

Welcome to this section of

# Our 2025 Sustainability Review

This excerpt highlights our ongoing commitment to social responsibility.

**To see our entire global approach download the full document.**



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.



**SOCIAL**

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# 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.**

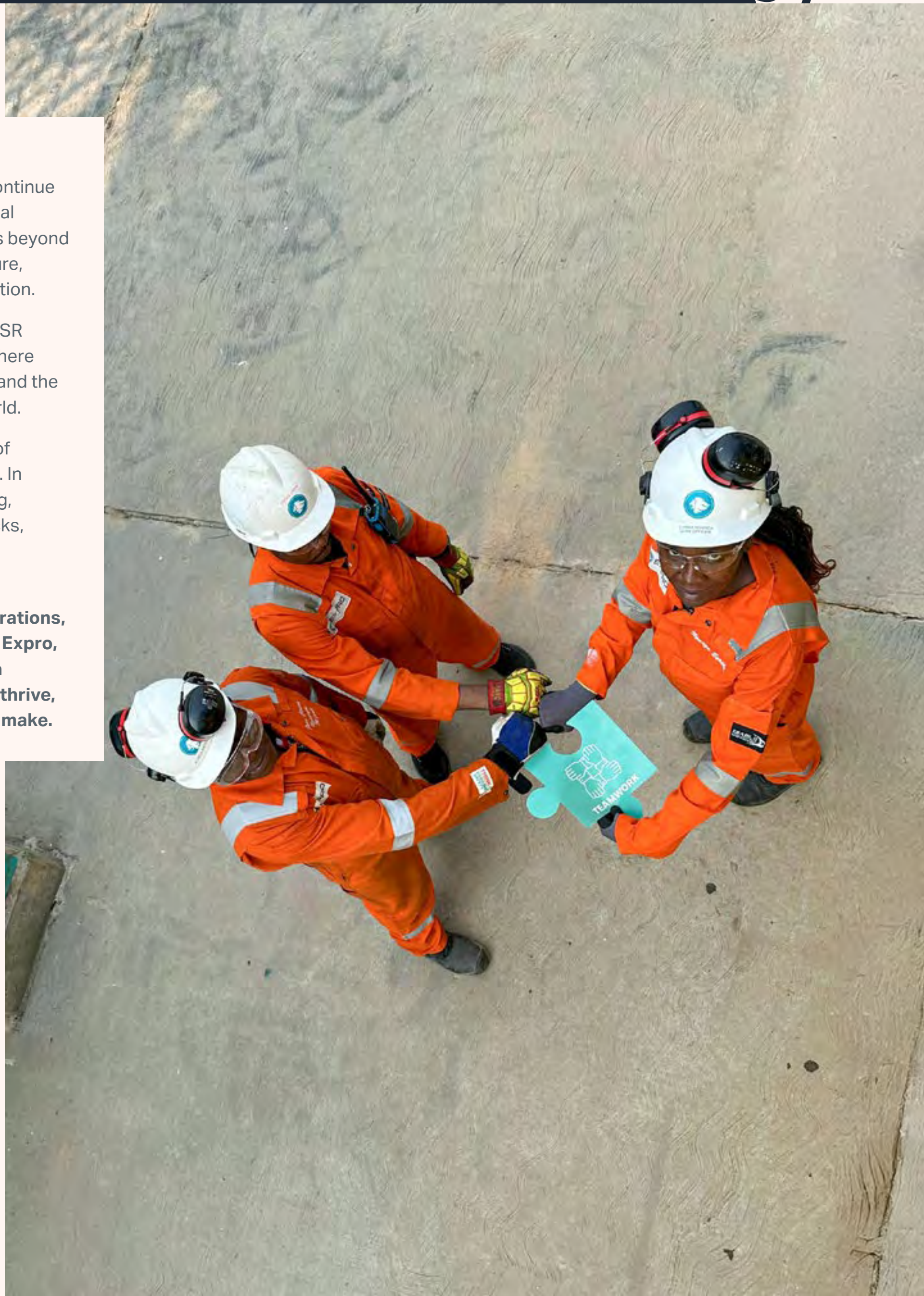
## How We Are Advancing Our Social Strategy

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.

