



Biodiversity Policy

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Next Review: 4/27/2023

Biodiversity Policy

Purpose

Biodiversity is defined as the existence of a wide variety of plant and animal species in their natural environments. This policy emphasizes our commitment to protecting biodiversity in areas where we operate, and to consider biodiversity impacts when establishing new operations, during operations and when decommissioning facilities.

Mission Statement

Core Laboratories N.V. recognizes that it has a responsibility to biodiversity beyond legal and regulatory requirements. We are committed to reducing our impact and continually improving our performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers and others stakeholders to do the same.

Responsibility

The Global Director Safety & Sustainability is responsible for ensuring that the environmental policy is implemented, and reports directly to the Chairman of the Board, Chief Executive Officer and President of Core Lab. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Policy Aims

We endeavor to:

- Comply with and exceed all relevant regulatory requirements.
- Be committed to not operate in [World Heritage](#) areas as defined by UNESCO, and [IUCN Category I-IV](#) protected areas.
- Apply mitigation Hierarchy steps when planning new operations or operating in areas with globally or nationally important biodiversity.
 - o **Avoidance** - measures taken to avoid creating impacts from the outset, such as careful spatial or temporal placement of elements of infrastructure, in order to completely avoid impacts on certain components of biodiversity.
 - o **Minimization** - measures taken to reduce the duration, intensity and / or extent of impacts (including direct, indirect and cumulative impacts, as appropriate) that cannot be completely avoided, as far as is practically feasible.
 - o **Rehabilitation/restoration** - measures taken to rehabilitate degraded ecosystems or restore cleared ecosystems following exposure to impacts that cannot be completely avoided and/ or minimized.

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- o **Offset** - measures taken to compensate for any residual significant, adverse impacts that cannot be avoided, minimized and / or rehabilitated or restored, in order to achieve no net loss or a net gain of biodiversity. Offsets can take the form of positive management interventions such as restoration of degraded habitat, arrested degradation or averted risk, protecting areas where there is imminent or projected loss of biodiversity.
- Comply with client biodiversity programs while working on site
 - o Acquire training for our employees where needed when working in areas designated as

Monitoring and Improvement

- Comply with and exceed all relevant regulatory requirements.
- Continually improve and monitor biodiversity performance.
- Incorporate biodiversity factors into business decisions.
- Increase employee awareness through training.
- Review this policy and any related business issues at quarterly management meetings.
- Corporate Safety Director will monitor policy compliance during visits to locations and report to Chief Operating Officer.

Culture

- Involve staff in the implementation of this policy, for greater commitment and improved performance.
- Update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- Provide staff with relevant biodiversity training.
- Work with suppliers, clients and sub-contractors to improve awareness of biodiversity.

Lawrence V. Bruno

Chairman of the Board, Chief Executive Officer and President

Core Laboratories N.V.