A **Legacy** of **Innovation**. A **Commitment** to **Sustainability**.

SUSTAINABILITY REPORT

2025

Core Lab

90th Core Lab ANNIVERSARY

ABOUT THIS REPORT

Core Laboratories Inc. ("Core Lab," "Core," or "the Company") 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.

TABLE OF CONTENTS

MESSAGE FROM THE CEO

"Core Lab's approach to sustainability is straightforward: operate responsibly, measure our progress, and continuously improve."

Larry Bruno
President & CEO

In 2026, Core Laboratories celebrates 90 years of scientific leadership, innovation, and service to the global energy industry. Since our founding in 1936, Core Lab has helped clients reduce uncertainty, improve decision-making, and optimize asset performance through technology, data, and expertise. Our long-standing focus on delivering practical solutions to complex challenges continues to shape how we operate our business and approach sustainability today.

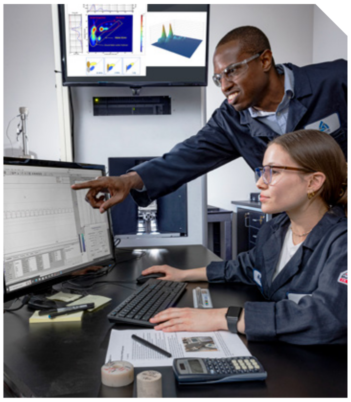
Core Lab's approach to sustainability is straightforward: operate responsibly, measure our progress, and continuously improve. That commitment extends beyond our own operations and is reflected in the work we perform for clients around the world. Our work helps clients better understand reservoirs, improve recovery efficiencies, optimize completions, and make informed decisions throughout the energy value chain. By applying science and technology to complex challenges, we help clients maximize the value of existing resources while supporting the reliable supply of energy the world depends on.

Throughout 2025, we continued to invest in our employees and our safety culture, maintain strong governance practices, and advance initiatives that support operational excellence across our global organization. These efforts are made possible by the dedication of Core Lab's employees, whose expertise, integrity, and commitment to excellence remain the foundation of our success.

As the Company reflects on nine decades of innovation, we recognize that sustainability is ultimately about creating enduring value for our clients, employees, shareholders, and the communities where we operate. We remain focused on delivering the scientific insight and technical solutions that have defined Core Lab for generations, while conducting our business with accountability, transparency, and respect.

Thank you for your interest in Core Lab's sustainability efforts and for your continued trust in our Company.

Lawrence Bruno



About Core Lab

COMPANY OVERVIEW

In 2026, Core Lab celebrates ninety years of scientific leadership, unmatched client service, and commitment to excellence. Since 1936, Core has delivered solutions that help clients reduce uncertainty, de-risk decisions, and capture opportunities in increasingly complex energy environments. Against a backdrop of persistent change in the industry, Core Lab has made deliberate decisions that strengthened its foundation and positioned the Company for long-term success and sustained value creation.

- Core geographically optimized its global portfolio, re-anchoring the business in international and technically complex markets.
- Core Lab modernized its laboratories, standardized global workflows, and digitized data acquisition and delivery.
- Core institutionalized capital discipline by strengthening its balance sheet, prioritizing free cash flow generation, and adopting a capital-light business model focused on high-return investments.

Scores and Achievements

- MSCI ESG Rating - A
- Sustainalytics – 25.5 Risk Rating and ranked 23 out of 80 (29th percentile) of Oil & Gas Equipment Subindustry
- CDP Climate Change Score C – 2025 Industrial Support Services Europe Region and Water Security Score – C
- EcoVadis Committed Badge
- Offshore Network – Well Intervention OWI 2025 Global Award for Best Example of Plug & Abandonment Innovation
- Geoscience Energy Society of Great Britain Africa 2025 Conference Best Poster Award

SECTION CONTENTS

RESERVOIR DESCRIPTION

REVENUE
$347.7M

PRODUCTION ENHANCEMENT

REVENUE
$178.8M

Core Lab 2025 Revenue
$526.5 Million

BUSINESS SEGMENTS

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

Reservoir Description

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. Through the Reservoir Description business segment, Core Lab provides laboratory-based analytical and field services to characterize properties of crude oil and crude oil-derived products to the oil and gas industry.

Production Enhancement

Includes services and manufactured products associated with reservoir well completions, perforations, stimulation, production and well abandonment. Through the Production Enhancement business segment, Core Lab provides integrated diagnostic services to evaluate and monitor the effectiveness of well completions and to develop solutions aimed at increasing the effectiveness of enhanced oil recovery projects.

FINANCIAL STRATEGIES

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

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 demands.

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.

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 $2.8 billion.

For More Information

Click here to view the Annual Report

Click here to view the 10K

Click here to view the Proxy

Core Lab by the Numbers

6 Continents

50+ Countries

70+ Offices

30+ Languages

5 Advanced Technology Centers

18 Regional Specialty Centers

~3300 Employees

90th ANNIVERSARY

1936 Established

1998 NYSE Listed

Core Values

Safety Awareness

Honesty & Integrity

Customer Focus

Building Trust

Employee Development






Sustainability at Core Lab

COMMITMENT TO SUSTAINABILITY

The principles that have guided Core Lab for 90 years reflect a consistent focus on technical excellence and disciplined execution. This foundation continues to shape the Company's approach to sustainability, including its commitment to responsible operations across every aspect of its business, careful consideration of social and environmental impacts, and adherence to the highest standards of ethics and corporate governance.

SUSTAINABILITY FRAMEWORK

Core Lab's sustainability strategy is informed by globally recognized standards, external assessments, and guiding principles that help shape responsible business practices and performance.

- **External Ratings & Assessments:** EcoVadis, ISS, MSCI, OpenES, S&P Global, Sustainalytics
- **Disclosure Standards & Frameworks:** GHG Protocol, GRI, IFRS / ISSB, SASB, TCFD
- **Global Principles & Initiatives:** UN Global Compact, UN Sustainable Development Goals, ISO 26000

GOVERNANCE

Oversight of sustainability is led by Core Lab's Sustainability Steering Committee, a structured advisory forum responsible for managing the Company's enterprise-level sustainability strategy. The Committee identifies, evaluates, and responds to sustainability-related risks and opportunities, and provides annual updates on strategy, initiatives, and progress to the Nominating, Governance, and Sustainability Committee of the Board of Directors, which represents the highest level of sustainability oversight at Core Lab.

SECTION CONTENTS

MESSAGE FROM THE STEERING COMMITTEE CHAIR

As Core Lab celebrates its 90-year legacy of innovation, the Company remains focused on integrating sustainability considerations into the decisions that support its long-term success. This approach reflects the qualities that have defined Core Lab for nine decades: scientific rigor, operational discipline, innovation, and a steadfast commitment to doing the right thing.

In 2025, Core Lab continued to advance initiatives across its four Sustainability Strategic Pillars: People & Communities, Health & Safety, Environment & Climate, and Governance. The Company's efforts included strengthening employee engagement and development programs, reinforcing its commitment to workplace safety, maintaining robust governance practices, and enhancing the processes used to measure and report sustainability-related performance.

Core Lab remains committed to transparency, accountability, and maintaining a framework that supports its business objectives while promoting sustainable long-term value creation for employees and shareholders.

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

SUSTAINABILITY STRATEGIC PILLARS

Core Lab's Sustainability Strategic Pillars provide the framework that guides the Company's approach to sustainability. In late 2025, Core Lab subscribed to the ISO 26000 Guidelines on Social Responsibility to support the continued evolution of its program, with integration of selected elements planned for 2026.

People & Communities

Commitment:

Providing opportunities for employees to help them develop and excel, while achieving business results.

Focus Areas:

- Workforce Management
- Employee Engagement

Health & Safety

Commitment:

Promoting a culture focused on health and safety while proactively identifying and managing risks.

Focus Areas:

- Health & Wellness
- Safety Performance

Environment & Climate

Commitment:

Reducing impact on the environment by conducting business in compliance with applicable regulations.

Focus Areas:

- Climate Change
- Environmental Impact

Governance

Commitment:

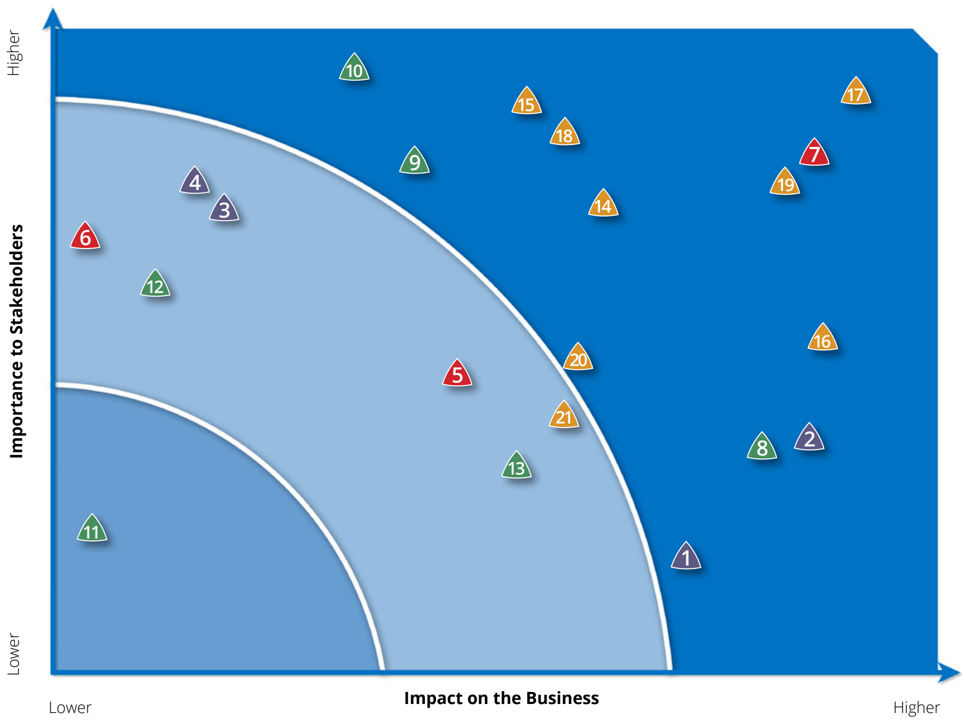
Embracing the principles of integrity and ethical conduct, which are paramount to achieving business success.

