

GEOLOG

Surface Logging Services
Drilling Solutions
Lab Studies
Innovation Hub

Sustainability Report: Communication on Progress 2022

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Sustainability Report:
Communication on Progress 2022

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By **Richard Calleri**
CHIEF EXECUTIVE
OFFICER



Message from the CEO

"GEOLOG supports the UN Global Compact and recognizes the importance of a sustainable and responsible growth. In 2022 and beyond, we will continue to embrace the UNGC's universal principles as part of our strategic objectives and goals, as we embark on the Energy Transition journey."

GEOLOG has been a signatory of the UNGC since 2009 and is proud of positively contributing to make a more prosperous world by investing in sustainable development and by operating its business in a responsible manner.

We support the ten universally guiding principles with respect to human rights, labour, environment, and anti-corruption across the countries where we operate, and we are committed to make them part of our strategy and culture.

GEOLOG's continued commitment to the principles is demonstrated in projects we have undertaken during the past years as well as in the culture we are instilling in our company. Working together with local organizations as well as global ones, GEOLOG supports charitable initiatives and participates in projects at a local level to benefit communities worldwide.

Year 2021 was a very challenging year in terms of Health and Wellbeing globally. The world was engulfed by COVID-19

pandemics forcing countries and organizations to allocate additional time and resources to neutralize the effect of the virus. During this time GEOLOG priority remained the health and safety of all our staff and their families. With employees of 1500+ and operations spanning 40+ countries, GEOLOG streamlined its policies along with the WHO recommendation on COVID-19 control and management to control the spread of disease among the employees and their families to ensure business continuity and sustainability.

Our goal for 2022 is to keep and increase our investments in promoting good practices to guarantee better solutions to solve global challenges with higher standards of integrity, quality, safety, and transparency.

GEOLOG will also continue its strategy of cost reduction, eliminating all waste, reviewing its entire production cycle, streamlining the management chain, and increasing field staff and management training on new technologies.

Richard Calleri
Chief Executive Officer
February 2021



Mission Statement

Our Mission

To help our clients make quantified, informed, substantial improvements in their drilling efficiency, hydrocarbon detection and reservoir characterization.

To constantly build a leading edge service company that attracts, develops and retains exceptional people.

To respect and improve the highest safety and environmental standards whilst actively participating in the development and know-how of the countries in which we operate.

Company Overview

Geolog International (GEOLOG) is a world leader in oilfield services delivering solutions and expertise to National, International and Independent Oil, Gas and Geothermal operators globally. Since its founding in Milan, Italy, in 1982, GEOLOG has developed effective and cost-effective alternative solutions to complex and expensive downhole measurement tools. Through the optimisation of formation, fluid and reservoir analysis, well construction is improved, well delivery optimised and production delivery accelerated. By utilising these in or near realtime rigsite applications, operators are able to mitigate risk and reduce cost. As part of its strategy to become the global supplier of choice, GEOLOG has gained experience in over 70 countries worldwide, performing services and assisting operators onshore and offshore, during exploration, development and appraisal programs in shallow to ultra-deep water, HP/HT, unconventional oil and gas and geothermal wells.

GEOLOG maintains a committed focus on research and development, innovation and the implementation of proprietary technologies through continual investment in novel solutions to industry challenges. This robust commitment to continuous research and development has enabled GEOLOG to develop and deploy an extensive suite of wellsite Drilling and Formation Evaluation solutions. GEOLOG holds a significant number of

patents, and targets the introduction of new patents annually. In parallel to delivering technical excellence, GEOLOG strongly prioritises its HS&E commitments, recently marking five years without a Lost Time Incident, while continuing to implement and refine its internationally recognized QHSE and CSR standards. In addition to being the global market leader in hydrocarbon evaluation at wellsite through its extraction, analysis and interpretation of gasses from drilling fluids, GEOLOG also provides a uniquely comprehensive, proven and market leading suite of drilling and formation evaluation solutions. Together, these technologies have the primary goal of reducing drilling time and costs, improving operational safety and greatly enhancing the understanding of formations and reservoirs during drilling. More recently, through its Milan-based Laboratory and R&D company GeoTech, GEOLOG has developed geochemical focused laboratory services for reservoir characterisation aimed at oil and gas production optimisation in both pre and post drilling phases, enabling a fully integrated approach to reservoir evaluation and understanding. Thanks to its independence and provision of surface solutions, GEOLOG has become a trusted advisor for operators looking at ways to reduce their expensive downhole measurements and optimise drilling programs.

Company History

Four decades of field experience

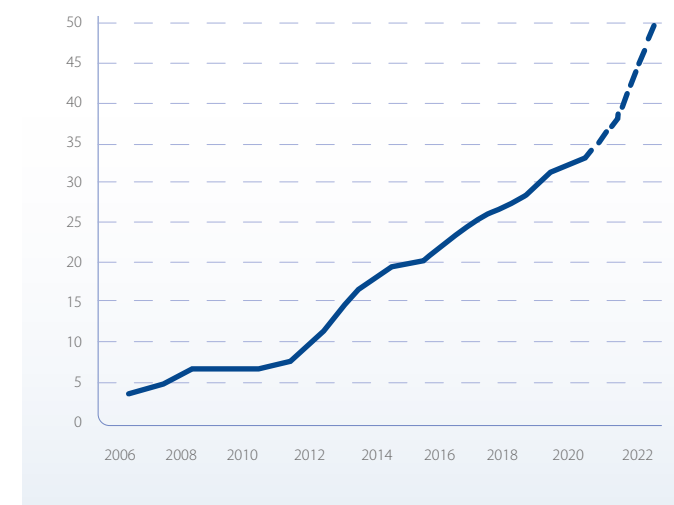


Milan office

GEOLOG was founded in Italy in 1982 to provide mud logging services to AGIP (ENI) on geothermal, oil and gas wells. From its early years, GEOLOG's strong technological and R&D culture led to the development of a number of innovative solutions and highly technological patents. The Italian crisis of 1994, during which the company moved abroad, opening bases in Tunisia, Congo and Venezuela, servicing AGIP's international operations, acted as a catalyst for the company's international expansion.

Current management acquired the company in 2001 and has been able to develop its innovative solutions and technological patents into commercial products and services, thereby significantly growing the customer base across not only international oil companies but also across national oil companies worldwide. Whilst retaining R&D and production facilities in Milan, Italy, in 2016 the company reorganized its corporate structure under GEOLOG Surface Logging DMCC, based in Dubai, UAE.

Today, GEOLOG remains privately owned and has grown to become **the world's largest independent surface solutions provider to the oil, gas and geothermal industries**, offering a full spectrum of services including Surface Logging, Drilling Solutions, Laboratory Studies and R&D partnerships.



