-sharing, reinforcing a culture of learning and continuous development.

Embedding Inclusion In Everyday Practice

Promoting inclusion and belonging remains a key focus of Expro's Social working group. This cross functional team leads efforts to embed inclusivity into health and wellbeing campaigns, community engagement activities, and collaborative events across the business. These initiatives help ensure that inclusion and belonging are not standalone concepts, but woven into daily work, behaviors, and decision making.

As a globally connected and mobile organization, many Expro employees rotate across locations, gaining exposure to different cultures and operational environments. This mobility supports skill development, enhances cultural awareness, and fosters an inclusive mindset. It also brings increased diversity into receiving locations, strengthening collaboration and broadening team perspectives.

Gender Pay Gap Reports

We believe in the value that a balanced workforce brings to Expro's success. As part of our commitment to transparency and equity, this report includes details of the 2025 Gender Pay Gap for our UK entity, Expro North Sea Limited (ENSL). We remain committed to improving gender representation across our workforce and supporting broader industry efforts to close the gap.

[Read the report: Expro North Sea Limited \(ENSL\), Gender Pay Gap in 2025](#)

KEY STATS

81%

Of employees say they can be themselves at work

2025 Elevate Pulse Survey

CITIZENS OF THE WORLD

Carol Ip

Global Travel Manager

With 18 years at Expro and over 20 years of experience in travel management and executive support, Carol brings extensive expertise in supporting senior leadership and delivering complex global initiatives.

Have you had any development opportunities since joining Expro?

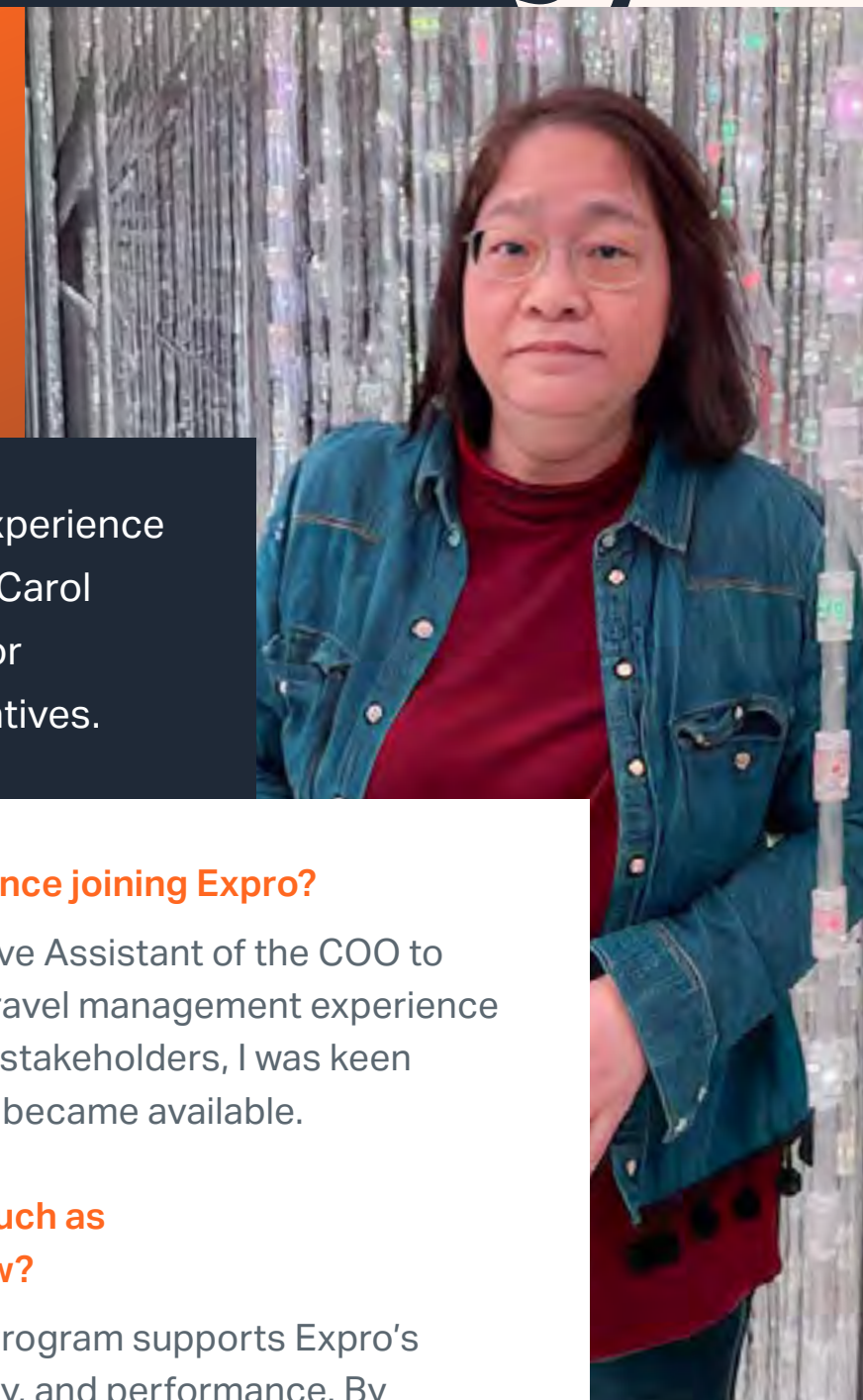
Yes, I have had a chance to move from Executive Assistant of the COO to Global Travel Manager. With over 20 years of travel management experience and extensive exposure to supporting C-suite stakeholders, I was keen to pursue this opportunity and applied when it became available.

Do you feel connected to Expro's wider goals, such as safety, sustainability, or performance? If so, how?

Yes, absolutely. My work on the Global Travel Program supports Expro's broader objectives around safety, sustainability, and performance. By centralising travel management, improving data visibility, and strengthening supplier governance, we enhance traveller safety and duty of care, optimize costs, and drive more sustainable and compliant travel behaviors globally.

What is one value or behavior you see lived out day-to-day?

One value I see lived out day-to-day is collaboration. Across regions and functions, colleagues are always willing to support one another, share knowledge, and work together to find solutions. This strong teamwork makes it easier to deliver complex global initiatives and ensures we move forward collectively.



"Each project challenges me to expand my skills, work with diverse teams, and take on greater responsibility."

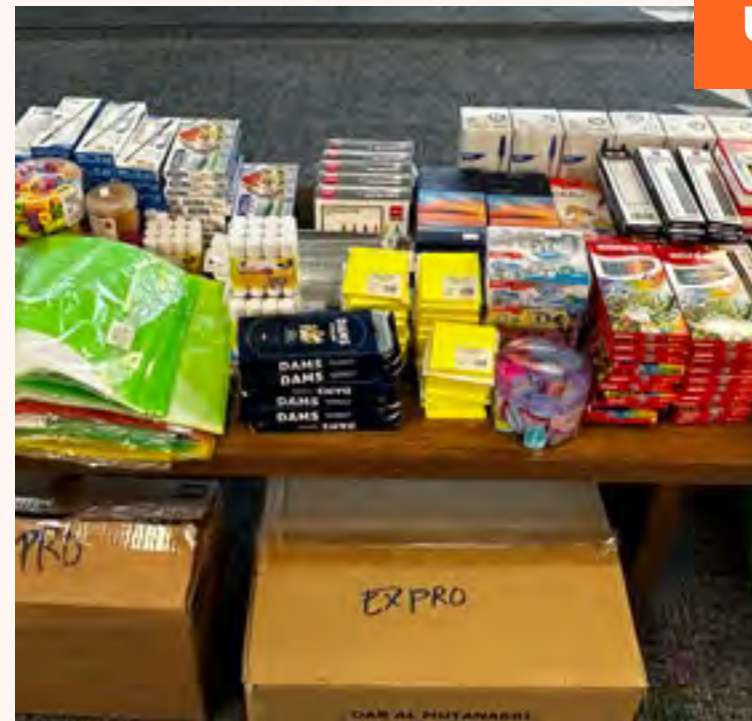
Spotlight social stories

International Women's Day 2025.

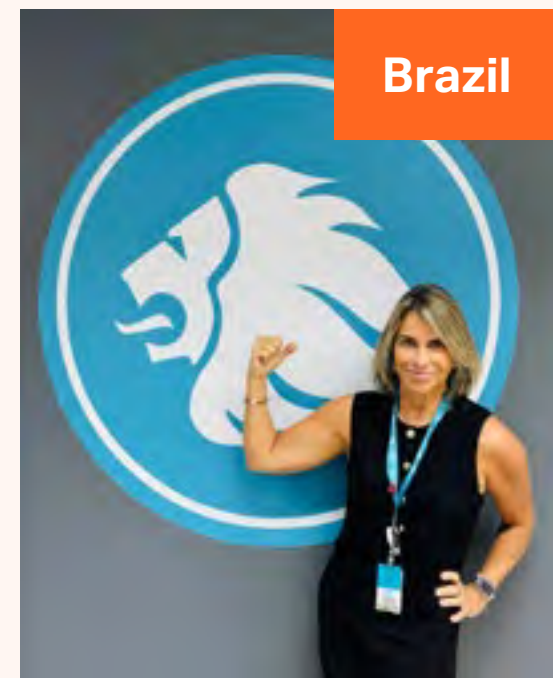
On 8th March 2025, we celebrated International Women's Day across the globe. The theme for 2025, 'Accelerate Action', highlighted the importance of taking positive steps towards achieving gender equality. Throughout the week, we celebrated some of the inspiring women we have across the business at Expro, who took the time to share their thoughts on accelerating action, their role models, valuable career advice, and more.