Focus Areas:

- Enterprise Risk Management
- Supply Chain

STAKEHOLDER ENGAGEMENT

Understanding industry and stakeholder priorities is essential to identifying topics that are material to Core Lab. To support this process, Core Lab evaluates sustainability issues relevant to its industry, peers, and stakeholders through ongoing engagement with clients, investors, employees, and suppliers, as well as by reviewing guidance from reporting frameworks such as the Global Reporting Initiative and the Sustainability Accounting Standards Board. Engagement across multiple channels throughout Core Lab's global value chain helps align priorities and foster a culture of collaboration and shared purpose.



MATERIALITY

Insights gathered through stakeholder engagement inform Core Lab's materiality assessment and sustainability strategy.

In 2025, Core Lab engaged S&P Global Sustainable1 to conduct a double materiality assessment aligned with the Corporate Sustainability Reporting Directive ("CSRD"), establishing the foundation for the Company's transition toward a CSRD-aligned sustainability approach. Until this transition is complete, Core Lab will continue to focus on the material issues identified through this process.

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 goals provide a foundation for measuring progress and advancing the Company's sustainability performance over time.

Focus Area	Metric	2025 Target / Actual	2026 Target
People & Communities			
Workforce Management Create a consistent global approach to handling employment actions	Percent managers engaged in policy and compliance training	2025 Target: 96% 2025 Actual: 98%	**2026 Target: 96%**
	Implementation of HCM system	2025 Target: Complete 2025 Actual: Complete	**2026 Target: N/A**
Employee Engagement Attract, retain, and develop a strong workforce	Average training hours per employee	2025 Target: 4 2025 Actual: 5	**2026 Target: 4**
	Percent voluntary employee turnover	2025 Target: 11% 2025 Actual: 9%	**2026 Target: 11%**
	Number of STEM activities	2025 Target: 5 2025 Actual: 5	**2026 Target: 5**
Health & Safety			
Health & Wellness Increase awareness of the importance of physical and mental wellbeing	Percent engagement in health awareness programs	2025 Target: 20% 2025 Actual: 12%	**2026 Target: 20%**
Safety Performance Protect health, safety, and security	TRIR	2025 Target: 0.37 2025 Actual: 0.19	**2026 Target: 0.25**
	Number of Road Accidents	2025 Target: 0 2025 Actual: 0	**2026 Target: 0**
	Number of SSW recordable injuries	2025 Target: 0 2025 Actual: 1	**2026 Target: 0**
Environment & Climate			
Climate Change Reduce carbon emissions from base year	Percent of total reduced GHG emissions	2025 Target: 27% 2025 Actual: 45%	**2026 Target: TBD**
Environmental Impact Reduce energy consumption	Purchased electricity in kWh	2025 Target: 22.5M 2025 Actual: 22.3M	**2026 Target: 22M**
Governance			
Enterprise Risk Management Foster a culture of security awareness and ownership in securing data	Percent completion of cybersecurity awareness training	2025 Target: 96% 2025 Actual: 95%	**2026 Target: 96%**
Supply Chain Support safe, fair, and ethical work conditions	Percent of U.S. and Canadian critical suppliers added to the supplier management system	2025 Target: 50% 2025 Actual: 50%	**2026 Target: 70%**

People & Communities

FOCUS AREAS AND GOALS

Core Lab is committed to providing opportunities for 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.

Percent managers engaged in policy and compliance training

2025 Target: **96%** 2025 Actual: **98%**

Implementation of HCM system

2025 Target: **Complete** 2025 Actual: **Complete**

Employee Engagement

Attract, retain, and develop a strong workforce.

Average training hours per employee

2025 Target: **4** 2025 Actual: **5**

Percent voluntary employee turnover

2025 Target: **11%** 2025 Actual: **9%**

Number of STEM activities

2025 Target: **5** 2025 Actual: **5**

SECTION CONTENTS

BUILDING OUR BENCH

As Core Lab marks its 90th anniversary, Building Our Bench reflects the Company's longstanding commitment to building a strong, sustainable workforce that supports long-term success. This employee-focused framework outlines Core Lab's approach to workforce management and employee engagement, reinforcing the practices and values that have shaped the Company's culture and performance for nine decades.

Workforce Management
Goal Progress

In 2025, Core Lab implemented Workday, a streamlined, cloud-based workforce management system that supports key human resources processes and creates a more consistent global approach to workforce management.

Global Workforce

As an equal opportunity employer, Core Lab maintains a zero-tolerance approach to discrimination, harassment, and unprofessional behavior in all employment practices. As of December 31, 2025, the Company employed 3,003 permanent and temporary employees, along with 427 non-employees, reflecting the global workforce supported by these standards.

Click here to view the data

Click here to view the policy

Recruitment

Core Lab's recruiting processes are designed to attract, hire, and retain diverse talent with the skills and experience needed to best serve clients and support business objectives. In 2025, Core Lab recorded 327 new hires, reflecting continued investment in building a strong and capable workforce.

Click here to view the data

Internship Program

Crucial to Core Lab's talent pipeline is its Internship Program which provides university students with hands-on learning corresponding with their educational and future career aspirations.

20 Students

8 Countries

Career Advancement

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

Talent Assessment and Succession Planning

In 2025, insights from a company-wide talent assessment conducted in 2024 enhanced management's visibility into succession bench strength and development gaps, supporting more informed workforce planning and talent development decisions.

Promotions

In 2025, 129 employees were promoted through a more focused and disciplined approach than the prior year. This was supported by cost-management and improved data accuracy following Workday implementation, which enabled clearer distinction between promotions and compensation adjustments, while strengthening focus on internal mobility and succession development.

Attrition

Core Lab continues to demonstrate progress toward its employee retention objectives, as evidenced by a continued decline in attrition. Total attrition decreased to 11.85% in 2025, compared to 16% in 2024.

Employee Engagement
Goal Progress

In alignment with Core Lab's workforce retention goal, voluntary attrition declined significantly in 2025, reflecting the Company's ongoing commitment to employee engagement and effective people management practices.

12% 2024

9% 2025

Click here to view the data

Employee Development

Core Lab provides training and skills development to enhance employee performance and role clarity. Development opportunities are regularly reviewed to ensure relevance and include instructor-led training, virtual learning, coaching, and assessment tools.

In 2025, employees were provided access to LinkedIn Learning through Workday, enabling on-demand learning across technical, professional, and leadership topics.

Employees completed 15,281 hours of training in 2025, averaging five hours per employee. All employees are eligible to participate in training and development activities, subject to role-based and management requirements.

Workforce Management
Goal Progress

In alignment with Core's goal of creating a consistent global approach to employment actions, and in addition to its annual compliance and Company policy training, Core Lab developed and delivered a suite of six Workday training modules covering a range of topics to ensure managers were well equipped for effective system utilization.

98% Engagement

Leadership Development

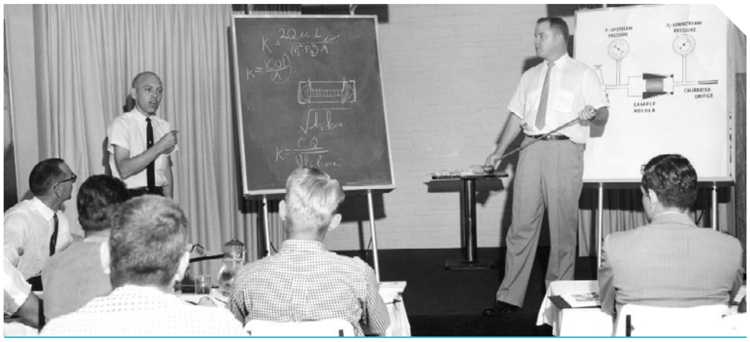
Core Lab's leadership development flagship programs are designed to strengthen leadership capability at every stage and drive long-term organizational success.

Technical Leader: A hands-on, two-day program for supervisory-level employees who lead day-to-day without holding a formal management role.

Core Leadership Essentials: A facilitated 16-week program for newly promoted leaders focused on developing foundational leadership and people-management skills.

Developing Your Leadership: A self-paced development opportunity for established leaders to continue enhancing skills relevant to their roles.

Business Leadership Program: A facilitated 10-month program delivered in partnership with the University of Houston, providing senior leaders with insights to drive effective and efficient business performance.



Performance Management

Core Lab reinforces a continuous performance management approach promoting accountability through goal setting, ongoing feedback, and regular check-ins. The ongoing focus is on coaching and supporting both managers and employees to drive ownership, positioning performance as a continuous cycle rather than a one-time review event.

Total Rewards

Core Lab's Total Rewards approach aligns with its business strategy and local market conditions, offering competitive compensation and benefits designed to motivate employees, support performance, and foster a positive work environment. Programs are administered fairly and in compliance with applicable laws and regulations and, depending on the region, may include:

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
- Employee Assistance Program

COMMUNITY OUTREACH

As part of its commitment to the community, Core Lab supports outreach through Core Lab Cares, a global, employee-driven initiative in which employees across its international operations organize and participate in activities that support charitable organizations and address local needs. Collectively, these efforts demonstrate Core Lab's commitment to community involvement and the meaningful impact of employee-led initiatives across its global footprint.

