our vision

Seitel will be the acknowledged leader in North America for providing high-quality seismic data. We will own the largest, most comprehensive, most relevant data library available. By operating with complete integrity in everything we do, clients will see us as a true partner in their goals and the first call they should make.

our mission

Seitel’s mission is to provide the oil and gas industry with licenses to high-quality seismic data at cost-effective prices, while operating with utmost integrity, safety and sustainability.

our operations

Seitel is a leading provider of onshore seismic data to the oil and gas industry in North America. Seitel’s data products and services are critical in the exploration for and development of oil and gas reserves by exploration and production companies. Seitel has ownership in an extensive library of proprietary onshore and offshore seismic data that it has accumulated since 1982 and that it licenses to a wide range of exploration and production companies. Seitel believes that its library of 3D onshore seismic data is one of the largest available for licensing in North America and includes leading positions in oil, liquids-rich and natural gas unconventional plays as well as conventional areas. Seitel has ownership in approximately 43,600 square miles of 3D onshore data, over 10,000 square miles of 3D offshore data and approximately 1.1 million linear miles of 2D seismic data concentrated in the major active North American oil and gas producing regions. Seitel serves a market which includes over 1,600 companies in the oil and gas industry.
CONTENT

Letter From The CEO 1
Our Employees 2
Our Community 6
Safety 8
The Environment 10
Through continued leadership and strong internal governance, we remain the type of company people want to work for, the type of partner others want to do business with, and the type of neighbor that is embraced by our community.
As a company operating in a volatile industry, Seitel recognizes that periods of economic uncertainty in the external market often present opportunities for internal growth. In recent years, we have focused such internal growth efforts on emphasizing sustainability in relation to our business. Through continued leadership and strong internal governance, we remain the type of company people want to work for, the type of partner others want to do business with, and the type of neighbor that is embraced by our community. This allows us to attract and retain the type of employees that will drive us towards continued excellence.

As we continue to expand our data library in areas that meet our customers’ needs, we ensure such advances do not come at the expense of operating in a responsible manner consistent with our model for sustainability. We remain committed to providing the oil and gas industry with licenses to high quality seismic data in a cost-effective fashion, while operating with integrity and conducting our activities in a safe, sound, and sustainable manner.

We remain committed to providing the oil and gas industry with licenses to high quality seismic data in a cost-effective fashion, while operating with integrity and conducting our activities in a safe, sound, and sustainable manner.

As we look forward to more opportunities for growth and improvement, it is important to acknowledge and celebrate the many successes we had in 2017, including:

• Hosting our first company picnic held at the Oil Ranch in Hockley, Texas in April. It was wonderful to see the Seitel family come out with their own families and engage in a day of fun and relaxation.
• Raising $3,200 and collecting 205 books for Calgary Reads in our inaugural “Bowling for Books” event, put on by our Calgary office. We are already planning how to continue our efforts into 2018.
• Successfully engaging subcontractors for six new data acquisition programs in the United States and Canada to add valuable 3D seismic data to our data library.

We are motivated by these successes and committed to building upon them as we continue to support and promote a sustainable workplace.

Sincerely,

Robert D. Monson
Chief Executive Officer Seitel, Inc.
Houston, May 2018
One of Seitel’s most valuable assets is its employees. The Seitel team is made up of a diverse and talented group of people, all working towards our collective success.

**TOTAL EMPLOYEES: 82**

- **US**: 68
- **Canada**: 14
THE SEITEL TEAM

GENDER

CANADA

- Male 9
- Female 5

US

- Male 39
- Female 29

AGE

CANADA

- AGE 60+: 2
- AGE 50-59: 4
- AGE 40-49: 3
- AGE 30-39: 3
- AGE 20-29: 1

US

- AGE 60+: 8
- AGE 50-59: 17
- AGE 40-49: 15
- AGE 30-39: 16
- AGE 20-29: 1

ETHNICITY

CANADA

- ALL OTHER PEOPLE OF COLOR: 1
- HISPANIC OR LATINO: 9
- HISPANIC OR LATINO: 12

US

- ALL OTHER PEOPLE OF COLOR: 1
- WHITE: 49
- AFRICAN OR BLACK AMERICAN: 8
- HISPANIC OR LATINO: 9
- WHITE: 49
We recognize that the engagement and energy our employees bring to work is paramount to the success of our company and we are committed to investing in their well-being, both as an employee and as an individual. We invite you to learn more about why we think Seitel is the best place to work.

Seitel is a place to:

Speak Up!

One of the ways we engage our employees is by consistently asking for their feedback… and then actually responding to their input! For example, based on the results of the employee survey conducted in March, we offered additional “lunch and learn” sessions on subjects that interested our employees.

Senior management holds a quarterly town hall meeting open to all employees to attend and learn more about what Seitel is doing. Active participation is encouraged. The questions asked by employees during the Q&A session consistently demonstrate why Seitel is successful – because our employees are engaged!
Get Active!