UAE



Brazil



Malaysia

EXPRO International Women's Day

Trust the process and be patient with yourself. Success rarely happens overnight, and every experience, even the difficult ones, is part of the journey."

Rosa Costa
Senior Administration Assistant - Latin America

#IWD2025 #AccelerateAction

EXPRO International Women's Day

Connecting with others in your field can open opportunities, provide support, and offer different perspectives. Do not be afraid to reach out, ask questions, and collaborate with others."

Debbie Livastool
HR Manager - Scandinavia

#IWD2025 #AccelerateAction

EXPRO International Women's Day

Advice to my younger self would be... be patient with your progress, but don't wait around for opportunities - create them."

Sevda Goksel
Payroll Manager

#IWD2025 #AccelerateAction

EXPRO International Women's Day

The best advice I have received was, "find a way to say yes." It meant find a way to pursue every opportunity. Don't let challenges stop you."

Alexis Carter
Global Account Manager

#IWD2025 #AccelerateAction

EXPRO International Women's Day

Get involved! We can all play an active role in opening up the world in whatever shape or form that may be."

Claire Coltart
Commercial and Sales Enablement Lead - Coretrax

#IWD2025 #AccelerateAction

EXPRO International Women's Day

It's about breaking down barriers, whether those are unconscious biases, unequal opportunities, or even the societal expectations that limit women's participation at all levels of decision-making."

Nurbaiti Biharuiddin
Business Development Manager

#IWD2025 #AccelerateAction



Spotlight social stories

World Mental Health Day 2025.

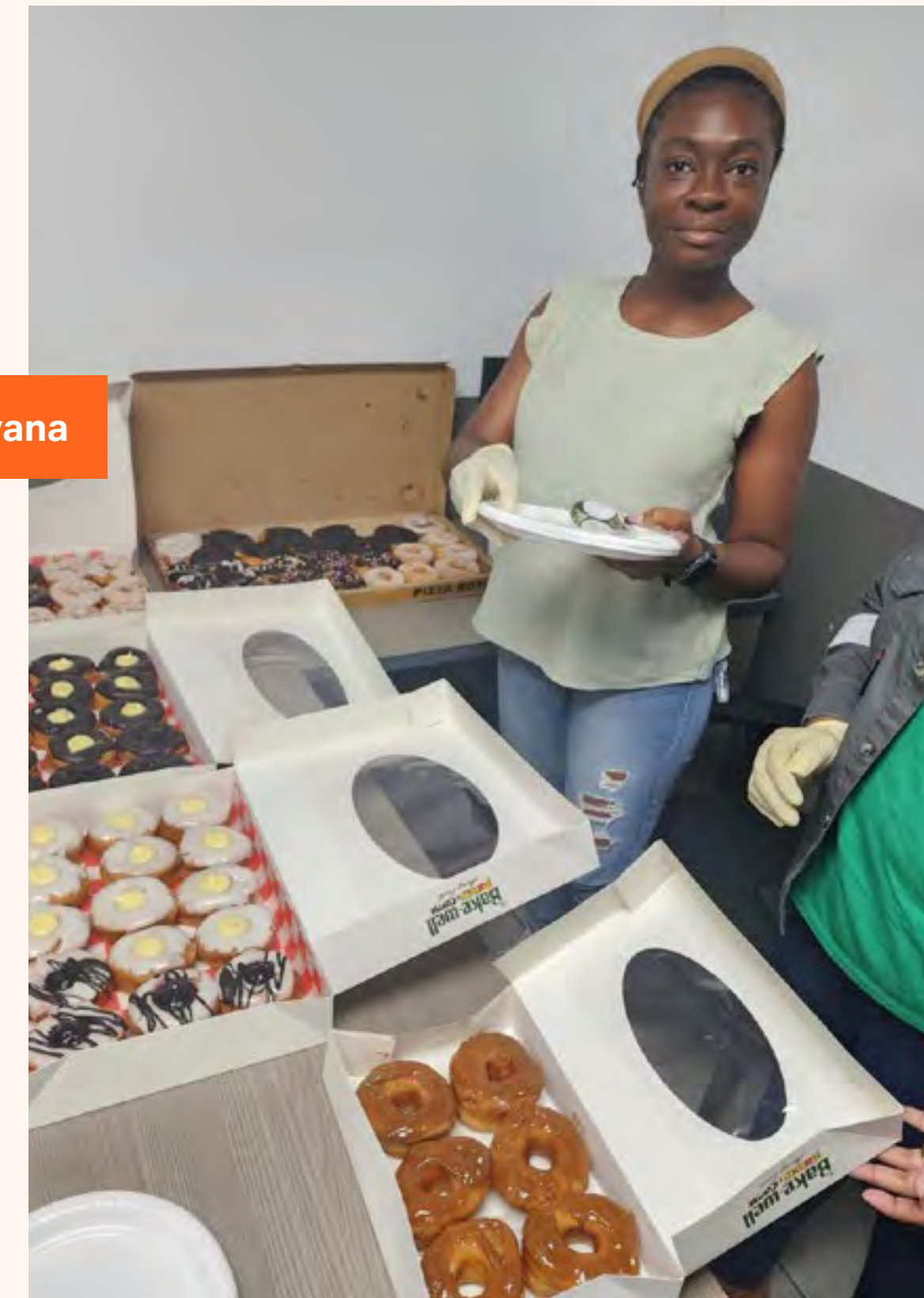
In support of World Mental Health Day 2025 on the 10th of October, we took a moment to raise awareness on this year's theme, 'access to services: mental health in catastrophes and emergencies'. It was great to see our sites taking time out to support and raise awareness around mental health.



Angola



Guyana



Spotlight social stories

Breast Cancer Awareness Month 2025.

October was filled with pink-themed events and fundraising fun as teams across Expro rallied together for Breast Cancer Awareness Month. As always, everyone took part and helped raise awareness throughout October for breast cancer.



Angola



Norway



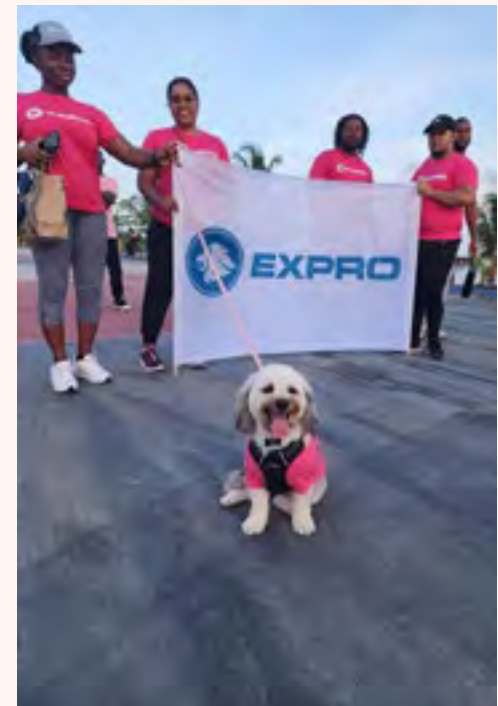
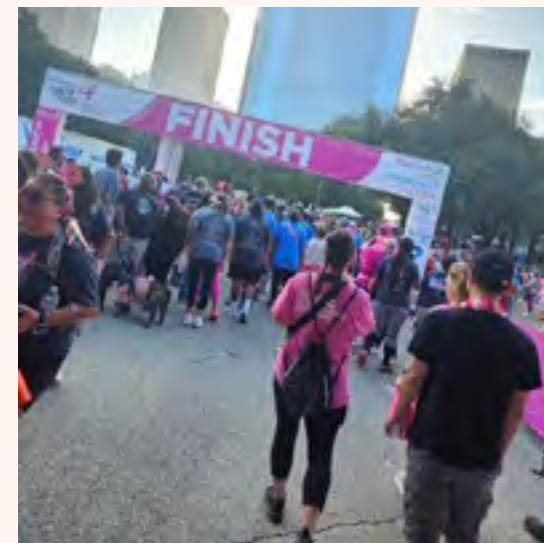
Uganda



The United States



The United States



Ghana



Guyana



Corporate Social Responsibility (CSR)

Together, we are true citizens of the world.

Being a responsible citizen of the world is a core part of how Expro operates. An important element of this commitment is being a good neighbor, working in partnership to support the causes, people, and communities that matter most in the places where we live and work.

Honesty, transparency, and accountability sit at the heart of this citizenship. Together with our people and local communities, we take practical steps to reduce the impact of our operations while seeking to make positive contribution to the social and environmental settings in which we operate.

