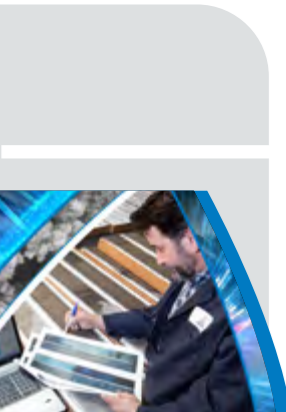




**Core Lab**<sup>®</sup>  
RESERVOIR OPTIMIZATION

**2021** | **Corporate Sustainability Report**  
*Sustainability at our Core*<sup>™</sup>





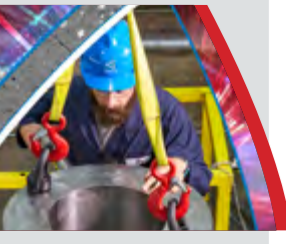
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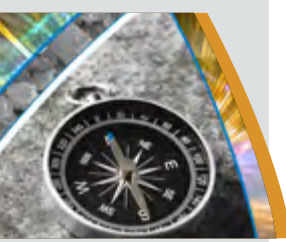
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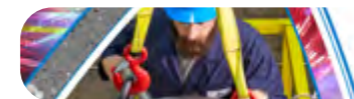


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## About this Report

Core Laboratories takes a comprehensive approach to sustainability strategy, providing regular disclosures that reflect our commitments and progress toward our goals. Our reporting is guided by universally recognized standards and frameworks, including the Greenhouse Gas Protocol (GHG Protocol), the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD). As members of the United Nations Global Compact, we have committed to providing an annual Communication on Progress (COP). We also align our sustainability strategy with the targets that underpin the United Nations Sustainable Development Goals (SDGs).

## Achievements and Recognition

- AA ESG rating from MSCI
- Sustainalytics - 20.4 Risk Rating and ranked 7 out of 82 (8th percentile) of Oil & Gas Equipment Subindustry
- Recognized by the Bloomberg Gender Equality Index for five consecutive years
- Constituent of the Ethibel Sustainability Index (ESI) Excellence Europe since 2015



## Message from our CEO

I must begin by thanking our employees around the world for their drive, dedication, loyalty, and for being the force behind the culture that sustains us and propels us forward. At Core Laboratories, we have achieved results the right way for over 85 years because of our dedicated and talented employees.

During 2021, we saw the carryover from 2020 of some macroeconomic challenges for the oil and gas services sector, driven primarily by the COVID-19 pandemic and its effects on global crude oil demand. Through these challenging times, Core Lab continued to maintain its outstanding reputation among our employees, clients, investors, and the communities where we live and work. Foundational to our continued success is our culture of high integrity, ethics, standards of safety and client-driven innovation.

In 2021, Core Lab made significant strides on our sustainability initiatives. We transferred our United Nations Global Compact membership, previously held by a subsidiary headquartered in the Netherlands, to corporate level membership. In doing so, we reaffirmed our enterprise level commitment to support the principles of the UN Global Compact, as well as our commitment to regular reporting on our efforts to uphold these principles through annual Communications on Progress.

For 2021, we have revised our approach to defining and understanding the topics that are material to sustainability at Core Lab. This refreshed approach to materiality provides additional clarity around our disclosure efforts, informs our overall strategies, and improves our ability to characterize risks and opportunities. We are also strengthening our sustainability disclosures through better alignment with recognized reporting frameworks and standards, such as the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB). Across the organization, we are also aligning our sustainability efforts with the Targets that underpin the United Nations Sustainable Development Goals (SDGs). As policies and regulations relating to sustainability continue to emerge and evolve around the globe, Core Lab will continue to take a proactive approach in improving our performance and the quality of our disclosures.

The energy transition has created several opportunities for Core Lab to collaborate externally and serve an expanding number of clients and organizations in their efforts to reduce industrial carbon emissions and transition to lower carbon sources of energy. We recently launched a joint-industry Carbon Capture and Sequestration Consortium (CCS) to enhance the industry's ability to assess the technical risks and challenges associated with geological sequestration of CO<sub>2</sub>. We announced a strategic alliance with Talos Energy, Inc. to provide synergies around the technical evaluation of CCS project opportunities. Additionally, Core Lab recently made a financial donation to Dr. Birol Dindoruk of the Cullen College of Engineering at University of Houston to support his research around CCS. This collaborative relationship with Dr. Dindoruk and University of Houston supports our ability to provide best-in-class service to the growing CCS industry. In addition to our multi-faceted involvement in CCS, the Company has also been engaged to provide subsurface evaluation support for lithium extraction opportunities. Lithium is a valuable commodity and critical to the creation of batteries to support renewable energy storage.

At Core Laboratories, we are well-positioned to serve the growing needs of the energy transition and the business opportunities involving renewable and low carbon sources of energy. However, we also understand that rising standards of living will continue to drive increased demand for reliable and affordable energy sources like crude oil and natural gas for many years. Oil and gas will continue to play a critical role in the energy transition because access to reliable and affordable energy makes lives better. Core Lab's products, services, expertise, and innovations will continue to be essential as our clients act to meet the growing demand for energy around the world.

Thank you for taking the time to learn more about Core Laboratories. We encourage you to ask us questions, tell us how we're doing, and let us know what we can do to further improve.

*Larry Bruno*



## Larry Bruno

Chairman of the Board, President, and Chief Executive Officer

“*This refreshed approach to materiality provides additional clarity around our disclosure efforts, informs our overall strategies, and improves our ability to characterize risks and opportunities.*”



About Core Lab



Sustainability



People & Communities



Health & Safety



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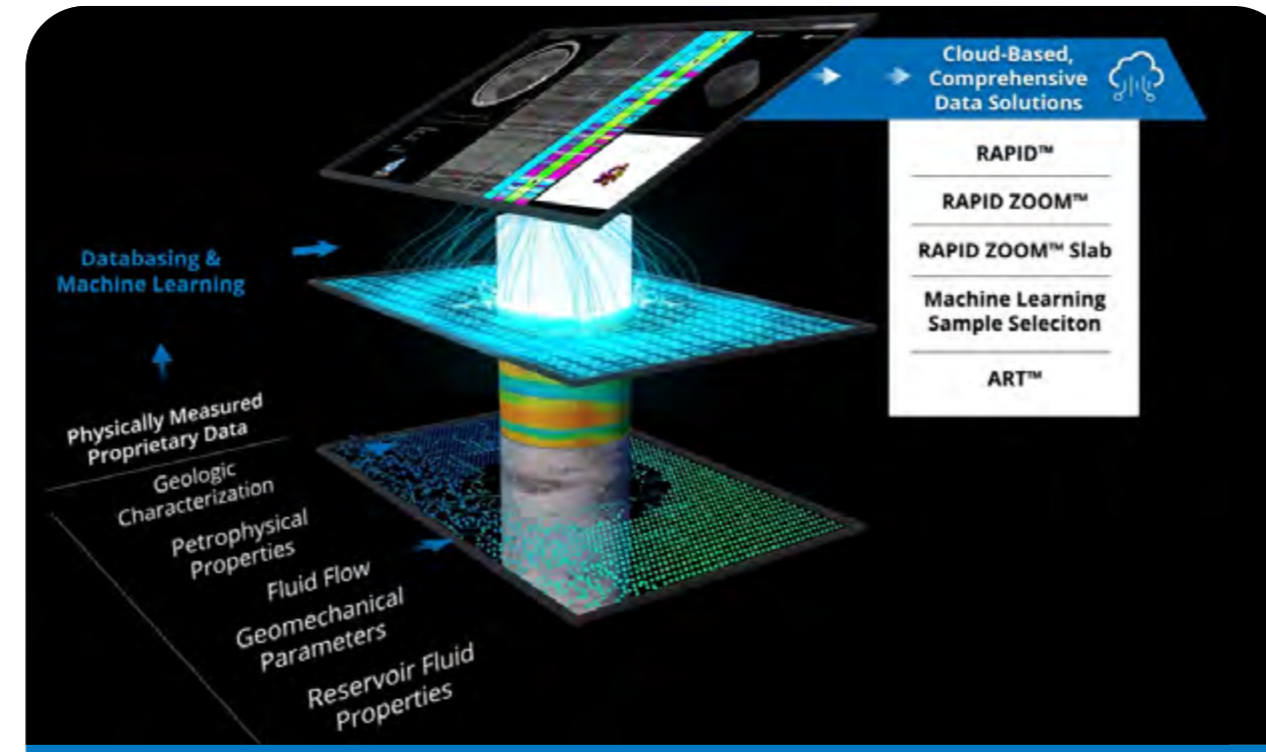
## About Core Lab



Core Laboratories N.V. is a limited liability company incorporated in the Netherlands and publicly traded in the United States on the New York Stock Exchange and in the Netherlands on the Euronext Amsterdam Stock Exchange.

We were established in 1936 and are one of the world's leading providers of proprietary and patented reservoir description and production enhancement services and products to the oil and gas industry. These services and products are directed toward enabling our clients to improve reservoir performance and increase oil and gas recovery from their producing fields. We continue to develop new technologies that complement our existing services and products, and we disseminate these technologies throughout our global network. We have over 70 offices in more than 50 countries and have 3,385 employees.

## Reservoir Description



The Reservoir Description segment of our Company encompasses the characterization of petroleum reservoir rock and reservoir fluids samples to increase production and improve recovery of crude oil and natural gas from our clients' reservoirs. We provide laboratory-based analytical and field services to characterize properties of crude oil and crude oil-derived products for the oil and gas industry. We also provide proprietary and joint industry studies based on these types of analyses and manufacture associated laboratory equipment. In addition, we provide reservoir description capabilities that advance the energy transition, including services that support carbon capture, utilization and storage, hydrogen storage, geothermal projects, and the evaluation and appraisal of mining activities around lithium and other elements necessary for energy storage.

## Production Enhancement



The Production Enhancement segment of our Company includes services and manufactured products relating to reservoir well completions, perforations, stimulation and production. We provide integrated diagnostic services to evaluate and monitor the effectiveness of well completions and to develop solutions aimed at increasing the effectiveness of enhanced oil recovery projects.

Core Laboratories has taken extensive measures to ensure the services, products and data provided by all of our worldwide locations are of the highest quality and integrity. Our commitment to applying and developing new technologies to optimize reservoir performance is unsurpassed in the oilfield service industry. This commitment to technology and to our clients' bottom line makes Core Laboratories **The Reservoir Optimization Company™**.



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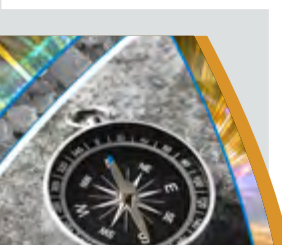
People & Communities



Health & Safety

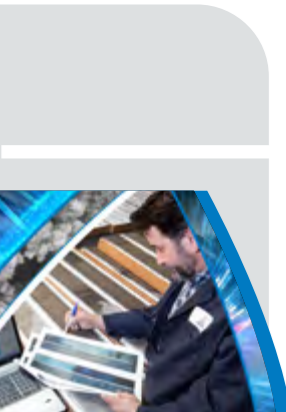


Environment & Climate



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Founded in  
**1936**

NYSE Listed  
**1998**

Euronext Listed  
**2012**

Represented in

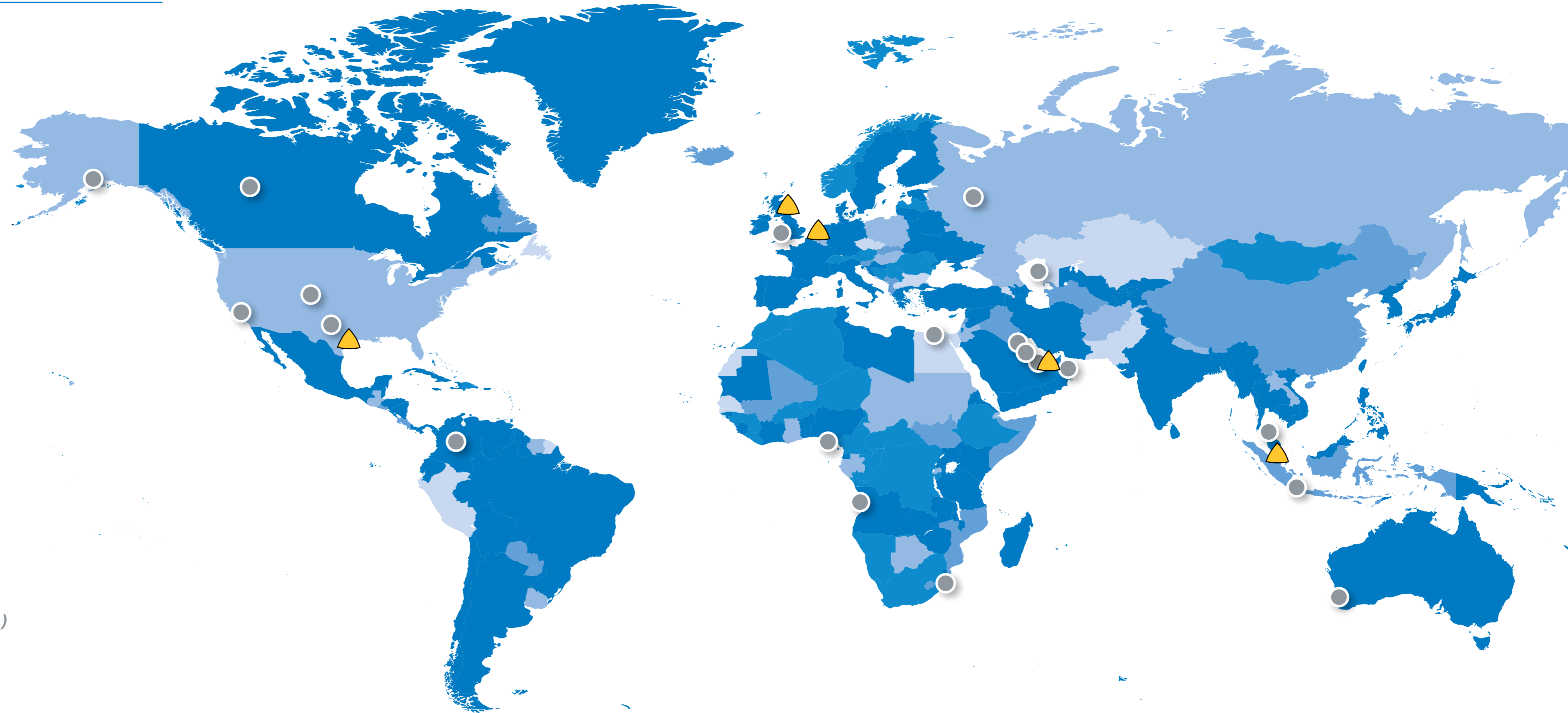
**50+**  
Countries

**6**  
Continents

**170** | **56**  
Cities | Countries  
*(without franchises)*

**190** | **72**  
Cities | Countries  
*(with franchises)*

Employees  
**3,385**  
*with over 30 languages represented*



**5**  
Advanced Technology  
Centers

**20**  
Regional Specialty  
Centers

**▲ Advanced Technology Centers**

Aberdeen - Abu Dhabi - Houston - Kuala Lumpur - Rotterdam

**● Regional Specialty Centers**

Perth, **Australia** - Jakarta, **Indonesia** - Songkhla, **Thailand** - Muscat, **Oman** - Doha, **Qatar** - Kuwait City, **Kuwait** - Dammam, **Saudi Arabia** - Alexandria, **Egypt** - Aktau, **Kazakhstan** - Moscow, **Russia** - Durban, **South Africa** - Port Harcourt, **Nigeria** - Luanda, **Angola** - Edmonton, **Alberta** - Bakersfield, **California** - Anchorage, **Alaska** - Bogota, **Colombia** - Pyle, **Wales** - Denver, **Colorado** - Midland, **Texas**



## Core Values

Core Lab has five Core Values that represent and establish the way we treat each other and conduct our business and simply define “how we do things around here”. Every employee is expected to know and demonstrate these on a daily basis.



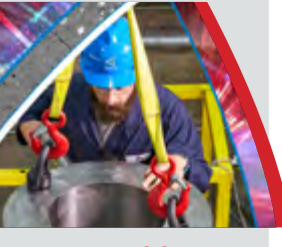
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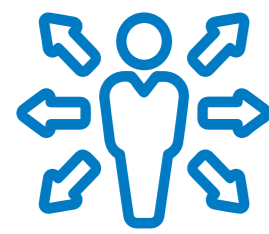
### Safety Awareness

We want our employees to feel empowered with a sense of personal responsibility for managing their own work through open communication and a “zero harm” culture. We are responsible for ensuring our practices are healthy and safe for everyone and environmentally sensitive as well.



### Honesty & Integrity

We endeavor to gain people’s trust by behaving consistently and acting in accordance with moral, ethical, and professional guidelines. We’re committed to treating everyone openly and fairly, with dignity and respect, regardless of our differences.



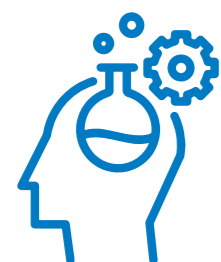
### Customer Focus

Our customers extend beyond clients, suppliers, and investors to include our colleagues and fellow Core Lab employees. It is important for us to work toward building and maintaining the highest levels of customer service and satisfaction internally as well as externally.



### Building Trust

The sustainability of our Company is based on the ability of our employees to build trusting relationships within their teams, their business network and the communities in which we operate. We do this by interacting with others in a way that promotes openness, respect and dignity, producing confidence in our intentions.



### Employee Development

Our Company is built on great people, doing outstanding work in often challenging environments. We are committed to investing in our people and celebrating our diversity because we know that leads to a stronger workforce, ready and willing to get the right results the right way every time.

We must be mindful of these values which connect each and every one of us as we work together to create and maintain a professional work environment. We do this by:

- Demonstrating openness and honesty, consistent behavior, and ensuring development opportunities are open to all
- Acting in accordance with moral, ethical, professional, and organizational guidelines as well as complying with local and national laws
- Displaying appropriate respect for others to establish effective relationships
- Exhibiting teamwork and leadership that promotes openness and trust and establishes confidence in our actions and intentions.





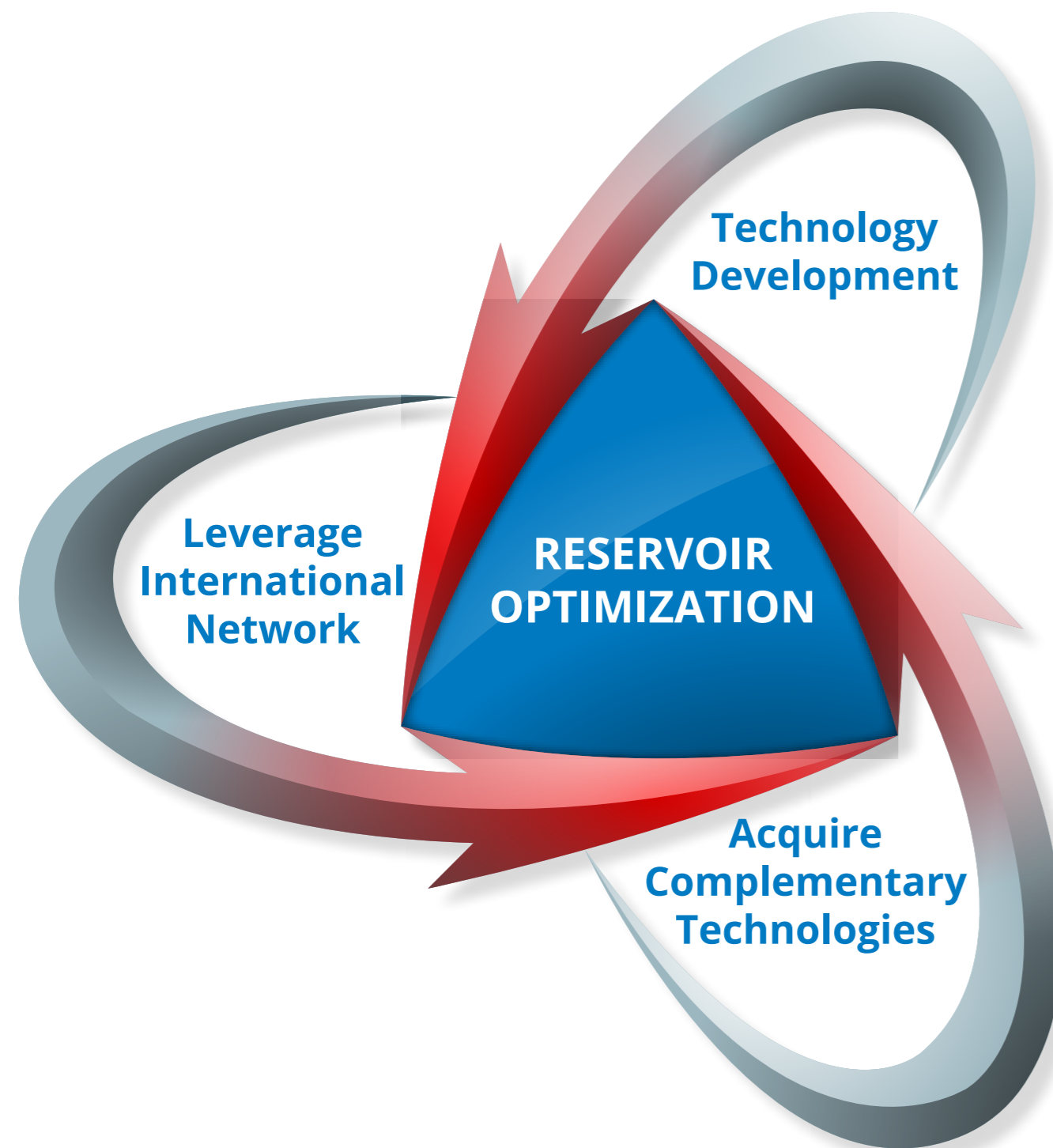
# About Core Laboratories

## Growth Strategies

Core Lab's success is captured through three strategies focused on meeting client needs through a combination of technology innovation and a high level of service and ethics.

- Continue development of proprietary technologies through client-driven research and development.
- Leverage our global network of offices to expand services and products offered.
- Acquire complementary technologies that add key market presence and enhance services and products.

To be able to accomplish these strategies, we rely on our employees' willingness and ability to think outside normal parameters and collaborate across departments and business units.



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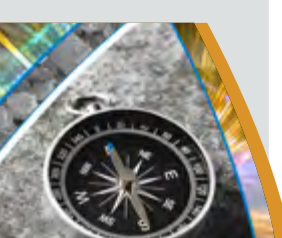
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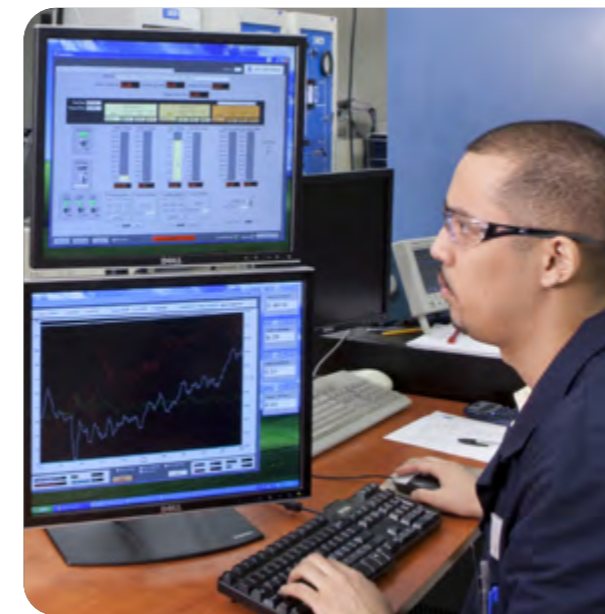
Health & Safety



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## Three Financial Tenets

Core Lab's Three Financial Tenets outline our focus on financial endeavors that enable Core Lab to provide the work conditions, programs, and other initiatives our employees enjoy on a daily basis. Through the Financial Tenets, we have followed a strict discipline to produce results for our employees, investors, and other shareholders. This disciplined focus has resulted in industry-leading results.

### 1 Maximize Free Cash Flow

Core Lab follows a strict discipline for allocating capital for investment in growing our business, which is focused on generating high returns and positive free cash flow. The quality of a company's earnings is typically supported with cash flow from operations, and value is created with the ability to generate cash flow in excess of what is required for capital investments to maintain and grow the business. We believe measuring the ratio of Free Cash Flow generated from revenue is an important metric for shareholders when comparing companies' financial results, particularly for those shareholders who utilize discounted cash flow models to assess valuations.

### 2 Maximize Return on Invested Capital

We believe that stock price performance over time is directly related to Return on Invested Capital (ROIC); therefore, we strive to have the industry leading ROIC through capital discipline and continued execution of key growth strategies. We believe that our commitment to this approach will result in a continued dominance of long-term share price performance by Core Lab versus other oilfield service companies.

### 3 Return Excess Capital to Shareholders

When conditions allow, Core Lab will return excess capital to our shareholders in the form of share repurchases, warrant settlements, dividends, and special dividends. We believe this is important because it allows us to reinvest in the Company while benefitting our investors.





# Sustainability at Core Laboratories

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10 Sustainability Steering Committee

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10 Stakeholder Engagement

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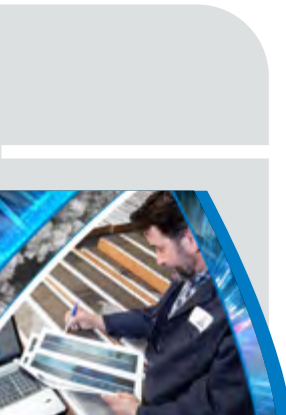
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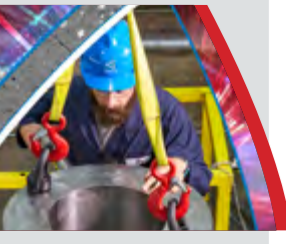
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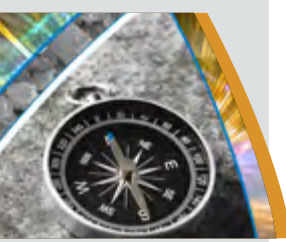
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## Sustainability

At Core Laboratories, our commitment to sustainability is evident in every aspect of our business and includes careful consideration of our social and environmental impacts and our dedication to conducting our work in accordance with the highest standards of ethics and corporate governance. Each and every day, we challenge ourselves to improve our performance in every way, through collaboration and innovation, providing outstanding customer service, and by striving to be excellent stewards of our people, our communities, our planet, and our business.

