Core Lab
RESERVOIR OPTIMIZATION

SUSTAINABILITY AT OUR CORE

Core Laboratories
2024 SUSTAINABILITY REPORT

Forward

About This Report

Core Laboratories Inc. ("Core Lab" or "Core") takes a comprehensive approach to its sustainability strategy, providing disclosures that reflect the Company's commitment and progress toward goals.

Core's reporting is guided by universally recognized standards and frameworks, including the Greenhouse Gas Protocol, the Global Reporting Initiative, the Sustainability Accounting Standards Board, and the Task Force on Climate-Related Financial Disclosures.

As a member of the United Nations Global Compact, Core Lab is committed to providing an annual Communication on Progress. Core also aligns its sustainability strategy with the targets under the United Nations Sustainable Development Goals.

Achievements and Recognition

▶ AA ESG rating from MSCI

▶ Sustainalytics – 26.1 Risk Rating and ranked 33 out of 95 (47th percentile) of Oil & Gas Equipment Subindustry

▶ CDP Climate Change Score C - 2024 Industrial Support Services Europe Region and Water Security Score - C

▶ EcoVadis Committed Badge

▶ Society of Petroleum Engineer's Gulf Coast Regional Distinguished Corporate Support Award for 2024

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Message from our CEO

"Core Lab is contributing to a more sustainable future through science, innovation, and responsible leadership. These actions are tightly aligned with the Company's commitment to deliver the most advanced and reliable reservoir analysis in the world, enabling our clients to maximize resource efficiency while minimizing environmental impacts."

Larry Bruno
Chairman of the Board
and Chief Executive Officer

I am pleased to introduce Core Laboratories' 2024 Sustainability Report. Core Lab remains steadfast in its commitment to sustainable growth, a foundational principle that continues to shape our long-term strategy and daily operations. Core's sustainability approach reflects our belief that responsible practices are essential to value creation. Grounded in our Core Values, this approach is the basis for Core Lab's Sustainability Strategic Pillars: People & Communities, Health & Safety, Environment & Climate, and Governance.

Throughout 2024, the Company's long-term vision remained focused on leading the industry in sustainable innovation—even while navigating a challenging global landscape shaped by geopolitical conflict, shifting energy demand, and macroeconomic uncertainty—setting a high bar for transparency, accountability, and responsible operations.

Core Lab is contributing to a more sustainable future through science, innovation, and responsible leadership. These actions are tightly aligned with the Company's commitment to deliver the most advanced and reliable reservoir analysis in the world, enabling our clients to maximize resource efficiency while minimizing environmental impacts.

In 2024, Core continued to strengthen its operational footprint and expand key services, particularly in key international markets. At the same time, the Company continued to innovate technologies—such as our RAPID™ and CONNECT:™ ecosystems—to streamline data delivery and enhance client outcomes.

Core Lab also recognizes the extraordinary people behind the Company's progress—its employees. Their expertise and commitment to technical excellence are what power our performance. By combining their capabilities with our disciplined strategy and strong sustainability framework, we are well-positioned to help the energy sector navigate a rapidly evolving future, responsibly and effectively.

On behalf of the entire Company, thank you for your interest in our sustainability efforts.

Lawrence Bruno

About Core Laboratories

Company Overview

Core Laboratories is a Delaware corporation. The Company was established in 1936 and is one of the world's leading providers of proprietary and patented reservoir description and production enhancement services and products to the oil and gas industry, primarily through client relationships with many of the world's major, national, and independent oil companies. These services and products can enable Core Lab's clients to evaluate and improve reservoir performance and increase oil and gas recovery from their new and existing fields. Core Lab makes measurements on reservoir rocks, reservoir fluids (crude oil, natural gas, and water), and their derived products. In addition, the Company assists clients in evaluating subsurface targets associated with Carbon Capture and Sequestration projects or initiatives.
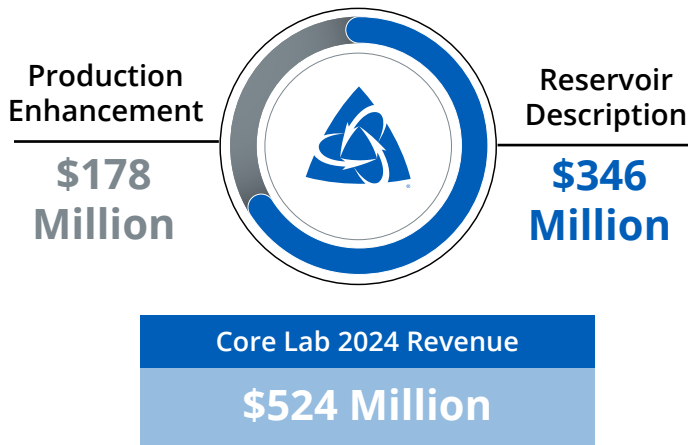
Business Segments

Core Lab operates 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.

Production Enhancement

$178 Million

Reservoir Description

$346 Million

Core Lab 2024 Revenue

$524 Million

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 client reservoirs.

Production Enhancement

Includes services and manufactured products associated with well completions, perforations, stimulation, production, and abandonment.

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 strategic approach to capital allocation for maintaining and growing its business and has the Company well-positioned for the ongoing expansion of exploration and production of oil and gas that will be required to meet rising global demand.

2 Maximize Return on Invested Capital

Core Lab strives to maximize return on invested capital through effective allocation of resources and execution of its growth strategies.

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 More Information

Click here to view the Annual Report

Click here to view the 10K

Click here to view the Proxy

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6 Continents

50+ Countries

70+ Offices

30+ Languages

1936 Established

1998 NYSE Listed

5 Advanced Technology Centers

18 Regional Specialty Centers
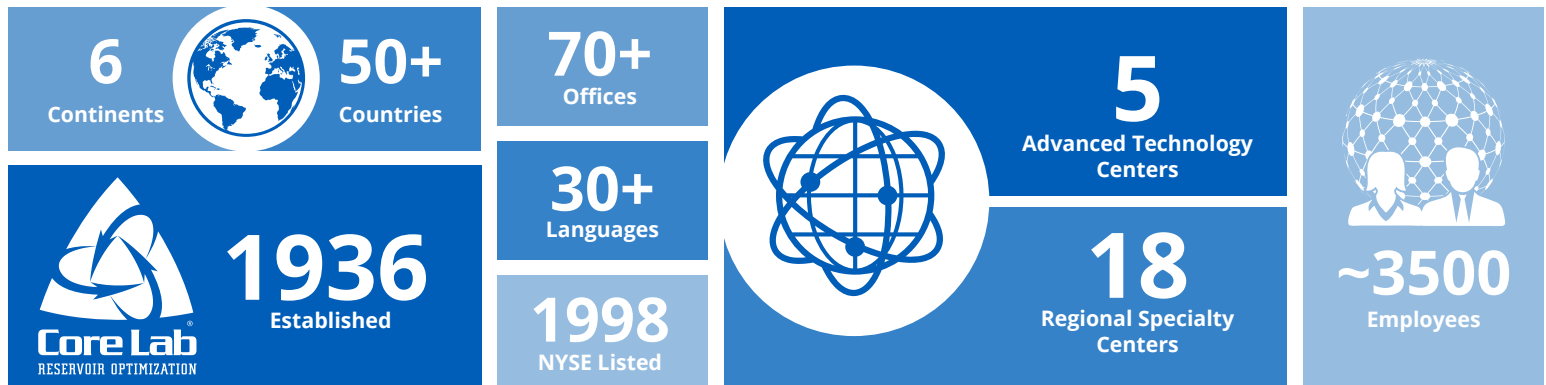
~3500 Employees

Core Values

Core Lab's five Core Values represent and establish the way employees treat each other and conduct business. By embedding the Core Values into the Company's operating strategies, Core Lab ensures its culture and mission also drive its sustainability efforts.

	What it means	**Why it matters**
Safety Awareness Empower employees with a sense of personal responsibility for managing work through open communication and a "zero harm" culture.	▶ Being aware of and following safety laws, regulations, policies, and procedures ▶ Identifying and managing potential hazards ▶ Taking action to report or correct unsafe situations ▶ Promoting a culture of safety by taking personal responsibility	A strong safety culture can help reduce the risk of accidents and injuries, improve morale and productivity, and protect the Company from potential legal and financial repercussions.
Honesty & Integrity Committed to treating everyone openly and fairly, with dignity and respect, regardless of differences.	▶ Being open and interacting as a collaborative partner ▶ Behaving consistently ▶ Acting morally, ethically, and professionally ▶ Avoiding inappropriate situations and conflicts	Approaching work activities with honesty and integrity is crucial to demonstrating reliability and accountability, building stronger relationships within teams as well as with clients.
Customer Focus Committed to building and maintaining the highest levels of customer service and satisfaction with colleagues and clients.	▶ Understanding and prioritizing customer needs ▶ Identifying breakdowns in processes and systems ▶ Proactively seeking customer feedback ▶ Pursuing solutions until the customer is satisfied	Focusing on customers, both internally and externally, builds quality, long-term relationships that can lead to stability and loyalty, translating to repeat business and increased profitability.
Building Trust Promote an atmosphere of openness, respect, and dignity, producing confidence in intentions.	▶ Using appropriate interpersonal styles to establish effective relationships ▶ Sharing about strengths and vulnerabilities ▶ Treating people with dignity, respect, and fairness ▶ Keeping commitments and taking accountability	Building trusting relationships impacts the long-term health and sustainability of Core Lab, ensuring positive engagement, productivity, and performance.
Employee Development Invest in people to build a stronger workforce ready and willing to get the right results the right way, every time.	▶ Seeking feedback to identify areas for improvement ▶ Reflecting and evaluating one's own performance ▶ Stretching beyond comfort levels ▶ Sharing knowledge and relevant information to train others	Core Lab is built by great people, doing outstanding work in often challenging environments. To maintain that level of excellence, the Company invests in employee development.

Sustainability at Core Lab

Commitment to Sustainability

Core Lab strives to achieve its sustainability commitment in every aspect of the business. This includes careful consideration of the Company's social and environmental impacts and dedication to conducting work by the highest standards of ethics and corporate governance.

Message From the Steering Committee Chair

In 2024, Core Lab continued to advance its sustainability goals through measurable actions aligned with its four Sustainability Strategic Pillars: People & Communities, Health & Safety, Environment & Climate, and Governance.

Key progress in 2024 included enhancing workforce training and engagement, improving safety performance metrics, and maintaining alignment with recognized reporting frameworks, meeting both stakeholder expectations and industry standards. The Company's approach enables Core to meet evolving market requirements, support the energy transition, and uphold strong governance practices across its global operations.

Core Lab remains committed to tracking performance against defined targets, reporting transparently, and integrating sustainability into business decisions that deliver long-term value for our clients, employees, and shareholders.

**Steering Committee Chair
Gwen Gresham**
SVP, Corporate Development and Investor Relations

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 annual updates on 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.

Sustainability Strategic Pillars

Core Lab created its Sustainability Strategic Pillars to set the framework that establishes the Company's purpose and directs its efforts in sustainability.

People & Communities

Core Lab is committed to providing opportunities to employees to help them develop and excel, while achieving business results.

Health & Safety

Core Lab is committed to promoting a culture focused on the health and safety of people and takes a proactive approach to identifying and managing risks.

Environment & Climate

Core Lab is committed to reducing impact on the environment by conducting business compliantly with applicable regulations.

Governance

Core Lab is committed to embracing the principles of integrity and ethical conduct, which are paramount to achieving business success.