Because we want all of our employees to feel like they are part of a team when they are at the office, we encourage them to work as a team outside the office, too! For those employees looking to get out from behind their desks, we offer a bowling league, as well as weekly cross fit classes.

In addition to the fun and benefits of getting active, we see our employees come together as friends and supporters, and the new connections that are formed during these team-building events lead to greater cross-office communications, more collaboration, and a general sense of camaraderie.

Stay!

Beyond our ability to attract great employees, one of the things we are most proud of is our ability to retain them. The average tenure of our workforce is over 10 years, with more than half of our employees having been here for more than 10 years. In 2017, we made a conscious effort to show our appreciation by hosting a Company picnic at the Oil Ranch in Hockley, Texas where almost 100 friends and family enjoyed a fun-filled day of outdoor activities and a catered lunch.

In February 2017, we unveiled our new employee lounge in our Houston office, complete with a ping pong table and game console, making the lounge a place for employees to have fun, unwind, blow off steam or just get away from their desk. As the year came to an end, each of our main offices held employee recognition awards to honor employees that went above and beyond in 2017 and hosted a holiday get-together for all employees to celebrate another great year.

Be Healthy!

We care about our employees, and want them to be at their best, both personally and professionally. To support this commitment, we offer an annual health fair where they can get flu shots, biometric screenings, chair massages or speak with a registered dietician. We also stock our kitchen daily with fresh fruits and vegetables, offering our employees free and healthy snacks to keep them energized throughout the day.

We don’t just focus on physical health, we also encourage our employees to be active in their financial health. Throughout the year we arranged financial wellness presentations and offered our employees the opportunity to meet one-on-one with a financial advisor.

Beyond our ability to attract great employees, one of the things we are most proud of is our ability to retain them. The average tenure of our workforce is over 10 years, with more than half of our employees having been here for more than 10 years. In 2017, we made a conscious effort to show our appreciation by hosting a Company picnic at the Oil Ranch in Hockley, Texas where almost 100 friends and family enjoyed a fun-filled day of outdoor activities and a catered lunch.

In February 2017, we unveiled our new employee lounge in our Houston office, complete with a ping pong table and game console, making the lounge a place for employees to have fun, unwind, blow off steam or just get away from their desk. As the year came to an end, each of our main offices held employee recognition awards to honor employees that went above and beyond in 2017 and hosted a holiday get-together for all employees to celebrate another great year.
Seitel’s company headquarters are located in the Spring Branch area of Houston, Texas. We also have an office in Calgary, Alberta, where our Canadian subsidiary, Seitel Canada Ltd., operates. In addition, a number of our marketing employees work out of satellite offices strategically located in core energy areas of the United States and many of our employees travel to neighboring areas to visit clients. Wherever we are, we believe in being a good neighbor and a member of the community that contributes positively. We are constantly looking for ways to make a difference at the corporate level and encourage our employees to get involved as well.

### 2017 Highlights

We...collected 58 teddy bears for the Katy Police Department to give to children in crisis situations...crocheted two baby blankets for the Warm Up America! Foundation ...hosted two on-site blood drives for Gulf Coast Regional Blood Center ...

collected gift basket donations for Habitat for Humanity Northwest Harris County’s annual fundraising event and helped with two home builds...spent the morning at the Houston Food Bank as part of their 2nd Annual 9/11 Day of Service event...participated in the Running of the Bulls, the Houston Texans’ Annual 5K Run & Walk

...raised over $3,000 and collected 205 books for Calgary Reads.

...volunteered over 150 hours of employee time as part of the Spring Branch ISD Mentoring Program.
Calgary Spotlight

Seitel partnered with Calgary Reads, a local non-profit organization that helps ensure children across Alberta become confident, joyful readers through advocacy, access to books, and literacy programs at school and in the community. Our employees visited Calgary Reads’ Children’s Reading Place in Calgary’s Inglewood neighborhood in August to help sort through donated children’s books, build bookcases, and prepare gift bags. On September 21, Seitel held its inaugural “Bowling for Books” event which raised over $3,000 and collected 205 books for Calgary Reads. Great fun was had by all! The money raised was reportedly enough for Calgary Reads to sponsor three schools in the Calgary area. In December, several employees returned to the Children’s Reading Place to build more bookshelves.

Please visit www.calgaryreads.com to learn more about this incredible organization.