We take a methodical approach to sustainability that includes regular engagement with our stakeholders, a data-driven approach to defining the topics that are material to the sustainability of our Company, and alignment of the topics that matter to focus areas that we use to channel our efforts and energy.

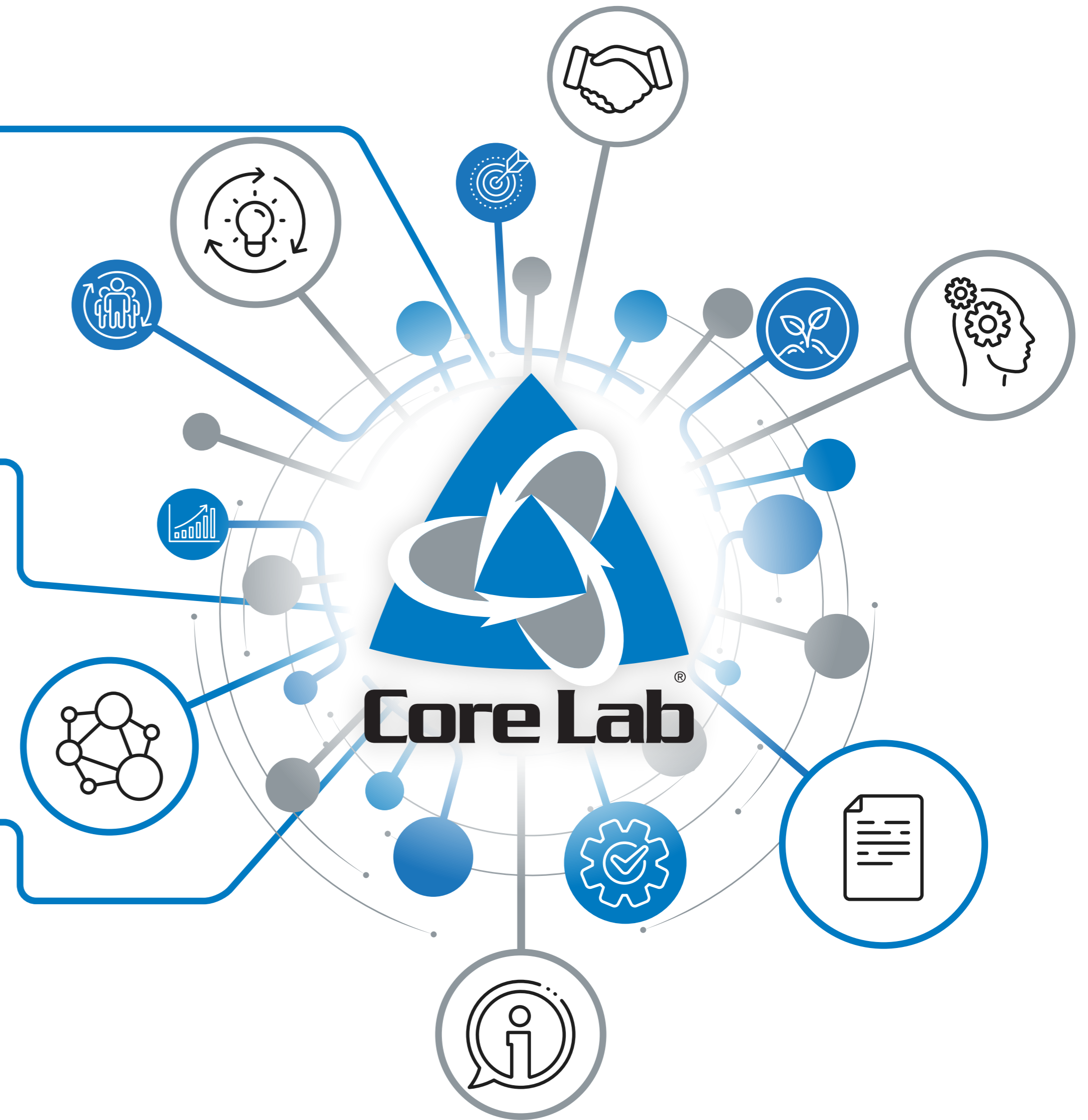
## Sustainability Steering Committee

The Sustainability Steering Committee manages enterprise-level sustainability strategy and performance and provides a structured advisory forum to identify, evaluate, and respond to sustainability related risks and opportunities for the Company. The Steering Committee is co-led at the executive level by our SVP of Corporate Development & Investor Relations and our VP of Corporate Sustainability & Energy Transition, and it includes subject matter experts from key business functions, including Human Resources, Safety, Legal, Compliance, Financial Reporting, Procurement, and Operations. The Sustainability Steering Committee provides regular communication and reporting on our strategy, initiatives, and progress to the Board of Directors, which represents the highest level of sustainability governance at Core Laboratories.

## Stakeholder Engagement

At Core Laboratories, we believe that a deep understanding of stakeholder priorities is critical to the identification of topics that are material to our Company, the development and successful execution of our business strategy, and our ability to manage risks, capitalize on opportunities, and foster innovation. We engage regularly, through a variety of channels, with stakeholders across our global value chain, in order to identify and unite common goals, achieve alignment of purpose, and to maintain an environment and culture of cooperation and collaboration where diversity of thought is valued.

Our engagement strategy includes ongoing communication with our clients, investors, employees and suppliers, as well as industry groups and associations, universities, and people in the communities we serve. The rhythm and methods of our engagement vary and include participation in industry and investor conferences and forums, client events and meetings, quarterly earnings calls and annual shareholder meetings, employee town halls, surveys, and development programs, collaborations and strategic alliances with industry organizations, clients and universities to advance knowledge and shared goals, and community-focused partnerships and volunteer opportunities.





## Materiality

Foundational to Core Lab's sustainability strategy and reporting efforts is the evaluation of material issues that have the potential to impact our business. Our analysis of materiality includes input from internal stakeholders, including Core Lab management and employees, as well as feedback from a broad spectrum of external stakeholders and guidance from sustainability reporting standards such as GRI and SASB.

In addition, for 2021 reporting, we augmented our approach to materiality analysis by using Datamaran®, a software tool that provides an AI-driven approach to identifying, prioritizing and monitoring ESG risks and opportunities in real-time. The Datamaran® methodology enables us to incorporate and prioritize input from a broad variety of stakeholders in an approach that is objective, robust and data-driven. Datamaran® enables us to continuously monitor the topics and issues that could impact our business, providing a critical, real-time approach to dynamic risks and opportunities. The tool also helps Core Lab consider the implications of double materiality, or the materiality of risks and opportunities that affect financial performance and long-term value, as well as our potential to create environmental, societal, and economic impacts. In our most recent assessment, the following topics and priorities were identified as material to our business.



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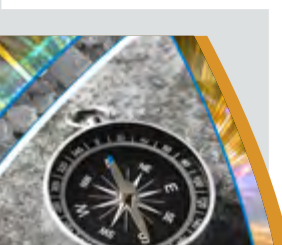
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### ▲ Employee Diversity & Inclusion

The processes and mechanisms we have and are developing to grow and maintain diversity in the workforce and ensure equal opportunities and treatment for all employees.

### ▲ Energy Reliability, Security & Management

Our consideration and management of the environmental and social consequences associated with energy use, including the access to affordable and reliable sources of energy and the impact that access has on quality of life. This topic includes our management of energy consumption, production, diversification, recovery, and reductions.

### ▲ Labor Practices

Our employment practices regarding internal and external workforce, compliance with regulatory regimes and internationally accepted labor standards, including minimum labor rights, employee benefits, fair compensation and worker-related CSR initiatives

### ▲ Workforce Management

Our processes that ensure that our organizational structure and workforce are functioning at their most productive levels, including processes around employee recruitment, retention, and development practices.

### ▲ Employee Health & Safety

Our safety performance and the mechanisms that we have in place to maintain a safe and healthy workplace environment, including protocols, training, work arrangements, and the physical and mental working conditions our employees are exposed to.

### ▲ Public Health Risks

This issue refers to major risks to public health, including the spread of infectious diseases, pandemics, the availability of vaccinations, and potentially deadly non-communicable diseases.

### ▲ Climate Change Risks & Management

The physical and transition impacts, risks and opportunities presented by climate change and the transition to a low-carbon economy and adaptation and resilience measures adopted by our Company.

### ▲ GHG Emissions

This issue refers to greenhouse gas emissions that we generate from activities under our control (Scope 1), from the energy we use and purchase (Scope 2), and from business-related activities that are created from sources outside our ownership and control (Scope 3). It further captures disclosures and practices around GHG emissions reductions and efficiencies.

### ▲ Business Model Resilience

Identifying and managing risks and opportunities connected to social, environmental, and economic challenges as part of business model planning.

### ▲ Customer Practices

How we address and manage the dynamics of customer expectations that affect satisfaction, loyalty and brand reputation, and the mechanisms to ensure our consumers are treated fairly and honestly during commercial transactions.

### ▲ Customer Privacy & Data Security

Our information technology practices that protect proprietary and private information, critical information systems and networks from security breaches.

### ▲ Ethical Corporate Behavior

The code of conduct and principles that guide the strategic and operational management of our business, including the management of risks and opportunities associated with ethical considerations, lawful behavior, and compliance practice.

### ▲ Governance Structures & Mechanisms

The mechanisms, procedures, and rules concerning the our internal control, supervision, reporting, and decision-making systems.

### ▲ Human Rights

Our belief that fundamental rights and freedoms are inherent to all human beings and our efforts to uphold these rights and ensure they are able to live and work with dignity, freedom, equality, justice, and peace.

### ▲ Innovation & Technology

Our development and use of advanced technologies and digital innovations to generate new business products and services and improve our clients' experience and satisfaction.

### ▲ Sourcing Efficiency & Management

Our increasing commitment screen, monitor, and track supplier performance against one or more ESG dimensions, and to manage supply chain risks concerning supply shortages or disruptions.

### ▲ Transition to Renewables and Alternative Energies

The transition from a predominantly fossil fuel-based energy production and consumption to renewable and alternative energy sources and the associated impacts and opportunities for our business.

### ▲ Transparency

Our comprehensive management of corporate communication through the systematic recording, reporting, transmission of information and analysis of corporate developments, performance and management.

- ▲ People & Communities
- ▲ Health & Safety
- ▲ Environment & Climate
- ▲ Governance



## Sustainability Strategic Pillars

To ensure we are purposefully making progress in sustainability, there must be clearly identified focus areas that help us understand where and how to direct our energy and effort. At Core Lab, these focus areas are represented by our Sustainability Strategic Pillars. The Sustainability Strategic Pillars were identified through industry research, stakeholder engagement, our analysis of materiality, and guidance from our Board of Directors. They outline the four areas where we can create positive impact for people, the communities we serve, and the environment.



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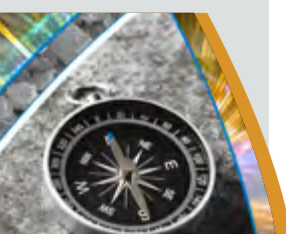
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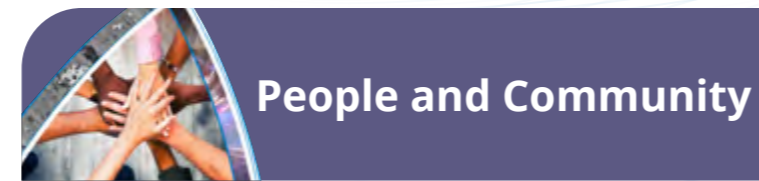
Health & Safety



Environment & Climate



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### People and Community

We value our employees and are committed to creating a work environment of acceptance and wellbeing by providing resources that enhance the work experience of our people while developing them for the future. Likewise, we care about being a good neighbor today and into the future and focus on building long-lasting relationships within local communities all over the world.

#### During 2021 and into 2022, our focus is on:

- Establishing our fundamental principles for ensuring our ability to attract, engage, and retain a diverse workforce.
- Building future industry talent through STEM and other outreach opportunities.
- Enhancing the well-being of communities where we do business through our Core Lab Cares community outreach.

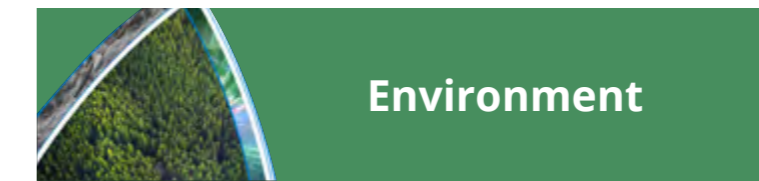


### Health and Safety

We are committed and accountable for promoting a culture focused on the health and safety of people and take proactive approaches in identifying and managing risks through recognition, evaluation and education.

#### During 2021 and into 2022, our focus is on:

- Protecting the health, lives and security of our employees, and those around us, by carefully assessing and mitigating risks in our business.
- Eliminating injuries from the work environment by continually providing training and education; systematically identifying risks, addressing them, and following up to closure.



### Environment

We strive to be recognized as a responsible business, committed to reducing impact on the environment in all business activities. It is our policy to conduct our business in a manner uniform with applicable environmental regulations. In areas where environmental regulations do not exist, we exercise practical care in efforts to protect employees and preserve the environment.

#### During 2021 and into 2022, our focus is on:

- Reducing emissions from base year, 2018 50,748 tCO<sub>2</sub>e.
- Reducing energy consumption through targeted reductions and sourcing energy from renewables when available.



### Governance

Throughout our longstanding history, we have built a strong reputation among our employees, clients, communities, and investors. The principles of integrity and ethical conduct are paramount in everything we do, and we fully embrace these principles responsibly. Our continued success depends on our focus on integrity, ethics, and high standards that help us achieve the right results the right way.

#### During 2021 and into 2022, our focus is on:

- Reinvigorating awareness and commitment to our Core Values through a multi-format campaign.
- Maintaining commitment to our Code of Ethics, including areas of conducting business legally and ethically, showing respect for others, recognizing our corporate responsibility, providing a healthy and safe work environment, and protecting information and assets.
- Providing conduits for people to express concerns or raise issues through our Grievance Policy, Investigation process, and confidential Helpline and eventually, Compliance Advocates.



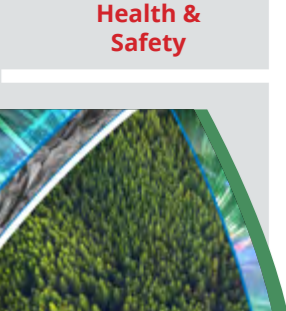
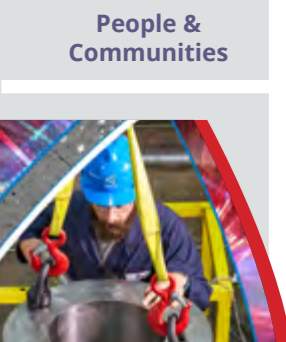
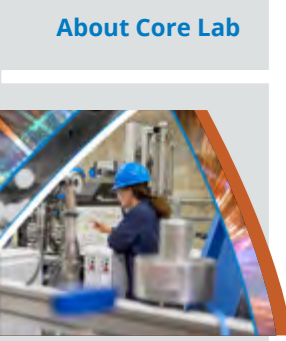
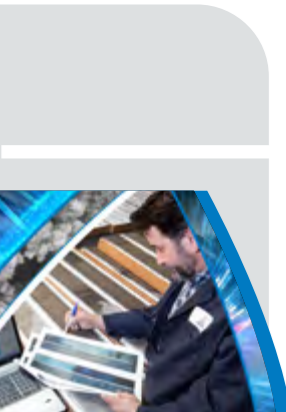


# People & Communities

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The beliefs that we hold dear are reflected in the way we treat our people and the communities in which we operate. We believe that the more our people feel valued, supported, and encouraged, the more likely they are to feel aligned to our business goals and motivated to contribute to our success. We would not be the company we are today without our talented network of employees, and it is critical that we demonstrate to them the importance of their contributions and value.

Likewise, Core Lab cares about being a good neighbor today and into the future. We focus on building long-lasting relationships within local communities all over the world through contributions of resources and the involvement of our people. Through our commitment to community, we are building an infrastructure of support that will lead to the wellbeing and sustainability of generations to come.

Our Board of Directors plays an active role in guiding our focus and identifying initiatives to pursue regarding the welfare of our people and communities. The Compensation Committee provides oversight of our Named Executive Officers' compensation and benefits packages while the Executive Benefits Committee conducts a general review of our employee compensation and benefits plans to ensure that they are properly designed to meet employee needs and corporate objectives. The Nominating, Governance and Sustainability Committee advises on programs related to STEM, DEI, culture, and talent management.

In this section we will outline areas and initiatives designed to strengthen our commitment to our people and communities through our People Program, our efforts around Diversity, Equity and Inclusion, and our Core Lab Cares community outreach activities.

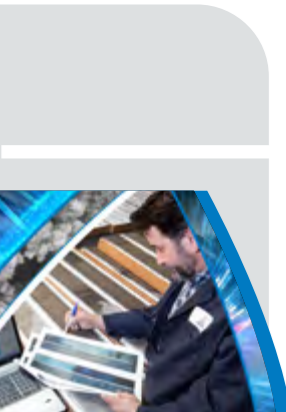
## Our People Program

At Core Lab we value our employees and are committed to creating a work environment of acceptance and wellbeing and one that is conducive to collaboration and innovation. We work hard to provide resources that enhance the work experience of our people while developing them for the future. To assist in this effort, Core Lab has created our People Program. Our People Program establishes Core Lab's fundamental principles for ensuring our ability to attract, engage, and retain a workforce with the right skills, attitudes and behaviors. Based on our Core Values, Growth Strategies and Three Financial Tenets, and in alignment with our Guiding Priorities, the program outlines a comprehensive approach to our relationship with each employee at all stages of the Employee Life Cycle.



Our Employee Life Cycle is used to identify and express the various and most important stages that an employee goes through as they engage at Core Lab.





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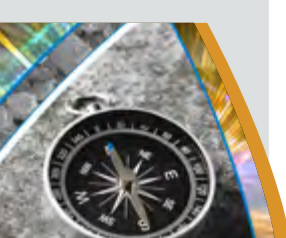
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## Recruit

To ensure we have a diverse employee population reflective of our communities and client base, we've implemented recruiting practices that support and encourage the hiring and retention of diverse talent. At Core Lab we believe a diverse team makes a better team because, through diversity, we acquire a variety of perspectives that lead to increased creativity, and innovation. People who feel free to participate in work activities as themselves lift their productivity and improve performance for the team.

The first step to increasing the diversity of our employee population is increasing the number of diverse individuals in our applicant pools. This is done through targeted networking and outreach designed to build meaningful relationships with organizations, groups and universities that can assist in getting job openings in front of an array of applicants.

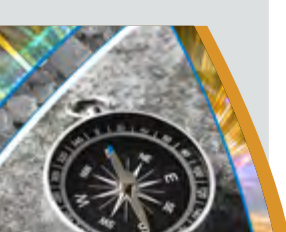
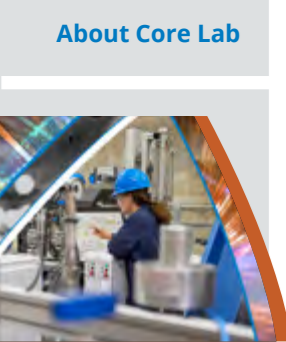
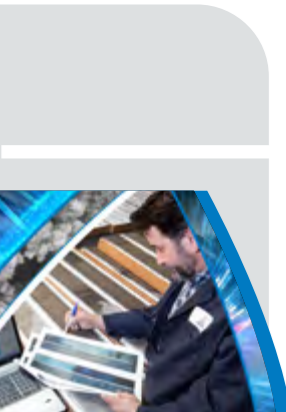
Simply expanding our outreach to build diverse applicant pools isn't enough. We must also focus internal efforts to increase awareness in hiring decisions. To assist with this, we provide a set of tools to guide our managers in the hiring process:

- Interview and Talent Selection training
- Equal Opportunity e-learning with material on Unconscious Bias
- Interview Guides for key positions to create a unified way of interviewing and selecting the best qualified candidates

2021 New Hire Metrics		
METRIC	NUMBER	PERCENTAGE
Total	314	Not applicable
Male	227	72%
Female	87	28%







## Develop

We believe the sustainable value of our organization is built as a result of great people doing outstanding work in often challenging environments; therefore, in 2020, we formalized our commitment to our people through the introduction of Employee Development as a core value. In 2021, Core Lab remained committed to the importance of this value by offering a wide range of technical and non-technical development opportunities to our people.

Core University is our main vehicle for driving formal learning for the development of our people and constitutes our corporate and Business Unit training and development activities. Under Core University, employees have an opportunity to grow both their technical and leadership capabilities through an array of learning opportunities that include classroom based and online training.

As part of Core University's 2021 technical offerings, we developed and launched 9 modules supporting technical education in petroleum fundamentals, covering an introduction to all the underpinning technical and scientific knowledge requirements of our fluids business. Every module includes a randomized multiple-choice knowledge assessment at the end, drawn from a larger question bank. With a mark of 80% required to pass, we can validate knowledge transfer and continue to improve the learning experience as we deploy these modules.

### Training Hours (Leadership and Technical)

METRIC	2021
Total	12,589
Male Employees	9,418
Female Employees	3,171
Executive/Senior Management	1,458
Mid/Other Management	1,553
Individual Contributors	9,578
STEM Roles	6,899

Beginning in 2020 we adapted our traditional in-person leadership development to an online platform that supported continued leadership development and offered essential skills to engage leaders in real time challenges across our global footprint. Based on both the success of participation in the online platform and the continued pressures from COVID-19, we maintained this effort through 2021.

### Training Hours (Online)

METRIC	2019	2020	2021
Total	2,266	9,275	9,820
Male Employees*	-	-	7,314
Female Employees*	-	-	2,506
Executive/Senior Management*	-	-	1,183
Mid/Other Management*	-	-	1,253
Individual Contributors*	-	-	7,384
STEM Roles*	-	-	5,222

\*New 2021 Metric





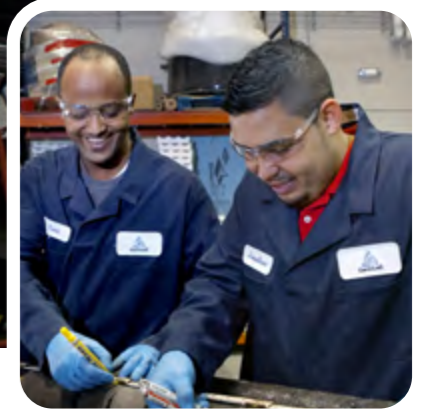
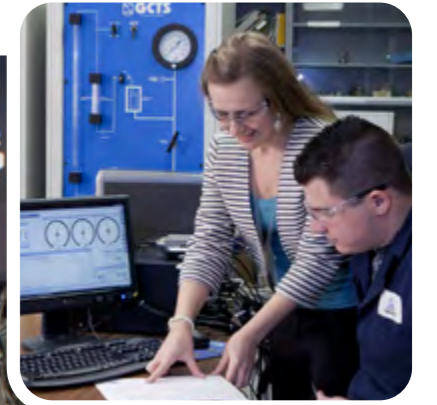
# People & Communities

Recognizing a need within our business for targeted development, we launched specific in-person and virtual training that focused on 3 main areas: Employee Engagement, Employee Development, and Customer Engagement. This led to the creation of the “Presenting with a Purpose” workshop series covering training, practice, coaching and feedback that helped teams move from good to great with their presentation skills. We also added specific Employee Engagement training for a group of managers, establishing key metrics that drive better engagement with our people.

We also further embedded and developed our leadership essentials trainings, covering Development Planning & Resources, Managing Change & Employee Engagement, and Ongoing Feedback & Coaching.

## Training Hours (Leadership Essentials Series)

METRIC	2021			
Training Hours	Presenting with Purpose	Development Planning & Resources	Managing Change & Engagement	Ongoing Feedback & Coaching
Total	260	119	130	42
Male Employees	220	85	78	31
Female Employees	40	34	52	11
Executive/Senior Management	20	7	66	3
Mid/Other Management	50	39	52	21
Individual Contributors	190	73	12	18
Since Launch	-	250	364	198



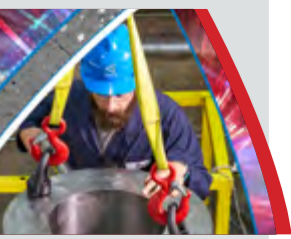
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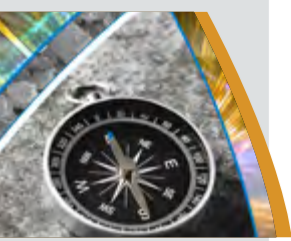
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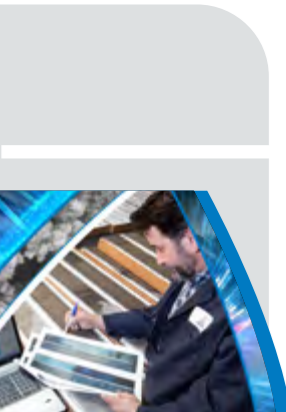


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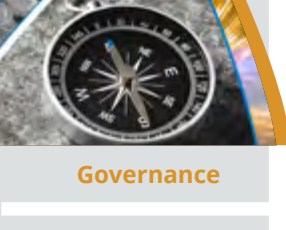
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## Perform

Core Lab's annual Performance Management cycle is an ongoing process that enables managers and employees to collaborate throughout the year to set performance goals and development objectives that align to business objectives. This process is designed to help employees understand where they add value to the organization, provide focus on and discussion around career aspirations, and reward employees for high performance. In 2021, we saw outstanding response to both goal setting as well as Performance and Career Development reviews.



Continuous identification of potential talent is of critical importance to us; therefore, during 2021, we set a strategic goal of identifying our employees with technical and leadership talent. To accomplish this, at the start of the year, we updated our existing Talent Assessment and Succession exercise to expand its reach within our business beyond the previous focus on only those identified as successors to critical positions.

The assessment focused on high performers as well as recent hires at every level in our Company, from Individual Contributor to Business Leader. Selected participants were assessed against performance, promotion potential, readiness, business impact and leadership competencies. This approach allowed us to take data driven development actions in both leadership and technical roles and ensures the building of our bench through supporting our long-term employee engagement and value proposition activities.

Assessing a greater number of our people provides a deeper understanding of our bench strength and helps us create custom development opportunities and retention programs.

