



Sustainability Metrics 2022

- Social and Governance

Complementary management actions and performance metrics

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A Social

A.1 Workforce

A.1.1 Characteristics of the PGS employees

Total Number: 1139¹

Breakdown by countries 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)	Norway	UK	US	Offshore
Number of employees	315	120	141	452
Permanent, female	89	27	35	7
Permanent, male	192	86	102	300
Temporary, female	12	1	1	5
Temporary, male	22	6	3	140
Non-guaranteed hours, female	0	0	0	0
Non-guaranteed hours, male	0	0	0	0
Full-time, female	91	25	36	12
Full time, male	199	90	105	439
Part-time, female	11	3	0	0
Part-time, male	14	2	0	1

Average Seniority at PGS per group (years, months)	Female	Male
Executives (CEO to Band B)	15,5	17,0
Managers (Band C)	15,3	16,6
Employees (Band D to F)	9,4	14,8
Total Employees	11,1	15,4

Average Age per group (years, months)	Female	Male
Executives (CEO to Band B)	51,0	52,2
Managers (Band C)	48,6	50,8
Employees (Band D to F)	41,9	46,5
Total Employees	44,0	48,0

¹ Total number of employees, active and on leave



Employee turnover

New hires	55
Exits	45

Vessels by Nationality	%	Offices by Nationality	%
British	34 %	Norwegian	27 %
Norwegian	15 %	British	18 %
Polish	12 %	American	13 %
American	10 %	Egyptian	6 %
Canadian	5 %	Brazilian	4 %
French	3 %	French	4 %
Swedish	2 %	Angolan	3 %
Other	19 %	German	3 %
		Other	23 %

Age	Vessels	Offices
Under 35 years -	2%	12%
35-55 years	70%	62%
Over 55 years	28%	26%

A.1.2 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.

	Norway	UK	US	Offshore
Non-employee workers	75	11	5	460*

* Maritime crew for vessel operations

The operation of our vessels relies on specialized maritime workforce, which we contract through Maritime crew agencies. Most of our crew is contracted through long-term partnership 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 a.o. the assessment of human and labor rights risks.

A.2 Working Conditions

A.2.1 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.

A.2.1.1 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

A.2.1.2 Dependent care and special leave

Leave	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.

A.2.1.3 Parental leave

Parental Leave		Norway	UK	USA	Offshore
% of employees that took parental leave	Female	3%	1%	1%	0%
	Male	2%	0%	2%	0%
Return to work rate after parental leave ended	Female	67%	N/A still on leave	100%	N/A
	Male	77%	N/A	100%	N/A
Retained after parental leave	Female	100%	N/A	100%	N/A



Male 100% N/A 100% N/A

A.2.2 Fair remuneration

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

A.2.3 Social Security eligibility coverage

All PGS own workers are eligible for social security coverage.

A.3 Equal Opportunities

A.3.1 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
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

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 January 2023 exchange rates.

A.3.2 Annual total compensation ratio

Ratio of the annual total compensation ratio of the highest paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	5.88 ¹
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)	0.49 ²

¹ Regular Office employees

² 2021 to 2022 Change - Review frame was 3.5% those above are due to promotions and salary benchmarking. Only includes employees with salary in 2021 and still employed at end 2022

A.3.3 Discrimination incidents related to equal opportunities

There were no recorded reports through the Compliance Hotline relating to discrimination incidents.

Number of discrimination incidents reported	0
# Incidents reviewed	0
# Incidents which remediation plans is ongoing	0
# Incidents, which remediation plans have been implemented	0
# incidents no longer subject to action	0
Number of discrimination incidents leading to financial sanctions	0

A.3.4 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.

A.3.5 Differences in the provision of benefits to employees with different employment contract types

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



A.4 Performance 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.