Our commitment to communities goes hand-in-hand with our responsibility to operate sustainably, with integrity and credibility. Guided by our values of **People, Performance, Partnerships, and Planet**, we focus on building long-term relationships that support social wellbeing, community resilience, and shared progress.

Across Expro, our teams are actively involved in a wide range of charitable and volunteering initiatives. These activities reflect local needs and priorities, while reinforcing a shared sense of purpose, pride, and connection among our people. Through volunteering, community partnerships, and charitable giving, our employees help deliver meaningful impact at a local level, supported by Expro's global CSR framework.

Explore how our people are making a difference in the communities where they live and work.

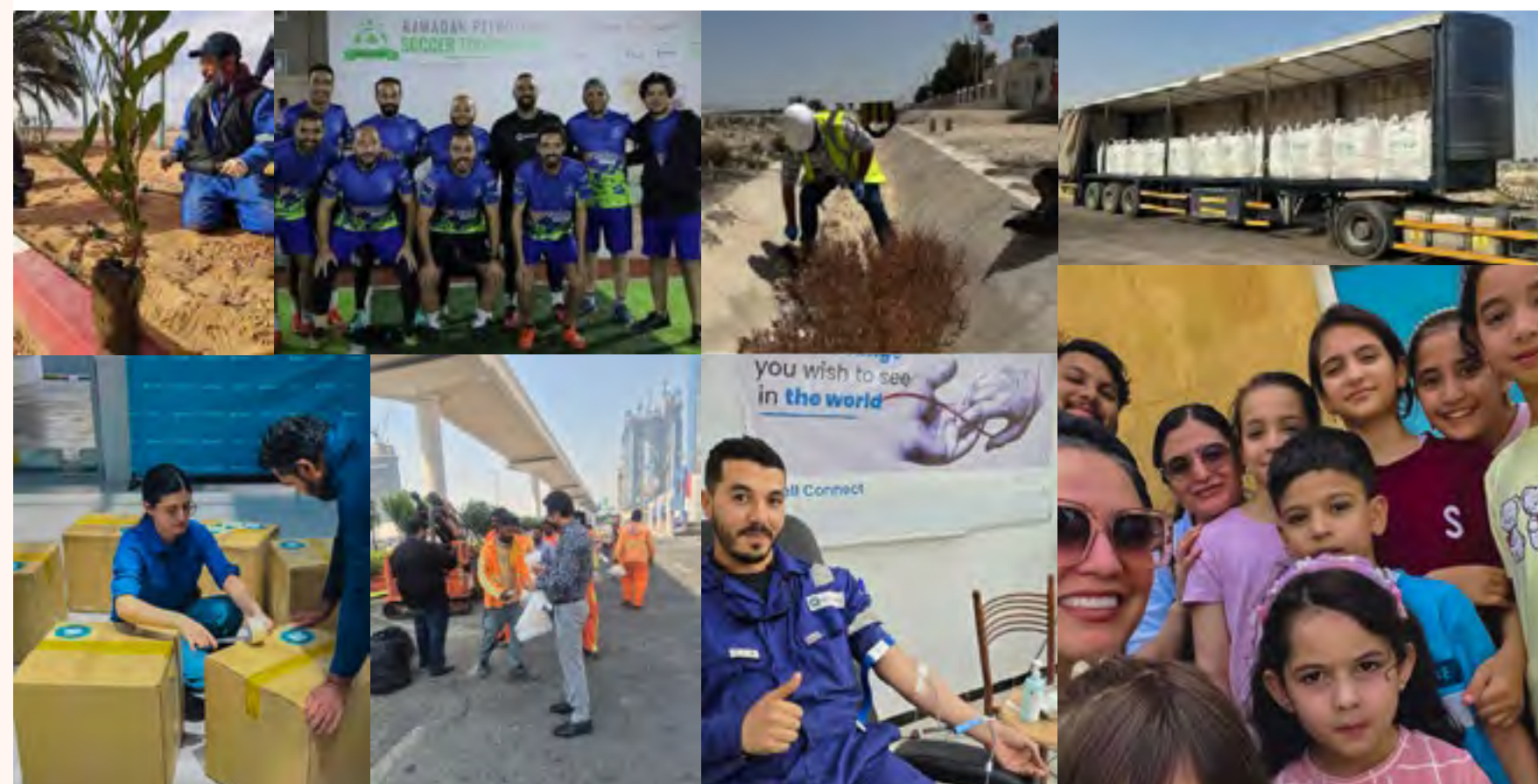
Asia Pacific (APAC)



Europe and Sub-Saharan Africa (ESSA)



Middle East and North Africa (MENA)



North and Latin America (NLA)



Our CSR activities across Asia Pacific (APAC)

Mumbai Carbon Reduction Strategy

Following the successful installation of a 100kW solar power system at our Mumbai base in October 2024, the team was proud to take the next step in their sustainability journey. On January 3rd, a 5 tonne capacity electric forklift and a decommissioned diesel-powered forklift were introduced to the base. This transition to an electric forklift marks a significant milestone in reducing our carbon footprint and reliance on fossil fuels.



Grow Your Potential Initiative

To support our sustainability goals, the Labuan base launched a campaign to enhance their environment and encourage employee engagement. The initiative focused on planting and nurturing greenery around the base, helping to improve air quality, support local biodiversity, and create a more welcoming work environment.



Charity Fun Run Malaysia

Team Malaysia participated in PTTEP's 40th Anniversary Charity Fun Run 2025, supporting community-focused non-profit organizations. Proceeds from the event were donated to The Lighthouse, which provides refuge and meals for people experiencing homelessness; Happy Cure, which brings care and joy to children battling cancer; and Kechara Soup Kitchen, which offers meals and essential support to underprivileged communities.



Running With A Purpose

In Australia, the team participated in the HBF Run, joining more than 40,000 runners nationwide to support vital health initiatives and contributing to over \$1.9 million raised for health-related causes. 29 employees took part, with nine runners taking part in the 3 km event, 17 in the 12 km run, and three competing in the half-marathon. The event highlighted our commitment to employee wellbeing, inclusion, and community engagement.



Push Up Challenge

In Australia, 30 team members participated in The Push-Up Challenge, a national initiative promoting physical activity, mental wellbeing, and mental health awareness. From June 4th to 26th 2025, participants were committed to completing 3,214 push-ups over 23 days, while raising \$520 in donations to the initiative, demonstrating the team's commitment to supporting mental health issues and community engagement.



Canal Cleanup At Klong Ladprow

In Thailand, 30 team members engaged in a river clean up campaign to remove waste from local waterways which helped to improve overall water quality, creating a cleaner and safer environment for surrounding communities.



Promoting A Greener Environment

In Kazakhstan, the team undertook a tree-planting initiative. A total of 20 trees were planted to enhance local biodiversity and support long-term environmental health, including eight birch trees, eight apple trees, and four rowan trees. This activity reflects our dedication to promoting a greener, more resilient local environment.



Our CSR activities across Asia Pacific (APAC)

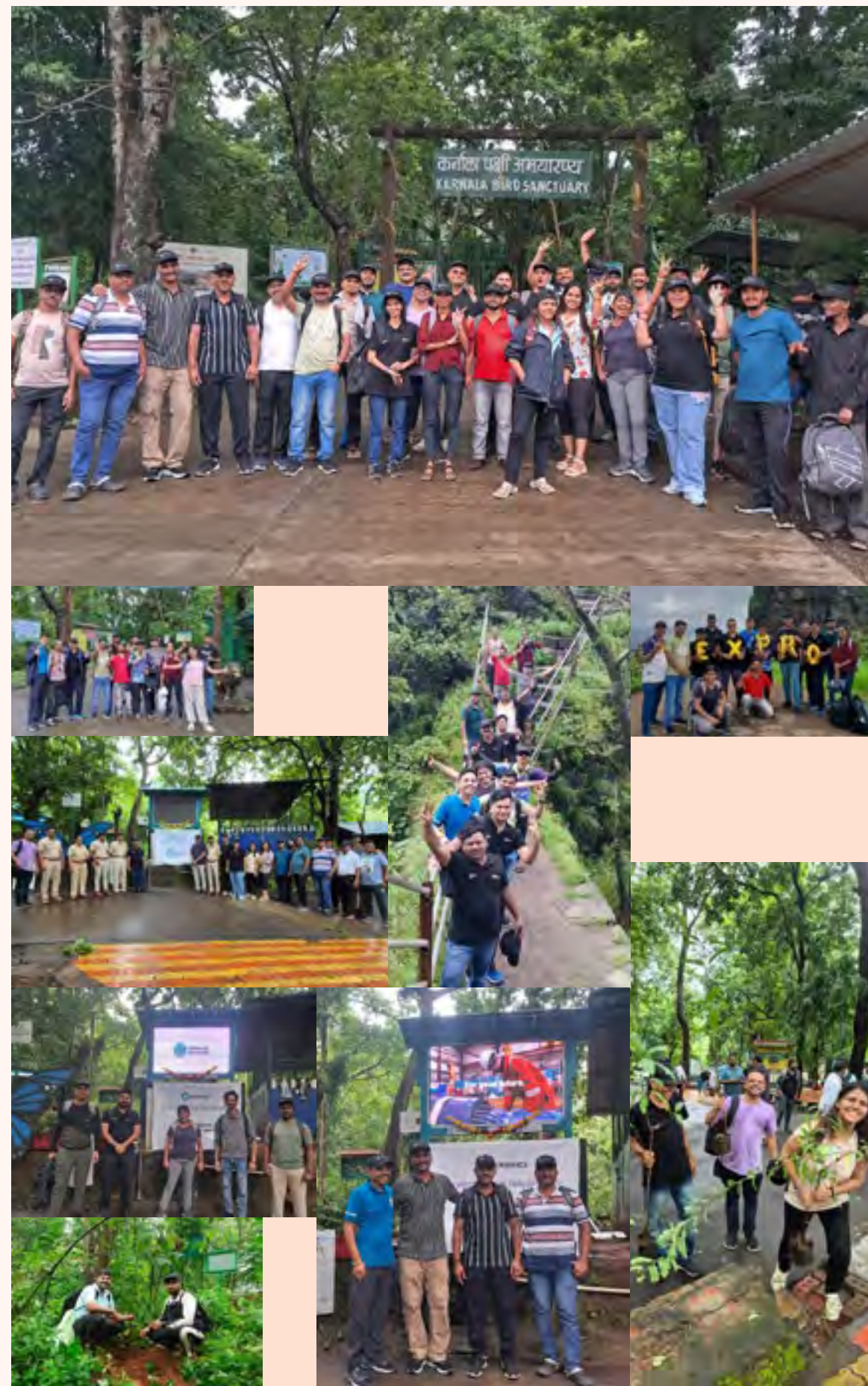
Team Australia At The Chevron City To Surf Run 2025