### 2021 Performance Goals

METRIC	Number	Percentage
Total	2823	83%
Male Employees	2088	74%
Female Employees	735	26%
Executive/Senior Management	259	9%
Mid/Other Management	330	12%
Individual Contributors	2234	79%
STEM Roles	1618	57%

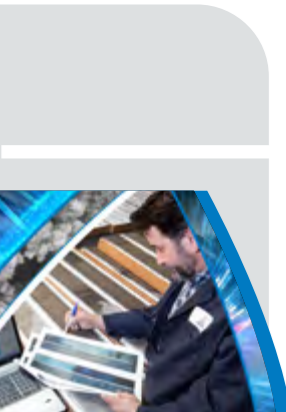
### 2021 Performance and Career Development Review

METRIC	Number	Percentage
Total	3060	90%
Male Employees	2278	74%
Female Employees	782	26%
Executive/Senior Management	279	9%
Mid/Other Management	358	12%
Individual Contributors	2423	79%
STEM Roles	1767	58%

### 2021 Talent Assessment

METRIC	Number	Percentage
Total	1557	46%
Male Employees	1124	72%
Female Employees	433	28%
Executive/Senior Management	165	10%
Mid/Other Management	198	13%
Individual Contributors	1194	77%
STEM Roles	876	56%





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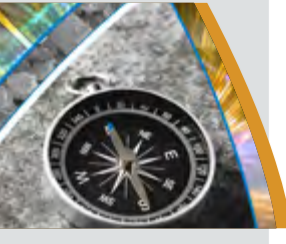
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## Reward

Our Total Rewards approach is aligned to our business strategy and country-specific market influences. This enables us to offer competitive compensation and benefit programs in each country where we operate.



We take care to ensure our employment practices are fair and impartial by providing payment of wages and benefits that comply with applicable laws and regulations. We also provide safe and healthy working conditions for our employees in accordance with health and safety laws and our policies. A safe and healthy workplace not only protects us from harm but also builds trust, prevents costly accidents, and enhances the Company's reputation as a responsible corporate citizen.

During 2021, we started the process of reviewing our Global Job Framework. This foundational project, when formally implemented, will enhance the alignment of reward and talent management programs across businesses. The project allows us to better align jobs based on the types of work performed, creating an integrated framework for our Company and our employees, aligning jobs located in multiple regions or across different lines of our business. As we progress, it will provide an improved basis for carrying out fair pay analysis and will drive consistency and efficiency among HR policies and practices globally. Furthermore, the project embeds our commitment to employee development by making it possible to more easily identify and provide pathways that will unlock the potential and performance of our people.



## Re-Assign

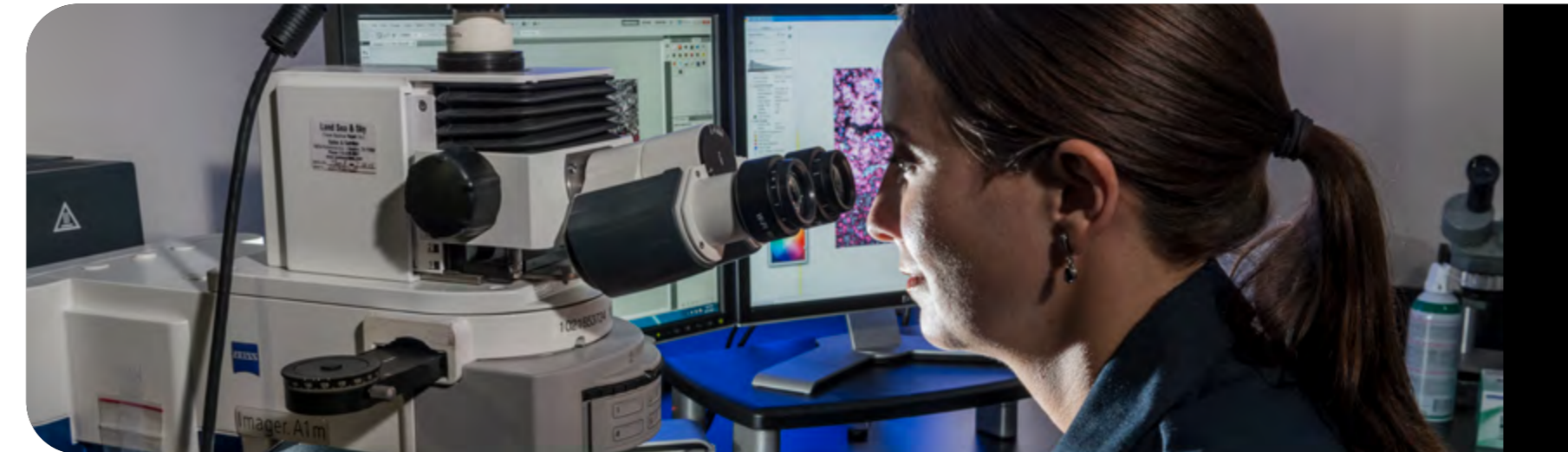
The nature of our business is primarily project-based. This means our work force levels and needs will fluctuate depending on the level of work in each of our locations. To ensure a proper workforce to maintain our competitive advantage and, when possible, to ensure employee development and career progression, Core Lab will enlist several forms of reassignment such as, transfer, promotion, and termination or dismissal.

### Total Employee Attrition

METRIC	Number	Percentage
Total	538	16%
Male	417	12%
Female	121	4%

### Voluntary Employee Attrition

METRIC	Number	Percentage
Total	444	13%
Male	350	10%
Female	94	3%





## Communication

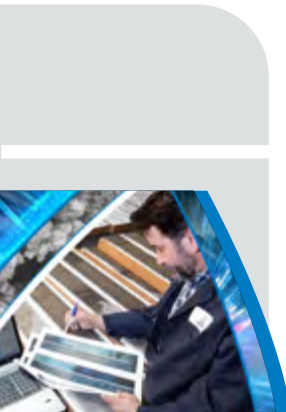
We are a people driven company. Without the hard work and dedication of our talented people, we would not be as successful as we are today. To keep our people engaged, focused and moving in the right direction, it is important to keep them informed. To that end, we are committed to providing as much communication as we can, because we believe that the more they feel engaged and informed, the more aligned they'll be to our business and goals, and the more likely they'll be to invest and contribute to our success.

To aid us in this effort, several years ago we launched CoreConnect, a communication initiative to drive connection and engagement between our global employees and executive leadership. Our original CoreConnect communication was through our CoreConnect Newsletter. The CoreConnect Newsletter is a quarterly publication that goes out to our 3,385 employees. Within its pages, employees can find information about the state of our Company, partnerships with clients, product innovations, involvement in community service, and tips on health, wellness, safety, and cyber security, among other topics. All of the content comes directly from our employees.

In addition to the newsletter, we recently added our CoreConnect Podcast to the CoreConnect communication portfolio. Podcasts have become a way for the Core Lab executive leadership team to engage employees while addressing common questions and providing Company updates. Leading up to a podcast, employees are encouraged to submit questions and comments for inclusion and discussion. This has become a great way for employees to have their voice heard and receive feedback to their most pressing questions.

Internal communication is important and helps our employees feel connected and informed; likewise, it is important to communicate externally as well. Several years ago, we launched our corporate Core Lab LinkedIn page. Through LinkedIn, our vision is to attract, connect and engage in a meaningful way, not just with employees, but with customers, investors, the global community and future talent by sharing the Core Lab story through this social media platform. Social media usage is one of the most popular online activities and is a powerful tool for connecting with multiple populations. We want to grow our social media following to share all the great things we accomplish.

Our CoreConnect Newsletter, Podcast and LinkedIn page have been instrumental methods for dissemination of information as well as promotion of activities, awards and outreach. They are well received by employees and greatly benefit the overall culture. We are excited to continue this path of communication as we continue to look for more ways to share information.



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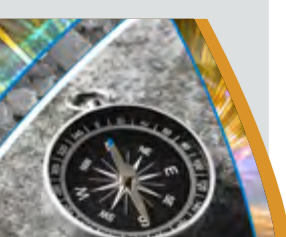
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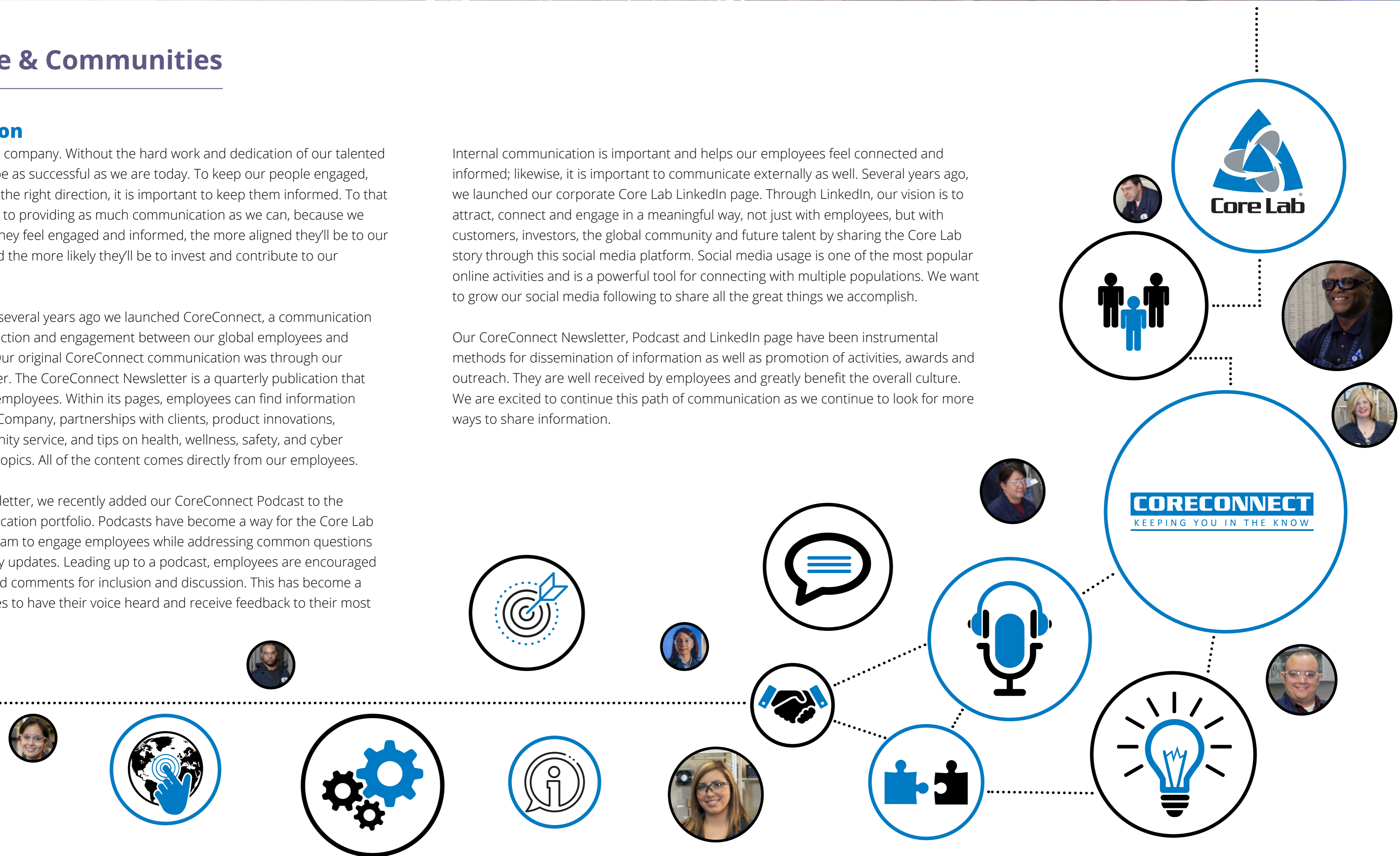
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## Our Diversity, Equity and Inclusion

Being a company with a global footprint carries a responsibility for recognizing and celebrating the characteristics that make all our people unique and different. We want to create an environment where everyone feels valued and appreciated because we believe it is through our differences that we find strength in innovation and a creative spirit that leads to ingenuity and out-of-the-box thinking.

## Equal Opportunity and Anti-Harassment

Core Lab is an equal opportunity employer. It is our goal to cultivate the richness of diverse backgrounds, perspectives, experiences, and skills that make up our culture of unity and global community. To this end, it is Core Lab's policy to treat everyone with dignity and respect, and without discrimination, while providing positive, productive and supportive work environments.

Throughout our global operations, Core Lab supports a zero-tolerance position on discrimination and is committed to providing equal opportunity to all employees and applicants for employment without regard to race, ethnicity, color, national origin, religion, creed, gender, sexual orientation, marital status, ancestry, disability, age, political affiliation, or any other legally protected status in accordance with local labor laws and regulations.

Likewise, Core Lab enforces a position of zero-tolerance on harassment and unprofessional behavior. Harassment and unprofessional behavior infringe on an individual's right to a comfortable work environment, and are forms of misconduct that undermine the integrity of the work relationship. Everyone should enjoy a work environment free from all forms of harassment and unprofessional behavior. No individual should be subjected to unsolicited and unwelcome comments or conduct.

For us, this means promoting a work environment that encourages trust, mutual respect, support, honesty, accountability, and responsibility.



## Diverse Workforce

Our talented workforce is as diverse as our business presence, being represented on 6 continents in more than 50 countries around the world. We have 3,385 employees and speak over 30 languages. Each one of us is different, bringing our own experiences, backgrounds and perspectives to the workplace.

Developing and retaining a diverse workforce provides us with a sustained competitive advantage. We recognize that a diverse mix of backgrounds, skills, and experiences drives new ideas, products, and services and enhances our ability to partner with each other and with our customers. We have established programs to attract, develop, and retain our highly talented workforce that is representative of the regions in which we operate.

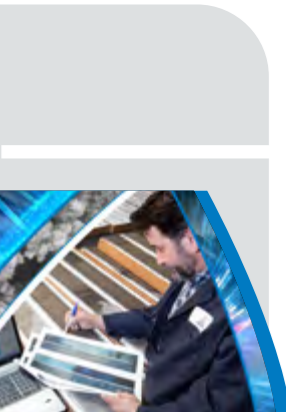
### Women at Core Lab

METRIC	2019	2020	2021
Global Population	23%	25%	26%
Executive/Senior Management	17%	11%	11%
Mid/Other Management	19%	29%	32%
Individual Contributors*	-	-	26%
STEM Roles	39%	31%	22%

### Age Diversity at Core Lab

METRIC	2019	2020	2021
Under 30*	-	-	6%
30-50*	-	-	59%
Over 50*	-	-	35%

\*New 2021 Metric



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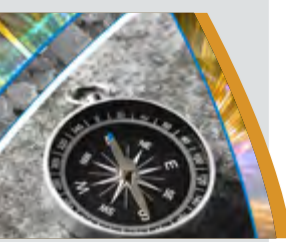
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## Diversity Outreach

Recognizing that the achievement of meaningful diversity, equity and inclusion goals requires continued attention and movement, Core Lab employees have participated in many diversity focused organizations and programs throughout the year. Some examples include:

In 2020 Core Lab joined the Greater Houston Women’s Chamber of Commerce. Since that time, we have been involved in their Education Committee and participated in their “Love What You Do” mentor program. As part of the program, female high school and college students shadow a professional in a career related to their field of study and network with women who have expertise, advice and unique insights to share. The program provides these girls an opportunity to learn, grow, and envision a brighter future for themselves while building a future pipeline of talent for our industry.



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*Spending this time with Isabella was a rewarding experience for us both. She was able to see the relevance of what she is learning in school by taking the theory of data science and aligning it with the real-world application. And for me? Isabella has motivated me to not become complacent and continue my education in Data Science as well.*

**Jasmine Langston | Project Manager II**  
Core Lab Mentor in the GHWCC “Love What You Do” Mentor Program

We extended our belief in the power of mentoring through participation in the Women’s Energy Network’s “Young Women Energized” event. Female high school students from around the Houston area had the opportunity to hear from five Core Lab female leaders as they shared about career planning in the areas of Science and Engineering, the influences that led to their interest in STEM and their experiences that continue to shape their career journeys even today.



”

*STEM education is critical to the long-term success of the energy industry. It fosters scientific thinking and a problem-solving mindset, much needed for satisfying ever growing and evolving global energy demand. It was wonderful to interact with the future leaders in STEM.*

**Swathika Jayakumar | Regional Engineering Advisor**  
Core Lab presenter in the WEN “Young Women Energized” event



For the 5th year in a row, Core Lab was recognized by the Bloomberg Gender Equality Index for transparency in gender-data reporting across pillars: female leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies, and pro-women brand. To be included in the index reflects a company’s achievement or adoption of best-in-class statistics and policies around gender equality.

## Supplier Diversity

As recorded in our Supplier Code of Conduct, Core Lab is committed to supporting economic development efforts with diverse suppliers to the extent that jobs may be provided, entrepreneurship may be advanced and useful goods and services may be produced at competitive prices. We expect the suppliers we do business with to adhere to similar principles and to support and develop supplier diversity programs within their organizations.

## Shifting Focus: Turning Differences into Strengths

At Core Lab we know that focusing on the inclusion of our diverse workforce is essential to the health and sustainability of our organization because it leads to greater engagement, teamwork, performance and innovation. Therefore, in 2020 we began our CoreConnect Newsletter series “Shifting Focus: Turning Differences into Strengths”. Each quarter, the series highlights a different Core Lab employee and their contribution to creating a work environment that is supportive of diversity and inclusion.

With an overwhelmingly positive response to the series in 2020, we continued it into 2021. The Core Lab workforce has a variety of ages, cultures, races, religions and genders, each with differences in experiences, expectations, styles and perspectives that can be sources of strength and innovation when we shift our focus toward openness, acceptance, and collaboration. We’ve been encouraged and honored to share their stories and shift the focus.



## Core Lab Cares, Our Community Outreach

The Core Lab Cares Community Forum is a network of committees, positioned in our different locations around the world, focused on community involvement. Each location takes action to identify local needs and coordinate employee participation. Through our Core Lab Cares Community Forum, Core Lab has been able to support local communities all over the world with contributions of resources and the involvement of our people.



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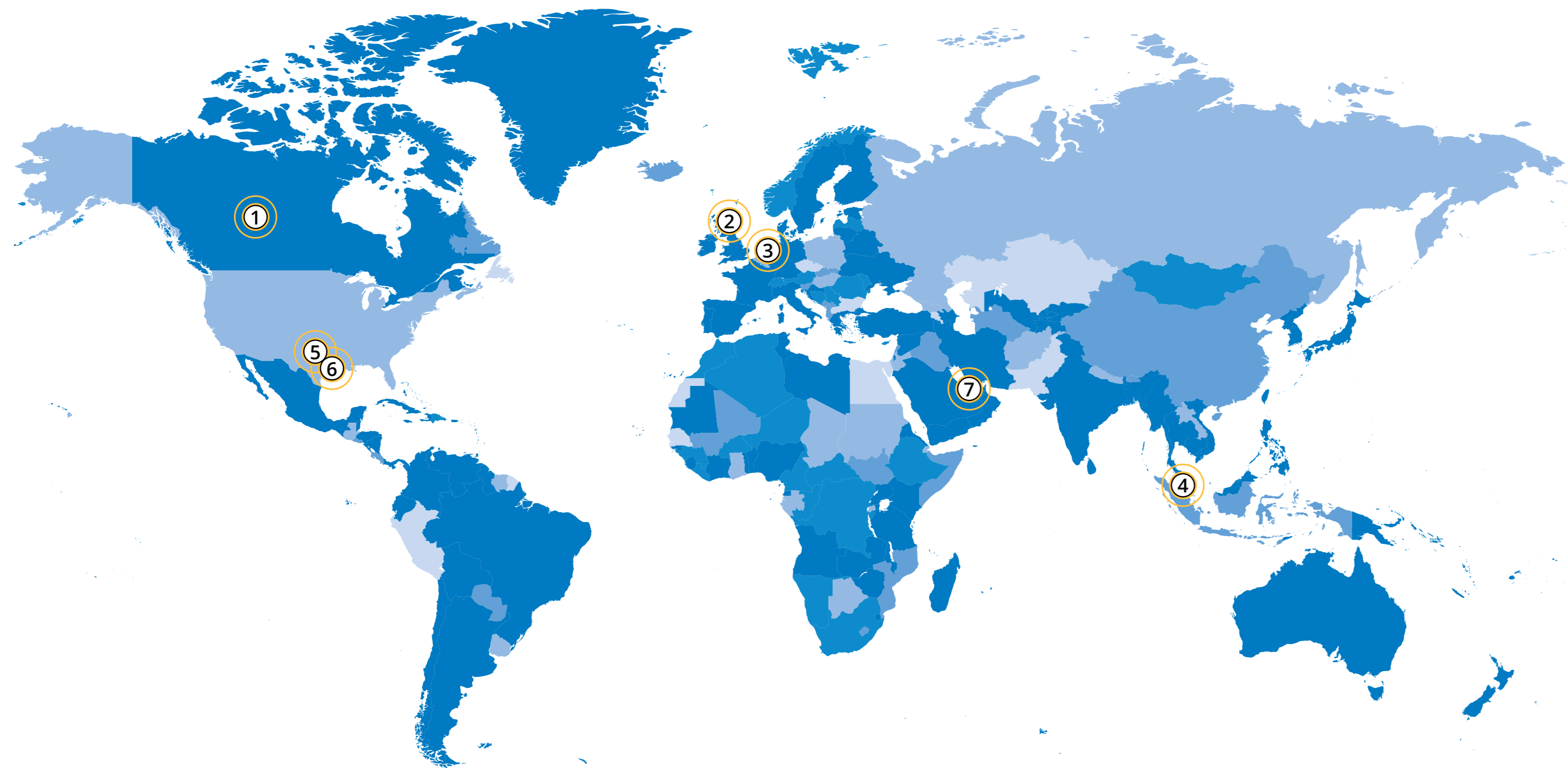
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①

Employees in **Alberta, Canada** sponsored a 50/50 raffle which splits the proceeds raised between the raffle ticket winner and a charity of the winner's choice. \$1100 dollars were raised with \$550 benefitting the Alberta Children's Hospital.

②

In **Aberdeen, Scotland** employees made donations of baby clothes, kid's clothes, and adult clothes to help the non-profit organization, Homestart.

③

The **Netherlands** team continued their support of JetNet, a partnership that helps schools enhance the appeal of their science curriculum. Several Core Lab employees participated with guest lectures and presentations on various science related topics.

④

Our team in **Selangor, Malaysia** raised money to support two employees who lost their homes in severe flooding.

⑤

In **Godley, USA**, employees held their annual "Pie in July" event to raise money to help buy Christmas gifts for children who normally would not receive Christmas presents.

⑥

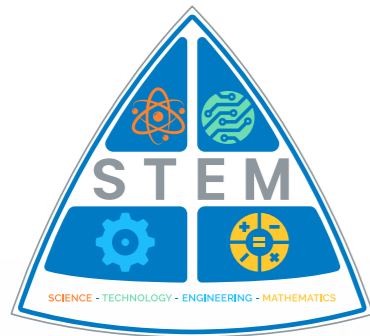
Our **Houston, USA** team has a focus on supporting the Veteran community. In 2021, they continued support of the PTSD Foundation of America's Camp Hope with a \$2,000 donation and volunteer hours. They also continued their support of the Faces of Freedom: Freedom Service Dogs program. This year raising \$240k, providing seven Freedom Service Dogs for veterans. New to the Veteran outreach was support of Soldiers' Angels "Treats for Troops" in which Houston area employees donated 60 lbs. of leftover, unused Halloween candy to be shipped overseas to military personnel.

⑦

Employees in the **United Arab Emirates** collaborated with the Emirates Red Crescent to collect donations of food and clothing for orphans and people in need.



## Strides in STEM



Science, Technology, Engineering, and Mathematics are ever evolving and expanding fields that require the ability to continually learn and adapt to new innovations, discoveries, and challenges. Supporting STEM education helps to build the talent pool of tomorrow, which is critical to the long-term success of the industry. Core Lab is making great strides in this area. Some examples of our efforts include:

For close to **15 Years** Core Lab has supported the IPAA/PESA extern program where high school students gain insight and experience in the oil and gas industry through hands-on activities and projects at participating Company facilities. Because of the COVID-19 pandemic, this rewarding program was put on hold, and the IPAA launched the National Energy Academy in its stead. The National Energy Academy is a virtual, student-led organization designed to connect high school students from around the United States with industry leaders who share their experience and insight related to the energy sector. To aid in the successful launch of this program, not only did Core Lab pledge financial support of \$5,000, but we also had the honor of providing the inaugural guest speaker.

For **10 Years** Core Lab has hosted a group of graduate and undergraduate students from the University of Houston's Petroleum Engineering Department. This year's group had the opportunity to tour our labs and receive an overview of why the testing is performed, how the data is used by engineers, how best to optimize production, and how to identify any flow assurance issues that may inhibit production within the life of the reservoir. With this, the students are able to make better connections between the material they learn in class and how it is used in the industry.

Continuing our work with the University of Houston, we partnered with the College of Natural Sciences and Mathematics to help students learn how to identify and classify rocks in their petrography class, which became a challenge during the remote learning that was necessary because of COVID-19.



photo of the University of Houston Students

For the first time in 2021, we participated in the Women's Energy Network's "Young Women Energized" event. Female high school students from around the Houston area had the opportunity to hear from five female Core Lab leaders as they shared about career planning in the areas of Science and Engineering, the influences that led to their interest in STEM and their experiences that continue to shape their career journeys today.