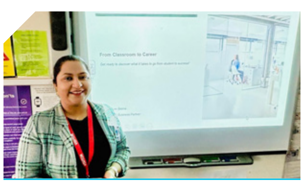
- Canada: Teams continued their annual "50/50 raffle," raising funds for the Make-A-Wish® Foundation.
- Colombia: Employees contributed to "Caps to Heal" by collecting bottle caps that are recycled into reusable products to fund pediatric cancer initiatives.
- Scotland: Employees hosted the annual MacMillan Coffee Morning and "Christmas Jumper Day," supporting cancer care programs and Save the Children®.
- United States: Employees organized school supply and holiday donation drives to assist students and families in need.

STEM OUTREACH

Supporting science, technology, engineering, and mathematics ("STEM") education helps build the future talent pool critical to the long-term success of the industry. Some of Core Lab's STEM education efforts in 2025 included:

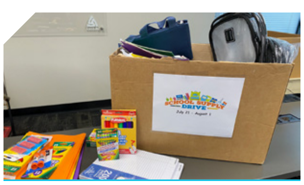
FUNomenal Spring Break at Discovery Green

In March, Core Lab participated in EOG Resources *FUNomenal Spring Break* at Discovery Green in Houston. At the Core Lab booth children explored the rock cycle through a hands-on activity modeling sedimentary, metamorphic, and igneous rock formations.



From Classroom to Career

In June, Core Lab delivered two career presentations to students ages 16–17, focusing on professional readiness, workplace expectations, and applying academic learning to real-world environments.

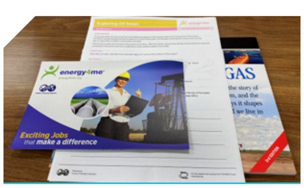


Tools for Tomorrow: STEM School Supply Drive

Over the summer, Core Lab hosted school supply drives to support STEM learning, with employee donations of essential materials helping students build skills in experimentation, problem-solving, and analytical thinking.

Energy Day

In October, Core Lab supported the 13th Annual Houston Energy Day, where employees engaged students and families, assisted vendor booths, and helped connect STEM and energy concepts to real-world applications.



SPE Energy4me Training Program

To strengthen the impact of its STEM Day events, Core Lab participated in the Society of Petroleum Engineers Energy4me training program, a one-day workshop equipping employees with tools and resources for effective STEM outreach.

Health & Safety

FOCUS AREAS AND GOALS

Core Lab is committed to promoting a culture focused on health and safety while proactively identifying and managing risks. This is accomplished by focusing efforts to:

Health and Wellness

Increase awareness of the importance of physical and mental well-being.

Percent engagement in health awareness programs

2025 Target: **20%** 2025 Actual: **12%**

Safety Performance

Protect health, safety, and security.

TRIR

2025 Target: **0.37** 2025 Actual: **0.19**

Number of Road Accidents

2025 Target: **0** 2025 Actual: **0**

Number of SSW recordable injuries

2025 Target: **0** 2025 Actual: **1**

SECTION CONTENTS

HEALTH AND WELLNESS

For 90 years, Core Lab has demonstrated a strong commitment to supporting the health, safety, and well-being of its employees. This long-standing focus is reflected in the Company's health and wellness initiatives, which are designed to promote employee well-being while contributing to a resilient and engaged workforce. Core's approach emphasizes prevention, education, and access to resources that support overall health.

Health and Wellness
Goal Progress

Participation in health and wellness activities decreased slightly from 13% in 2024 to 12% in 2025. While this was below the 20% target, Core Lab continues to invest in and promote health initiatives with a focus on increasing awareness, participation, and accessibility.

Learning and Awareness

To support awareness, several locations encouraged participation in wellness-related webinars while health and well-being articles were regularly featured in the global internal newsletter, *CoreConnect*.

Additionally, to mark Global Mental Health Day, Core Lab conducted a week-long global awareness campaign focused on physical, emotional, social, and mental well-being.

A Core Lab location in Australia hosted a CPR and first aid training that included theoretical knowledge and hands-on practical sessions in emergency response techniques including CPR procedures, basic life support, and first aid practices.

Giving Back

As part of its commitment to community well-being, a Core Lab location in Norway sponsored high-visibility vests for schoolchildren in the local area. This initiative supports safer walking and cycling during darker seasons by enhancing visibility of children traveling to and from school.

Throughout 2025, Core Lab continued its quarterly blood drives, with 74 donors contributing 74 pints of blood. These donations have the potential to support up to 300 patients and reflect the Company's commitment to community health.

Physical Activity

Recognizing the importance of physical activity in supporting employee health, well-being, and sustained work performance, several Core Lab locations promoted movement through initiatives such as the annual step challenge, brief "active pauses" integrated into the workday, and team-building activities outside of work, such as bowling.

A Core Lab location in Denmark hosted "Heart Week" to provide insights from employee health screenings covering key health indicators such as blood pressure, heart rate, and overall wellness. The initiative included activities aimed at promoting healthier habits and supporting well-being at work.

SAFETY PERFORMANCE

Core Lab's commitment to employee safety has remained central to its operations and culture for 90 years. Supported by senior leadership oversight, the Company's structured safety management approach includes clear policies, comprehensive training, regular risk assessments, and preventive and mitigation measures.

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 vehicle skills

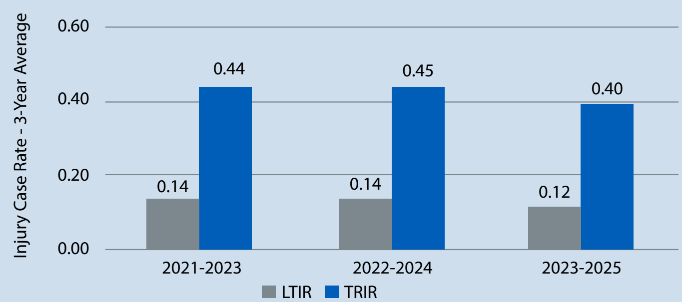
Click here to view the policy

Safety Performance
Goal Progress

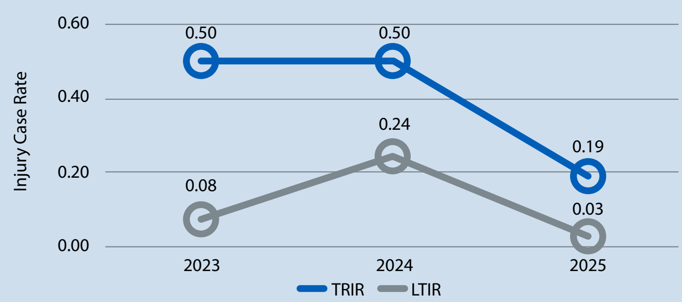
Core Lab's safety performance goals and targets are assessed using a three-year rolling average, providing a more comprehensive view of performance trends over time. This approach supports Core's long-term objective of achieving zero injuries and incidents by helping identify areas of strength, opportunities for improvement, and lessons learned to inform future safety efforts.

To support effective oversight, Core Lab requires mandatory reporting of all recordable incidents to senior leadership, including the Global Director Safety & Sustainability, within 24 hours through an online reporting database. Business unit safety directors, managers, and officers work closely with the Global Director Safety & Sustainability to investigate incidents, evaluate root causes, and implement corrective actions.

Three-year Safety Snapshot



Total Recordable Injury Rate (TRIR) & Lost Time Injury Rate (LTIR)

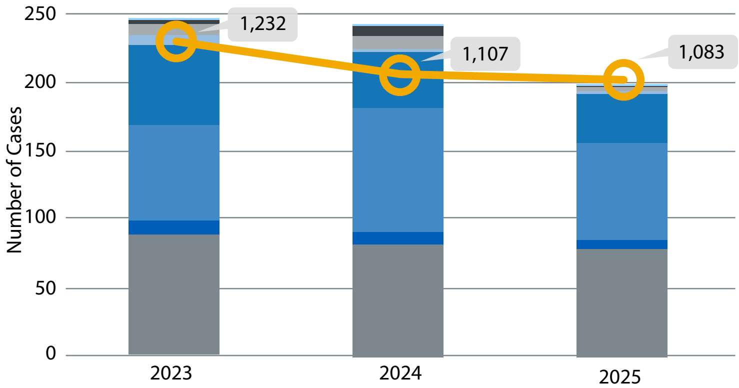


Click here to view the data

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



	2023	2024	2025
Fatality	1	1	0
Lost Days Injury	3	9	1
Restricted Duty Injury	11	8	4
Other Recordable Injury	5	2	2
Non-Recordable Injury	59	41	36
Material Damage	71	91	71
Environmental	11	10	7
Near Accidents	87	81	78
Safety Observations	1232	1107	1083

Safety Performance
Goal Progress

Recordable Injury Incident Type

	2023	2024	2025	Action
Cuts & Abrasions	5	4	3	In 2025, Core Lab continued to reduce recordable injuries related to cuts and abrasions. The most serious case, resulting in restricted work activity, occurred within the Company's energetics manufacturing operations. In response, engineering controls, including additional machine guarding to eliminate pinch points, were implemented. Core Lab continues to address these risks through enhanced communication, targeted training, and ongoing process improvements.
Lifting	5	1	1	In 2025, Core Lab continued to reduce lifting-related incidents, particularly within its manufacturing operations. This improvement is largely attributed to an early reporting initiative that encourages employees to promptly report minor pain or soreness, enabling supervisors to adjust work assignments and prevent more serious injuries. The program supports early intervention and reinforces Core Lab's commitment to employee well-being.
Road Accidents	2	2	0	Core Lab achieved improvement in reducing injuries resulting from road accidents in 2025. The Company remains committed to emphasizing, reinforcing, and continuously delivering critical safety training through the AlertDriving program, equipping employees with the skills and knowledge needed to operate safely. This year marks the twelfth anniversary of this comprehensive training program, which has been fully implemented across all countries in which Core Lab operates.
Short Service Worker	8	5	1	In 2025, Core Lab achieved significant improvement in reducing the number of incidents involving Short Service Workers ("SSWs"). SSWs are employees with less than six months of job-related experience. Accordingly, the program prioritizes safety awareness and comprehensive education on Core's safety procedures to help prevent accidents and work-related injuries.
Slips, Trips, & Falls	5	9	2	In 2025, Core Lab reduced the number of slip, trip, and fall incidents. The Company continues to strengthen its safety procedures and practices by reinforcing the importance of conducting thorough investigations into the direct, contributing, and root causes of incidents. Corrective actions are documented and communicated to employees through a "learning from incidents" process to promote awareness and prevention.