More than 25 employees and their family members joined in the Chevron City to Surf for Activ in Perth, Australia, joining over 40,000 participants in support of Western Australians living with disability. The event promoted physical wellbeing, inclusion, and community connection, while reinforcing our commitment to supporting meaningful social causes and fostering a culture of health and participation beyond the workplace.



Protecting Nature At Karnala Bird Sanctuary

Team India engaged in a CSR initiative at the Karnala Bird Sanctuary. Activities included installing an LED information screen to support visitor awareness and conservation education, planting native trees to enhance biodiversity, and conducting a plastic waste collection drive with local communities to protect wildlife and promote a cleaner, plastic-free environment.



Mangrove Tree Planting Initiative In Songkhla Base

The Thailand team carried out an environmental activity as part of their commitment to sustainability and environmental responsibility. In total, they planted a thousand mangrove trees and 10 million juvenile crabs (Zoea stage) were released.



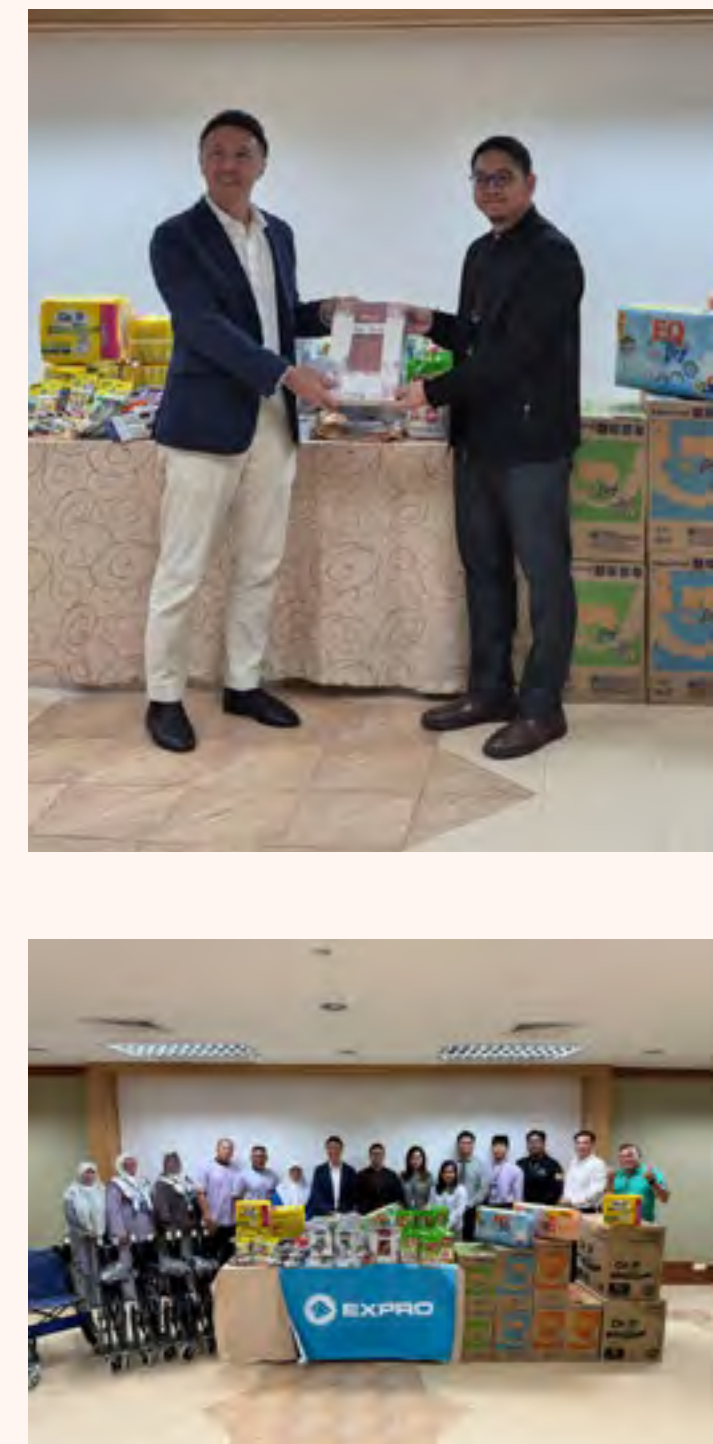
Blood Donation Drive At Hyderabad

In collaboration with Medcover Hospital, the team in Hyderabad, India, conducted a Blood Donation Drive. The drive saw a total of 30 voluntary donors, with each contribution potentially saving lives and serving patients in critical need.



Supporting The Local Community In Brunei

The Brunei team visited the Suri Seri Begawan Government Hospital in December as part of their ongoing commitment to supporting the local community. During the visit, the team donated a range of essential items to families in need. These items included infant and adult diapers, infant formula, wheelchairs, and school supplies.



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

Awards Of Recognition

In recognition of the Uganda team's contribution towards National Content, they received an award for their significant contributions from Total Energies.

Throughout 2024, the team took part in several community projects, including a cancer screening program in the project district, Train the Trainer courses with local University faculty, and the team offered internships to University graduates to assist in their education and development.



Doddie's Grand Tour

Team Expro joined former Lions rugby player Rob Wainwright in cycling the Six Nations match ball from Stranraer to Edinburgh in Scotland, covering over 750 miles in just four days!

Raising over £8,000 for My Name's Doddie Foundation – a foundation that works to fund more research in their battle against Motor Neuron Disease (MND).



Supporting Down Syndrome Day

In support of Down Syndrome Day, the Reading team hosted a coffee morning inspired by the #LotsOfSocks campaign, which encourages conversations and awareness around Down Syndrome. They wore their brightest socks, enjoyed cake, and made donations in return. So far, they have raised £93 to support Down Syndrome International (DSi).



Cycling Together To Make A Difference

In Aberdeen, the team, alongside groups of amazing like-minded people looking to network, test their physical limits, and draw on their mental resilience, completed the 4th Annual Expro Charity Cycling Sportive to raise funds for Clan Cancer Support and Aberdeen Cyrenians.

Together, over 180 km was covered by each participant around the North East of Scotland, 7,000 ft of elevation climbed, targeting £5,000 to hit the 2025 fundraising target, and almost £25,000 raised in four years of the sportive for many amazing charities.



Red Nose Day In Reading

The Reading team raised £120 in support of Red Nose Day, taking a well-earned break from work to enjoy some snacks while fundraising. Red Nose Day is a campaign that uses the power of comedy to help tackle poverty, and the team was delighted to contribute to its mission.



Gardening Lunch And Learn

Solstice Nurseries collaborated with the Aberdeen team to guide color theory, plant selection, and complementary planting combinations, supporting the team in planting new planters sourced from Wood Recyclability. The team repurposed valve boxes that were refurbished, painted in Expro blue, and planted across all other Expro sites in Aberdeen, promoting reuse, local engagement, and enhanced green spaces within the workplace.



The Beast Race, Aberdeen

To raise money for CLAN, the team in Aberdeen took on an epic 10 km obstacle course across tough Scottish terrain, complete with mega obstacles, giant water slides, icy loch water, thick mud, and swamp crossings. Together they raised over £2,000 for Charlie House.



Tree Planting In Baku

The Baku team undertook a tree-planting initiative, planting a total of 125 trees. This served as a team-building opportunity in addition to contributing towards Expro's sustainability goals.



