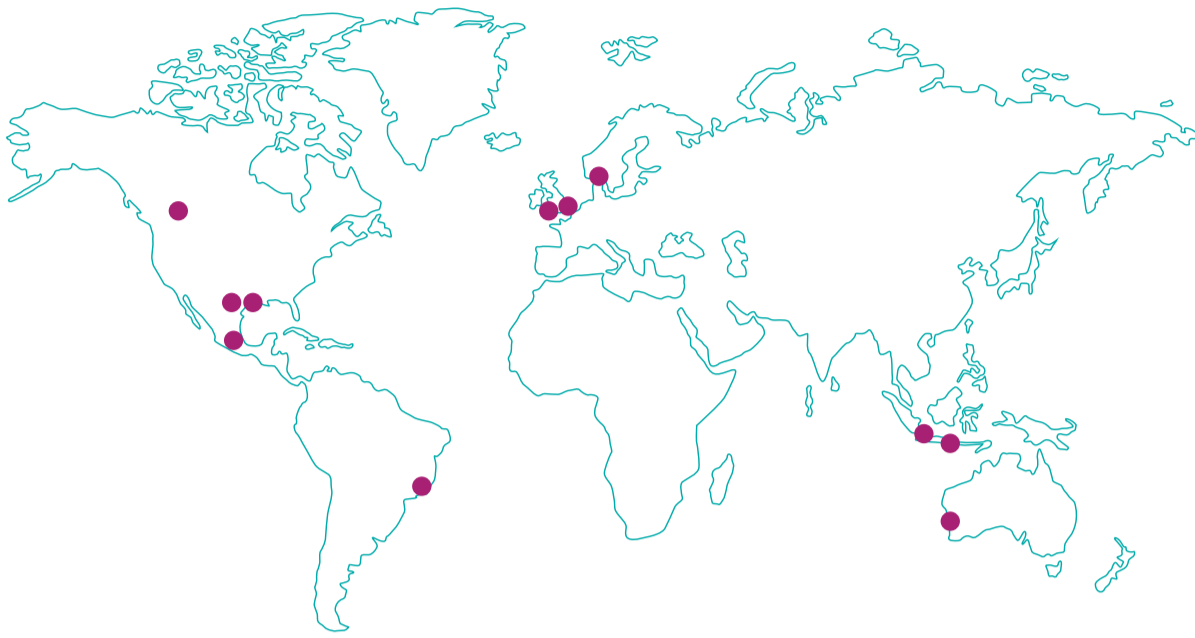


Employee Statistics

2021

Employee Statistics	2021	2020	2019
Total # of Employees at Year-End	443	462	666
New Hires	47	49	64
Employee Turnover	10%	11%	8%



3% Rio de Janeiro, Brazil Employee Headcount: 15	1% Calgary, Canada Employee Headcount: 4	3% Houston, USA (Data Center) Employee Headcount: 12
63% Houston, USA (HOHQ) (includes TX remote) Employee Headcount: 277	<1% Indonesia Employee Headcount: 1	<1% Mexico City, Mexico Employee Headcount: 1
1% New Orleans, USA Employee Headcount: 4	8% Oslo, Norway Employee Headcount: 35	2% Perth, Australia Employee Headcount: 7
<1% Singapore Employee Headcount: 1	19% Woking, UK Employee Headcount: 86	N/A Lowestoft, UK (4C Employees) Employee Headcount: 28

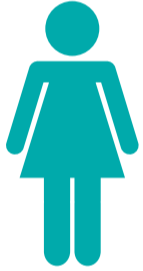
Gender 2021



73%

New Hires **68%**
Promotions **69%**
Voluntary Turnover **60%**

2020 / Male **71%** New Hires **65%**
2019 / Male **65%** New Hires **79%**



27%

New Hires **32%**
Promotions **31%**
Voluntary Turnover **40%**

2020 / Female **29%** New Hires **35%**
2019 / Female **35%** New Hires **21%**

Management Levels



Board of Directors	57%	43%
Executives	63%	38%
Senior Leaders	64%	36%
Middle Managers	72%	28%
Individual Contributors	74%	26%

Age: Total Workforce

2%

>30 y/o

New Hires **11%**
Management **0%**

57%

30 - 50 y/o

New Hires **57%**
Management **57%**

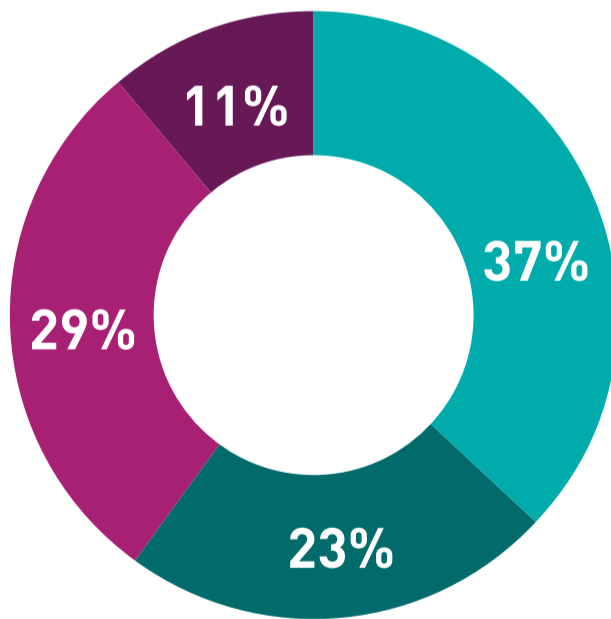
40%

50+ y/o

New Hires **32%**
Management **43%**

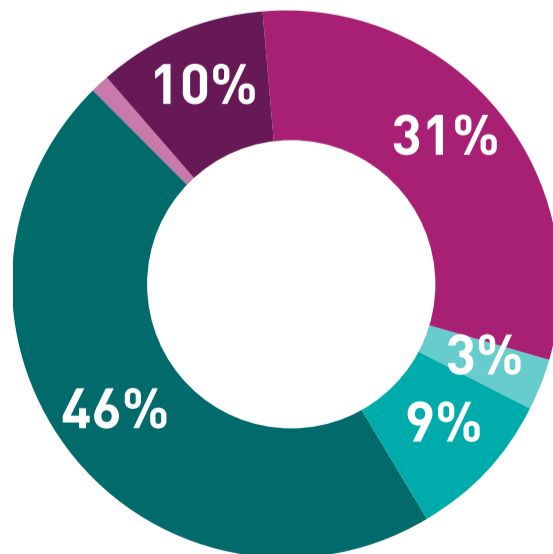
Tenure 2021

0 - 5	37%
5 - 10 years	23%
10 - 20 years	29%
+20 years	11%



US Workforce By Race

Two or More Races	<1%
American Indian or Alaska Native	<1%
Not Disclosed	10%
Asian	31%
Black or African American	3%
Hispanic or Latino	9%
White	46%



	Norway	US	UK
Median TGS Target Compensation	\$125,741	\$147,800	\$106,348
TGS CEO Pay Multiple	9.83x	8.36x	11.62x