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 in compliance with applicable regulations.

Climate Change

Reduce carbon emissions from base year.

Percent of total reduced GHG emissions

2025 Target: **27%** 2025 Actual: **45%**

Environmental Impact

Reduce energy consumption.

Purchased electricity in kWh

2025 Target: **22.5M** 2025 Actual: **22.3M**

SECTION CONTENTS

ENVIRONMENTAL IMPACT

Throughout its 90-year history, Core Lab has recognized environmental stewardship as an important part of its operations. The Company remains committed to reducing its environmental footprint, managing physical risks associated with climate change, and continuously improving performance as the global energy landscape transitions toward lower-carbon energy sources.

Program Components

Environmental Policies and Plans

Core Lab conducts business in accordance with applicable environmental regulations. In areas where environmental regulations do not exist, the Company applies practical measures to protect employees, surrounding communities, and the environment.

Click here to view the Environmental Policy

Click here to view the Energy Savings Plan

Click here to view the Biodiversity Policy

Certification

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

Carbon Disclosure Project

Environmental impacts are disclosed through the Carbon Disclosure Project ("CDP"), a global nonprofit organization that operates one of the world's leading environmental disclosure platforms.

Click here to view the CDP Corporate Questionnaire 2025

Training

Managers and employees receive training to help them understand and fulfill their work-related responsibilities in alignment with Core's environmental commitments.

Environmental Footprint

Core Lab is focused on reducing its environmental footprint while enhancing performance and advancing sustainability across its operations.

Client Sites

- Although operations conducted outside of Core Lab offices take place on client property, the Company continues to apply its policies related to health, safety, and the environment, as well as the Core Lab Code of Ethics and Corporate Responsibility.

Core Lab Locations

- At Core Lab-operated locations, potential environmental impacts are evaluated by executive management prior to opening a new facility.
- When closing a location, Core Lab ensures that land and buildings are returned to a suitable condition and that any environmental conditions are addressed in accordance with applicable local regulations.

Biodiversity – Natural Lands

Because Core Lab does not operate in natural or rural environments, the Company's biodiversity efforts focus on compliance with applicable laws and regulations. When expanding existing facilities or opening new locations, senior operating managers assess potential biodiversity impacts. These assessments are reviewed by senior management prior to final approval.

Waste Management and Circular Economy

In Colombia, employees support Botellitas de Amor, a local initiative that promotes responsible consumption and the proper management of flexible plastics. Collection bins located throughout the facility enable employees to deposit single-use plastics, which are then processed by a nonprofit organization and transformed into plastic lumber. This material is used to produce urban furniture, playground equipment, and elements for sustainable housing, supporting circular economy principles and community development.

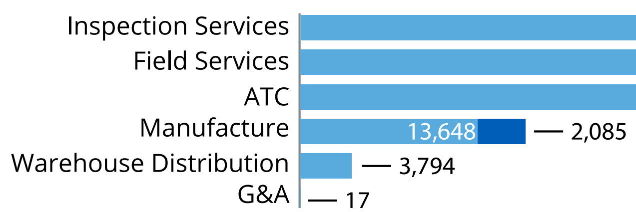
Operational Water Management

Core Lab's aggregated water consumption for FY2025 is comprised of abstracted and supplied water sources as shown in the charts below.

Absolute Water Use, FY2025

Nature of Supply	Water Consumption (m³)	Contribution (%)	Intensity m³/mUSD	Intensity m³/Employee
Water Supplied	163,274	99%	311.2	48.1
Water Abstracted	2,085	1%	4.0	0.6
Total	**165,360**	**100%**	**315.1**	**48.7**

Water Consumption (m³)



Click here to view the data

CLIMATE CHANGE

Core Lab engaged S&P Global Sustainable1 ("S1") to assess the Company's operational and value chain greenhouse gas ("GHG") emissions in alignment with the GHG Protocol, including Scope 1 and Scope 2 standards and the Corporate Value Chain (Scope 3) Guidelines. The assessment covers Core Lab's global operations and value chain activities for the year 2025.

The results of this assessment provide greater transparency into the Company's emissions profile and inform ongoing efforts to manage climate-related risks and opportunities, as well as the development of future emissions reduction targets.

Click here to view the data

Climate Change
Goal Progress

Science-Based Targets

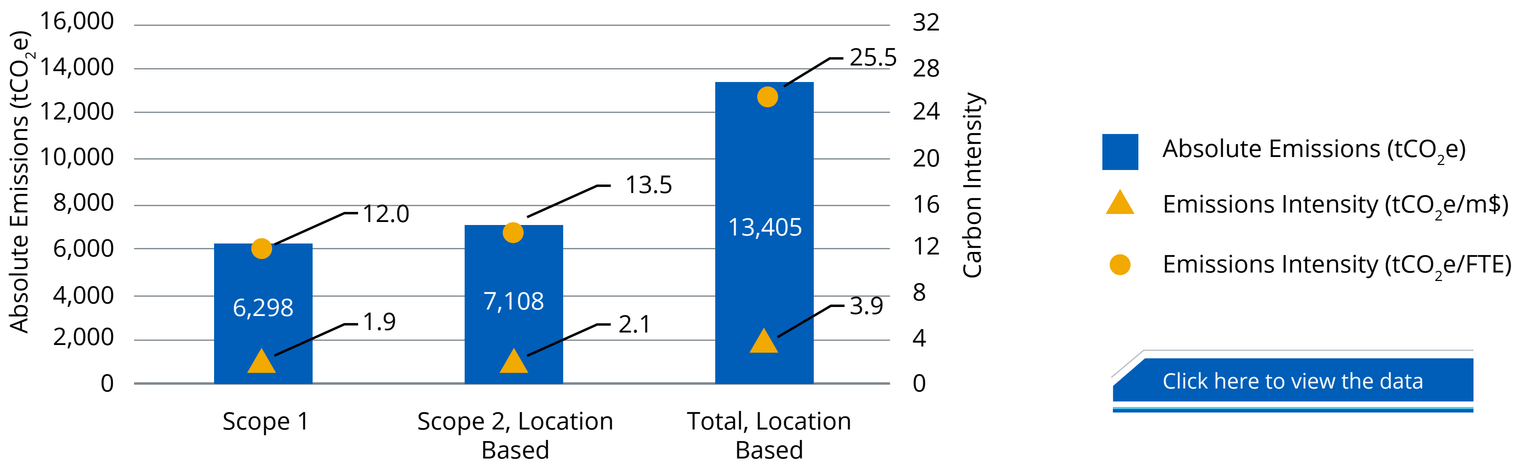
Core Lab continues to advance its understanding of GHG emissions across its operations and value chain. As the Company has expanded its emissions inventory to reflect its full operational boundary, Core Lab is in the process of recalculating its GHG baseline in accordance with the GHG Protocol. In alignment with this updated boundary, the Company intends to establish new science-based emissions reduction targets consistent with the Science Based Targets initiative ("SBTi"). These targets are expected to reflect Core Lab's current emissions profile and support its long-term climate strategy.

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_2e)	Contribution (%)	tCO_2e per revenue (mUSD)	tCO_2e per employee
Scope 1	6,298	47%	12.0	1.9
Scope 2 - Location Based	7,108	53%	13.5	2.1
Total (Location Based)	**13,405**	**100%**	**25.5**	**3.9**

GHG Emissions Absolute and Intensity Values, FY2025



Click here to view the data

Total Value Chain Scope 3 Emissions

The total emissions from Core Lab's value chain were 26,229 tCO_2e. Most come from its upstream value chain, with the remaining from downstream activities.

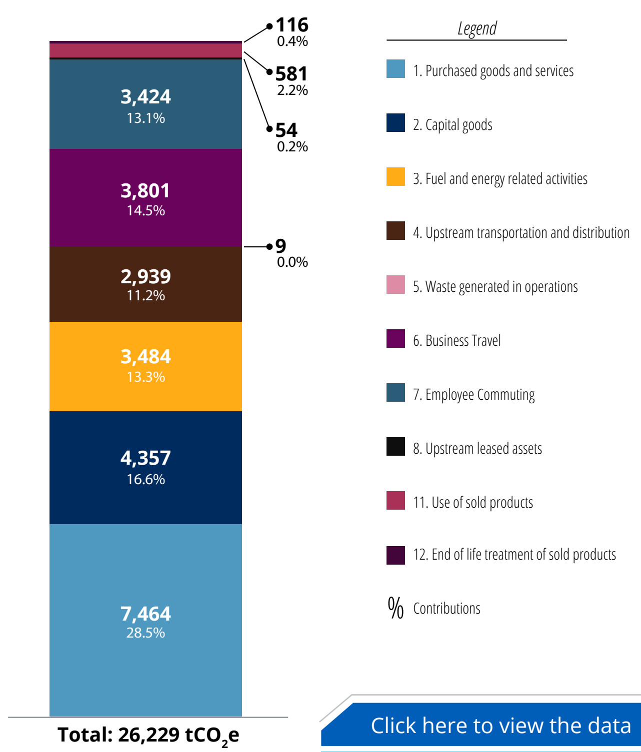
Upstream GHG Emissions

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 97% 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 3% of Core Lab's Scope 3 footprint.