”

*I was delighted to participate in this event on behalf of Core Lab. Supporting STEM education today ignites the thinkers of tomorrow and helps foster talent for the future of our industry.*

**Lindsay Roe | Vice President Business Development**  
Core Lab presenter in the WEN "Young Women Energized" event



**Swathika Jayakumar**  
Regional Engineering Advisor



**Shrav Chriss**  
International Business Development Representative



**Stacy McWhorter**  
General Manager



**Amber Tarol**  
HR Manager



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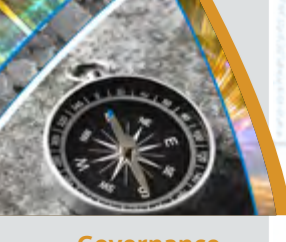
People & Communities



Health & Safety



Environment & Climate



Governance

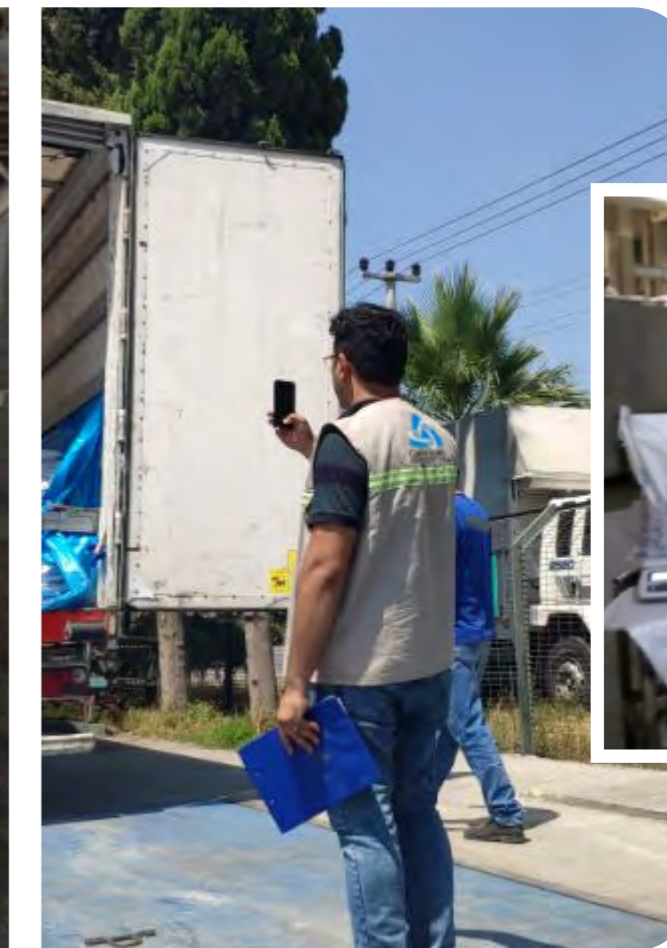


## Fighting Food Insecurities

Food insecurity affects people in every part of the world. In 2020, between 720 and 811 million persons worldwide were suffering from hunger, as many as 161 million more than in 2019. The continuation of the COVID-19 pandemic in 2021 prolonged its devastating impact on food supply and availability in many countries. Recognizing that we could help fight this growing situation in our own communities, Core Lab invited employees around the world to participate in the Company's global food donation program, "Pack the Pantry". During the month of July, employees donated a half a ton of food and raised \$2,251.30 in donations, providing approximately 6,750 meals.



”  
**Employees donated what totaled half a ton of food and raised \$2,251.30 in monetary donations, an average of 6,750 meals**



We have proudly supported the UN World Food Programme (UN-WFP) for several years. The World Food Programme is the food-assistance branch of the United Nations and is the world's largest humanitarian organization focused on hunger and food security. For this program, we provide third party quality inspections of food shipments destined for areas where access to food is difficult and severe humanitarian conditions require immediate action. UN-WFP goods purchased from Turkey and inspected by Core Lab in 2021 totaled 626,610.59 MTons in 105 shipments/tenders. The recipient countries of food aid in 2021 included Palestine, Syria, Yemen, Afghanistan, Libya, Lebanon, Algeria, Ethiopia, South Africa, Mozambique, Madagascar, Venezuela, Tajikistan, Djibouti, Somalia, Kenya, Togo, and Cameroon.

”  
**In 2021, Core Lab inspected 626,610.59 MTons in 105 shipments/tenders, benefiting 17 countries**



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## Health & Safety

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8 DECENT WORK AND ECONOMIC GROWTH





At Core Lab, we are committed and accountable for promoting a culture focused on the health and safety of people and the environment, and we take proactive approaches to identifying and managing risks through recognition, evaluation and education. Our Safety Core Value and our “zero-accident” culture empower our people and foster within them a sense of responsibility for managing their own work environment.

Our health and safety programs are directed by our Corporate Safety Officer and, along with the resultant performance by each business unit, are reviewed by our Global Operations Executive Committee. This committee is chaired by the Company’s Chief Operations Officer and includes the presidents of all business units along with the Corporate Safety Officer and other corporate executives.

In this section we will outline our health and safety programs, focusing on our continued response to the COVID-19 pandemic, our global QHSE efforts, and other programs and safety statistics.



## COVID-19 Response

When the pandemic began in early 2020, the world was not prepared to respond to the widespread, deep-reaching, and ever-evolving challenges presented. However, as a socially responsible organization dedicated to the health, welfare, and sustainability of our people and communities, we knew we had to find a way to respond quickly and with care while still striving to meet the needs of our clients and shareholders.

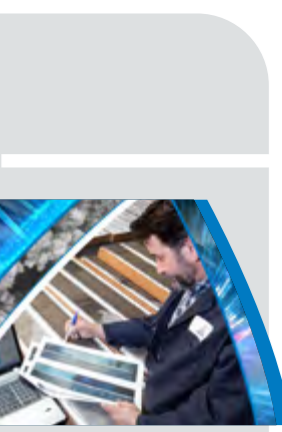
As the pandemic has continued far beyond what any of us foresaw, Core Lab has remained vigilant in our commitments to making health and safety a top priority in all our facilities. To accomplish this, we adopted several health and safety precautions to ensure that our employees, clients, suppliers, and anyone visiting our facilities felt safe.

### Safety measures included:

- 1 – Increasing the cleaning and sanitation practices at all of our facilities around the world.
- 2 – Requiring facial covering, social distancing and hygiene protocols be followed by anyone entering our facilities.
- 3 – Practicing work from home when possible, and in accordance with local health advisories.
- 4 – Instituting custom COVID-19 vaccination surveys to track the vaccination status of our employees, where needed and allowed within local laws and regulations.
- 5 – Maintaining a Pandemic Update SharePoint site containing a COVID-19 Dashboard to track cases and response at our facilities, and also to keep our employees up-to-date with the latest information and guidance provided by the WHO, CDC, and Core Lab internal policies, processes and expectations.

We also took part in several initiatives to assist our communities through the hardships created by COVID-19. When many were suffering from job losses, pay cuts and health concerns, our employees rallied and implemented food drives, clothing drives, and monetary fund-raisers to help ease the burden felt in our communities.

To ensure we are continually operating within governmental mandates and current regulations, we continuously review and update our global pandemic preparedness policy and COVID-19 Symptomatic and Positive Response Plan. To keep everyone informed with the latest information, we created a global communication plan that included: email blasts, FAQ documents, CoreConnect Articles, flyers and notices outlining Core Lab’s health and safety expectations and guidelines.



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## Health and Wellness Awareness Campaign

Creating and maintaining a workforce with an interest toward living a healthy lifestyle at home and at work requires a foundation of awareness. One of the best ways to build awareness is through communication. In 2021, we began our efforts toward building awareness through a communication campaign focused on providing employees with helpful health and wellness information.

### To date we have delivered information on topics including:

- Importance of Sleep
- Setting Healthy Goals
- Prioritizing Mental Health
- Musculoskeletal Health

Additionally, we maintain a library of articles related to these topics and many more.

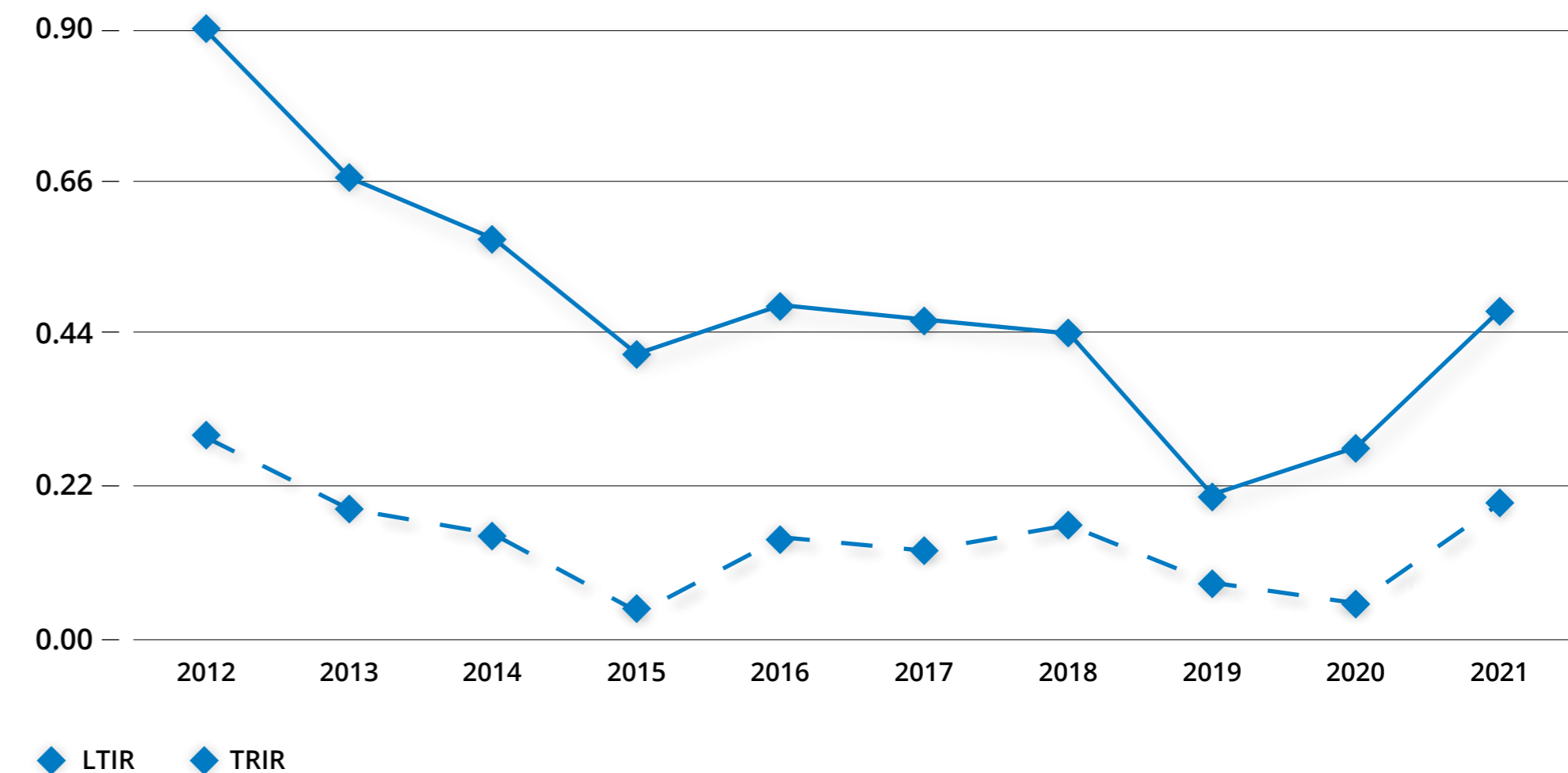


## Safety Performance

Core Laboratories is committed to and accountable for promoting a culture focused on the health and safety of our employees and the environment. We proactively identify and manage risks through recognition, evaluation, and education. We empower our employees by fostering a sense of responsibility for managing their own work environment through open communication and a management supported zero-accident culture.

In 2021, Core Lab recorded a TRIR of 0.48 and LTIR of 0.20, up slightly from previous years. Core Laboratories has continued to operate as an essential business with timely delivery of products and services to our clients during the COVID-19 pandemic. We have also implemented a continuity plan across our global organization to protect the health of employees while servicing our clients. The business disruptions described above have halted, impacted, or restricted operational workflows because of quarantine protocols, restricted travel, delays in product delivery, projects delays, as well as cost cutting measures. This operational stress from COVID-19 impacts, along with a significant reduction in manhours, has resulted in an increase to recordable incident rates in 2021.

### Core Lab OSHA Reportable Injury Rate (TRIR) and Lost Time Injury Rate (LTIR)



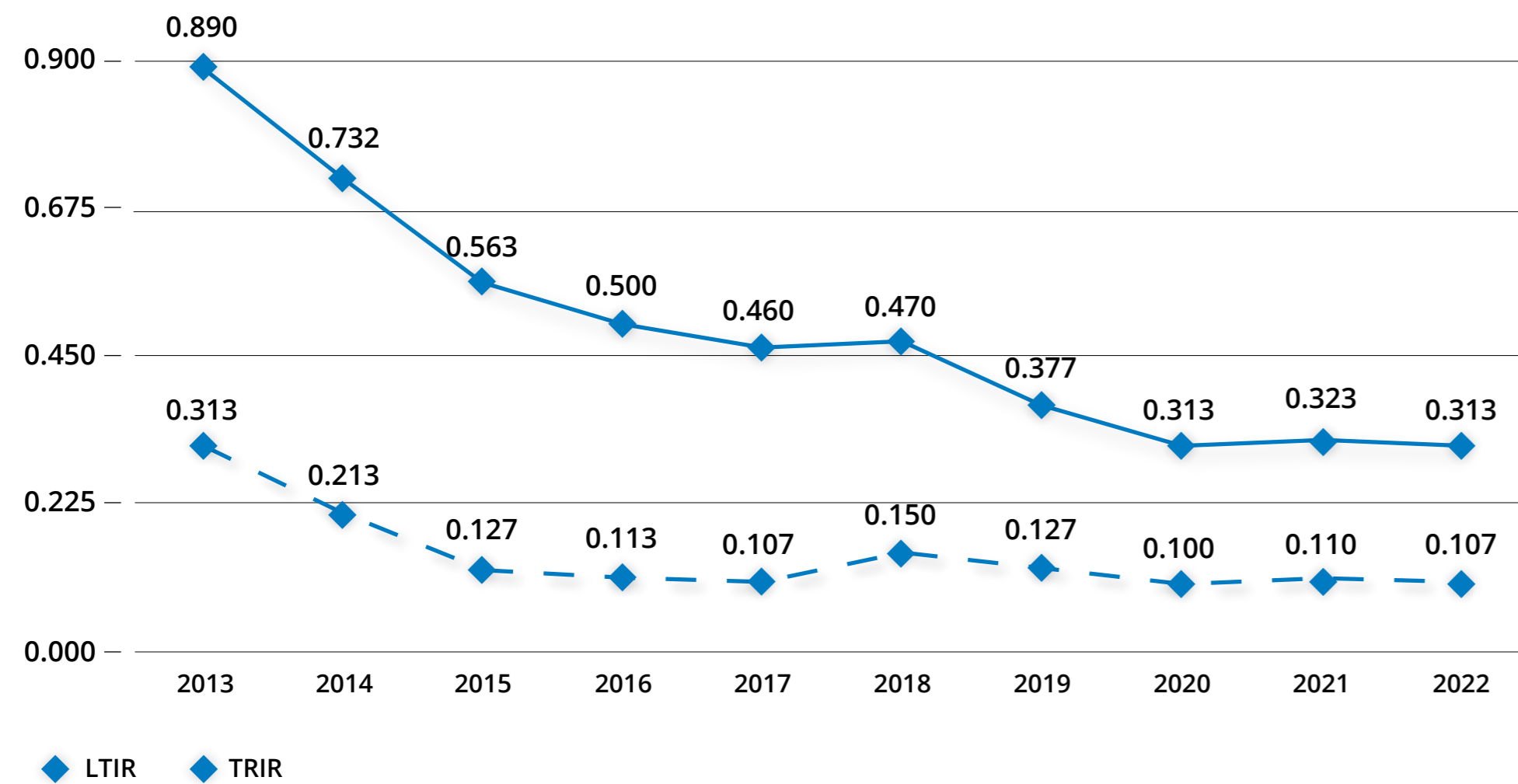


## Safety Goals: Path to Zero

Core Lab will establish goals and targets based on 3-year averages. It is our view that sustainability of our safety program must be measured over longer periods of time and that high performance safety cultures display solid downward trends in injury rates over time.

Trends for both LTIR and TRIR have continue movement towards growing sustainable safety cultures within business segments. Core Lab firmly believes trending of our 3-year averages best shows the sustainability of the safety program over time by removing the short-term peaks and valleys. This provides a more stable and measurable LTIR and TRIR, avoiding safety expectations based on just one good or bad year. Core Lab goals are set with the expectation of driving down these averages in 2022.

### Core Lab 3 Year Sustainability Average



## Most Importantly

Core Lab recorded another year without a fatality. The number one goal of Core Laboratories is to prevent all incidents, but it is especially important to prevent those with significant impact to the environment, our employees, and their families.

## Short Service Workers

Short Service Worker (SSW) incidents decreased from 2 in 2020 to 1 in 2021, maintaining the downward trend since 2018. While the decrease of short service workers incidents from 2019 to 2021 is encouraging, the effect from hiring reductions over the past several years must be taken into consideration.

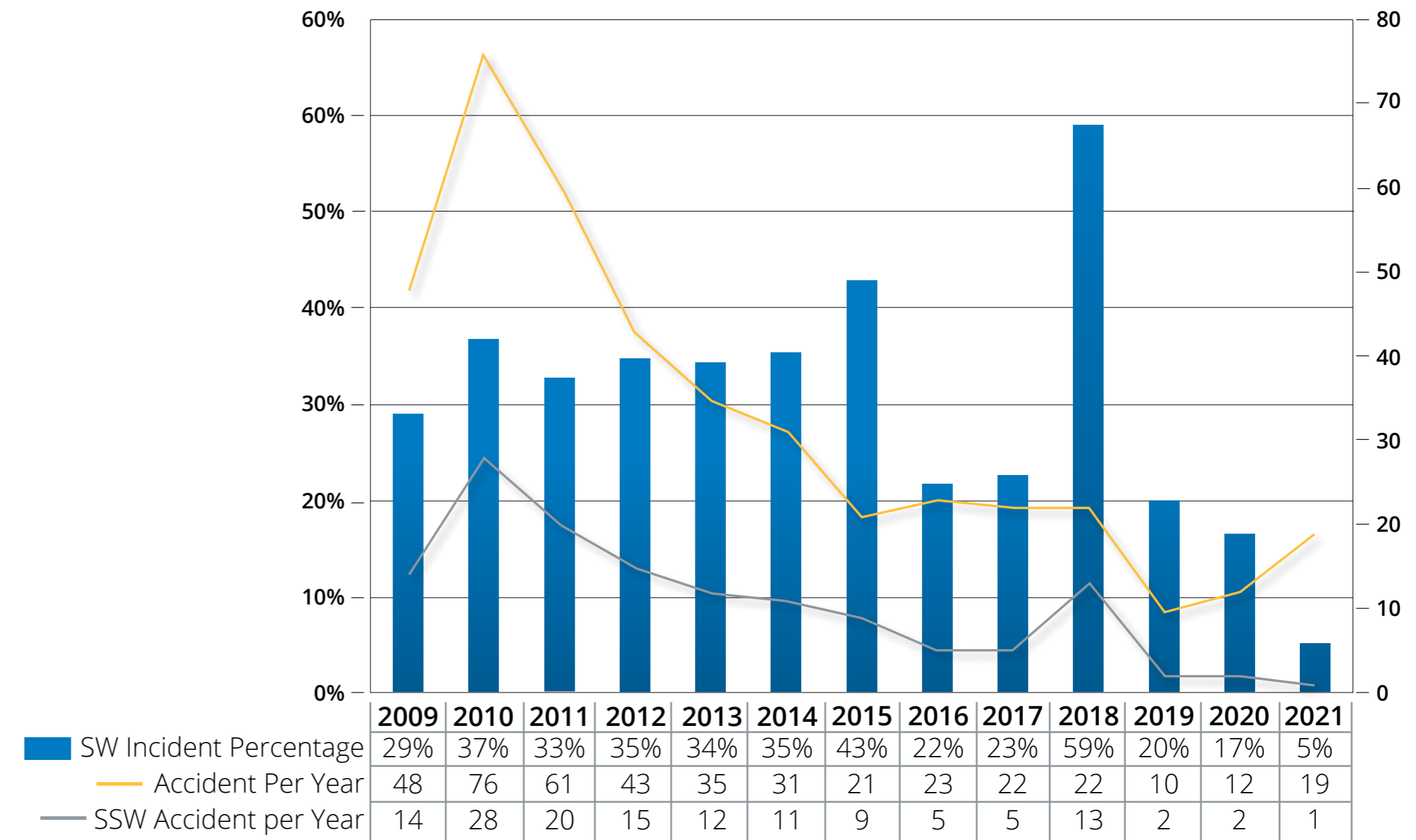
Going forward, as the world recovers from COVID-19 restrictions and the global outlook for oil and gas improves, Core Lab will be faced with adding staff. SSW programs will be essential to maintain employee safety.

Effective SSW programs remain an opportunity to improve safety performance, and guard against safety performance waning during market recovery.

### An effective SSW Program at a minimum includes the following:

- Management involvement
- Motivated mentors
- Employees that are engaged immediately with the Program

### SSW Injuries (< 1 Year) Compared to Total Injuries





## AlertDriving Training Program Results

To improve the skills of our drivers and fleet administration, Core Lab launched the AlertDriving Safety Training Program in February 2014. This training is provided to all employees who operate Company-issued vehicles, and those who regularly drive personnel vehicles for Company business. This program is designed to increase driver skills and reduce traffic accidents and violations through an initial hazard perception evaluation. Targeted training assignments are then launched monthly.

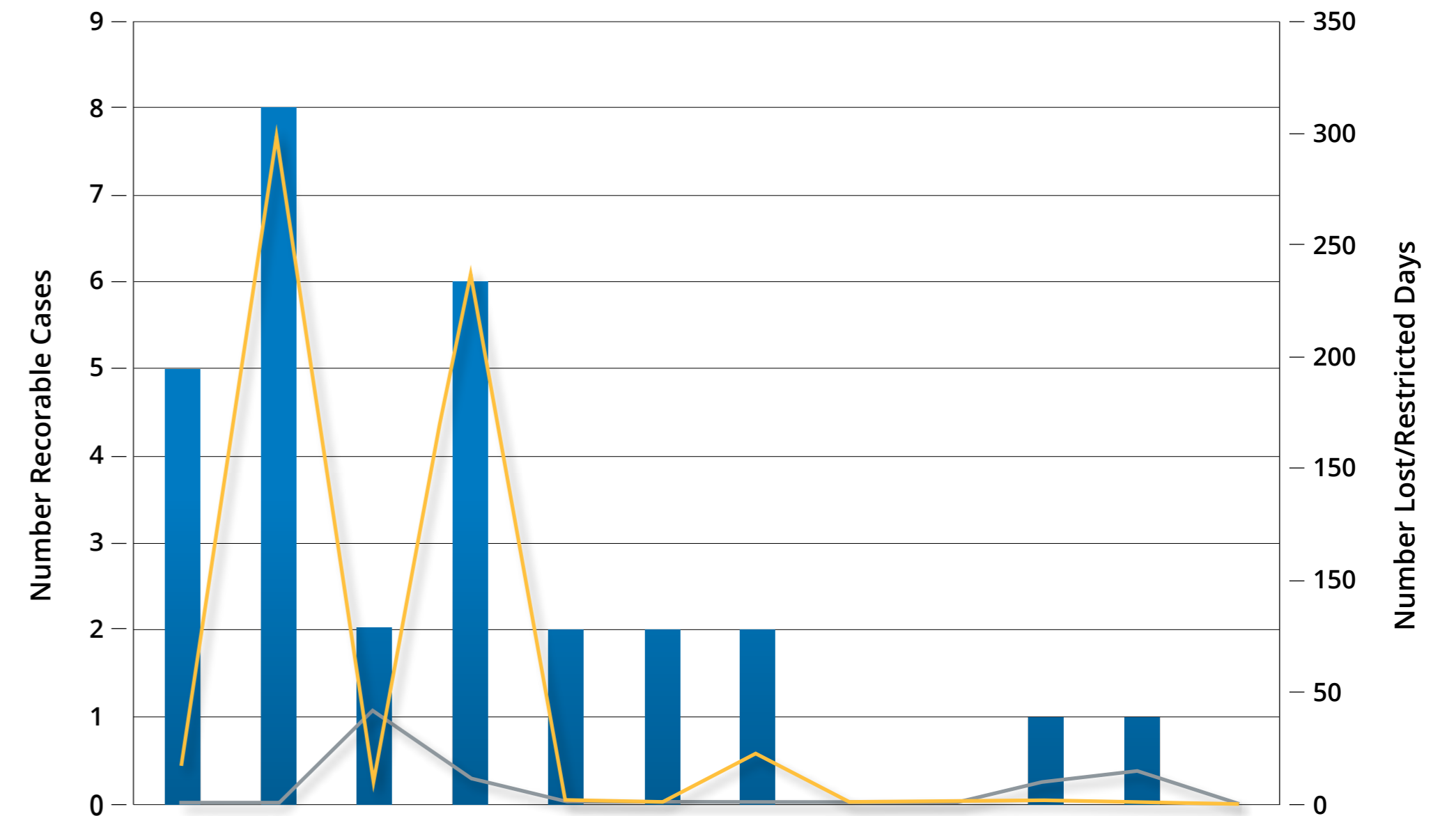
AlertDriving was selected because their products are creative and interactive and for the quality of their training tools, which address specific skill sets needed by Core Lab. Every employee who operates a vehicle regularly on Company business is required to participate in the program.

In 2016, the program was expanded to include post-accident, targeted, remedial training. In 2017, we introduced MotorMind - an interactive, advanced training for established drivers. Starting In 2019 and continuing today, training included targeted training designed from training and accident data and results. To help us understand accident causes and develop preventive training, AlertDriving evaluates accident data by collision types – proportional analysis, frequency of collision types, and summarized collision data.

Core Lab is committed to vehicle safety. In February 2020, Core Lab renewed AlertDriving for an additional 3 years. Again - as a bonus - one family member of each employee enrolled in the program may also take advantage of the training.



