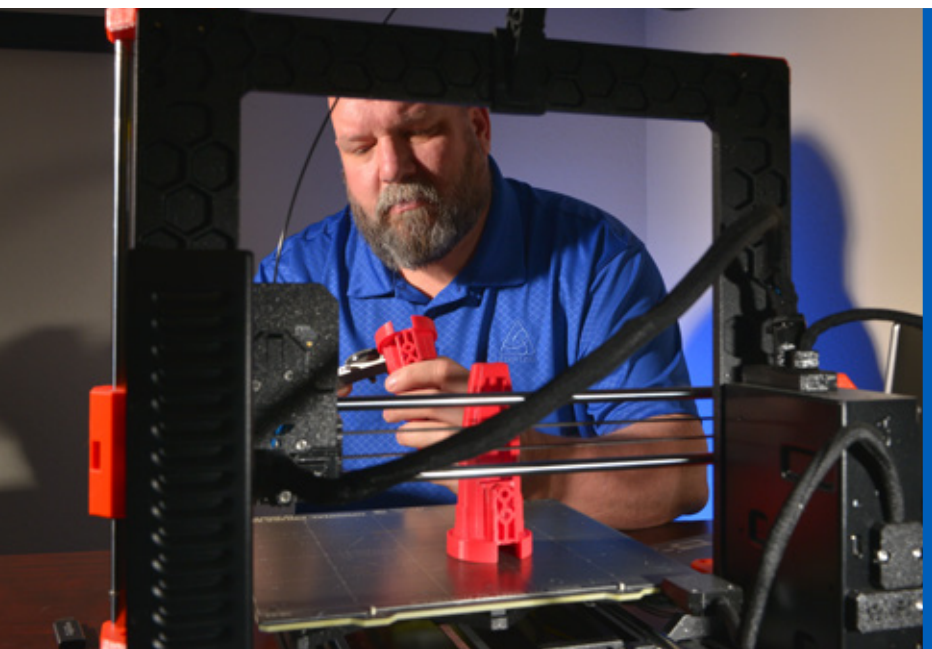
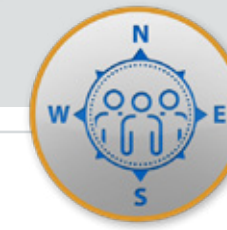




Corporate Sustainability Report
Sustainability at our Core™

2023



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About this Report

Core Laboratories takes a comprehensive approach to our sustainability strategy, providing disclosures that reflect the Company's commitment 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 a member of the United Nations Global Compact, we are committed to providing an annual Communication on Progress ("CoP"). We also align our sustainability strategy with the targets under the United Nations Sustainable Development Goals ("SDGs").

Achievements and Recognition

- ▶ AA ESG rating from MSCI
- ▶ Sustainalytics – 21.6 Risk Rating and ranked 14 out of 84 (17th percentile) of Oil & Gas Equipment Subindustry
- ▶ Recognized by the Bloomberg Gender Equality Index since 2018
- ▶ CDP Climate Change Score C – 2023 Industrial Support Services Europe Region and Water Security Score - C



Larry Bruno

Chairman of the Board,
and Chief Executive Officer

Message from our CEO


I am pleased to present Core Laboratories' 2023 Sustainability Report. Our sustainability strategy starts with our Sustainability Strategic Pillars ("Strategic Pillars")—People & Communities, Health & Safety, Environment & Climate, and Governance. It is through the commitment of our people who are dedicated to delivering on this strategy that drives the Company's success.

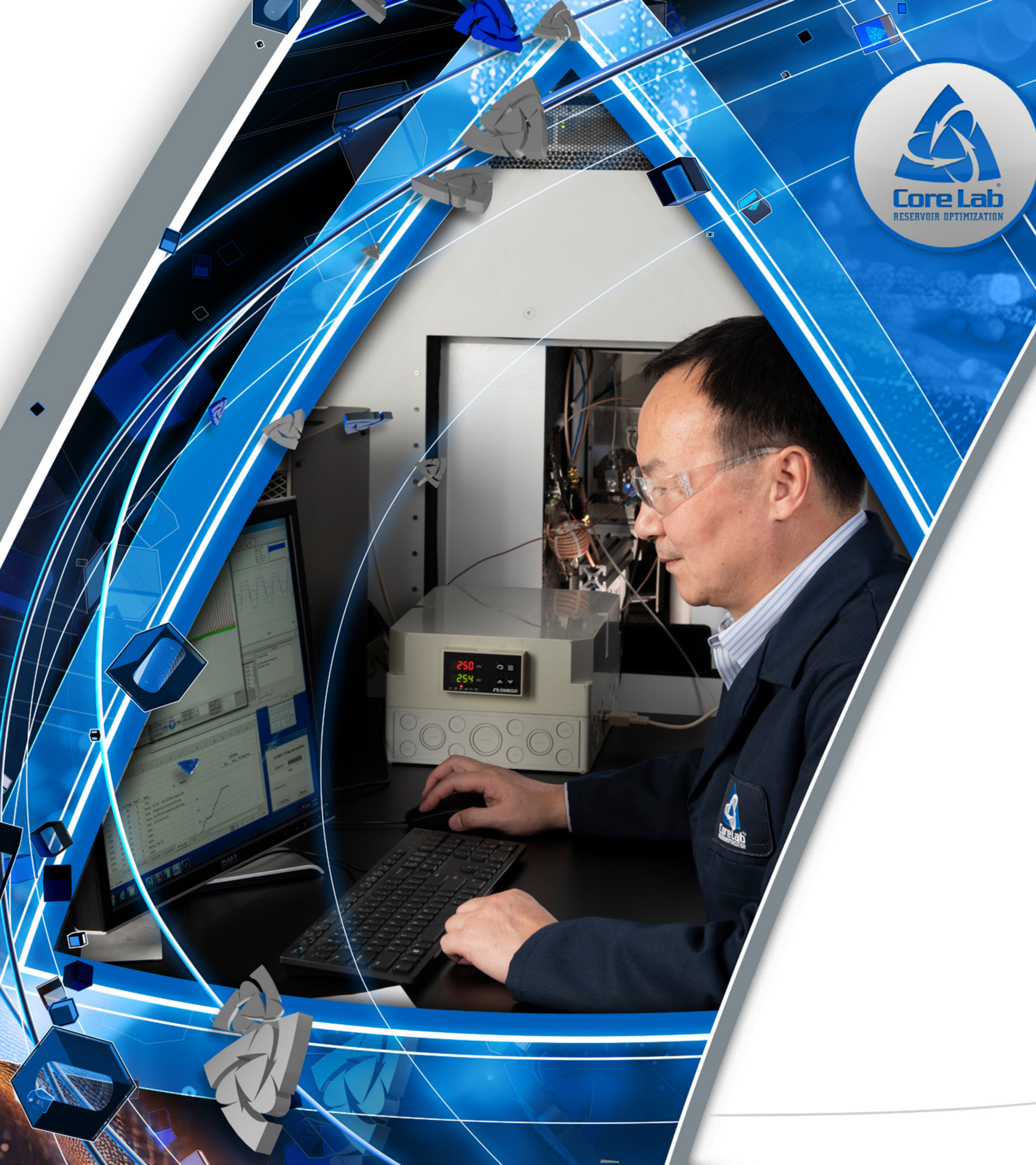
A multi-year recovery cycle for the oil and gas industry continued in 2023, led by improvement in both onshore and offshore client activity across our global operations. We will continue to focus on operational efficiency throughout our laboratory network, as we develop and deploy digital and automation solutions as a strategic client partner for both hydrocarbon production and energy transition solutions such as Carbon Capture and Sequestration ("CCS").

We're pleased to report that in 2023, three additional client members joined our CCS Consortium in partnership with the University of Houston, increasing the joint-industry group to 12 members. This consortium enables technical teams from member companies to share expertise and datasets related to digital rock analysis and petrophysical measurements. This allows the companies to develop innovative workflows that expedite the analysis timeline for quantifying the potential for CO₂ trapping, a critical need considering the short permit deadlines set by the Environmental Protection Agency for domestic carbon storage projects.

With each passing year we continuously improve, and we look forward to sharing data and accomplishments that go beyond what we have already achieved.

Thank you for your interest in Core Laboratories and in the Company's commitment to a sustainable future. We encourage you to ask us questions, share feedback, and let us know what we can do to improve further. Your input is valuable to us.





About Core Laboratories

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Company Overview

Core Laboratories is a leading provider of proprietary and patented reservoir description and production enhancement services and products. These services and products enable the Company's clients to optimize reservoir performance, maximize hydrocarbon recovery from their producing fields, and improve operations across the hydrocarbon value chain. The Company has over 70 offices in more than 50 countries and is located in every major oil-producing province in the world and provides its services to the world's major, national, and independent energy companies.

We operate our business in two segments. These complementary operating segments provide different services and products and utilize different technologies for evaluating and improving reservoir performance and increasing oil and gas recovery from new and existing fields.

Reservoir Description

Reservoir Description 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. Through our laboratory-based analytical and field services, we 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 offer reservoir description capabilities that support various activities associated with energy transition projects, including services that support carbon capture, utilization and storage, geothermal projects, and the evaluation and appraisal of mining activities around lithium and other elements necessary for energy storage.

Production Enhancement

Production Enhancement includes services and manufactured products associated with reservoir well completions, perforations, stimulation, production and well abandonment. 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.

PRODUCTION ENHANCEMENT

\$177 Million

1. Field-based
2. U.S. and International
3. Energetic Products and Diagnostics Services

RESERVOIR DESCRIPTION

\$333 Million

1. Laboratory-based
2. Highly International
3. Core and Fluid Analysis



Core Lab 2023 Revenue

\$510 Million



Founded in
1936

NYSE Listed
1998



50+
Countries

6
Continents

30+
Languages

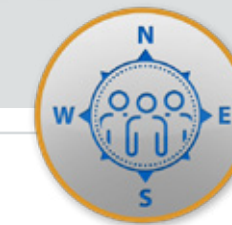


Employees
~3,600



5
Advanced
Technology
Centers

19
Regional
Specialty
Centers



Financial Strategies

Core Lab continues to follow the three financial tenets that management believes will drive total shareholder returns over the long term.

1 Maximize Free Cash Flow

Core Lab follows a disciplined approach to capital allocation for maintaining and growing our business. This discipline towards capital investments and maintaining an asset-light business model has the Company well-positioned for the continued expansion of exploration and production of oil and gas over the next several years.

2 Maximize Return on Invested Capital ("ROIC")

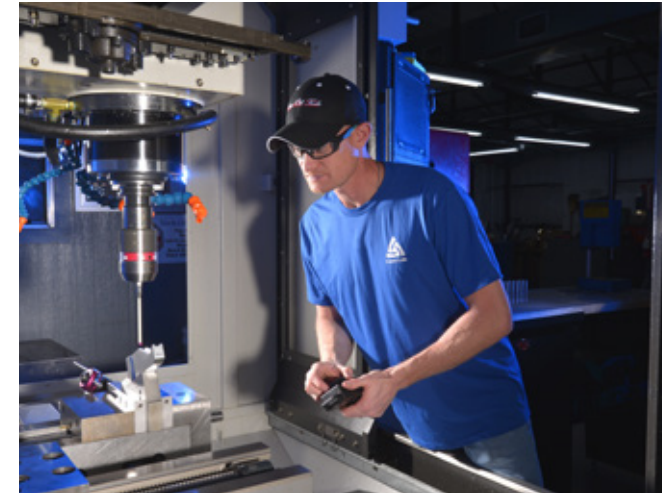
Core Lab strives to maximize ROIC through capital discipline and continued execution of our three Growth Strategies:

- 1) Develop New Technologies for Reservoir Optimization
- 2) Leverage Core's International Laboratory Network
- 3) Acquire Complimentary and Strategically Positioned Technologies

The Company has maintained these strategies and focus on ROIC for decades. We believe that our commitment to this approach will result in superior long-term performance of Core Lab's share price compared with the Company's peer group compiled by Bloomberg. We believe having the management team's performance-based stock compensation, tied to both ROIC and Total Shareholder Return, continues to be aligned with long-term shareholders' objectives.

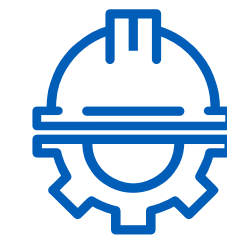
3 Return Excess Capital to Shareholders

Since 2002, Core Lab has returned excess capital to shareholders in the form of share repurchases, warrant settlements, dividends, and special dividends, totaling \$2.7 billion. For the last several years and throughout 2023, the Company has been primarily focused on applying free cash towards reducing debt. As the Company continues to reduce its debt leverage ratio, excess capital will be returned to shareholders via share repurchases and the quarterly dividend.



Core Values

Core Lab has five Core Values that represent and establish the way we treat each other, conduct our business and simply define "how we do things around here". By embedding our Core Values into our operating strategies, we ensure that our Company culture and mission also drive our Environmental, Social and Governance ("ESG") sustainability efforts.



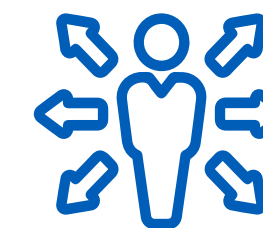
Safety Awareness

We provide a work environment where employees are empowered to manage their work safely and responsibly.



Honesty & Integrity

We behave consistently, acting in accordance with moral, ethical, and professional guidelines.



Customer Focus

We build and maintain the highest levels of customer service and satisfaction internally and externally.



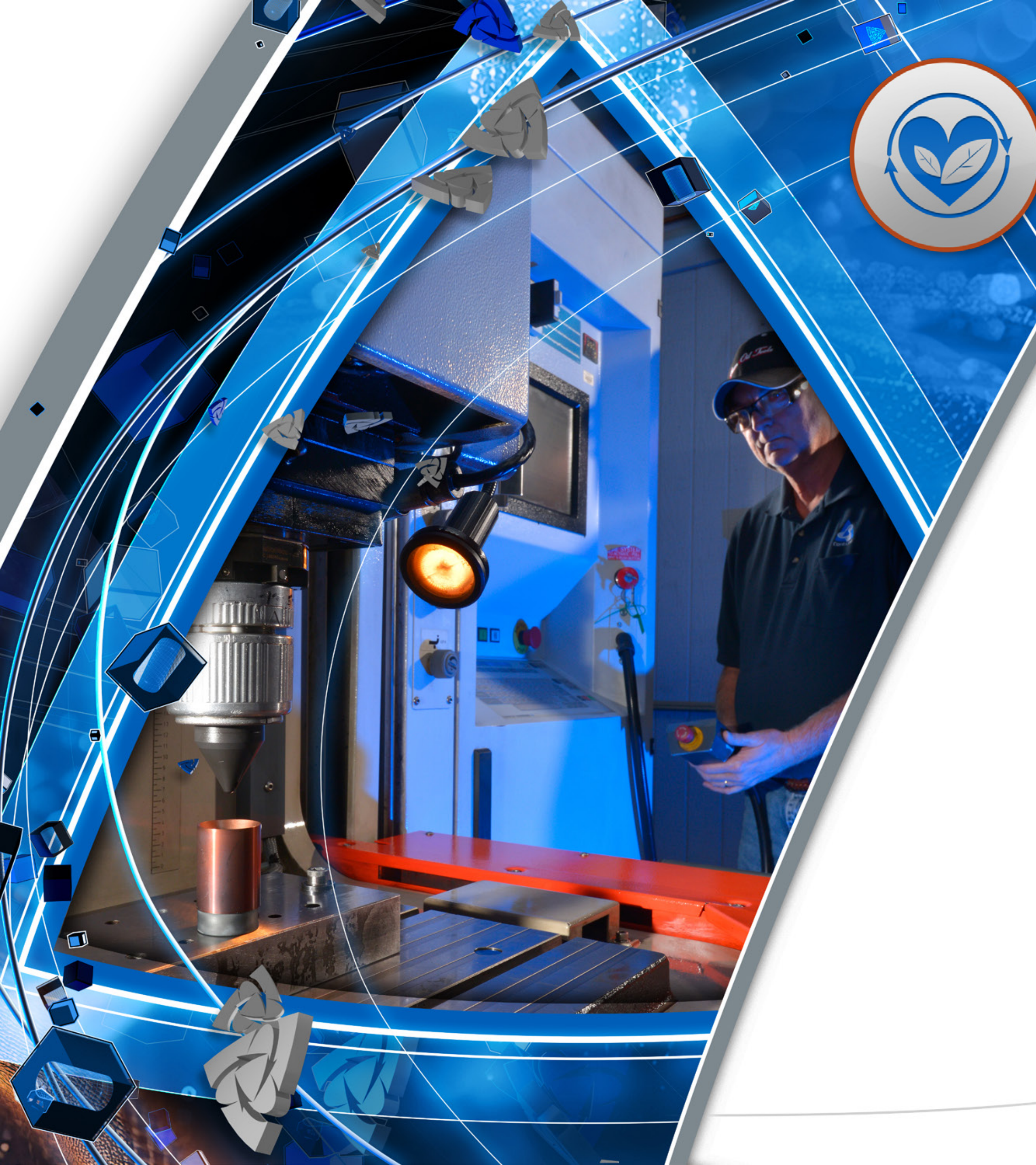
Building Trust

We promote an atmosphere of openness, respect, and dignity, producing confidence in our intentions.



Employee Development

We invest in our people to build a stronger workforce ready and willing to get the right results the right way, every time.