Click here to view the program

Stakeholder Engagement

Understanding industry and stakeholder priorities is critical to identifying topics that are material to Core Lab. To accomplish this, Core analyzes sustainability issues relevant to the industry, peers, and stakeholders. This process includes communication with clients, investors, employees, and suppliers, and reviewing information provided by reporting frameworks such as the Global Reporting Initiative and the Sustainability Accounting Standards Board. The engagement, through various channels across Core Lab's global value chain, helps the Company achieve alignment of purpose and maintain an environment and culture of cooperation and collaboration.
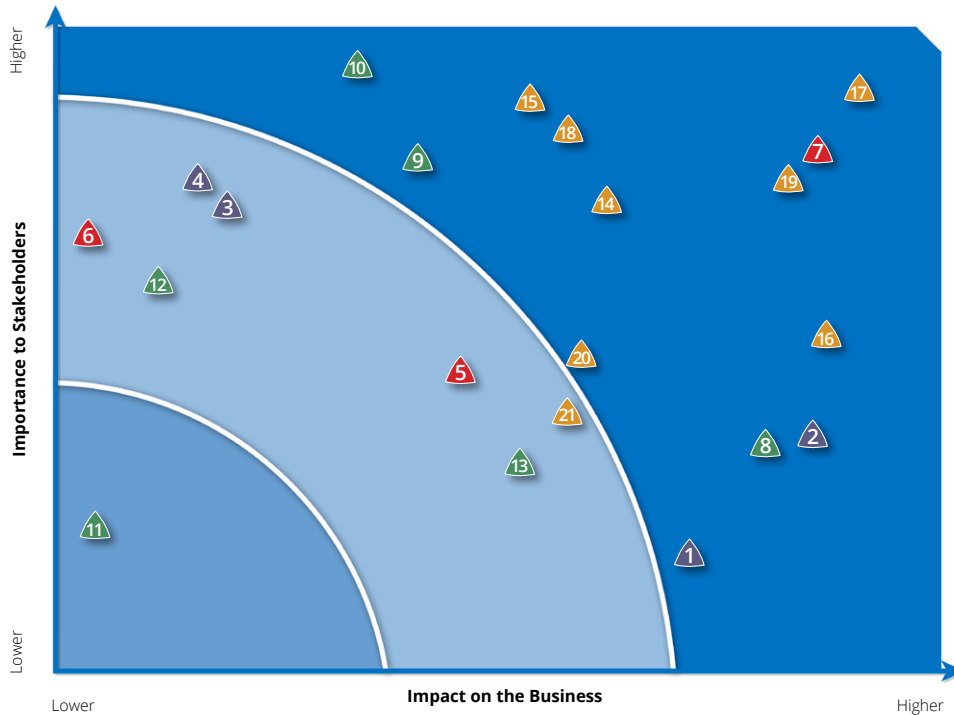
Materiality

The information derived from both the stakeholder engagement exercise and the materiality assessment guides Core's efforts and enables the Company to develop goals that align with the Sustainability Strategic Pillar framework.

Materiality Topics:

People & Communities
1. Workforce Management
2. Talent Attraction, Development, & Retention
3. Employee Engagement
4. Community Outreach

Health & Safety
5. Employee Wellbeing
6. Public Health
7. Occupational Health & Safety

Environment & Climate
8. Energy Transition
9. Climate Change
10. Environmental Footprint
11. Ecological Impacts
12. Water Management
13. Substance & Waste Management

Governance
14. Corporate Governance
15. Transparency
16. Ethics and Compliance
17. Business Resiliency
18. Privacy & Data Security
19. Innovation & Technology
20. Supply Chain Management
21. Human Rights

Sustainability Goals and Targets

Core Lab developed focus areas and goals based on material topics key to the Company. These serve as the foundation for how Core Lab measures progress.

People & Communities

Workforce Management Create a consistent global approach to handling employment actions	Percent managers engaged in policy and compliance training	**2024 Actual: 94%** 2025 Target: 96%
	Implementation of HCM system	**2024 Actual: Initiated** 2025 Target: Complete
Employee Engagement Attract, retain, and develop a strong workforce	Average training hours per employee	**2024 Actual: 3** 2025 Target: 4
	Percent voluntary employee turnover	**2024 Actual: 12%** 2025 Target: 11%
	Number of STEM activities	**2024 Actual: 5** 2025 Target: 5

Health & Safety

Health & Wellness Increase awareness of the importance of physical and mental wellbeing	Percent engagement in health awareness programs	**2024 Actual: 13%** 2025 Target: 20%
Safety Performance Protect health, safety, and security	TRIR	**2024 Actual: .50** 2025 Target: .37
	Percent of Road Accidents	**2024 Actual: 10%** 2025 Target: 0%
	Percent of SSW recordable injuries	**2024 Actual: 26%** 2025 Target: 10%

Environment & Climate

Climate Change Reduce carbon emissions from base year	Percent of total GHG emissions	**2024 Actual: 27%** 2025 Target: 27%
Environmental Impact Reduce energy consumption	Purchased electricity in kWh	**2024 Actual: 41.8M kWh** 2025 Target: 41.8M kWh

Governance

Enterprise Risk Management Foster a culture of security awareness and ownership in securing client data	Percent completion of cybersecurity awareness training	**2024 Actual: 94%** 2025 Target: 96%
Supply Chain Provide safe, fair, and ethical work conditions	Percent of U.S. and Canadian critical suppliers added to the supplier management system	**2024 Actual: 39%** 2025 Target: 50%

People & Communities

Focus Areas and Goals

Core Lab is committed to providing opportunities to employees to help them develop and excel, while achieving business results. This is accomplished by focusing Core's efforts on goals to:

Workforce Management
Create a consistent global approach to handling employment actions

Employee Engagement
Attract, retain, and develop a strong workforce

Building Our Bench

The actions Core Lab takes surrounding employees are geared toward building a strong, sustainable, workforce that drives the Company toward long-lasting success. Core achieves this through Building Our Bench, its employee-focused framework that outlines the Company's approach to workforce management and employee engagement:

▶ **Workforce Management** – through policies, processes, and systems, Core Lab provides resources and sets standards to aid employees in their success while ensuring the Company's ability to respond to employment needs timely, consistently, and compliantly.

▶ **Employee Engagement** – through programs and initiatives focused on developing strong leadership, technical expertise, and a future talent pipeline, Core Lab builds a more robust bench of talented, highly skilled employees.

Click here to view the program

Les Linklater
VP, People, Organization, and Culture

Aberdeen, Scotland

"Building Our Bench is the framework that reflects our commitment to supporting the people who make Core Lab successful. By investing in their growth and development, through well-designed programs, policies, and systems, we're building a stronger, more resilient organization, ready to meet the evolving needs of our business."

Workforce Management
Goal Progress

In 2024, Core Lab began implementing the streamlined, cloud-based workforce management system, Workday, to manage aspects of human resources. This supports Core's goal to create a consistent global approach to managing its workforce, achieve greater efficiency, and improve data accuracy.

Global Workforce

As of December 31, 2024, Core Lab's headcount totaled 3,161 permanent and temporary employees.

- 3.0%
- 5.5%
- 4.1%
- 12.6%
- 33.4%
- 31.7%
- 9.7%

Legend:
- Africa
- Asia Pacific
- Europe
- Middle East
- North America
- Russia
- South America
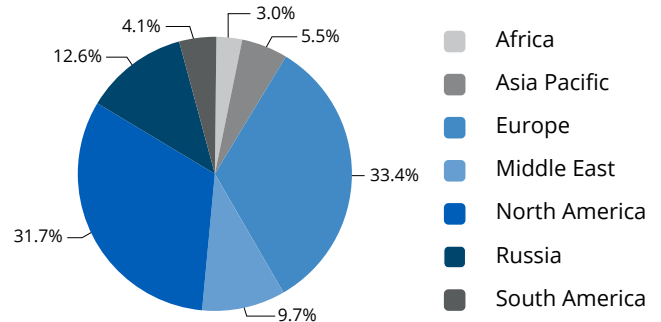
Click here to view the data

Recruit

As an equal opportunity employer, Core Lab maintains a commitment to zero-tolerance on discrimination, harassment, and unprofessional behavior in employment practices.

Core Lab's recruiting processes are nondiscriminatory, and support and encourage the hiring and retention of diverse talent, based on the right skills to best serve clients. In 2024, Core Lab had 374 new hires.

Click here to view the data   Click here to view the policy

Internship Program

Crucial to Core Lab's talent pipeline is its internship program which provides university students hands-on learning that corresponds with their educational and future career aspirations.

26 Students   **8** Countries

Develop

Core Lab invests in its employees by providing training, coaching, personality assessments, and virtual learning. These opportunities are designed to help employees understand their role and how to maximize their career potential.

In 2024, employees spent 10,411 hours engaging in training activities. This averages three hours of training per employee.

Click here to view the data

Workforce Management
Goal Progress

In alignment with Core's goal to create a consistent global approach to handling employment actions, in addition to its annual compliance training, Core Lab developed and delivered training based on three key Company policies: Nepotism, Rehire, and Performance.

94% Engagement

Leadership Development

The role of a leader at Core Lab is to create an environment where employees can perform effectively, and the Company thrives. This is accomplished through Core Lab's flagship leadership development programs: Technical Leader, Core Leadership Essentials, Developing Your Leadership, and Business Leader Program.

To further enhance leadership development, Core partnered with S4K Research to offer leadership personnel across Core Lab access to curated content on a variety of leadership topics.

750+ Managers   **89%** Engagement
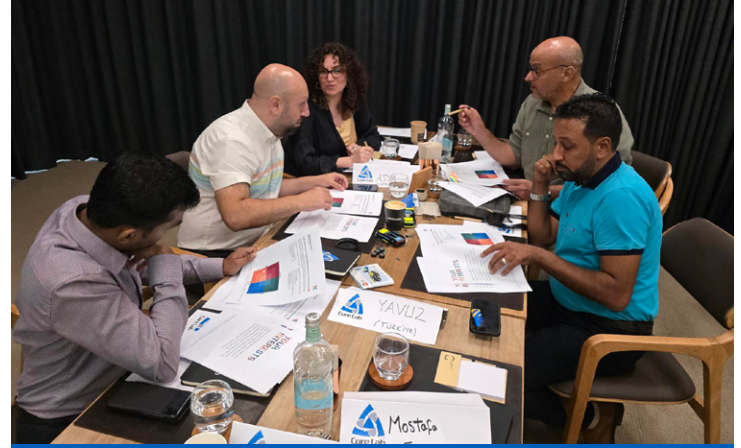
Perform

Through goal setting aligned with business objectives, ongoing feedback, and meaningful quarterly check-ins, employees are informed, empowered, and accountable for their contributions to Core's success.

Annually, employees are encouraged to create goals and take part in a year-end performance and career development review.

2,781 Employees   **90%** Engagement

Click here to view the data

Linette Gibbs
Financial Reporting Supervisor

Houston, TX USA

"I had the opportunity to participate in Core Leadership Essentials, one of Core Lab's leadership development programs. Through materials focused on enhancing leadership skills, improving communication, and strengthening teamwork, I gained valuable insight about my personal skills and how I can balance them with those of others. It also provided a platform to meet peers from different areas of the Company. I'm glad I was able to participate!"

Reward

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

Core's Total Rewards practices and programs are fair and impartial; Core Lab provides wages and benefits that comply with applicable laws and regulations in the countries where the Company operates. Depending on the specificity of each local market, the programs offered may include some or all of the following:

Benefits Programs

▶ Insurance benefits

▶ Health and Medical benefits

▶ Disability and Life benefits

▶ Time off and alternate work schedules

▶ Maternity and Paternity leave

▶ Lactation facilities for nursing mothers

Max Podolyak
Technical Director

Abu Dhabi, UAE

"Taking on an international assignment was a turning point in my career. It expanded my global perspective, enhanced my adaptability, and gave me the cross-cultural leadership skills that continue to shape my professional growth."