Recordable Incident Vehicle Accidents 2010 - 2021



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Recordable Cases	5	8	2	6	2	2	2	0	0	1	1	0
Lost Days	18	300	9	238	0	0	24	0	0	2	0	0
Restricted Days	0	43	43	12	0	0	0	0	0	10	16	0



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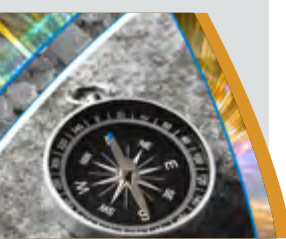
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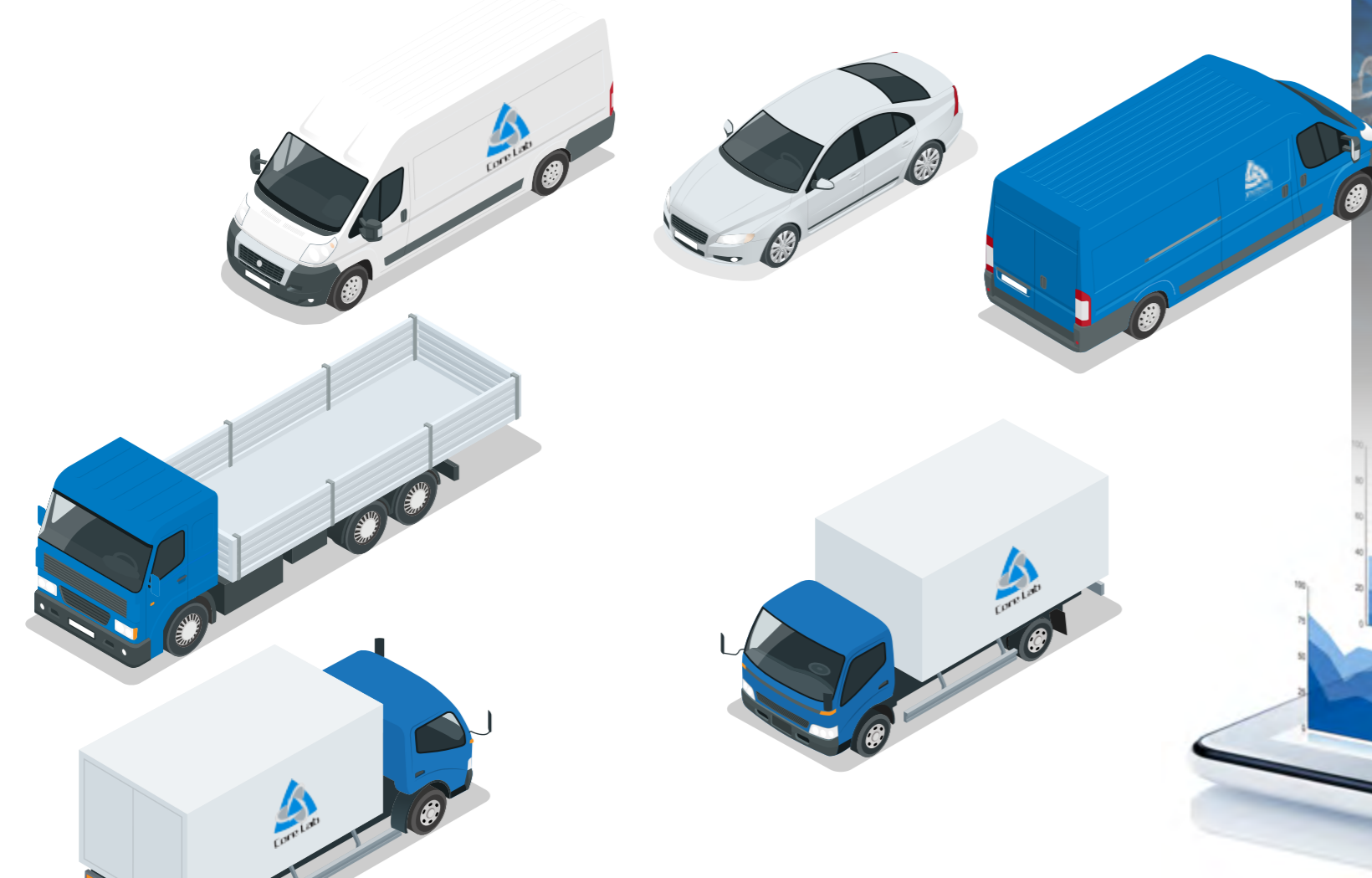
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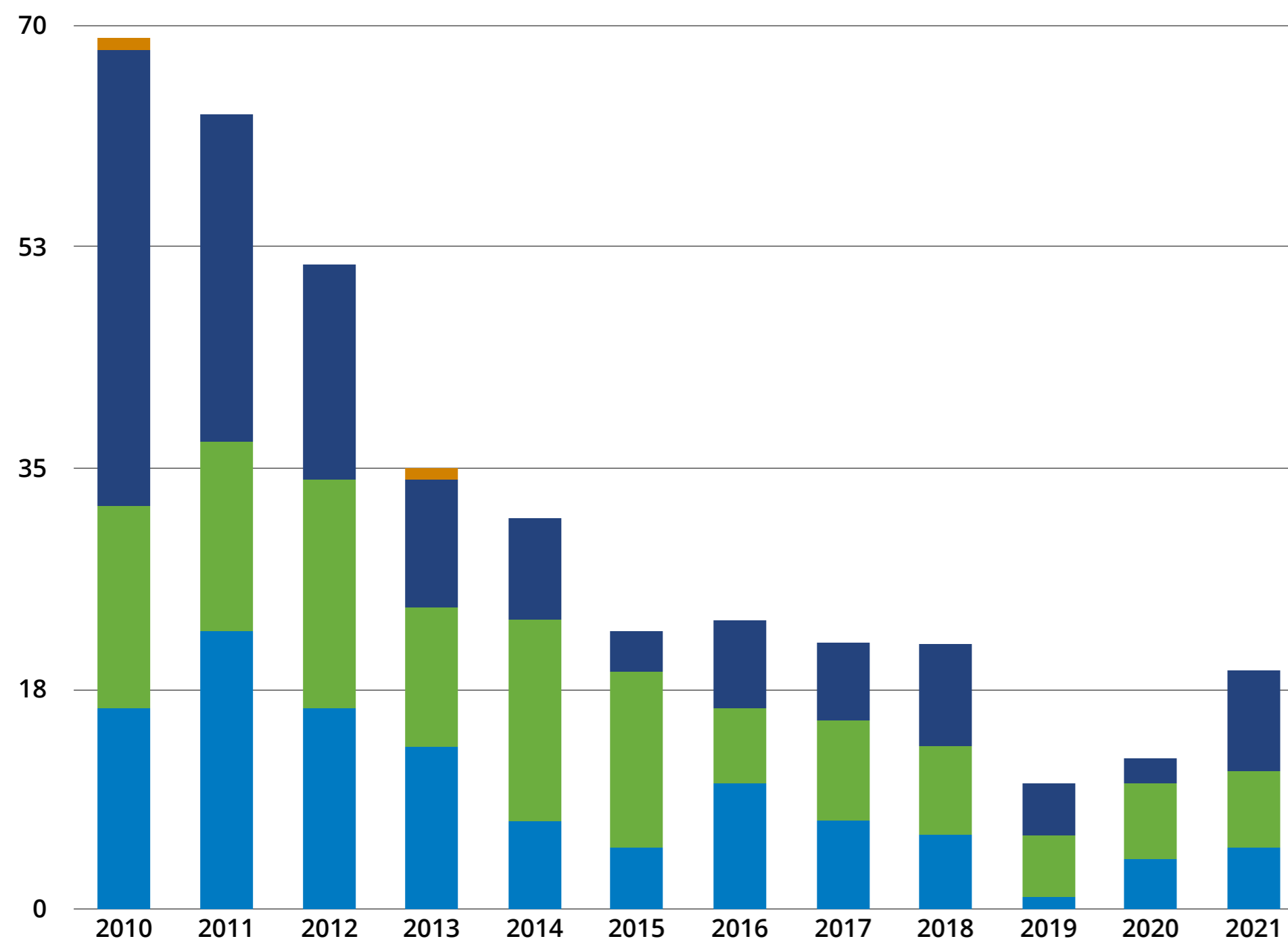


## Safety Reporting

The incident pyramid continues to align in the expected trend of reduced number of incidents, by severity from medical treatment cases up to fatality. Moving from a paper reporting system to an online database, Core Lab is now better positioned to take advantage of lower-level safety incident reporting in real time. This information is more accessible, reliable, and accurate.

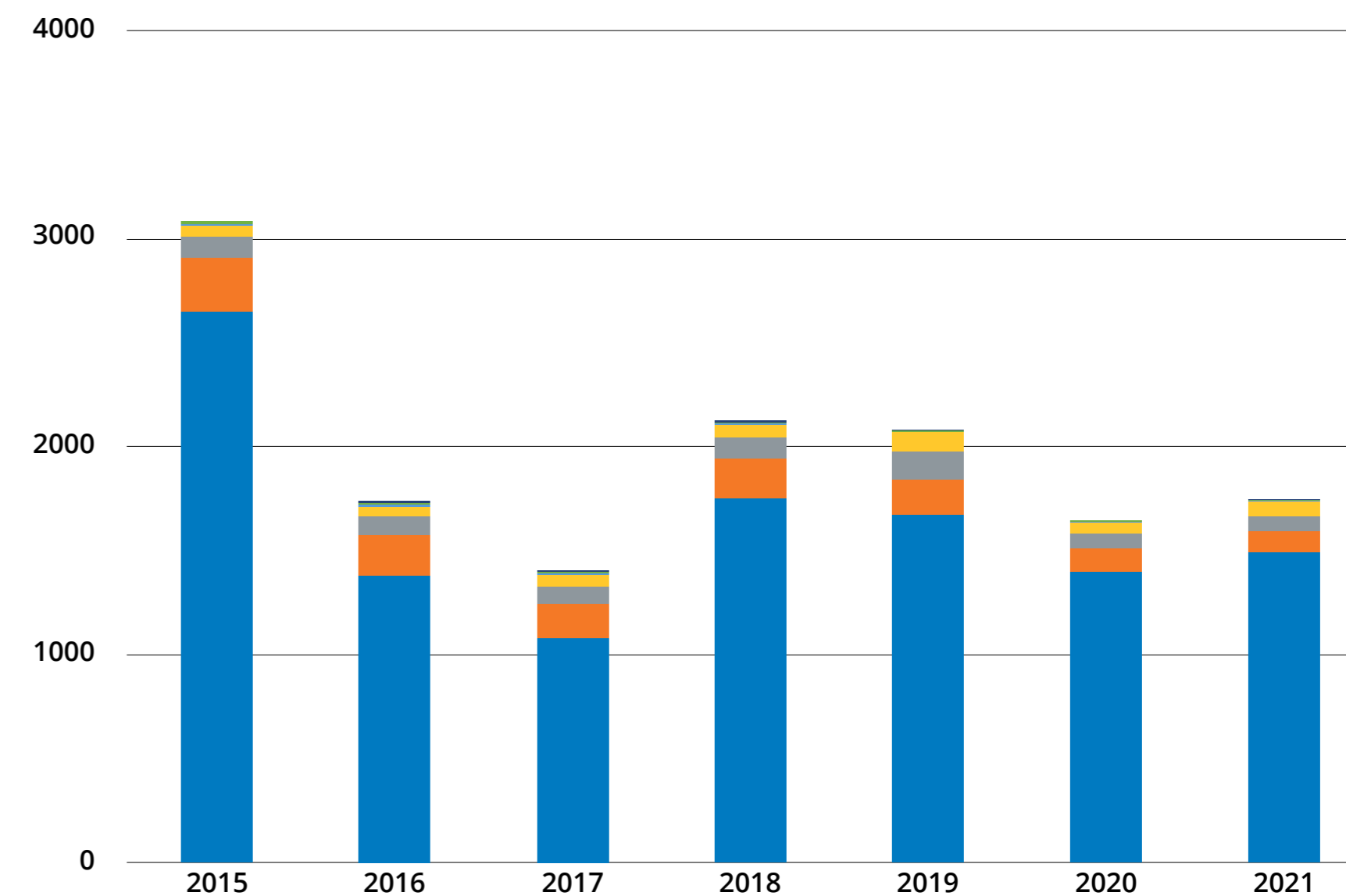


Incident Pyramid 2010-2021



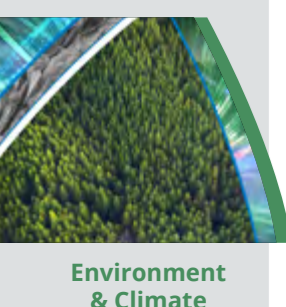
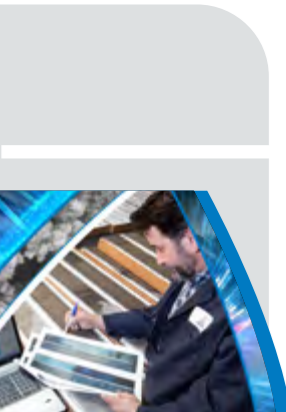
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fatality	1	0	0	1	0	0	0	0	0	0	0	0
Lost Days	36	26	17	10	8	3	7	6	8	4	2	8
Restricted Time	16	15	18	11	16	14	6	8	7	5	6	6
Other Recordable	16	22	16	13	7	5	10	7	6	1	4	5

Incident Pyramid 2015-2021

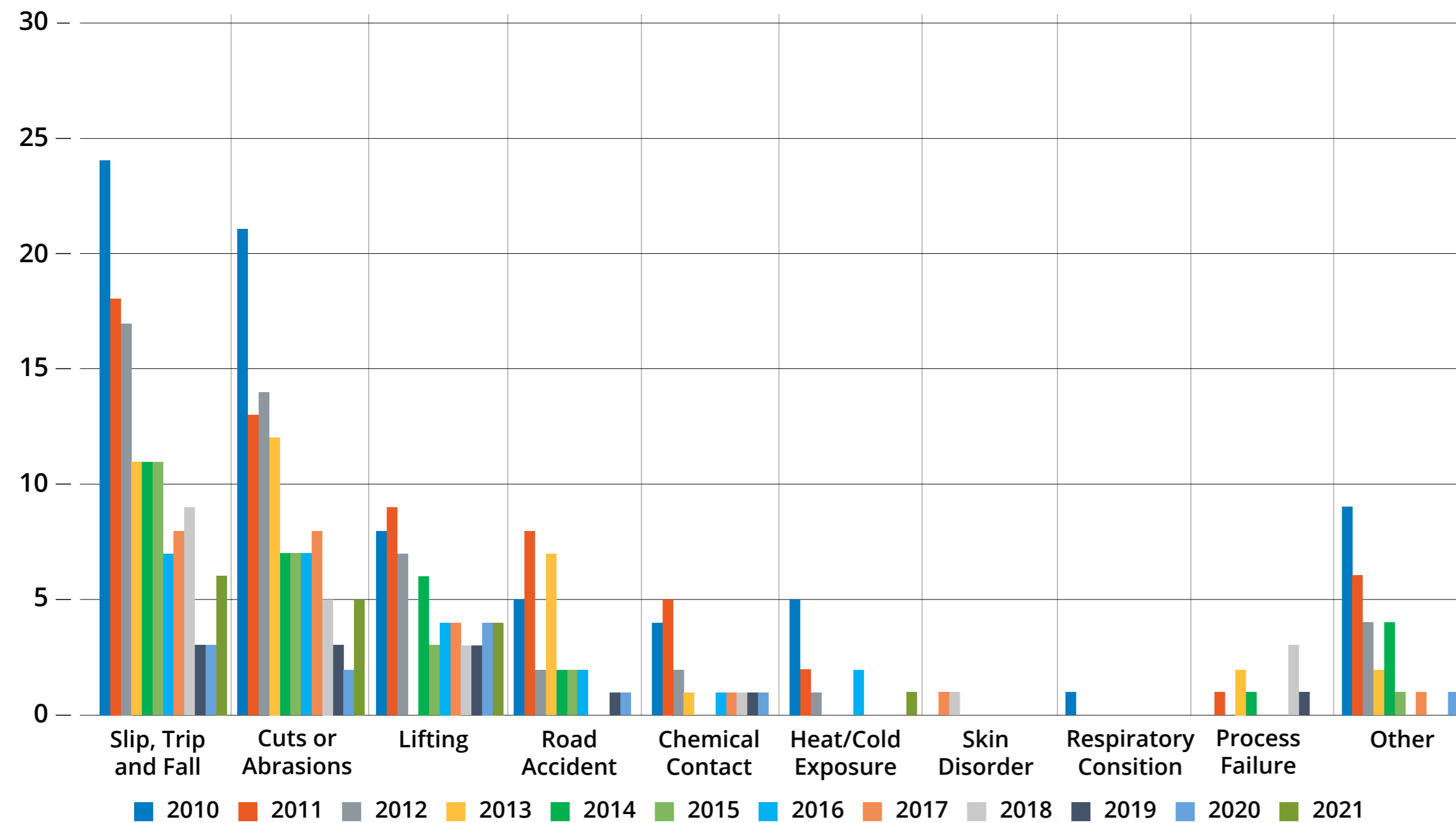


	2015	2016	2017	2018	2019	2020	2021
Fatality	0	0	0	0	0	0	0
Lost Days	3	7	6	8	4	2	8
Restricted Time	15	6	8	7	5	6	6
Other Recordable Injury	4	10	7	6	1	4	5
Non-Recordable Injury	53	49	55	60	91	51	67
Material Damage	101	88	82	100	138	74	73
Near Accidents	262	196	162	190	168	113	101
Safety Observation	2647	1381	1084	1755	1673	1395	1490





Incident Type



### Cuts or Abrasions

Cuts or abrasions are up from 2 in 2020 to 5 in 2021, accounting for 26% of all recordable incidents, representing an increase from 17% in 2020. Over the past 5 years cuts or abrasions caused 24 recordable incidents and have been the second leading cause of recordable injuries.

### Slips, Trips, and Falls

The number of incidents from ST&F increased from 3 in 2020 to 6 in 2021, accounting for 32% of all recordable incidents. Over the past 5 years ST&F caused 31 recordable incidents and has been the leading factor in recordable injuries. While there has been improvement in ST&F related incidents over time ST&Fs are still the largest area for continued improvement for Core Lab in the workplace.

### Lifting

Lifting incidents remained at 4 in 2020 and 2021, accounting for 21% of all recordable incidents. Back strains can account for many high-cost cases with lost and restricted days. Over the past 5 years, lifting injuries caused 16 recordable incidents and have been the third leading factor in recordable injuries. With the continued rate of lifting related cases year over year, significant safety improvement opportunities exist in training and ergonomics. In 2021 lifting injuries accounted for 23 days away from work and 217 days of job transfer or restriction.

### Road Accidents

In 2021, we completed the year without a recordable injury from a road accident. Over the past 5 years vehicle related injuries caused 4 recordable incidents, with 3 years completed without any recordable injuries. Continuation of the AlertDriving program has had a major impact on driver awareness over the past eight years. Injuries resulting from vehicle accidents have been dramatically reduced since program inception, resulting in decreased medical treatment and lost and restricted day cases, and reducing lost and restricted workdays. Because vehicle driving is one of the most dangerous activities Core Lab performs, accident severity control is essential.





# Environment & Climate

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## Managing Environmental Impact

We will act responsibly and obey all applicable laws, minimizing the impact of our operations on the environment, protect community safety, and respect cultural backgrounds.

At Core Laboratories, we are focused in our efforts to reduce our environmental footprint, increase our performance, and improve the sustainability of our Company. It is our conviction that dedication to these efforts helps drive Company success by reducing waste, the consumption of non-renewable resources, and the cost of operations. Our dedication strengthens the Company, and will drive us to be more responsible, efficient and profitable in the future.



### — Environmental Policy

In line with the requirements of United Nations Global Compact membership, it is the policy of Core Lab to conduct its business in a manner consistent with applicable environmental regulations.

In areas where environmental regulations do not exist, Core Lab will exercise practical care in its efforts to protect employees and preserve the environment. Country managers will manage their business in a manner consistent with established Company policies and applicable laws and regulations. [READ MORE](#)

### — Biodiversity - Natural Lands

Our impact on biodiversity and the ecosystem where we operate is limited as we do not have locations that are in a natural, rural environment. Our biodiversity protection efforts are focused on ensuring that we comply with Good International Industry Practice (GIIP), as well as local laws and regulations. In the event we do choose to expand our existing facilities or open new locations, our senior operating managers consider local biodiversity issues to ensure we exceed GIIP where possible. This biodiversity assessment is then reviewed by senior management before final approval is given for the new location.

### — Our Locations

Although operations outside of our offices are conducted on our clients' property, we continue to follow our corporate policies regarding health, safety, and the environment, as well as our Code of Ethics and Corporate Responsibility. Before opening a new location, potential impacts to the environment and community are considered by executive management.

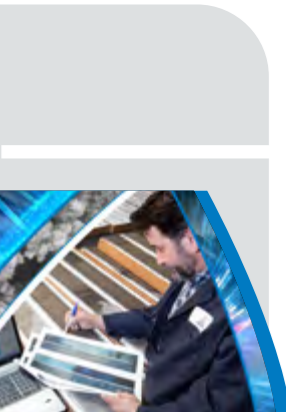
In the event we close a particular location, we ensure that the land and building are properly returned to a suitable condition. We also take steps to ensure that any potential environmental conditions have been remediated as required by local regulation and standards.

### — Environmental Impact Disclosure

Core Lab discloses its environmental impact through CDP, a global non-profit that runs the world's leading environmental disclosure platform. CDP drives companies and governments to reduce their greenhouse gas emissions, safeguard water resources and protect forests. Over 680 investors with over US\$130 trillion in assets requested that companies disclose through CDP on climate, water security, and forests. Over 13,000 companies, worth over 64% of global market capitalization, disclosed through CDP in 2021. This is in addition to the over 1,100 cities, states and regions who disclosed in 2021, making CDP's platform one of the richest sources of information globally on how companies and governments are driving environmental change.

### — Carbon Capture Utilization and Sequestration

Core Laboratories provides technologies to mitigate the risks of carbon emissions. Core Lab offers technologically advanced services that provide scientific data used when designing projects involving the injection of CO<sub>2</sub> into geologic formations for permanent storage or to improve recovery of hydrocarbons. In our laboratories, we study how CO<sub>2</sub> interacts with fluids in the reservoir as well as how the CO<sub>2</sub> mobilizes residual oil within the reservoir. This provides two benefits to the environment: First, CO<sub>2</sub> can be captured from industrial complexes and injected into saline aquifers and depleted oil fields, effectively sequestering the CO<sub>2</sub> underground and reducing the amount of CO<sub>2</sub> emitted into the atmosphere. Second, the injected CO<sub>2</sub> can improve the recovery rate of hydrocarbons from the reservoir making the reservoir as efficient as possible by improving the amount of hydrocarbons that can ultimately be recovered. [READ MORE](#)



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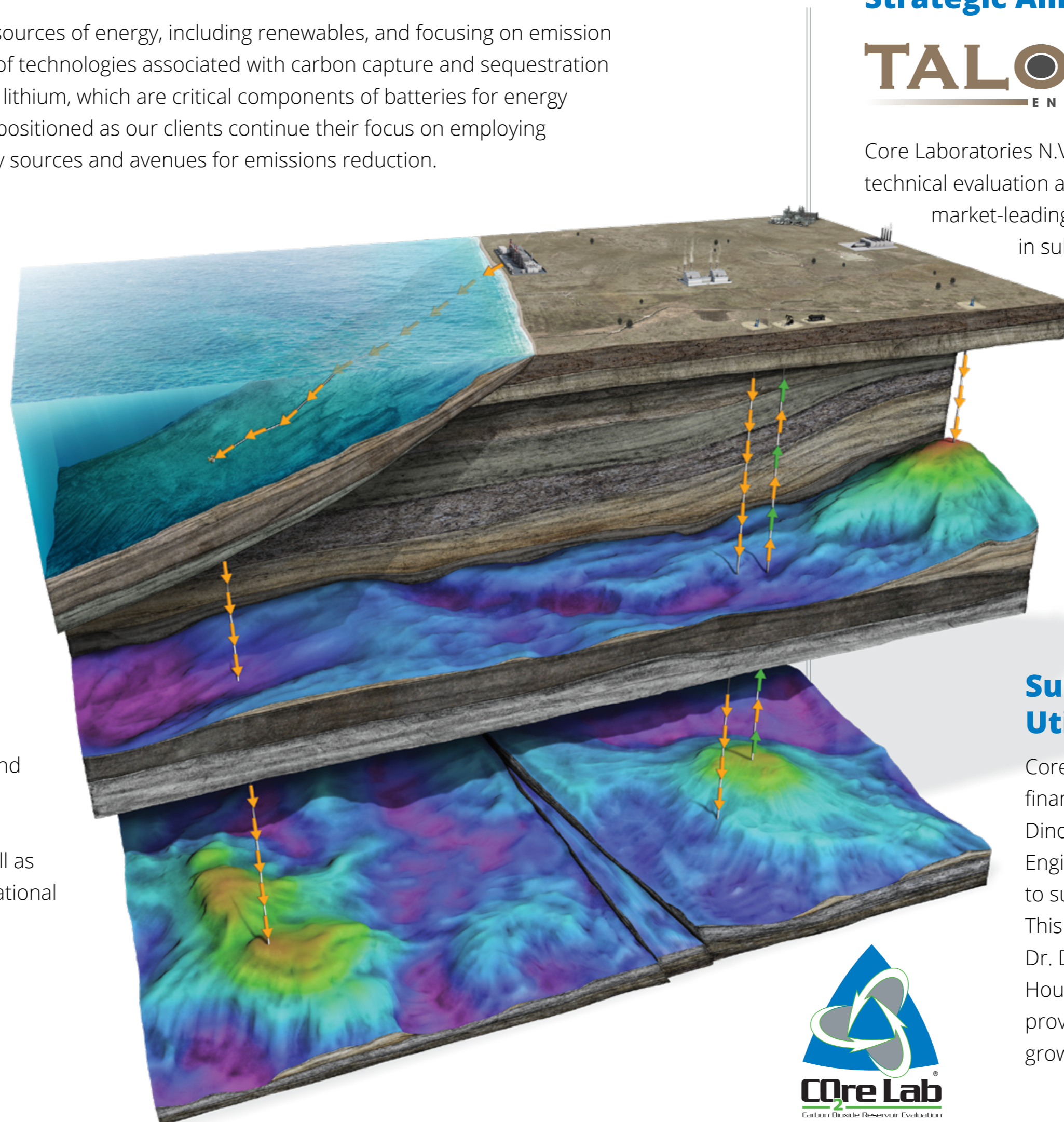
## Energy Transition

Many of our clients have begun investing in and developing other sources of energy, including renewables, and focusing on emission reduction initiatives. Some of these initiatives include deployment of technologies associated with carbon capture and sequestration (CCS), as well as hydrogen storage and mining of elements such as lithium, which are critical components of batteries for energy storage. Considering a longer-term strategy, we expect to be well positioned as our clients continue their focus on employing technological solutions in their efforts to pursue low carbon energy sources and avenues for emissions reduction.

## Launch Of Industry Carbon Capture And Sequestration Consortium

Leveraging Core Lab's considerable global expertise in reservoir characterization, the CCS Consortium enhances the CCS industry's ability to assess the technical risks and challenges associated with geological sequestration of CO<sub>2</sub>. The CCS Consortium focuses on topics and considerations relating to reservoir capacity, injectivity, and containment integrity, as well as rock-fluid and fluid-fluid compatibility, all of which are evaluated through directed programs of measurement, study, and research.

The CCS Consortium combines Core Lab's decades of unparalleled global success in providing multi-client, joint-industry studies, with industry-leading rock and fluids-based reservoir characterization and optimization technologies. Core Lab is well positioned to deliver practical solutions that enhance its clients' ability to screen and evaluate prospective sites for subsurface CO<sub>2</sub> sequestration, as well as improve our clients' ability to develop and execute optimized operational strategies.



## Strategic Alliance With Talos Energy



Core Laboratories N.V. and Talos Energy Inc. (Talos) announced a strategic alliance to provide technical evaluation and assurance for CCS opportunities. The alliance combines Core Lab's market-leading reservoir description and optimization technologies with Talos's expertise in subsurface characterization and engineering.