Sustainability at Core Laboratories

- 8 Message from the Sustainability Steering Committee Chair
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Message from the Steering Committee Chair



Steering Committee Chair

Gwen Gresham
SVP, Corporate Development
and Investor Relations

Core Lab is dedicated to operating reliably and responsibly, transparently sharing the actions we take to reach our sustainability targets and grow the business. Guided by our Core Values, we integrate sustainable practices into Core Lab's global operations. This has enabled us to remain responsible stewards of our people, environment, and surrounding communities, while continuing to deliver long-term value to clients and shareholders.

Based on our materiality assessment, throughout 2023 we developed specific goals aligned to each of our Strategic Pillars. The goals are actionable, rather than aspirational, aiding us as we continue to invest in ongoing and pragmatic solutions to sustainability issues in support of the energy transition and the success of Core Lab, our clients, and employees.

Commitment to Sustainability

We work toward achieving our sustainability commitment in every aspect of our business. This includes careful consideration of the Company's social and environmental impacts and dedication to conducting our work by the highest standards of ethics and corporate governance.

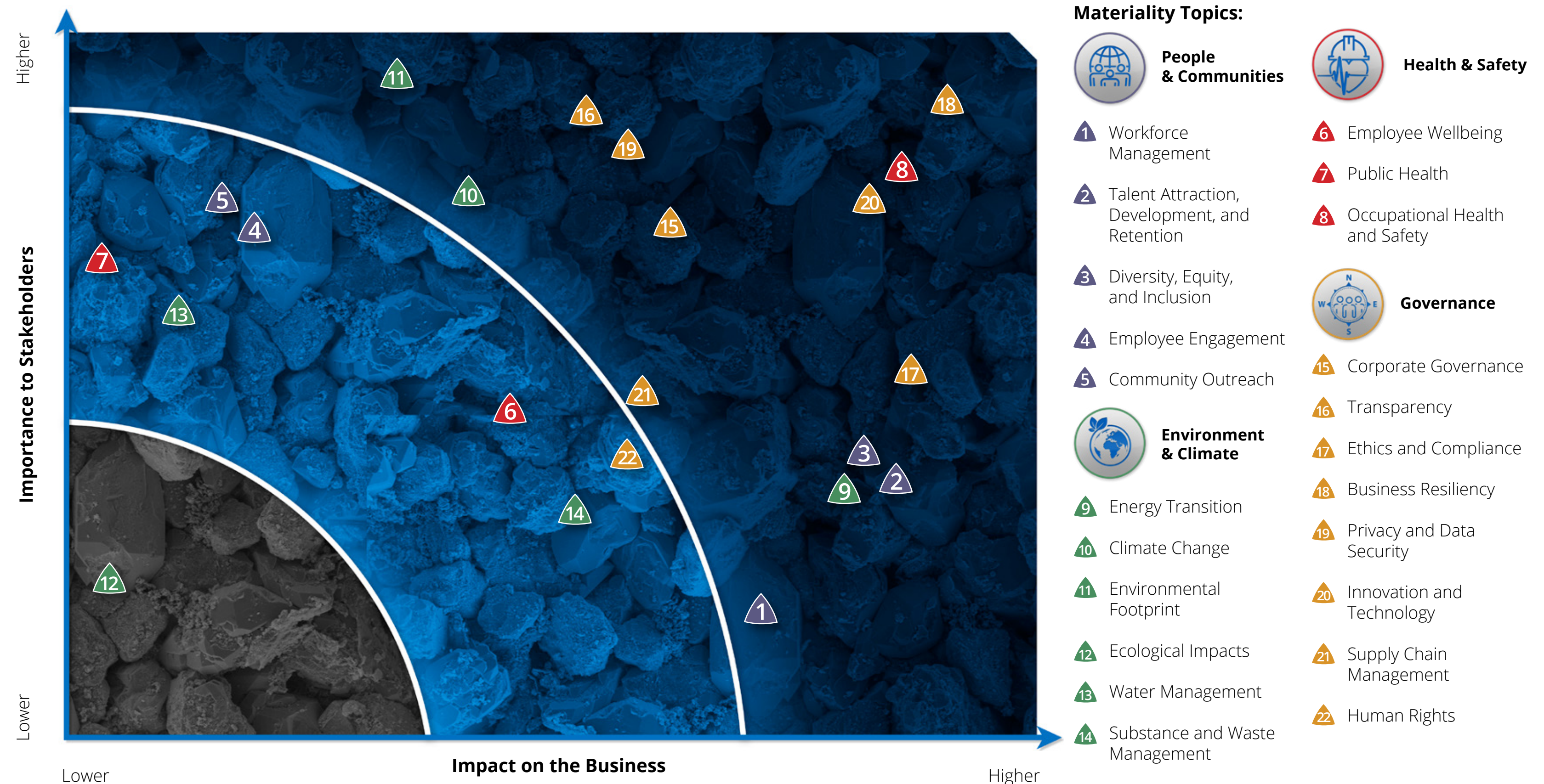
Sustainability Steering Committee

The Sustainability Steering Committee is a structured advisory forum that manages the enterprise-level sustainability strategy by identifying, evaluating, and responding to related risks and opportunities. The Committee provides quarterly updates on our strategy, initiatives, and progress to the Nominating, Governance and Sustainability Committee of the Board of Directors, who represent the highest sustainability governance level at Core Lab.

Stakeholder Engagement and Materiality

We analyze sustainability issues relevant to the industry, peers, and stakeholders. This process includes communication with our clients, investors, employees, and suppliers, and reviewing information provided by reporting frameworks such as the Global Reporting Initiative ("GRI") and the Sustainability Accounting Standards Board ("SASB"). We also regularly engage, through various channels, with stakeholders across our global value chain to achieve alignment of purpose and maintain an environment and culture of cooperation and collaboration where diversity of thought is valued.

The information derived from this exercise guides our efforts and enables us to develop goals that align with our Strategic Pillar framework.



Sustainability Strategic Pillars

In 2023, we developed focus areas and goals based on materiality items key to Core Lab. These serve as the foundation on which we will measure progress moving forward.



We value our employees and are committed to providing opportunities to help them develop and excel while achieving business results.

Focus Areas	Materiality Issues	Goals	Metrics
Workforce Management	Workforce Management	Create a consistent global approach to handling employment actions.	Number of policy and process training developed and delivered Implementation of HCM system
Bench Strength	Talent Attraction, Development, and Retention	Attract, retain, and develop a diverse workforce.	% new hires and employee turnover % training hours completed % females in STEM roles



We are committed and accountable for promoting a culture focused on the health and safety of people and take a proactive approach to identify and manage risks through recognition, evaluation, and education.

Focus Areas	Materiality Issues	Goals	Metrics
Health and Wellness	Employee Wellbeing	Increase awareness of the importance of physical and mental wellbeing.	% participants in health awareness programs and events
Safety Performance	Occupational Health and Safety	Protect health, safety, and security by assessing and mitigating risks in our business.	Fatalities, injuries, safety incidents Vehicle safety recordable incidents SSW recordable injuries



We strive to be recognized as responsible by being committed to reducing impact on the environment by conducting our business in a manner uniform with applicable environmental regulations.

Focus Areas	Materiality Issues	Goals	Metrics
Energy Transition	Energy Transition	Develop energy transition solutions.	Number of members in the CCS Consortium
Climate Change	Climate Change	Reduce carbon emissions from base year 2018 to 21% by 2023 and 27% by 2025.	GHG emissions data
Environmental Impact	Environmental Footprint	Reduce energy consumption through targeted reductions and renewable energy sourcing.	GHG emissions data



We are committed to embracing the principles of integrity and ethical conduct, which are paramount to helping us achieve business success.

Focus Areas	Materiality Issues	Goals	Metrics
Enterprise Risk Management	Privacy and Data Security	Foster a culture of security awareness where employees take ownership in securing client data.	% completion of cybersecurity awareness training
Supply Chain	Supply Chain Management	Provide safe, fair, and ethical work conditions during the production and distribution of goods and services.	Number of suppliers added to our supplier management system



People & Communities

- 11 Global Workforce
- 11 Workforce Management
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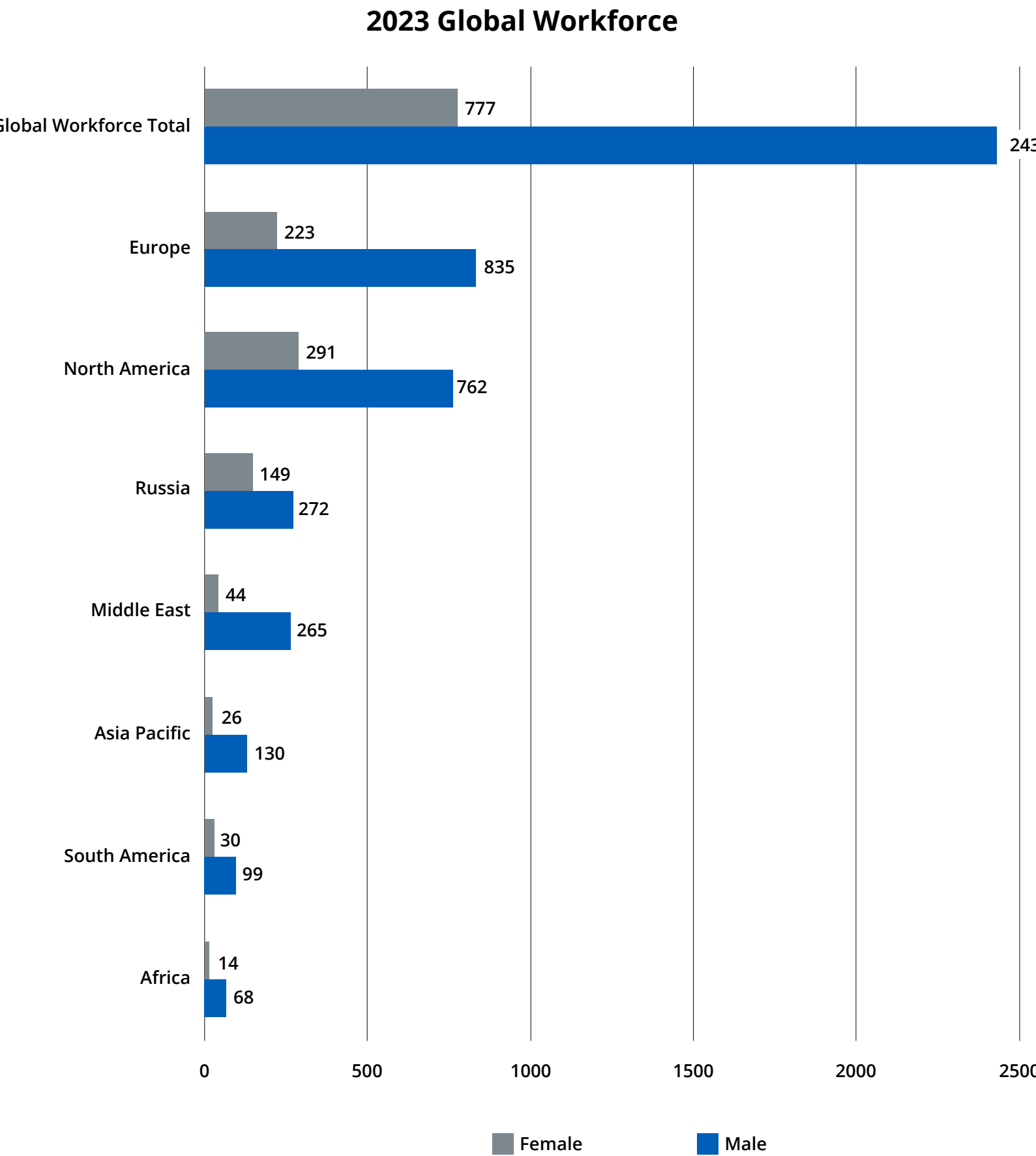
People & Communities

We value our employees and are committed to providing opportunities to help them develop and excel while achieving business results.

- Create a consistent global approach to handling employment actions.
- Attract, retain, and develop a diverse workforce.

Global Workforce

Core Lab is represented in more than 50 countries around the world. As of December 31, 2023, we had 3,208 permanent employees, not including other individuals such as certain contractors, agency workers, and franchise personnel.



Workforce Management

Following the Employee Life Cycle – Recruit, Develop, Perform, Reward, Advance – we structure our people-related initiatives, policies, and actions to better support employees.



Recruit

The recruiting practices we've implemented support and encourage the hiring and retention of diverse talent with the right skills to best serve our clients.

In 2023, Core Lab had 378 new hires, 27% of which were female, an increase from 24% in 2022. According to the International Energy Agency, females only account for 16% of the traditional global energy sector. We are proud of our increasing female employee population and will continue efforts in support of this positive trend.*

2023 New Hire Metrics

METRIC	NUMBER	PERCENTAGE
Total	378	
Male New Hires	277	73%
Female New Hires	101	27%
Under Age 30	129	34%
Age 30-50	206	55%
Over Age 50	38	10%
Undisclosed	5	1%

Internship Program

Crucial to our talent pipeline is the Company's Internship Program. The program provides university students hands-on learning that corresponds with their educational and future career aspirations. The interns engage with Core Lab employees for professional development, networking, and mentorship.

[Click here to watch video](#)

*Source data from
[IEA.org/topics/energy-and-gender](https://www.iea.org/topics/energy-and-gender)



Develop

We invest in our employees by providing best-in-class training, coaching, personality assessments, and virtual learning. These opportunities are designed to help employees understand their role and how to maximize their career potential.



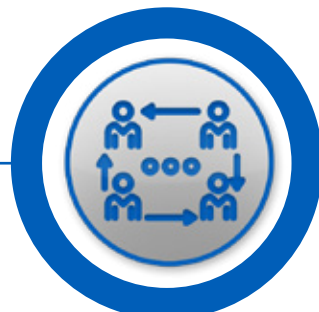
Classroom Learning



Computer-based Learning



Coaching



Assessment

In 2023, we increased the number of training hours, particularly amongst our management levels. This was due in part to the relaunch of the Core Leadership Essentials training under our Leadership Development Suite. In 2023, we delivered three sessions of Core Leadership Essentials, one in the United States, one in the Netherlands, and one in the Middle East.



Training Hours

METRIC	2022	2023
Total	11,288	11,593
Male Employees	8,355	8,279
Female Employees	2,852	3,308
Executive/Senior Management	2,873	3,444
Mid/Other Management	1,449	2,174
Individual Contributors	6,966	5,976
STEM Roles	4,166	4,616

Leadership Development

The role of a leader at Core Lab is to create an environment where our people perform effectively, and the Company thrives. This means regularly evaluating and refreshing our approach to the flagship leadership development programs we offer. The diagram below illustrates the leadership development path at Core Lab.

Leadership Development Suite



- ▶ Emerging Leader: Self-paced online courses that help individual contributors prepare for a future leadership role.
- ▶ Core Leadership Essentials: A facilitated 16-week program for newly promoted leaders designed to help them develop foundational skills and knowledge.
- ▶ Developing Your Leadership: Self-paced developmental opportunities targeting key skills that are relevant to leaders as they grow within the Company.
- ▶ Business Leadership Program: A facilitated 10-month program in partnership with the C. T. Bauer College of Business at the University of Houston, provides senior leaders with the development needed to conduct our business more efficiently and effectively.

2023 Participation Metrics

METRIC	Number
Total	157
Male Employees	113
Female Employees	44
Executive/Senior Management	33
Mid/Other Management	37
Individual Contributors	87
STEM Roles	87



Perform

Through goal setting that aligns with business objectives, providing productive feedback, and conducting meaningful quarterly check-ins, our employees are informed, empowered, and accountable for their contributions to Core Lab’s success.

2023 Performance Goals

METRIC	Number	Percentage
Total	2560*	80%
Male Employees	1928	75%
Female Employees	634	25%
Executive/Senior Management	264	10%
Mid/Other Management	311	12%
Individual Contributors	1987	78%
STEM Roles	1075	41%

*Number of unique users not number of goals



2023 Performance and Career Development Review

METRIC	Number	Percentage
Total	2968	93%
Male Employees	2256	76%
Female Employees	712	24%
Executive/Senior Management	275	9%
Mid/Other Management	340	12%
Individual Contributors	2353	79%
STEM Roles	1203	41%



Reward

Core Lab’s Total Rewards approach aligns with our business strategy and country-specific market influences. We offer competitive compensation and benefits programs in each country, and our reward programs are designed to motivate and engage employees, improve performance, and foster a positive work environment.

Our Total Rewards practices and programs are fair and impartial; we provide wages and benefits that comply with applicable laws and regulations in the countries where we operate. Depending on the specificity of each local market, the benefit programs offered may include some or all of the following:

- ▶ Insurance benefits
- ▶ Health and Medical benefits
- ▶ Disability and Life benefits
- ▶ Time off and alternate work schedules
- ▶ Maternity/Paternity leave
- ▶ Lactation facilities for nursing mothers
- ▶ Health and Wellness webinars and information



Advance

We help people excel in their roles and offer several forms of career progression opportunities based on skill, experience, business needs, and employee career aspirations. In 2023, 109 employees were promoted, 31% of which were female. This number further shows the Company’s commitment to advancing women in the oil and gas industry. Additionally, our total attrition decreased from 20% in 2022 to 16% in 2023. This is due in part to our continued commitment to advancement opportunities within the Company.