Total Scope 3 Emissions FY2025: 26,229



Click here to view the data

Environmental Impact
Goal Progress

GHG Intensity by Source

Scope 1 & 2 emissions calculated using a market-based approach are 15,304 tCO_2e, slightly higher than the 13,405 tCO_2e calculated using 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	FY2025
Onsite Fuel Use	Diesel	kWh	4,786
	Petrol	kWh	322.532
	Natural Gas	kWh	8,397,698
	Fuel Oil	kWh	52,500
Company Vehicle Fuel Combustion	Diesel	Liters	84,131
	Petrol	Liters	1,615,976
	Unleaded	Liters	4,943
	Diesel	Miles	42,930
	Petrol	Miles	92,143
Refrigerants	R410A	Lbs	154
	HFC-134a	Lbs	816
Electricity	Purchased Electricity	kWh	22,338,937
Water	Water Supplied	m^3	163,274
	Water Abstracted	m^3	2,085
Waste	Non-Hazardous Waste	Kg	18,768
	Hazardous Waste	Kg	512,187
	Hazardous Waste	USD	5,762
SCOPE	CATEGORY		ABSOLUTE EMISSIONS tCO_2e
Scope 1	Stationary Emissions		1,630
	Mobile Emissions		4,053
	Refrigerants		616
Scope 2	Electricity: Location Based		7,108
	Electricity: Market Based		9,006
Scope 1 & 2 Emissions (Location Based)			13,405
Scope 1 & 2 Emissions (Market Based)			15,304

Click here to view the data

Environmental Initiatives

Core Lab continues to demonstrate its commitment to responsible operations through initiatives across its global facilities. These efforts reflect the Company's focus on environmental stewardship, operational efficiency, and a culture of accountability at the local level.

World Energy Saving Day

In support of its goal to reduce energy consumption, Core Lab participated in World Energy Saving Day, with teams across multiple locations reinforcing their commitment to operating efficiently and responsibly. Employees identified and implemented practical actions to reduce energy use in daily operations, including:

- Printing only when necessary
- Turning off lights when not in use
- Sharing documents digitally in place of printed materials

Energy Minimization Policy

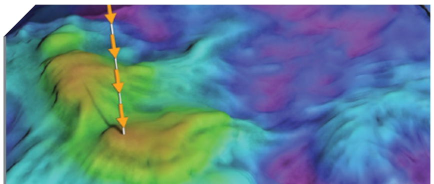
At the Aberdeen facility, an Energy Minimization Policy has been implemented to support ongoing energy conservation efforts. Key elements of the policy include:

- Regular evaluation of electricity providers to assess the share of renewable energy sources
- Consolidation of shipments, where feasible, to reduce transportation emissions and associated costs
- Transition to LED lighting to improve energy efficiency

INDUSTRY AND CLIENT SOLUTIONS

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

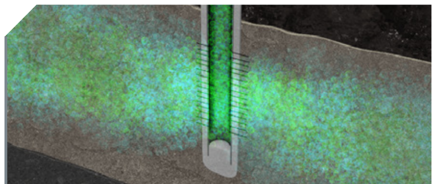
Core provides advanced capabilities that support a range of activities associated with these projects, including services that support carbon capture, utilization and storage, biofuel testing, and the evaluation and appraisal of mining activities related to lithium and other elements necessary for energy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



Consortium

Core Lab and Texas A&M University 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 2025 focus areas included:

- Developed an analog CO_2 injection reservoir database to support reservoir characterization and reduce uncertainty in new projects
- Investigated drivers of salt deposition in near-wellbore areas linked to water evaporation during high-volume dry supercritical CO_2 flow



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.

CO_2 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 the data analysis to characterize the reservoirs, providing crucial data clients need to build their case to inject CO_2 for long-term storage.

Lithium Sourcing

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

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.

Environmental 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. The Company'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 data.

Percent completion of cybersecurity awareness training

2025 Target: **96%** 2025 Actual: **95%**

Supply Chain

Support safe, fair, and ethical working conditions.

Percent of U.S. and Canadian critical suppliers added to the supplier management system

2025 Target: **50%** 2025 Actual: **50%**

SECTION CONTENTS

CORPORATE GOVERNANCE

Core Lab's long-standing commitment to responsible operations is grounded in strong corporate governance and high ethical standards. These principles underpin the Company's ability to create long-term value for shareholders, clients, and employees, and have supported its performance and resilience over nine decades. This governance framework begins with the Board of Directors.

Core's Board of Directors is a single-tier board consisting of seven directors divided into three classes. Each class is elected for a three-year term, with one class of directors standing for election at the annual meeting each year. The Board also includes a Lead Director with defined leadership authority and responsibilities, including setting the agenda for and leading executive sessions of the independent directors and providing feedback, as appropriate, 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 with experience from multiple industries and disciplines.

Board Highlights

Gender:	Racial/Ethnic:	Average Age:
29%	**14%**	**68**

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

- Recommend engagement of independent registered public accountants ("IRPC")
- Review the plan and results of the engagement with IRPC
- Approve professional services provided by the IRPC
- Review the adequacy of internal accounting controls
- Oversee the quality and effectiveness of policies and procedures regarding information technology

Click here to view the charter

Compensation

- Review compensation and benefit plans
- Review and approve CEO and senior executive compensation
- Grant awards under the Company's benefit plans
- Oversee the adoption and change of major compensation policies and practices

Click here to view the charter

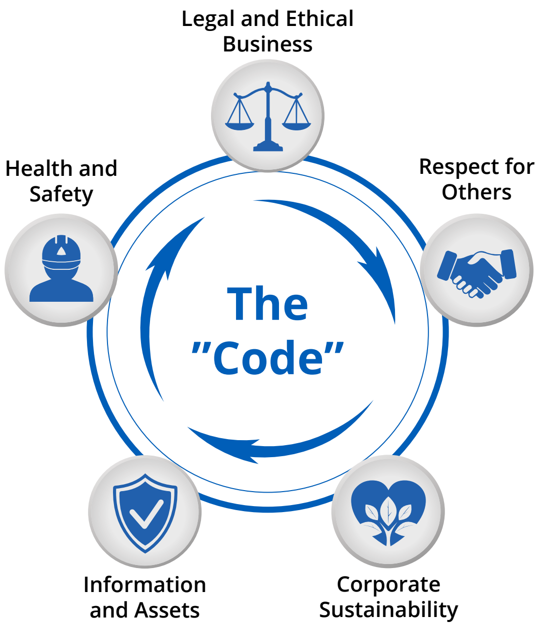
Nominating, Governance, and Sustainability

- Recommend candidates to the Board for election or appointment as a Director
- Recommend appropriate corporate governance and sustainability practices
- Oversee compliance with corporate governance, social responsibility, and sustainability
- Review succession plans for the CEO and senior executives
- Lead the Board in its annual review of the performance of the Board, its committees, and management

Click here to view the charter

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 ensuring 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 the 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 2025, 95% 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

Following the 2025 Workday implementation, Core Lab invited non-employees to complete the annual compliance training for the first time, helping align everyone working on the Company's behalf with Core Lab's ethical and behavioral standards.

Click here to view the data

Employee Grievance Mechanisms and Whistleblower Protection

Core Lab's policy and process for handling employee grievances and whistleblower complaints include proactive measures for employees to submit workplace problems, complaints, or concerns without fear of retaliation and helps ensure protection for whistleblowers.

Issues can be reported anonymously and are reviewed and investigated by the Corporate Compliance, Law, and Human Resources departments. The process helps ensure 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, and in some cases, to the Audit Committee of the Board of Directors. Reasonable and necessary steps are also taken to prevent further violation.

Reporting Methods

ENTERPRISE RISK MANAGEMENT

Core Lab adheres to a formalized enterprise risk management system in accordance with Sarbanes-Oxley requirements to mitigate and manage the financial, fraud, and data risks associated with the Company's business. This system combines several processes and policies that work together to identify potential risks and corresponding controls.

Roles and Responsibilities

Board of Directors

Oversees shareholder interests in the Company's long-term financial health, with Board committees regularly evaluating risks within their areas of responsibility and associated financial impacts.

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.

Fraud Prevention

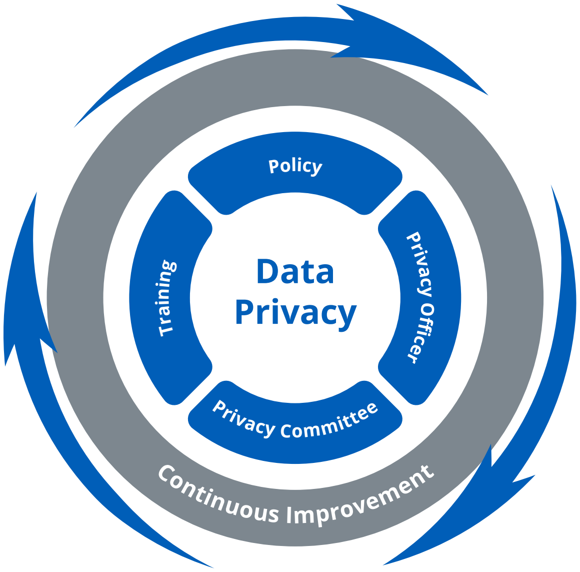
Core Lab's anti-fraud program is implemented throughout the Company and is considered an entity-level control that management uses to establish Core's commitment to honest and ethical conduct, fraud prevention, and accurate financial reporting.

- 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 and reported to the Audit Committee of the Board of Directors.

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 help 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, which uses policies, procedures, and processes aligned with the National Institute of Standards and Technology Cybersecurity Framework 2.0.

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
- Centralized collection of system logs to analyze for unusual or suspicious activity
- Conducting annual training for all employees
- Providing 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

Enterprise Risk Management
Goal Progress

Core Lab is committed to fostering a culture of security awareness and employee accountability in securing data. The Company recognizes the importance of training employees to identify and respond to the latest social engineering attacks.

