

Welcome to this section of

Our 2025 Sustainability Review

This excerpt highlights our ongoing commitment to governance.

To see our entire global approach download the full document.



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.

GOVERNANCE

- 3 Our Board
- 4 Our approach to sustainability
- 5 Enterprise risk management and execution

COMMERCIAL SUSTAINABILITY

- 6 Our program to support Company-wide compliance

SUSTAINABLE ENERGY SOLUTIONS

- 7 Aligning strategy with impact
- 8 Partnering with stakeholders to guide our sustainability strategy



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.

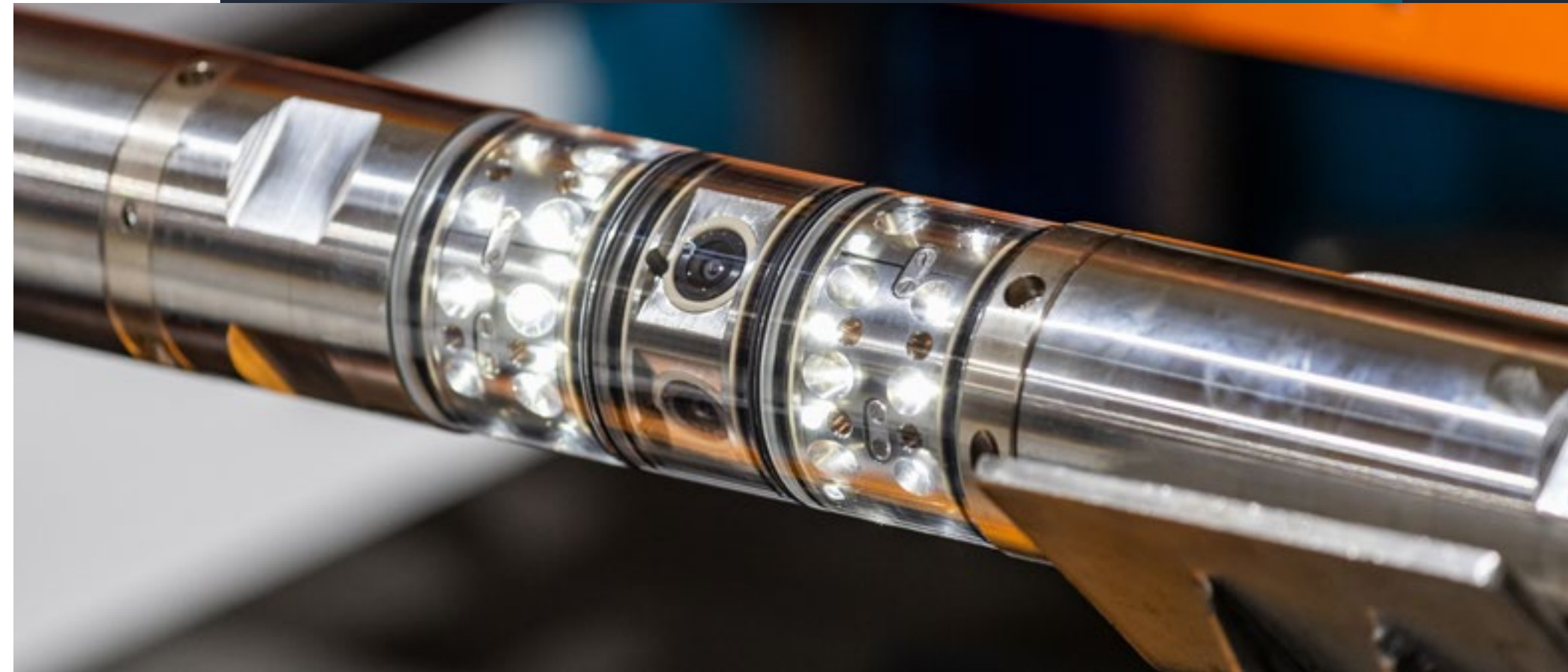
As the energy sector works toward a lower-carbon future, we are committed to being part of the solution. We continue to advance technologies that reduce emissions, improve efficiency, and support the transition to lower carbon energy sources. Our focus on innovation, digitalization, and operational excellence 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 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