Number of patents owned

Client References

GEOLOG's experience covers over 8,000 wells globally and includes national and international oil companies across multiple continents. Our services are in demand with traditional oil & gas operators and extend to small and large integrated service providers.

Our services have been performed both onshore and offshore for:

- Exploration Wells
- Development Wells
- Geothermal Wells
- Unconventional Reservoirs
- Extended Reach Drilling
- Narrow Mud Weight Windows
- Underbalanced-Managed Pressure Drilling

GEOLOG has logged over 500 wells in Deep and Ultra-Deep Water operations in:

- | | |
|------------------|---------------|
| • Angola | • Mauritania |
| • Australia | • Mozambique |
| • Brazil | • Namibia |
| • Congo | • Sri Lanka |
| • Egypt | • Tanzania |
| • Ghana | • Timor-Leste |
| • Gulf of Mexico | • Togo |
| • Guyana | • Trinidad |
| • India | • Tunisia |
| • Italy | • Turkey |
| • Malaysia | • Venezuela |

HP/HT Well Experience includes:

- | | |
|-------------|---------------|
| • Argentina | • Kuwait |
| • Austria | • Mexico |
| • Bolivia | • Mozambique |
| • Brazil | • Netherlands |
| • China | • Norway |
| • Ghana | • Romania |
| • Italy | • Sri Lanka |
| • Kurdistan | • Turkey |

Extreme Weather Environments:

North Africa **+55°C** Arctic **-50°C**

GEOLOG

International Oil Companies include:



National Oil Companies include:



Integrated Service Providers include:



HSE & Quality

Health, safety, the environment and quality are fundamental to everything we do.




HSE Capabilities



GEOLOG’s vision on Health, Safety and Environment is to make measurable improvements in all HSE aspects of the services provided and to do so continuously.

- GEOLOG’s main HSE goals are:
- **No personal injuries**
 - **No accidents**
 - **No environmental damages**

To ensure the achievement of these objectives and expectations, GEOLOG has in place a complete HSE Management System which sets out GEOLOG’s approach in identifying and managing Health, Safety and Environmental aspects related to the service provided.



Health, Safety & Environment
(HSE) Policy



Geolog International ("GEOLOG") is a leading global oilfield services company, the largest independent international surface logging company in the world.

GEOLOG recognises the importance of protecting all aspects of Health & Safety and the Environment in which it operates. GEOLOG therefore pro-actively works with employees, clients, contractors, public and government agencies in order to achieve the highest possible standards of Health, Safety and Environmental protection.

GEOLOG is committed to implement sustainable development principles in its activities, knowing that sustainable development is the responsibility of all individuals of the company.

GEOLOG's HSE objectives:

- To comply with client's HSE standards, policies and procedures
- To comply with relevant legislation, codes, guidelines and standards provided by international organizations, as well as to apply more stringent standards where considered appropriate
- To attain international Health, Safety and Environment Management System certifications
- To protect the health and safety of its employees and of those who may be affected by its operations
- To continuously improve the prevention of possible damage to the environment
- To prevent risk exposure in all areas of its operations considering that all incidents are preventable
- To prevent absences from work due to accidents and illnesses
- To maintain a valid HSE Management System at all times


GEOLOG seeks to achieve these objectives by:

- Ensuring an appropriate level of employee's training in relation to HSE protection in all areas of operations
- Supporting and implementing incident prevention, including implementation of the Stop Work Authority program
- Assessing HSE risks and taking appropriate and timely actions to control these risks
- Using an effective communication system for all HSE issues
- Providing adequate human, technical and financial investments in HSE
- Clearly defining the HSE roles and responsibilities of all employees
- Setting objectives and targets for measuring and improving HSE performance.
- Continually reviewing and improving its HSE Management System in line with industry and international standards

GEOLOG ensures implementation of consultation and participation process of workers on the aspects related to management of Health, Safety and Environment and assures that there will be no reprisal to employees for reporting workplace incidents, hazards, risks and opportunities.

GEOLOG Management is committed to continuously maintain the highest possible HSE standards and improve the Health, Safety and Environmental performance of the company.

The application of this policy is the direct responsibility of both GEOLOG Management as well as all GEOLOG employees.



Richard Calleri
Chief Executive Officer
January 2022

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Date: 01-Jan-2022
This policy will be reviewed at least annually or where significant changes impact business.

GEOLOG HSE Management System is certified under the international standards ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health and Safety Management System) by DNV-GL at its main locations of Amsterdam and Dubai (headquarters), Luanda (main operational base of Sub-Saharan Africa) and Ijmuiden (operational base for North Sea region). These certifications are integrated with the ISO 9001:2015 (Quality Management System) both for office/base and rig site activities.

- Some of the major benefits of having an integrated certified system are:
- **To provide effective and consistent operational service to our clients**
 - **To provide efficient and consistent support to our rig site operations**
 - **To have standardized planning and procedures worldwide, enabling GEOLOG to work with the highest standards.**
 - **To involve and encourage the participation of both office and rig site personnel.**
 - **To have an active system for continuous improvement**

Executive management is fully committed to HSE vision through constant personal involvement, including HSE review meetings, audits, and allocation of resources for the improvement of the HSE Management System.

Furthermore, GEOLOG corporate HSE Policy statement is issued directly by the CEO, Mr Richard Calleri. The policy states GEOLOG’s main HSE objectives and the guidance for their achievement.

GEOLOG constantly monitors and evaluates the effectiveness of its HSE Management System to comply with international standards and clients’ requirements. For this reason, several KPIs are evaluated and regularly reported to senior management, such as the man-hours worked, the number of Lost Time Injuries¹ (LTI), the LTI Frequency Rate² (LTIFR), the Total Recordable Incident Rate (TRIR)³ and all statistics related to minor incidents and environmental spills.

In 2021, GEOLOG worked 1.920million man-hours with zero fatalities, zero lost time incidence, and zero environmental spills. The focus in 2022 is to reduce First Aid Cases and achieve ZERO recordables.

HSE Awareness: 5 Key Risk Infographics






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BACK TO HSE BASICS - 5 Leading Injury Risks and Their Prevention

In 2020 there were 5 work related incidents (3 First Aid Cases, 1 High potential Medical Treatment Case and 1 Lost Time Incident) in GEOLOG. All these incidents were the result of deviation from GEOLOG Policies, Procedures and Practices, and employees' failing to understand the obvious hazards. These 5 events were undesirable however, they were an eye opener to us. Even after an achievement of two key Milestones, of 10,000,000 LTI free man hours and 5 continuous LTI free years, these events reminded us about the gaps in our HSE management systems and HSE culture.