% Employees receiving performance reviews	Headcount	Female	Male
Executives (CEO to Band B)	92	14%	85%
Managers (Band C)	200	22%	79%
Employees (Band D to F)	664	20%	80%
Total Employees	956	20%	80%

A.5 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	
Hours recorded training	11,400
Average hours per regular employee	13.7
Unique training completed	1,105
Training completions	13,000
Hours on operational/technical training	64%
Training created or curated by PGS	82%



A.6 Inclusive and equitable quality education for all

Community involvement – Education activities (2022)

- | | |
|---------------|--|
| Ghana | <ul style="list-style-type: none"> ■ Financial support for 3 female PhD students ■ Plans are made to support six additional students in 2023 while extending the support through 2025. ■ In July and September, five different PGS experts held in total 7 lectures for the students at the University. |
| Angola | <ul style="list-style-type: none"> ■ Financial support for 175 students ■ Construction and/or extension of 3 elementary schools |

Knowledge sharing - Exhibitions and Publications (2022)

Exhibitions	24
Articles and Publications	43

B Governance

B.1 Supplier relations

During 2022, our focus has been to strengthen our due diligence compliance capabilities through both process and system improvements.

We have established a compliance risk framework that combines the assessment of Environmental, Social and Governance risks for new suppliers, and agreed and further formalized the process for initial risk assessment and subsequent due diligence steps between the different PGS stakeholders, such as Procurement, Compliance, Legal HSE and Sustainability.

On the system side, we have acquired a tool in Q4 to perform automated and continuous screening of several indicators, such as sanctions, beneficial ownership, and adverse media for our suppliers with an assessed risk higher than low.

Suppliers and business partners oversight

#	Key Suppliers in the Supply Chain	2021	2022
A	Number of suppliers in the supply chain ¹	~480	~490
B	Number of suppliers in the supply chain that account for 80% share of total spend	38	33
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

D	Of the above, subject to regular enhanced due diligence ²	N/A	84 ³
E	Of suppliers and businesses partners in #C, the average quarterly number of entities paid to, were	34	37
F	Number of suppliers subject to automated continuous compliance monitoring	77 ⁴	~100 ⁵

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. Adverse media monitoring
 5 Screening or Sanctions, PEP, adverse media, and changes in ownership

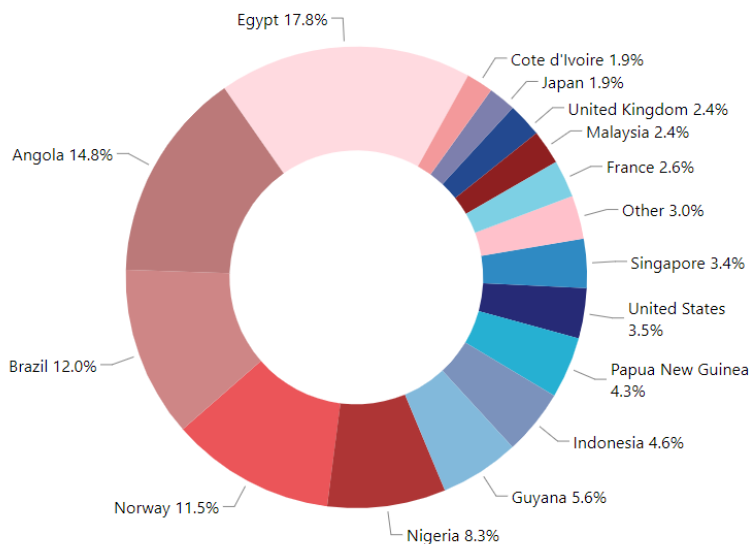
Payment terms

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

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.

B.2 Tax, payments to government and economic activity

Country % distribution of Corporate, Employer taxes and Revenue Share



In 2022, PGS paid \$ 53.3 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.

B.3 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.

B.4 Information and Cybersecurity

Besides standard information security operations, the following areas have been assessed or certified during 2022:

- Moving key imaging and production to the Google Cloud Platform, which is ISO/IEC 27001 compliant
- Certification process completed for vessels
- Incident response plan published in management system
- Defender on PCs complete
- Segmentation of networks completed
- Automated patching of PC applications commenced
- External assessment of our Personal Data protection program
- Having our external auditor performing an external statutory audit of PGS' IT controls over financial reporting
- Having a professional third party performing a vulnerability assessment and penetration test.

PGS has not experienced any material data protection or information security breaches in 2022.

In 2023, we will continue to phase out our legacy infrastructure and optimize our systems to the cloud to ensure our processing is more efficiently and securely performed. In addition to the implementation of planned cybersecurity enhancements, including further investments in network security, we will maintain the cybersecurity certifications for our selected vessels with DNV and continue the work to achieve ISO 27001 certification.