



Additional Sustainability Disclosures

Complementary management actions and performance metrics to the Annual Report 2023

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Social

ESRS S1-6 to S1-9 Workforce

S1-7 Characteristics of the PGS employees

Total Number of regular employees and temporarily contracted personnel¹:

2022: 1,139

2023: 1,210

Breakdown by countries and offshore crew in which PGS has 50 or more employees or where more than 10% of the workforce is located.

Number of Employees by employment contract type (Headcount)	2022				2023			
	Norway	UK	US	Offshore ²	Norway	UK	US	Offshore
Number of employees	315	120	141	452	309	130	142	467
Permanent employees	281	113	137	307	303	125	142	375
Temporary employees	34	7	4	145	6	5	0	92
Non-guaranteed hours	0	0	0	0	0	0	0	0
Permanent, female	89	27	35	7	102	30	36	11
Permanent, male	192	86	102	300	201	95	106	364
Temporary, female	12	1	1	5	3	0	0	4
Temporary, male	22	6	3	140	3	5	0	88
Non-guaranteed hours, female	0	0	0	0	0	0	0	0
Non-guaranteed hours, male	0	0	0	0	0	0	0	0
Full-time, female	91	25	36	12	101	27	36	15
Full time, male	199	90	105	439	198	97	106	452
Part-time, female	11	3	0	0	4	3	0	0
Part-time, male	14	2	0	1	6	3	0	0

Employee turnover	2022	2023
New hires	55	146
Exits	45	65

¹ Total number of employees, active and on leave

² Maritime crew for vessel operations

S1-8 Characteristics of non-employee workers in PGS own workforce

PGS is committed to limit the use of non-regular employment. To reduce possible negative effects of any non-regular employment, we ensure equal pay and preferential rights to permanent employment if skills and capabilities are in place.

PGS may contract temporary employees at times only to tasks to be performed in a specific period of time or for certain work of temporary nature. Temporary employees have priority rights of permanent hiring, and, in Norway and UK, there is a defined maximum amount of time, after which the temporary worker has the right to permanent employment.

Non-employee workers	2022	2023
Norway	75	6
UK	11	5
US	5	0
Offshore	460	92

The operation of our vessels relies on specialized maritime workforce, which PGS contracts through Maritime crew agencies, and most of the crew is contracted through long-term partnerships with these agencies. Some jurisdictions require that maritime operations are conducted with local crew. In these cases, we need to select local suppliers and workforce. Our crewing and other personnel staffing agencies are subject to due diligence, which includes for the assessment of human and labor rights risks.

S1-9 Diversity Indicators

Age	2022		2023	
	Vessels	Offices	Vessels	Offices
Under 35 years -	2%	12%	8%	16%
35-55 years	70%	62%	70%	64%
Over 55 years	28%	26%	22%	20%

Average Age per group (years, months)	2022		2023	
	Female	Male	Female	Male
Executives (CEO to Band B)	51,0	52,2	50.3	53.1
Managers (Band C)	48,6	50,8	46.8	49.9
Employees (Band D to F)	41,9	46,5	40.3	45.5
Total Employees	44,0	48,0	42.3	47.1

Average Seniority at PGS per group (years, months)	2022		2023	
	Female	Male	Female	Male
Executives (CEO to Band B)	15,5	17,0	13.8	17.2
Managers (Band C)	15,3	16,6	14.8	16.2
Employees (Band D to F)	9,4	14,8	8.3	13.4
Total Employees	11,1	15,4	9.9	14.3

Vessels by Nationality	2022	2023	Offices by Nationality	2022	2023
British	34 %	30%	Norwegian	27 %	28%
Norwegian	15 %	10%	British	18 %	19%
Polish	12 %	12%	American	13 %	13%
American	10 %	8%	Egyptian	6 %	7%
Canadian	5 %	5%	Brazilian	4 %	1%
French	3 %	2%	French	4 %	4%
Swedish	2 %	1%	Angolan	3 %	3%
Other	19 %	32%	German	3 %	2%
			Other	23 %	23%

ESRS S1-10 to S1-15 Working Conditions

S1-10 Adequate wages

All PGS own workers are earning a fair wage. Compensation is updated regularly to reflect work performance and external economic factors.

S1-11 Social protection

All PGS own workers are eligible for social security coverage.

