



EXPRO

2025

UK Gender Pay Gap Report



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**People are the
most important.
And every
Expro person
engineers
our future.**

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People

At the heart of our success. We recognize the value of our people and are committed to providing the working environment, encouragement and personal development to achieve our goals.

Performance

Getting it right first time, every time. We are passionate about safely delivering excellent quality customer service. We embrace teamwork, individually and collectively assuming responsibility for delivering the highest value to all our stakeholders.

Planet

We are committed to reducing our own environmental impact. We will play a relevant role in the energy transition towards a lower carbon future. We are also determined to make a positive impact wherever we operate.

Partnerships

We listen to our customers and build relationships to understand their needs. We innovate with purpose to apply, adapt or develop our technologies and services to provide timely and effective solutions.

About us

Working for clients across the well lifecycle, Expro is a leading provider of energy services, delivering cost-effective, innovative solutions with what we consider to be best-in-class safety and service quality.

Combining innovative, future-facing technology with high-quality data across well construction, well flow management and production, subsea well access, and well integrity and intervention, we have a reputation for extraordinary performance that keeps your operations running smoothly.

We're right-sized, right now to deliver world-class services. Being nimble means we're not locked into unyielding ways of working, we're more responsive to your changing needs and always ready to help.

We're mindful of our impact on the planet, as well as the health and well-being of our workforce.

Partner with us to help address the critical energy challenges of today and engineer the answers of tomorrow.

85+
years of success

7,000~
employees globally

60
countries

Our vision

Recognized for extraordinary performance, championing safety and long-standing partnerships, Expro is focused on unleashing the power of data and digital transformation as key drivers that enable our customers to make more timely and informed decisions.

Our license to work is founded upon a solid reputation for competency and dependability, an innovative and unified worldwide team whose skills are constantly evolving with the industry, deep insight into the needs and preferences of our customers and unrelenting commitment to customer service quality.

We are a visionary market influencer, capable of designing and deploying novel solutions that win the day by leveraging innovative, future-facing technology.

Our solutions continuously challenge established methods of conducting operations in fresh and bold ways.

With a well-equipped, well-motivated workforce, we're right-sized, right now to deliver a uniquely satisfying customer experience. We are flexible and responsive whilst providing a strong, balanced services portfolio to

deliver world-class service and technology as a go-to partner in our selected markets. We win business because we are the best, not because we are the biggest.

Expro will always put the right people forward to do the right work for the right customers in the right places. But we have a duty to go far beyond this. We are a citizen of the world – addressing our own, and the industry's effects on the planet to ensure a positive, sustainable impact. We "walk the talk" by joining industry leaders in committing to a more sustainable and lower-carbon future, working to achieve net zero CO₂e emissions by 2050 and 50% reduction in carbon intensity by 2030. Honesty, transparency and accountability lie at the core of this citizenship.

This vision is what will make us visible, distinctive and highly relevant in the industry, creating value for our customers, employees and investors alike. It's an approach that will attract new customers and enhance existing business in the years ahead. And it will ensure we can attract, retain and nurture a talented and diverse workforce to turn our growth ambitions into reality.



Our gender pay gap report

At Expro, people are at the heart of our success. We recognize the value of our people and are committed to providing the working environment, encouragement and personal development to achieve our goals.

With operations in over 60 countries globally, we embrace a truly diverse cultural environment in order to harness the potential of our employees.

Our UK business, Expro North Sea Limited (ENSL), has 16 operational bases and offices that deliver a breadth of products and services - both domestically and internationally. We recognize the value a balanced workforce brings to our company's success and remain fully committed to improving this alongside the broader industry efforts.

In this report, we provide details on our UK entity, Expro North Sea Limited (ENSL), Gender Pay Gap in 2025.

The UK Government's Gender Pay Gap regulation states that all companies with more than 250 employees, must report their annual gender pay gap.

The gender pay gap is the difference between the average pay of all men and all women in an organisation, irrespective of their role or seniority. This includes the mean (average) difference and median (mid-point) difference between men and women's pay and bonus. A positive percentage indicates that men receive higher pay or bonus pay than women. A negative percentage indicates that men receive lower pay or bonus pay than women.

This is different to equal pay, which refers to the pay difference between men and women who carry out work of equal value.

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Carole Paley,
Senior Area Manager - UK



Understanding our gap

In 2025 Expro North Sea Ltd's (ENS) mean salary difference between men and women was 25.17% and the median salary difference was 23.74%.

Over the 12 months we have implemented several measures that strengthen fairness, transparency, and equality across our organisation. We revised our spot bonus system to introduce clearer criteria to ensure bonuses are awarded consistently thereby reducing the risk of unconscious bias.

We have strengthened our partnerships with local schools and colleges to encourage more women to pursue STEM (Science, Technology, Engineering, and Mathematics) subjects, supporting long term efforts to broaden the future talent pipeline.

While meaningful change takes time, we are beginning to see early signs of progress as these initiatives take effect.

