

HALLIBURTON



Annual &
Sustainability
Report

2022

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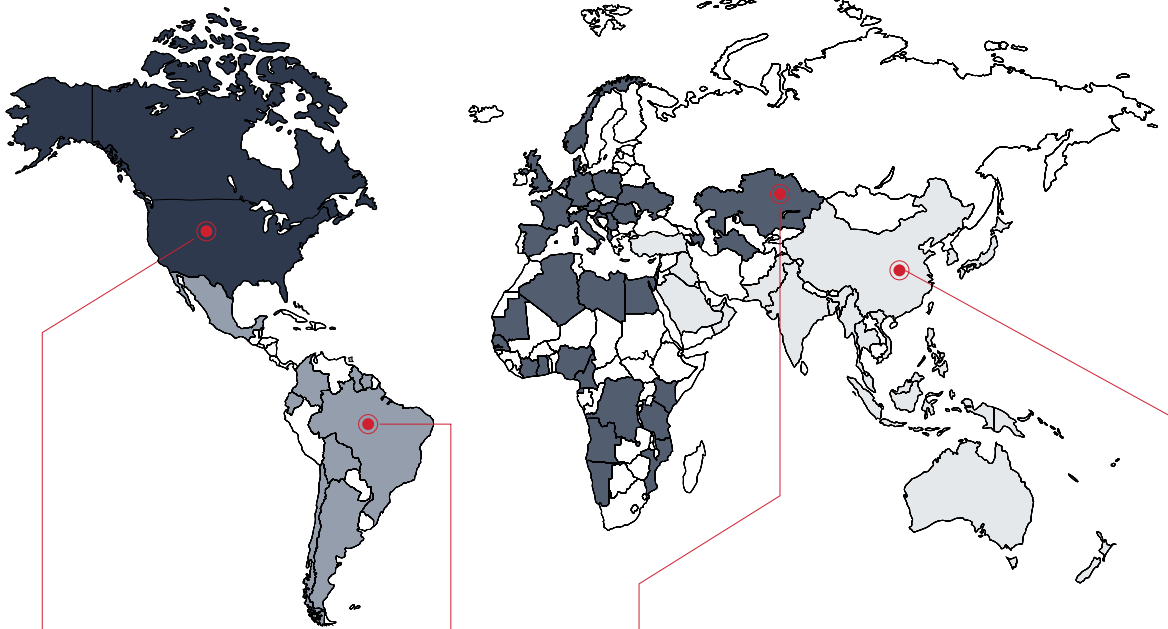


COMPANY AT A GLANCE

130
Nationalities

44,968
Employees

70+
Countries



North America

2 Countries
15,768 2022 Headcount
5 Major Technology Centers

Latin America

10 Countries
6,928 2022 Headcount
1 Major Technology Center

Europe / Africa / CIS

37 Countries
7,895 2022 Headcount
2 Major Technology Centers

Middle East / Asia

26 Countries
14,377 2022 Headcount
4 Major Technology Centers

Financial Highlights

Millions of U.S. Dollars (USD) and Shares, Except Per Share Data	2020 ¹	2021 ¹	2022 ¹
Revenue	\$ 14,445	\$ 15,295	\$ 20,297
Total Operating Expenses	\$ 16,881	\$ 13,495	\$ 17,590
Operating Income (Loss)	\$ (2,436)	\$ 1,800	\$ 2,707
Income (Loss) Before Taxes	\$ (3,220)	\$ 1,252	\$ 2,110
Amounts Attributable to Company Shareholders:			
Net Income (Loss) Attributable to Company	\$ (2,945)	\$ 1,457	\$ 1,572
Basic Income (Loss) Per Share from Continuing Operations	\$ (3.34)	\$ 1.63	\$ 1.74
Diluted Income (Loss) Per Share from Continuing Operations	\$ (3.34)	\$ 1.63	\$ 1.73
Cash Dividends Per Share	\$ 0.315	\$ 0.180	\$ 0.480
Basic Common Shares Outstanding	881	892	904
Diluted Common Shares Outstanding	881	892	908
Net Working Capital ²	\$ 5,054	\$ 5,637	\$ 5,607
Total Assets	\$ 20,680	\$ 22,321	\$ 23,255
Total Debt	\$ 9,827	\$ 9,138	\$ 7,928
Total Shareholders' Equity	\$ 4,983	\$ 6,728	\$ 7,977
Cash Flows from Operating Activities	\$ 1,881	\$ 1,911	\$ 2,242
Capital Expenditures	\$ 728	\$ 799	\$ 1,011
Depreciation, Depletion, and Amortization	\$ 1,058	\$ 904	\$ 940
Total Capitalization ³	\$ 14,810	\$ 15,866	\$ 15,905
Debt to Total Capitalization ⁴	66%	58%	50%