GEOLOG has implemented several controls to ensure employees' safety at workplace. Through GEOLOG HSE Policy, Senior Management of the company assures enough resources are made available at all the time. Risks associated with all surface logging activities have been assessed and communicated to all employees. If any personnel spot risky behavior or a hazardous situation, every employee has been empowered to **STOP THE WORK**. GEOLOG HSE Policy encourages such interventions and assures that there will be no reprisal to employees for reporting workplace incidents, hazards, risks, and opportunities.

GEOLOG is committed to continuously maintain the highest possible HSE standards and improve the Health and Safety performance. The company has an objective to achieve ZERO work related injuries and it believes it can be accomplished. What we need from us all is a common belief, cooperation, collaboration and contribution.

Work at Height 	Causes <ul style="list-style-type: none">• Wrong choice of equipment.• Unusable or poorly maintained access equipment.• Lack of awareness of hazards.• Lack of supervision.• Non-adherence to GEOLOG's Work at Height Procedure.	Prevention <ul style="list-style-type: none">• Review Working at Height equipment available in the work areas.• Use fall arrest equipment when working above a certain height typically > 4 to 6 ft or 3 m above working surface or when immediate fall hazards are present.• Ensure the ladder is mounted only on stable surfaces.• Only use pole ladder only if it can be properly secured on both ends (floor and the top).• Use a Buddy System when working with a ladder - one colleague to hold and make the ladder stable.• Working at Height is a non-routine task in GEOLOG, always perform a Job Safety Analysis (JSA) prior conducting the work.• Inspect Working at Height equipment (steps, step ladder, pole ladder, safety harness) before use.• If the employee is relatively new, ensure adequate supervision throughout the entire Working at height job.• Ensure employee valid QHSE training before being assigned the task.• Use safety helmet.
Lifting Activities 	Causes <ul style="list-style-type: none">• Loss of focus.• Non-adherence to GEOLOG's Material Handling Procedure.• Inability to identify hazard and control risk.• Inadequate lift plan.• Unable to identify the line of fire.• Lack of enough space for a free manoeuvre.• Limited space for free manoeuvre.• Lack of supervision.	Prevention <ul style="list-style-type: none">• Avoid manual lifts where possible, seek alternative lifting method like mechanical aids (Forklift, Lifting jibs, overhead cranes, Gantry cranes etc.).• Use appropriate fall protection safety devices when working above a certain height typically > 4 to 6 ft above working surface or when immediate fall hazards are present.• Have a lift plan in place for any equipment/object that are overload (>15kg), awkward shape, can't be lifted by 2 personnel, lifting is from high to low level or vice versa.• All non-routine tasks MUST have a JSA prepared, followed, and communicated. All people involved in the task MUST participate in the JSA and sign it.• Visually double-check the equipment to identify any pinch points and sharp edges, make sure they are either removed, covered, or highlighted. Such points should be mentioned in the JSA and control implemented must be assessed.• Avoid touching the suspended load, maintain adequate distance by using a guide rope or a crowbar to stabilize and direct a swinging load.• Identify all moving parts and loose items of the load and make sure they are removed, if not possible, ensure they are secured and fixed prior starting the task.• Have one person designated as the lift coordinator. Everyone in the team must follow his instructions throughout the lift.
Slips, Trips and Falls 	Causes <ul style="list-style-type: none">• Contaminated surface.• Wet and slippery floor.• Inadequate lighting.• Uneven walking surfaces.• Poor housekeeping.• Inappropriate footwear.• Complacency.• Weather hazards like icy surface.	Prevention <ul style="list-style-type: none">• DO NOT RUN, walk at a pace suitable for the surface.• Pay attention to the work area and its surroundings.• Maintain high standard housekeeping and keep the workplace free of obstacles.• Perform routine inspection of workplace.• Report defects, submit a STOP CAR or QHSE Internal Observation Card.• Clean spillage if it is safe, otherwise place a signage and report.• Always maintain 3 points of contact when using stairs.• Cover cables or cords in walkways, highlight surfaces where there is a change in level.• Choose appropriate footwear.
Driving 	Causes <ul style="list-style-type: none">• Over speeding.• Lack of Journey Planning.• Fatigue.• Distraction (use of mobile phones).• Adverse weather.	Prevention <ul style="list-style-type: none">• Always adhere to company Driving Policy.• Always plan journey as per GEOLOG Journey Management Procedure.• Ensure a Journey Management Plan is in place for all qualifying journeys.• Monitor driver behaviour through Driving Improvement Monitor, GPS tracking system etc.• Provide defensive driving training to all drivers.• Take frequent breaks if driving long periods. At least one break for every 90 minutes behind the wheel.
Chemicals Exposure 	Causes <ul style="list-style-type: none">• Lack of knowledge and awareness of hazards.• Inadequate PPE (Barrier cream, protection sleeves, chemical resistant gloves, safety glasses).• Improper chemical labelling and segregation.• Lack of supervision.	Prevention <ul style="list-style-type: none">• Always store chemical as per GEOLOG COSHH Procedure.• Wear adequate PPE as recommended by Risk Assessment or SDS.• Provide adequate supervision during the task if the employee is relatively new to the role.• Ensure employees have valid QHSE training all the time.• Perform Job Safety Assessment of all the non-routine tasks.

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Developing Safety Leadership Excellence: Health and Safety Training for the leaders

As an ongoing QHSE improvement initiative, the GEOLOG organized multiple sessions of one-day course on NEBOSH Health and Safety Leadership Excellence. Over 34 operations manager and operations supervisors attended the training. The interactive, thought-provoking session showed how leaders can influence health and safety performance and culture through

their actions and behaviours and eventually Health and safety will be factored into business decisions in the future with leaders being able to recognize how their own behaviours impact on health and safety culture.

The training provides guidance on the key areas to focus on to make a difference and how leaders can become better advocates and influencers in relation to health and safety covering topic on

- 1- What health and safety leadership means –
- 2- The moral, legal, and financial reasons for good health and safety leadership
- 3- The links between health and safety leadership and culture –
- 4- What the different leadership styles are
- 5- How human failures can impact performance and culture
- 6- The HSE’s model of effective health and safety leadership
- 7- How leaders can build effective relationships with the workforce





HEALTH AND SAFETY
LEADERSHIP EXCELLENCE

A course book for the NEBOSH HSE Certificate
in Health and Safety Leadership Excellence

[1] A Lost Time Injury (LTI) is a work-related injury occurred to an employee in which a physician or licensed health care professional recommends day(s) away from work.

[2] The Lost Time Injury Frequency Rate (LTIFR) is calculated as the number of Lost Time Injuries per million hours worked in the period analyzed.

[3] The Total Recordable Incident Rate (TRIR) is calculated as the number of Fatalities, Lost Time Injuries and Medical Treatment Cases per million hours worked in the period analyzed.

QUALITY Capabilities

GEOLOG's Quality Management System, certified ISO 9001:2015, and is founded on the belief that continuous improvement of the quality of our services shall be pursued. GEOLOG involves all its employees in this process, from field staff to senior management.