Houston Spotlight

One of the most rewarding opportunities that Seitel has enjoyed over the years has been our relationship with a local pre-school in a predominantly low-income area that we “adopted” shortly after moving into our current office space. We continued this relationship throughout 2017, including:

- In March, for the fifth straight year, our employees put on several performances of Dr. Seuss’ book The Cat in the Hat. Students, teachers, and even a few parents, came out to enjoy performances in both Spanish and English. Every student received a copy of the book signed by the Seitel cast to take home.
- In May, also for the fifth year in a row, our employees spent the morning at the pre-school assisting with its annual field day activities, encouraging the kids as they took turns at more than a dozen stations focused on gross motor development, participating in activities such as balance beam, log rolls, and playing catch.
- In August, for the third straight year, our employees showed up bright and early on a Saturday morning to assist with the Spring Branch Back to School Health Fair. This free event offers immunizations, school supplies, and other much needed resources to area families.
- In December, as in previous years, Seitel arranged for Santa to make a special visit to the pre-school. Students were treated to a candy cane parade as they patiently and excitedly awaited Santa’s arrival (of course, Santa was one of our employees!). Santa brought a present for every student and gave a $100 gift card to every teacher to purchase classroom supplies - all of which was funded through the generous donations of our employees. As presents were handed out, every child had a picture taken with Santa, which they were able to take home.
Safety

Seitel believes that everyone should work in a safe environment. As a result, we gauge our performance based on statistics gathered from Seitel’s offices, as well as those of our subcontractors. In 2017, we had a material increase in contractor exposure hours.

Out in the field:
We care about safety and require the same commitment to safe operations of our contractors as we demand from ourselves. We had six active (6) seismic data acquisition programs in 2017 – three (3) in the United States and three (3) in Canada. We are an active partner with our subcontractors in developing a safe work environment during all of our seismic data acquisition programs. We work with our subcontractors to develop Project HSE Plans for each survey acquisition program to help ensure safe operations.

Project Specific Hazards:
- Hills and steep terrain, ridges and washes
- Dispersed rural homes – some with water wells
- Existing gas production wells
- Existing gas production gathering pipelines and gas transmission pipelines
- Creeks
- Pasture / Farm Land
- Irrigation Systems
- Lease roads and county roads
- Large areas with limited access
- Weather and the related transportation hazards from ice, snow and extreme cold
- Wildlife or endangered species
- Simultaneous operations (SIMOPS)
- Transportation of personnel and equipment

Project pre-planning, hazard identification, and mitigation are vital in preventing incidents. We only award seismic data acquisition jobs to subcontractors that will actively cooperate, participate and provide leadership to their employees that meets the industry standards for safety. We expect all subcontractors to treat safety as a “living process” – following best practices in their day-to-day activities, including daily safety meetings, and adhering to the Project HSE Plans.
In the office:

Undoubtedly, Seitel employees who work in an office building face different hazards than those our subcontractors face when out in the field, but we strive for excellence in safety in all environments. As a result, we continue to invest in the well-being of our employees.

### Key Performance Indicators (KPIs)

<table>
<thead>
<tr>
<th></th>
<th>SEITEL 2016</th>
<th>SEITEL 2017</th>
<th>CONTRACTORS 2016</th>
<th>CONTRACTORS 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working Hours</td>
<td>155,024</td>
<td>153,680</td>
<td>236,516</td>
<td>260,167</td>
</tr>
<tr>
<td>Fatalities (FAT)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lost Time Injury Frequency (LTIF)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Total Recordable Injury Cases (TRIC)</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Total Recordable</td>
<td>0.00</td>
<td>0.00</td>
<td>0.85</td>
<td>3.84</td>
</tr>
</tbody>
</table>

In 2017, we...

- Carried out ergonomics training and performed work-station assessments;
- Reviewed our office emergency procedures and systems, which resulted in the issuance of an updated Emergency Response Plan for the Houston office; and
- Ensured our employees were prepared for a possible fire emergency by conducting random fire drills.
The Environment

Our Houston office Site Committee continues to meet at least quarterly to oversee the development and progress of the local programs and activities geared towards environmental stewardship.

We are confident that Seitel is on the right path, and we plan on continuing to build on our accomplishments.
We even have some new ideas in the works for 2018...

For our communities, we plan to nurture and build upon the relationships we have made.

For our employees, we plan to offer self-defense classes.
In 2017, our employees continued separating recyclable waste, resulting in the collection and recycling of approximately:

- 4,500 lbs. of shredded paper
- 340 lbs. of plastic bottles
- 10 lbs. of aluminum cans
- 21 empty toner cartridges
- 1,200 lbs. of cardboard
- 60 lbs. of glass

We kicked off 2017 with a recycling drive that focused on clothes, books/magazines, and electronics. In a world that sees technology changing at an ever-increasing rate, there is a tremendous need for the safe recycling and disposal of these items. The clothes were donated to a local shelter and the books/magazines were donated to the VA Hospital in Houston. In addition to these goods, we were especially encouraged by the amount of electronics that employees brought in, which we were able to redirect from the landfill.

Seitel’s composting program turns compostable waste into something that can be used for good. Our composting program produces approximately 8-10 lbs. of compostable waste per day. Employees rotate taking the collected food waste home for use in their own yards, gardens and community.

For the environment, we will plan to take part in a tree planting event.

In the world of safety, we will organize driver safety courses and offer stand-up desks to our employees.