THE BRIDGE

Advance

Core Lab helps employees excel in their careers by offering several forms of career progression opportunities based on skill, experience, business needs, and the employee's career aspirations.

In 2024, Core launched a company-wide talent assessment aimed at understanding the strength and depth of talent at all levels of the Company. Through the talent exercise, 2,405 employees were assessed to identify leadership potential, technical potential, and their retention risk to the business. From this data, the Company can strategically plan advancement and target development efforts.

In 2024, 273 employees were promoted or had a lateral change in position, an increase from the previous year. Additionally, total attrition remained steady at 16% in 2024, compared to 16% in 2023.

Click here to view the data

Employee Engagement
Goal Progress

In 2024, Core Lab developed a goal to focus efforts on retention of its workforce. Improving retention lowers costs, increases productivity, and ultimately boosts revenues and profits.

Voluntary Attrition

13%
2023

12%
2024

Corporate Social Responsibility

As part of Core's Corporate Responsibility commitments, Core Lab Cares, a global employee-driven initiative, creates a positive impact on the Company culture and the communities where employees live and work.

Canada

▶ Held a "50/50 raffle" to raise funds to support Home of Hope, a non-profit organization that helps children, orphans, and women

Colombia

▶ Participated in "Caps to Heal" by collecting caps from bottles and containers to transform into reusable items like laundry baskets, which are sold to fund programs for boys and girls with cancer

▶ At Christmas, worked with ASEMPTO, an association of companies, to donate toys to children who would otherwise go without during the holiday

Scotland

▶ Held their annual MacMillan Coffee Morning event to raise funds for local cancer programs

▶ Also raised money as part of their local "Christmas Jumper Day," an annual fundraising event supporting the non-profit, Save the Children

United Arab Emirates

▶ Continued their annual food donation drive supporting local families in need by collecting non-perishable food items

United States

▶ Held their 10th annual school supply drive supporting the Deer Park Independent School District's Community Resource Center

▶ Raised monetary and food donations to benefit families in need through Cy-Fair Helping Hands and the Deer Park Community Food Pantry

Amber Tarol
Manager, HR Governance and Sustainability

Houston, TX USA

"As vital members of the communities in which we live and work, we have a responsibility to positively impact the lives of those in need around us. I'm pleased to be at a Company that supports its employees in these types of initiatives."

School Supply Items

Monetary Contributions

Donations

In-Kind Donations

Fundraising Efforts

STEM Outreach

Supporting science, technology, engineering, and mathematics ("STEM") education builds the future talent pool, critical to the long-term success of the industry. Some of Core Lab's STEM education efforts in 2024 included:

Aldine YWLA STEM Day

In January, Core Lab hosted several students from Aldine's Independent School District's Young Women's Leadership Academy ("YWLA"). During the day, the students immersed themselves in the world of STEM as they toured labs, heard from industry professionals, and engaged in hands-on experiments.

Click here to view LinkedIn post

SPE Student Symposium

On February 9th, Core Lab hosted the second day of the Society of Petroleum Engineers ("SPE") North America Student Symposium at its Advanced Technology Center in Houston, TX. Eighty students from universities across North America learned from experts about completions and core characterization and engaged in a core viewing demonstration.

Click here to view LinkedIn post

Murphy Oil Intern Tour

In support of National Intern Day, Core Lab hosted geoscience interns from Murphy Oil Corporation. During this hands-on event, the students toured labs, participated in workshops, and heard from industry professionals.

Click here to view LinkedIn post

Core Lab Kids STEM Day

More than thirty children of Core Lab employees visited the Houston Advanced Technology Center where they toured labs and learned about Rock Mechanics, Petrophysics, Routine Rocks, and Hydraulic Fracking. 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 view LinkedIn post

GHWCC Job Shadow Program

On November 8th, Core Lab hosted 30 high school students from Spring Branch ISD focused on furthering their education in STEM and one day pursuing STEM-related careers. During their visit, the students toured labs and viewed demonstrations reflecting Core Lab's four main business units before ending the day with a hands-on activity.

Click here to view LinkedIn post

2024 Regional SPE Award

Core Lab was honored to receive the Regional Distinguished Corporate Support Award at SPE's Gulf Coast Symposium Awards and Scholarship Banquet. This award recognizes outstanding support by an organization and distinguished service to SPE members in the region through excellence in leadership and the commitment of time and resources.

Click here to view LinkedIn post

Health & Safety

Focus Areas and Goals

Core Lab is committed to promoting a culture focused on the health and safety of people and takes a proactive approach to identify and manage risks. This is accomplished by focusing efforts to:

Health and Wellness
Increase awareness of the importance of physical and mental well-being

Safety Performance
Protect health, safety, and security

Health and Wellness

Health and Wellness
Goal Progress

Core Lab is committed to supporting the well-being of its employees. The Company created a goal in 2024 to actively engage and educate employees on improving their physical and mental health. On this page are some of the activities that supported and progressed this goal across the Company.

Health and Wellness Webinar Series

In 2024, Core Lab launched a series of health and wellness-related webinars for employees in the United States. In total, employee participation in the webinars reached nearly 600 hours.

Mental Health Communication Campaign

To mark World Mental Health Day, Core Lab launched a mental health awareness communication campaign in seven European locations. The purpose of this communication campaign was to remind employees of various self-care resources available while emphasizing the importance of mental health.

Giving the Gift of Life

Throughout 2024, employees in Houston and the UAE participated in life-saving blood donation drives.

Houston and Aberdeen Steps Challenge

Employees from Core's Aberdeen Advanced Technology Center coordinated a second annual step challenge totaling 8,339,083 steps.

Employees from Core's Houston Advanced Technology Center coordinated a challenge totaling 9,027,645 steps.

Hess 5K

In 2024, thirty-five Core Lab employees from locations across Houston joined together to participate in the Hess Houston Corporate Run 5K at Memorial Park. The event promoted fitness and wellness in the workplace while encouraging team building and community engagement. Proceeds from the event benefited Houston's Memorial Park Conservancy.

~600
Health and Wellness Webinar Hours

$2,450
Memorial Park Conservancy Donation

101
Donors

101
Pints of blood

300
Lives saved

17,366,728
Steps

108.5
5K Miles
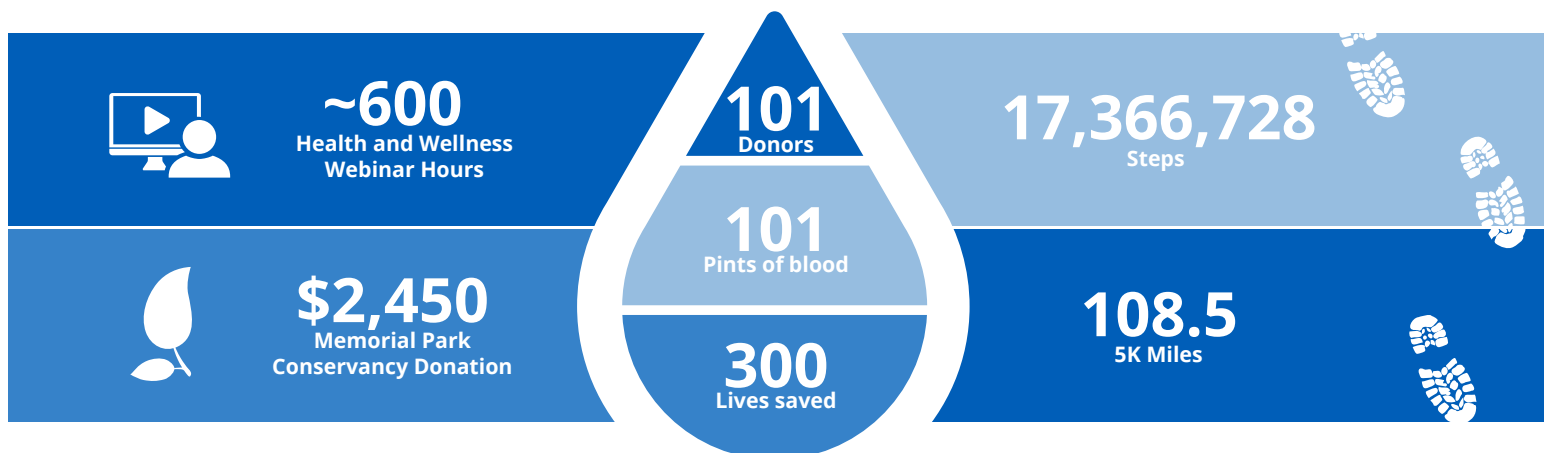
Safety Performance

Core Lab is dedicated to protecting the safety and well-being of its employees. Core's senior leadership team champions the ongoing development, maintenance, and enforcement of a disciplined set of rules, rigorous training, regular assessment of potential risks and lessons learned, and development of mitigation strategies to prevent potential injuries and incidents.

Safety Program Components

Safety Committees and Executive Presentations

Focuses on corporate policy, best practices, messaging and alerts, incident reporting, and investigations

Short Service Workers

Prioritizes safety awareness and education for new hires with less than six months experience

Job Safety Analysis

Mitigates workplace hazards by breaking down job tasks into manageable steps and assessing risks of each step

Last Minute Risk Assessment

Evaluation conducted just before an event, activity, or task to identify and mitigate potential risks

Stop Work Authority

Empowers employees to stop work when they perceive an unsafe condition or behavior

Vehicle Safety Training - AlertDriving

Reduces injuries, operating costs, and liability exposure by proactively improving driver behavior and developing vehicle skills

Click here to view the policy

Safety Performance
Goal Progress

Core Lab's safety performance goals and targets are based on a three-year average to provide a comprehensive look at the Company's performance trends. These are set with the aim to achieve a great year with zero injuries or incidents. Core's program evaluates the trends in areas where the Company has improved or needs improvement, and allows a clear view to reflect on past lessons and learn for the future.

Core Lab enforces mandatory 24-hour incident reporting to senior leaders including the Global Director Safety & Sustainability for all recordable classified incidents through an online database for timely case management. Business unit safety directors, managers, and officers work closely with the Global Director Safety & Sustainability to report, evaluate, and establish cause for each injury.

Three-year Safety Snapshot

Injury Case Rate - 3-Year Average

Period	LTIR	TRIR
2020-2022	0.13	0.37
2021-2023	0.14	0.44
2022-2024	0.13	0.45
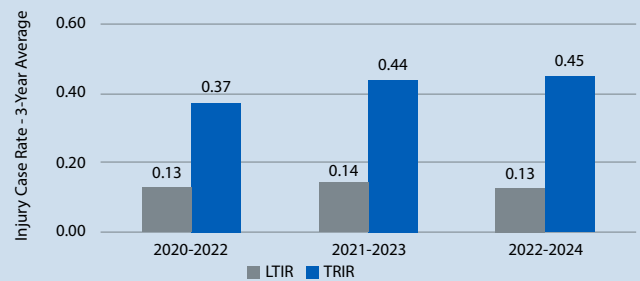
Total Recordable Injury Rate (TRIR) & Lost Time Injury Rate (LTIR)

Injury Case Rate

Year	TRIR	LTIR
2022	0.31	0.10
2023	0.50	0.08
2024	0.50	0.24
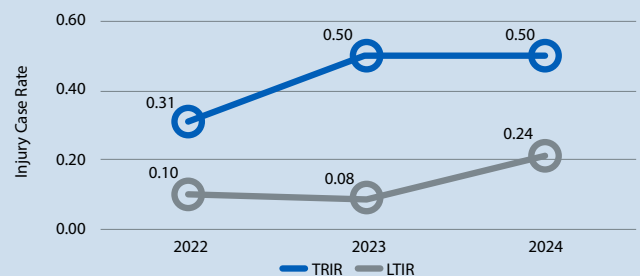
Click here to view the data

Incident Severity and Occurrence

Core Lab's incident severity and occurrence metrics align with the Company's expected trend of a reduced number of incidents by severity, ranging from medical treatment cases up to fatality.