Total Employee Attrition

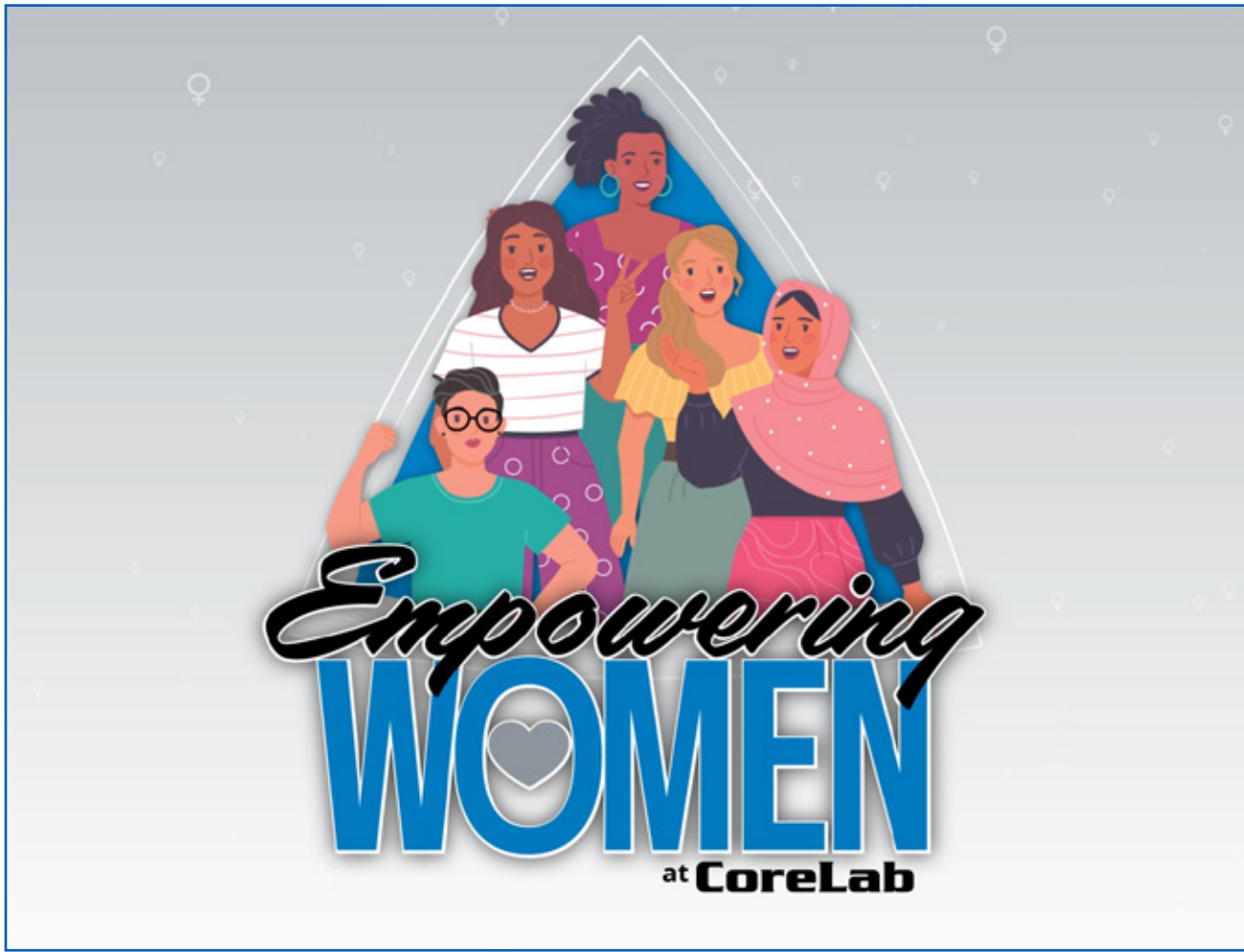
METRIC	Number	Percentage
Total	513	16%
Male	364	11%
Female	149	5%

Voluntary Employee Attrition

METRIC	Number	Percentage
Total	421	13%
Male	297	9%
Female	124	4%

Bench Strength

With more than 70 offices in over 50 countries, our workforce is as diverse as our business presence. Core Lab’s Building Our Bench Diversity, Equity, and Inclusion (“DEI”) program outlines the Company’s approach to attract, develop, and retain a highly talented workforce representative of the regions where we operate.



We celebrate the achievements of our diverse culture. In recognition of International Women’s Day on March 8th we highlighted ten female employees who shared their unique experiences as women working in the energy industry.

[Click here to watch video](#)

Equal Opportunity and Anti-Harassment

Core Lab is an equal opportunity employer, and it is our policy to treat everyone with dignity and respect, without discrimination, while providing a positive, productive, and supportive work environment.

The Company supports a zero-tolerance position on discrimination. We provide equal opportunity to all employees and job applicants 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 under local labor laws and regulations.

Core Lab enforces zero-tolerance for harassment and unprofessional behavior. We promote a work environment that encourages trust, mutual respect, support, honesty, accountability, and responsibility.



Women at Core Lab

METRIC	2021	2022	2023
Global Population	26%	25%	24%
Executive/Senior Management	11%	12%	13%
Mid/Other Management	32%	29%	27%
Individual Contributors	26%	25%	25%
STEM Roles	22%	32%	31%

Over the past few years, we have taken steps to analyze our STEM role designation to better align with universal STEM definitions, accounting for the fluctuation in percentages.

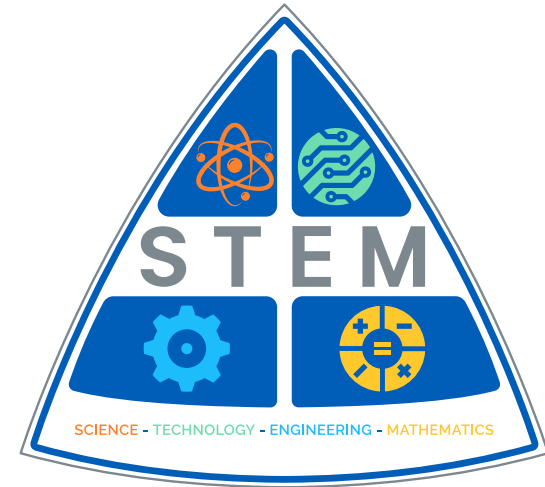
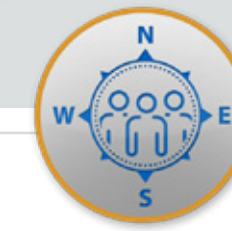
Age Diversity at Core Lab

METRIC	2021	2022	2023
Under 30	6%	12%	12%
30-50	59%	58%	58%
Over 50	35%	30%	30%

Race Diversity at Core Lab (United States Only)

METRIC	2021*	2022	2023
United States Population	-	34%	36%
Executive/Senior Management	-	11%	10%
Mid/Other Management	-	28%	35%
Individual Contributors	-	38%	40%
STEM Roles	-	41%	44%

*Metric introduced in 2022



STEM Outreach

Supporting science, technology, engineering, and mathematics (“STEM”) education builds the talent pool of the future, which is critical to the long-term success of the industry. Core Lab’s STEM education efforts in 2023 included:



Core Lab Kids STEM Day

More than thirty children of Core Lab employees aged eight to 18 years old visited our Houston Advanced Technology Center where they toured four labs and learned about Rock Mechanics, Petrophysics, Routine Rocks, and Geology. The children concluded their visit with a hands-on STEM activity about chemical reactions and polymers as they made color-changing slime.

[Click here to watch video](#)



Energy Day Houston

Energy Day is a free energy education festival where students and families engage in STEM activities. During the 2023 event, children interacted with Core Lab employees in a hands-on demonstration about porosity and density as they observed how different rocks sink or float in water.

[Click here to watch video](#)



Women’s Energy Network “Young Women Energized”

For the third year in a row, Core Lab participated in the Houston Women’s Energy Network’s “Young Women Energized” event. The event provides young females advice and guidance in pursuing a STEM-related field. For the 2023 event, two female Core Lab leaders were invited to speak at the “Ask The Experts” session, and shared their career insights and professional experiences as women working in the energy industry.



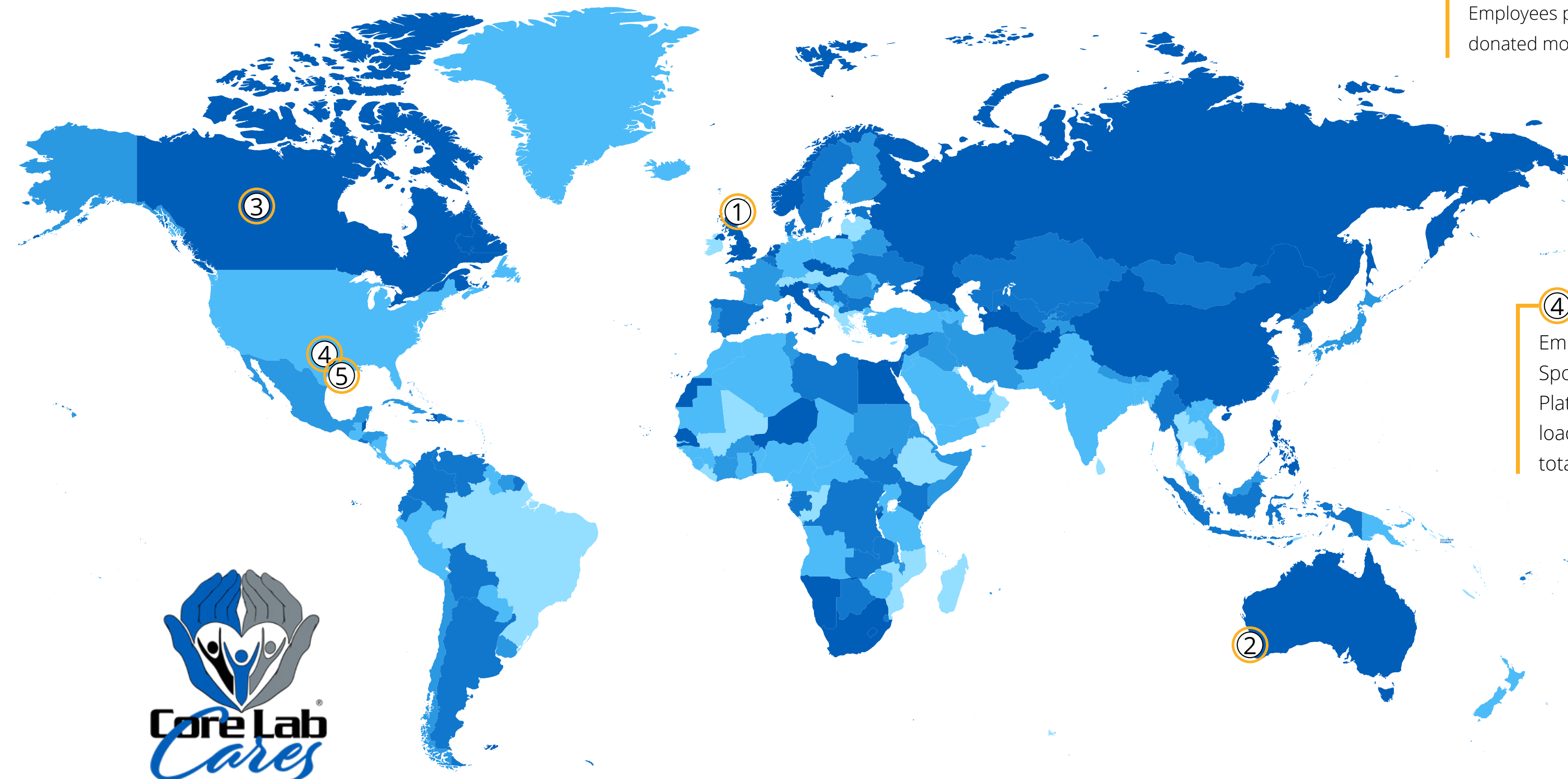
Greater Houston Women’s Chamber of Commerce “Love What You Do”

Core Lab is a long-standing member of the Greater Houston Women’s Chamber of Commerce (“GHWCC”) and an active Education Committee collaborator. In 2023, through their minority-focused mentor program, “Love What You Do”, we had the opportunity to mentor three female students from the University of Houston, all pursuing careers in STEM.



Corporate Social Responsibility

Our Core Lab Cares program is a global, employee-driven initiative aimed at creating a positive impact on the Company culture and the communities where we live and work, and aligns with our Corporate Social Responsibility commitments.



① Aberdeen, Scotland

In 2023, employees held their annual MacMillian Coffee Morning event to raise funds and awareness for local cancer programs. In support of the fight against food insecurity, employees raised 170 lbs. of food items for a local charity. Employees also raised money as part of their local “Christmas Jumper Day,” which is an annual fundraising event sponsored by Save the Children in support of children in need. As part of a local campaign called “Clean Up Aberdeen” sponsored by the Aberdeen City Council, a sitewide trash cleanup organized by employees cleared the roadway to the Aberdeen office of litter and rubbish.

② Perth, Australia

Employees participated in the annual “Pack the Pantry” initiative to fight food insecurity around the world, and donated more than 150 lbs. of food to a local food bank, surpassing their previous year’s donation total.

③ Red Deer and Standard, Canada

Employees held a “50/50 raffle” to raise funds to support a local charity. Through the event, participants purchased tickets for a chance to win half the proceeds if their name was drawn, with the remaining half of the funds being donated.

④ Godley, United States

Employees participated in a food drive, collecting enough canned goods to fill the back of a large Sports Utility Vehicle. Earlier in the year, employees volunteered at the Cleburne Railroaders “Home Plate Project” to donate food to local families in need. At the event, employees sorted donations and loaded the food items into cars. In December, employees donated items to help 11 families (with a total of 31 kids) celebrate the holiday season.

⑤ Houston and Deer Park, United States

Employees from our Deer Park location hosted a school supply drive and donated more than 200 items to support the Deer Park Independent School District’s Community Resource Center. Employees also donated nearly 130 lbs. of food to a local food bank. In December, employees from our Houston location volunteered at the annual “Wreaths Across America” ceremony honoring fallen heroes. The volunteers unloaded trucks filled with wreaths and assisted in laying the wreaths on fallen soldiers’ graves.



Health & Safety

18 Health and Wellness

18 Safety Performance





Health & Safety

We are committed and accountable for promoting a culture focused on the health and safety of people and take a proactive approach to identify and manage risks through recognition, evaluation, and education.

- Increase awareness of the importance of physical and mental well-being.
- Protect health, safety, and security by assessing and mitigating risks in our business.

Health and Wellness

As a company committed to supporting the well-being of our employees, we actively seek ways to engage and educate our people with the goal of improving their physical and mental health. We know a healthy workforce is a more productive, motivated, and resilient workforce.

Aberdeen Steps Challenge

In 2023, employees at the Aberdeen Advanced Technology Center coordinated a fitness challenge with the aim for participants to reach 300,000 steps by the end of the month. This provided the perfect opportunity for employees to get up and get moving.

The winner of the challenge
Jacqueline Wilson

834,836
Total Steps



Houston and Godley Blood Donations

Throughout 2023, employees in our Houston and Godley facilities took part in life-saving blood donation drives.

The two facilities collected:

- 63 Units of whole blood
- 22 Units of double red blood cells
- 3 Units of plasma



Safety Performance

Our commitment to protecting the safety and well-being of employees starts at the top, with our senior leadership team championing the ongoing development of a strong safety culture. A key component of our safety strategy is encouraging employees to maintain a strong safety-mindset at both work and home. In addition to our work-safe policies and procedures, we also provide information on a range of safety topics for home and recreation, like flood and fire safety.

We maintain and reinforce a disciplined set of rules, provide rigorous training, regularly assess potential risks, document lessons learned, and develop mitigation strategies to prevent potential injuries and incidents.

► Corporate Safety Committee

Composed of senior safety, training, and quality personnel from all regions the committee focuses on corporate policy change, sharing best practices, safety messaging, safety alerts, incident reporting and investigations.

► Safety Programs

Our six major behavior-based safety programs include: Short Service Worker, Job Safety Analysis, Last Minute Risk Assessment ("LMRA"), Stop Work Authority, Vehicle Safety Training, and Reporting of Unsafe Conditions.

► Executive Safety Presentations

Presentations focus on emphasizing and reinforcing Core Lab's safety commitment, incident analysis, division comparisons, human factors and behavior effecting safety, essential safety programs and accident review.

► Incident Reporting

Core Lab enforces a mandatory 24-hour incident reporting to senior leaders including the Corporate Safety Director for all recordable classified incidents through online database for timely case management.