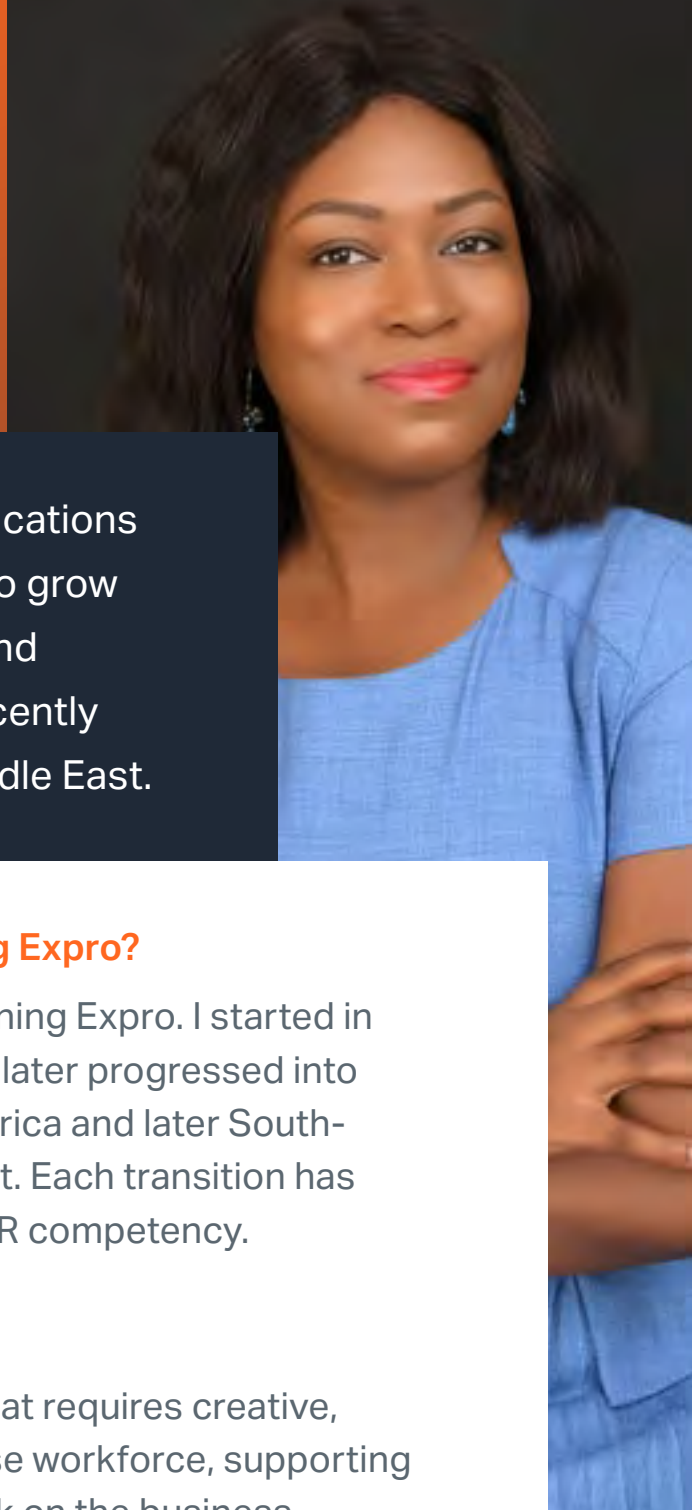
Expro is dedicated to transparent reporting on its health and safety activities and performance, providing stakeholders with regular updates and detailed insights regarding the company's safety undertakings and accomplishments. This unwavering focus on transparency and continual advancement reflects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

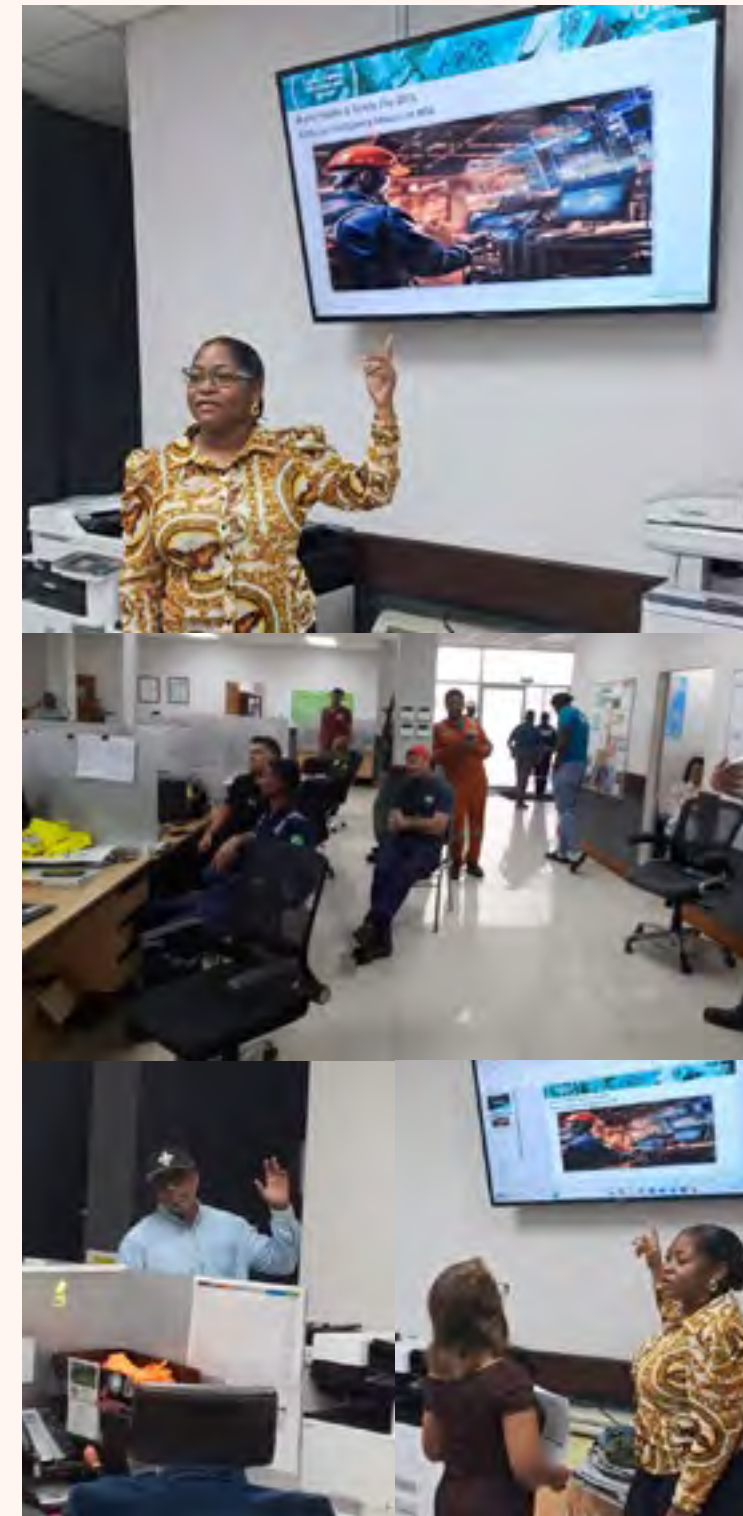
### Celebrating World Safety Day

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.