95% Training Completion

Phishing Simulation Program

In addition to the information provided through Core's annual compliance training, the Company uses a phishing simulation program to send simulated phishing emails to employees, track responses, and implement corrective exercises as needed.

Awareness Campaign

To further increase employee awareness, Core Lab has continued its company-wide cybersecurity awareness campaign. This campaign centers around monthly communications that provide tips and helpful information to keep employees updated on the latest cybersecurity news.

15,000 Simulated Phishing Emails Sent

4,200 People Reported Phishing

20 Employee Communications

Artificial Intelligence ("AI")

In 2025, Core Lab launched an AI Task Force to evaluate and manage risks associated with the use of artificial intelligence. Several members of the Core Lab executive team participate in the task force, which is chaired by the SVP of Corporate Development and Investor Relations. The task force is currently developing policies, guidelines, and training for employees, which will be implemented in 2026.

SUPPLY CHAIN

Core Lab is committed to upholding the highest product quality, safety, and business integrity across its global supply chain. Compliance with applicable laws, regulations, and ethical principles is a shared responsibility of the Company's employees and suppliers.

Supplier Code of Conduct

Core Lab only conducts business with suppliers who demonstrate a shared commitment to the values and principles outlined in Core's Supplier Code of Conduct, which addresses:

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

Supply Chain
Goal Progress

Supplier Information Management System

Core Lab is committed to supporting safe, fair, and ethical working conditions throughout its supply chain. To support this commitment, Core partnered with ISNetworld, a global leader in contractor and supplier information management. As Core Lab suppliers join ISNetworld, they are screened on several factors including corporate social responsibility items such as environment, child and forced labor, occupational health and safety, and various employment-related areas. Utilization of this system enables Core Lab to more effectively manage, document, and track supplier information.

50% 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:

Click here to view the policy

Conflict Minerals

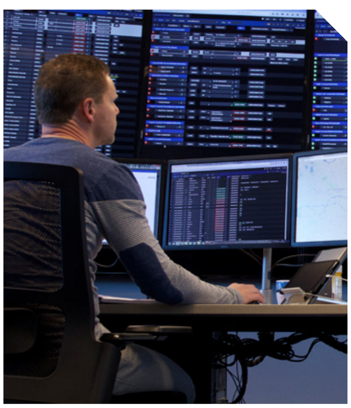
Core Lab supports responsible sourcing within its supply chain and complies with Dodd-Frank Act requirements for conflict minerals. As certain products may contain tin, tungsten, tantalum, and gold ("3TG") necessary to their functionality or production, the Company conducts supplier due diligence and annually files a Form SD with the U.S. Securities and Exchange Commission outlining its approach to managing related risks.

Collective Bargaining

Core Lab complies with local laws pertaining to collective bargaining agreements. As of December 31, 2025, 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 opportunities to improve its methods for tracking, measuring, and reporting sustainability data. The Company follows the standards and guidance set by:

- Greenhouse Gas Protocol ("GHG Protocol")
- Global Reporting Initiative ("GRI")
- Sustainability Accounting Standards Board ("SASB")
- Task Force on Climate-related Financial Disclosure ("TCFD")

SECTION CONTENTS

TCFD INDEX

TCFD RECOMMENDATIONS	DISCLOSURE CONTENT AND REFERENCES
Governance	
Describe the Board's oversight of climate-related risk and opportunities.	Corporate Governance, p.23; Nominating, Governance and Sustainability Committee Charter
Describe management's role in assessing and managing climate-related risk and opportunities.	Environmental Impact, p.17; Corporate Governance, p.23; 2026 Proxy Statement
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.	Environmental Impact, pp.17-20; 2025 Form 10K
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Environmental Impact, pp.17-20; 2025 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, pp.17-20
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks.	Sustainability at Core Lab, pp.4-7; Environmental Impact, pp.17-20
Describe the organization's processes for managing climate-related risks.	Sustainability at Core Lab, pp.4-7; Environmental Impact, pp.17-20
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustainability at Core Lab, pp.4-7; Environmental Impact, pp.17-20; 2025 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, pp.17-20
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Impact, pp.17-20
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environmental Impact, pp.17-20

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, pp.18-20 Performance Data: Environment & Climate, pp.35-36
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	Environmental Impact, pp.17-20
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, pp.17-20
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, pp.14-15; Performance Data: Health & Safety, p.35
EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Safety Performance, pp.14-15
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.24

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, pp.2-3
2-2	Entities included in the organization's sustainability reporting	2025 Form 10K
2-3	Reporting period, frequency and contact point	Reporting period: January 1, 2025 through December 31, 2025; Annual reporting; Published: July 2026; Contact: investor.relations@corelab.com
2-6	Activities, value chain and other business relationships	About Core Lab, pp.2-3
2-7	Employees	Global Workforce, p.9; Performance Data: People & Communities, pp.33-34
2-8	Workers who are not employees	Global Workforce, p.9
2-9	Governance structure and composition	Corporate Governance, p.23; 2026 Proxy Statement
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement
2-11	Chair of the highest governance body	2026 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement
2-13	Delegation of responsibility for managing impacts	2026 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance, p.23; 2026 Proxy Statement
2-15	Conflicts of interest	2026 Proxy Statement
2-16	Communication of critical concerns	Enterprise Risk Management, p.25
2-17	Collective knowledge of the highest governance body	Corporate Governance, p.23; 2026 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement
2-19	Remuneration policies	2026 Proxy Statement
2-20	Process to determine remuneration	2026 Proxy Statement
2-21	Annual total compensation ratio	2026 Proxy Statement
2-22	Statement on sustainable development strategy	CEO Message, p.1; Sustainability Committee Chair Message, p.5
2-23	Policy commitments	Ethics and Compliance, p.24
2-24	Embedding policy commitments	Ethics and Compliance, p.24
2-25	Processes to remediate negative impacts	Ethics and Compliance, p.24
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance, p.24
2-27	Compliance with laws and regulations	Material legal actions, if any, are reported in 2025 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.6
2-30	Collective bargaining agreements	Collective Bargaining, p.27

GRI INDEX

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
Material Topics		
3-1	Process to determine material topics	Stakeholder Engagement and Materiality, p.6
3-2	List of material topics	Materiality, p.6
3-3	Management of material topics	Sustainability at Core Lab, pp.4-7
Economic Performance		
201-1	Direct economic value generated and distributed	2025 Form 10K
201-2	Financial implications and other risks and opportunities due to climate change	2025 Form 10K
201-3	Defined benefit plan obligations and other retirement plans	2025 Form 10K; 2026 Proxy Statement
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Ethics and Compliance, p.24; Enterprise Risk Management, p.25
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Compliance, p.24
Energy		
302-1	Energy consumption within the organization	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
302-3	Energy intensity	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
302-4	Reduction of energy consumption	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
Water and Effluents		
303-1	Interactions with water as a shared resource	Water Management, p.18
303-5	Water consumption	Water Management, p.18
Biodiversity		
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.17; Biodiversity, p.17
Emissions		
305-1	Direct (Scope 1) GHG emissions	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
305-3	Other indirect (Scope 3) GHG emissions	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
305-4	GHG emissions intensity	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
305-5	Reduction of GHG emissions	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
305-6	Emissions of ozone-depleting substances (ODS)	Climate Change, pp.18-20; Performance Data: Environment & Climate, pp.35-36
Effluents and Waste (2016)		
306-3	Significant spills	None; Performance Data: Environment & Climate, pp.35-36
Employment		
401-1	New employee hires and employee turnover	Recruitment, p.9; Career Advancement, p.9; Performance Data: People and Communities, pp.33-34
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Total Rewards, p.10
401-3	Parental leave	Total Rewards, p.10

GRI INDEX

CODE	DESCRIPTION	DISCLOSURE LOCATION AND INFORMATION
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	Collective Bargaining, p.27
Occupational Health and Safety		
403-1	Occupational health and safety management system	HSE Management System is managed by Business Unit
403-2	Hazard identification, risk assessment, and incident investigation	Safety Performance, p.35
403-3	Occupational health services	Health and Safety, pp.12-15
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety, pp.12-15
403-5	Worker training on occupational health and safety	Health and Safety, pp.12-15
403-6	Promotion of worker health	Health and Wellness, p.13
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, pp.14-15; Performance Data: Health & Safety, p.35
Training and Education		
404-1	Average hours of training per year per employee	Employee Development, p.10; Performance Data: People & Communities, pp.33-34
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development, p.10; Career Advancement, p.9
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Management, p.10; Performance Data: People & Communities, pp.33-34
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Performance Data: People & Communities, pp.33-34
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information unavailable; Human Rights policy, p.27
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Information unavailable; Human Rights policy, p.27
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Outreach, p.11; STEM Outreach, p.11; Health and Wellness, p.13; Waste Management, p.17
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Supply Chain, p.27
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain, p.27
Customer Privacy		
418-1	Substantial complaints concerning breaches of customer privacy and losses of customer data	Data Privacy, p.25; Cybersecurity, p.26

PERFORMANCE DATA People & Communities

Following the implementation of Workday, roles were evaluated and reclassified resulting in updates to management categories and STEM designations.