Under this alliance, Core Lab and Talos will collaborate to evaluate potential CCS sites for suitability through robust reservoir characterization techniques, including stratigraphic test wells, reservoir core sampling and geological evaluation, as well as analysis of rock and fluid sample properties. These technical data sets will be used to deliver best-in-class sequestration assurance through custom subsurface evaluation and monitoring plans. The alliance also provides a framework for the two companies to further explore opportunities to collaborate on delivering technical assurance around transparency in monitoring and verification of CO<sub>2</sub> streams. [READ MORE](#)

## Supporting Research on Carbon Capture Utilization and Sequestration

Core Laboratories recently made a financial donation to Dr. Birol Dindoruk of the Cullen College of Engineering at University of Houston to support his research around CCS. This collaborative relationship with Dr. Dindoruk and University of Houston supports our ability to provide best-in-class service to the growing CCS industry.



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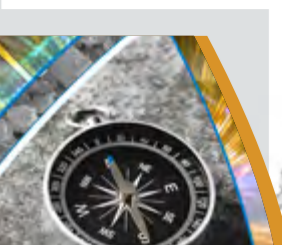
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## Lithium

Core Lab's eighty-plus years of expertise evaluating both subsurface geology and fluid flow through natural, porous media are providing opportunities in emerging energy transition initiatives. In addition to Core's multi-faceted engagement in CCS projects, the Company has been engaged to evaluate subsurface cores tied to lithium extraction opportunities. Lithium is a valuable commodity, essential to the creation of high efficiency batteries. Geological insights and petrophysical parameters obtained from this analytical process will provide a robust dataset of physical measurements that our clients will use for both economic assessment of the strata and to establish optimized development strategies.



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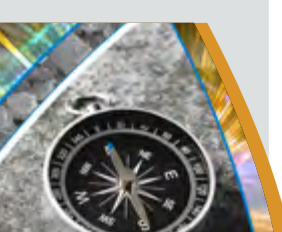
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## Environmental Footprint

### Our Footprint

To better understand the Company impact, we engaged Trucost, a sustainability data company. With their expertise, we are able to assess Core Lab's operational and value chain greenhouse gas emissions in line with the World Resource Institute (WRI)/ World Business Council for Sustainable Development (WBCSD) Corporate Standard (Scope 1 and 2) and Corporate Value Chain (Scope 3) Guidelines (GHG Protocol).

The assessment allows us to report Scope 1, 2 and 3 GHG emissions in annual accounts and in the Carbon Disclosure Project (CDP) Climate Change Questionnaire.

We have reported Scope 1 and 2 GHG emissions to the CDP since 2014. Engaging Trucost allows us to improve our operational (Scope 1 and 2) GHG emission quantification methodology by integrating primary data. Furthermore, Trucost quantified Scope 3 GHG emissions according to the fifteen Scope 3 categories outlined in the GHG Protocol Corporate Value Chain Guidelines to help understand and disclose our Scope 3 emissions from a deep dive into our suppliers. In 2017, Core Lab increased our data collection boundary from the six Advanced Technology Centers (ATCs) to 21 locations worldwide. This increased collection has allowed

Core Lab to begin carbon pricing and better understand our carbon impact and, therefore, better our understand risk and opportunities as well. Beginning in 2022, GHG emissions data will be collected for all Company locations by country, business activity, and location enabling a more focused analysis of our operational footprint and value chain impacts. This will also provide the data needed to create climate targets and goals that could be certified and submitted to the Science Based Target initiative (SBTi).

Finally, Trucost has helped us set science-based targets for our Scope 1 and 2 emissions. Science-based targets aim to help companies work towards limiting the increase in global average temperatures to below 2°C, a limit agreed upon by leading climate scientists and governments to ensure long-term sustainability and profitability. The charts present the results and findings of the Trucost assessment of operational and value chain GHG emissions for the 2020 financial year.

IMPACT	SCOPE	FY2019	FY2020	FY2021	CHANGE
Direct	Scope 1	4,795	3,420	3,790	+11%
	Scope 2 (location-based)	10,381	8,672	8,201	-5%
Indirect	Scope 2 (market-based)	11,904	10,563	9,814	-7%
	Scope 3, Upstream	30,798	23,543	21,668	-8%
Value Chain	Scope 3, Downstream	829	540	117	-78%
	<b>Total (Location-Based)</b>	<b>46,803</b>	<b>36,190</b>	<b>33,775</b>	<b>-7%</b>

In FY2021, Core Lab emitted 33,775 tCO<sub>2</sub>e of GHG emissions throughout its value chain. This represents a decrease of 7% from FY2020 emissions. During FY2021 while total revenue decreased by 4%, the number of full-time employees (FTEs) increased by 17%.

Emissions from scope 1 have increased due to increased consumption of gasoline and diesel compared to FY2020. The emissions from scope 2 (location-based) have decreased due to continued impact of COVID-19 on business operations across all sites. [READ MORE](#)



## Science-Based Targets

As of February 2019, the Science Based Targets initiative (SBTi) updated its recommendations regarding science-based target setting from the previous recommendations to limit global temperature increase to 2°C. It now encourages companies to set GHG emissions reduction targets consistent with the most ambitious aim of the Paris Agreement, to limit global temperature increase to 1.5°C. SBTi communicated the new targets submitted for validation will only be accepted if they are consistent with limiting warming to well-below 2°C (WB2C) or 1.5°C (1.5C) above pre-industrial levels. These are consistent with the context of strengthening global response to the threat of climate change. Core Laboratories has been tracking its GHG emissions relative to SBT for several years, expanding from six sites in 2015 to 21 sites in 2019. Based on the emissions profile of Core Laboratories wherein Scope 3 emissions account for the majority (over 40%) of the company-wide emissions, Trucost has recommended the inclusion of Scope 3 emissions in the setting of a science-based target, consistent with SBTi recommended practice. Core Lab has been impacted by recent crude oil market conditions, the COVID-19 pandemic and reduced demand for services as other businesses in our sector have. These changes have impacted many of the metrics in our scope 1, 2 & 3 GHG emissions. We will consider WB2C and 1.5C reduction targets for five and seven years until markets stabilize and operations return to some normalcy. [READ MORE](#)

### Absolute Based Targets For Wb2c and 1.5c With Target Date 2023

ABSOLUTE BASED TARGET, 2023	Base year 2018	Target year 2023	WB2C Percentage reduction	Target year 2023	1.5C Percentage reduction
Scope 1 emission (tCO <sub>2</sub> e)	4,795	3,973	12.5%	3,587	21%
Scope 2 emission (tCO <sub>2</sub> e)	12,490	10,929	12.5%	9,867	21%
Scope 1 & 2 emission (tCO <sub>2</sub> e)	17,031	14,902	12.5%	13,455	21%
Scope 3 emission (tCO <sub>2</sub> e)	33,717	29,502	12.5%	26,636	21%
<b>Total</b>	<b>50,748</b>	<b>44,405</b>	<b>12.5%</b>	<b>40,091</b>	<b>21%</b>

### Absolute Based Targets For Wb2c and 1.5c With Target Date 2025

ABSOLUTE BASED TARGET, 2025	Base year 2018	Target year 2025	WB2C Percentage reduction	Target year 2025	1.5C Percentage reduction
Scope 1 emission (tCO <sub>2</sub> e)	4,541	3,679	19%	3,322	27%
Scope 2 emission (tCO <sub>2</sub> e)	12,490	10,119	19%	9,136	27%
Scope 1 & 2 emission (tCO <sub>2</sub> e)	17,031	13,798	19%	12,458	27%
Scope 3 emission (tCO <sub>2</sub> e)	33,717	27,317	19%	24,458	27%
<b>Total</b>	<b>50,748</b>	<b>41,115</b>	<b>19%</b>	<b>47,121</b>	<b>27%</b>

## GHG Intensity by Source - Million USD & Full Time Employee

The majority of operational GHG emissions stem from electricity consumption (scope 2 emissions), contributing 68% to the operational GHG emissions. In FY2021, the total electricity sourced from renewable sources continues to be approximately 18%. Scope 1 emissions contribute 32% to the total emissions in FY2021, of which 15% is from vehicle fuel use, 2% is from refrigerants (fugitive emissions) and the remaining 14% is from natural gas heating.

For FY2021, the market-based Scope 2 emissions are 9,814 tCO<sub>2</sub>e, a decrease of 7% from FY2020. For the market-based emission calculation, the residual emission factors are used to determine the emissions of electricity sourced from the grid<sup>2</sup>.

<sup>2</sup> Residual emission factors are only available for United States, Canada, and Europe. Where residual emission factors are not available, grid emissions factors are used for both location-based and market-based calculations.

IMPACT	SCOPE	SOURCE	FY2019	FY2020	FY2021	GHG INTENSITY (tCO <sub>2</sub> e/MUSD)	GHG INTENSITY (tCO <sub>2</sub> e/FTE)
Direct	Scope 1	Natural gas heating (Stationary energy)	1,357	1,693	1,693	6.39	0.71
		Natural gas heating (Stationary energy)	1,520	1,289	1,851	6.99	0.78
		Natural gas heating (Stationary energy)	1,917	439	246	0.93	0.10
Indirect	Scope 2	Natural gas heating (Stationary energy)	10,381	8,672	8,201	30.97	3.44
		Natural gas heating (Stationary energy)	11,904	10,563	9,814	37.07	4.12
<b>TOTAL OPERATIONAL FOOTPRINT (LOCATION-BASED)</b>			<b>15,176</b>	<b>12,092</b>	<b>11,990</b>	<b>45.29</b>	<b>5.04</b>



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## Emissions From Business Activities

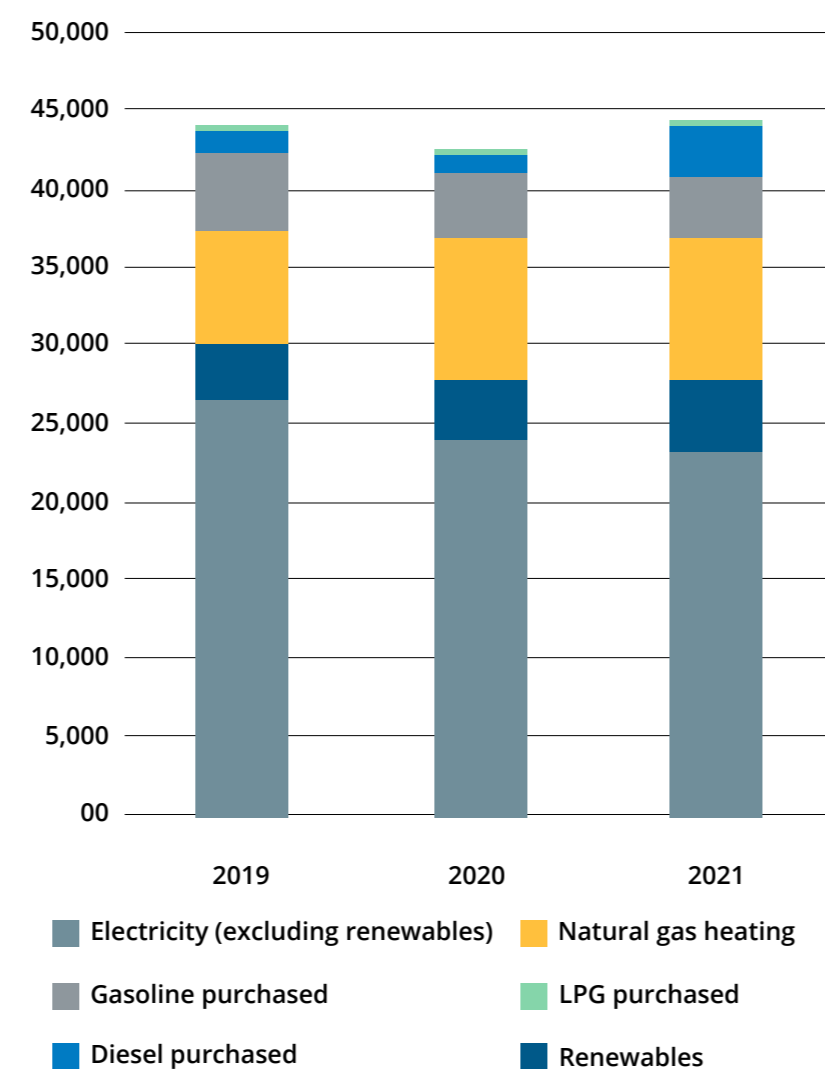
A breakdown of emissions per division provides more insights into the emissions sources across Core Lab's operations. Despite representing the largest number of operational facilities, the mid-level ATCs are only associated with 32% of the total operational emissions. Manufacturing sites had only 24% of total operational emissions, with no fugitive emissions from refrigerant use at both the sites and low natural gas and vehicle fuel consumption. Our Godley, Texas manufacturing complex is almost completely electrified and does not use natural gas for heating any of its over 40 buildings.

IMPACT	SCOPE	SOURCE	GHG EMISSIONS (tCO <sub>2</sub> e)			Total
			ATC	MID-LEVEL ATC	MANUFACTURING	
Direct	Scope 1	Natural gas heating	1,467	99	126	1,693
		Vehicle fuel use	101	1,358	391	1,851
		Refrigerants	225	22	0	246
Indirect	Scope 2	Electricity (Location-based)	3,470	2,318	2,413	8,201
		Electricity (Market-based)	4,445	2,518	2,851	9,814
<b>Total (Location-Based)</b>			<b>5,262</b>	<b>3,797</b>	<b>2,931</b>	<b>11,990</b>
<b>Total (Location-Based)</b>			<b>6,237</b>	<b>3,997</b>	<b>3,369</b>	<b>13,604</b>

## Energy use by fuel type

For FY2021, the market-based Scope 2 emissions are 9,814 tCO<sub>2</sub>e, a decrease of 7% from FY2020. The market-based emissions methodology uses the residual emission factor calculation to determine the emissions of electricity sourced from the grid. The residual emission factors are often higher than average grid emissions as they account for contractual obligations.

This graph summarizes the total energy consumption in FY2021 across all sites, which is 44,432 MWh. This has increased approximately by 5% from the FY2020 consumption of 42,197 MWh. The energy use across scope 1 and 2 is dominated by non-renewable electricity use, which contributes to 52% of the total FY2021 energy consumption. The renewable electricity represents 11% of the total energy use in FY2021.



## Value Chain GHG Emissions

In FY2021, our value chain (scope3) was responsible for approximately 21,785 metric tons of GHG emissions (tCO<sub>2</sub>e), or about 64% of our total GHG inventory. Most of the value chain emissions occur upstream from our operations and are from purchased goods and services, accounting for the largest share (52%) of scope 3 emissions and 33% of total emissions.

VALUE CHAIN (SCOPE 3) CATEGORY	GHG EMISSION (TCO <sub>2</sub> E)	SHARE%	RELEVANCE
1) Purchased goods and services	11,259	52%	Relevant, calculated
2) Capital goods	2,904	13%	Relevant, calculated
3) Fuel and energy related activities	3,038	14%	Relevant, calculated
4) Upstream transportation and distribution	1,447	7%	Relevant, calculated
5) Waste generated in operations	209	1%	Not relevant, calculated
6) Business travel	757	3%	Relevant, calculated
7) Employee commuting	1,382	6%	Relevant, calculated
8) Upstream leased assets	671	3%	Relevant, calculated
9) Downstream transportation and distribution	N/A	0%	Not relevant, not calculated
10) Processing of sold products	N/A	0%	Not relevant, not calculated
11) Use of sold products	8	Trace	Not relevant, calculated
12) End-of-life treatment of sold products	15	Trace	Not relevant, calculated
13) Downstream leased assets	95	0.4%	Relevant, calculated
14) Franchises	N/A	0%	Not relevant, calculated
15) Investment	N/A	0%	Not relevant, calculated
<b>Total</b>	<b>21,785</b>		



## Physical Risk Analysis

In 2020, Core Lab conducted a Physical Risk Assessment for 100 of our locations. The Climate Change Physical Risk analysis helps Core Lab understand the exposure of our facilities and capital assets to climate change physical impacts under future climate change scenarios. Physical risk evaluated include Water Stress, Flooding, Heatwave, Coldwave, Hurricane, Wildfire, and Sea Level Rise using 3 climate scenarios over time periods of 2020 (baseline), 2030 and 2050.

We understand that our physical risk assessment is only the start of a multi-faceted approach which includes not only the physical risks associated with climate change, but also the financial impacts associated with the energy transition, or the transition toward lower carbon sources of energy. Such a comprehensive approach will be necessary to fully appreciate the climate-related risks and opportunities that our business will experience over short to long term timeframes. In the coming years, Core Lab will endeavor, consistent with the recommendations of the Task Force on Climate Related Financial Disclosure (TCFD), to broaden and strengthen our climate scenario analysis. Our plans contemplate the evolution from a qualitative evaluation of risks and opportunities to a quantitative approach to financial impacts that better informs our sustainability disclosures, as well as our enterprise risk management and overall business strategy. [READ MORE](#)

## Scenarios

- High Climate Change Scenario (RCP 8.5): Continuation of business as usual with emissions at current rates. This scenario is expected to result in warming in excess of 4 degrees Celsius by 2100.
- Moderate Climate Change Scenario (RCP 4.5): Strong mitigation actions to reduce emissions to half of current levels by 2080. This scenario is more likely than not to result in warming in excess of 2 degrees Celsius by 2100.
- Low Climate Change Scenario (RCP 2.6): Aggressive mitigation actions to halve emissions by 2050. This scenario is likely to result in warming of less than 2 degree Celsius by 2100.



Source: Intergovernmental Panel on Climate Change, Fifth Assessment Report (AR5), Climate Change: Action, Trends, and Implications for Business, Core Lab - Physical Risk Analysis ambridge University Press, 2013.





# Governance

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Throughout our longstanding history, Core Lab has built a solid and reliable reputation among our employees, clients, communities, and investors. The principles of integrity and ethical conduct are paramount in everything we do, and we fully embrace these principles responsibly. Our continued success depends on our focus on integrity, ethics, and high standards that help us achieve the right results the right way.

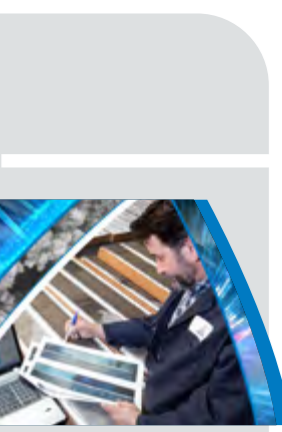
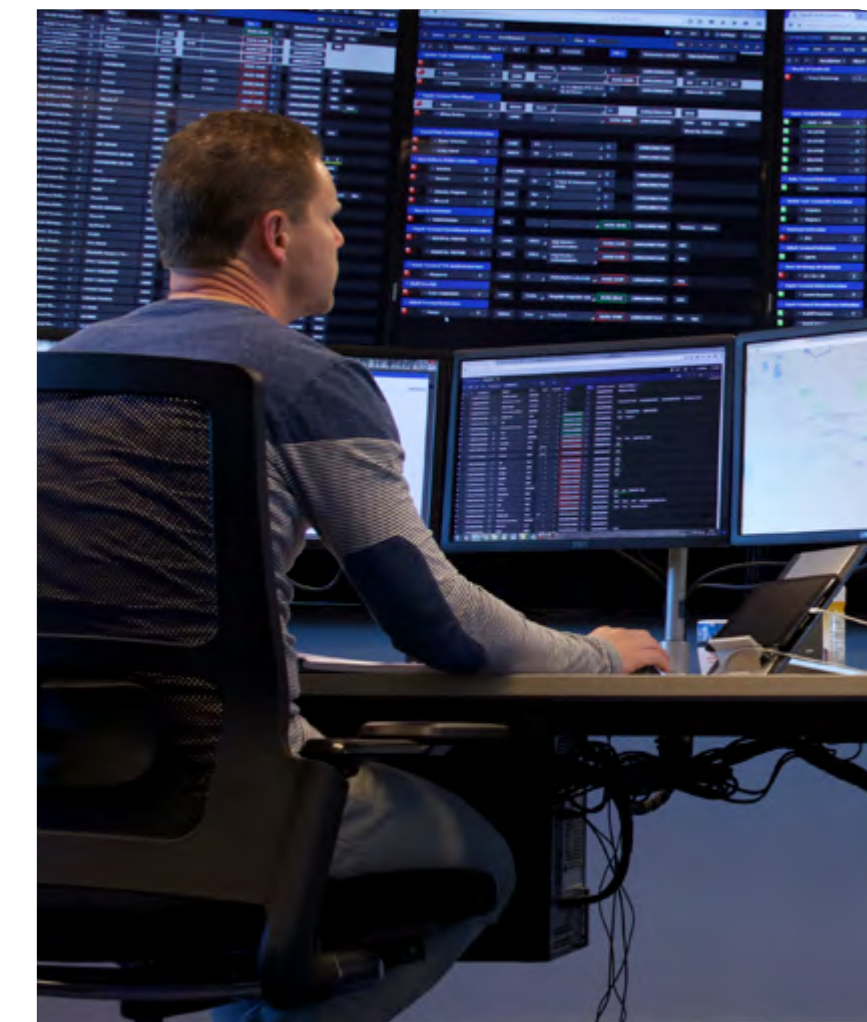


Strong governance begins with strong leadership that sets the Company's objectives and the parameters in which Core Lab operates to attain those objectives. Through this, our governance is designed to ensure that all business operations comply with applicable industry standards and government regulations. Management commitment, ethics training and internal and third-party audits are an integral part of this program.

”

***Strong governance begins with strong leadership that sets the Company's objectives and the parameters in which Core Lab operates to attain those objectives.***

In this section we will provide information on our leadership structure and our Code of Ethics. We will also outline our commitments to Human Rights, Fraud Prevention, and Data Privacy and Cybersecurity.



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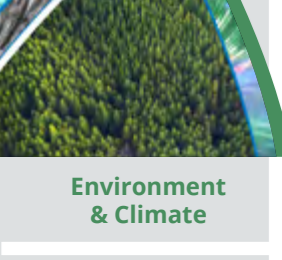
Sustainability



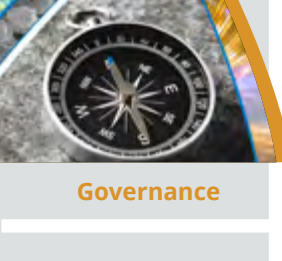
People & Communities



Health & Safety



Environment & Climate



Governance



## Board of Directors

Our obligation to operate responsibly and in the best interests of our shareholders requires a strong commitment to governance that begins at the top with our Board of Directors. Core Lab has a two-tier board structure consisting of a Management Board and a Supervisory Board, each of which must consist of at least one member under the Company's Articles of Association. Under Dutch law, the Supervisory Board's duties include supervising and advising the Management Board in performing its management tasks.

The Management Board consists of one Managing Director, Core Laboratories International B.V. ("CLIBV"), an affiliate of the Company. As a Managing Director, CLIBV's duties include overseeing the management of the Company, consulting with the Supervisory Board on important matters and submitting certain important decisions to the Supervisory Board for its prior approval.

At Core Lab we value the diverse makeup of our Board of Directors, as they are able to provide advice and guidance from a wide variety of perspectives. This enables us to appreciate our operations and interactions with employees, clients and vendors with an open mind, and with respect and appreciation for their contributions and innovative thinking. The Supervisory Board currently consists of seven Directors that exercise oversight of management with the Company's interests in mind. The Board is divided into three classes, with each class subject to re-election every third year by the shareholders at the annual meeting.

## Board Highlights 2022

**Gender Diversity:**  
**43%**  
(3 Female)

**Board Refreshment:**  
**4 New Directors**  
added since 2020

**Racial/Ethnic Diversity:**  
**14%**  
(1 minority)

**Average Director Age:**  
**63**  
Years Old



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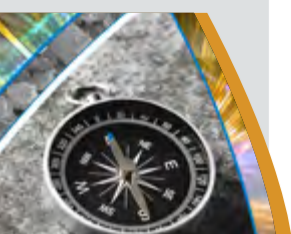
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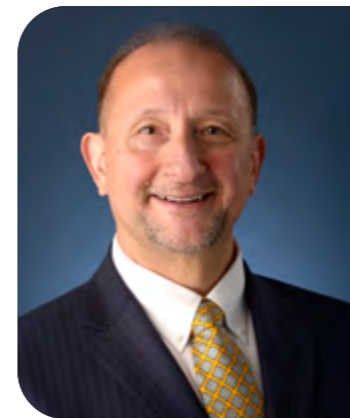
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**Lawrence Bruno**  
President, Chief Executive Officer, and Chairman

**Tenure**  
Supervisory Director since 2018

**Age** | **Nationality**  
62 | United States

**Contribution To Core Lab**  
Mr. Bruno's tenured experience at Core Lab and within the industry gives him the unique ability to position Core Lab as the innovative and collaborative solutions provider within the oil and gas industry.



**Michael Straughen**

**Tenure**  
Supervisory Director since 2016

**Board Committee Membership**  
- Chair of the Compensation Committee  
- Member of the Audit Committee

**Age** | **Nationality**  
72 | British

**Contribution To Core Lab**  
Mr. Straughen's extensive management experience in the oil and gas sector, as well as his diverse background, enable him to provide valuable insight on management, governance, and strategic issues.



**Harvey Klingensmith**

**Tenure**  
Supervisory Director since 2020

**Board Committee Membership**  
- Member of the Compensation Committee  
- Member of the Nominating, Governance, and Sustainability Committee

**Age** | **Nationality**  
69 | United States

**Contribution To Core Lab**  
Mr. Klingensmith's diverse experience in the upstream oil and gas business along with his proven leadership and executive oversight experience make him a valuable addition to the Core Lab Board.



**Katherine Murray**

**Tenure**  
Supervisory Director since 2022

**Board Committee Membership**  
- Member of the Audit Committee

**Age** | **Nationality**  
60 | United States

**Contribution To Core Lab**  
Ms. Murray's financial expertise and extensive experience working in senior finance roles in large global energy companies, as well as her public accounting experience, allow her to contribute key insights to Core Lab.



**Martha Carne**

**Tenure**  
Supervisory Director since 2016

**Board Committee Membership**  
- Lead Director  
- Chair of Audit Committee

**Age** | **Nationality**  
61 | United States

**Contribution To Core Lab**  
Ms. Carnes financial expertise and experience in working with and auditing public companies in the energy industry, and her operational experience at PwC, allow her to provide important insight to Core Lab.



**Monique van Dijken Eeuwijk**

**Tenure**  
Supervisory Director since 2020

**Board Committee Membership**  
- Chair of the Nominating, Governance, Governance, and Sustainability Committee

**Age** | **Nationality**  
52 | Dutch

**Contribution To Core Lab**  
As a result of her professional experiences, Ms. van Dijken Eeuwijk possesses unique knowledge and experience advising on corporate governance and ESG matters, including risk management and analysis, that strengthen the Board's collective qualifications, skills and experience.