The integrated certification of the QHSE Management System (ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018) guides the company in achieving excellence in QHSE performance and ensures that GEOLOG's operations are managed efficiently and responsibly, providing reliable, safe and environmentally respectful services to its clients.

To ensure the QHSE Management System is in place, GEOLOG uses a team of internal auditors trained in the ISO standards in which GEOLOG is certified.

GEOLOG Quality Policy, also issued by GEOLOG CEO, defines the main quality objectives of the company, and gives the guidelines about how to achieve them.

In addition to its ISO certificates, GEOLOG QHSE Management System is also verified and approved as per Achilles requirements, a system used by major organisations to qualify suppliers and consequently reduce the risks in the supply chain.

GEOLOG is registered in several Achilles communities, such as FPAL, Connexio Achilles JQS, and Repro. This is a further confirmation of GEOLOG's commitment and adherence to relevant industry standards.



In addition to Achilles platform, GEOLOG has subscription to SEQual- a supplier management and qualification system newly implemented in the UK and Magnet JQS, the Norwegian Continental Shelf supplier verification portal.

Maintaining outstanding QHSE performances and complying with international QHSE standards are a core value for GEOLOG. Our successful QHSE performance and the continuous improvement of our QHSE Management System have been made possible through strong leadership and teamwork of all employees and managers of the company.



Plan

- QHSE goals and objectives
- Field risk analysis
- Client requirements

Verify

- Audits
- Records
- Incident investigation and analysis

Implement

- Training awareness and competence
- Document control
- Emergency planning
- Operational control

Review

- Management review
- Recommendations

Human Rights Principles

GEOLOG

Ethical and responsible actions in the areas where we operate

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

GEOLOG is devoted to the protection of Human Rights.

For this reason, we strive to conduct our business based on ethical and responsible actions in the areas where we operate. We encourage our local representatives to sponsor, support and actively participate in projects that positively affect communities. In this way, we look forward to support and improve local conditions.

Charity Contributions and Social Responsibilities

Funding UNICEF

We believe that investing in initiatives that advocate for education, health conditions and respect of children rights is a key element to building a better society in the future. Therefore, GEOLOG also funds programs that contribute to giving better opportunities for children. In line with this, GEOLOG made a monetary contribution to the United Nations Children's Fund (UNICEF).

UNICEF are also working hard to equip and support health workers and other essential services to protect themselves and any environments where children and families may be at risk. GEOLOG as a company is passionate about our support towards children facing severe coronavirus hazards and urge you to make your contribution to the cause.



The GEOLOG Foundation:

"In line with our ongoing strategic vision, GEOLOG continue to support remarkable charity initiatives worldwide. The GEOLOG Foundation actively supports and promotes local charities, focusing on the education and quality of life of young children. We pride ourselves on engaging and working together with local communities in the countries where we operate.



Cash Donation to Alaska Resource Education (ARE):

In Alaska, the GEOLOG Foundation donated \$10,000 to further our mission of Alaska Resource Education (ARE) – a local charity from Alaska whose mission is to educate students about Alaska's resources. ARE provides state-wide educational opportunities to students and teachers and distributes primary education curriculum that meets Alaska State Science Standards and has been aligned with the common core in English, language arts and math.

GEOLOG is proud to add Alaska Resource Education to the group of charities that we contribute towards and look forward to advancing the understanding of the importance of responsible resource development in Alaska for our local youth."

For the last few years GEOLOG has been supporting several non-profit organizations and schools by donating items such as books, desks, sports equipment, and uniforms, and even a water truck in the case of Institute Don Bosco in Luanda, Angola.

GEOLOG managers and personnel are directly involved in all local charity and social activities, such organizing events, such as organizing entertainment for children in hospitals and orphanages and visiting elderly people in hospices.

Haryanto SAFETY: Donation of Personal Flotation Devices

GEOLOG Base in Alaska donated a dozen Personal Flotation Devices (PFD's) to the State of Alaska. In the Alaska Base office, there were 12 old Mustang Work Flotation Suits in storage historically used for offshore helicopter flights. Upon contacting the State of Alaska's Department of Natural Resources, Office of Boating Safety, and speaking with Mr. Joe McCullough, Boating Law Administrator. We offered to donate these old "Float Suits" to the State of Alaska for their Boating Safety Programs, "Kids Don't Float" and "Pledge to Live" for adults (the majority of boating fatalities in Alaska are drownings and occur in males between the ages of 25 and 55 who are not wearing life jackets.) Joe McCullough holds free public water safety training courses year-round to teach citizens cold water survival techniques and commented that these would be perfect for their public training classes and will be put to a very good use.

Response to weather crisis in Jakarta

As a part of GEOLOG's corporate social responsibility program, GEOLOG Indonesia branch responded to the rapid weather changes that occur in the area. Jakarta City received heavy rainfall in several areas which resulted in major flooding. GEOLOG Indonesia worked with local government in the South Gandaria sub district to fulfil the needs for rescue equipment essential in the rescue and evacuation process which included life jackets, ring buoys and megaphones to communities that were affected by flooding.



Charitable work in INDIA during COVID-19 Crisis

The GEOLOG Foundation continually contributes towards charitable causes, now more so than ever with the ongoing COVID-19 pandemic. When India was experiencing an intense spike in COVID-19 cases, this had led to a near-collapse of the public healthcare system, a rise to over 400,000 confirmed new daily cases and over 220,000 COVID-related deaths. With many GEOLOG staff native of India we have reached out to friends and charity workers operating in India and selected the following charities and fund-raising organisations to which GEOLOG made monetary contributions (preferring as always, the smaller more local organisations than the larger, sometimes too bureaucratic, ones as we believe that in times of crisis the smaller ones are often nimbler and can achieve tangible results faster).

The GEOLOG Foundation goal and immediate focus was on financing and procuring vital equipment, being Oxygen, Medical and HSE equipment, as well as helping those individuals that have been badly affected by the pandemic.

Selected Charities/Initiatives:

1. India needs O2 Now! was founded by a group of entrepreneurs and professionals who reside in the USA and Canada, however, are deeply rooted to their homeland in India. Their belief is that love for family, friends, community, and country must show up in the way we act today.

The GEOLOG Foundation share their sentiments and have contributed towards their cause to supply oxygen to Indian hospitals. GEOLOG's contribution is going towards acquiring O2 Concentrators that produce O2 from ambient air, which therefore, doesn't require a consistent supply of oxygen from plants or cylinders. <https://indiao2.org/>

2. Feeding India by Zomato is a not-for-profit organisation that aims to reduce hunger amongst underserved communities in India, their goal entails "better food for more people" and "zero hunger" to take the dream of ending hunger a step closer to reality.