Aberdeen Clothes Drive

The team in Aberdeen organized a donation drive to collect clothing, toiletries, and books for local charities supporting underprivileged families. The campaign encouraged employee participation, promoted social responsibility, and helped provide essential items to members of the local community in need.



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

Aberdeen Kiltwalk

The Aberdeen team took part in Aberdeen's Kiltwalk whilst raising money for local children's charity – Charlie House. The Scottish weather lived up to its reputation and saw the team walk 18 miles through sunshine and showers – with thunder and hailstones thrown in for good measure.



Blood Donations In Aberdeen

In Aberdeen, the team welcomed the Scotblood team for a blood donation session. At the end of the session, a total of 34 donations were handled, which equates to saving and improving approximately 100 lives.



Marcomms Team Volunteers At The Compass Project, Aberdeen

The Marcomms team contributed ~40 volunteer hours at The Compass Project in Aberdeen – an initiative transforming a former school campus into a center for demonstrating practical solutions for healthy and sustainable living. From completing the redevelopment of a new car parking space, clearing the previous season's bean garden, to harvesting fresh produce ready for sale, the team were happy to contribute to the local sustainability efforts and give back to the community.



Reproductive Health Outreach Program

The Uganda team, in partnership with Reproductive Health Uganda, delivered a breast and cervical cancer awareness session at Ngwedo Seed Secondary School, reaching 57 students and staff. The initiative supported early detection and prevention, highlighting Expro's commitment to community health and national health priorities.



Christmas Jumper Day In Aberdeen

In Aberdeen, the team put on their Christmas jumpers to support the Save the Children's annual event, raising funds for children who need it most. Every December, millions of people across the UK (and beyond) put on their favorite festive knits at work, school, or with friends and donate to help give children the magical future they deserve.



Aberdeen Environmental Initiative

The team in Aberdeen organized a series of litter pick activities across Dyce area, helping to improve local environments and demonstrate commitment to environmental responsibility and community care.



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

Tree Planting In Algeria

Our team in Algeria took time out to plant trees at both HMD and RNS sites. Circa 170 trees were planted, contributing to reforestation, and improved air quality in the area.



Play With Purpose

Our Egypt team participated in the Impact Ramadan Tournament, a special event aimed at giving back to the community. All profits raised were dedicated to supporting orphans and the patients of stigma leprosy (Hansen's Disease).



Ramadan Charity Drive In Dubai

The Dubai team came together for a heartfelt charity drive to support underprivileged families in the community, focusing on unsupported mothers, orphans, and people of determination. Through this collective effort, 40 families received food hampers, and managed to put a smile on 80 children's faces with the special kids hamper.



Food Waste Recycling In Saudi Arabia

The team in Saudi Arabia introduced a food waste recycling initiative as an effective way to reduce waste and promote environmental sustainability. By converting food scraps into compost or animal feed, they reduce landfill use, lower greenhouse gas emissions, and support a circular economy.



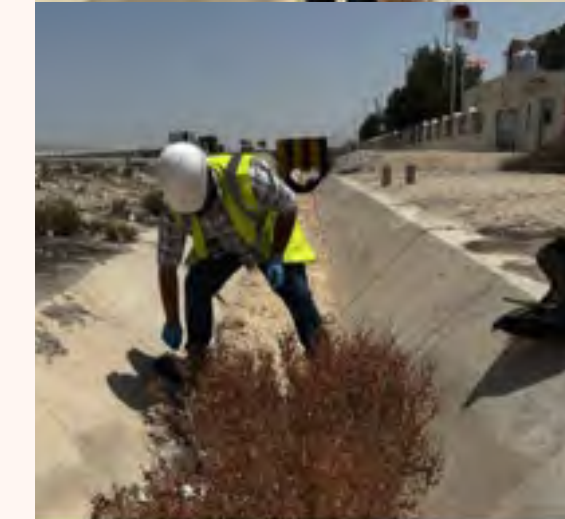
From Diesel To Solar In Saudi Arabia

In Saudi Arabia, the team replaced six diesel tower lights with solar ones in LSTK sights. Each unit features an efficient solar power system with three 540W monocrystalline panels and adjustable tilt for optimal sun exposure, resulting in sustainable energy generation. Its high-performance LED lighting delivers 64,000 lumens with dimming capabilities for energy-efficient illumination.



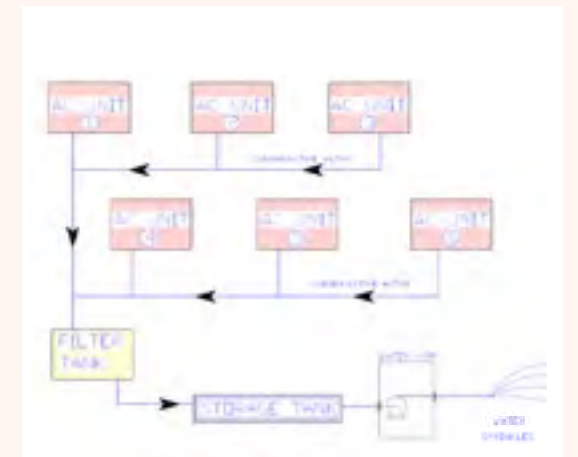
Marking Earth Day In Qatar

To mark Earth Day, our Qatar team held a special cleanup activity that was held at the Ras Laffan base, encouraging everyone to participate in cleaning their environment and office space.



Turning Wastewater Into Life

In Egypt, the team introduced an initiative to collect and reuse air conditioning condensate water to help promote environmental sustainability. The project reduces water waste by using the collected condensate for watering plants, maintaining green spaces, and providing fresh water for birds and small wildlife.



Motion Sensors Installation

The team in Hassi, Algeria installed various motion sensors throughout the base, helping to optimize energy consumption.



Less Waste, More Taste In Algeria

Team Algeria introduced an initiative focusing on reducing single-use waste by providing the team with reusable iron spoons and glass cups, in an effort to eliminate the need for disposable paper cups and plastic spoons.



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

Spreading Kindness In The Summer

With summer temperatures soaring, the Dubai team prioritized the wellbeing of outdoor workers by sharing cold refreshments and treats to help them stay cool and hydrated. Team members distributed chilled water, juice, fruits, and frozen snacks to nearby construction workers as a heartfelt gesture of gratitude for their hard work in building and maintaining the city.



Sustain And Share Initiative

The team in Dubai made a positive impact within their local community by collecting and donating pre-loved items to a local charity organization. These donations were later distributed to individuals and families in need, helping to provide essential support while promoting social responsibility and community engagement among employees.



Blood Donation Campaign In Algeria

The Algerian team organized a blood donation event in collaboration with the Hassi Messaoud City Hospital. The initiative reflects their commitment to supporting local healthcare services and saving lives through community engagement.



Our CSR activities across North and Latin America (NLA)

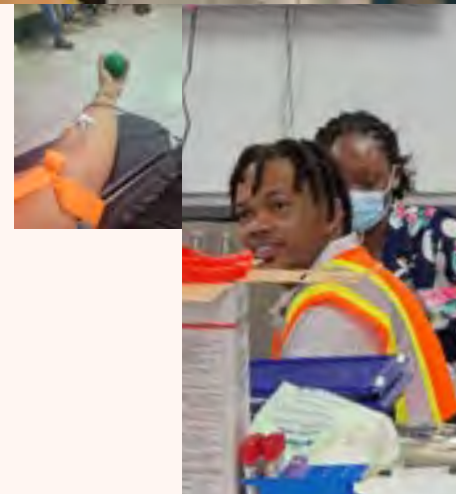
Outreach Event To Support The Local Community

In collaboration with Eírípan, a non-profit organization, the team in Guyana donated several items, including toys, eating utensils, and school supplies, to Children in the Rupununi community and several villages within the region. This effort will help the children in their learning development.



Give Blood, Save A Life

In Guyana, the team successfully organized a blood drive in conjunction with the National Blood Transfusion Center in Georgetown. One donation has the potential to save up to three lives, with someone in Guyana requiring blood every two seconds.



Clothing Drive To Assist The Community

The Guyana team and the Salvation Army came together to give back to the community. They provided various clothing items to those in need. Their donations will provide the less privileged with the necessary clothing to stay warm, comfortable, and confident throughout the seasonal change. By donating clothes, they also help to reduce the amount of waste in landfills and promote sustainable living practices.



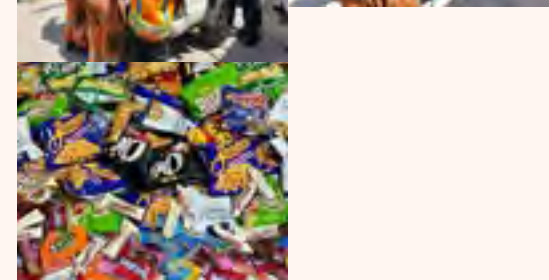
Commitment To Society

As part of their commitment to the community, the Mexico team received Petroleum Engineering students from the Polytechnic University of Chiapas. The students took a tour of the workshop and had the opportunity to learn about Expro's offerings.