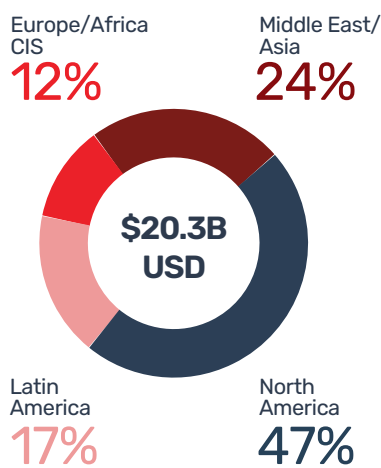
1. Reported results during these periods include impairments and other charges of \$366 million for the year ended December 31, 2022; \$12 million for the year ended December 31, 2021; and \$3.8 billion for the year ended December 31, 2020.

2. Net working capital is defined as total current assets less total current liabilities.

3. Total capitalization is defined as total debt plus total shareholders' equity.

4. Debt to total capitalization is defined as the total debt divided by the sum of total debt plus total shareholders' equity.

Geographic Revenue Diversity



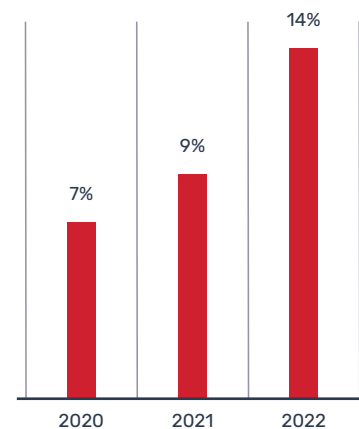
Strong Free Cash Flow

Millions of Dollars



Halliburton generated over \$1.4 billion of free cash flow* in 2022, demonstrating our ability to generate strong free cash flow in different business environments.

Adjusted Return on Capital Employed



Excludes certain charges. Average capital employed is a statistical mean of the combined values of debt and shareholders' equity for the beginning and end of the period. Adjusted ROCE is calculated as: "Adjusted operating profit, after-tax" divided by "Average capital employed."

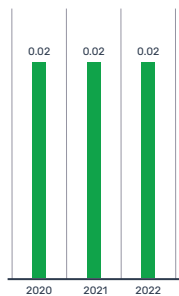
* Management believes that free cash flow, defined as operating cash flows less capital expenditures, plus proceeds from sale of equipment, is an important liquidity measure that is useful to investors and management for assessing the company's ability to generate cash.

Environmental, Social, and Governance Highlights

Environmental

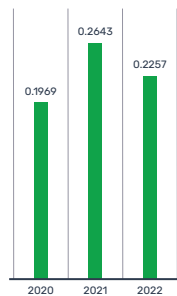
Recordable Environmental Incident Rate

Incidents per 200,000 hours worked



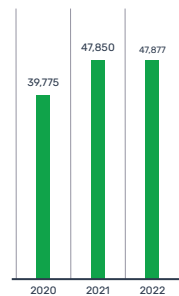
GHG Emissions Intensity Scope 1 and 2

MTCO₂ e/operating hours



Total Energy Consumption

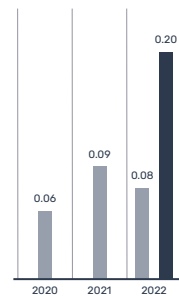
Thousand gigajoules (GJ)