Safety Incident Occurrence

	2022	2023	2024
Fatality	0	1	1
Lost Days Injury	4	3	9
Restricted Duty Injury	1	11	8
Other Recordable Injury	3	5	2
Non-Recordable Injury	54	59	41
Material Damage	58	71	91
Environmental	16	11	10
Near Accidents	93	87	81
Safety Observations	1306	1232	1107

Safety Performance
Goal Progress

Recordable Injury Incident Type

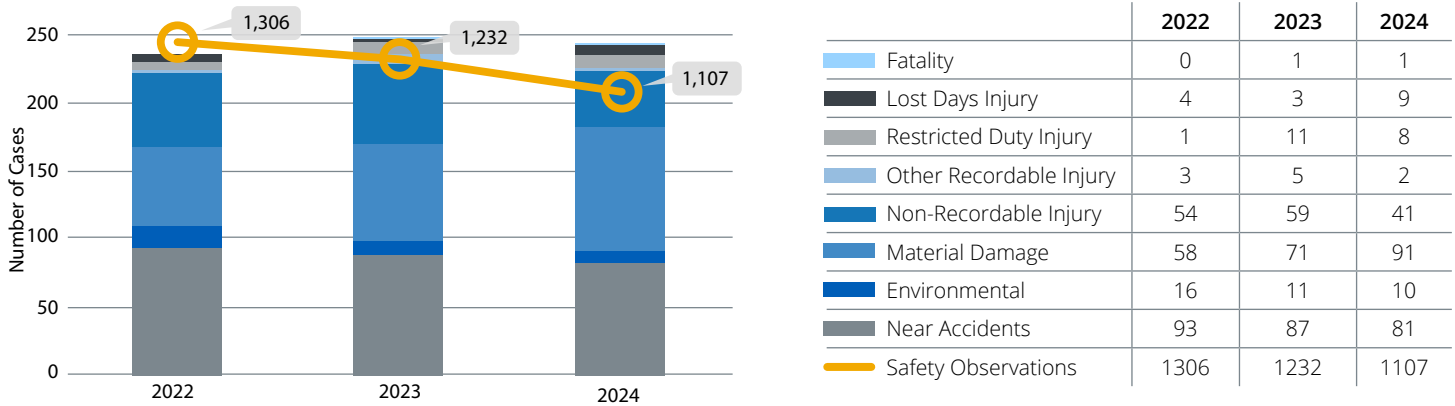|		2023	2024	Action
	Cuts & Abrasions	**25%**	**20%**	In 2024, Core Lab saw an improvement in the number of cuts and abrasions, the majority of which occurred within the Company's energetics manufacturing and warehouse operations. Core is addressing these injuries through communication and process improvements.
	Lifting	**25%**	**5%**	In 2024, Core Lab experienced significant improvement in the number of lifting incidents, especially from its manufacturing operation that implemented an "early reporting" initiative requiring employees experiencing minor pain or soreness, caused by either work or nonwork-related activity, to make an early report to a supervisor or manager immediately. This enables supervisors to adjust the employee's work for a short period of time, minimizing additional injuries from fatigue and repetitive physical tasks.
	Road Accidents	**10%**	**10%**	Core Lab regrets to report that it had one recordable injury from a road accident in 2024. The Company is committed to emphasizing, enforcing, and repeating critical training through the AlertDriving program to equip Core's workforce with the skills and knowledge required to perform work safely.
	Short Service Worker	**40%**	**26%**	In 2024, Core Lab saw significant improvement in the number of incidents amongst its Short Service Workers ("SSW"). SSW's have less than six months of job-related experience; therefore, this program prioritizes safety awareness and education of Core's safety procedures to prevent accidents and work-related injuries.
	Slips, Trips, Falls	**25%**	**45%**	In 2024, Core Lab saw an increase in slips, trips, and falls. The Company is focused on improving its safety procedures and practices 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.

Click here to view the data

Environment & Climate

Focus Areas and Goals

Core Lab is committed to reducing the impact on the environment by conducting its business compliant with applicable regulations.

Climate Change
Reduce carbon emissions from base year

Environmental Impact
Reduce energy consumption

Environmental Impact

Core Lab is committed to reducing its physical risks and environmental footprint associated with climate change while improving performance and sustainability in line with the global transition toward lower carbon sources of energy.

Program Components

Environmental Policy

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

Click here to view the Environmental Policy

Certification

As part of managing the Company's environmental impact, some Core Lab locations have obtained ISO 14001 certification.

Carbon Disclosure Project

Environmental impacts are disclosed through the Carbon Disclosure Project ("CDP"), a global non-profit that runs the world's leading environmental disclosure platform.

Click here to view the CDP Corporate Questionnaire 2024

Training

Managers and employees receive training that helps them understand their role in performing work-related responsibilities with consideration to Core's environmental commitments.

Environmental Footprint

Core Lab is focused on reducing its environmental footprint while increasing the Company's performance and improving its sustainability.

Client Sites

▶ Although operations outside of Core Lab offices are conducted on the clients' property, the Company continues to follow its policies regarding health, safety, and the environment, as well as Core Lab's Code of Ethics and Corporate Responsibility.

Core Lab Locations

▶ Before opening a new location, potential environmental and community impacts are considered by executive management.

▶ When closing a particular location, Core Lab ensures that the land and building are properly returned to a suitable condition. Core also takes steps to ensure any potential environmental conditions have been remediated as required by local regulations and standards.

Click here to view the Energy Savings Plan

Jeremiah Diaz
Director, Health, Safety, & Environmental
Houston, TX USA

"The oil and gas industry has a responsibility to ensure operations are carried out in a manner that minimizes environmental impact. Core Lab shares in this responsibility and recognizes that sustainability and environmental compliance needs to be an integral part of our business practices. We continuously evaluate opportunities to reduce our environmental footprint as part of our broader commitment to this."

Mandy Swope
Manager Environmental & Safety Compliance
Godley, TX USA

"At Core Lab, environmental considerations are integrated into every stage of our product design, manufacturing, and implementation. Each phase of our process is assessed for opportunities to minimize environmental impact through reuse, recycling, substitution, and process optimization. Our objective is to deliver products that provide value to our customers while upholding our commitment to sustainability."

Biodiversity – Natural Lands

Since Core Lab does not have locations in natural, rural environments, the Company's biodiversity protection efforts are focused on ensuring Core complies with Good International Industry Practice ("GIIP"), as well as local laws and regulations. In the event Core Lab does choose to expand its existing facilities or open new locations, Core's senior operating managers consider local biodiversity issues to ensure the Company exceeds GIIP where possible. This biodiversity assessment is then reviewed by senior management before final approval is given for the new location.

Click here to view the Biodiversity Policy

In 2024, two Core Lab locations took part in tree planting activities which are essential to help local ecosystems re-establish vital habitats that have been lost due to deforestation and urbanization.

Air
Trees absorb CO_2 and remove pollutants from the air.

Water
Trees filter and purify water sources.

People
Trees provide jobs and resources for communities.

Earth
Trees strengthen the ground beneath by providing nutrients.
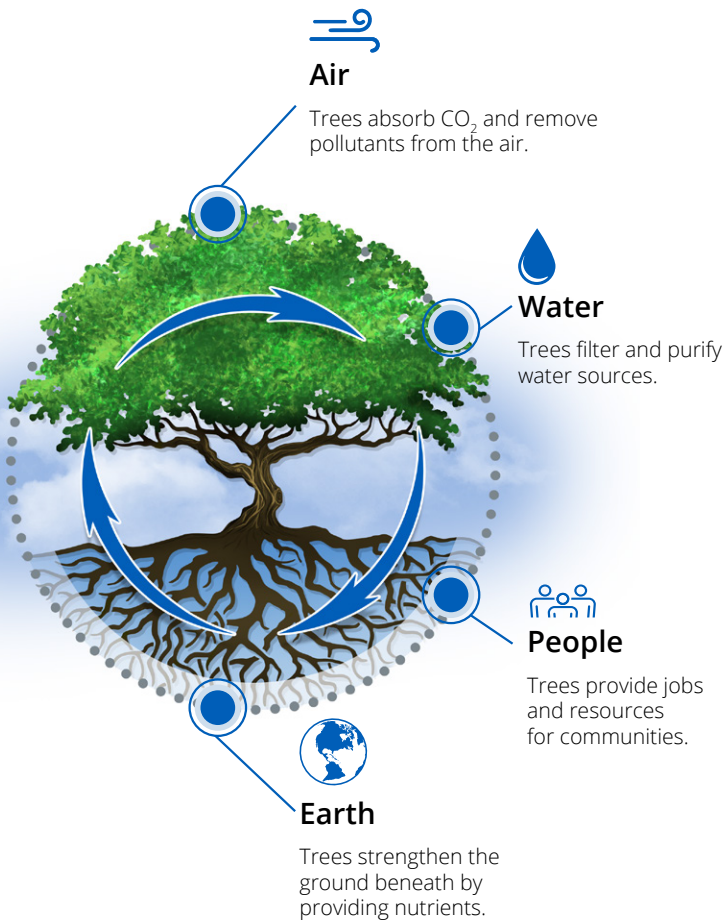
Daniel Batista
Assistant Branch Manager

Angola, Africa

"It is up to us to maintain environmentally significant places by planting trees and native species, promoting the scientific study of the geography, and even promoting tourist potential to help develop trade with local merchants. Thanks to the work of Carpe Diem, the Miradouro da Lua is today a sustainable site, one of the seven wonders of Angola! I'm very glad Core Lab provided the opportunity to support this cause."

Colombia

Employees took part in the "Saving the Amazon" project focused on conserving the Amazon rainforest through various restoration and community support initiatives. Home to more than 10% of the world's known wildlife species, the Amazon's diverse forests, rivers, and savannas harbor the greatest known depth of species than any other ecosystem. The Amazon provides up to 20% of the air we breathe, stores 25% of the world's water, and stabilizes Earth's climate. During this one-day event, employees planted 20 trees to help mitigate the effects of deforestation and promote biodiversity.

Angola

Core Lab partnered with Carpe Diem to support the Miradouro da Lua Project. Miradouro da Lua, which means "Viewpoint of the Moon" in Portuguese, is a geological formation located 25 miles south of Angola's capital city of Luanda. Aptly named for its resemblance to a lunar surface, the area is the product of years of natural and man-made erosion. Through its partnership with Carpe Diem on the Miradouro da Lua Project, Core Lab helped slow the negative biodiverse impacts to this natural wonder by planting trees and native species that contribute to the preservation and maintenance of the landscape.

Climate Change

Core Lab engaged S&P Global Sustainable1 ("S1") to assess the Company's operational and value chain greenhouse gas ("GHG") emissions in line with the World Resource Institute / World Business Council for Sustainable Development Corporate Standard Scope 1 and 2 and Corporate Value Chain Scope 3 Guidelines ("GHG Protocol"). Core Lab's data collection covers all Company locations by country, business activity, and location.

The following charts present the results and findings of the S1 assessment of operational and value chain GHG emissions for the 2024 financial year.

Click here to view the S1 Report

Project Components

▶ Improved Core's operational Scope 1 and 2 GHG emission quantification methodology by integrating primary data

▶ Quantified Scope 3 GHG emissions according to the fifteen Scope 3 categories outlined in the GHG Protocol Corporate Value Chain Guidelines

▶ Conducted carbon pricing and focused analysis of the Company's operational footprint and value chain impacts, helping Core Lab to better understand and respond to risks and opportunities

▶ Helped Core Lab set science-based targets for its Scope 1 and 2 emissions that could be certified and submitted to the Science Based Target initiative ("SBTi")

Climate Change
Goal Progress

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 years 2023 and 2025, having met the Company's targets. In view of Core's footprint in 2022 and 2023, and in alignment with SBTi recommendations, within the next two years, new SBTi targets will be set for the entire Company based on the new 2022 boundary.

