



POLICIES & PROCEDURES

Transactions in Shares Issued by Core Laboratories Inc. (the “Company”) By Employees and Directors

Effective Date: February 4, 2025

Share Ownership Policy: Designated Members of Management Must Comply with Minimum Ownership Amounts and Holding Periods

Policies:

Share Ownership Policy

- a. For purposes of this policy, “Management” is defined as the Non-Employee Directors, the CEO, the CFO and the COO of the Company.
- b. Any member of Management that receives Company shares by way of a vesting of an award of equity incentive compensation, must retain the net amount of such shares received (after tax withholding) for a minimum period of one (1) year following the vesting.
- c. Each non-employee director shall maintain equity ownership of Company Shares in the minimum amount of five (5) times their respective annual base retainer for the previous year and will be allowed five years on the Board to achieve that minimum equity ownership.
- d. The CEO shall maintain equity ownership of Company Shares equal in the minimum amount of five (5) times his annual base salary for the previous year.
- e. The CFO and COO shall each maintain equity ownership of Company Shares equal in the minimum amount of three (3) times their respective annual base salary for the previous year.
- f. The obligations set forth in subparagraphs (b), (c), (d) and (e) shall expire for each member upon his/her termination as a member of Management.