The GEOLOG foundation was particularly interested in this organisation as we had the opportunity to contribute towards providing essential food support to those in need as well as providing hospitals and patients with oxygen and relates supplies. <https://www.feedingindia.org/>

3. The Hemkunt Foundation started out running free schools in 3 districts in New Delhi, now, almost 11 years later they are running 12+ projects specifically directed towards COVID-19 relief.

The GEOLOG Foundation was exceedingly impressed with The Hemkunt Foundation's initiative and simply had to be a part of their strategy to provide drive-thru oxygen to people in need 24/7. <https://hemkuntfoundation.com/donate-now>

4. Pune Platform for COVID-19 Response (PPCR) comprises of almost 500 government, private and non-profit sector hospitals, entities and members. PPCR has proactively contributed towards the Indian government's efforts to combat COVID-19 through anything from raising funds to training medical staff.

The GEOLOG Foundation was specifically interested in contributing towards "Mission Vaya", which focusses on the demand for oxygen and ventilators amid the surge in COVID-19 cases. "Mission Vaya" has arranged for the procurement and donation of 250 BiPaPs and 4000 oxygen concentrators for the worst affected areas and hotspots in India. GEOLOG is proud to be associated with this initiative. <https://www.thehindubusinessline.com/news/pune-industries-launch-mission-vayu-to-meet-oxygen-demand/article34412715.ece>

5. Ketto is India's most trusted online crowdfunding platform. Individuals, entrepreneurs, and NGO's can raise funds to achieve personal goals, pay medical bills, supplement education supplies or contribute towards feeding the less fortunate. The GEOLOG Foundation has targeted a group of volunteers who work to fight the COVID-19 pandemic and take care of individuals who are not fortunate enough to secure hospitalisation. More specifically GEOLOG has contributed towards providing oxygen cylinders to patients in need. <https://www.ketto.org/fundraiser/for-oxygen-cylinders-to-those-in-need>

Safe work conditions and incidents prevention

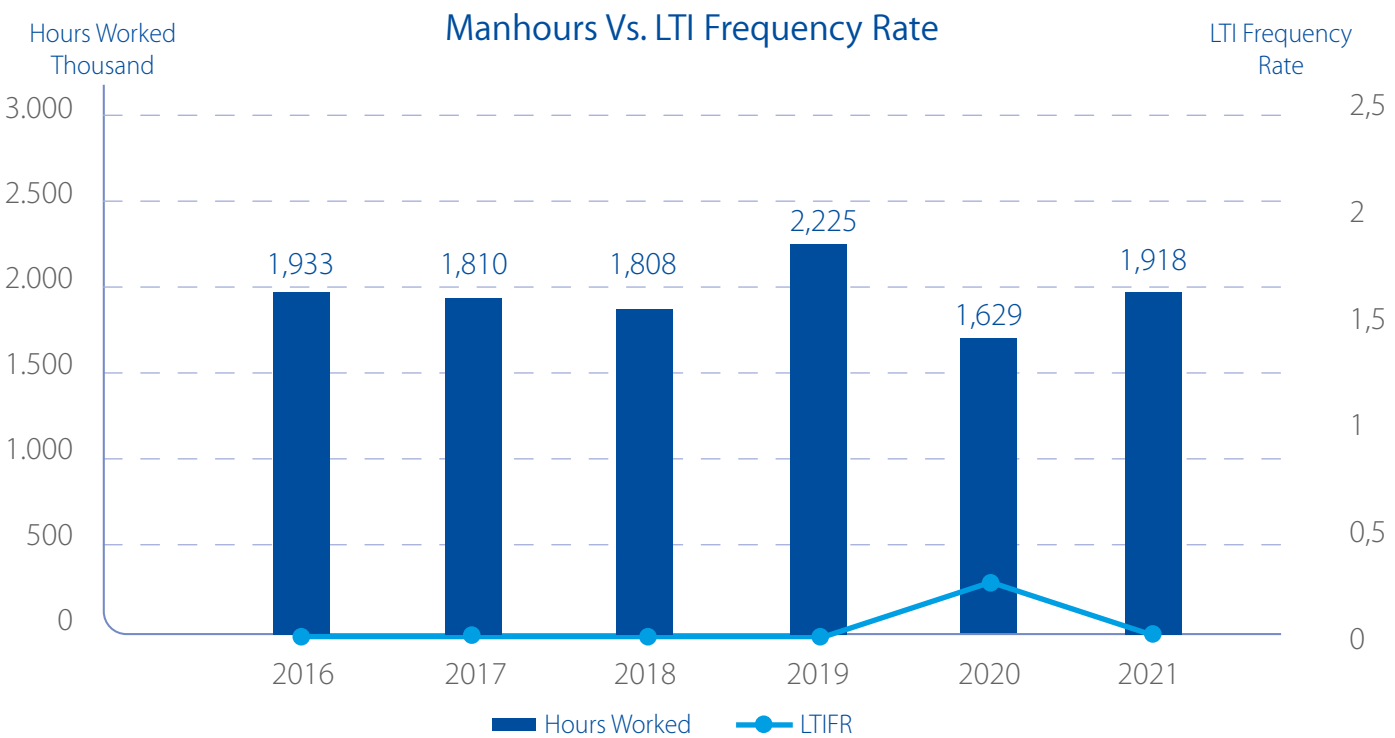
GEOLOG's QHSE Management System is built on the belief that most workplace injuries, illnesses, and incidents are preventable. Hazards leading to these events are often known prior to their occurrence, making prevention the most effective tool to safeguard our personnel and third-party people.

In order to properly manage the risks related to the activities performed, GEOLOG has in place a proper risk assessment procedure that helps to identify and assess the risks associated with our operations, considering the likelihood and the magnitude of potential hazards. This helps us to identify the mitigation and control measures needed to ensure the activities are safely executed.

GEOLOG focus its attention not only on occupational safety (conventional safety risks, e.g., slips or trips), but also on process safety (major hazards risks). The interaction between the two safety levels has led GEOLOG to achieve its great HSE performance.

Below some GEOLOG's key performance indicators for the year 2021, followed by the graphic overview of the trends man-hours worked versus Lost Time Injury Frequency Rate (LTIFR) for the last 2 years.