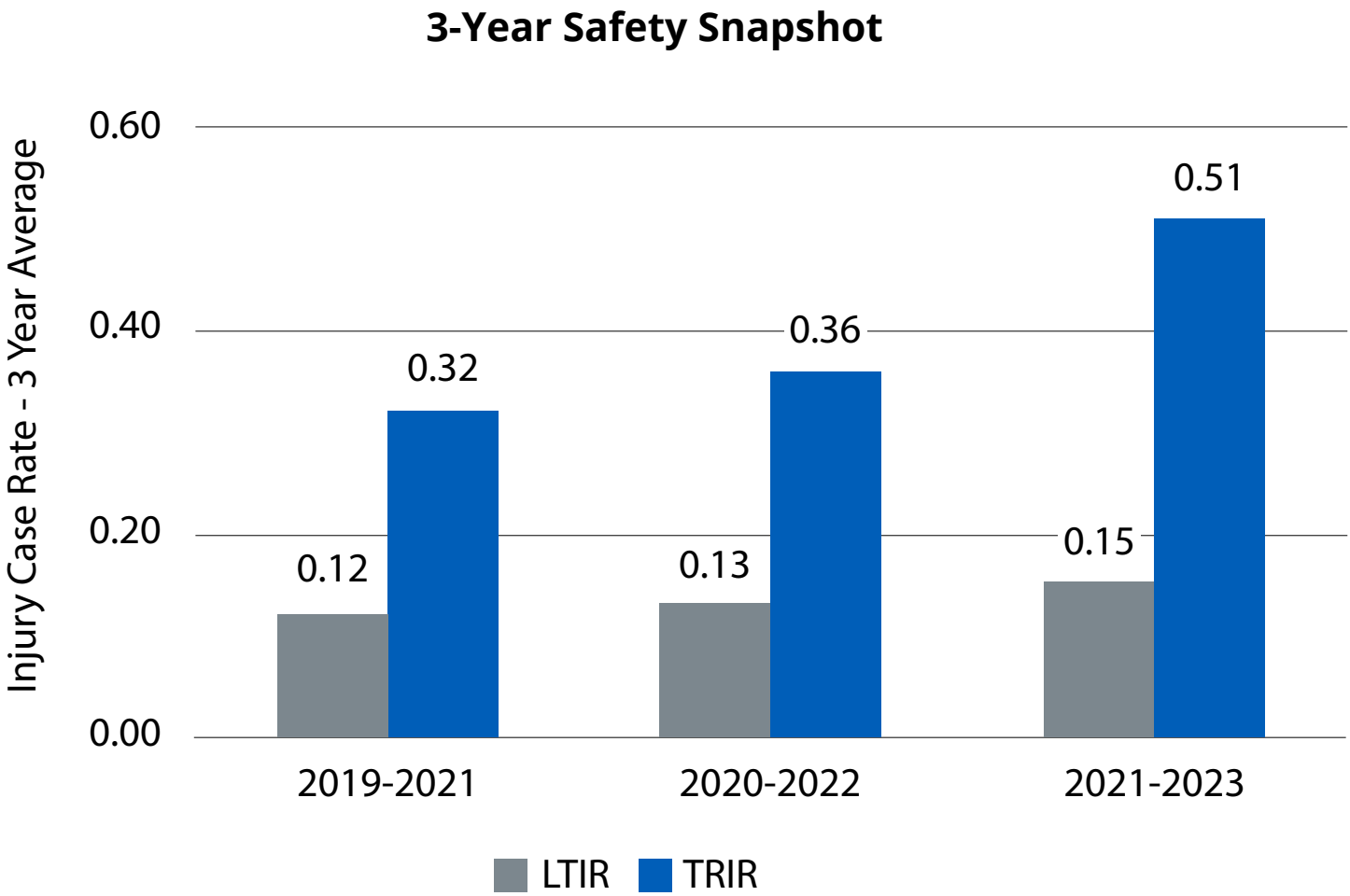
[To read our Safety Policy, Click Here](#)



Safety Goals: Path to Zero

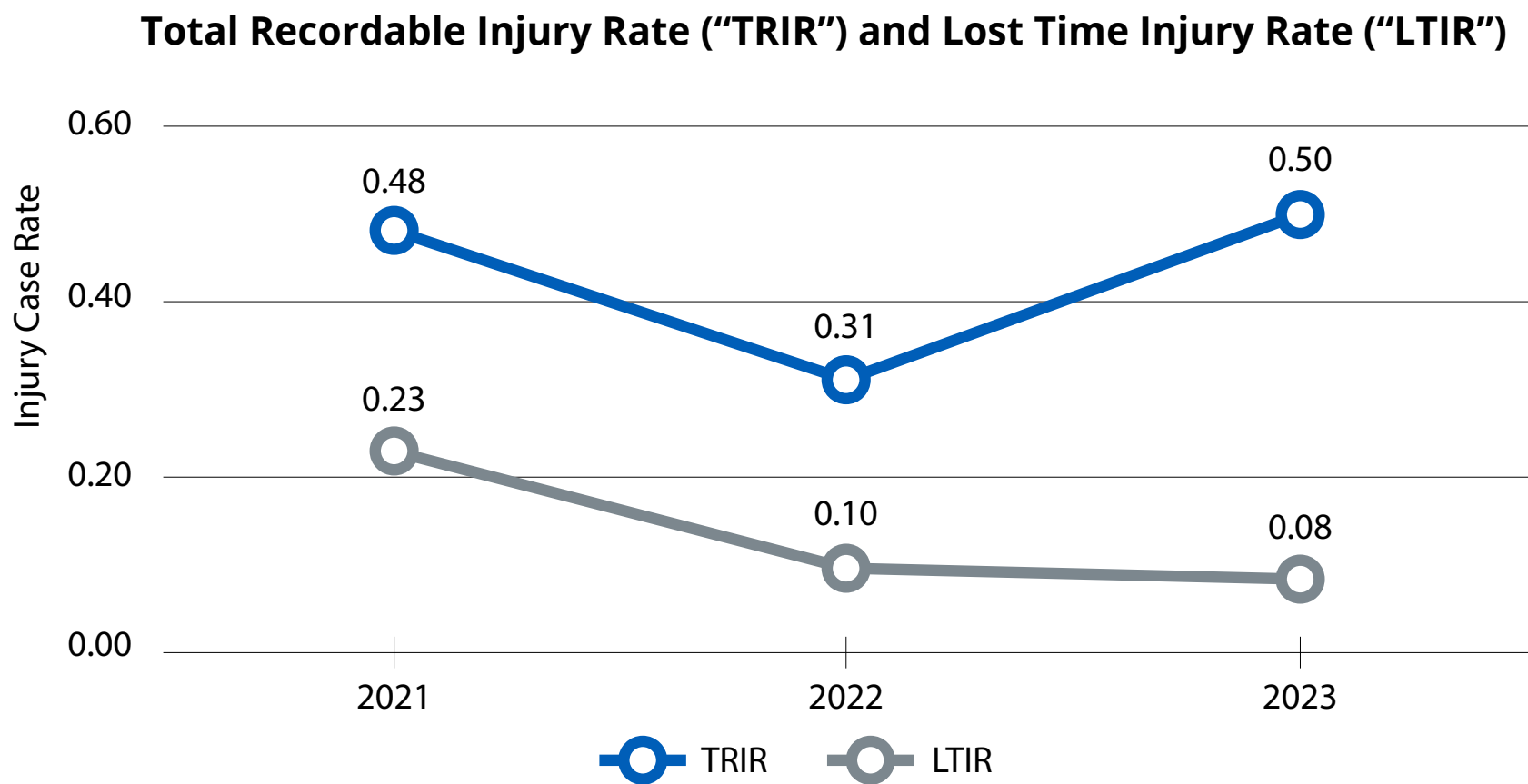
Core Lab’s safety goals and targets are based on a three-year average to provide a more comprehensive look at the Company’s performance trends.

We set goals and targets with the aim to achieve a great year with zero injuries or incidents. To that end, our program evaluates the trends in areas where we’ve improved or need improvement and allows us a clear view to reflect on past lessons and learn for the future.



Safety Reporting

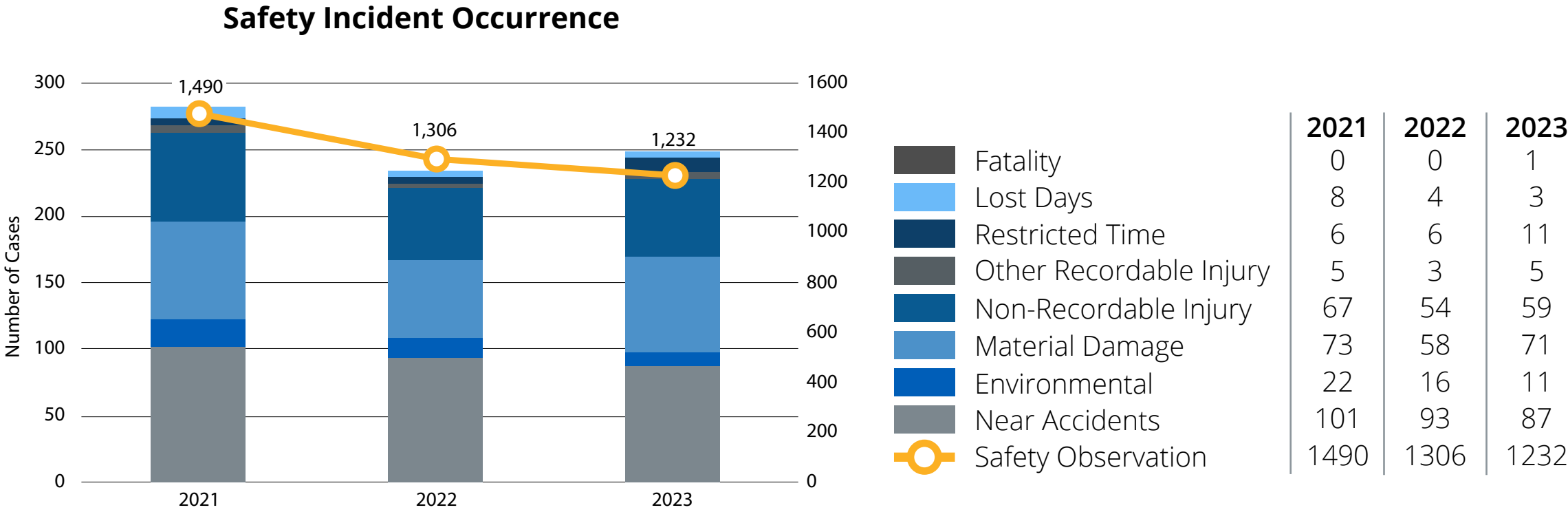
In 2023, Core Lab recorded a Total Recordable Incident Rate (“TRIR”) of 0.50 and a Lost Time Incident Rate (“LTIR”) of 0.08, comparable to results from previous years.

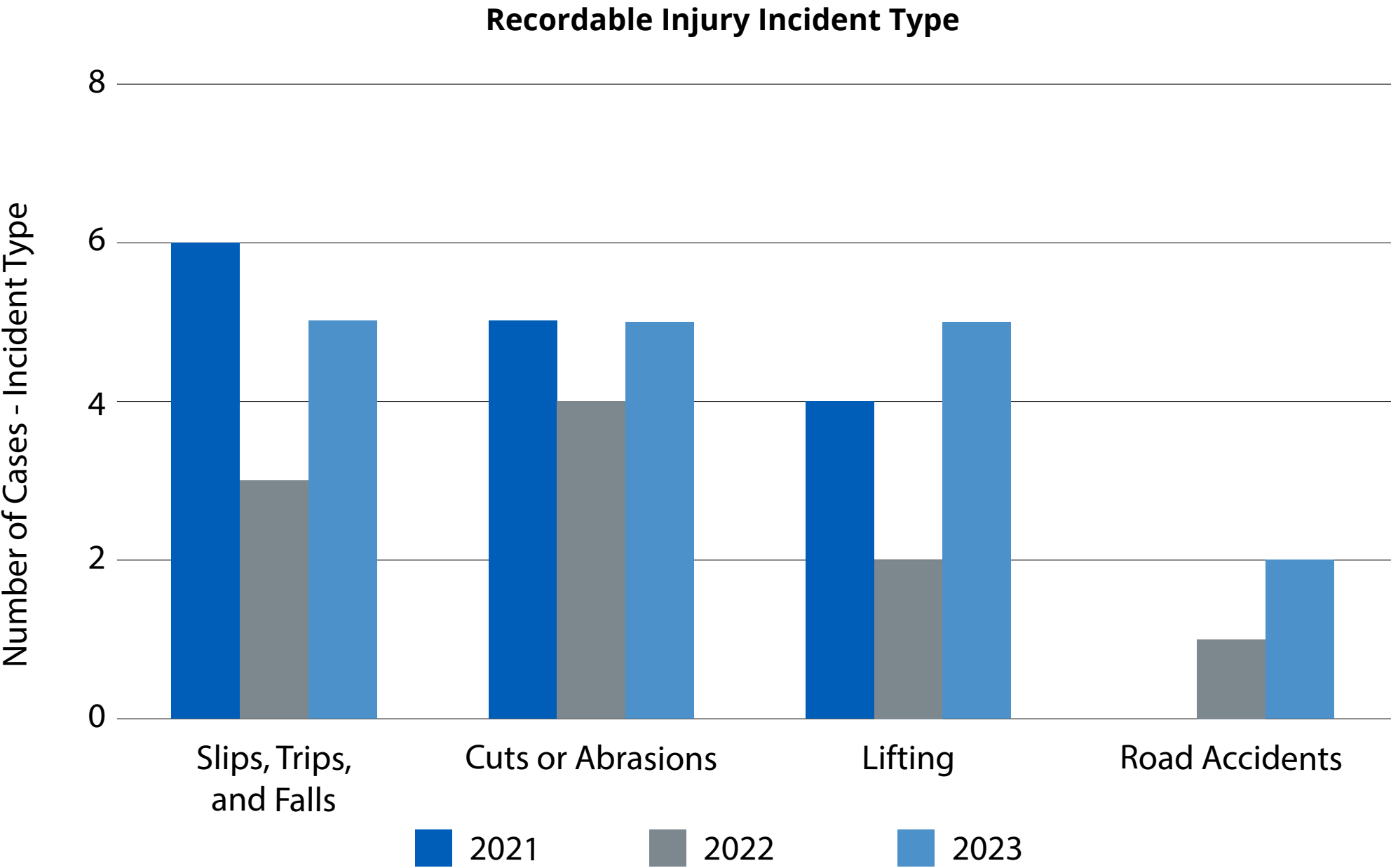


Incident Severity Pyramid

Core Lab’s incident pyramid aligns with our expected trend of a reduced number of incidents by severity, ranging from medical treatment cases up to fatality.

Our digital reporting system provides real-time notifications and grants our safety team accessible, reliable, and accurate data and details about the Company’s safety observations, near accidents, and other safety reporting.





Slips, Trips, and Falls (“ST&F”)

The number of incidents from ST&F increased from three in 2022 to five in 2023, accounting for 25% of all recordable incidents. We are focused on improving our safety procedures and practices to reduce ST&F’s by reinforcing the importance of conducting detailed investigations of the direct, contributing and root cause of an incident, and documenting corrective actions through a Learning From Incidents communication to employees.

Cuts or Abrasions

Cuts or abrasions are up from four in 2022 to five in 2023, accounting for 25% of all recordable incidents and were the main cause of Short Service Worker injuries in 2023. The majority of cuts and abrasions have occurred within our manufacturing machine shop environment. An example of how we are addressing these incidents is illustrated following a laceration caused by a polishing wheel, an investigation revealed the power switch location required workers to reach over the equipment, exposing workers to an increased risk of injury. In addition to reinforcing our safety protocols, we assessed the equipment and worked to re-engineer the placement of the switch from the rear of the machine to table height and installed a foot pedal to control power.

Lifting

Lifting incidents increased from two in 2022 to five in 2023, accounting for 25% of all recordable incidents. Many lost and restricted days were the result of back strains from improper lifting. Our safety team has made updates to the safe lifting procedures and processes we follow by increasing awareness and training related to ergonomics and warehouse operations. For example, we made several changes to our warehouse equipment layout to reduce employee exposure to potential risks.

Road Accidents

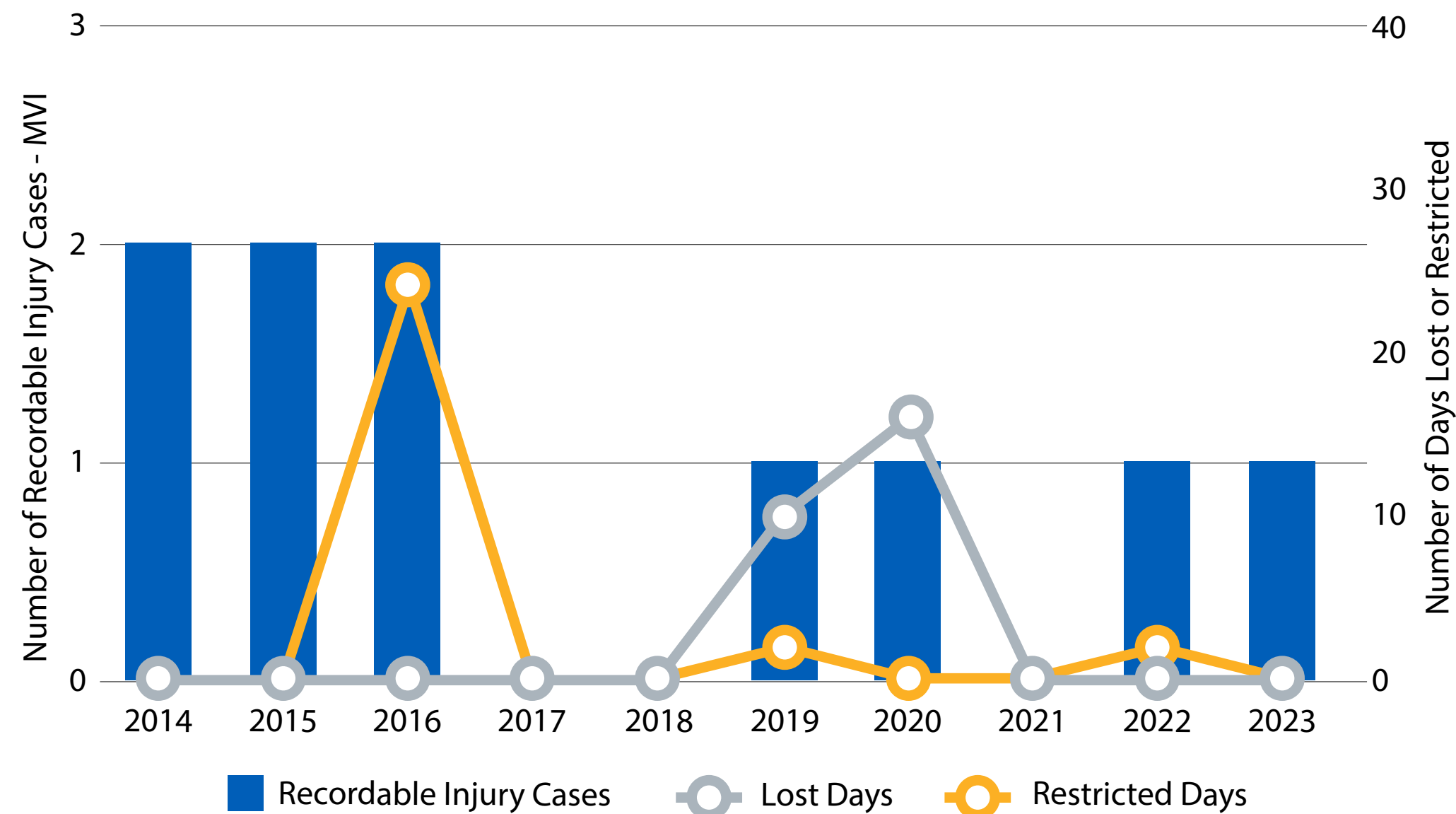
In 2023, we regret to report we had one recordable injury from a road accident. This accident served as a reminder that while we regularly conduct company-wide safe-driving training, accidents may still occur. Core Lab is more vigilant than ever in our path to zero incidents, and we are committed to emphasizing, enforcing and repeating critical training through the AlertDriving program to equip our workforce with the skills and knowledge required to perform work safely. The AlertDriving program evaluates accident data by collision types, frequency of collision types, and summarized collision data, and then targets training accordingly.