Benefits	Norway		UK		USA		Offshore	
	Permanent	Temporary ¹	Permanent	Temporary ¹	Permanent	Temporary ¹	Permanent	Temporary ¹
Disability coverage	Yes	Yes ²	Yes	Yes ²	Yes	No	Yes	Yes ²
Insurance and Employee Assistance program	Yes	Yes ²	Yes	Yes ²	Yes	No	Yes	Yes ²
Flexible working hours	Yes	Yes	Yes	Yes	Yes	Yes	No ⁴	No ⁴
Paid parental leave	Yes	Yes ²	Yes	Yes ²	Yes	No	Yes	Yes ²
Bonus Scheme	Yes	No	Yes	Yes ²	Yes	No	Yes	No
Performance based Restricted Stock Units (long term incentive program)	Yes ³	No	Yes ³	No	Yes ³	No	Yes ³	No
Retirement pension/saving plan	Yes	Yes ²	Yes	Yes ²	Yes	No	Yes	Yes ²

¹ temporary employees directly contracted by PGS

² relative to length of contract

³ only applicable to some positions

⁴ offshore work must be performed according to a defined schedule

S1-15 Work-life balance indicators

PGS provides for workplace flexibility, such as flexi-time outside of core working hours and banking of hours, and for working time reduction (such as part time arrangements, and possibility for time reduction after 62) to all employees. Our workforce is entitled to maternity and paternity leave, dependent leave, such as sickness and compassionate leave and other types of leave, such as serving as jury or armed forces, or moving home and first day of school. In addition, our employees may apply for extended leave, such as for studies or other sabbatical. Apart from positions which work depends on its physical presence, PGS offers a hybrid office-home work environment to all employees.

Arrangements for workplace flexibility

Workplace flexibility	Norway	UK	USA	Offshore
Arrangements for telecommuting and hybrid office-home working environment	Yes	Yes	Yes	No ¹
Flexible time	Yes	Yes	Yes	No ¹
Reduced time	Yes	Yes	Yes	Yes

¹ Offshore work must be performed according to a defined schedule

Dependent care and special leave

Leave Type	Norway	UK	USA	Offshore
Maternity and Paternity leave	Yes	Yes	Yes	Yes
Other parental leave	Yes	Yes	Yes	Yes
Care of Dependents	Yes	Yes	Yes	Yes
Compassionate leave	Yes	Yes	-	Yes
Bereavement leave	Yes	Yes	Yes	Yes
Extended leave of absence ¹	Yes	Yes	Yes	Yes
Special leave ²	Yes	Yes	Yes	Yes

¹ Studies or another sabbatical

² Has some variation between the PGS location but can include moving to a new house, own marriage, jury service, armed forces, child first day of school.

Parental leave

Parental Leave	Year	Gender	Norway	UK	USA	Offshore
% of employees that took parental leave	2022	Female	3%	1%	1%	0%
		Male	2%	0%	2%	0%
	2023	Female	6%	1.5%	1%	0%
		Male	7%	1.5%	2%	0%
Return to work rate after parental leave ended	2022	Female	67%	N/A still on leave	100%	N/A
		Male	77%	N/A	100%	N/A
	2023	Female	60%	100%	100%	N/A
		Male	79%	100%	100%	N/A
Retained after parental leave	2022	Female	100%	N/A	100%	N/A
		Male	100%	N/A	100%	N/A
	2023	Female	100%	100%	100%	N/A
		Male	100%	100%	100%	N/A

ESRS S1-14 Health, Safety and Security

S1-14 Health and safety indicators

Health and safety indicators related information is included in the Sustainability Integrated report.

Information and Cybersecurity

Besides standard information security operations, the following areas have been in during 2023:

- Moving key imaging and production to the Google Cloud Platform, which is ISO/IEC 27001 compliant
- Re-certification process in preparation for vessels
- Security Incident Event Management (SIEM) partner started onboarding
- Defender rolled out to PC, Mac, Infrastructure nodes for Linux
- Update to Cyber Security Management System
- Several new network zones segregated
- Implemented Information Security Management System according to ISO 27001 certification plan
- Having our external auditor performing an external statutory audit of PGS' IT controls over financial reporting

PGS has not experienced any material data protection or information security breaches in 2023.

ESRS S1-12 to S1-18 Equal Opportunities

S1-12 Employment of persons with disabilities

We do not register personal information related to disabilities. We treat employees with fairness, respect, and dignity. We facilitate a working environment free from discrimination and harassment and foster and support diversity in our work force. Our offices are featured with disabled access and sanitary facilities, and we meet special needs related to equipment and workplace flexibility as needed in each individual case.

S1-16 Compensation indicators (pay gap and total compensation)

Pay gap between women and men

The table shows the % difference between average female to male pay within each career band (A through F²) and the proportion of female to male employees¹.