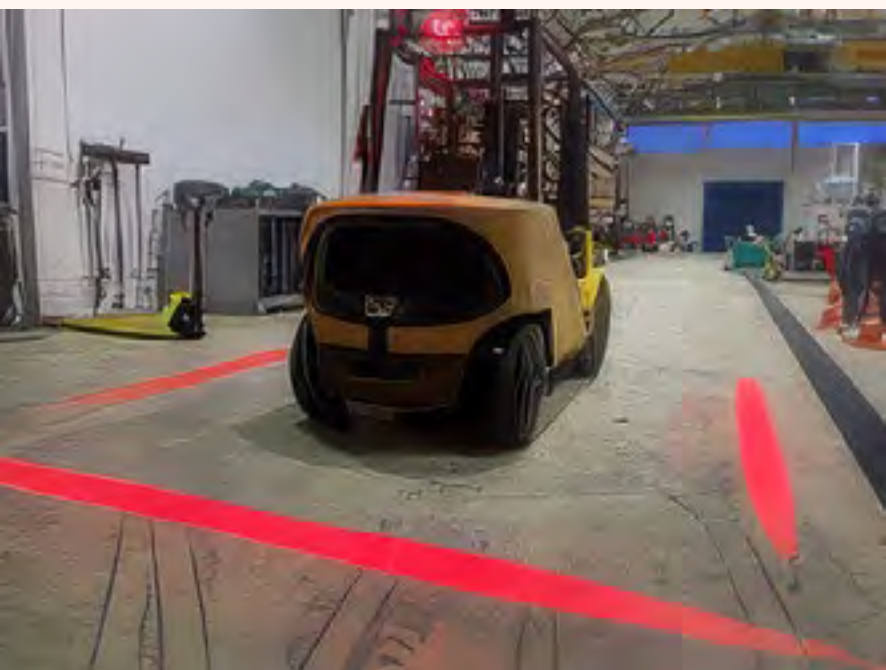


# Prioritizing people: where safety and society come first

## 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

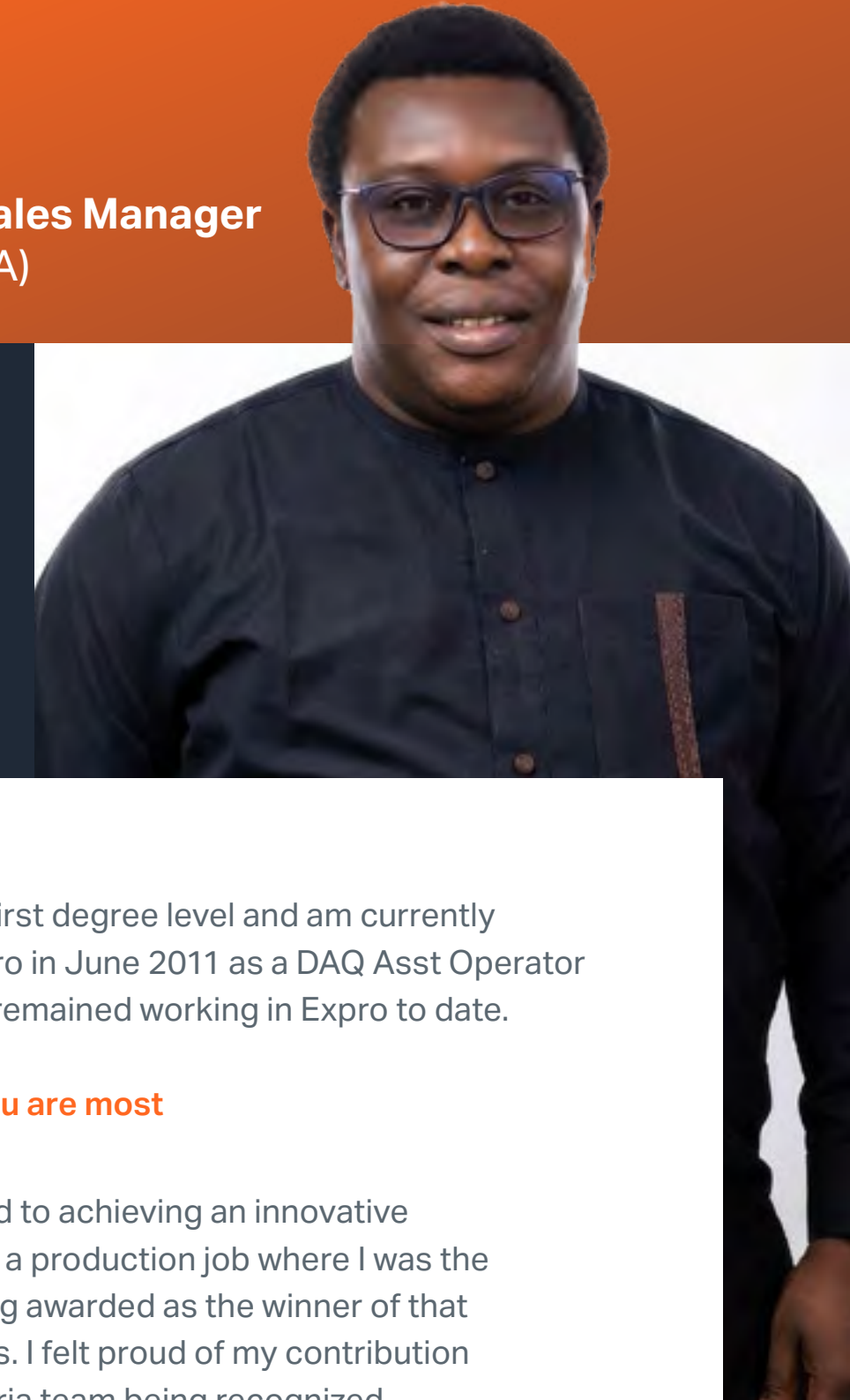
The Kazakhstan team was awarded a Certificate of Appreciation from a valued client. The certificate recognizes the team for conducting work safely at the production facility and demonstrating outstanding professionalism throughout the operations. This recognition highlights our continued commitment to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