Vehicle Safety

Core Lab adopted the AlertDriving global driver risk management safety training program which is designed to proactively improve driver behavior and develop vehicle skills of our drivers and fleet administration. The program seeks to reduce injuries, operating costs, and liability exposure with an estimated 60% reduction in collisions. The training program is available to all employees who operate Company-issued vehicles, and those who regularly drive personal vehicles for Company business.

Benefitting employees in more than 50 countries, the program’s Introductory Hazard Perception Training provides targeted training and monthly refresher training available in more than 40 languages and with localized video simulated driving content.

Recordable Injury - Motor Vehicle Incidents

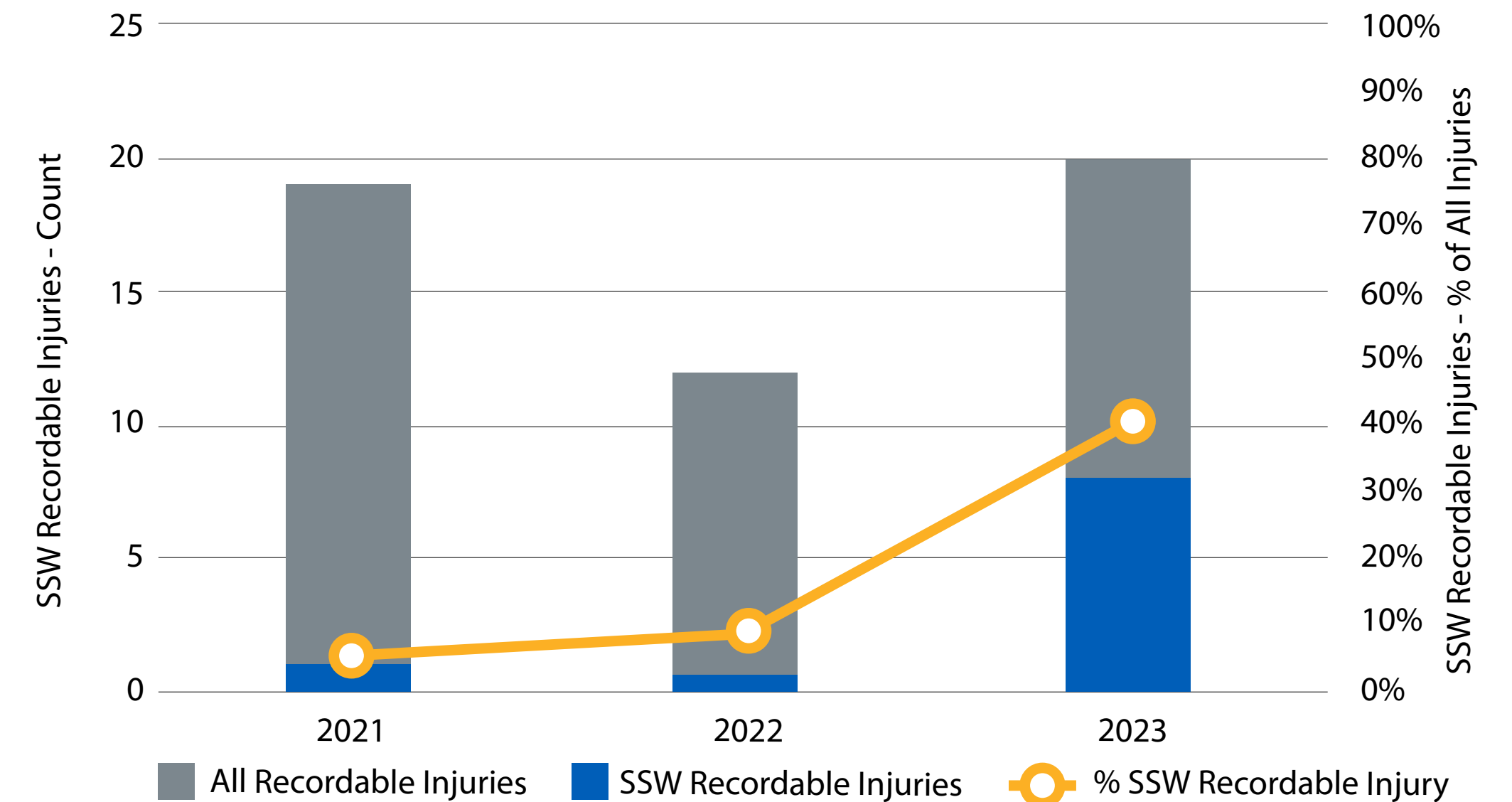


Short Service Workers

In 2023, there were eight short service worker (“SSW”) injuries, which accounted for 40% of all recordable injuries for the year. Six of the injuries occurred in our manufacturing and warehousing operations and were limited to restricted and medical treatment injuries.

Our SSW Program prioritizes safety awareness and education, inducting workers to our safety procedures to prevent accidents and work-related injuries. Because the SSWs have only been employed for a relatively short period of time—typically six months or less—they are more vulnerable to risk. We continuously seek ways to enhance our program by improving training on workplace safety, including hazards specific to their job duties, safe work practices, and emergency procedures, and ensuring workers are up-to-date on any changes in safety procedures.

Short Service Worker Recordable Injuries





Environment & Climate

- 23 Energy Transition
- 23 Climate Change
- 24 Environmental Impact

7 AFFORDABLE AND CLEAN ENERGY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION



Environment & Climate

We strive to be recognized as a responsible business, committed to reducing the impact on the environment by conducting our business in a manner uniform with applicable environmental regulations.

- ▶ Develop energy transition solutions.
- ▶ Reduce carbon emissions from base year 2018 to 21% by 2023 and 27% by 2025.
- ▶ Reduce energy consumption through targeted reductions and renewable energy sourcing.

Energy Transition

Core Lab's eighty-plus years of expertise evaluating both subsurface geology and fluid flow through natural, porous media and our reputation for reliable and efficient reservoir optimization services provides us with opportunities to play a positive role in supporting emerging energy transition initiatives.

Consortium

Core Lab's Carbon Capture and Sequestration ("CCS") Consortium, in collaboration with Dr. Birol Dindoruk of the University of Houston, was formed to support global energy transition and decarbonization efforts. The analytical studies being conducted in the CCS Consortium are currently focused on seal integrity and containment. In 2023, three additional client members joined this growing, joint-industry collaborative group.



Strategic Alliance with Halliburton

In 2023, Halliburton Company ("Halliburton") and Core Lab signed a strategic alliance in the U.S. to combine our industry-leading digital rock characterization and modeling services. Additionally, in 2023, Halliburton joined Core Lab's CCS Consortium. Collaboration between Halliburton and Core Lab will benefit clients through expedited delivery of digital rock characterization data on CCS projects that are progressing through time-sensitive subsurface evaluation and permitting processes.

New Energies

Core Lab's expertise in subsurface exploration extends to critical and rare earth minerals, essential for the energy transition supply chain. With the addition of renewable energy technologies to the global energy mix, the demand for these minerals has increased exponentially. Core Lab's specialized techniques in rock and fluid chemistry, and elemental analysis, support efficient exploration and extraction, particularly with facilitating large-scale lithium sourcing and production.



Climate Change

Core Lab offers technologically advanced services that provide scientific data important to the design of client projects that involve injecting CO₂ into geologic formations for permanent storage or to improve recovery of hydrocarbons. In our laboratories, we study how CO₂ interacts with fluids in the reservoir as well as how CO₂ mobilizes residual oil within the reservoir.

CO₂ Injection Projects

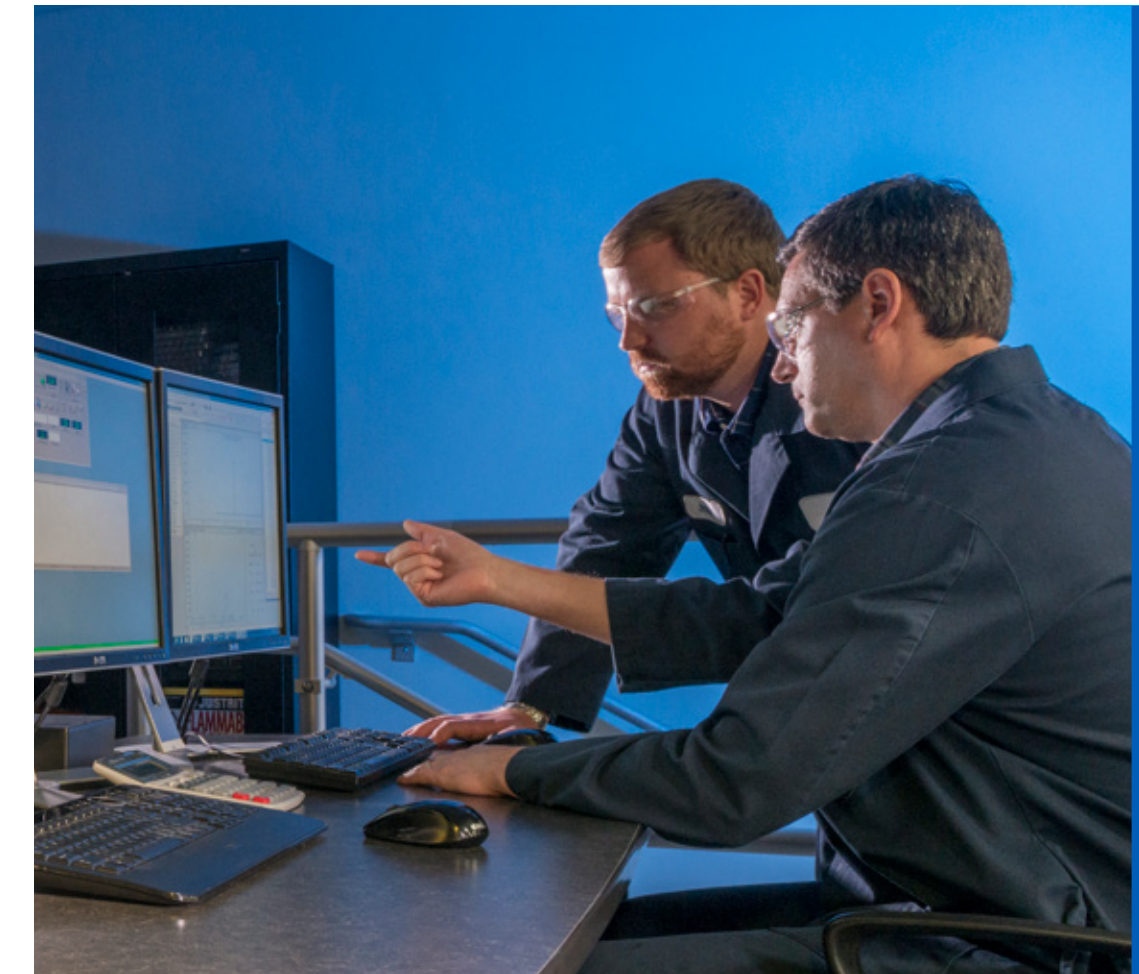
CO₂ Injection Projects reflect a globally expanding interest in Enhanced Oil Recovery ("EOR") and Carbon Capture and Sequestration ("CCS") technologies. When properly evaluated with rigorous laboratory testing, injecting CO₂ into hydrocarbon-bearing subsurface formations can simultaneously improve oil recovery and reduce CO₂ emissions.

CO₂ Class VI Permitting Projects

Core Lab assists clients with submitting their Class VI permits for CO₂ injections. Class VI permits require a comprehensive core analysis evaluation from routine to special core analysis including relative permeability with CO₂ – understanding the capacity of the confining zone to hold CO₂ – making sure there's no fracture and examining the mineralogy. Core Lab is equipped to conduct the data analysis to characterize the reservoirs which provides this crucial data our clients need to build their case to inject CO₂ for long-term storage.

Environmental Site Remediation

Part of our environmental focus includes utilizing our expertise and technology to participate in environmental site remediation projects. Environmental site remediation requires testing of ground samples to create datasets that are analyzed to determine the qualities of a site, which will direct the type of cleanup required. Because the testing to create these datasets is similar to the testing we do for the oil and gas industry, Core Lab partners with external consultants throughout the United States to conduct testing and analysis. The result of the testing we conduct provides information needed to interpret and decide the appropriate remediation method required for clients.



Environmental Impact

We are committed to reducing our physical risks and environmental footprint associated with climate change while improving our performance and sustainability in line with the global transition toward lower carbon sources of energy. As part of managing our environmental impact, some Core Lab locations have obtained ISO 14001 certification.

Environmental Policy

To meet the requirements of United Nations Global Compact membership, it is Core Lab’s policy to conduct business in a manner consistent with applicable environmental regulations. In areas where environmental regulations do not exist, Core Lab exercises practical care in its efforts to protect employees, surrounding communities, and preserve the environment.

[To read our Environmental Policy, Click Here](#)

Our Locations

Although operations outside of Core Lab offices are conducted on our clients’ property, we continue to follow Core Lab policies regarding health, safety, and the environment, as well as our Code of Ethics and Corporate Responsibility. Before opening a new location, potential impacts on 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 regulations and standards.

[To read our Energy Savings Plan, Click Here](#)

Physical Risk Assessment

In 2020, Core Lab conducted a physical risk assessment with the aid of a third-party sustainability data company for 100 of our locations to understand the exposure of our facilities and capital assets to climate change physical impacts under future climate change scenarios. Physical risks evaluated were water stress, flooding, heatwave, cold wave, hurricane, wildfire, and sea level rise using three climate scenarios over time periods of 2020 (baseline), 2030 and 2050.

Overall, the assessment indicated that we face moderate physical risk with our greatest exposure to water stress and cold wave. Our overall exposure has remained consistent throughout the scenarios, although exposure to a cold wave shows a decline through the scenarios. These physical risks could result in loss of revenue, increase in our costs, including insurance premiums, or affect the availability of insurance against such risks.

Biodiversity – Natural Lands

Core Lab’s impact on biodiversity and the ecosystem where we operate is limited as we do not have locations that are in a natural, rural environment. Instead, 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.

[To read our Biodiversity Policy, Click Here](#)

Clean Up Aberdeen

As part of the local campaign called “Clean Up Aberdeen” sponsored by the Aberdeen City Council, employees at the Aberdeen Advanced Technology Center organized a sitewide trash clean up/litter pickup to help clear the roadway to the Aberdeen office. Clean Up Aberdeen ties into Climate Week North-East by focusing on waste reduction, recycling and how small improvements make a big difference.



Environmental Impact Disclosure

Core Lab discloses its environmental impact through the Carbon Disclosure Project (“CDP”), a global non-profit that runs the world’s leading environmental disclosure platform.

[CDP Climate 2023 Report, Click Here](#)

[CDP Climate Change Questionnaire 2022, Click Here](#)

[CDP Water 2023 Report Click Here](#)

Our Footprint

We continue to engage S&P Global Sustainable1 (“Sustainable1”) 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”). This engagement improved our operational Scope 1 and 2 GHG emission quantification methodology by integrating primary data. Furthermore, Sustainable1 quantified Scope 3 GHG emissions according to the fifteen Scope 3 categories outlined in the GHG Protocol Corporate Value Chain Guidelines, helping us to understand and disclose our Scope 3 emissions from a deep dive into our suppliers.

Core Lab’s data collection covers all Company locations by country, business activity, and location. This enabled us to conduct carbon pricing and focus analysis of our operational footprint and value chain impacts, helping us to better understand and respond to the Company’s risks and opportunities.