**Kwaku Temeng**

**Tenure**  
Supervisory Director since 2021

**Board Committee Membership**  
- Member of the Compensation Committee  
- Member of the Nominating, Governance, and Sustainability Committee

**Age** | **Nationality**  
67 | United States

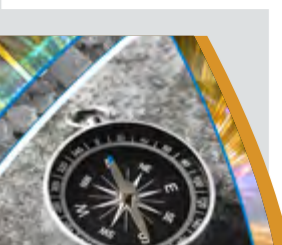
**Contribution To Core Lab**  
Mr. Temeng's experience from the client's perspective into what drives successful relationships between producing companies and service providers will enable him to contribute key insights to Core Lab.



## Committees of the Supervisory Board

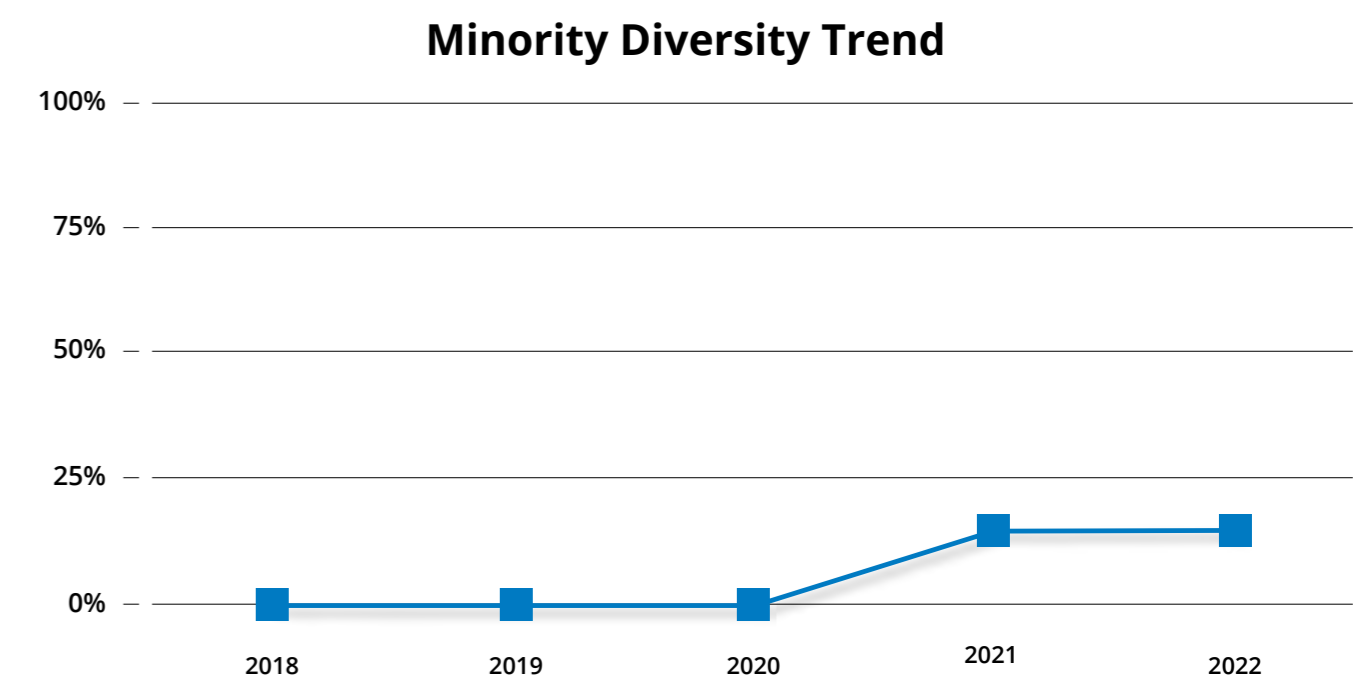
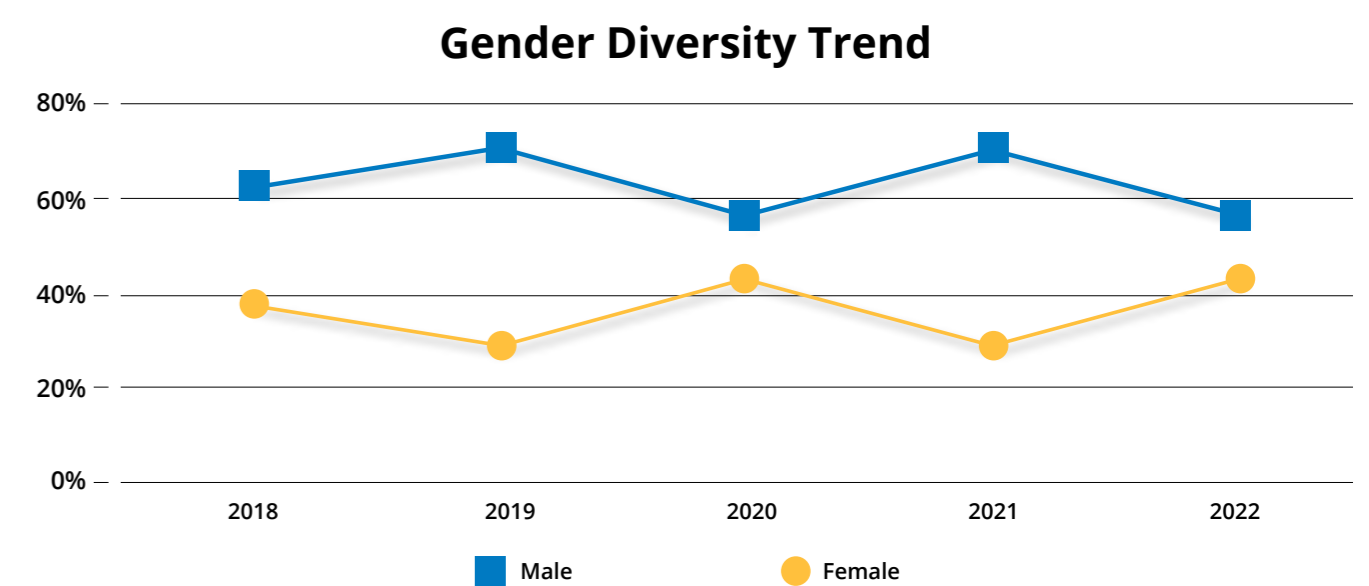
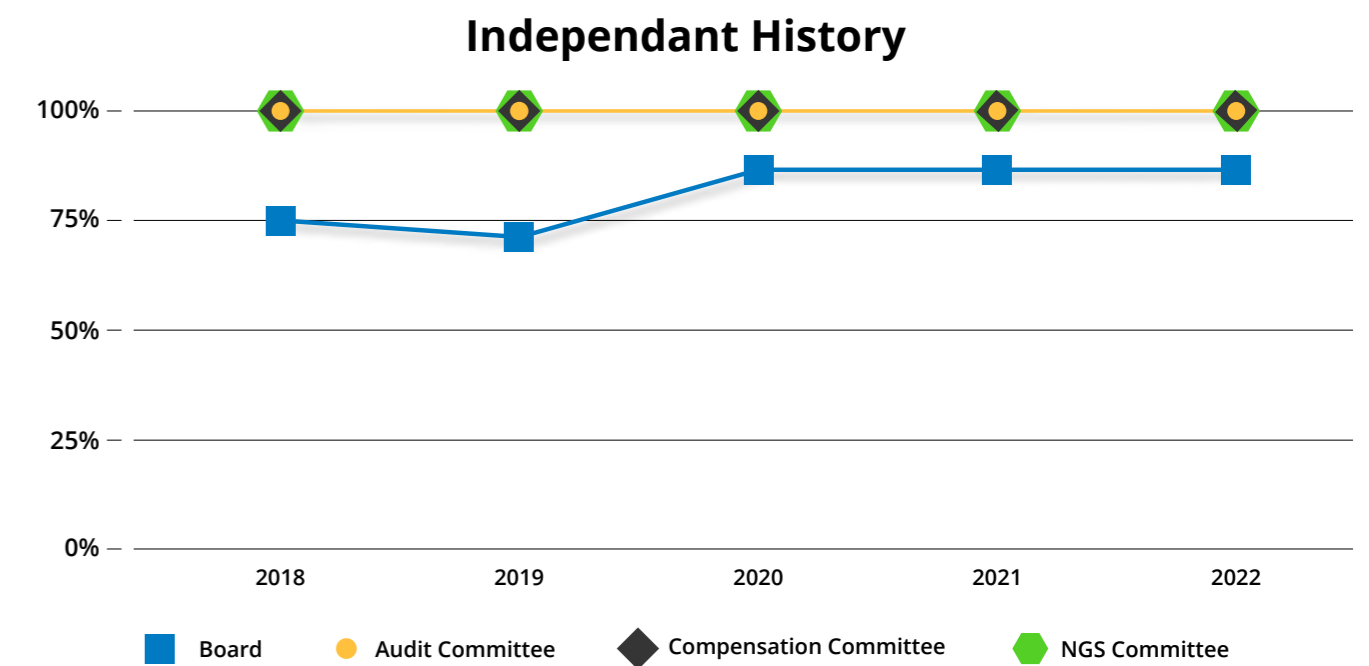
The Supervisory Board has three standing committees. The members and functions of these committees are described below:

	Audit Committee	Compensation Committee	Nominating, Governance, and Sustainability Committee
Martha Carnes (Lead Director)	Chair		
Monique van Dijken Eeuwijk			Chair
Harvey Klingensmith		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Katherine Murray	<input checked="" type="checkbox"/>		
Michael Straughen	<input checked="" type="checkbox"/>	Chair	
Kwaku Temeng		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Committee Functions</b>	<ul style="list-style-type: none"> <li>▶ Make recommendations concerning the engagement of the independent registered public accountants</li> <li>▶ Review with the independent registered public accountants the plan and results of the engagement</li> <li>▶ Approve Professional services provided by the independent registered public accountants</li> </ul>	<ul style="list-style-type: none"> <li>▶ Review compensation and benefit plans to ensure that they are properly designed to meet corporate objectives</li> <li>▶ Review and approve the compensation of the CEO and our senior executive officers</li> <li>▶ Grant awards under our benefit plans</li> <li>▶ Adopt and change major compensation policies and practices</li> <li>▶ Succession plans for senior executive management</li> <li>▶ Report its recommendation to the whole Supervisory Board for approval</li> </ul>	<ul style="list-style-type: none"> <li>▶ Recommend candidates to the Supervisory Board for election or appointment as Supervisory Director</li> <li>▶ Advise and recommend to the Supervisory Board, an appropriate set of corporate governance and sustainability practices</li> <li>▶ Review and oversee compliance with the Company's corporate governance and sustainability practices</li> </ul>



## Board Diversity

Board & Committee composition and history following the May 2022 Annual Meeting.





## The Board and Risk Management

In its role in the risk oversight of the Company, the Supervisory Board oversees our stockholders' interest in the long-term health and the overall success of the Company and its financial strength. Additionally, each of our Supervisory Board committees considers the risks within its areas of responsibility and regularly discusses potential financial impacts and the steps we should take to manage them.

## Shareholder Rights and Engagement

To support shareholder rights and ongoing engagement with our investor community, we have expanded our disclosures in this annual Sustainability Report and implemented enhancements in to our Proxy Statement and Annual Report to clearly outline our efforts to communicate with our shareholders when they have questions or feedback regarding Core Lab. In addition to our Annual Shareholder Meeting, Proxy Statement, and Sustainability Report communication, the financial investment and shareholder communities can make inquiries at any time via our Company website. Our Company communication page is made available to anyone seeking to ask a question regarding our two Business Segments, Corporate Sustainability, Investor Relations, Human Resources or general inquiries. We review all inquiries and make timely responses.

## Supervisory Director Independence

To verify the independence of each Supervisory Director of the Company, the Supervisory Board inquires about any transactions or relationships between Supervisory Directors, or their immediate family, and the Company and its subsidiaries, and reviews and discusses the results of each inquiry. The purpose of this review is to determine whether any such relationships or transactions are material and, therefore, inconsistent with a determination that a Supervisory Director is independent, under the standards set forth by the NYSE and, to the extent consistent therewith, the Dutch Corporate Governance Code (the "Dutch Code"). Under the Dutch Code, the Supervisory Board is to be composed of members who are able to act critically and independently of each other and of the Management Board.



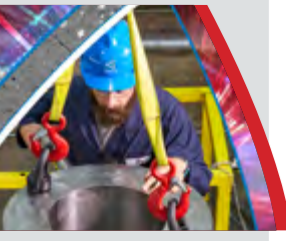
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Photo from left to right: Mark Tattoli, Gwen Gresham, Chris Hill, Lawrence Bruno

### Quick Links

- > [Articles of Association](#)
- > [Code of Ethics & Corporate Responsibility](#)
- > [Insider Trading Policy](#)
- > [Audit Committee Charter](#)
- > [Corporate Governance Guidelines](#)
- > [Code of Ethical Conduct for Senior Financial Officers](#)
- > [Supervisory Board Prohibits Loans to Exercise Options or Other Transactions](#)
- > [Compensation Committee Charter](#)
- > [Nominating, Governance, and Sustainability Committee Charter](#)



## Code of Ethics

Here at Core Lab, we do things the right way because this is who we are. We have taken extensive measures to ensure the products and services we provide through our global operations are of the highest quality and integrity. Core Lab maintains a corporate self-governance and compliance program that is specifically structured to ensure that the Company and its people operate at the highest level of ethical conduct and behavior.

The Code of Ethics covers a wide range of ethical business practices and corporate social responsibility matters. The values we outline in our Code of Ethics are not just nice words on a piece of paper – they are how we do business.

Those values set out basic principles to guide all employees, and all non-employee Management Board and Supervisory Directors, in our day-to-day job duties and provide the foundation for how we treat each other, our clients, and our vendors.

### Legal and Ethical Business

Obeying the law, both in letter and in spirit is the foundation on which Core Lab's ethical standards are built. Our employees are expected to respect and obey the laws of the cities, states and countries in which we operate and to seek advice from our Law Department when necessary.

### Respect for Others

Ensuring that employees provide one another with respect, equal opportunity and fair treatment. This means promoting a work environment that encourages trust, mutual respect, support, honesty, accountability, and responsibility.

### Corporate Sustainability

Recognizing our responsibility to integrate social and environmental concerns into our business operation.

### Health and Safety

Promoting a culture focused on the health and safety of people and the environment by taking pro-active approaches in identifying and managing risks through recognition, evaluation, and education.

### Information and Assets

Safeguarding intellectual property rights and personal data, which includes protecting the Company's intangible assets and proprietary information from unauthorized access and ensuring their efficient and proper use.



## Core Compliance Annual Training

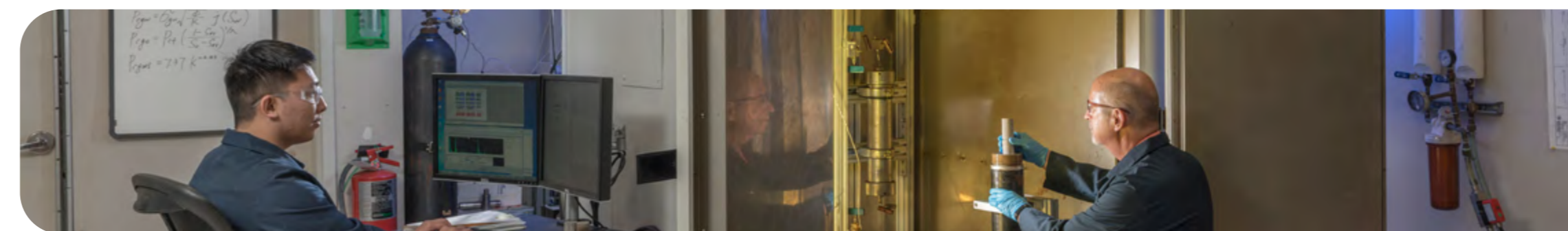
To help embed our Code of Ethics into our culture, we have created our Core Compliance Annual Training program. Through this program, we provide our global workforce with resources to help them recognize and promote choices that are in alignment with our Code of Ethics. This curriculum is assigned to all employees and includes e-learnings on the following topics:

- Code of Ethics
- Anti-Corruption Compliance
- Export Controls
- Reportable Transactions and Conflicts of Interest
- Equal Opportunity and Unconscious Bias
- Harassment, Sexual Harassment, and Unprofessional Behavior
- Cyber Security

### Training Hours (online)

METRIC	2019*	2020	2021
Total	2,547	5,691	6,234
Male Employees	1,918	4,267	4,662
Female Employees	629	1,424	1,572
Executive/Senior Management	239	557	577
Mid/Other Management	284	621	710
Individual Contributors	2,024	4,513	4,947
STEM Roles	1,491	3,376	2,320

**\*Training hours only include the Code of Ethics, Anti-Corruption, and Export Controls**





## Grievance Policy, Helpline and Investigations

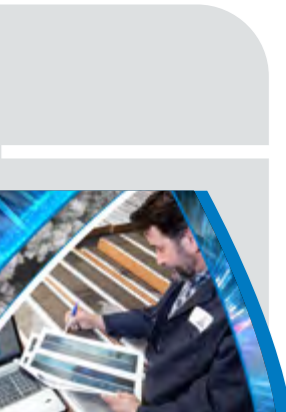
Core Lab fosters a culture in which employees can raise workplace problems, complaints or concerns in a supportive framework and ensures that all genuine grievances are dealt with quickly and fairly.

Most grievances can be resolved informally. However, if an informal approach does not resolve matters, or is not appropriate, an employee may choose to raise a formal grievance. The mechanism for employees to discuss grievances with management to ensure a fair and unbiased review of workplace concerns is outlined in our policy on grievance resolution.



In addition to the process outlined in this policy, employees may also utilize the Ethics Helpline which is an efficient and trusted mechanism by which employees can anonymously or confidentially report allegations of a breach of the Company's Code of Ethics, policies, suspected or actual misconduct, fraud, or human rights violations. Our complaint handling process includes proactive measures to create a workplace atmosphere without fear of retaliation, appropriate processes for the submission of complaints, and processes to protect whistleblowers.

All issues reported through our Grievance Resolution Process or the Helpline are reviewed and investigated by appropriate individuals from our Corporate Compliance, Legal, and Human Resources departments. We have created our investigation process to ensure Company investigations of suspected misconduct or violations by the Company or its employees are properly scoped and independently and objectively verified and investigated to conclusion. Investigative findings are communicated to appropriate middle and senior management. The Company's response to investigations is documented, including any disciplinary or remediation measures taken.



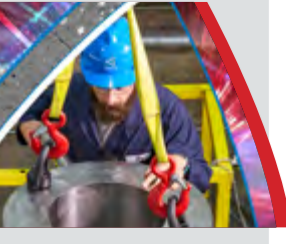
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## Human Rights

Core Lab is committed to respecting human rights, and our commitment is reflected in our Core Values. We strive to protect the rights of people in the communities where we operate to ensure that they are all treated with dignity and respect. To accomplish this, our Human Rights Policy, in conjunction with a network of codes of conduct, policies, and statements, provides a worldwide framework for responsible operations consistent with the spirit and intent of the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations' Universal Declaration of Human Rights. Additionally, we adhere to guidelines established in the United Nations' Guiding Principles on Business and Human Rights.

As part of our commitment to human rights, we uphold the following:

### Freedom of Association and Right to Collective Bargaining

We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner consistent with applicable laws, rules, and regulations as well as local customs, as appropriate.

As of December 31, 2021, 11% of our workforce are represented under collective bargaining agreements or similar type labor arrangements, the majority of which are outside the United States.

### Upholding Women's Rights

Recognizing that women are amongst those most threatened by acts of modern slavery and unequal treatment, Core Lab is committed to taking steps to support and uphold women's rights under the guidance set forth in the United Nations' Women's Empowerment Principles.

### Eradication of Modern Slavery

We do not utilize servitude or forced or compulsory labor. Our employees are recruited and are provided working conditions, including payment of wages and benefits, that comply with applicable laws and regulations.

We prohibit the use of child labor in our workforce. All Core Lab employees are at or above the legal employment age in the country of their employment.

We also prohibit human trafficking and any action that could be construed as supporting or leading to the trafficking of others.

### Protecting Privacy Rights

We are committed to safeguarding intellectual property rights and personal data, which includes protecting assets, proprietary information, and personal information from unauthorized access and ensuring their efficient and proper use.

### Elimination of Workplace Discrimination, Harassment, and Unprofessional Behavior

Core Lab upholds the belief that everyone, regardless of characteristics including, but not limited to, race, color, sex, sexual orientation, gender identity, national origin, age, disability, religion, genetic information, protected veteran or uniformed service member status, and any other characteristic protected under applicable law, should enjoy a work environment free from all forms of harassment, discrimination, and unprofessional behavior.

### Supply Chain Standards

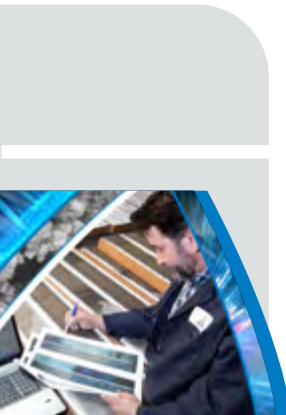
As stated in our Supplier Code of Conduct, Core Lab is committed to the highest standards of product quality, safety, and business integrity in our dealings with suppliers. Compliance with laws and ethical principles is the responsibility of all Core Lab employees as well as our suppliers.

### Ensuring Equal Opportunity

Core Lab is an equal opportunity employer, and it is our policy, in accordance with applicable laws, to treat each individual with dignity and respect, regardless of characteristics including, but not limited to, race, color, sex, sexual orientation, gender identity, national origin, age, disability, religion, genetic information, protected veteran or uniformed service member status, and any other characteristic protected under applicable law.

### Exclusion of the Use of Conflict Minerals

We recognize the dangers of improperly sourcing minerals (tin, tantalum, tungsten, gold) and are committed to ensuring our sourcing practices do not fund armed groups in the Democratic Republic of Congo and adjoining countries.



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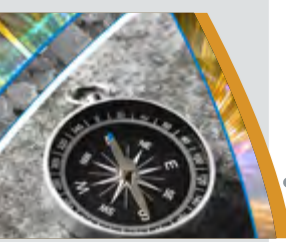
People & Communities



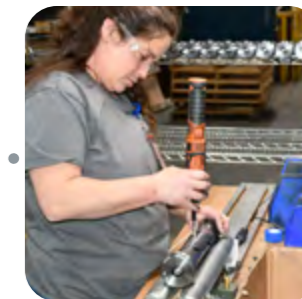
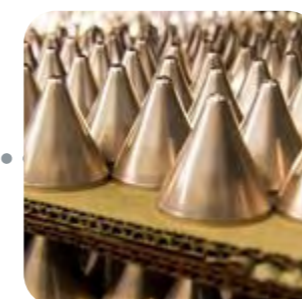
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## Fraud Prevention

Core Lab's anti-fraud program and controls have been implemented throughout the Company and are considered an entity-level control which management relies upon to establish our "tone at the top" relative to fraud and financial reporting.

The program and controls address each element of the COSO framework. Accordingly, the program is tested at Corporate, at Level 1 locations, and Level 2 locations selected for entity-wide testing and the use of an internal control questionnaire. Evaluation of the design effectiveness of the anti-fraud program has been performed through a detailed analysis of specific organizational policies and procedures. Discussions with management identify documentation critical to establishing the Company's "tone at the top" (e.g., Code of Conduct, Ethics Helpline Policy, etc.) and each item is compiled and reviewed for appropriateness and availability to appropriate personnel.



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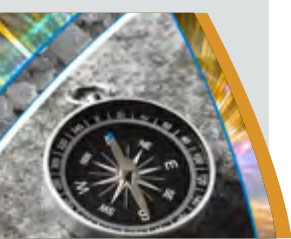
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## Privacy and Cybersecurity

We are committed to safeguarding data, which includes protecting the Company's intangible assets and proprietary information from unauthorized access and ensuring their efficient and proper use.



### Data Privacy

In many jurisdictions, privacy is considered a fundamental human right, and data protection laws exist to guard that right. Core Lab has developed a global data privacy program, under the leadership of its Data Privacy Committee. It is the role of this committee to ensure that personal data is protected and handled in accordance with applicable law and Core Lab policies.



### Cybersecurity

With the advent of the internet and interconnected use of on-premises and cloud computing in everything we do, cybersecurity has become a real and recurring risk. We must be vigilant in protecting the Company's assets, including proprietary information, and ensuring their proper use.

Securing our information, including personnel records, client data, or financial reports, is a top priority for Core Lab. We require two-factor authentication from our employees prior to granting access to Company IT assets and have launched endpoint security software to guard against malware, viruses, and other cyber-attacks. We also use Security Information and Event Management ("SIEM") software, which automates IT system monitoring for unusual or suspicious activity.





# Reporting

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50 TCFD Index

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51 GRI Index

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59 Location GHG Scope 1, 2 & 3

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60 Performance Data

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62 UN SDG Index

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## TCFD Index

Comparison of 2021 Core Laboratories financial and corporate sustainability disclosures with the TCFD recommendations.