	Year	Career band ¹					
		A	B	C	D	E	F
Female-to-male pay ratio ²	2021	1.2	1.0	0.9	0.9	0.9	1.0
	2022	1.2	1.0	0.9	0.9	0.9	1.1
	2023	1.1	0.9	0.9	0.8	0.8	0.7
Female-to-male employee ratio	2021	0.3	0.2	0.3	0.5	0.6	0.8
	2022	0.6	0.2	0.3	0.3	0.6	1.2
	2023	0.4	0.2	0.2	0.2	0.3	0.3

¹ The PGS Career Framework is a matrix consisting of six bands and two career tracks (Technical and Managerial). Bands A to F indicate most to least skilled/complex positions

² Average annual salary converted into USD d using exchange rates in January for previous year.

Annual total compensation ratio

	2022	2023
Ratio of the annual total compensation ratio ¹ of the highest paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	10.96 ¹	7.77
the ratio of the percentage change in annual total compensation for the undertaking's highest-paid individual to the median percentage change in annual total compensation for all employees (excluding the highest-paid individual)	0.13	0.09

¹ Salary and Bonus (compensation such as car and house allowance are not included)

S1-17 – Incidents, complaints and severe human rights impacts and incidents

	2022	2023
Number of discrimination incidents reported	0	0
# Incidents reviewed	0	0
# Remediation plans being implemented	0	0
# remediation plans that have been implemented, with results reviewed through routine internal management review processes	0	0
# incidents no longer subject to action	0	0
Number of discrimination incidents leading to financial sanctions	0	0

ESRS S1-13 Training and skills development

S1-13 Training and Skills development indicators

Performance and career development review

PGS has developed a career framework based on the Hay Group's Career Band concept which classifies positions into different bands based on factors such as job complexity, knowledge and experience required, and level of responsibility.

The PGS Career Framework includes all PGS employees and supports determining pay and career development opportunities. Currently, there are seven bands, with Band F being entry-level positions and Band A being executive-level positions. In addition, we have a band for EXT executives reporting to the CEO.

The specific criteria used to define the bands are used across all units and reflect competency assessment and training activities.

% Office employees receiving performance reviews ³	2022		2023	
	Headcount	Headcount	Female	Male
Executives (CEO to Band B)	92	95	100%	100%
Managers (Band C)	200	234	100%	96%
Employees (Band D to F)	664	447	93%	95%
Total Employees	956	776	95%	96%

Upskilling and Skills development

This year, besides technical and social skills courses, we have launched several global learning initiatives, such as

- Utilizing new technologies to reduce crew travel for training and improve sustainability
- Marketed new ways to create engaging multimedia presentations of expert's technical presentations using synthetic voice and animation.
- Offered external professional coaching
- Providing psychological safety workshops to all employees.

Training	2022	2023
Hours recorded training	11,400	16,969
Average hours per regular employee	13.7	14.4
Unique training completed	1,105	915
Training completions	13,000	17,487
Hours on operational/technical training	64%	25%
Training created or curated by PGS	82%	41%

SDG nr.4 - Inclusive and equitable quality education for all

SDG nr.4 - Quality Education

PGS Goal: Promote education in geology, geophysics, mathematics and digitalization.

³ Excluding drivers and clearing assistants, new hires, exits and in termination.

5.1 Community involvement – Educational activities and sponsorship

	2022	2023
Ghana	<ul style="list-style-type: none"> Financial support for 3 female PhD students In July and September, five different PGS experiences held in total 7 lectures for the students at the University. 	<ul style="list-style-type: none"> Financial support for 6 PhD students (5 female and 1 male) One guest lecture was held by PGS
Angola	<ul style="list-style-type: none"> Financial support for 173 students (105 female and 68 male) Construction and/or extension of 3 elementary schools 	<ul style="list-style-type: none"> Financial support for 184 students (110 female and 74 male) Installed solar panels in one school

5.2 Knowledge sharing

	2022	2023
PGS exhibition and sponsoring at conferences and meetings	24	21
Articles and Publications	43	24

Governance

ESRS G1-2 Supplier relationships

G1-2 – Management of relationships with suppliers

Suppliers and business partners oversight				
#	Key Suppliers in the Supply Chain	2021	2022	2023
A	Number of suppliers in the supply chain ¹	~480	~490	~570
B	Number of suppliers in the supply chain that account for 80% share of total spend	38	33	42
Anti-corruption monitoring of suppliers and business partners				
C	Number of suppliers and business partners included in the compliance, anti-corruption, and bribery control program	263	290	304
D	Of the above, subject to regular enhanced due diligence ²	N/A	84	88

E	Of suppliers and businesses partners in #C, the average quarterly number of entities paid to, were	34	37	43
F	Number of suppliers subject to automated continuous compliance monitoring ⁴	77 ³	~100 ⁴	96 ⁴

¹ Supplier categories have been updated throughout 2022

² Includes screening in specialized tools, distributing questionnaires, requesting documentation, training, and certification of compliance.