Absolute Based Target for 1.5C with Target Date 2025

ABSOLUTE BASED TARGET, 2025	Base Year 2018	Target Year 2025	Percentage Reduction
Scope 1 emissions (tCO_2e)	4,541	3,322	27%
Scope 2 emissions (tCO_2e)	12,490	9,136	27%
Scope 1 &2 emissions (tCO_2e)	17,031	12,458	27%
Scope 3 emissions (tCO_2e)	33,717	24,458	27%
Total	**50,748**	**36,916**	**27%**

Click here to view the data

Greenhouse Gas Emissions

The tables below summarize Core Lab's key environmental impacts, described in absolute terms and in intensity terms by revenue and employees.

SCOPE	Emissions (tCO$_2$e)	Contribution (%)	tCO$_2$e per revenue (mUSD)	tCO$_2$e per employee
Scope 1	11,675	48%	22.8	3.4
Scope 2 - Location Based	12,512	52%	24.2	3.6
Total (Location Based)	**24,187**	**100%**	**47.2**	**7.0**

GHG Emissions Absolute and Intensity Values, FY2024
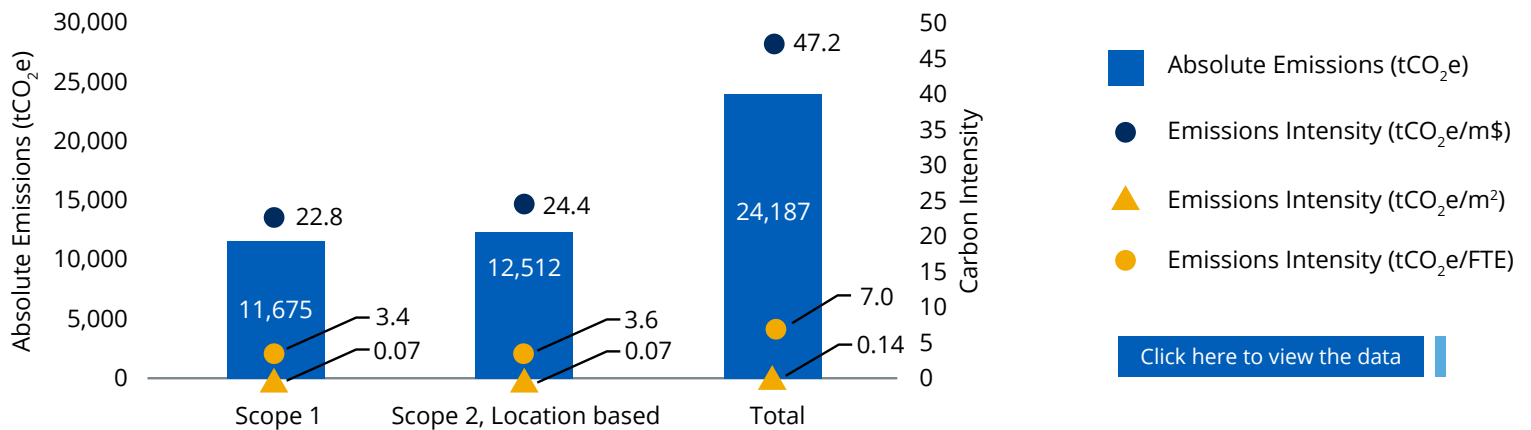
Total Value Chain Scope 3 Emissions

The total emissions from Core Lab's value chain were 26,821 tCO$_2$e. Most come from its upstream value chain, with the remaining from downstream activities.

▶ **Upstream GHG Emissions**

Emissions from Employee Commuting, followed by Fuel and Energy related activities, and Purchased Goods and Services are the biggest contributors to Core Lab's upstream value chain, with the combined share accounting for 66% of total Scope 3 emissions.

▶ **Downstream GHG Emissions**

Emissions from Use of Sold Products and End of Life Treatment of Sold Products account for less than 4% of Core Lab's Scope 3 footprint.

Total Scope 3 Emissions FY2024: 26,821
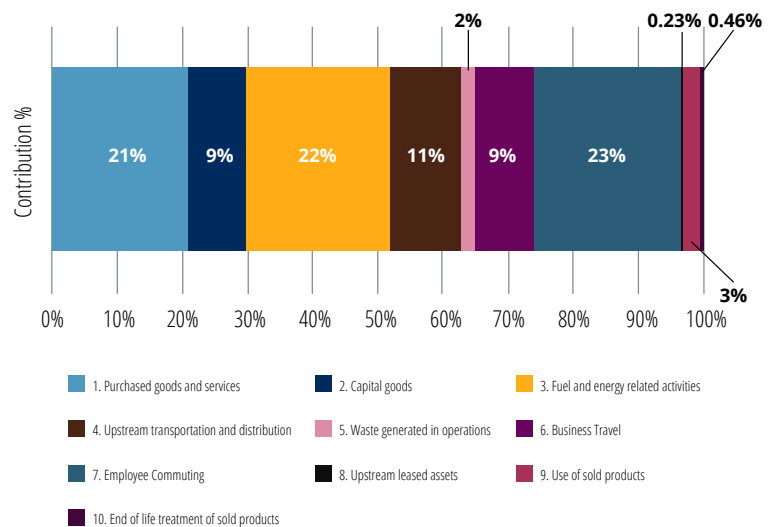
Click here to view the data

Environmental Impact
Goal Progress

GHG Intensity by Source

Scope 2 emissions calculated using a market-based approach are 24,278 tCO_2e, slightly higher than the 24,187 tCO_2e 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.

GROUP LEVEL ENVIRONMENTAL DATA			
IMPACT CATEGORY	**IMPACT**	**UNITS**	**FY2024**
Onsite Fuel Use	Burning Oil	litres	3,588
	Diesel	litres	7,318
	Natural Gas	cubic meters	1,423,963
	Natural Gas	kWh	465,620
	Fuel Oil	litres	8,426
Company Vehicle Fuel Combustion	Diesel	litres	483,410
	Petrol	km	2,442,258
	LPG	litres	98
Refrigerants	HCFC-22/r22	kg	128
Electricity	Purchased Electricity	kWh	41,842,330
Water	Water Supplied	m^3	92,551
	Water Abstracted	m^3	1,109
Waste	Total Non-Hazardous Waste	tonnes	258
	Total Hazardous Waste	tonnes	1,095
SCOPE	**CATEGORY**		**ABSOLUTE EMISSIONS tCO_2e**
Scope 1	Stationary Emissions		3,052
	Mobile Emissions		7,035
	Refrigerants		1,587
Scope 2	Electricity: Location Based		12,512
	Electricity: Market Based		24,603
Total Emissions (Location Based)			24,187
Total Emissions (Market Based)			24,278

Click here to view data

Operational Water Management

Core Lab's aggregated water consumption for FY 2024 is comprised of abstracted and supplied water sources as shown in the charts below.

Absolute Water Use, FY2024

Nature of Supply	Water Consumption (m^3)	Contribution (%)	Intensity m^3/mUSD	Intensity m^3/Employee
Water Supplied	92,551	96%	180.7	26.8
Water Abstracted	3,557	4%	6.9	1.0
Total	**96,108**	**100%**	**187.7**	**27.8**

Water Consumption (m^3)
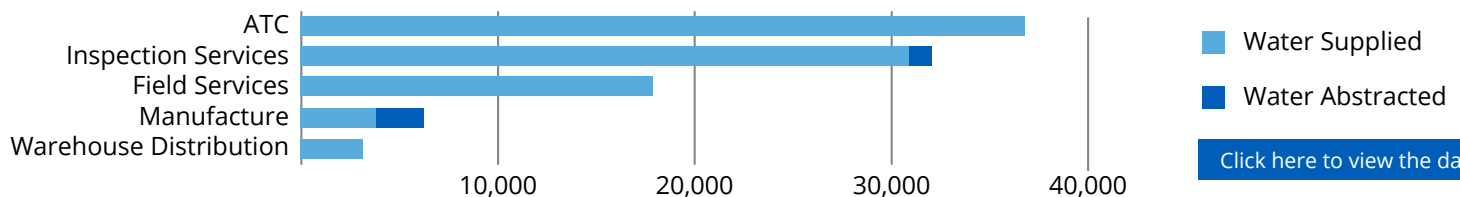
Water Supplied
Water Abstracted
Click here to view the data

Industry and Client Solutions

Core Lab's industry-leading expertise and reputation for reliable and efficient reservoir optimization and production enhancement services enables the Company to contribute to supporting client and industry energy transition and climate change initiatives.

Core provides advanced capabilities that support various activities associated with these projects, including services that support carbon capture, utilization and storage, biofuel testing, and the evaluation and appraisal of mining activities around lithium and other elements necessary for energy storage.
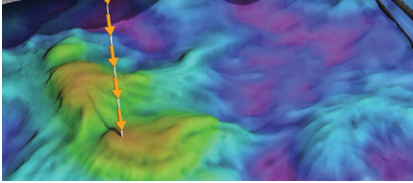
Consortium

Core Lab and the University of Houston have partnered to offer membership in an industry-led consortium to address and understand the risks and challenges associated with geological storage of CO_2. The 2024 focus areas included:

▶ Nitrogen and CO_2 Flow Comparisons
▶ Sensitivity Analysis
▶ Mineralogical Modeling

Click here to view the program
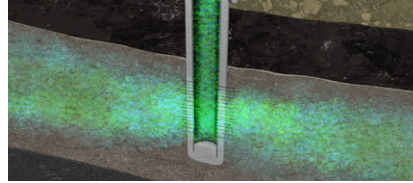
CO_2 Injection Projects

Core Lab offers technologically advanced services that provide scientific data important to the design of client projects that involve injecting CO_2 into geologic formations for permanent storage or to improve recovery of hydrocarbons. In its laboratories, Core studies how CO_2 interacts with fluids in the reservoir as well as how CO_2 mobilizes residual oil within the reservoir.

Click here to view the program

Class VI Permitting Projects

Class VI permits require a comprehensive core analysis evaluation. Leveraging the Company's experience and existing technologies, Core Lab is equipped to conduct this data analysis to characterize the reservoirs, providing crucial data clients need to build their case to inject CO_2 for long-term storage.

Click here to view the program

Lithium Sourcing

Core Lab's expertise in subsurface exploration extends to critical and rare earth minerals essential for the energy transition supply chain. 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.

Click here to view the program

Biofuel Testing Services

In response to the growth of the biofuels market, Core Lab offers testing services to all aspects of the biofuel supply chain. This includes testing of raw biomass products, process optimization and testing, and emissions trading certification including specialist products for the aviation and marine transport sectors.

Click here to view the program
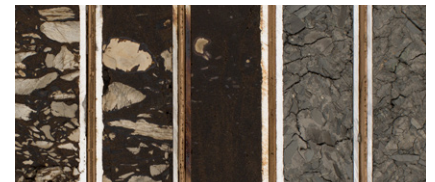
Site Remediation

Utilizing its core sample testing expertise, Core Lab partners with external consultants throughout the United States to conduct testing and analysis needed for site remediation. Core's analysis provides the information clients need to interpret and decide the appropriate remediation method required.