Year	Man-Hours Worked	Fatalities	Lost Time Injuries (LTI)	LTI Frequency Rate (LTIFR)	Gravity Rate	Total Recordable Incidents Rate (TRIR)	Environmental Spills
2021	1,918,260	0	0	0.00	0.00	0.00	0



GEOLOG

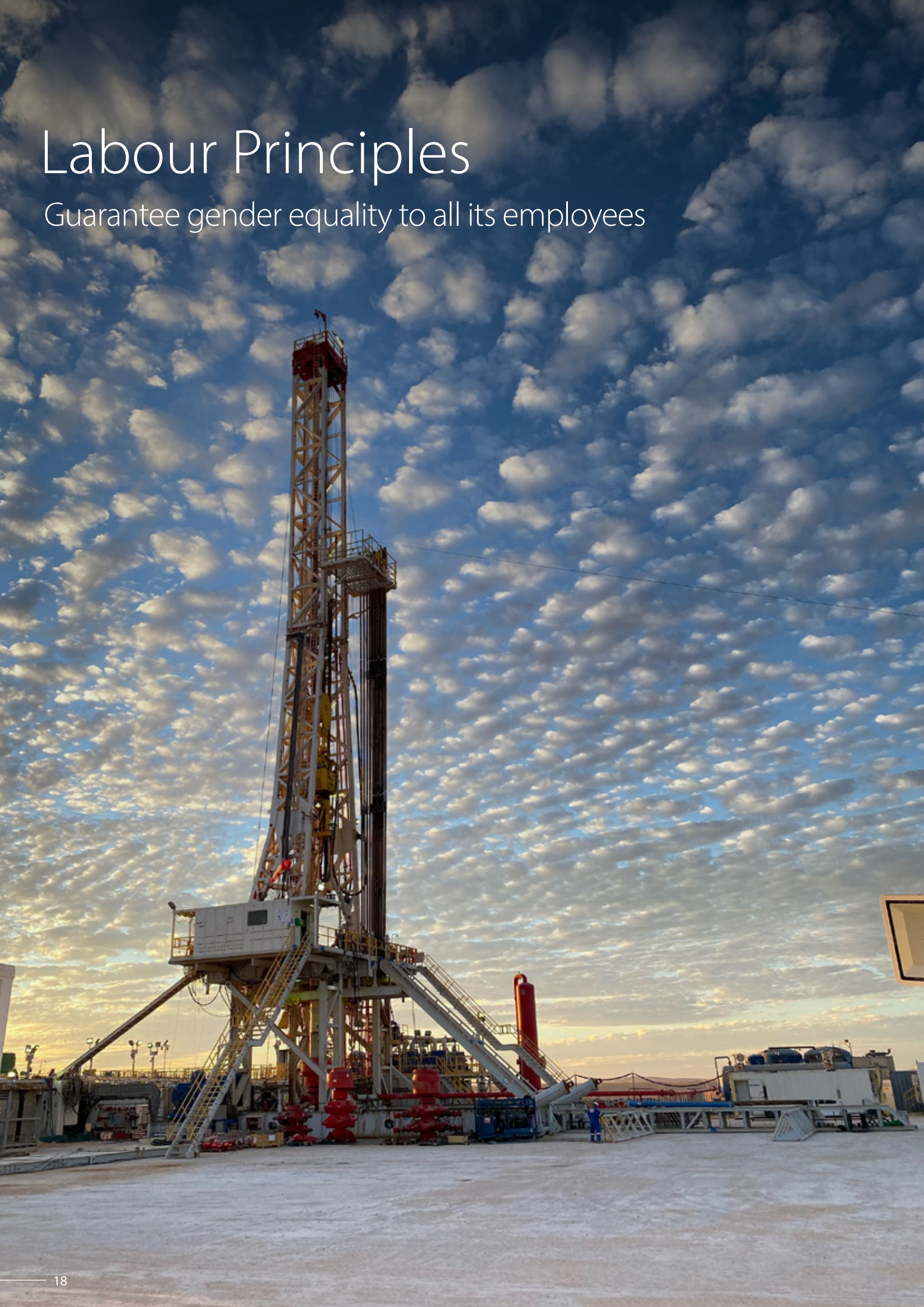


2 YEARS
LTIFR FREE

Congratulations

Labour Principles

Guarantee gender equality to all its employees



GEOLOG, through its internal policies and procedures, is committed and strives to respect the labour rights and to guarantee gender equality to all its employees with the objective to ensure no discrimination.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

The employment of children, underage youths or any type of abuse and forced labour is not acceptable to GEOLOG under any circumstances and is viewed as being a serious infringement of our Code of Conduct. All GEOLOG employees are older than 19 years and over 80% are university graduated.

GEOLOG does not tolerate illegal or unethical behaviour or any kind of discrimination among others, race, religion, colour, gender, for its employees. We conduct our services according to the principles of respect and dignity, always providing a fair working environments. GEOLOG embraces diversity in the workplace.

For example, there are 75 different nationalities among the total of GEOLOG employees.

We are also committed to support the development in the areas where we provide services by local empowerment and use of local providers. For instance, 50% of GEOLOG's employees are local. Next to this, GEOLOG acknowledges women's empowerment as a crucial element in its social responsibility commitment. At the moment, 19% of GEOLOG employees in office services are women and 7 management positions are held by women.

Flexible work arrangement is provided by GEOLOG for its employees, especially for women with families and young children in order fit work and family needs. GEOLOG gives special attention to pregnant women, allowing them to work from home in the final stage of pregnancy and making work arrangements for the post-delivery.

In order to promote social and economic development by creating more job opportunities, involving local stakeholders, and minimizing indirect environmental aspects of our business, GEOLOG, whenever possible, acquires services and materials from local suppliers that comply with its standards. In this way,

we extend our scope of influence and our commitment to our business community.

It has been and is the Policy of the GEOLOG to provide equal employment opportunity ("EEO") to all employees and applicants without regard to race, religion, color, sex, national origin, age, disability, or veteran status. These actions include recruitment, hiring, transfer, promotions, compensation, benefits, performance appraisal, discharge, and reasonable accommodations regarding disability and participation in Company- sponsored social and recreational programs.

GEOLOG's workplace wellness policy provides the foundation for developing activities and modifying work environments, policies, and practices to support the health and wellbeing of all employees. Positive benefits are also likely to extend beyond employees to result in better health for families and the community.

Geolog endeavours to enhance its workplace wellness by:

- Establishing and supporting a workplace wellness committee.
- Creating and supporting a workplace wellness program.
- Consulting with employees to ensure workplace wellness strategies meet the needs of the workforce.
- Supporting employee participation in wellness activities.
- Supporting employees to adopt and maintain healthy behaviours and reduce unhealthy behaviours
- Ensuring a healthy work time versus rest time ratio is maintained

All Geolog Employees whether directly or indirectly Employed by Geolog are covered by a comprehensive Health insurance plan as per the company and regional requirements. GEOLOG reached above and beyond during COVID-19 pandemic, specifically in India where health insurance was taken out for all Indian staff and their families at the height of the covid outbreak to ensure that a quality medical support care was available if somebody got infected with Corona.