Finally, Sustainable1 helped us set science-based targets for our Scope 1 and 2 emissions that could be certified and submitted to the Science Based Target initiative (“SBTi”). The charts in the following pages present the results and findings of the Sustainable1 assessment of operational and value chain GHG emissions for the 2023 financial year.

GHG Emissions Highlights

- ▶ Under the location-based approach, the total GHG emissions for FY2023 were 43,702 tCO₂e. Scope 2 (location-based) emissions account for 24% of the total, Scope 1 emissions account for 22% and the remaining 54% is associated with Scope 3 which includes Categories 1 to 8 and 11 and 12.
- ▶ The total operational footprint for Core Lab, including both Scope 1 and Scope 2 (location-based) emissions in FY2023, was 19,999 tCO₂e. Out of this, Scope 2 emissions were 10,285 tCO₂e, or 51% of the total, with Scope 1 emissions representing the remaining 49% at 9,714 tCO₂e.
- ▶ The total Scope 3 emissions for Core Lab, including upstream and downstream emissions, were 23,703 tCO₂e.
- ▶ Upstream emissions represented almost all Scope 3 emissions at 23,673 tCO₂e, or 99% of the total, whereas downstream emissions were limited to 30 tCO₂e.
- ▶ The total supply chain footprint for Core Lab, including Scope 3 Category 1 and Category 2 in FY2023 was 6,102 tCO₂e. Out of this, Category 1 emissions were 5,452 tCO₂e and Category 2 emissions 650 tCO₂e, or 23% and 3% of the total respectively.
- ▶ The total value chain footprint for Core Lab, which includes all calculated Scope 3 categories except, Categories 1 and 2, was 17,601 tCO₂e in FY2023.

GHG Intensity by Source

According to the GHG Protocol Scope 2 Guidance released in January 2015, companies are required to report two Scope 2 emission totals: location-based and market-based, known as “dual reporting”. Since market-based emission factors (such as renewable energy certificates, supplier emission factors or other tracking mechanisms) are not available to all locations, Sustainable1 adopted residual emission factors where they are available. Future calculations will be updated upon the release of residual factors for public use.

Scope 2 emissions calculated using a market-based approach are 20,136 tCO₂e, slightly higher than the 19,999 tCO₂e derived with a location-based approach. This is due to many geographies having higher residual emission factors than the average grid mix because a lot of renewable power generation is associated with contractual obligation and removed from residual calculations.

Impact Category	Impact	Units	FY2023
On-site Fuel Use	Burning Oil	litres	37,801
	Diesel	litres	2,200
	Natural Gas	m³	99,958
	Natural Gas	kWh	13,198,358
	Petrol	litres	53,496
Company Vehicles’ Fuel Consumption	Diesel	litres	1,662
	Diesel	km	1,370,536
	Petrol	litres	1,181,940
	Petrol	km	70,350
	Plug-in Hybrid Electric Vehicle	km	78,761
Refrigerants	HCFC-22/R22	kg	1,264
	HFC-134a	kg	983
	R406A	kg	1
	R407C	kg	25
	R410A	kg	131
Electricity	Purchased electricity	kWh	30,320,596
Water	Water abstracted	m³	3,677
	Water supplied	m³	131,582
Waste	Total Non-Hazardous Waste	tonnes	24,069
	Total Hazardous Waste	tonnes	66
Scope	Category	Absolute Emission tCO ₂ e	
Scope 1	Stationary Emissions	2,845	
	Mobile Emissions	3,070	
	Refrigerants	3,799	
Scope 2	Electricity: Location-based	10,285	
	Electricity: Market-based	10,422	
Total Emissions (Location-based)		19,999	
Total Emissions (Market-based)		20,136	

Greenhouse Gas Emissions

Core Lab’s environmental data for FY2023 and the table below summarizes the key environmental impacts. These impacts are described in absolute terms and in intensity terms by revenue (551.52 mUSD) and by employees (3,759). The intensities of GHG emissions, normalized by revenue and total employees, were 36.3 tCO₂e/mUSD and 5.3 tCO₂e/employee, respectively.

Scope	Emissions (tCO ₂ e)	Contribution%	tCO ₂ e per revenue (mUSD)	tCO ₂ e per employee
Scope 1	9,714	49%	17.6	2.6
Scope 2- Location-based	10,285	51%	18.6	2.7
Total (Location-based)	19,999	100%	36.3	5.3

Direct and Indirect GHG Emissions

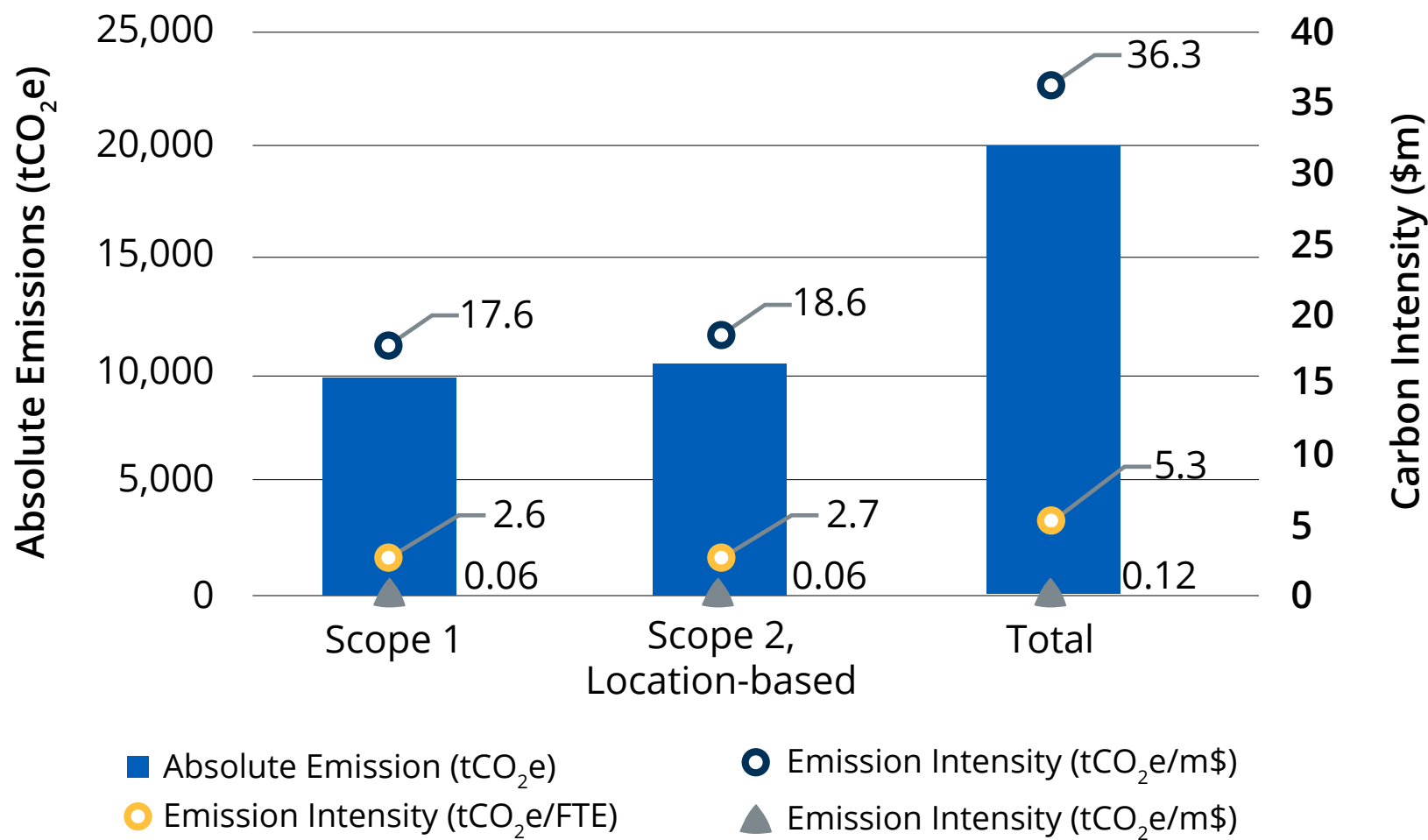
Direct (Scope 1) GHG Emissions

Direct emissions are GHG emissions from organizational operations and are generally derived from natural gas and diesel for heating and backup generation, owned transportation, and refrigeration processes. For Core Lab, this includes data for backup generation and owned transportation. Core Lab’s Scope 1 emissions during FY2023 were 9,714 tCO₂e.

Indirect (Scope 2) GHG Emissions

The second component of Core Lab’s GHG emissions relates to indirect emissions from the consumption of purchased electricity. Core Lab’s Scope 2 emissions (location-based) during FY2023 were 10,285 tCO₂e.

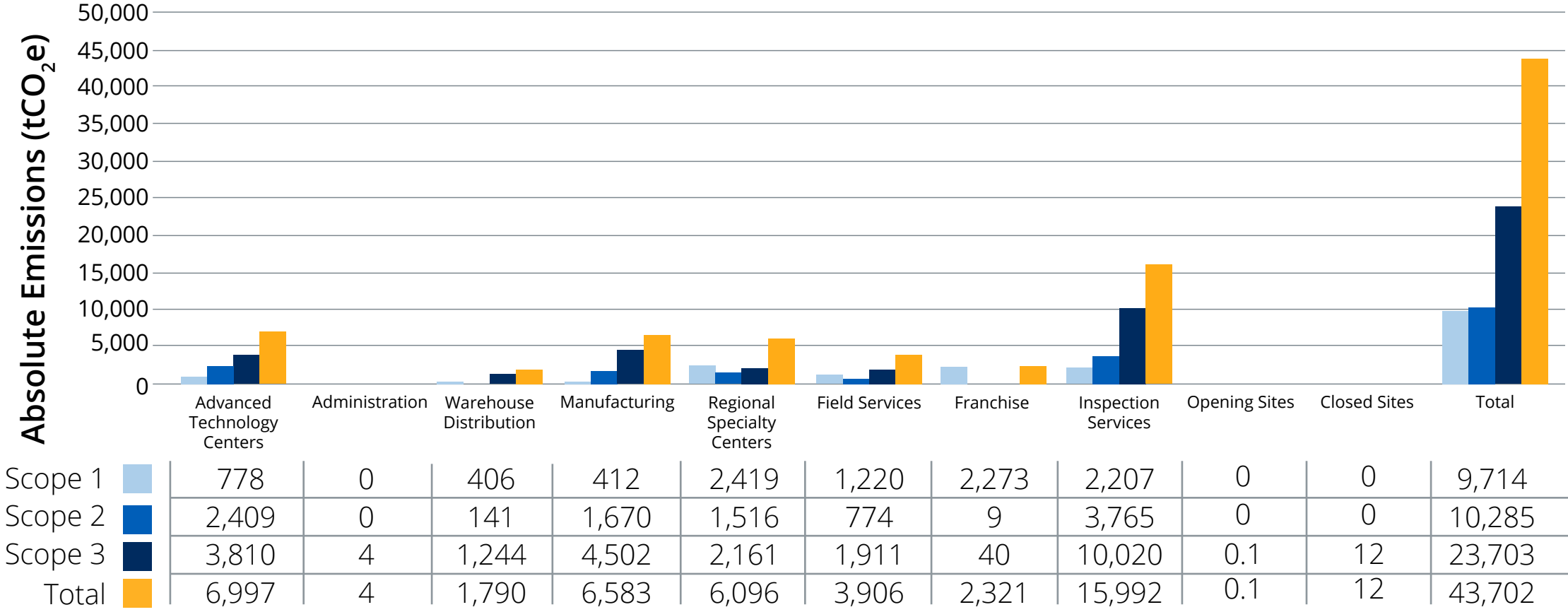
GHG Emissions Absolute and Intensity Values, FY2023



Emissions from Business Activities

The largest contribution to Core Lab’s total GHG emissions in FY2023 came from Inspection Services with 37% of the Company share, followed by Advanced Technology Centers with 16%, Manufacturing with 15% and Regional Specialty Centers with 14%. The Administration division, as well as Opening and Closed sites had contributions of less than 1%, whereas the contribution from Warehouse Distribution, Franchise, and Field Services remained below 10% each.

GHG Emissions by Division, FY 2023

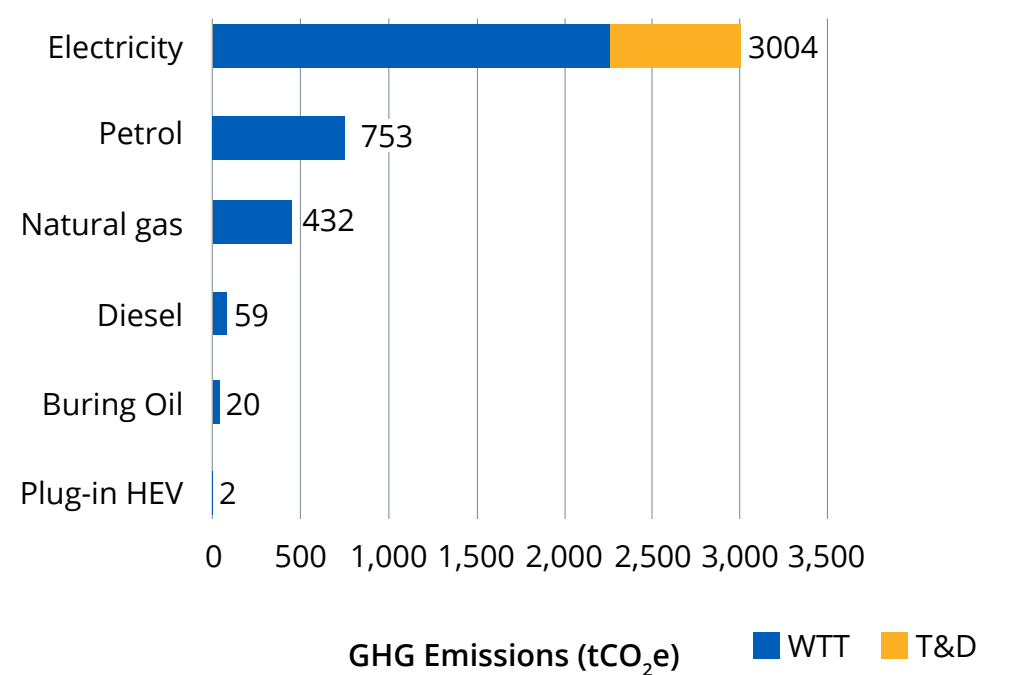


Energy Use by Fuel Type

Sustainable1 has quantified the GHG emissions of Scope 3 Category 3, Fuel and Energy Related Activities. The chart displays the emissions for each energy type. Energy sources included electricity, petrol, natural gas, diesel, burning oil, and plug-in hybrid electric vehicles.

Electricity consumption accounts for 60% of total emissions, followed by petrol at 24%, natural gas at 14% and diesel at 4%. The remaining sources contribute to less than 5% combined.

Emissions for fuel and energy related activities, by type of fuel



Methodology
Sustainable1 used Core Lab energy consumption and applied location specific Defra emission factors to calculate transmission & distribution (T&D) 6 and well-to-tank (WTT) 7 emissions.

Total Value Chain GHG Emissions

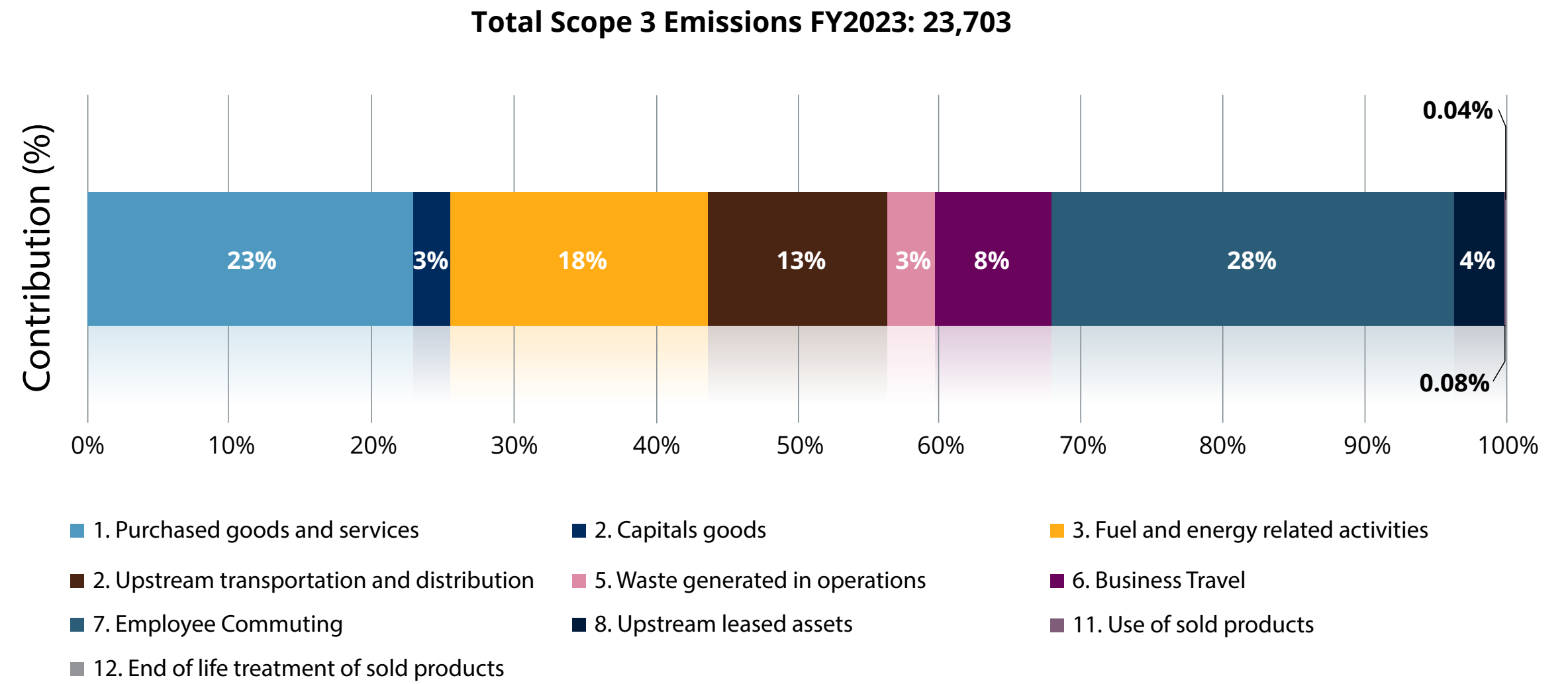
The total Emissions from Core Lab's value chain are 23,703 tCO₂e. Almost all the calculated emissions come from its upstream value chain, with the remaining from downstream activities.