³ Includes off-site and on-site reviews, Number for 2021 is not available

⁴ Screening or Sanctions, PEP, adverse media, and changes in ownership

ESRS G1-3 to G1-4 Anti-corruption

G1-3 – Prevention and detection of corruption and bribery

In 2023 we trained about 100 employees and contractors, assessed as being in the more exposed roles, in our key anti-corruption rules. The course material included dilemma training within topics specifically identified as relevant to their roles. The training was performed by our Legal and Compliance departments. In total, 90 % of all employees on vessels and in offices completed the e-learning, which also required them to confirm that they had read our Code of Conduct. During the year, 60 of our business partners with an inherently higher exposure to corruption, confirmed anti-corruption compliance and training in PGS anti-corruption program.

G1-4 – Confirmed incidents of corruption or bribery

In 2023 we recorded no suspected corruption cases, nor where there any allegations, nor any requirements to investigate potential corruption.

ESRS G1-5 to G1-6 Payment practices

G1-5 Political influence and lobbying activities

PGS does not support any political party, organization, or candidate, nor use corporate funds to such ends.

	2022	2023
Political funds provided	0	0
Lobbyists ¹	0	0

¹. Understood as entities or persons who in their own name, acting on behalf of others, seek to influence political decisions

PGS is a member of business and employer associations working to promote the interests of our industry and business, and also works directly in its own name to promote PGS' interests. See below for a list of organizations where PGS is a member and amounts paid in 2023.

Organizations	2022	2023
Energeo Alliance	235 k	260 k
The Confederation of Norwegian Enterprise - NHO	112.6 k	107.2 k
Norwegian Shipowners' Association (Norges Rederiforbund)	89,5 K	96.7 k
ASGA (Association of Geophysicists in Angola)	37.2 k	37.2 k
Oil & Gas UK	5.8 k	5.6 k
NOIA (Newfoundland & Labrador Oil & Gas Industries Association Inc)	1.2 k	0.7 k
Geophysical Society of Houston	1 k	1 k

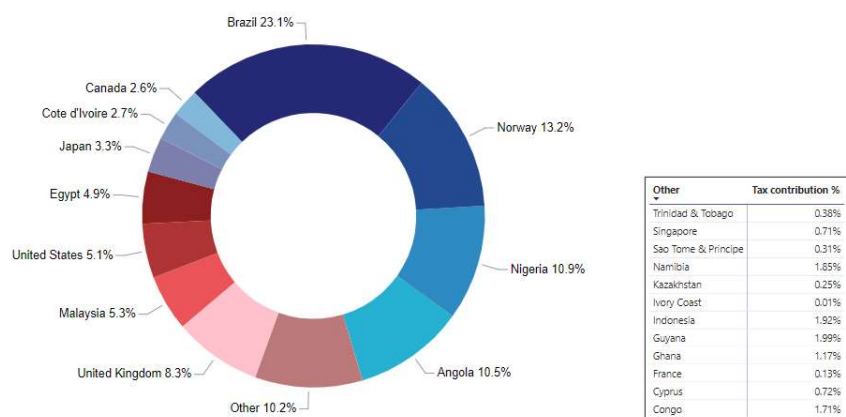
G1-6 – Payment practices

Payment terms	2022	2023
Average time to pay an invoice in number of days	44	43
Standard contractual payment terms in number of days for purchases	45	45
The average time clients take to pay an invoice in number of days (DSO ¹)	74	74
Standard contractual payment terms in number of days for sales of products or services provided	30-60	30-60

1 Days Sales Outstanding (DSO) is calculated on a countback method, assuming sales (Produced Revenue) are spread evenly per day of the month. The number reflects Outstanding Receivables amount divided by the theoretical daily sale.

Tax, payments to government and economic activity

Country % contribution of corporate taxes, employer taxes and revenue share





In 2023, PGS paid \$ 61.9 million in corporate taxes, employer taxes and revenue shares to governments.

The graph outlines the countries to which PGS made these payments.

The total amount does not include taxes incurred and paid by JV entities where PGS is not a controlling/majority owner, nor VAT and other transactional taxes that can be reclaimed.

Research, Analysis and Consulting Practices

PGS does not deliver research or development services. However, the Company employs a team of researchers to develop technology and capabilities that increase the efficiency, improve the resource utilization and reduce the environmental footprint of its operations. This work supports our commitment to the UN Sustainable Development Goals. PGS also supports academic research by sharing oceanographic data that is routinely collected during our activities. This is done under a Wikimedia Commons license agreement with full transparency on data collection methods and data accuracy.

Our in-house research and development are governed by a stage-gate model for product development, ensuring clear responsibilities, accountability and transparency. For our digitalization efforts, we have adopted the agile methodology.