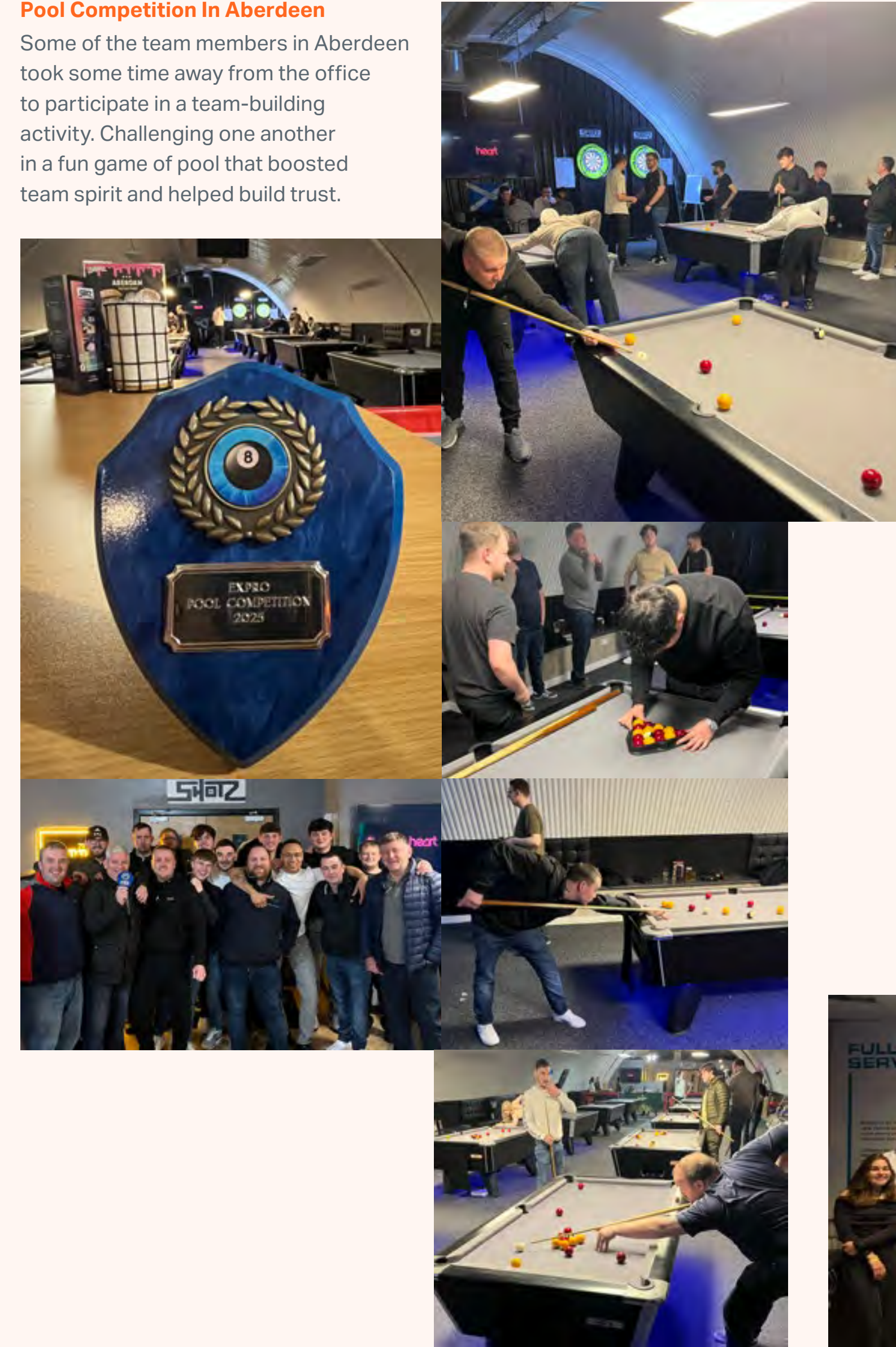
## Raid Challenge For Mental And Physical Wellbeing