Upstream GHG Emissions

Emissions from Employee Commuting (Category 7), followed by Purchased Goods and Services (Category 1), and Fuel and Energy related activities (Category 3) are the biggest contributors to Core Lab's upstream value chain, with their combined share accounting for 64% of the total Scope 3 emissions.

Downstream GHG Emissions

Emissions from Use of Sold Products (Category 11) and End of Life Treatment of Sold Products (Category 12) account for less than 1% of Core Lab's Scope 3 footprint.



Value Chain Emissions by Category

Value Chain (Scope 3) Category		FY2023 Total GHG (tCO2e)	FY2023 Scope 3 GHG Share (%)	Evaluation Status
UPSTREAM	1) Purchase goods and services	5,452	23%	Relevant, calculated
	2) Capital goods	650	3%	Relevant, calculated
	3) Fuel- and energy-related activities	4,270	18%	Relevant, calculated
	4) Upstream transportation and distribution	3,010	13%	Relevant, calculated
	5) Waste generated in operations	791	3%	Relevant, calculated
	6) Business travel	1,936	8%	Relevant, calculated
	7) Employee commuting	6,720	28%	Relevant, calculated
	8) Upstream leased assets	844	4%	Relevant, calculated
DOWNSTREAM	9) Downstream transportation and distribution	0	0%	Not calculated
	10) Processing of sold products	0	0%	Not calculated
	11) Use of sold products	20	0.08%	Not relevant, calculated
	12) End-of-life treatment of sold products	10	0.04%	Not Relevant, calculated
	13) Downstream leased assets	0	0%	Not calculated
	14) Franchises	0	0%	Not calculated
	15) Investments	0	0%	Not calculated
Total		23,703	100%	

[1] The materiality threshold is set at 1% of scope 3 emissions

Science-Based Targets

Core Lab has been tracking its GHG emissions relative to SBTi for several years, expanding from six sites in 2015 to 21 sites in 2019 and the entire company in 2022. Core Lab will retire the SBTi on the 2019 boundary for target years 2023 and 2025, having met our targets. New SBTi targets will be set on the new 2022 boundary for the entire company in the next two years to align with our footprint in 2022 and 2023. Target will be set to align with the SBTi recommendations in place at the time.

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

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

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

ABSOLUTE BASED TARGET, 2025	Base year 2018	WB2C		1.5C	
		Target year 2025	Percentage reduction	Target year 2025	Percentage reduction
Scope 1 emission (tCO ₂ e)	4,541	3,679	19%	3,322	27%
Scope 2 emission (tCO ₂ e)	12,490	10,119	19%	9,136	27%
Scope 1 & 2 emission (tCO ₂ e)	17,031	13,798	19%	12,458	27%
Scope 3 emission (tCO ₂ e)	33,717	27,317	19%	24,458	27%
Total	50,748	41,115	19%	36,916	27%



Operational Water Footprint

Sustainble1 reviewed the data received from Core Lab on water procured for its operations. Core Lab's aggregated water consumption for FY 2023 is 135,258 m³, which is comprised of abstracted and supplied water sources.

The tables below highlight the absolute water use for FY2023. The water intensity of Core Lab per mUSD of revenue generated is 245.2 m³ of water. Water use per employee is 36.0 m³.

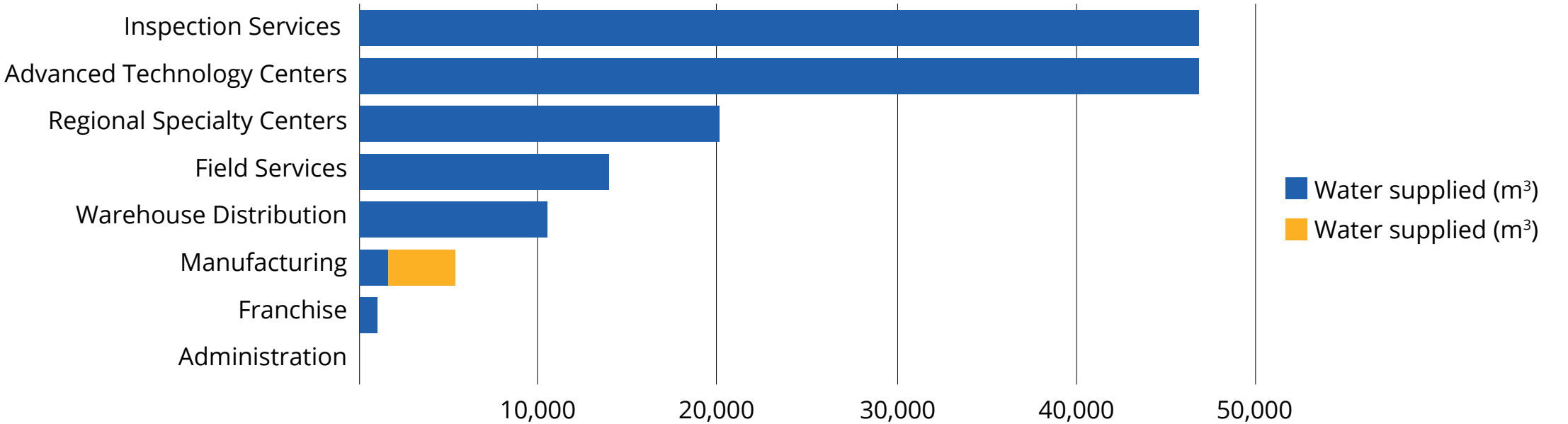
Absolute Water Use, FY2023

Nature of Supply	Water Consumption (m³)	Contribution (%)	Intensity m³/mUSD	Intensity m³/Employee
Water supplied	131,582	97%	238.6	35.0
Water abstracted	3,677	3%	6.7	1.0
Total	135,258	100%	245.2	36.0

Water Consumption by Division, FY2023

	Water supplied (m³)	Water abstracted (m³)
Inspection Services	46,865	0
Advanced Technology Centers	37,498	0
Regional Specialty Centers	20,092	0
Field Services	13,981	0
Warehouse Distribution	10,520	0
Manufacturing	1,626	3,677
Franchise	1,000	0
Administration	0	0
Total	131,582	3,677

Water Consumption (m³)





Governance

30 Corporate Governance

31 Ethics and Compliance

32 Enterprise Risk Management

33 Supply Chain





Governance

We are committed to embracing the principles of integrity and ethical conduct, which are paramount to helping us achieve business success.

- Foster a culture of security awareness where employees take ownership in securing client data.
- Provide safe, fair, and ethical working conditions during production and distribution of goods and services.

Corporate Governance

As a responsible operator, we maintain effective corporate governance and high ethical standards, which underpin our ability to create long-term value for our shareholders, clients and employees. This governance begins with our Board of Directors.

Board Diversity

The strength of our board is a result of its diversity. Our Board of Directors is comprised of current and former executives of global, publicly traded companies and with experience from multiple industries and disciplines.

Board Evaluation Process

To ensure that each Director of the Company is independent, the Board investigates any transactions or relationships between Directors or their immediate family members and the Company or its subsidiaries. The Board reviews and discusses the findings of each investigation to determine if any relationships or transactions are significant and would conflict with the Director's independence, as defined by NYSE standards.

Board Selection Process

The work of our Board has a significant impact on the Company's long-term success. The thoughtful selection of our Board members is critical to maintaining an effective and high-performing Board. It creates an opportunity to bring in new perspectives and expertise.

Board Committees

The Board has three standing committees. The functions of these committees are as follows:

- Audit Committee: Recommend engagement of independent registered public accountants ("IRPC"), review the plan and results of the engagement with IRPC, approve professional services provided by the IRPC.
- Compensation Committee: Review compensation and benefit plans, review and approve CEO and senior executive compensation, grant awards under our benefit plans, adopt and change major compensation policies and practices, oversee succession plans for senior executive management.
- Nominating, Governance, and Sustainability Committee: Recommend candidates to the Board for election or appointment as a Director, advise and recommend an appropriate set of corporate governance and sustainability practices, review and oversee compliance with the Company's corporate governance and sustainability practices.



Board Members



Lawrence Bruno

Chairman of the Board and Chief Executive Officer

Tenure
Director since 2018

Age 64 **Nationality** United States



Martha Carnes

Tenure
Director since 2016

Board Committee Membership
- Lead Director
- Chair of Audit Committee

Age 63 **Nationality** United States



Michael Straughen

Tenure
Director since 2016

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

Age 74 **Nationality** Great Britain



Harvey Klingensmith

Tenure
Director since 2020

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

Age 71 **Nationality** United States



Kwaku Temeng

Tenure
Director since 2021

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

Age 69 **Nationality** United States

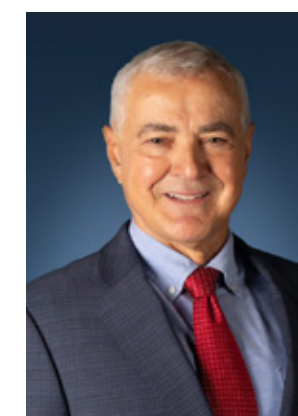


Katherine Murray

Tenure
Director since 2022

Board Committee Membership
- Member of the Audit Committee

Age 62 **Nationality** United States



Curtis Anastasio

Tenure
Director since 2023

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

Age 67 **Nationality** United States

Board Highlights 2023

Gender Diversity:
29%

Racial/Ethnic Diversity:
14%

Average Director Age:
67

Ethics and Compliance

Effective governance promotes well-managed and accountable decision-making at all levels of the business. Core Lab maintains a corporate self-governance and compliance program specifically structured to ensure that the Company and its people operate at the highest standards of ethical conduct and behavior.

Code of Ethics and Corporate Responsibility

Guiding our governance and compliance program is our Code of Ethics and Corporate Responsibility (“the Code”). The Code outlines the commitment Core Lab makes to ensure our employees have the information they need to conduct themselves and our business ethically and responsibly which complies with applicable laws, policies, and other regulations.

Commitment to the Code can be found in every area of our business. It forms the foundation for interacting with and supporting clients, suppliers, and other external groups. It is strongly aligned with our sustainability strategy, and reinforces the specific and measurable actions we take to improve the long-term well-being of our people, the communities where we live and work, and the environment. We’re committed to:

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. 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 treat 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 by taking proactive approaches to identify and manage 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

Core Compliance Annual Training provides our global workforce with resources to help them recognize and promote choices that align with the Code. In 2023, this training was redesigned to enhance employee understanding. The curriculum is assigned to all employees and includes e-learning on the following topics:

- ▶ Company Overview describing our culture and Core Values establishes expectations for how we treat each other and conduct business
- ▶ Corporate Sustainability including our commitments and strategy outlined in the Sustainability Strategic Pillar framework
- ▶ Legal and Ethical Business Practices including Anti-Corruption, Export Controls, and Reportable Transactions and Conflicts of Interest
- ▶ Health and Safety including information on our health and safety mission, safety goals, and Stop Work Authority program
- ▶ Respect for Others including Equal Opportunity, Human Rights, Unconscious Bias, Harassment and Unprofessional Behavior
- ▶ Privacy and Data Protection including data privacy and cybersecurity awareness

Compliance Training Hours (online)

METRIC	2021	2022	2023*
Total	6,234	6,853	4,716
Male Employees	4,662	5,221	3,580
Female Employees	1,572	1,632	1,136
Executive/Senior Management	577	664	441
Mid/Other Management	710	770	533
Individual Contributors	4,947	5,418	3,743
STEM Roles	2,320	2,762	1,925

*The redesign of the annual compliance training in 2023 enabled us to streamline information, causing a decrease in the time needed for completion. The overall employee completion rate of the training was 98%.

Ethics and Compliance - Cont.

Employee Grievance Mechanisms

Core Lab fosters a culture where employees can share and discuss workplace problems, complaints, or concerns in a supportive framework and ensures grievances are handled appropriately. 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.

Our policy on grievance resolution provides reassurances to our people that we understand how reporting a grievance could negatively impact their performance and that we provide suitable conduits for grievance resolution.

In addition to the process outlined in our policy, employees may also use 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, policies, suspected or actual misconduct, fraud, or human rights violations.

Issues reported are reviewed and investigated by individuals from our Corporate Compliance, Law, and Human Resources departments. Our established investigation process ensures suspected misconduct or violations are properly and independently verified and investigated to conclusion. Investigative findings are communicated to appropriate middle and senior management. The Company's responses to investigations are documented, including any disciplinary or corrective measures taken.



Enterprise Risk Management

Core Lab adheres to a formalized enterprise risk management system in accordance with requirements under Sarbanes-Oxley to mitigate and/or manage the financial reporting, fraud, and data risks associated with the Company's business. This system is a combination of several processes and policies that act together to consider potential risks and corresponding controls.

Company management accepts the overall responsibility for establishing and monitoring programs and controls to deter and detect fraud. Certain programs are delegated to other groups within the organization, such as Internal Audit, the Law Department, and Corporate Compliance.

In its role in the risk oversight of the Company, the Board oversees our shareholders' interests in the Company's long-term financial health, and overall financial strength of the Company. Additionally, each of our 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.

Fraud Prevention

Core Lab's anti-fraud program and controls are implemented throughout the Company. They are considered an entity-level control that management relies upon to establish our commitment to being honest and ethical with respect to fraud and financial reporting.

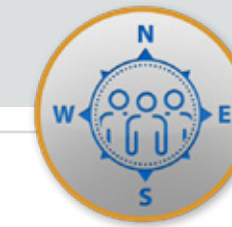
The program and controls address each element of the Committee of Sponsoring Organization ("COSO") framework. The program is tested at Corporate, Level 1 locations, and Level 2 locations selected for entity-wide testing, using an internal control questionnaire. Evaluation of the design effectiveness of the anti-fraud program is performed through a detailed analysis of specific organizational policies and procedures. When documentation critical to establishing the Company's fraud prevention commitments is identified, each item is thoroughly reviewed.

Data Privacy

Core Lab's program for protecting the personal data of our stakeholders includes a Data Protection policy, a Data Privacy Officer, and annual employee training about data privacy best practices. Additionally, we have a Data Privacy Committee whose role is to ensure that personal data is protected and handled under applicable laws and Core Lab policies.

Cybersecurity

The Company maintains information systems which contain personal data, financial reports and proprietary data. As a result, we are exposed to cybersecurity threats. We understand cybersecurity threats to be dynamic and to intersect with various other enterprise risks within the organization. We have therefore integrated cybersecurity risk into our overall risk management program. As a result, in addition to our information technology policies and procedures, we have implemented cybersecurity processes that aim to address, among other things, information security, password security, third party vetting, security incident response and vulnerability management. Our cybersecurity procedures include requiring multiple authentication factors prior to granting access to our assets, launching endpoint security software to guard against malware, viruses, and other cyber-attacks, use of third-party software to automate IT system monitoring for unusual or suspicious activity, conducting annual cybersecurity training for all employees, and providing cybersecurity information to employees through newsletters and fliers. We utilize third-party consultants to assist us with endpoint detection and response and routinely conduct penetration testing of our network infrastructure. Our consultants also provide digital forensics analysis of our systems, as needed. Additionally, we have sought to align our cybersecurity risk management in accordance with the National Institute of Standards and Technology Cybersecurity Framework.



Supply Chain

Core Lab is committed to achieving the highest product quality, safety, and business integrity standards. Compliance with laws and ethical principles is the responsibility of our employees and suppliers.



Supplier Code of Conduct

Core Lab's Supplier Code of Conduct outlines what we expect from our suppliers regarding:

- ▶ Business ethics
- ▶ Labor and employment rights
- ▶ Environmental health and safety
- ▶ Social responsibility
- ▶ Global trade practices

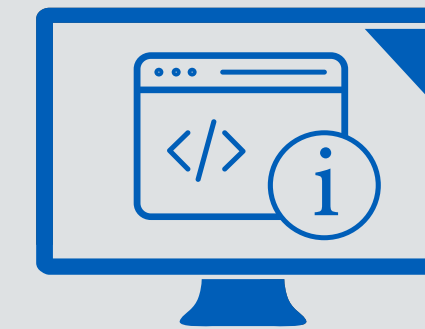
We only conduct business with suppliers who share our commitment to the values and principles outlined in our Code.

To read our Supplier Code of Conduct,
Click Here



Supplier Diversity Program

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 our suppliers to adhere to similar principles and to support and develop supplier diversity programs within their organizations.