Environmental Principles

We encourage our employees to develop the business in an environmentally responsible manner

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies



One of the keystones of GEOLOG’s HSE Management System is our HSE Policy. Through the commitment of achieving remarkable performance regarding Health, Safety and Environment, we encourage our employees to develop the business in an environmentally responsible manner.

GEOLOG, in line with ISO 14001:2015 standard, tries wherever possible to use environmentally friendly products and to avoid environmental incidents. To do so, we identified all our potential environmental impacts in order to define all measures and actions needed to prevent, minimize, and control them.

GEOLOG Environmental, Social and Governance Policy

GEOLOG

GEOLOG’s vision is to ensure we meet or exceed all Environmental, Social and Governance expectations of our stakeholders, following all applicable regulations in those countries where we operate. GEOLOG is an active member of the United Nations Global Compact (UNGC) which strives to implement universally sustainable principles associated with human rights, labor exploitation, the environment, and anti-corruption.

Environmental

GEOLOG is accredited under the DNV 14001: 2015 Environmental Management System, which is a part of our overall DNV HSE Integrated Management System covering both office/base and rig site activities.

Our vision is to ensure that our operations meet our own and our customer’s environmental goals. As a Company, we constantly strive to reduce our own environmental footprint by implementing policies to reduce waste, utilize recycled materials where possible and reduce our overall CO₂ generation:

- Use of renewable energy (solar & geothermal) whenever possible to power our manufacturing plants.
- Use of recycled materials for shipping our equipment.
- Recycling of waste product in our offices/bases.
- Use of local suppliers, staff, and video conferencing wherever possible in order to reduce our overall carbon footprint.
- Aim to have our key offices/bases around the World, LEED Certified to Gold Standard by the end of 2024.
- Continue to reduce GHG emissions with the aim of achieving net ZERO by 2050.

Social

GEOLOG has a long-standing commitment to continually improve its policies and systems in order to address and monitor all aspects of social responsibility that are relevant to our business. GEOLOG aims to continuously invest in the communities where we operate, by creating local jobs and helping to develop prosperous and stable living environments. Through our Corporate Social Responsibility wing “The GEOLOG Foundation” GEOLOG shall continuously support local and global social responsibility initiatives focusing on providing young children in underprivileged areas to improve their quality of lives.

For a full list of GEOLOG social initiatives globally, please visit our website (www.geolog.com).

Governance

Geolog and its staff and stakeholders are committed to compliance with all laws, regulations, and policies in the places where we work. At GEOLOG, we value integrity, honesty, openness, personal excellence, ethical behaviour, and mutual respect. GEOLOG’s anti-bribery and anti-corruption plan is continually updated and endorsed by senior management and Board members. Copies of these policies are available upon request.

The Geolog Group aims to implement this Policy Statement throughout its legal entities, delegating responsibility to individual Country/Regional Managers and their teams as applicable.

Richard Calleri
Geolog Group Chief Executive Officer
January 2022

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Environment-friendly Supplier- Geothermal wells and Photovoltaic modules.

GEOLOG SRL, located in Milan is a key supplier of technologies and equipment to GEOLOG International, its production facility has introduced environment friendly energy plant, a renewal energy source. The location has been designed considering environmentally friendly solutions, such as the use of renewable energy sources.

The thermal station of the building is powered by two geothermal wells, one for water production at a depth of 50 meters, and one for water reinjection at a depth of 40 meters. Photovoltaic panels (680 modules) had been installed to produce electric energy needed for the daily activities by using solar energy. The system has been operational since March 2016 providing energy for daily use and when surplus feed into the governmental grid. In 2021, the system produced about 162882KWH, corresponding to more than the 25% of the entire power request in the site. Production peaks have occurred in June and July when we produced about 24746 KWH. December is the bottom of production with about 2696 KWH. Of course, this depends on weather and seasonal conditions, but in general overall production is slightly better than expectation.

This shows that GEOLOG not only supports sustainability principles but also implements it practically within the supply chain as well.

Environment Management in GEOLOG – Waste Management

Waste management refers to the various aspects related to management and disposal of wastes. It can be performed by discarding, destroying, processing, recycling, reusing, or controlling waste. The prime objective of waste management is to reduce the amount of unusable materials generated and at the same time to avert potential health and environmental hazards, reduce consumption of resources and support sustainability.

The need to optimize the way we use all-natural resources is becoming more and more obvious to all. Poor waste management means increased consumption of resources and in turn increased CO₂ footprint. Keeping this idea in mind GEOLOG QHSE Department has introduced a Waste Management Program for GEOLOG Office and Bases and onsite where Surface Logging activities take place.



Effective Waste Segregation in GEOLOG

Replacement of single use items with reusable ones: Paper or plastic coffee/tea cups, glasses with porcelain cups/glasses; plastic spoons with metallic ones, etc. are made available in the GEOLOG local bases and offices.

Removal of personal waste bins: Personal waste bins tend to accumulate several types of waste. Removal of these bins have two fold advantages, walking to waste disposal means it encourages waste segregation and at the same time it gets people from of their chairs more often, reducing ergonomic risk.

Availability of differentiated waste bins (with or without colour coding): Plastic; Metal; Paper; Glass; Organic Waste; Electronic Waste; Undifferentiated waste: Availability of well labelled and in some case colour coded differentiated bins facilitates waste segregation in GEOLOG facilities.

Waste management awareness: GEOLOG HSE employee onboarding program include information about environmental aspects and impacts which aims to provide awareness to employees on environmental sustainability, waste management, spill control and environmental conservation.

Advantages of Waste Management:

- The impacts of proper waste management are multitude. Some of the common and tangible ones include
- reduction in amount of landfill waste through recycling and waste segregation,
 - high standard of house keeping reduces the risk of spread of communicable diseases,
 - tidier workplace are free of obstructions and spillages which minimises the likelihood of trip and fall injury,
 - clean and tidy workplace adds to aesthetic beauty which ameliorates mindset and can have positive impact on quality and productivity, and,
 - the most important is reduction in consumption of resources means reduction in CO₂ footprint of the company supporting the principle of Sustainability.



Example of waste segregation



Anticorruption Principles

Highest ethical and legal standards



Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



GEOLOG is strongly committed to the highest ethical and legal standards. Each company within GEOLOG has been provided with the internal Code of Business Conduct and Anti-Bribery and Anti-Corruption Policy both aimed at raising awareness of the relevant national and international laws, standards and principles in order to ensure compliance by GEOLOG as a whole, and all directors, officers and employees with the Anti-Bribery and Anti-Corruption business principles accepted worldwide.

In particular, GEOLOG fully adhered and implemented all Anti-Bribery and Anti-Corruption principles set forth in the Organization for Economic Co-operation and Development (OECD) Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, UK's Bribery Act 2010 and the US Foreign Corrupt Practices Act (FCPA).