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

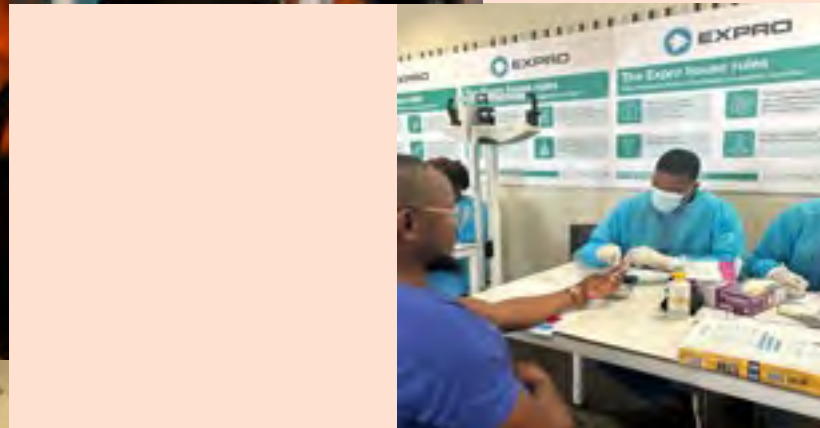
Our Norway team were thrilled to host the Petro Ladies Club in their VIP box at the Stavanger Oilers vs. Sparta ice hockey game in February. The event allowed for great team bonding and networking with some clients.



# 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)

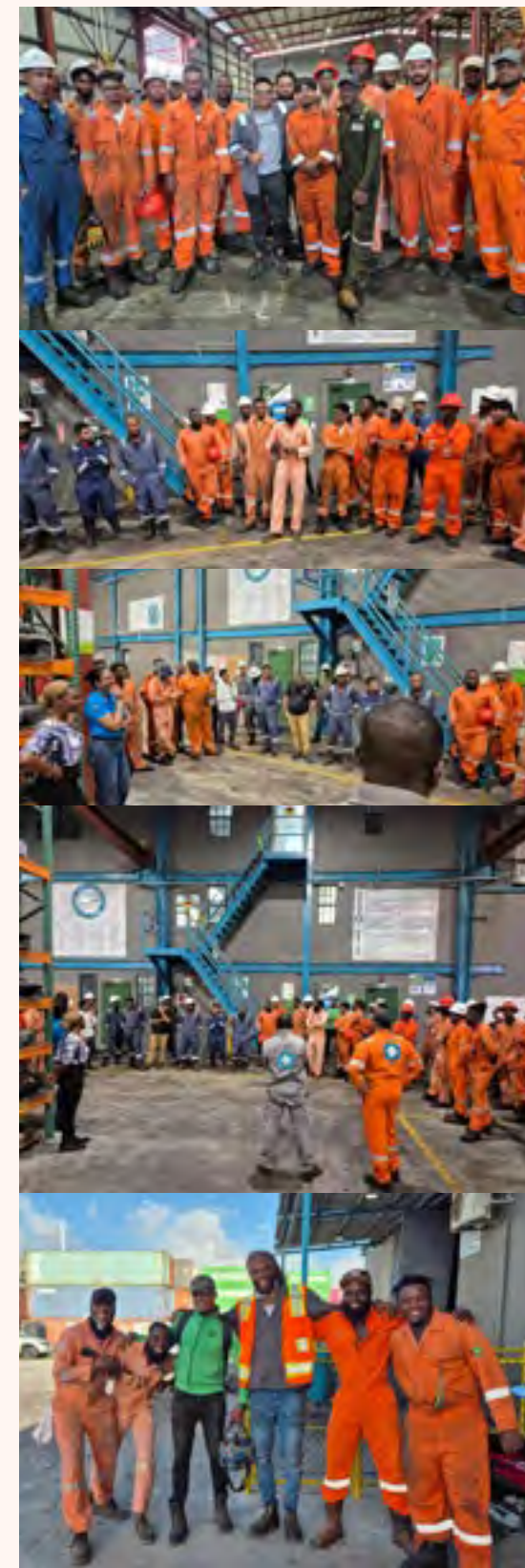
## Pause For A Cause

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.



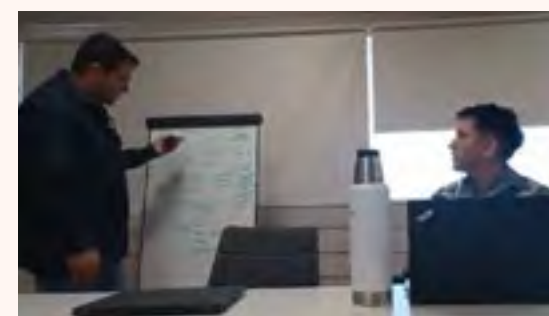
## Cook-Off To Chill Off

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.