Easter Kites And Snacks Distribution In Container City

For the Easter celebration, the team in Guyana visited the Container community to distribute locally purchased kites and snacks funded through team donations. The initiative brought excitement and joy to the children, giving them a chance to join in the Easter kite-flying tradition and making the holiday a little brighter for everyone.



Kingston Seawall Cleanup

In Guyana, the team engaged in a cleanup activity in their bid to protect the environment and raise awareness around the importance of keeping the environment clean. By consistently taking part in these clean ups, the team has noticed a steady decrease in the amount of garbage collected – showing that their efforts are making a difference.



Easter Community Outreach In Brazil

During Easter, the team in Brazil hosted an outreach event to celebrate with students from the community. As part of the activity, each child painted a decorative egg featuring the Expro logo, with an employee's assistance. Afterward, the team enjoyed some time together, with a box of chocolates given to each child as a parting gift.



Supporting Houston Kids

In Houston, our team hosted a volunteer initiative at the local office to support the Agape Development, a local nonprofit supporting local neighborhoods in need. More than 30 employees prepared and decorated 96 sack lunches for children.



Our CSR activities across North and Latin America (NLA)

Laguna Del Camarón Cleanup

Members of our Mexico team volunteered to help clean up Laguna del Camarón in Villahermosa, Mexico. The state park had become a neglected and forgotten place, but the team were able to work together to remove trash from the area, creating a better space while helping the environment.



School Supply Drive In Houston

The team in Houston donated school supplies in support of Boys and Girls Country in preparation for the start of the new school year. Boys and Girls Country is a licensed residential home for children whose families are in crisis, serving children ages 5 to 18 and young adults ages 18 and older, and currently housing 75 boys and girls.



Supporting The Future Generations

In preparation for the start of the new school term, the team in Trinidad supported local students by providing essential school supplies to students in need within the community. The supplies donated included notebooks, pens, backpacks, and other everyday school essentials.



Medical Outreach For Healthy Habits

In partnership with the Rotary Club of Demerara, the team in Guyana hosted a medical outreach at the St. John Bosco Orphanage, providing dental hygiene backpacks filled with toothpaste, toothbrushes, mouthwash, dental floss, and hand wipes. This helps promote healthy habits and good hygiene.



Waste Removal Project In Macaé

The Brazil team carried out an environmental initiative in Glicério, Macaé. The campaign was focused on cleaning the local river which included the removal of five tonnes of waste, helping to restore water quality and protect the surrounding ecosystem. The event brought together more than 250 participants, including the Army, Fire Department, local community, and Expro partners, highlighting the strength of collective engagement when public institutions, civil society, and the private sector work together for the environment.



Tree Planting In Macaé

As part of their From Soil to River project, the team in Brazil in partnership with the Municipality of Macaé, mobilized the community for a cleanup and tree planting campaign at the São Pedro River, reinforcing their commitment to water preservation and the environment.



Shoe Drive In Lafayette

To support the Affiliated Blind of Louisiana (ABL), the team in Louisiana collected 103 pairs of gently used shoes during their shoe drive. Through ABL's partnership with funds2orgs, the shoes were distributed to communities in need around the world, helping others take steps toward a better future while supporting ABL's mission to empower individuals who are blind and visually impaired in the community.



Our CSR activities across North and Latin America (NLA)

17th Annual Project Care Initiative

To make a positive impact in their community, the Lafayette team came together to prepare and provide meal kits for 200 families in their local community. Each box included everything needed for a complete Thanksgiving meal, thoughtfully packed with care and compassion.



Sponsoring The San Fernando Boys' Government Football Team

To support the local community and youth development, the team in Trinidad sponsored the San Fernando Boys' Government football team for their first season match, providing essential football equipment. This initiative reflects their commitment to positive community engagement and supporting opportunities for young people.



Community Outreach In Houston

Park 10 team in Houston partnered with Keep Houston Beautiful to make a positive impact in their local community. Through the Adopt-A-Block program at the Houston Broadfield location, the team volunteered their time to clean up a section of their street, helping to keep the neighborhood clean and welcoming.



Celebrating Community And Connection

The Guyana team hosted a Tropical Christmas-themed Family Fun Day to celebrate the festive season. The event kicked off with games, friendly competitions, arts and crafts, face painting, and shared meals, creating an opportunity for employees and their families to connect and strengthen the sense of community within Expro.



Gumbo And A Bit Of Competition In Lafayette

To kick off the holiday season, the team in Lafayette hosted a Gumbo Cook-Off event that encouraged creativity, teamwork, and community engagement. Employees showcased their culinary skills while competing for Best Tasting Gumbo and Best Theme.



Annual Cookies With Santa Event

In NAO Team hosted their annual Cookies with Santa event as a festive way to mark the start of the holiday season. The event brought Expro employees and their families together for an evening of inclusive, family-friendly activities.



COOKIES with Santa 2024

Award winning excellence

Celebrating our achievements.

We are proud of the ongoing progress we are making in developing forward-thinking solutions that address the needs of our customers and the industry. Industry awards serve as a testament to these efforts, providing well-deserved recognition for our teams' innovation and achievements.

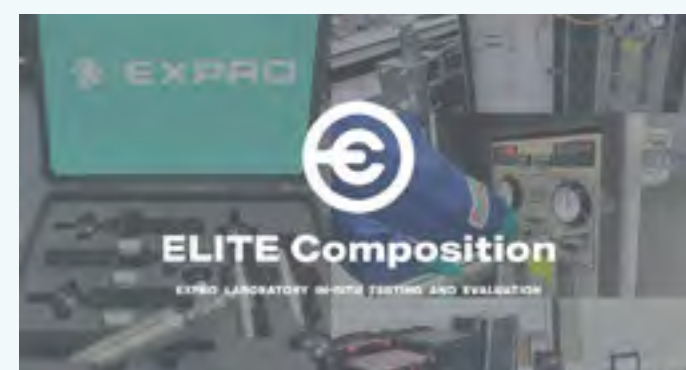
2024 Logistics Efficiency Award (PEL) In The Oil And Gas – Services Category

The Expro team in Brazil was proud to receive the 2024 Logistics Efficiency Award (PEL). This recognition is significant as we were up against 30 companies in the Oil and Gas – Service category. The award ceremony, which was organized by RioGaleão Cargo in Brazil is in recognition of genuine teamwork and collective effort.



OTC Brasil Spotlight On New Technology® Award

We were proud winners of the OTC Brasil Spotlight on New Technology® award for The Well Flow Management Technologies **ELITE Composition™** and **QPulse™**.



Elite Composition™

Our compact ELITE Composition™ is a transformative wellsite system delivering laboratory-quality hydrocarbon composition analysis in under eight hours. Designed for rapid deployment in both offshore and onshore settings, this compact mobile system enables operators to make immediate, critical data-driven decisions by eliminating delays associated with traditional lab-based PVT analysis and reducing rig time.

Qpulse™

A groundbreaking, non-intrusive multiphase testing solution that combines SONAR Meter technology with MultiTrace® analytics to deliver accurate, independent measurements of gas, oil and water flow rates without interrupting.



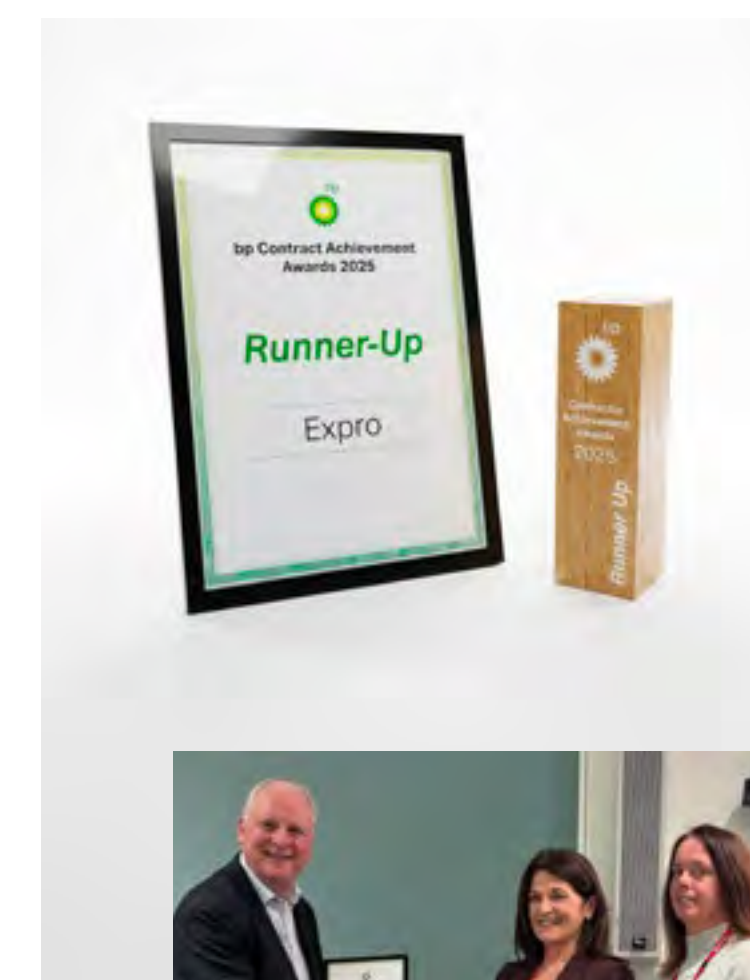
2025 Gulf Energy Awards In Houston

We were proud to announce a win at the 2025 Gulf Energy Awards, recognizing our health, safety, and environmental technology across the global energy sector.