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
Global Workforce	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Population	2,431	76%	777	24%	3,208	100%	2,392	76%	769	24%	3,161	100%	2,248	75%	755	25%	3,003	100%
Africa	68	2%	14	0%	82	3%	77	2%	17	1%	94	3%	77	3%	17	1%	94	3%
Asia Pacific	130	4%	26	1%	156	5%	143	5%	31	1%	174	6%	143	5%	26	1%	169	6%
Europe	835	26%	223	7%	1,058	33%	820	26%	235	7%	1,055	33%	784	26%	239	8%	1,023	34%
Middle East	265	8%	44	1%	309	10%	266	8%	42	1%	308	10%	218	7%	44	1%	262	9%
North America	762	24%	291	9%	1,053	33%	730	23%	272	9%	1,002	32%	668	22%	243	8%	911	30%
Russia	272	8%	149	5%	421	13%	258	8%	141	4%	399	13%	243	8%	148	5%	391	13%
South America	99	3%	30	1%	129	4%	98	3%	31	1%	129	4%	115	4%	38	1%	153	5%
United States	634	20%	247	8%	881	27%	604	19%	232	7%	836	26%	554	7%	203	18%	757	25%
Outside the United States	1,797	56%	530	16%	2,327	73%	1,788	57%	537	17%	2,325	74%	1,694	18%	552	57%	2,246	75%
Executive/Senior Management*	257	87%	39	13%	296	9%	241	86%	39	14%	280	9%	58	87%	9	13%	67	2%
Mid/Other Management*	260	73%	97	27%	357	11%	261	72%	102	28%	363	11%	404	75%	135	25%	539	18%
Individual Contributors*	1,914	75%	641	25%	2555	80%	1,890	75%	628	25%	2,518	80%	1,786	75%	611	25%	2,397	80%
STEM Roles*	906	69%	398	31%	1,304	41%	893	69%	395	31%	1,288	41%	1,581	78%	458	22%	2,039	68%
Age Range: Under 30	280	75%	95	25%	375	12%	273	72%	104	28%	377	12%	238	70%	101	30%	339	11%
Age Range: 30-50	1,453	78%	409	22%	1,862	58%	1,444	78%	400	22%	1,844	58%	1,349	78%	374	22%	1,723	57%
Age Range: Over 50	694	72%	272	28%	966	30%	675	72%	265	28%	940	30%	644	71%	259	29%	903	30%
Age Range: Undisclosed	4	80%	1	20%	5	0%	0	0%	0	0%	0	0	17	45%	21	55%	38	1%

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
Minorities in the United States	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
U.S. Employee Populations	N/A	N/A	N/A	N/A	N/A	36%	N/A	N/A	N/A	N/A	N/A	38%	191	70.7%	79	29.3%	270	37.50%
Executive/Senior Management*	N/A	N/A	N/A	N/A	N/A	10%	N/A	N/A	N/A	N/A	N/A	15%	3	100%	0	0%	26	11.5%
Mid/Other Management*	N/A	N/A	N/A	N/A	N/A	35%	N/A	N/A	N/A	N/A	N/A	32%	29	63%	17	37%	46	28.2%
Individual Contributors*	N/A	N/A	N/A	N/A	N/A	40%	N/A	N/A	N/A	N/A	N/A	42%	159	72%	62	28%	221	41.6%
STEM Roles*	N/A	N/A	N/A	N/A	N/A	44%	N/A	N/A	N/A	N/A	N/A	44%	129	71.3%	52	28.7%	181	41.8%

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
New Hire	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total	277	73%	101	27%	378	–	277	74%	97	26%	374	–	223	68%	104	32%	327	–
Age Range: Under 30	95	74%	34	26%	129	34%	101	70%	43	30%	144	39%	86	69%	38	31%	124	38%
Age Range: 30-50	151	73%	55	27%	206	54%	147	77%	45	23%	192	51%	102	71%	42	29%	144	44%
Age Range: Over 50	27	71%	11	29%	38	10%	29	76%	9	24%	38	10%	24	69%	11	31%	35	11%
Age Range: Undisclosed	4	80%	1	20%	5	1%	0	0%	0	0%	0	0	11	46%	13	54%	24	7%

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
Training Hours	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total	8,279	N/A	3,308	N/A	11,593	–	7,532	71.74%	2,967	28.26%	10,411	–	11,686	76.47%	3,596	23.53%	15,281	–
Africa	N/A	N/A	N/A	N/A	N/A	N/A	176	86.83%	27	13.17%	202	1.94%	300	80.22%	74	19.78%	374	2.45%
Asia Pacific	N/A	N/A	N/A	N/A	N/A	N/A	557	76.48%	171	23.52%	728	6.99%	460	88.12%	62	11.88%	522	3.41%
Europe	N/A	N/A	N/A	N/A	N/A	N/A	2,352	79.88%	593	20.12%	2,945	28.29%	4,523	79.63%	1,157	20.37%	5,680	37.17%
Middle East	N/A	N/A	N/A	N/A	N/A	N/A	731	82.09%	160	17.91%	891	8.56%	760	83.36%	152	16.64%	911	5.96%
North America	N/A	N/A	N/A	N/A	N/A	N/A	3,059	63.91%	1,727	36.09%	4,785	45.97%	3,912	72.22%	1,505	27.78%	5,417	35.45%
Russia	N/A	N/A	N/A	N/A	N/A	N/A	355	68.10%	166	31.90%	521	5.00%	1,294	70.28%	547	29.72%	1,842	12.05%
South America	N/A	N/A	N/A	N/A	N/A	N/A	239	70.73%	99	29.27%	339	3.25%	437	81.60%	99	18.40%	536	3.51%
Executive/Senior Management*	N/A	N/A	N/A	N/A	3,444	N/A	1,428	78.59%	389	21.41%	1,816	17.45%	407	86.00%	66	14.00%	474	3.10%
Mid/Other Management*	N/A	N/A	N/A	N/A	2,174	N/A	1,718	68.54%	788	31.46%	2,506	24.07%	2,268	75.13%	751	24.87%	3,018	19.75%
Individual Contributors*	N/A	N/A	N/A	N/A	5,976	N/A	4,323	71.01%	1,765	28.99%	6,089	58.48%	9,010	76.43%	2,778	23.57%	11,789	77.15%
STEM Roles*	N/A	N/A	N/A	N/A	4,616	N/A	3,457	71.48%	1,379	28.52%	4,836	46.45%	8,564	79.18%	2,252	20.82%	10,816	70.78%

PERFORMANCE DATA People & Communities

1 Following the implementation of Workday, roles were evaluated and reclassified resulting in updates to management categories and STEM designations.
2 For a complete list of modules and topics covered in this training, please see page 25 of this report.
3 2025 data not available at time of publication. For more information, see page 10 of this report.

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
Performance & Development Review[3]	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Population	2,256	76%	712	24%	2,968	93%	2,122	76%	659	24%	2,781	90%	N/A	N/A	N/A	N/A	N/A	N/A
Africa	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	86	3%	N/A	N/A	N/A	N/A	N/A	N/A
Asia Pacific	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	151	5%	N/A	N/A	N/A	N/A	N/A	N/A
Europe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	931	34%	N/A	N/A	N/A	N/A	N/A	N/A
Middle East	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	287	10%	N/A	N/A	N/A	N/A	N/A	N/A
North America	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	856	31%	N/A	N/A	N/A	N/A	N/A	N/A
Russia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	343	12%	N/A	N/A	N/A	N/A	N/A	N/A
South America	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	127	5%	N/A	N/A	N/A	N/A	N/A	N/A
Executive/Senior Management[1]	N/A	N/A	N/A	N/A	275	9%	N/A	N/A	N/A	N/A	252	9%	N/A	N/A	N/A	N/A	N/A	N/A
Mid/Other Management[1]	N/A	N/A	N/A	N/A	340	12%	N/A	N/A	N/A	N/A	335	12%	N/A	N/A	N/A	N/A	N/A	N/A
Individual Contributors[1]	N/A	N/A	N/A	N/A	2,353	79%	N/A	N/A	N/A	N/A	2,194	79%	N/A	N/A	N/A	N/A	N/A	N/A
STEM Roles[1]	N/A	N/A	N/A	N/A	1,203	41%	N/A	N/A	N/A	N/A	1,129	41%	N/A	N/A	N/A	N/A	N/A	N/A

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
Total Employee Attrition	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total	364	11.35%	149	4.64%	513	15.99%	371	11.74%	129	4.08%	500	15.82%	269	8.96%	87	2.90%	356	11.85%
Age Range: Under 30	83	2.59%	27	0.84%	110	3.43%	65	2.06%	28	0.89%	93	2.94%	68	2.26%	23	0.77%	91	3.03%
Age Range: 30-50	162	5.05%	76	2.37%	238	7.42%	164	5.19%	54	1.71%	218	6.90%	128	4.26%	39	1.30%	167	5.56%
Age Range: Over 50	70	2.18%	30	0.94%	101	3.12%	99	3.13%	30	0.95%	129	4.08%	68	2.26%	23	0.77%	91	3.03%
Age Range: Undisclosed	49	1.53%	16	0.50%	65	2.03%	43	1.36%	17	0.54%	60	1.90%	5	0.17%	2	0.07%	7	0.23%

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
Voluntary Employee Attrition	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total	297	9.26%	124	3.87%	421	13.12%	273	8.64%	99	3.13%	372	11.77%	204	6.79%	61	2.03%	265	8.82%
Age Range: Under 30	72	2.24%	25	0.78%	97	3.02%	49	1.55%	24	0.76%	73	2.31%	54	1.80%	18	0.60%	72	2.40%
Age Range: 30-50	136	4.24%	68	2.12%	204	6.36%	130	4.11%	40	1.27%	170	5.38%	104	3.46%	29	0.97%	133	4.43%
Age Range: Over 50	50	1.56%	18	0.56%	68	2.12%	65	2.06%	22	0.70%	87	2.75%	42	1.40%	14	0.47%	56	1.86%
Age Range: Undisclosed	39	1.22%	13	0.41%	52	1.62%	29	0.92%	13	0.41%	42	1.33%	4	0.13%	0	0.00%	4	0.13%