## 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.



## 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.



## 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%

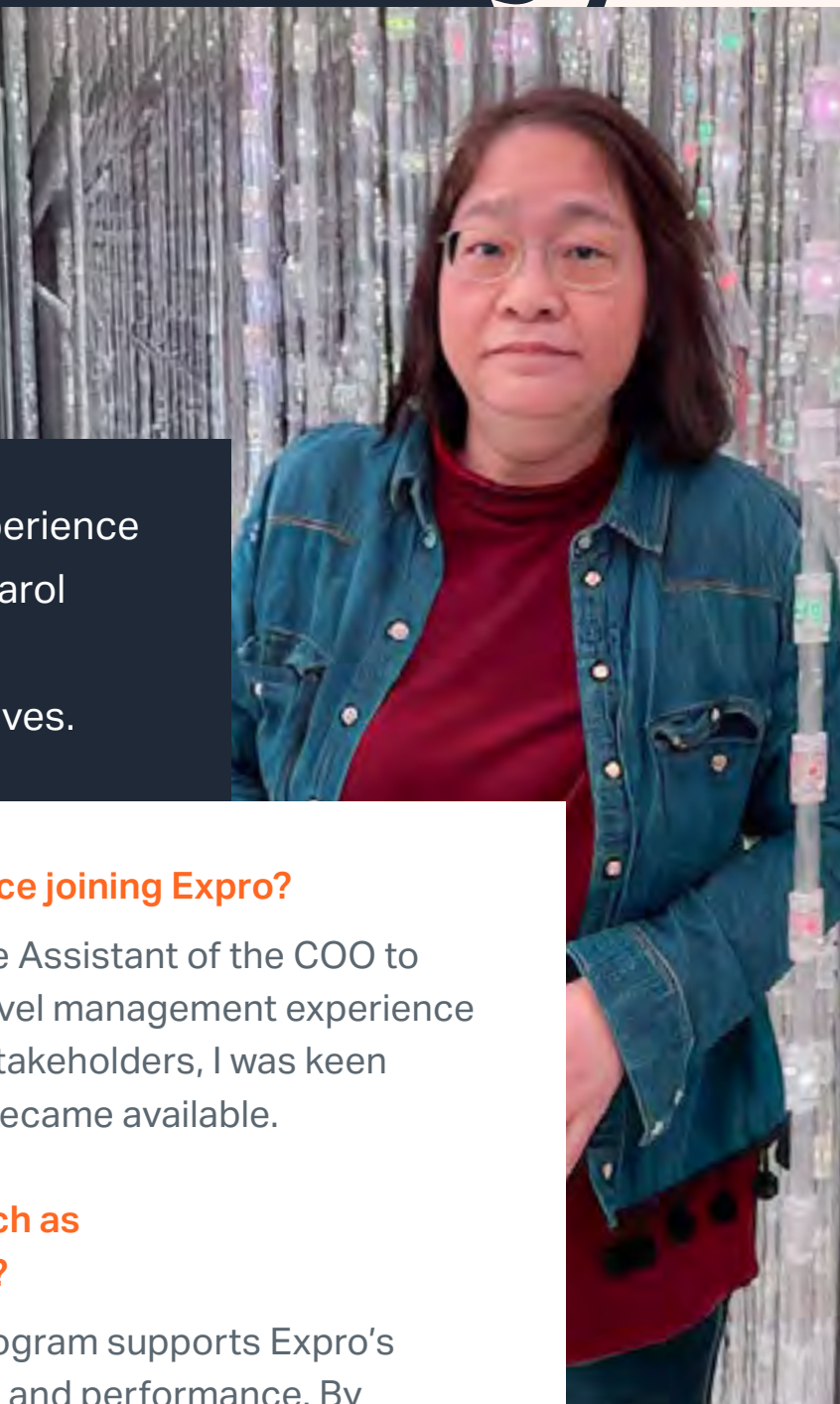
Of employees say they can be themselves at work

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.

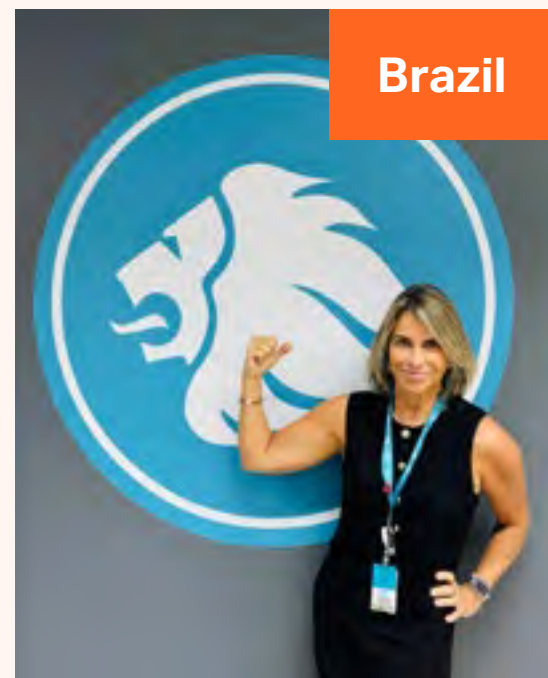
On 8th March 2025, we celebrated International Women's Day across the globe. The theme for 2025, 'Accelerate Action', highlighted the importance of taking positive steps towards achieving gender equality. Throughout the week, we celebrated some of the inspiring women we have across the business at Expro, 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 Livestoe  
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



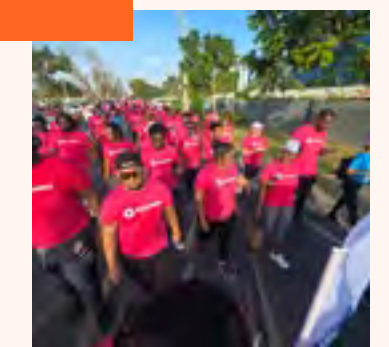
The United States



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.



