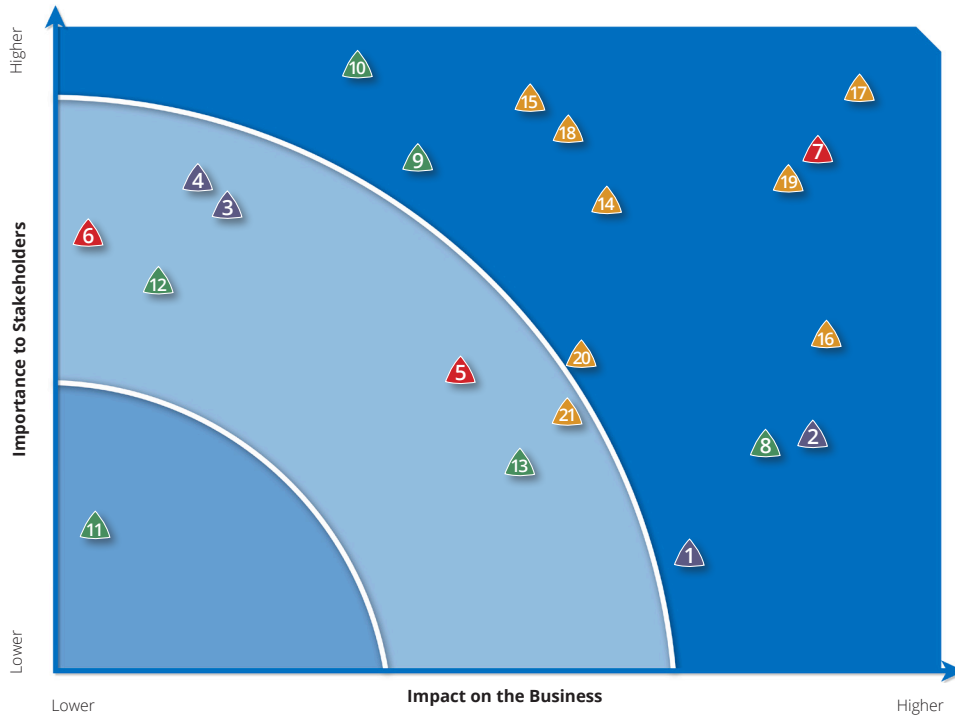


Stakeholder Engagement

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			
 <div>Workforce Management Create a consistent global approach to handling employment actions</div>	Percent managers engaged in policy and compliance training	2024 Actual: 94% 2025 Target: 96%	     
	Implementation of HCM system	2024 Actual: Initiated 2025 Target: Complete	
 <div>Employee Engagement Attract, retain, and develop a strong workforce</div>	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			
 <div>Health & Wellness Increase awareness of the importance of physical and mental wellbeing</div>	Percent engagement in health awareness programs	2024 Actual: 13% 2025 Target: 20%	 
	 <div>Safety Performance Protect health, safety, and security</div>	TRIR	
Percent of Road Accidents		2024 Actual: 10% 2025 Target: 0%	
	Percent of SSW recordable injuries	2024 Actual: 26% 2025 Target: 10%	
Environment & Climate			
 <div>Climate Change Reduce carbon emissions from base year</div>	Percent of total GHG emissions	2024 Actual: 27% 2025 Target: 27%	  
 <div>Environmental Impact Reduce energy consumption</div>	Purchased electricity in kWh	2024 Actual: 41.8M kWh 2025 Target: 41.8M kWh	
Governance			
 <div>Enterprise Risk Management Foster a culture of security awareness and ownership in securing client data</div>	Percent completion of cybersecurity awareness training	2024 Actual: 94% 2025 Target: 96%	
 <div>Supply Chain Provide safe, fair, and ethical work conditions</div>	Percent of U.S. and Canadian critical suppliers added to the supplier management system	2024 Actual: 39% 2025 Target: 50%	