PERFORMANCE DATA Governance

	2023						2024						2025					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
Compliance Training Completion[2]	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Population	2,387	76%	757	24%	3,144	98%	2,277	76%	723	24%	3,000	94%	2,117	75%	700	25%	2,817	95%
Africa	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	77	82%	17	18%	94	3.16%
Asia Pacific	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	142	84.52%	26	15.48%	168	5.64%
Europe	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	774	76.48%	238	23.52%	1,012	33.98%
Middle East	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	216	83%	43	16%	259	8.7%
North America	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	664	73.29%	242	26.71%	906	30.42%
Russia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	243	62.47%	146	37.53%	389	13.06%
South America	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	114	76%	36	24%	150	5.04%
Executive/Senior Management[1]	N/A	N/A	N/A	N/A	294	10%	N/A	N/A	N/A	N/A	284	10%	58	86.57%	9	13.43%	67	2.25%
Mid/Other Management[1]	N/A	N/A	N/A	N/A	355	11%	N/A	N/A	N/A	N/A	336	11%	401	74.54%	134	25.05%	535	17.97%
Individual Contributors[1]	N/A	N/A	N/A	N/A	2,495	79%	N/A	N/A	N/A	N/A	2,380	79%	1,771	74.95%	605	25.46%	2,376	79.79%
STEM Roles[1]	N/A	N/A	N/A	N/A	1,283	41%	N/A	N/A	N/A	N/A	1,225	41%	1,565	77.5%	454	22.5%	2,019	67.8%

PERFORMANCE DATA Health & Safety

Health & Safety Performance	Units	2023	2024	2025
Total Safety Observations	#	1,233	1,241	1,175
Total Stop Work	#	128	155	176
Stop Work Significant Events	%	19	27	18
Near Accident Total	#	87	81	82
Near Accident/Recordable Incident - Ratio	Ratio	4.35	4.26	11.71
Near Accident per Employee (NM/HC)	Ratio	0.024	0.023	0.024
Fatalities - Employees	#	1	1	0
Lost Time (LTIR)	Rate	0.08	0.24	0.03
Total Recordable (TRIR)	Rate	0.50	0.50	0.19
Days Away from Work Rate (DAFWCR)	Rate	0.37	0.45	0.17
Days Away from Work Cases	#	3	9	1
Restricted Duty/Days Cases	#	11	8	4
Medical Treatment Cases	#	5	2	2
Non-Recordable Cases	#	54	44	50
Lost Days	#	117	134	20
Restricted Days	#	204	411	166
Motor Vehicle Accident (MVA)	count	41	50	39

Certification: Quality	Units	2023	2024	2025
ISO 17020 - Certified	#	8	8	8
ISO 17025 - Certified	#	40	40	40
ISO 9001:2015 - Certified	#	90	89	88
ISO 45001:2018 - Certified	#	23	24	27

Core Lab uses the OSHA definition of recordable injury/illness

PERFORMANCE DATA Environment & Climate

Spills	Units	2023	2024	2025
Non-Reportable Environmental Reports	#	11	10	9
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

Certification: Environment	Units	2023	2024	2025
ISO 14001:2015 - Certified Sites	#	7	7	7

GHG Emissions	Units	2023	2024	2025
Scope 1	Metric Ton CO_{2e}	9,714	11,675	6,298
Scope 2 (Location-based)	Metric Ton CO_{2e}	10,285	6,876	7,108
Scope 2 (Market-based)	Metric Ton CO_{2e}	10,422	6,969	9,006
Operational Footprint (Location-based)	Metric Ton CO_{2e}	19,999	18,552	13,405
Operational Footprint (Market-based)	Metric Ton CO_{2e}	20,136	18,644	15,304
Scope 3 Upstream	Metric Ton CO_{2e}	23,673	24,431	25,531
Scope 3 Downstream	Metric Ton CO_{2e}	30	829	698
Scope 3 Total	Metric Ton CO_{2e}	26,703	25,260	26,229
Scope 1, 2 & 3 Total (Location-based)	Metric Ton CO_{2e}	43,702	43,812	39,634
Scope 1, 2 & 3 Total (Market-based)	Metric Ton CO_{2e}	43,839	43,904	41,533

PERFORMANCE DATA Environment & Climate

CDP - Activity Group Industrial Support Services	Environmental Issue	Global Category Average Within Activity Group		
		2023	2024	2025
Overall Score	Climate	N/A	C	C
Dependencies, Impacts, Risks and Opportunities Process	Climate	N/A	B-	C
Risk Disclosure	Climate	N/A	B-	C
Verification (Incl. Emissions)	Climate	N/A	D-	D
Opportunity Disclosure	Climate	N/A	B-	C
Environmental Policies	Climate	N/A	B-	B-
Value Chain Engagement	Climate	N/A	C-	C-
Pricing Environmental Externalities	Climate	N/A	B-	C-
Scope 3 Emissions	Climate	N/A	C	D
Scope 1 & 2 Emissions	Climate	N/A	C	C
Targets	Climate	N/A	B-	C
Context	Climate	N/A	C	C
Emissions Reduction Initiatives and Low Carbon Products	Climate	N/A	C	D
Energy	Climate	N/A	D	C
Governance	Climate	N/A	B-	A-
Public Policy Engagement and Industry Collaboration	Climate	N/A	B-	C-
Business Strategy	Climate	N/A	C	C

CDP - Activity Group Industrial Support Services	Environmental Issue	Global Category Average Within Activity Group		
		2023	2024	2025
Overall Score	Water	N/A	C	C
Governance	Water	N/A	C	C
Targets	Water	N/A	C-	C
Water Accounting	Water	N/A	D	D
Opportunity Disclosure	Water	N/A	B-	C
Dependencies, Impacts, Risks and Opportunities Process	Water	N/A	C	C
Water Pollution Management Procedures	Water	N/A	B-	C
Risk Disclosure	Water	N/A	B-	C
Public Policy Engagement and Industry Collaboration	Water	N/A	B-	C
Value Chain Engagement	Water	N/A	C-	C-
Business Strategy	Water	N/A	B-	C
Environmental Policies	Water	N/A	B-	B

CDP Supplier Engagement Assessment	Activity Group	2023	2024	2025
Overall Score	Industrial support services	C	B	N/A
Targets	Industrial support services	C	B-	N/A
Supplier Engagement	Industrial support services	D	B	N/A
Scope 3 Emissions (Incl. Verification)	Industrial support services	A	A-	N/A
Risk Management Processes	Industrial support services	N/A	A	N/A
Governance and Business Strategy	Industrial support services	D-	C	N/A

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.

90th Core Lab ANNIVERSARY

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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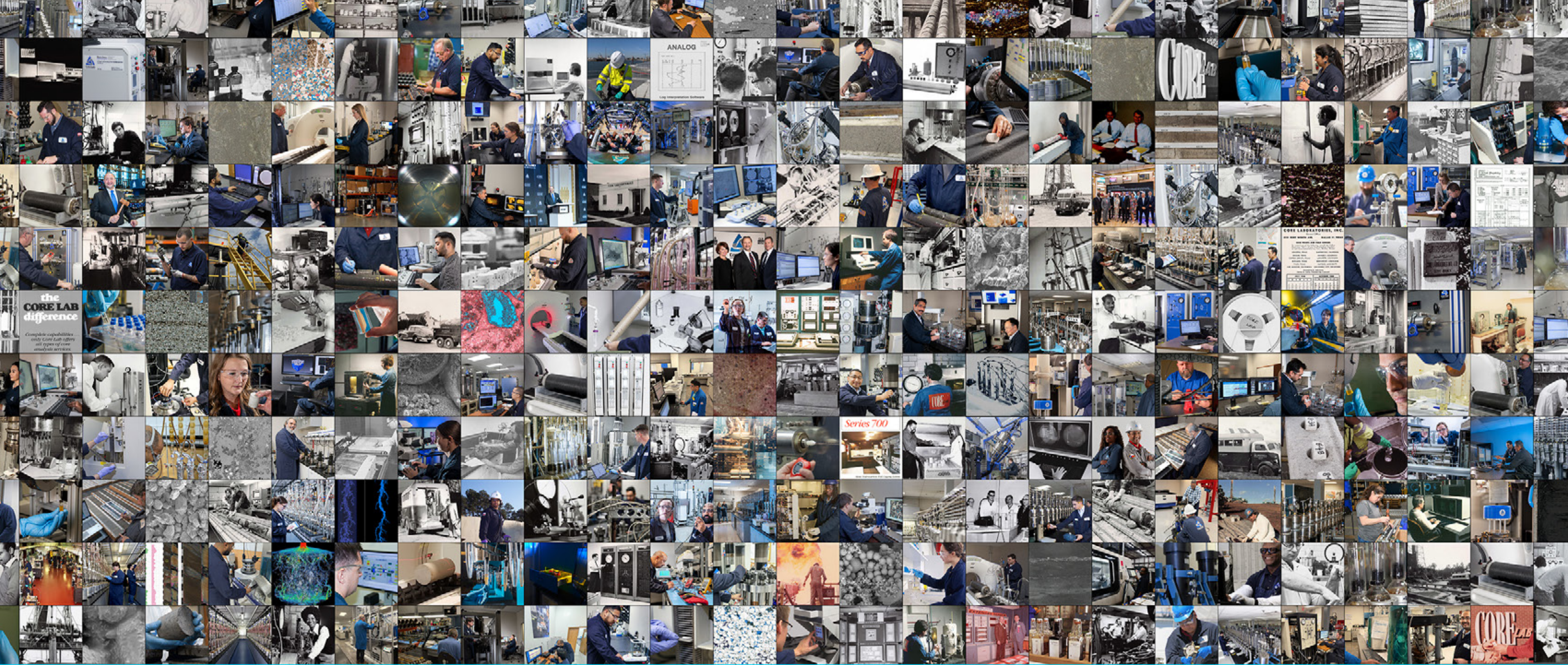
Core Laboratories
SUSTAINABILITY REPORT
2025



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