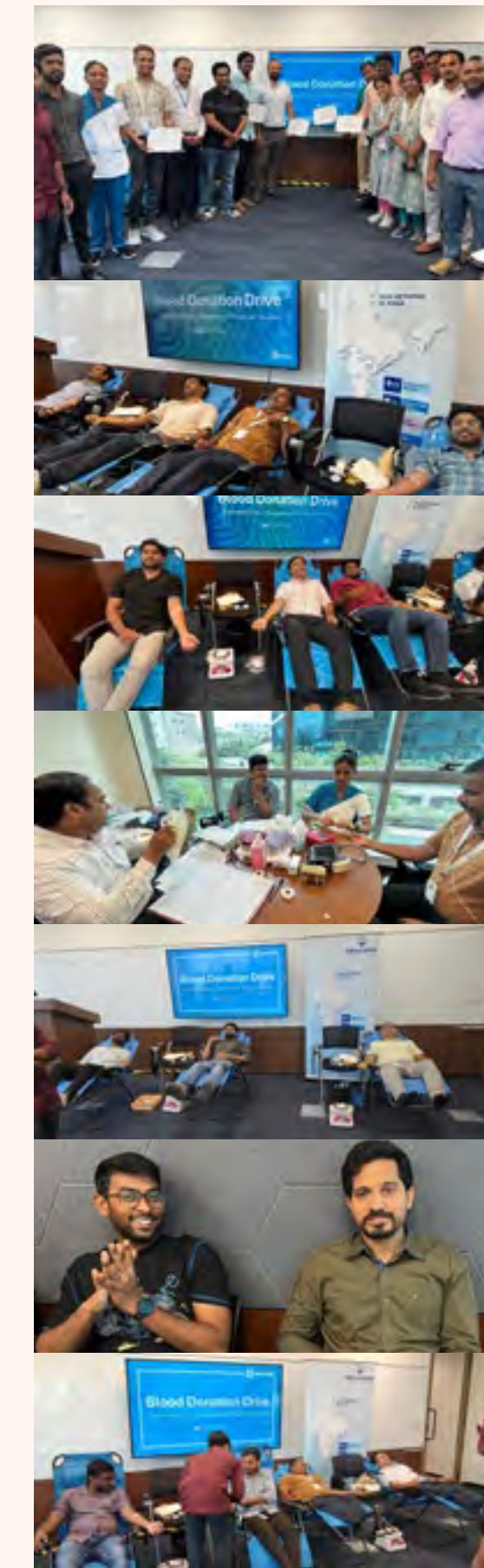
## Mangrove Tree Planting Initiative In Songkhla Base

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.



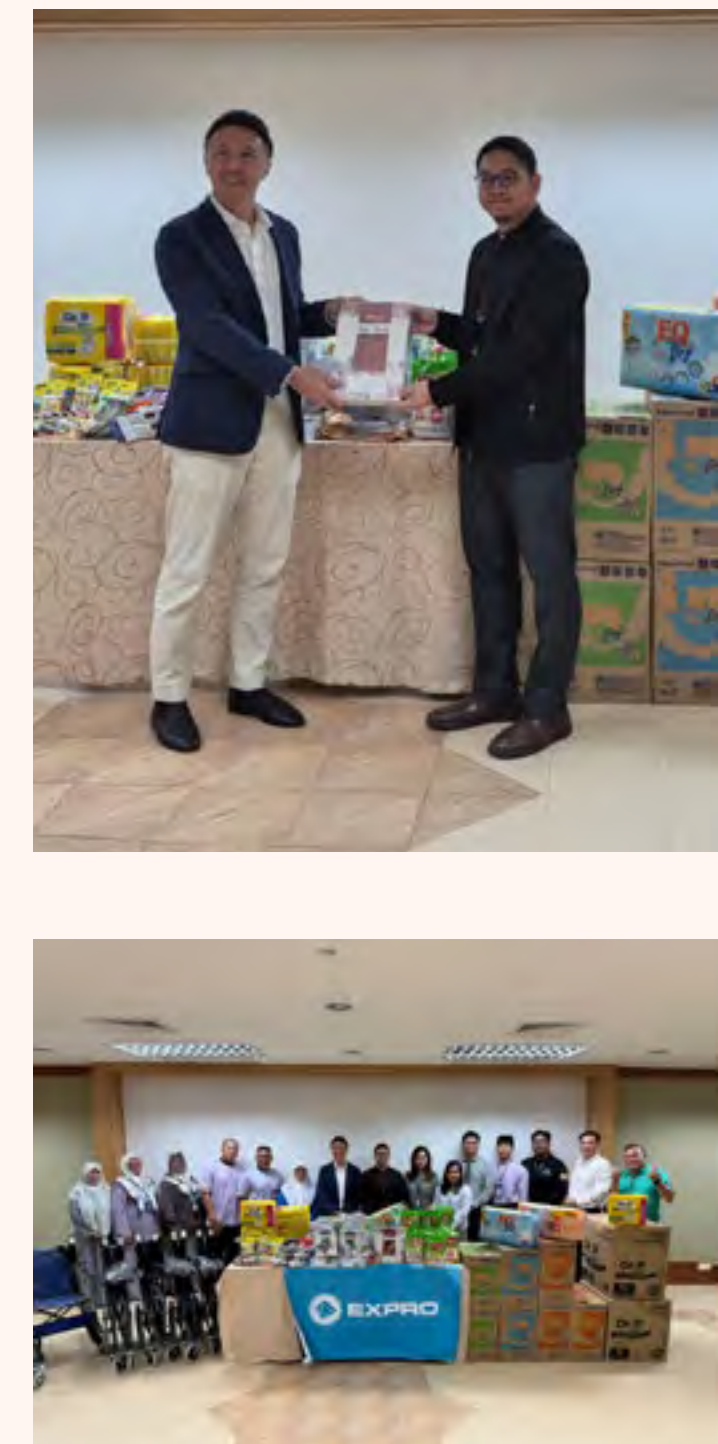
## Blood Donation Drive At Hyderabad

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.