In light of the above, GEOLOG developed and implemented a specific Anti-Bribery and Anti-Corruption plan through the actions described below:

- Conducted a risk assessment to identify potential exposure to bribery and corruption.
- Involved its top management and Board members to (i) clearly communicate the core values of the Group and (ii) devote appropriate time and internal resources to anti-bribery compliance issues and to monitor the effectiveness of anti-bribery programs and controls.
- Issued a detailed Code of Business Conduct and Anti-Bribery and Anti-Corruption Policy covering all anti-bribery and corruption aspects and explaining which procedures each department should put in place and which rules should be followed, both at a Group level and locally, to avoid forbidden and/or unethical behaviours and business practices.

- Recruitment procedures have been updated to be fully compliant with relevant Anti-Bribery and Anti-Corruption principles and regulations.
- Set up of whistleblowing facilities and compliance helpline and other reporting procedures.
- All GEOLOG personnel at risk of bribery and/or corruption behaviors and practices is being trained either via face-to-face individual meetings or online seminars, e-learning tools etc. to understand how bribery and corruption situations can arise and which are the procedures and/or remedies to avoid that.
- GEOLOG is also starting to apply risk-based compliance due diligence checks on third parties the company works with such as agents, sales representatives, external counsels, etc. to ensure their compliance.



Head Office
Suite 21B, Gold Tower
Jumeirah Lakes Towers, Dubai
PO Box 336 542
United Arab Emirates

AMERICAS	NORTH SEA & MEDITERRANEAN	EASTERN EUROPE & CIS	SUB-SAHARA AFRICA	MIDDLE EAST	FAR EAST
<p>ARGENTINA (Buenos Aires & Neuquén) geolog.argentina@geolog.com</p> <p>BOLIVIA (Santa Cruz de la Sierra) geolog.bolivia@geolog.com</p> <p>BRAZIL (Rio de Janeiro & Macaé) geolog.brazil@geolog.com</p> <p>COLOMBIA (Bogotá) geolog.colombia@geolog.com</p> <p>CHILE (Punta Arenas) geolog.chile@geolog.com</p> <p>GUYANA (Georgetown) geolog.guyana@geolog.com</p> <p>MEXICO (Villahermosa) geolog.mexico@geolog.com</p> <p>PERU (Lima) geolog.peru@geolog.com</p> <p>TRINIDAD & TOBAGO (San Fernando) geolog.trinidad@geolog.com</p> <p>USA (Houston, Odessa & Anchorage) geolog.usa@geolog.com</p> <p>VENEZUELA (Maturín) geolog.venezuela@geolog.com</p>	<p>ALGERIA (Algiers & Hassi Messaoud) geolog.algeria@geolog.com</p> <p>DENMARK (Esbjerg) geolog.north-sea@geolog.com</p> <p>FRANCE (La Défense) geolog.france@geolog.com</p> <p>ITALY (Milan) geolog.italy@geolog.com</p> <p>LIBYA (Tripoli) geolog.libya@geolog.com</p> <p>MALTA (Birżebbuġa) geolog.malta@geolog.com</p> <p>NETHERLANDS (Amsterdam & IJmuiden) geolog.north-sea@geolog.com</p> <p>NORWAY (Stavanger) geolog.north-sea@geolog.com</p> <p>SPAIN (Barcelona) geolog.spain@geolog.com</p> <p>TUNISIA (Tunis) geolog.tunisia@geolog.com</p> <p>UNITED KINGDOM (Aberdeen) geolog.north-sea@geolog.com</p>	<p>ALBANIA (Tirana) geolog.albania@geolog.com</p> <p>AZERBAIJAN (Baku) geolog.azerbaijan@geolog.com</p> <p>CYPRUS (Larnaca) geolog.cyprus@geolog.com</p> <p>KAZAKHSTAN (Almaty) geolog.kazakhstan@geolog.com</p> <p>KURDISTAN (Erbil) geolog.erbil@geolog.com</p> <p>ROMANIA (Bucharest) geolog.romania@geolog.com</p> <p>RUSSIA (Moscow & Sakhalin) geolog.russia@geolog.com</p> <p>TURKEY (Ankara) geolog.turkey@geolog.com</p> <p>UKRAINE (Kiev) geolog.ukraine@geolog.com</p>	<p>ANGOLA (Luanda) geolog.angola@geolog.com</p> <p>CAMEROON (Douala) geolog.cameroon@geolog.com</p> <p>CONGO (Pointe Noire) geolog.congo@geolog.com</p> <p>EQUATORIAL GUINEA (Malabo) geolog.gnq@geolog.com</p> <p>GABON (Port Gentil) geolog.gabon@geolog.com</p> <p>GHANA (Accra) geolog.ghana@geolog.com</p> <p>KENYA (Nairobi) geolog.kenya@geolog.com</p> <p>MAURITANIA (Nouakchott) geolog.mauritania@geolog.com</p> <p>MOZAMBIQUE (Pemba) geolog.mozambique@geolog.com</p> <p>NIGERIA (Lagos) geolog.nigeria@geolog.com</p> <p>SOUTH AFRICA (Cape Town) geolog.south-africa@geolog.com</p> <p>TANZANIA (Dar es Salaam) geolog.tanzania@geolog.com</p>	<p>EGYPT (Cairo) geolog.egypt@geolog.com</p> <p>INDIA (Delhi) geolog.india@geolog.com</p> <p>KINGDOM OF BAHRAIN (Manama) geolog.bahrain@geolog.com</p> <p>KUWAIT (Mangaf) geolog.kuwait@geolog.com</p> <p>OMAN (Muscat) geolog.oman@geolog.com</p> <p>QATAR (Doha) geolog.qatar@geolog.com</p> <p>SAUDI ARABIA (Al Khobar) geolog.middle-east@geolog.com</p> <p>SRI LANKA (Narahrenpita) geolog.sri-lanka@geolog.com</p> <p>UNITED ARAB EMIRATES (Abu Dhabi & Dubai) geolog.uae@geolog.com</p>	<p>AUSTRALIA (Perth) geolog.australia@geolog.com</p> <p>CHINA (Beijing) geolog.china@geolog.com</p> <p>INDONESIA (Jakarta & Balikpapan) geolog.indonesia@geolog.com</p> <p>MALAYSIA (Kuala Lumpur) geolog.malaysia@geolog.com</p> <p>MYANMAR (Naypyidaw) geolog.myanmar@geolog.com</p> <p>PAPUA NEW GUINEA (Port Moresby) geolog.png@geolog.com</p> <p>SINGAPORE (Singapore) geolog.singapore@geolog.com</p> <p>THAILAND (Bangkok) geolog.thailand@geolog.com</p> <p>VIETNAM (Hanoi) geolog.vietnam@geolog.com</p>



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Surface Logging Services
Drilling Solutions
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www.geolog.com