Governance

Focus Areas and Goals

Core Lab is committed to embracing the principles of integrity and ethical conduct, which are paramount to achieving business success. The areas that help the Company achieve this are highlighted by goals to:

Enterprise Risk Management
Foster a culture of security awareness and ownership in securing client data

Supply Chain
Provide safe, fair, and ethical working conditions

Corporate Governance

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

The Board of Directors for Core Lab is a single-tier board consisting of seven directors divided between three classes. Each class is elected for a three-year term with one class of directors expiring at the annual meeting each year. The Company's Board also includes one Lead Director who has leadership authority and responsibilities and sets the agenda for, and leads all executive sessions of the independent directors, providing feedback, as appropriate, from those meetings to the Chairman of the Board.

Board Selection Process

As part of the nomination process, the Nominating, Governance, and Sustainability Committee, together with the full Board, strives for an overall balance of diverse backgrounds and experience with a complementary mix of skills, viewpoints, and professional experience in areas relevant to the Company's business strategy.

Board Diversity

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

Board Highlights

Gender:	Racial/Ethnic:	Average Age:
29%	**14%**	**67**

Sustainability Oversight

Core Lab's Nominating, Governance, and Sustainability Committee provides general oversight for most sustainability matters while the Compensation Committee provides guidance on certain items related to executive compensation.

For More Information

Click here to view the proxy   Click here to view the 10K

Board Committees

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

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

Click here to view the charters

Ethics and Compliance

Core Lab maintains a corporate self-governance and compliance program structured to ensure that the Company and its employees operate at the highest standards of ethical conduct and behavior.

Code of Ethics and Corporate Responsibility

Guiding the program is Core Lab's Code of Ethics and Corporate Responsibility (the "Code") which outlines the Company's commitment to ensure employees have the information they need to conduct themselves and Core's business ethically, responsibly, and compliantly.

Commitment to the Code forms the foundation for interacting with and supporting clients, suppliers, and other external groups. It reinforces specific and measurable actions the Company takes to improve the long-term well-being of its people, communities, and the environment.

Click here to view the code

Core Compliance Annual Training

Core Lab's annual compliance training helps embed the Code into the Company's culture. In 2024, 94% of Core's employee population completed the compliance training. The curriculum is assigned to all employees and includes:

Legal and Ethical Business Practices

Anti-Corruption, Export Controls, and Reportable Transactions and Conflicts of Interest

Respect for Others

Equal Opportunity, Human Rights, Unconscious Bias, Harassment and Unprofessional Behavior

Corporate Sustainability

Commitments, Stakeholder Engagement, Materiality, and the Strategic Pillar Framework

Health and Safety

Mission, Goals, and Programs

Privacy and Data Protection

Data Privacy and Cybersecurity Awareness

Click here to view the data

The "Code"

- Legal and Ethical Business
- Respect for Others
- Corporate Sustainability
- Information and Assets
- Health and Safety
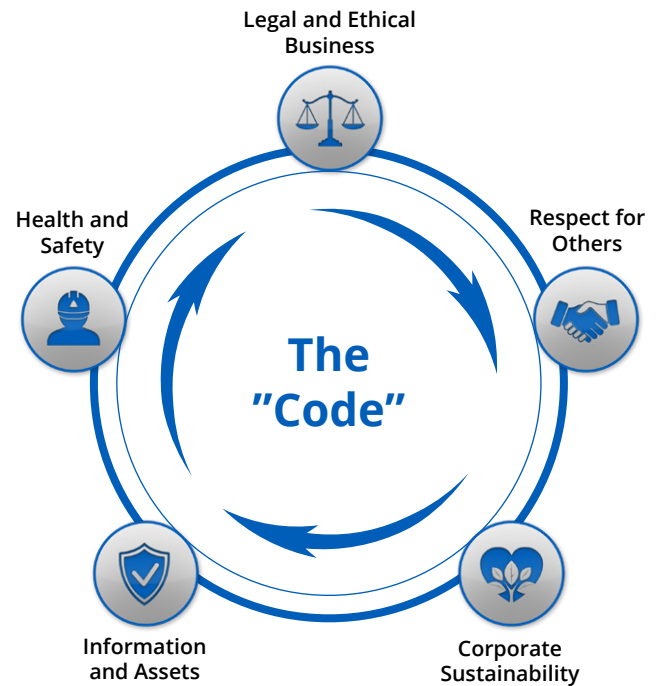
Employee Grievance Mechanisms

Core Lab's policy for grievance resolution and process for complaint-handling includes proactive measures for employees to submit workplace problems, complaints, or concerns without fear of retaliation and ensures protection for whistleblowers.

Issues reported are reviewed and investigated by the Corporate Compliance, Law, and Human Resources departments. The process ensures suspected misconduct or violations are properly and independently verified and investigated to conclusion. Responses to investigations are documented, including any disciplinary or corrective measures taken and findings are communicated to appropriate middle and senior management.

Reporting Methods

Helpline   Management   Human Resources   Law Department

Enterprise Risk Management

Core Lab adheres to a formalized enterprise risk management system in accordance with requirements under Sarbanes-Oxley to mitigate and manage the financial, 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.

Roles and Responsibilities

Board of Directors

Oversees shareholders' interests in the Company's long-term financial health and overall financial strength. Additionally, each of Core's Board committees considers the risks within its areas of responsibility and regularly discusses potential financial impacts and the steps the Company should take to manage them.

Management

Accepts the overall responsibility for establishing and monitoring programs and controls to deter and detect fraud.

Departments

The Internal Audit, Law, and Corporate Compliance departments manage certain programs and processes to ensure appropriate compliance.

Brian Peters
Director, Cybersecurity & IT Governance

Houston, TX USA

"Maintaining an effective risk management program is a high priority for Core Lab. It includes many areas within the Company, such as cybersecurity. Building a culture of cyber awareness is key to long-term success because it creates a sense of ownership and shared responsibility, helping to reduce the risk of social engineering threats."

Fraud Prevention

Core Lab's anti-fraud program is implemented throughout the Company. It is considered an entity-level control that management uses to establish Core's commitment to honest and ethical fraud and financial reporting.

▶ The program addresses each element of the Committee of Sponsoring Organization framework.

▶ It is tested at Corporate, Level 1 locations, and Level 2 locations selected for entity-wide testing, using an internal control questionnaire.

▶ Design effectiveness of the anti-fraud program is evaluated 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 respects and adheres to laws and regulations protecting personal data. The Company's program includes a data protection policy and annual employee training covering data privacy best practices. Additionally, the Company's Data Privacy Officer and Data Privacy Committee ensure that data is protected and handled appropriately.
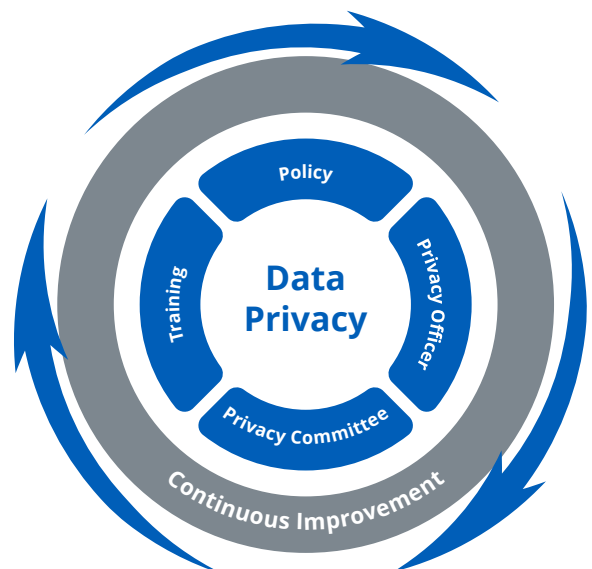
Cybersecurity

Core Lab's goal is to foster a culture of cybersecurity awareness. This is accomplished through its cybersecurity program, using policy, procedures, and processes aligned with the National Institute of Standards and Technology Cybersecurity Framework.

Cybersecurity Program Components

Policy

- Acceptable Computer Use
- Information Security
- Password Security
- Third-party Vetting
- Security Incident Response
- Vulnerability Management
- Data Classification
- Risk Management

Procedures

- Require multiple authentication factors prior to granting access to Core's assets
- Launching endpoint security software to guard against malware, viruses, and other cyber-attacks
- Collection and correlation of system logs to mirror for unusual or suspicious activity
- Conducting annual cybersecurity training for all employees
- Providing cybersecurity information to employees through newsletters, flyers, and email

Third-Party Consultants

- Includes 24/7 monitoring of cybersecurity alerts
- Conducts routine penetration testing of Core Lab's network and infrastructure
- Digital forensics and incident response retainer

Click here to view the 10K

Enterprise Risk Management
Goal Progress

Core Lab is committed to fostering a culture of security awareness and employee accountability in securing client data and recognizes employees must be well-trained in the latest social engineering attacks.

94% Training Completion

Phishing Simulation Program

In addition to the information provided through Core's annual compliance training, the Company used a phishing simulation program to send phishing emails to employees. Core Lab tracks responses and implements corrective exercises as needed.

Awareness Campaign

To further increase employee awareness, Core Lab launched a company-wide, month-long cybersecurity awareness campaign, in addition to other ongoing efforts throughout the year.

15,000
Simulated Phishing Emails Sent

5,500
People Reported Phishing

12
Employee Communications

5.6%
2023 Click Rate

3.3%
2024 Click Rate

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 the Company's employees and suppliers.

Supplier Code of Conduct

Core Lab only conducts business with suppliers who share a commitment to the values and principles outlined in Core's Supplier Code of Conduct.

▶ Business Ethics
▶ Labor and Employment Rights
▶ Environmental, Health, and Safety
▶ Social Responsibility
▶ Global Trade Practices

Click here to view the code

Prathom Kongsuwan
Base Manager

Songkhla, Thailand

"We value the close-knit relationships we have with our suppliers. It's that local trust and teamwork that helps us deliver reliably and responsibly."

Supply Chain
Goal Progress

Supplier Management Information System

Core Lab is committed to providing safe, fair, and ethical work conditions throughout the production and distribution of goods and services. Helping to ensure this, the Company partnered with ISNetworld, a global leader in contractor and supplier information management. As suppliers to Core's business join ISNetworld, Core Lab can more effectively manage, document, and track vendor information.

39% Critical Suppliers Added

Human Rights

Core Lab is committed to respecting human rights. The Company's 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, Core Lab adheres to the guidelines established in the United Nations Guiding Principles on Business and Human Rights.

Core Lab has identified the following human rights areas as the highest priority or most salient:

Conflict Minerals · Freedom of Association Collective Bargaining · Supply Chain · Modern Slavery · Privacy Rights · Equal Opportunity · Discrimination
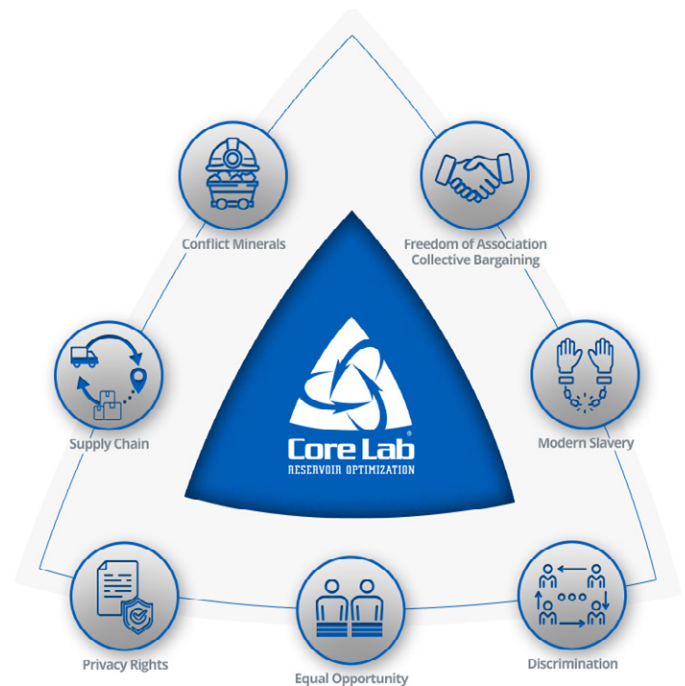
Click here to view the policy

Collective Bargaining

Core Lab complies with local laws pertaining to collective bargaining agreements. As of December 31, 2024, approximately 10% of Core Lab's workforce was represented under collective bargaining agreements. Notice of changes or updates to agreements vary by geography, but follow the guidelines of the country where the agreement is in place.