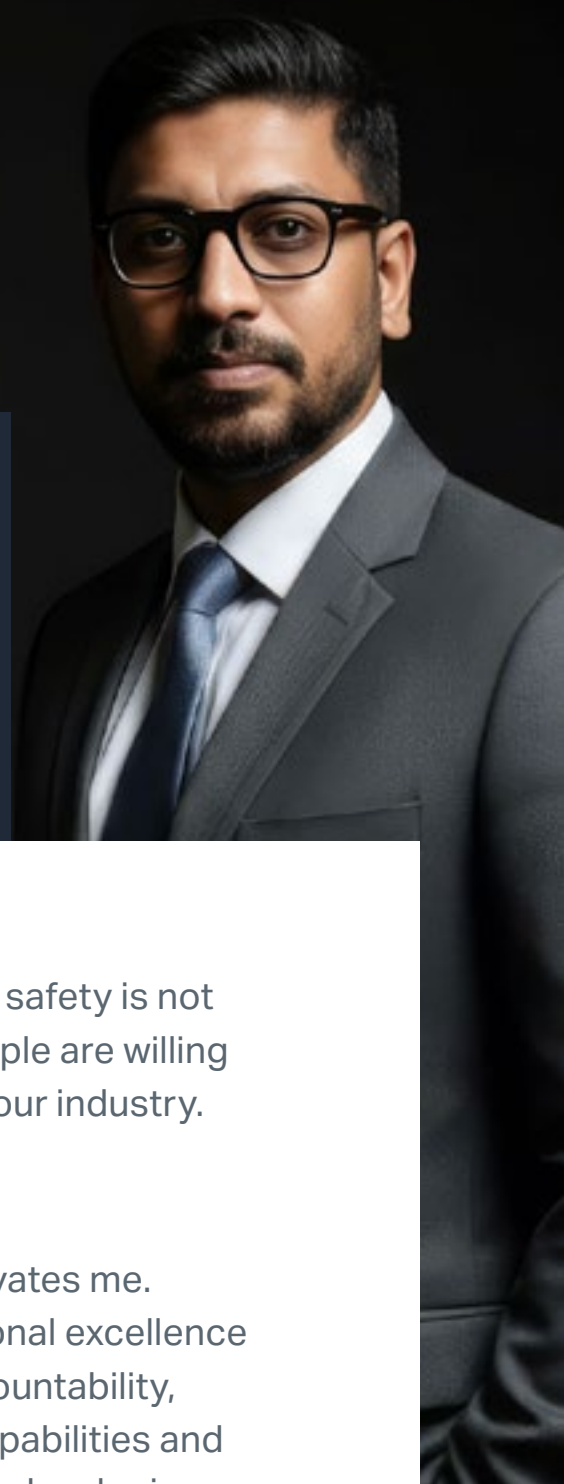
The Table Below Represents Stakeholder Groups We Engage With And Some Of The Communication Channels That We Use:

<p>Customers</p> <ul style="list-style-type: none"> Conferences Digital/Direct Marketing Events Meetings Phone and Email Site Visits Social Media Networks Targeted Sales Presentations Tradeshows <p>Communities</p> <ul style="list-style-type: none"> Active Participants in the Communities Where We Operate Charity Events Regularly Engage in Dialogue With Local Groups About Community Activities 	<p>Employees</p> <ul style="list-style-type: none"> 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 	<p>Shareholders And Financial Professionals</p> <ul style="list-style-type: none"> Annual Meetings Earnings Announcements Engagement Meetings Phone and Email Press Releases Quarterly and Annual Reporting <p>Financial Community/ Owners</p> <ul style="list-style-type: none"> Phone and Email Communication Investor Meetings, Conferences and Road Shows Press Releases Annual and Quarterly Reporting Annual General Meetings 	<p>Suppliers</p> <ul style="list-style-type: none"> Onboarding Sustainability Consideration for New Vendors Phone and Email Request Sustainability Recognition/Certification Scheduled Meetings Site Visits <p>Government And Regulatory Bodies</p> <ul style="list-style-type: none"> Quarterly and Annual Reporting <p>NGOs And Industry Associations</p> <ul style="list-style-type: none"> 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.

GOVERNANCE

10 Strengthening cybersecurity risk

11 Safeguarding our reputation



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.





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



[Visit our ESG Page](#) →

[Visit Expro.com](#) →