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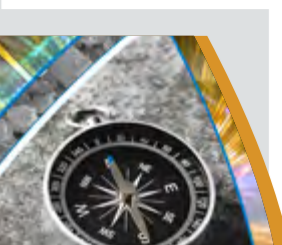
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### Governance

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Describe the Board's oversight of climate-related risk and opportunities.	2021 Corporate Sustainability Report, Governance <a href="#">pg. 42-43</a> <a href="#">NGS Charter</a>
Describe management's role in assessing and managing climate-related risk and opportunities.	2021 Corporate Sustainability Report, Governance <a href="#">pg.34, 42-44</a> 2021 Proxy Statement, Board Structure <a href="#">pg. 20</a>

### Strategy

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.	2021 Corporate Sustainability Report, Section <a href="#">pg. 35-36</a> 2021 Core Laboratories 10K, Risk Factors <a href="#">pg. 10-16</a> 2021 Core Laboratories 10K, Risk factors associated with the health, safety, and the environment <a href="#">pg. 8, 15-16</a>
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2021 Corporate Sustainability Report, Section <a href="#">pg. 36-39</a> 2021 Core Laboratories 10K, Outlook <a href="#">pg. 30-31</a>
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2021 Corporate Sustainability Report, Section <a href="#">pg. 39</a>

### Risk Management

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Describe the organization's processes for identifying and assessing climate-related risks.	2021 Corporate Sustainability Report, Governance <a href="#">pg.10-13, 39</a>
Describe the organization's processes for managing climate-related risks.	2021 Corporate Sustainability Report, Governance <a href="#">pg.10-13, 39</a>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2021 Corporate Sustainability Report, Governance <a href="#">pg.10-13, 39</a>

### Metrics and Targets

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2021 Corporate Sustainability Report, Environmental Management <a href="#">pg. 36-37</a>
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2021 Corporate Sustainability Report, Environmental Management <a href="#">pg. 36-38</a>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2021 Corporate Sustainability Report, Environmental Management <a href="#">pg. 37</a>



## GRI and SASB Index



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### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
-	102-1	Name of Organization	Core Laboratories N.V.
-	102-2	Activities, brands, products, and services	<a href="#">Form 10K, About Core Laboratories Page 5</a>
-	102-3	Location of headquarters	Strawinskylaan 913, Tower A, Level 9, 1077XX Amsterdam, The Netherlands
-	102-4	Location of operations	<a href="#">About Core Laboratories Page 6</a>
-	102-5	Ownership and legal form	<a href="#">Form 10K, Part I, Page 1</a>
-	102-6	Markets served	<a href="#">2021 Annual Report inside front cover, Form 10K, About Core Laboratories, Page 5</a>
-	102-7	Scale of the organization	Form 10K, 2019 Proxy Statement
-	102-8	Information on employees and other workers	<a href="#">People &amp; Communities, Page 14-22</a>
-	102-9	Supply chain	<a href="#">Governance, Page 47</a>
-	102-10	Significant changes to the organization and its supply chain	<a href="#">Form 10K, Page 1-10</a>
-	102-11	Precautionary Principle or approach	<a href="#">Form 10K, Page 10-16</a>
-	102-12	External initiatives	<a href="#">We participate in selected external initiatives that align with our strategic priorities. See People &amp; Communities, Page 22-25</a>
-	102-13	Membership of associations	We are members of several organizations not limited to: American Petroleum Institute (API), American Society for Testing Materials (ASTM), Federation of Oils, Seeds & Fats Associations (FOSFA)
<b>Strategy</b>			
-	102-14	Statement from senior decision-maker	<a href="#">Commitment to Sustainability, Page 3</a>
-	102-15	Key impacts, risks, and opportunities	<a href="#">Form 10K Item 1 Business Page 1-16</a>



## GRI and SASB Index

### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
<b>Ethics and integrity</b>			
-	102-16	Values, principles, standards, and norms of behavior	<a href="#">Governance, Page 45-46</a>
-	102-17	Mechanisms for advice and concerns about ethics	<a href="#">Governance, Page 46</a>
<b>Governance</b>			
-	102-18	Governance structure	<a href="#">Governance, Page 42-44</a>
-	102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">Corporate Governance, Nominating, Governance and Sustainability Committee, Page 10-12</a>
-	102-21	Consulting stakeholders on economic, environmental, and social topic	<a href="#">Sustainability at Core Laboratories, Page 10-11</a>
-	102-22	Composition of the highest governance body and its committees	<a href="#">Governance, Page 42-44, and 2022 Proxy Statement</a>
-	102-24	Nominating and selecting the highest governance body	<a href="#">2022 Proxy Statement, Page 21</a>
-	102-25	Conflicts of interest	<a href="#">2022 Proxy Statement, Page 22</a>
-	102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">Corporate Governance - Nominating, Governance and Sustainability Committee</a>
-	102-27	Collective knowledge of highest governance body	<a href="#">Governance, Page 21</a>
-	102-32	Highest governance body's role in sustainability reporting	<a href="#">Governance, Page 43, 2022 Proxy Statement, Page 21-22</a>
<b>Stakeholder engagement</b>			
-	102-40	List of stakeholder groups	<a href="#">Sustainability at Core Laboratories, Page 10</a>
-	102-41	Collective bargaining agreements	<a href="#">Governance, Page 47</a>



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## GRI and SASB Index



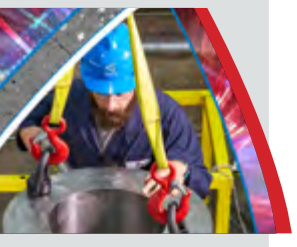
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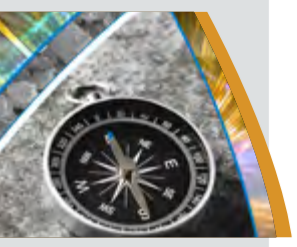
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### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
<b>Stakeholder engagement</b>			
-	102-42	Identifying and selecting stakeholders	<a href="#">Sustainability at Core Laboratories, Page 10-12</a>
-	102-43	Approach to stakeholder engagement	<a href="#">Sustainability at Core Laboratories, Page 10-12</a>
-	102-44	Key topics and concerns raised	<a href="#">Sustainability at Core Laboratories, Page 10-12</a>
<b>Reporting Practice</b>			
-	102-45	Entities included in the consolidated financial statements	<a href="#">Form 10K, Exhibit 21.1</a>
-	102-46	Defining report content and topic boundaries	<a href="#">Table of Contents, About this Report, Page2</a>
-	102-47	List of material topics	<a href="#">Sustainability at Core Laboratories, Page 10</a>
-	102-49	Changes in reporting	-
-	102-50	Reporting period	January 1, 2021 – December 31, 2021
-	102-51	Date of most recent report	August 31, 2022 for FY 2021
-	102-52	Reporting cycle	Annual
-	102-53	Contact point for questions regarding the report	<a href="https://www.corelab.com/contact">https://www.corelab.com/contact</a>
-	102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">About this Report, Page 2</a>
-	102-55	GRI content index	<a href="#">Page 51-58</a>



## GRI and SASB Index

### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
<b>Management Approach</b>			
-	103-1	Explanation of the material topic and its boundary	<a href="#">Sustainability at Core Laboratories, Page 11</a>
-	103-2	The management approach and its components	<a href="#">Sustainability at Core Laboratories, Page 10-13</a>
-	103-3	Evaluation of the management approach	<a href="#">Sustainability at Core Laboratories, Page 10-13</a>
<b>ECONOMIC</b>			
<b>Economic Performance</b>			
-	201-1	Direct economic value generated and distributed	<a href="#">Form 10K</a>
-	201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Form 10K Item, Page 1-10, Item 1A, Page 10-16</a>
-	201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2022 Proxy Statement, Page 26-37, Page 39-42</a>
<b>Anti-Corruption</b>			
EM-SV-510a.2	205-1	Operations assessed for risks related to corruption	<a href="#">Governance, Page 45</a>
EM-SV-510a.2	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Governance, Page 45</a>
<b>ENVIRONMENTAL</b>			
<b>Energy</b>			
EM-SV-110a.1	302-1	Energy consumption within the organization	<a href="#">Environment &amp; Climate, Page 36-38</a>
-	302-3	Energy intensity	<a href="#">Environment &amp; Climate, Page 37</a>



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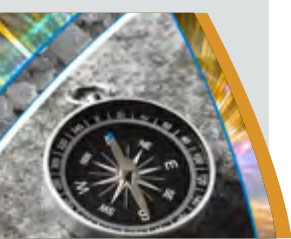
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## GRI and SASB Index

### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
<b>ENVIRONMENTAL</b>			
<b>Energy</b>			
EM-SV-510a.2	302-4	Reduction of energy consumption	<a href="#">Environment &amp; Climate, Page 34-36</a>
<b>Biodiversity</b>			
EM-SV-160a.2	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Environment &amp; Climate, Page 34</a>
<b>Emissions</b>			
-	305-1	Direct (Scope 1) GHG emissions	<a href="#">Environment &amp; Climate, Page 36</a>
EM-SV-110a.1	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Environment &amp; Climate, Page 36</a>
EM-SV-110a.1	305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Environment &amp; Climate, Page 36</a>
EM-SV-110a.1	305-4	GHG emissions intensity Scope 1&2	<a href="#">Environment &amp; Climate, Page 36</a>
EM-SV-110a.1	-	GHG emissions intensity Scope 1,2 & 3	<a href="#">Environment &amp; Climate, Page 36-37</a>
EM-SV-110a.2	305-5	Reduction of GHG emissions	<a href="#">Environment &amp; Climate, Page 36</a>
EM-SV-110a.1	305-6	Emissions of ozone-depleting substances (ODS)	Negligible
<b>Effluents and Waste</b>			
EM-SV-160a.2	306-3	Significant spills	None



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### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
<b>ENVIRONMENTAL</b>			
<b>Environmental Compliance</b>			
-	307-1	Non-compliance with environmental laws and regulations	None
<b>SOCIAL</b>			
<b>Employment</b>			
-	401-1	New employee hires and employee turnover	<a href="#">People &amp; Communities, Page 16</a>
-	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">People &amp; Communities, Page 18</a>
<b>Occupational Health and Safety</b>			
EM-SV-320a.2	403-1	Occupational health and safety management system	HSE Management System by Business Unit. ISO 45001 – 25 Locations, OHSAS 18001 – 3 Locations
EM-SV-320a.1	403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Health &amp; Safety, Page 27-32</a>
EM-SV-320a.2	403-3	Occupational health services	<a href="#">Sustainability at Core Laboratories, Page 12</a>
EM-SV-320a.2	403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health &amp; Safety, Page 31. Employees report safety observations and recommendation into our reporting system for real time action by management.</a>
EM-SV-320a.2	403-5	Worker training on occupational health and safety	Each business unit has a robust HSE training program designed for its operation. Much of the training is managed through an on-line computer based system.
EM-SV-320a.2	403-6	Promotion of worker health	<a href="#">Health &amp; Safety, Page 27-28</a>
EM-SV-320a.2	403-8	Workers covered by an occupational health and safety management system	HSE Management System by Business Unit. ISO 45001 – 25 Locations, OHSAS 18001 – 3 Locations



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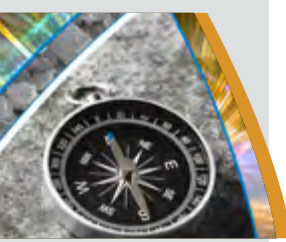
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## GRI and SASB Index

### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
<b>SOCIAL</b>			
<b>Occupational Health and Safety</b>			
EM-SV-320a.1, EM-SV-000.D	403-9	Work-related injuries	<a href="#">Health &amp; Safety, Page 28-29</a>
<b>Training and Education</b>			
-	404-1	Average hours of training per year per employee	<a href="#">People &amp; Communities, Page 16-17</a>
-	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">People &amp; Communities, Page 18-20</a>
-	404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">People &amp; Communities, Page 18. Core Laboratories' uses a TMS which provides our employees an online suite of integrated tools designed to support the workflow and processes of five key areas of talent management: Recruiting, Succession Management, Performance Management, Total Rewards, and Learning &amp; Development.</a>
<b>Diversity and Equal Opportunity</b>			
-	405-1	Diversity of governance bodies and employees	<a href="#">People &amp; Communities, Page 21-22</a>
-	405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Our Awarded Bloomberg Gender-Equality Index 2022, Equal Pay &amp; Gender Pay Parity Diversity &amp; Inclusion Strategy, Page 22</a>
<b>Non-discrimination</b>			
-	406-1	Incidents of discrimination and corrective actions taken	<a href="#">Equal Opportunity and Harassment information, Page 21, Grievance Policy, Helpline, and Investigations information, Page 46</a>
<b>Freedom of Association and Collective Bargaining</b>			
-	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Governance, Page 47</a>



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## GRI and SASB Index

### GRI and SASB disclosure index

SASB code	GRI code	Description	Response
-	GRI	Title	-
<b>SOCIAL</b>			
<b>Child Labor</b>			
-	408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Governance, Page 47</a>
<b>Forced or Compulsory Labor</b>			
-	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Governance, Page 47</a>
<b>Human Rights Assessment</b>			
-	412-1	Operations that have been subject to human rights reviews or impact assessments	<a href="#">Governance, Page 47</a>
-	412-2	Employee training on human rights policies or procedures	<a href="#">Governance, Page 45</a>
-	412-3	Significant investment agreements and contracts that include human rights clauses or that under went human rights screening	Code of Ethics, Corporate Responsibility and Our Supply Chain, Suppliers must accept Core Lab Ethics Policy
<b>Local Communities</b>			
-	413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">People &amp; Communities, Page 23-25</a>
<b>Suppliers Social Assessment</b>			
-	414-1	New suppliers that were screened using social criteria	Code of Ethics, Corporate Responsibility and Our Supply Chain
-	414-2	Negative social impacts in the supply chain and actions taken	Code of Ethics, Corporate Responsibility and Our Supply Chain



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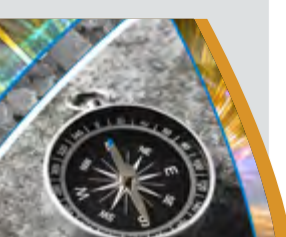
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## Location GHG Scope 1, 2 & 3

Impact	Scope	Source	GHA emissions (tCO <sub>2</sub> e)																						
			ATCs							Mid-level ATCs													Manufacturing		
			Canada	Malaysia	Middle East	Netherlands	United Kingdom	United States	ATC Total	Colombia Bogota	Indonesia Jakarta	Australia Perth	Belgium Antwerp	Russia Novorossiysk	Russia, St. Petersburg	Netherlands EuroPoort +Botlek	Netherlands Amsterdam	Panama, Panama City	Sweden Goteborg	Broussard, LA USA	Deer Park TX USA	Mid-level ATCs Total	Owen Godley, TX USA	Owen Red Deer, Canada	Manufacturing Total
Direct	Scope 1	Stationary	906.22	-	-	132.23	149.79	278.77	1,467.02	-	-	-	46.45	-	-	49.19	2.83	-	-	0.00	0.59	99.06	-	126.48	126.48
		Vehicle fuel use	73.37	0.38	7.02	-	2.28	18.02	101.07	14.51	9.08	2.29	-	0.93	323.77	524.56	184.64	-	146.67	14.84	136.98	1,358.27	153.61	237.74	391.35
		Refrigerants	-	-	196.93	-	-	27.78	224.70	-	-	-	-	-	-	-	-	-	-	21.72	-	21.72	-	-	-
Indirect	Scope 2	Electricity (location-based)	283.61	193.68	520.37	219.46	85.82	2,166.58	3,469.53	35.24	314.16	21.57	70.14	155.05	310.30	115.24	79.14	39.59	-	392.30	701.52	2,234.24	2,287.07	125.66	2,412.74
		Electricity (market-based)	948.17	193.68	520.37	322.50	156.98	2,302.95	4,444.65	35.24	314.16	21.57	64.79	155.05	310.30	169.34	116.29	39.59	-	462.16	745.67	2,434.18	2,431.03	420.11	2,851.14
TOTAL OPERATIONAL FOOTPRINT (LOCATION-BASED)			1,263.20	194.06	724.32	351.69	237.89	2,491.15	5,262.32	49.75	323.24	23.86	116.59	155.99	634.07	688.98	266.61	39.59	146.67	428.86	839.09	3,713.30	2,440.69	489.88	2,930.56
TOTAL OPERATIONAL FOOTPRINT (MARKET-BASED)			1,927.76	194.06	724.32	454.74	309.05	2,627.52	6,237.44	49.75	323.24	23.86	111.24	155.99	634.07	743.09	303.76	39.59	146.67	498.72	883.24	3,913.23	2,584.64	784.33	3,368.97

This year an overall calculation for Cat 1 and 2 is done. Hence site level data is not available. Please refer to Result Summary FY2020 tab for overall Cat 1 and 2 details.

Scope 3 categories	GHA emissions (tCO <sub>2</sub> e)																						
	ATCs							Mid-level ATCs													Manufacturing		
	Canada	Malaysia	Middle East	Netherlands	United Kingdom	United States	ATC Total	Colombia Bogota	Indonesia Jakarta	Australia Perth	Belgium Antwerp	Russia Novorossiysk	Russia, St. Petersburg	Netherlands EuroPoort +Botlek	Netherlands Amsterdam	Panama, Panama City	Sweden Goteborg	Broussard, LA USA	Deer Park TX USA	Mid-level ATCs Total	Owen Godley, TX USA	Owen Red Deer, Canada	Manufacturing Total
Purchased good and services	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	NA	NA	-
Capital goods	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	NA	NA	-
Fuel and energy related activities	260.45	48.63	179.58	81.69	53.08	667.87	1,291.29	11.72	77.09	6.68	24.65	48.74	180.08	164.13	56.44	4.49	34.09	100.27	234.55	942.94	688.33	115.42	803.75
Upstream transportation and distribution	-	785.88	24.60	10.25	49.05	-	869.78	106.89	25.50	119.79	5.10	-	0.03	43.18	6.66	2.90	61.73	-	-	371.77	167.25	38.38	205.63
Waste generated in operations	5.93	6.82	2.70	6.11	5.13	-	26.69	0.95	-	4.18	12.58	2.87	1.39	66.32	4.57	22.06	-	9.87	3.06	127.84	54.73	-	54.73
Business travel	0.24	4.96	141.47	-	7.20	151.61	305.47	32.00	1.89	6.39	3.25	-	15.22	-	-	300.98	5.29	13.92	18.97	397.92	53.80	-	53.80
Employee Commuting	81.35	-	27.05	-	70.70	542.28	721.38	16.00	-	-	-	45.19	235.61	-	-	-	55.34	101.56	133.67	587.38	0.07	73.56	73.63
Upstream leased assets	49.78	15.49	42.17	4.39	7.21	122.31	241.36	21.12	-	15.87	19.67	-	0.00	256.16	69.83	0.04	24.84	-	-	407.54	1.73	20.01	21.74
Downstream transportation and distribution	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	NA	NA	-
Processing of solid products	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	NA	NA	-
Use of solid products	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	7.55	-	7.55
End of life treatment of sold products	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	14.58	0.14	14.72
Downstream leased assets	-	-	-	-	86.52	906.22	88.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5.70	5.70
Franchises	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	NA	NA	-
Investment	NA	NA	NA	NA	NA	NA	-	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	-	NA	NA	-
TOTAL	397.76	861.78	417.56	102.43	278.89	1,486.42	3,544.85	188.68	104.48	152.91	65.26	96.81	432.34	529.79	137.50	330.47	181.28	225.62	390.25	2,835.39	988.04	253.21	1,241.25



## Performance Data

### HEALTH & SAFETY\*

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
Total Safety Observations	#	1490	1464	1673
Total Stop Works	#	185	204	235
Stop Work Significant Events	%	26	24	24
Near Accident Total	#	101	113	168
Near Accident/Recordable Incident Ratio	Ratio	5.32	9.42	16.8
Near Accident per Employee (NM/HC)	Ratio	0.026	0.029	0.035
Fatalities - Employees	#	0	0	0
Lost Time (LTIR)	Rate	0.20	0.05	0.08
Total Recordable (TRIR)	Rate	0.48	0.28	0.21
Days Away from Work Rate (DAFWCR)	Rate	0.35	0.19	0.19
Days Away from Work Cases	#	8	2	4
Restricted Duty/Days Cases	#	6	6	5
Medical Treatment Cases	#	5	4	1
Non-Recordable Cases	#	67	54	90
Lost Days	#	181	168	288
Restricted Days	#	640	391	521
Motor Vehicle Accident (MVA) Improved Reporting YOY	count	40	46	74

\*Core Lab Uses the OSHA definition of recordable injury/illness.

### ENVIRONMENTAL

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
ISO 14001:2015 - Certified Sites	#	7	7	7

### QUALITY CERTIFICATION

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
OHSAS 18001:2007 - Certified	#	3	3	3
ISO 17020 - Certified	#	8	9	9
ISO 17025 - Certified	#	41	44	44
ISO 9001:2015 - Certified	#	91	101	101
ISO 45001:2018 - Certified	#	26	25	25



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## Performance Data

### ENVIRONMENTAL | Spills

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
Total Vol. of Spills - Oil and Chemicals	Barrels	None	None	None
Total No. of Spills - Oil and Chemicals	#	None	None	None
No. of Spills > 1 barrel (42G) (outside containment)	#	None	None	None
Volume of Spills > 1 barrel (42G) (outside containment)	Barrels	None	None	None

### ENVIRONMENTAL | GHG Emissions

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
Scope 1	Metric Ton CO <sub>2e</sub>	3790	3420	4795
Scope 2 (Location-based)	Metric Ton CO <sub>2e</sub>	8201	8672	10381
Scope 2 (market-based)	Metric Ton CO <sub>2e</sub>	9814	10563	11904
Operational Footprint (Location-based)	Metric Ton CO <sub>2e</sub>	11991	12092	15176
Operational Footprint (Market-based)	Metric Ton CO <sub>2e</sub>	13604	13983	16699
Scope 3 Upstream	Metric Ton CO <sub>2e</sub>	21668	23546	30798
Scope 3 Downstream	Metric Ton CO <sub>2e</sub>	117	540	829
Scope 3 Total	Metric Ton CO <sub>2e</sub>	21785	24086	31627

### SOCIAL | # of Employees at Year End

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
% Women in Executive & Senior Management	%	11	11	17
% Women in Science & Technology	%	22	31	39
% Women in Middle / Other Management	%	32	29	19
% Women in Global Population	%	26	25	23

### SOCIAL | Local Content

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
% Employees in US	%	26	31	32
% Employees International	%	74	69	68

### SOCIAL | Training

Performance Metric	Units	CLB 2021	CLB 2020	CLB 2019
Ethics and Compliance				
Anti-Corruption and Export Controls	%	96	85	97
Code of Ethics	%	96	87	93
Cybersecurity	%	96	90	NA
Harassment, Sexual Harassment, and Unprofessional Behavior	%	96	84	NA
Equal Opportunity and Unconscious Bias	%	96	74	NA
Reportable Transactions & Conflicts of Interest	%	96	84	NA



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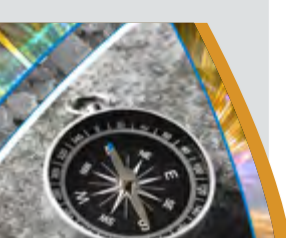
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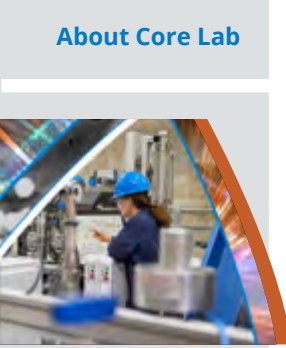
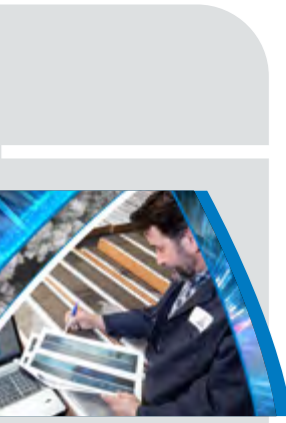
Governance



## United Nations Sustainable Development Goals

SDG	SDG Target	Our Efforts
<p><b>SDG 2:</b> End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p>	<p><b>2.1:</b> By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.</p> <p><b>2.2:</b> By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons.</p>	<ul style="list-style-type: none"> <li>— People &amp; Communities</li> </ul>
<p><b>SDG 3:</b> Ensure healthy lives and promote well-being for all at all ages.</p>	<p><b>3.1:</b> By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births.</p> <p><b>3.2:</b> By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-five mortality to at least as low as 25 per 1,000 live births.</p> <p><b>3.6:</b> By 2020, halve the number of global deaths and injuries from road traffic accidents.</p> <p><b>3.9:</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p>	<ul style="list-style-type: none"> <li>— People &amp; Communities</li> <li>— Health &amp; Safety</li> <li>— Governance</li> </ul>
<p><b>SDG 4:</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p><b>4.1:</b> By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.</p> <p><b>4.3:</b> By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.</p> <p><b>4.7:</b> By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development</p>	<ul style="list-style-type: none"> <li>— People &amp; Communities</li> <li>— Governance</li> </ul>
<p><b>SDG 5:</b> Achieve Gender Equality and Empower all women and girls.</p>	<p><b>5.1:</b> End all forms of discrimination against all women and girls everywhere.</p> <p><b>5.5:</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<ul style="list-style-type: none"> <li>— People &amp; Communities</li> <li>— Governance</li> </ul>
<p><b>SDG 7:</b> Ensure access to affordable, reliable, and modern energy services.</p>	<p><b>7.3:</b> By 2030, double the global rate of improvement in energy efficiency.</p>	<ul style="list-style-type: none"> <li>— People &amp; Communities</li> <li>— Governance</li> </ul>
<p><b>SDG 8:</b> Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.</p>	<p><b>8.5:</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p>	<ul style="list-style-type: none"> <li>— People &amp; Communities</li> <li>— Health &amp; Safety</li> <li>— Governance</li> </ul>

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## United Nations Sustainable Development Goals

SDG	SDG Target	Our Efforts
<p><b>SDG 9:</b> Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p>	<p><b>9.2:</b> Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.</p>	<p>Environment &amp; Climate</p>
<p><b>SDG 10:</b> Reduce inequality within and among countries</p>	<p><b>10.2:</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p><b>10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>	<p>People &amp; Communities Governance</p>
<p><b>SDG 12:</b> Ensure sustainable consumption and production patterns</p>	<p><b>12.5:</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p><b>12.6:</b> Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>Environment &amp; Climate</p>
<p><b>SDG 13:</b> Take urgent action to combat climate change and its impacts</p>	<p><b>13.1:</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p><b>13.3:</b> Integrate climate change measures into national policies, strategies and planning</p>	<p>Environment &amp; Climate</p>
<p><b>SDG 16:</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<p><b>16.5:</b> Substantially reduce corruption and bribery in all their forms</p> <p><b>16.7:</b> Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>	<p>Governance</p>

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# 2021 | **Corporate Sustainability Report** *Sustainability at our Core™*

## **Cautionary Statement Regarding Forward-Looking Statements**

This Sustainability Report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements can be identified by the use of forward-looking terminology such as “may”, “will”, “believe”, “expect”, “anticipate”, “estimate”, “continue”, or other similar words, including statements as to the intent, belief, or current expectations of our directors, officers, and management with respect to our future operations, performance, or positions or which contain other forward-looking information. These forward-looking statements are based on our current expectations and beliefs concerning future developments and their potential effect on us. While management believes that these forward-looking statements are reasonable as and when made, no assurances can be given that the future results indicated, whether expressed or implied, will be achieved. While we believe that these statements are and will be accurate, our actual results and experience may differ materially from the anticipated results or other expectations expressed in our statements due to a variety of risks and uncertainties.

We undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. For a more detailed discussion of some of the foregoing risks and uncertainties, see “Item 1A - Risk Factors” in our Annual Report as well as the other reports filed by us with the Securities and Exchange Commission (“SEC”).

## **For More Information and Feedback**

We are focused on constant improvement in our corporate sustainability reporting, and we value the feedback of all our stakeholders and investors. If you have feedback concerning the information reported in this document or, for additional information, please contact:

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