Reporting
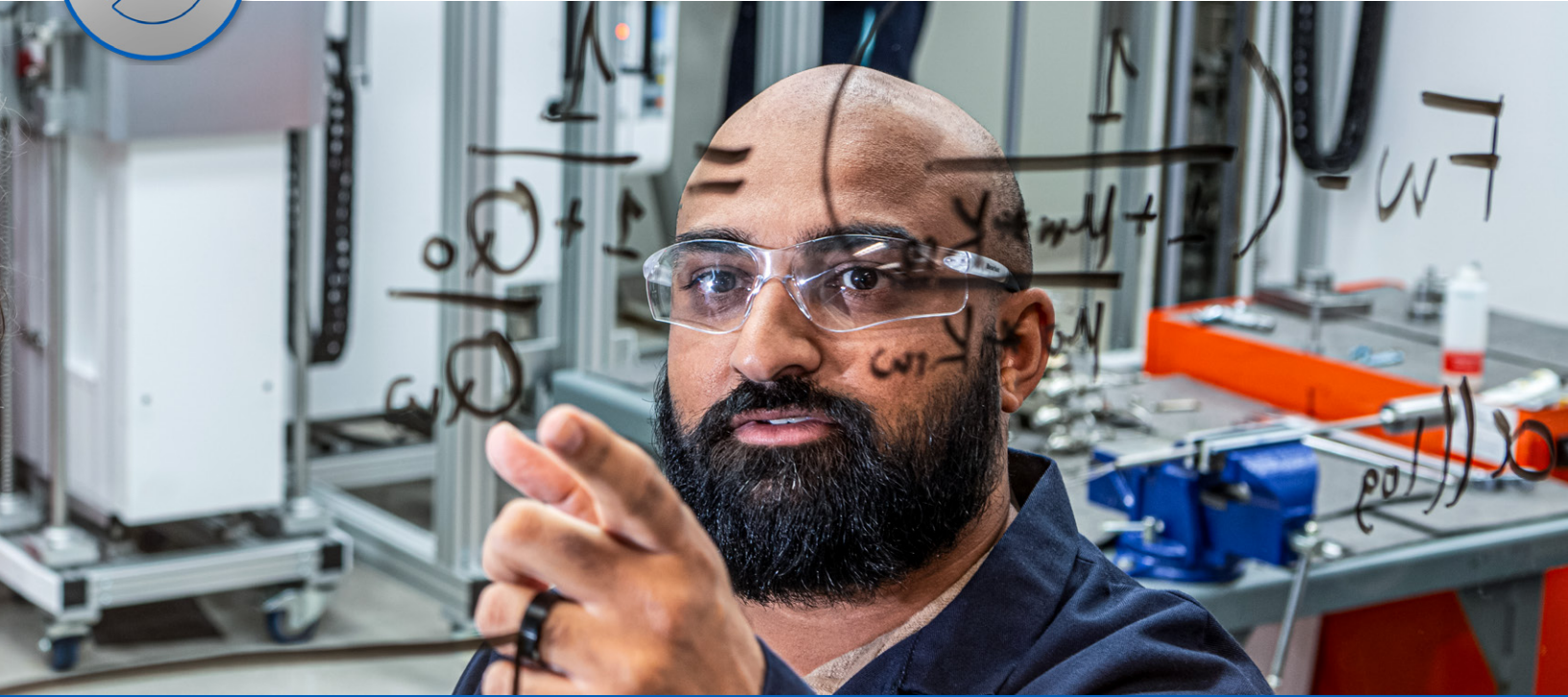
Overview

To ensure the data the Company reports is reliable, Core Lab identifies ways to improve its methods for tracking, measuring, and reporting sustainability data, and follows the standards set by the:

▶ Greenhouse Gas Protocol ("GHG Protocol")

▶ Global Reporting Initiative ("GRI")

▶ Sustainability Accounting Standards Board ("SASB")

▶ Task Force on Climate-Related Financial Disclosures ("TCFD")

TCFD Index

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Governance	
Describe the Board's oversight of climate-related risk and opportunities.	Corporate Governance, p. 29; Nominating, Governance and Sustainability Committee Charter
Describe management's role in assessing and managing climate-related risk and opportunities.	Environmental Impact, p. 22; Corporate Governance, p. 29; 2025 Proxy Statement
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.	Environmental Impact, p.24-26; 2024 Form 10K
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Environmental Impact, p.24-26; 2024 Form 10K
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Environmental Impact, p.22-26
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks.	Sustainability at Core Lab, p.7-10; Environmental Impact, p.22-26
Describe the organization's processes for managing climate-related risks.	Sustainability at Core Lab, p.7-10; Environmental Impact, p.22-26
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustainability at Core Lab, p.7-10; Environmental Impact, p.22-26; 2024 Form 10K
Metrics and Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environmental Impact, p.22-26
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Impact, p.22-26
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environmental Impact, p.22-26

SASB Index

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
Emissions Reduction Services & Fuels Management		
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	Climate Change, p. 24-26 Performance Data: Environment & Climate, p. 42-43
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	Environmental Impact, p.22-26
Ecological Impact Management		
EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Environmental Impact, p.22-26
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	Safety Performance, p.19-20; Performance Data: Health & Safety, p. 42
EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Safety Performance, p.19-20
Business Ethics & Payments Transparency		
EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Ethics and Compliance, p. 30

GRI Index

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
General Disclosure		
2-1	Organizational Details	Core Laboratories Inc. or Core Lab or Core; publicly traded on the New York Stock Exchange; 6316 Windfern Rd., Houston, Texas, USA; About Core Lab, p. 4-5
2-2	Entities included in the organization's sustainability reporting	2024 Form 10K
2-3	Reporting period, frequency and contact point	Reporting period: January 1, 2024 through December 31, 2024; Annual reporting; Published: August 29, 2025; Contact: investor.relations@corelab.com
2-6	Activities, value chain and other business relationships	About Core Lab, p. 4-5
2-7	Employees	Global Workforce, p. 12; Performance Data: People & Communities, p. 39
2-8	Workers who are not employees	Information unavailable
2-9	Governance structure and composition	Corporate Governance, p. 29; 2025 Proxy Statement
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement
2-11	Chair of the highest governance body	2025 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	2025 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance, p. 29; 2025 Proxy Statement
2-15	Conflicts of interest	2025 Proxy Statement
2-16	Communication of critical concerns	Enterprise Risk Management, p. 31
2-17	Collective knowledge of the highest governance body	Corporate Governance, p. 29; 2025 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement
2-21	Annual total compensation ratio	2025 Proxy Statement
2-22	Statement on sustainable development strategy	CEO Message, p. 3; Steering Chair Message, p. 8
2-23	Policy commitments	Ethics and Compliance, p. 30
2-24	Embedding policy commitments	Ethics and Compliance, p. 30
2-25	Processes to remediate negative impacts	Ethics and Compliance, p. 30
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance, p. 30
2-27	Compliance with laws and regulations	Material legal actions, if any, are reported in 2024 Form 10K
2-28	Membership associations	Including, but not limited to: American Petroleum Institute (API), American Society for Testing Materials (ASTM), United Nations Global Compact (UNGC)
2-29	Approach to stakeholder engagement	Stakeholder Engagement, p. 9
2-30	Collective bargaining agreements	Collective Bargaining, p. 33

GRI Index

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION

Material Topics

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
3-1	Process to determine material topics	Stakeholder Engagement and Materiality, p. 9
3-2	List of material topics	Materiality, p. 9
3-3	Management of material topics	Sustainability at Core Lab, p. 7-10

Economic Performance

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
201-1	Direct economic value generated and distributed	2024 Form 10K
201-2	Financial implications and other risks and opportunities due to climate change	2024 Form 10K
201-3	Defined benefit plan obligations and other retirement plans	2024 Form 10K; 2025 Proxy Statement

Anti-Corruption

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
205-1	Operations assessed for risks related to corruption	Ethics and Compliance, p. 30; Enterprise Risk Management, p. 31
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Compliance, p. 30

Energy

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
302-1	Energy consumption within the organization	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43
302-3	Energy intensity	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43
302-4	Reduction of energy consumption	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43

Water and Effluents

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
303-1	Interactions with water as a shared resource	Water Management, p. 26
303-5	Water consumption	Water Management, p. 26

Biodiversity

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Footprint, p. 22; Biodiversity, p. 23

Emissions

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
305-1	Direct (Scope 1) GHG emissions	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43
305-3	Other indirect (Scope 3) GHG emissions	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43
305-4	GHG emissions intensity	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43
305-5	Reduction of GHG emissions	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43
305-5	Emissions of ozone-depleting substances (ODS)	Climate Change, p. 24-26; Performance Data: Environment & Climate, p. 42-43

Effluents and Waste (2016)

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
306-3	Significant spills	None; Performance Data: Environment & Climate, p. 42-43

Employment

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
401-1	New employee hires and employee turnover	Recruit, p. 12; Advance, p. 14, Performance Data: People and Communities, p. 40-41
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Reward, p. 14
401-3	Parental leave	Reward, p. 14

GRI Index

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION

Labor/Management Relations

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
402-1	Minimum notice periods regarding operational changes	Collective Bargaining, p. 33

Occupational Health and Safety

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
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	Safety Performance, p. 19-20
403-3	Occupational health services	Health and Safety, p. 17-20
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety, p. 17-20
403-5	Worker training on occupational health and safety	Health and Safety, p. 17-20
403-6	Promotion of worker health	Health and Wellness, p. 18
403-8	Workers covered by an occupational health and safety management system	HSE Management System is managed by Business Unit
403-9	Work-related injuries	Safety Performance, p. 19-20; Performance Data: Health & Safety, p.42

Training and Education

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
404-1	Average hours of training per year per employee	Develop, p. 13; Performance Data: People & Communities, p. 40
404-2	Programs for upgrading employee skills and transition assistance programs	Develop, p. 13; Advance, p. 14
404-3	Percentage of employees receiving regular performance and career development reviews	Perform, p. 13; Performance Data: People & Communities, p. 40

Diversity and Equal Opportunity

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
405-1	Diversity of governance bodies and employees	Performance Data: People & Communities, p. 39

Freedom of Association and Collective Bargaining

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information unavailable; Human Rights policy, p. 33

Child Labor

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
408-1	Operations and suppliers at significant risk for incidents of child labor	Information unavailable; Human Rights policy, p. 33

Local Communities

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
413-1	Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility, p. 15; STEM Outreach, p. 16; Health and Wellness, p. 18; Biodiversity, p. 23

Supplier Social Assessment

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
414-1	New suppliers that were screened using social criteria	Supply Chain, p. 33
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain, p. 33

Customer Privacy

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
418-1	Substantial complaints concerning breaches of customer privacy and losses of customer data	Data Privacy, p. 31; Cybersecurity, p. 32

Performance Data: People & Communities

2024 Global Workforce

REGION	FEMALE		MALE		GRAND TOTAL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Africa	17	1%	77	2%	94	3%
Asia Pacific	31	1%	143	5%	174	6%
Europe	235	7%	820	26%	1,055	33%
Middle East	42	1%	266	8%	308	10%
North America	272	9%	730	23%	1,002	32%
Russia	141	4%	258	8%	399	13%
South America	31	1%	98	3%	129	4%
Grand Total	**769**	**24%**	**2,392**	**76%**	**3,161**	**100%**