To further improve equity in pay decisions, we strengthened our pay framework by more closely linking salary reviews to performance, reinforcing fairness and transparency across our reward processes.

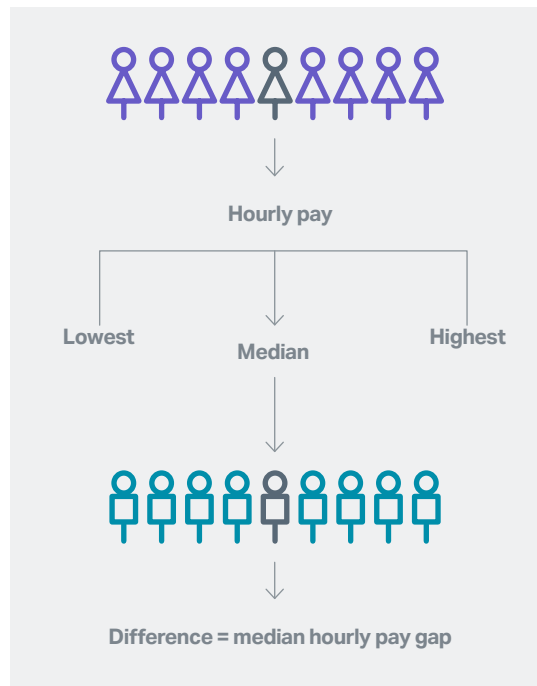
In addition, we continue to use our annual employee survey to identify and mitigate potential gender bias, monitoring trends closely to ensure our workplace remains fair, inclusive, and supportive for everyone.

While progress is being made, we are aware that closing the gender pay gap is a long-term commitment that requires consistent effort, patience, and investment. Expro remains fully dedicated to this goal and is working to create lasting change in our industry.

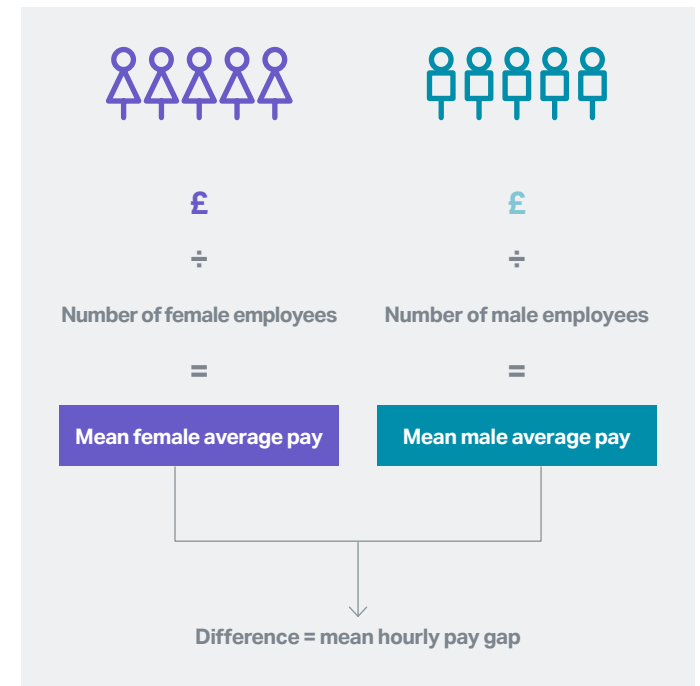


Understanding our gap

How we calculate the median difference



How we calculate the mean difference



Our approach in 2025

Our Global Employee Survey continues to identify key themes that are followed by a number of actions aimed at improving employee engagement and encouraging a learning and supportive culture.

We continue to recognize that people are key to our success and understand the importance of listening to our employees and delivering positive outcomes.

We are steadfast in our commitment to a united organization which helps to equip our people to be diverse. At Expro, we nurture inclusion and diversity which is supported by our Code of Conduct and day to day attitudes and behaviours.

Addressing key areas

This year we:

1.

Revised our spot bonus system to support progress on closing the gender pay gap, introducing clearer criteria, stronger governance, and regular monitoring to ensure bonuses are awarded fairly and consistently.



2.

Continued to strengthen our outreach to schools and colleges, deepening partnerships that encourage young people, and particularly women, to pursue STEM subjects.



3.

Strengthened our pay framework by linking salary reviews more closely to performance, supporting efforts to reduce the gender pay gap by improving fairness and transparency in pay decisions.



4.

Continued to mitigate potential gender bias and monitor gender trends through the annual employee survey, supporting fairness and equality across our workplace.



Statutory Declaration

Employee snapshot



16.42%
Women

83.58%
Men

Addressing key areas

Mean and median pay and bonus

Gender pay gap

Mean **+25.17%**

Median **+23.74%**

Gender bonus gap

Mean **+56.01%**

Median **+54.41%**

Proportion of employees receiving bonus

4.82%
Women

57.98%
Men

Pay quartiles

	Women	Men
Lower	22.48%	77.52%
Lower-mid	24.77%	75.23%
Upper-mid	11.93%	88.07%
Upper	6.45%	93.55%



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