Among the eight categories for which Expro was nominated, we secured the award for Best Health, Safety or Environmental Contribution – Upstream for their VIGILANCE™ Intelligent Safety and Surveillance Solution. The technology tracks equipment as well as personnel movement through a unified, real-time system with 10 cm accuracy, and thereby addresses one of the industry's main key performance indicators for enhancing safety for rig floor personnel, particularly for those working in close vicinity of multiple pieces of moving equipment, or the red zone.

Expro Recognized At bp North Sea Contract Achievement Awards 2025

In December 2025, we were proud to be named Overall Runner-Up at the bp North Sea Contract Achievement Awards 2025. Our nomination focused on the outstanding work our Tubular Running Services (TRS) team has delivered with bp on Red Zone Management and DROPS prevention.



Expro Awarded Eni's Best Contractor HSE Performance Award

We received Eni's Best Contractor HSE Performance Award for the Congo onshore LNG pre-treatment facility (OPT) project, operating over two million hours without a lost-time incident. The Award highlights our commitment to safety and operational excellence.

Employee photo contest winners

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

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



A Cairngorms Hike Callum Strachan



Energy Of The Future Hugo Berrio Villa



Diwali Celebrations Shelisa Sattaur



Ecuador Hammer Pozo Emily Vargasrations



Reflecting On The Wonders Around Us Dean Carle



Team Building In Guatavita Laura De Armas Rosas



Suit Up For The Next Train Muhammad Ammar Firtri Ramlan



Toolbox Talk For The Weekly Test Of Fire Water Pumps Dunnel Gael Nzengomona



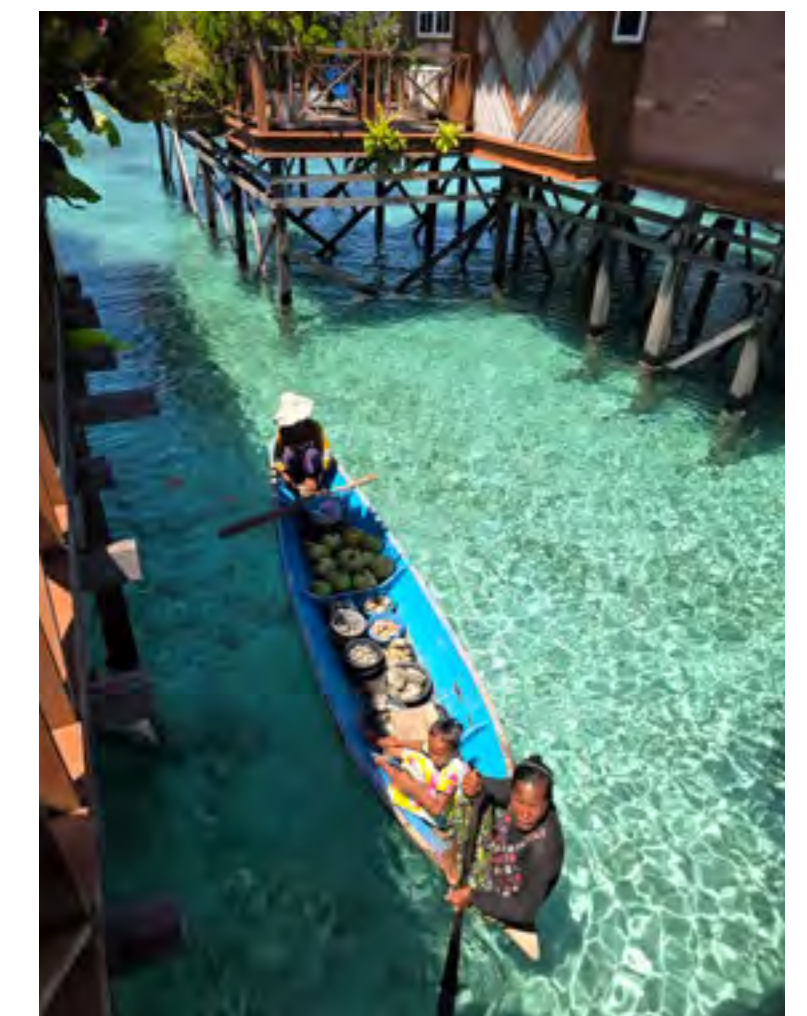
Safety, Skill, And Teamwork Hammad Ahmed Khan



Skyhook Operations Geraldo Ribeiro Maciel



Safe Load Handling Eyrika Nganga



Everyday Heroes Mariana Guimaraes

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



Thank you to everyone who contributed to this report

Hannah Rumbles
Chioma Onuekwusi
Khara Wood
Graeme Buchan
Kay Newton
Shelisa Sattaur
Karnika Mehani

Kelley Stauffacher
Dionne Shearer
Fabricio Lima
James Yard
Alan Thomson
Annisa Broussard
Stuart Paterson

Josh Hancock
Joerg Gruber
Dmitry Nekrasov
Paul Sehgal
Scott Tuner
Mike Zhao
Kevin Boumba

John Lewis
Mike Wood
York McCauley
Chris Paterson
Hussein Selim
Khelifa Djemili
Amine Boumala

Dora Piedrahita
Calum Watson
Barry Stewart
Andrew McNeil

The Executive Management Team
Our Board Of Directors

APPENDIX

Tracking progress towards our goals

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

- 83** Sustainability Accounting Standards Board (SASB)-aligned index
- 85** Climate-related financial risk management overview
- 86** Climate-related financial risk management overview
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- 88** Metrics – our people
- 90** Metrics – our ethics and conduct
- 91** Forward-looking statements



Sustainability Accounting Standards Board (SASB)-aligned index

Oil and gas – services standard.

METRIC	CODE	DISCLOSURE	For more information visit the section:
Emissions reduction services and fuels management			
Total fuel consumed, percentage renewable, percentage used in: (1) on-road vehicles and (2) off-road vehicles	EM-SV-110a.1	172,892.55 Gigajoule 23,117.85 Gigajoule (13.4%) (1) 72.5% (2) 27.5%	<u>Metrics – our planet</u>
Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2		<u>Climate change</u>
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	Not reported.	
Water management			
(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	(1) 170,217.09 m ³ (operations support activities at Expro sites) (2) 1%	<u>Water use and discharge</u>
Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2		
Chemicals management			
Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2		
Ecological impact management			
Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	Not applicable. We do not participate in this segment of the market.	
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2		<u>Biodiversity</u>



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

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

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

Sustainability Accounting Standards Board (SASB)-aligned index

Oil and gas – services standard.

METRIC	CODE	DISCLOSURE	For more information visit the section:
Workforce health and safety			
(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	(1) 0.07 per 200,000 hours worked (2) 0.00 (3) 5.19 per million hours worked (4) 0.15 per million miles driven (5) 83,981.75 (overall total for all employees)	<u>Metrics – our people</u>
Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2		<u>Safety and society</u>
Business ethics and transparency			
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	EM-SV-510a.1	D.R. Congo \$238,590 Equatorial Guinea \$6,097,329 Turkmenistan \$660,053 Myanmar \$109,799 Libya \$1,012,172 Total \$8,117,943	
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2		<u>Ethics, reliability, and integrity</u>
Management of the legal and regulatory environment			
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1		<u>Compliance with laws and regulations</u>
Critical incident risk management			
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1		<u>Safety and society</u>
Activity metrics			
Number of active rig sites	EM-SV-000.A	Not applicable	
Number of active well sites	EM-SV-000.B	Not applicable	
Total amount of drilling performed	EM-SV-000.C	Not applicable	
Total number of hours worked by all employees	EM-SV-000.D	19,065,445 hours	

Climate-related financial risk management overview

GOVERNANCE

Board Oversight

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

Management Oversight

Our senior leadership, including our CEO, regularly discusses risks and opportunities including those related to environmental issues, and how to apply policies and strategies to address those in each aspect of the business. The Chief Operating Officer (COO) acts as our environmental lead with the assistance and support of the Company's entire operational and environmental and sustainability leadership.

Regular reports are provided to the Board on our sustainability strategy, policies and procedures, including critical areas of environmental performance.

STRATEGY

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

OUR IDENTIFIED RISKS INCLUDE THE FOLLOWING:

Market Risk

It is clear the oil and gas market will evolve, and we believe Expro must diversify to remain relevant, attract investment and maintain a sustainable business. One of the missions of the Sustainable Energy Solutions team is to assess emerging clean energy markets (Geothermal, CCUS, hydrogen etc.) where Expro's skills and technologies can be adapted or adopted to help with the energy transition and the drive towards net zero whilst also delivering a sustainable business to our investors.