## Motion Sensors Installation

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



## 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).



## 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.



## 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.



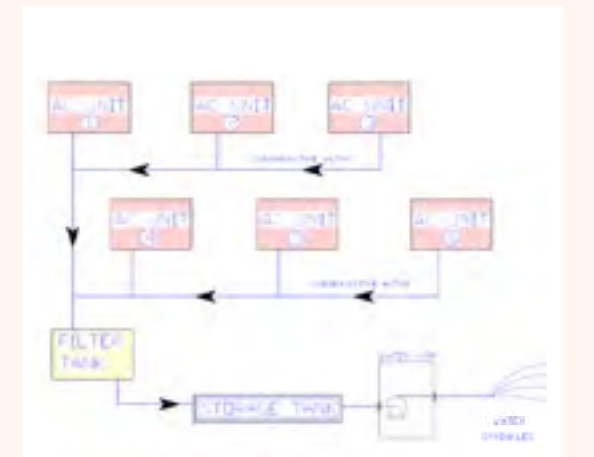
## Marking Earth Day In Qatar

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.



# 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)

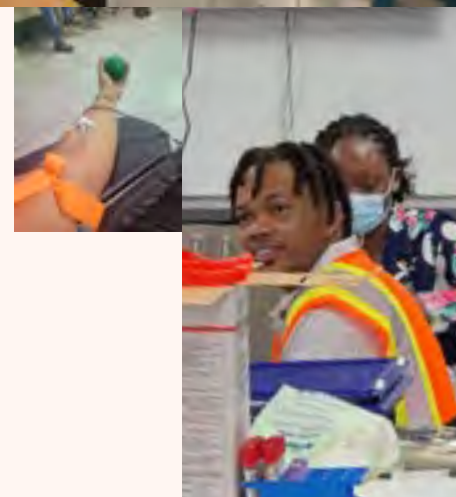
## Outreach Event To Support The Local Community

In collaboration with Eírîpan, 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.



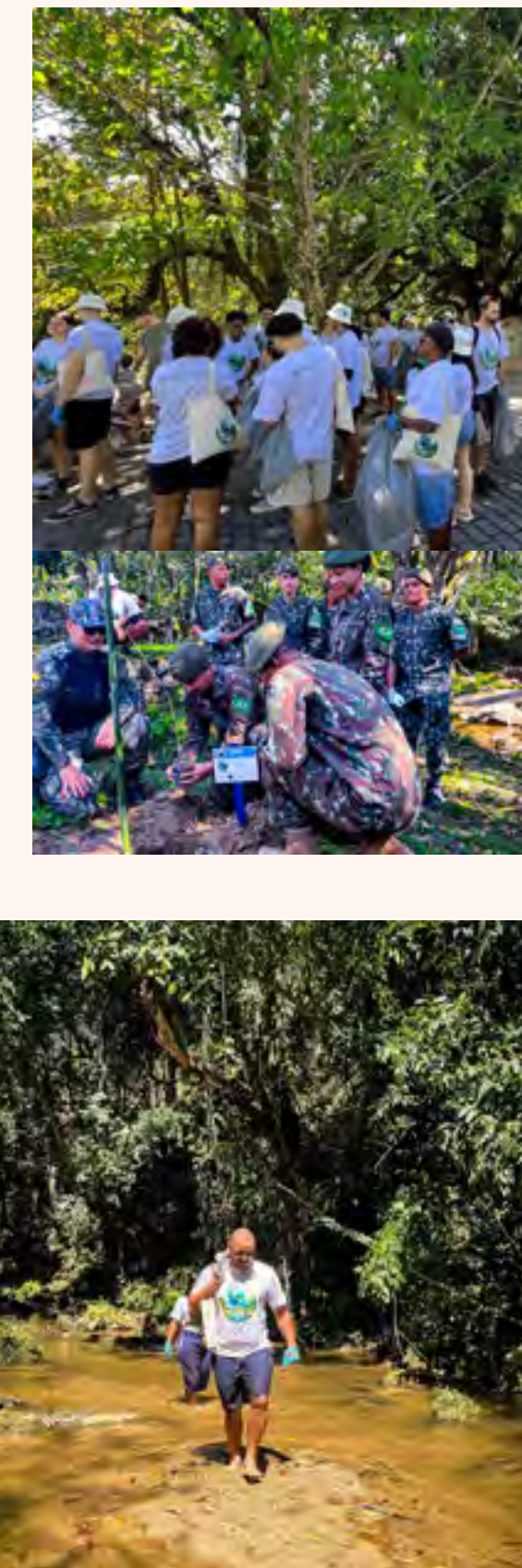
## Waste Removal Project In Macaé

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



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