US Employee vs Non-US Employee Metrics

METRIC	2022	2023	2024
Employees in the US	28%	27%	26%
Employees outside the US	72%	73%	74%

Women at Core Lab

METRIC	2022	2023	2024
Global Population	25%	24%	24%
Executive/Senior Management	12%	13%	14%
Mid/Other Management	29%	27%	28%
Individual Contributors	25%	25%	25%
STEM Roles	32%	31%	31%

Age Groups at Core Lab

METRIC	2022	2023	2024
Under 30	12%	12%	12%
30-50	58%	58%	58%
Over 50	30%	30%	30%

Minorities at Core Lab (United States only)

METRIC	2022	2023	2024
U.S. Employee Population	34%	36%	38%
Executive/Senior Management	11%	10%	15%
Mid/Other Management	28%	35%	32%
Individual Contributors	38%	40%	42%
STEM Roles	41%	44%	44%

Click here to view the EEO-1 Report

Performance Data: People & Communities

New Hire Metrics

METRIC	2022		2023		2024	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Total	393	-	378	-	374	-
Male New Hires	300	76%	277	73%	277	74%
Female New Hires	93	24%	101	27%	97	26%
Under Age 30	139	35.4%	129	34%	144	39%
Age 30-50	198	50.4%	206	55%	192	51%
Over Age 50	47	11.9%	38	10%	38	10%
Undisclosed Age	9	2.3%	5	1%	0	0

Training Hours

METRIC	UNIT	2022	2023	2024
Total	Hours	11,288	11,593	10,498
Male Employees	Hours	8,355	8,279	7,532
Female Employees	Hours	2,852	3,308	2,967
Executive/Senior Management	Hours	2,873	3,444	1,821
Mid/Other Management	Hours	1,449	2,174	2,515
Individual Contributors	Hours	6,966	5,976	6,162
STEM Roles	Hours	4,166	4,616	4,868
Africa	Hours	N/A	N/A	202
Asia Pacific	Hours	N/A	N/A	728
Europe	Hours	N/A	N/A	2,945
Middle East	Hours	N/A	N/A	891
North America	Hours	N/A	N/A	4,785
Russia	Hours	N/A	N/A	521
South America	Hours	N/A	N/A	339

Performance and Career Development Review

METRIC	2022		2023		2024	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Total	2,848	87%	2,968	93%	2,781	90%
Male Employees	2,180	77%	2,256	76%	2,122	76%
Female Employees	668	23%	712	24%	659	24%
Executive/Senior Management	280	9.8%	275	9%	252	9%
Mid/Other Management	332	11.7%	340	12%	335	12%
Individual Contributors	2,236	78.5%	2,353	79%	2,194	79%
STEM Roles	1,152	40%	1,203	41%	1,129	41%
Africa	N/A	N/A	N/A	N/A	86	3%
Asia Pacific	N/A	N/A	N/A	N/A	151	5%
Europe	N/A	N/A	N/A	N/A	931	34%
Middle East	N/A	N/A	N/A	N/A	287	10%
North America	N/A	N/A	N/A	N/A	856	31%
Russia	N/A	N/A	N/A	N/A	343	12%
South America	N/A	N/A	N/A	N/A	127	5%

Performance Data: People & Communities

Total Employee Attrition

METRIC	2022		2023		2024	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Total	651	20%	513	16%	500	16%
Male	525	16%	364	11%	371	12%
Female	126	4%	149	5%	129	4%
Under Age 30	N/A	N/A	N/A	N/A	93	3%
Age 30-50	N/A	N/A	N/A	N/A	218	7%
Over Age 50	N/A	N/A	N/A	N/A	129	4%
Unknown Age	N/A	N/A	N/A	N/A	60	2%

Voluntary Employee Attrition

METRIC	2022		2023		2024	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Total	528	16%	421	13%	372	12%
Male	422	13%	297	9%	273	7%
Female	106	3%	124	4%	99	3%
Under Age 30	N/A	N/A	N/A	N/A	73	2%
Age 30-50	N/A	N/A	N/A	N/A	170	5%
Over Age 50	N/A	N/A	N/A	N/A	87	3%
Unknown Age	N/A	N/A	N/A	N/A	42	1%

Performance Data : Governance

Compliance Training Completion

METRIC	2022			2023			2024		
	NUMBER	PERCENT	HOURS	NUMBER	PERCENT	HOURS	NUMBER	PERCENT	HOURS
Total	N/A	97%	6,853	3,144	98%	4,716	3,000	99%	3,000
Male Employees	N/A	N/A	5,221	2,387	76%	3,580	2,277	76%	2,277
Female Employees	N/A	N/A	1,632	757	24%	1,136	723	24%	723
Executive/Senior Mgmt.	N/A	N/A	664	294	10%	441	284	10%	284
Mid/Other Management	N/A	N/A	770	355	11%	533	336	11%	336
Individual Contributors	N/A	N/A	5,418	2,495	79%	3,743	2,380	79%	2,380
STEM Roles	N/A	N/A	2,762	1,283	41%	1,925	1,225	41%	1,225

Compliance Training Completion by Module

METRIC	UNIT	2022	2023	2024
Total	%	97	98	94
Legal and Ethical Business Practices	%	N/A	98	94
Respect for Others	%	N/A	98	94
Corporate Sustainability	%	N/A	98	94
Health and Safety	%	N/A	98	94
Privacy and Data Protection	%	N/A	98	94

Redesigned Compliance training in 2023. Previous modules have been reorganized into new modules and content refreshed. For a complete list of topics covered in each module, please see page 30 of this report.

Performance Data : Health & Safety

Health & Safety*

METRIC	UNIT	2022	2023	2024
Total Safety Observations	#	1,360	1,233	1,241
Total Stop Works	#	169	128	155
Stop Work Significant Events	%	24	19	27
Near Accident Total	#	93	87	81
Near Accident/Recordable Incident Ratio	Ratio	7.75	4.35	4.26
Near Accident per Employee (NM/HC)	Ratio	0.025	0.024	0.023
Fatalities - Employees	#	0	1	1
Lost Time (LTIR)	Rate	0.10	0.08	0.24
Total Recordable (TRIR)	Rate	0.31	0.50	0.50
Days Away from Work Rate (DAFWCR)	Rate	0.23	0.37	0.45
Days Away from Work Cases	#	4	3	9
Restricted Duty/Days Cases	#	5	11	8
Medical Treatment Cases	#	3	5	2
Non-Recordable Cases	#	54	54	44
Lost Days	#	155	117	134
Restricted Days	#	137	204	411
Motor Vehicle Accident (MVA)	Count	35	41	50
Hours Worked	Hours	7,684,233	7,532,797	7,623,254

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

Quality Certification

METRIC	UNIT	2022	2023	2024
OHSAS 18001:2007 - Certified	#	3	0	0
ISO 17020 - Certified	#	8	8	8
ISO 17025 - Certified	#	42	40	40
ISO 9001:2015 - Certified	#	95	90	89
ISO 45001:2018 - Certified	#	26	23	24

Performance Data : Environment & Climate

Spills

METRIC	UNIT	2022	2023	2024
Non-Reportable Environmental Reports	#	16	11	10
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 Certification

METRIC	UNIT	2022	2023	2024
ISO 14001:2015 - Certified Sites	#	7	7	7

GHG Emissions

METRIC	UNIT	2022	2023	2024
Scope 1	Metric Ton CO_{2e}	10,283	9,714	11,675
Scope 2 (Location-based)	Metric Ton CO_{2e}	11,077	10,285	12,512
Scope 2 (Market-based)	Metric Ton CO_{2e}	11,317	10,422	12,603
Operational Footprint (Location-based)	Metric Ton CO_{2e}	21,360	19,999	24,187
Operational Footprint (Market-based)	Metric Ton CO_{2e}	21,600	20,136	24,278
Scope 3 Upstream	Metric Ton CO_{2e}	27,114	23,673	25,991
Scope 3 Downstream	Metric Ton CO_{2e}	6,297	30	829
Scope 3 Total	Metric Ton CO_{2e}	33,412	26,703	26,820
Scope 1, 2 & 3 Total (Location-based)	Metric Ton CO_{2e}	54,772	43,702	51,008
Scope 1, 2 & 3 Total (Market-based)	Metric Ton CO_{2e}	55,012	43,839	51,098

Boundary change to include all locations in 2022.

CDP

METRIC	ENVIRONMENTAL ISSUE	2022	2023	2024
Overall score	Climate	N/A	N/A	C
Overall score	Water	N/A	N/A	C
Dependencies, Impacts, Risks and Opportunities Process	Climate	N/A	N/A	B-
Risk Disclosure	Climate	N/A	N/A	B-
Verification (Incl. Emissions)	Climate	N/A	N/A	D-
Opportunity Disclosure	Climate	N/A	N/A	B-
Environmental Policies	Climate	N/A	N/A	B-
Value Chain Engagement	Climate	N/A	N/A	C-
Pricing Environmental Externalities	Climate	N/A	N/A	B-
Scope 3 Emissions	Climate	N/A	N/A	C
Scope 1 & 2 Emissions	Climate	N/A	N/A	C
Targets	Climate	N/A	N/A	B-
Context	Climate	N/A	N/A	C
Emissions Reduction Initiatives and Low Carbon Products	Climate	N/A	N/A	C
Energy	Climate	N/A	N/A	D
Governance	Climate	N/A	N/A	B-
Public Policy Engagement and Industry Collaboration	Climate	N/A	N/A	B-
Business Strategy	Climate	N/A	N/A	C
Governance	Water	N/A	N/A	C
Targets	Water	N/A	N/A	C-
Water Accounting	Water	N/A	N/A	D
Opportunity Disclosure	Water	N/A	N/A	B-
Dependencies, Impacts, Risks and Opportunities Process	Water	N/A	N/A	C
Water Pollution Management Procedures	Water	N/A	N/A	B-
Risk Disclosure	Water	N/A	N/A	B-
Public Policy Engagement and Industry Collaboration	Water	N/A	N/A	B-
Value Chain Engagement	Water	N/A	N/A	C-
Business Strategy	Water	N/A	N/A	B-
Environmental Policies	Water	N/A	N/A	B-

CDP Supplier Engagement Assessment

METRIC	ACTIVITY GROUP	2022	2023	2024
Overall Score	Industrial Support Services	N/A	N/A	B
Targets	Industrial Support Services	N/A	N/A	B-
Supplier Engagement	Industrial Support Services	N/A	N/A	B
Scope 3 Emissions (Incl. Verification)	Industrial Support Services	N/A	N/A	A-
Risk Management Processes	Industrial Support Services	N/A	N/A	A
Governance and Business Strategy	Industrial Support Services	N/A	N/A	C

Core Laboratories

2024 SUSTAINABILITY REPORT

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 Core Lab's directors, officers, and management with respect to the Company's future operations, performance, or positions or which contain other forward-looking information. These forward-looking statements are based on Core Lab's current expectations and beliefs concerning future developments and their potential effect on the Company. 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 Core Lab believes that these statements are and will be accurate, the Company's actual results and experience may differ materially from the anticipated results or other expectations expressed in its statements due to a variety of risks and uncertainties.

Core Lab undertakes 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 Core Lab's Annual Report as well as the other reports and registration statements filed by Core Lab with the Securities and Exchange Commission.

For More Information and Feedback

Core Lab is focused on constant improvement in its corporate sustainability reporting and values the feedback of its stakeholders and investors. If you have feedback concerning the information reported in this document or, for additional information, please contact:

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