Supplier Information Management System

As part of our risk mitigation efforts, in 2023, we partnered with ISNetworkworld, a global leader in contractor and supplier information management to:

- ▶ Standardize vendor information across all Core Lab locations
- ▶ Manage vendor information on KPI's such as quality and delivery performance
- ▶ Document and track vendor insurance, qualifications, agreements, certifications, and acceptance of Core Lab's Supplier Code of Conduct
- ▶ Identify risk regarding financial, regulatory, and business continuity of our vendors
- ▶ Communicate changing requirements quickly and effectively



Centralized Purchasing

Purchasing across all locations has been centralized to reduce redundancies and costs. The digital workflow provides transparency and streamlines orders, documents manager approval, and ensures that purchases are compliant with Company policies. This allows full visibility and reporting to leverage category volume discounts and identify duplication and waste.

Human Rights

Core Lab is committed to respecting human rights. We strive to protect the rights of people in the communities where we operate to ensure they are treated with dignity and respect. Our policy addressing human rights, 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 the guidelines established in the United Nations Guiding Principles on Business and Human Rights.

We have identified the following human rights areas as the highest priority or most salient:

Freedom of Association and Right to Collective Bargaining

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

As of December 31, 2023, approximately 10% of our workforce is represented under collective bargaining agreements or similar types of labor arrangements, most outside the United States.

Eradication of Modern Slavery

We do not utilize servitude or forced or compulsory labor. Our employees are recruited and are provided with 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.

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.

Ensuring Equal Opportunity

Core Lab is an equal opportunity employer, and it is our policy, under 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.

Upholding Women's Rights

Recognizing that women are among those who are most threatened by acts of modern slavery and unequal treatment, Core Lab is committed to supporting and upholding women's rights under the guidance outlined in the United Nations Women's Empowerment Principles.

Protecting Privacy Rights

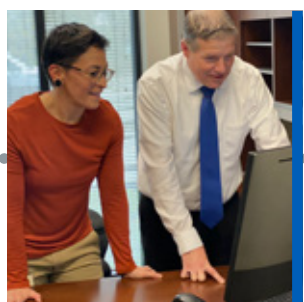
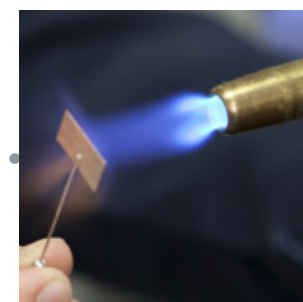
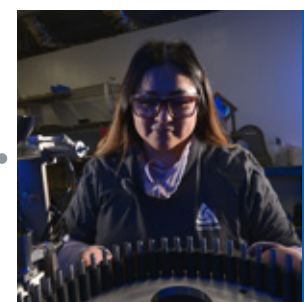
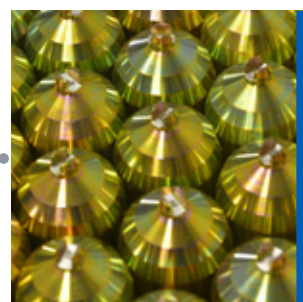
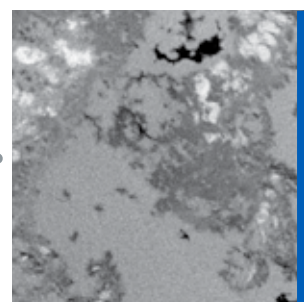
We are committed to safeguarding intellectual property rights and personal data, which includes protecting assets, proprietary information, and personal information from unauthorized access and ensuring their efficient and proper use.

Supply Chain Standards

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

Exclusion of the Use of Conflict Minerals

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





Reporting

36 TCFD Index

37 GRI Index

40 SASB Index

41 Performance Data

43 UN SDG Index

TCFD Index

Comparison of 2023 Core Laboratories financial and corporate sustainability disclosures with the TCFD recommendations.

Governance

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Describe the Board's oversight of climate-related risk and opportunities.	2023 Sustainability Report, page 30; Nominating, Governance and Sustainability Committee Charter
Describe management's role in assessing and managing climate-related risk and opportunities.	2023 Sustainability Report, page 24 and page 30 2023 Proxy Statement, Board Structure, page 17-18

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.	2023 Sustainability Report, page 23-28 2023 10-K, Risk Factors, page 10-20
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2023 Sustainability Report, page 23-28 2023 10-K, Outlook, page 34-35
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2023 Sustainability Report, page 24-25 and page 28

Risk Management

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Describe the organization's processes for identifying and assessing climate-related risks.	2023 Sustainability Report, page 8-9 and page 24
Describe the organization's processes for managing climate-related risks.	2023 Sustainability Report, page 8-9 and page 24
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2023 Sustainability Report, page 8-9 and page 24

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.	2023 Sustainability Report, page 24-28
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2023 Sustainability Report, page 24-28
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 Sustainability Report, page 24-28



GRI Index

General Disclosure

Code	Description	Disclosure Location and Information
2-1	Organizational Details	Core Laboratories Inc. or Core Lab; publicly traded on the New York Stock Exchange; 6316 Windfern Rd., Houston, Texas USA; 2023 Sustainability Report, page 5
2-2	Entities included in the organization’s sustainability reporting	2023 Form 10-K
2-3	Reporting period, frequency and contact point	From January 1, 2023 through December 31, 2023; Annual reporting; Published October 1, 2024; investor.relations@corelab.com
2-6	Activities, value chain and other business relationships	We are a leading provider of proprietary and patented reservoir description and production enhancement services and products to the oil and gas industry; 2023 Sustainability Report, page 5
2-7	Employees	2023 Sustainability Report, page 5, 11 and 14
2-8	Workers who are not employees	2023 Sustainability Report, page 5 and 11
2-9	Governance structure and composition	2023 Sustainability Report page 30; 2024 Proxy Statement, page 18-19
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement, page 20-21
2-11	Chair of the highest governance body	2024 Proxy Statement, page 17
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement, page 18
2-13	Delegation of responsibility for managing impacts	2024 Proxy Statement, page 18-20
2-14	Role of the highest governance body in sustainability reporting	2023 Sustainability Report, page 30; 2024 Proxy Statement, page 18-19
2-15	Conflicts of interest	2024 Proxy Statement, page 21
2-16	Communication of critical concerns	2023 Sustainability Report, page 32

General Disclosure - Cont.

Code	Description	Disclosure Location and Information
2-17	Collective knowledge of the highest governance body	2023 Sustainability Report, page 30
2-18	Evaluation of the performance of the highest governance body	2023 Sustainability Report, page 30; 2024 Proxy Statement, page 20-21
2-19	Remuneration policies	2024 Proxy Statement, page 24 - 36
2-20	Process to determine remuneration	2024 Proxy Statement, page 25-26
2-21	Annual total compensation ratio	2024 Proxy Statement
2-22	Statement on sustainable development strategy	2023 Sustainability Report, CEO Message, page 3; Steering Committee Chair Message, page 8
2-23	Policy commitments	2023 Sustainability Report, page 31-34
2-24	Embedding policy commitments	2023 Sustainability Report, page 31-34
2-25	Processes to remediate negative impacts	2023 Sustainability Report, page 31-34
2-26	Mechanisms for seeking advice and raising concerns	2023 Sustainability Report, page 32
2-27	Compliance with laws and regulations	Material legal actions, if any, are reported in our Form 10-K
2-28	Membership associations	We are members of several organizations not limited to: American Petroleum Institute (API), American Society for Testing Materials (ASTM), United Nations Global Compact (UNGC)
2-29	Approach to stakeholder engagement	2023 Sustainability Report, page 8
2-30	Collective bargaining agreements	2023 Sustainability Report, page 34





GRI Index

Material Topics

Code	Description	Disclosure Location and Information
3-1	Process to determine material topics	2023 Sustainability Report, page 8
3-2	List of material topics	2023 Sustainability Report, page 8
3-3	Management of material topics	2023 Sustainability Report, People and Communities, page 10-16; Health and Safety, page 17-21; Environment and Climate, page 22-28; Governance, page 29-34

Economic Performance

201-1	Direct economic value generated and distributed	Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	Form 10-K, Item 1: Business, page 1-10; Item 1A: Risk Factors, page 10-20
201-3	Defined benefit plan obligations and other retirement plans	2024 Proxy Statement, page 24-36 and page 37-46

Anti-Corruption

205-1	Operations assessed for risks related to corruption	2023 Sustainability Report, pages 31-32
205-2	Communication and training about anti-corruption policies and procedures	2023 Sustainability Report, pages 31-32

Energy

302-1	Energy consumption within the organization	2023 Sustainability Report, page 25-28
302-3	Energy intensity	2023 Sustainability Report, page 25-27
302-4	Reduction of energy consumption	2023 Sustainability Report, page 22-28

Water and Effluents

Code	Description	Disclosure Location and Information
303-1	Interactions with water as a shared resource	2023 Sustainability Report, page 28
303-5	Water consumption	2023 Sustainability Report, page 28

Biodiversity

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2023 Sustainability Report, page 24
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Emissions

305-1	Direct (Scope 1) GHG emissions	2023 Sustainability Report, page 25-28
305-2	Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report, page 25-28
305-3	Other indirect (Scope 3) GHG emissions	2023 Sustainability Report, page 25-28
305-4	GHG emissions intensity	2023 Sustainability Report, page 25-28
305-5	Reduction of GHG emissions	2023 Sustainability Report, page 25-28
305-6	Emissions of ozone-depleting substances (ODS)	2023 Sustainability Report, page 25-28

Effluents and Waste (2016)

306-3	Significant spills	None
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GRI Index

Employment

Code	Description	Disclosure Location and Information
401-1	New employee hires and employee turnover	2023 Sustainability Report, page 11 and 13
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report, page 13
401-3	Parental leave	Parental leave is available to employees in some countries; however, the data is not consistently tracked; 2023 Sustainability Report, page 13

Occupational Health and Safety

403-1	Occupational health and safety management system	HSE Management System is managed by Business Unit
403-2	Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report, page 18-21
403-3	Occupational health services	2023 Sustainability Report, page 18-21
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report, page 18-19
403-5	Worker training on occupational health and safety	Each Business Unit has a robust HSE training program designed for its operational needs. Much of the training is managed through an online computer-based system; 2023 Sustainability Report, page 18
403-6	Promotion of worker health	2023 Sustainability Report, page 18
403-8	Workers covered by an occupational health and safety management system	HSE Management System managed by Business Units
403-9	Work-related injuries	2023 Sustainability Report, page 19-21

Training and Education

Code	Description	Disclosure Location and Information
404-1	Average hours of training per year per employee	2023 Sustainability Report, page 12
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report, page 12
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Sustainability Report, page 13

Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	2023 Sustainability Report, page 14
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Freedom of Association and Collective Bargaining

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information unavailable; however, our policies on the right to freedom of association and collective bargaining are located in the 2023 Sustainability Report, page 34
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Child Labor

408-1	Operations and suppliers at significant risk for incidents of child labor	Information unavailable; however, our policies on child labor are located in the 2023 Sustainability Report, page 34
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Forced or Compulsory Labor

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information unavailable; however, our policies on forced and compulsory labor are located in the 2023 Sustainability Report, page 34
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GRI Index

Local Communities

Code	Description	Disclosure Location and Information
413-1	Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report, page 11, 14-16, 18, and 24

Supplier Social Assessment

414-1	New suppliers that were screened using social criteria	2023 Sustainability Report, page 33
414-2	Negative social impacts in the supply chain and actions taken	2023 Sustainability Report, page 33

Customer privacy

418-1	Substantial complaints concerning breaches of customer privacy and losses of customer data	2023 Sustainability Report, page 32
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SASB Index

Emissions Reduction Services & Fuels Management

Code	Description	Disclosure Location and Information
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	2023 Sustainability Report, page 25-28
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	2023 Sustainability Report, page 22-28

Ecological Impact Management

EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	2023 Sustainability Report, page 24-25
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Workforce Health & Safety

EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	2023 Sustainability Report, page 19-21
EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	2023 Sustainability Report, page 18

Business Ethics & Payments Transparency

EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	2023 Sustainability Report, page 31
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Performance Data

HEALTH & SAFETY*

Performance Metric	Units	CLB 2021	CLB 2022	CLB 2023
Total Safety Observations	#	1490	1360	1233
Total Stop Works	#	185	169	128
Stop Work Significant Events	%	26	24	19
Near Accident Total	#	101	93	87
Near Accident/Recordable Incident Ratio	Ratio	5.32	7.75	4.35
Near Accident per Employee (NM/HC)	Ratio	0.026	0.025	0.024
Fatalities - Employees	#	0	0	1
Lost Time (LTIR)	Rate	0.20	0.10	0.08
Total Recordable (TRIR)	Rate	0.48	0.31	0.50
Days Away from Work Rate (DAFWCR)	Rate	0.35	0.23	0.37
Days Away from Work Cases	#	8	4	3
Restricted Duty/Days Cases	#	6	5	11
Medical Treatment Cases	#	5	3	5
Non-Recordable Cases	#	67	54	54
Lost Days	#	181	155	117
Restricted Days	#	640	137	204
Motor Vehicle Accident (MVA) Improved Reporting YOY	count	40	-	41

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



ENVIRONMENTAL

Performance Metric	Units	CLB 2021	CLB 2022	CLB 2023
ISO 14001:2015 - Certified Sites	#	7	7	7

QUALITY CERTIFICATION

Performance Metric	Units	CLB 2021	CLB 2022	CLB 2023
OHSAS 18001:2007 - Certified	#	3	3	0
ISO 17020 - Certified	#	8	8	8
ISO 17025 - Certified	#	41	42	40
ISO 9001:2015 - Certified	#	91	95	90
ISO 45001:2018 - Certified	#	26	26	23

Performance Data

ENVIRONMENTAL | [Spills](#)

Performance Metric	Units	CLB 2021	CLB 2022	CLB 2023
Non-Reportable Environmental Reports	#	22	16	11
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 2022	CLB 2023
Scope 1	Metric Ton CO _{2e}	3790	10283	9714
Scope 2 (Location-based)	Metric Ton CO _{2e}	8201	11077	10285
Scope 2 (Market-based)	Metric Ton CO _{2e}	9814	11317	10422
Operational Footprint (Location-based)	Metric Ton CO _{2e}	11991	21360	19999
Operational Footprint (Market-based)	Metric Ton CO _{2e}	13604	21600	20136
Scope 3 Upstream	Metric Ton CO _{2e}	21668	27114	23673
Scope 3 Downstream	Metric Ton CO _{2e}	117	6297	30
Scope 3 Total	Metric Ton CO _{2e}	21785	33412	26703
Scope 1, 2 & 3 Total (Location-based)	Metric Ton CO _{2e}	33776	54772	43702
Scope 1, 2 & 3 Total (Market-based)	Metric Ton CO _{2e}	35389	55012	43839

Boundary change to include all locations in 2022.



SOCIAL | [# of Employees at Year End](#)

Performance Metric	Units	CLB 2021	CLB 2022	CLB 2023
% Women in Executive & Senior Management	%	11	12	13
% Women in STEM	%	22	32	31
% Women in Middle / Other Management	%	32	29	27
% Women in Global Population	%	26	25	24

SOCIAL | [Local Content](#)







Performance Metric	Units	CLB 2021	CLB 2022	CLB 2023
% Employees in US	%	26	28	27
% Employees International	%	74	72	73

SOCIAL | [Core Compliance Annual Training*](#)




Performance Metric	Units	CLB 2021	CLB 2022	CLB 2023
Legal and Ethical Business Practices	%	-	-	98
Respect for Others	%	-	-	98
Corporate Sustainability	%	-	-	98
Health and Safety	%	-	-	98
Privacy and Data Protection	%	-	-	98

***Redesigned Ethics and Compliance training in 2023. Previous modules have been reorganized into new modules and content refreshed.**

United Nations Sustainable Development Goals

SDGs and Targets	Our Efforts
 SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture. Targets: 2.1, 2.2	<div><div></div> People & Communities</div>
 SDG 3: Ensure healthy lives and promote well-being for all at all ages. Targets: 3.1, 3.2, 3.6, 3.9	<div><div></div> People & Communities</div> <div><div></div> Health & Safety</div> <div><div></div> Governance</div>
 SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Targets: 4.1, 4.3, 4.7	<div><div></div> People & Communities</div> <div><div></div> Governance</div>
 SDG 5: Achieve gender equality and empower all women and girls. Targets: 5.1, 5.5	<div><div></div> People & Communities</div> <div><div></div> Governance</div>
 SDG 7: Ensure access to affordable, reliable, and modern energy services. Target: 7.3	<div><div></div> People & Communities</div> <div><div></div> Governance</div>
 SDG 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all. Target: 8.5	<div><div></div> People & Communities</div> <div><div></div> Health & Safety</div> <div><div></div> Governance</div>



SDGs and Targets	Our Efforts
 SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. Target: 9.2	<div><div></div> Environment & Climate</div>
 SDG 10: Reduce inequality within and among countries. Targets: 10.2, 10.3	<div><div></div> People & Communities</div> <div><div></div> Governance</div>
 SDG 12: Ensure sustainable consumption and production patterns. Targets: 12.5, 12.6	<div><div></div> Environment & Climate</div>
 SDG 13: Take urgent action to combat climate change and its impacts. Targets: 13.1, 13.3	<div><div></div> Environment & Climate</div>
 SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Targets: 16.5, 16.7	<div><div></div> Governance</div>

People & Communities Health & Safety Environment & Climate Governance



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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.

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:

Gwen Gresham, SVP
Corporate Development and Investor Relations

investor.relations@corelab.com
Visit www.corelab.com