Technology Risk

The 'Portfolio Shift' workstream was created to focus on the carbon efficiency of Expro's current skills and technologies and the development of more efficient, future solutions in response to the energy transition and the energy industry-related climate risks and opportunities. The Company considers technological challenges that are required to provide more sustainable products and services. This is actioned through Expro's investments in Research and Development (R&D).

One example is the solution Well Flow Management team in UK has developing methods to measure and reduce clients flare gas emissions by using/developing existing metering technology at the well site.

Current And Emerging Regulatory Risk

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

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

Climate-related financial risk management overview

STRATEGY

Reputational Risk

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

WE HAVE ALSO IDENTIFIED THE FOLLOWING OPPORTUNITIES FOR OUR BUSINESS:

Energy Transition Opportunity

We achieved our ambition for 2021 to exceed 40% allocation for environmentally positive research and development projects and have continued to meet our targets set in 2023. For 2025, we set our targets to address our customers' carbon reduction challenges. Our R&D investments address customer carbon reduction challenges, enabling us to enhance today and transform tomorrow. Carbon efficiency is an important tool to reduce emissions, which can be demonstrated with examples such as Velonix™ Optimized Pig Control System and our CoilHose™ offering. Both of the technologies improve operational efficiency by replacing more carbon intensive methods, thus reducing rig time, persons on board and logistics.

Opportunities To Reduce Our Own Energy Intensity

We are taking actions to reduce energy intensity in our operations, which supports cost savings and more efficient operations.

RISK MANAGEMENT

Climate Impacts on Operations and Facilities are identified by the Life-Cycle Perspective in the Environmental Aspects and Impacts Group Directive (INS-009288). It supports the assessment for Expro operations at customer sites, as well as the impact caused by supporting activities at Expro bases. This process also supports the identification of Greenhouse Gas emissions at different stages of service lifecycle, from Business Planning (including assets purchasing) to post job activities and end-of-life for assets.

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

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

METRICS

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

Emissions In 2024

- Scope 1 emissions – 11,887 Tonnes of CO₂e
- Scope 2 emissions – 8,999 Tonnes of CO₂e
- Scope 3 emissions – 12,161 Tonnes of CO₂e (Categories 1, 3, and 5)

We Have Established Emissions Reduction Targets

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

11,887

Tonnes of CO₂e
Scope 1 emissions 2025

8,999

Tonnes of CO₂e
Scope 2 emissions 2025

12,161

Tonnes of CO₂e
Scope 3 emissions 2025

50%

Reduction in CO₂e by 2030

Net zero by

2050

Metrics – our planet

METRIC	DISCLOSURE
Energy consumption	
Scope 1	11,887 Tonnes of CO ₂ e
Scope 2	8,999 Tonnes of CO ₂ e
Scope 3 (Categories 1, 3, 5)	12,161 Tonnes of CO ₂ e
Biogenic emissions	156 Tonnes of CO ₂ e
Water consumption	
Water consumption to support Expro facilities	170,217.1 m ³
Waste generation	
Hazardous waste	629.68 Tonnes
Non-hazardous waste	3,440.97 Tonnes
Waste recycled	2,096.03 Tonnes
Waste recovered (including energy recovery)	671.14 Tonnes
Waste sent to composting	27.32 Tonnes

METRIC	DISCLOSURE
Energy consumption	
Energy used in mobile combustion	109,252.51 Gigajoule
Energy used in stationary combustion	63,640.04 Gigajoule
Energy used from purchased electricity	84,207.53 Gigajoule
Energy used from purchased heat and steam	16,598.11 Gigajoule
Fuel consumption	
Total fuel consumed	172,892.55 Gigajoule
Renewable fuel consumed (percentage from total)	23,117.85 Gigajoule (13.4%)
Fuel used in equipment (percentage from total)	63,640.04 Gigajoule (36.8%)
Fuel used in vehicles (percentage from total)	109,252.51 Gigajoule (63.2%)
Renewable fuel used in on-road or off-road vehicles (percentage from total of fuel used in vehicles)	11,994.27 Gigajoule (12.1%)
Fuel used in on-road vehicles (percentage from total of fuel used in vehicles)	71,866.76 Gigajoule (72.5%)
Fuel used in off-road vehicles (percentage from total of fuel used in vehicles)	27,204.76 Gigajoule (27.5%)

Metrics – our people

METRIC	DISCLOSURE		
Diversity statistics			
Percent of women in workforce	11%		
Percent of women on the board	42.9%		
Training hours			
Total number of training hours	334,268.95 hours		
Percent of workers who received training in the year	95.28%		
Fatalities			
Employees	0		
Contractors	0		
Total	0		
Safety performance	2023	2024	2025
Total Recordable Injury Rate (TRIR) (per 200,000)	0.12	0.20	0.07
Lost Time Incident Rate (LTIR) (per 200,000)	0.01	0.00	0.00
Total Recordable Case Frequency (TRCF) (per million hours worked)	0.61	1.05	0.37
Lost Time Incident Frequency (LTIF) (per million hours worked)	0.06	0.00	0.00
Near Miss Frequency Rate (NMFR) (per million hours worked)	8.83	6.08	5.19
Total Vehicle Incident Rate (TVIR) (per million miles driven)	0.51	0.17	0.15
Employee hours	2023	2024	2025
Total number of hours worked by all employees	17,985,977	19,065,445	19,086,429

METRIC	DISCLOSURE		
	2023	2024	2025
Service quality customer job performance rate*			
North and Latin America	96.80%	96%	94%
Europe, Sub Saharan Africa	94.00%	96%	95%
Middle East and North Africa	95.00%	96%	95%
Asia Pacific	94.80%	95%	97%
Global	95.20%	95.75%	95%

* 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	2023	2024	2025
Voluntary	12.21%	10%	7.6%
Involuntary	5.17%	Not reported	Not reported
Total	17.38%	10%	7.6%
Global Mean (average) raw gender pay gap	UK Gender Pay Gap Report 2023	UK Gender Pay Gap Report 2024	UK Gender Pay Gap Report 2025

Metrics – our people

The United States Expro Equal Employment Opportunity (EEO) 2024* report.

JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR NON-LATINO												OVERALL TOTAL
	MALE	FEMALE	MALE						FEMALE						
	Hispanic or Latino		White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more Races	
Executive/Sr Officials And Mgrs	0	0	4	0	0	0	0	0	1	0	0	0	0	0	5
First/Mid Officials And Mgrs	11	3	109	3	0	8	0	4	18	1	0	3	0	0	160
Professionals	8	2	70	0	0	3	1	3	10	2	0	2	0	0	101
Technicians	84	0	240	37	1	5	3	11	1	0	0	1	0	0	383
Sales Workers	6	1	32	2	0	0	0	3	5	1	0	2	0	0	52
Administrative Support Workers	8	10	67	14	0	1	0	1	54	10	0	1	1	0	168
Craft Workers	2	0	25	5	0	9	0	0	0	0	0	0	0	0	41
Operatives	32	0	167	52	0	3	0	2	3	0	0	0	0	0	259
Laborers And Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current Reporting Year Total	151	16	714	113	1	29	4	24	92	14	0	9	1	0	1169

* 2025 report will be published July, 2026

Metrics – our ethics and conduct

METRIC	DISCLOSURE
Net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (combined company, 2025)	
D.R. Congo	\$238,590
Equatorial Guinea	\$6,097,329
Turkmenistan	\$660,053
Myanmar	\$109,799
Libya	\$1,012,172
Total	\$8,117,943

Forward-looking statements

This report contains forward-looking statements including goals, plans, projections, commitments, expectations, prospects, and initiatives that are aspirational and may change, as they are based on reporting frameworks, internal controls, currently available data, methodologies, estimates, and assumptions that continue to evolve and develop. In addition, they sometimes rely on information or assertions provided by third parties, or may relate to data from acquisition targets that are not fully integrated into, or may not maintain the same internal controls as, our internal controls. Statements regarding our goals and anticipated benefits of our strategies, are not guarantees or promises that they will be met and are not intended to create legal rights or obligations. Inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information to us, our business, strategy, or financial performance, or to our stakeholders. As used in this report, the term 'material' is distinct from, and should not be confused with, such term as defined for SEC and other mandatory global reporting purposes. Various statements in this report regarding, among other things, the Company's environmental, social, and governance goals, targets, and initiatives constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on current expectations and are indicated by words or phrases such as anticipate, outlook, estimate, expect, project, believe, envision, can, commit, will, aim, seek, goal, target, and similar words or phrases.

These forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause actual results, performance, or achievements to be materially different from the future results, performance, or achievements expressed in or implied by such forward-looking statements.

These forward-looking statements are based largely on our expectations and judgments and are subject to a number of risks and uncertainties, many of which are unforeseeable and beyond our control, which could cause actual results, performance, or achievements to materially differ. These risks include, but are not limited to, the impacts of climate change, changes in client demand for our products and services, energy industry trends, and those identified in the Company's Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Form 8-K reports filed with the Securities and Exchange Commission. We undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, historical practice, or otherwise. In addition, website references and hyperlinks throughout this document are provided for convenience only, and the referenced websites are not incorporated in, nor do they form a part of, this report.

Dates and statements in this report reflect the Company's views as of 31 December 2025, unless otherwise stated.





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