Safety

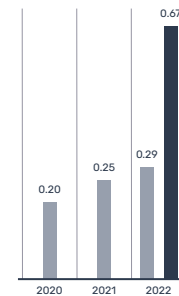
Lost-Time Incident Rate

Incidents per 200,000 hours worked



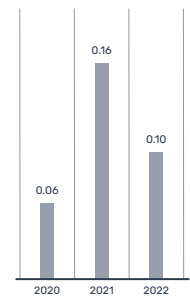
Total Recordable Incident Rate

Incidents per 200,000 hours worked



Preventable Recordable Vehicle Incident Rate

Incidents per million miles traveled

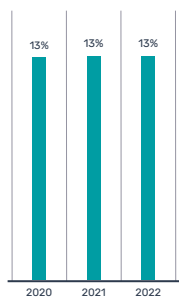


■ 2022 International Association of Drilling Contractors (IADC) industry average

Social

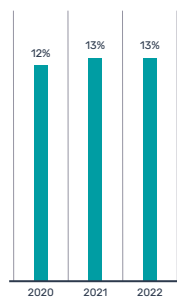
Female Diversity of Total Workforce

Percentage of all employees



Female Diversity in All Management Positions

All employees (positions include junior, middle, and senior management)



Charitable Giving

Billion USD

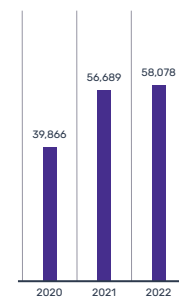


Governance

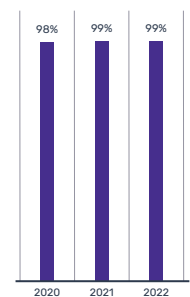
CPA-Zicklin Index Score



Training Hours for COBC, Anti-Corruption, and Enhanced Procurement Fraud in Countries Designated as High-Risk



Percentage of Suppliers Assessed in the Last Three Years for Human Rights Risks



2022 in Review



Halliburton's 2022 Annual & Sustainability Report demonstrates the many ways we execute on our strategic priorities, sustainability commitments, and our value proposition. We delivered profitable international growth, maximized value in North America, increased capital efficiency, and advanced cleaner, affordable energy. We did this safely, efficiently, and ethically while striving to minimize Halliburton's collective environmental impact.

Halliburton's strong financial performance in 2022 demonstrates the earnings power of our well-executed strategy. Our success belongs to the hard work and dedication of the nearly 45,000 Halliburton employees who live and work around the world. Their commitment to Halliburton's strategic priorities led to strong business results across all our regions and product service lines, despite geopolitical conflicts, inflation, and supply chain constraints. They accomplished this through a relentless focus on safety, operational excellence, customer collaboration, and service quality performance.

We delivered more than \$1.4 billion of free cash flow for the full year and retired \$1.2 billion in debt, demonstrating our ability to generate free cash flow throughout different business environments. We also returned about \$685 million back to shareholders in the form of dividends and share repurchases. In 2023, we committed to return at least 50% of free cash flow back to shareholders and raised our first quarter dividend to \$0.16 per share effective March 2023.

As the multi-year oil and gas industry upcycle accelerates, we will continue to execute on our strategic priorities and drive free cash flow and returns for our shareholders. We will remain focused on meeting the demand for secure, affordable, and reliable energy and provide our customers with products and services that help reduce their emissions. In 2022, we found opportunities to reduce our own emissions and progressed on our goals to reduce Scope 1 and 2 emissions by 40% by 2035 from our 2018 baseline year. We will build on the progress made and utilize our technology leadership to provide the products and services our customers require.

Deliver Profitable International Growth

We served customers in more than 70 countries in 2022, delivered strong revenue growth, and improved returns. We exercised capital discipline by deploying capital to the highest returning opportunities and delivered competitive technologies that fundamentally improved our margin profile. This increased revenue and margins every quarter in 2022.

For example, our iCruise® directional drilling system is a key contributor to our increased international profitability and now constitutes about half of our rotary steerable fleet. Our new chemical reaction plant in Saudi Arabia, the first of its kind in the region, mixed the first batch of chemicals and is well on its way to supplying chemicals for Halliburton and our customers. These and many other accomplishments last year give us great confidence in our continued profitable international growth in 2023.



Maximize Value in North America

Halliburton remains the only fully integrated oilfield services company in North America. Our strategy in the world's largest oil and gas services market in the world has not changed – we intend to maximize value in North America. Last year, our performance in North America demonstrated our strategy in action – to maximize value through capital efficiency and differentiated technology. Our strong product and services portfolio and strong performance make us the service provider of choice. We are the leaders in high-demand, low-emissions equipment solutions. We provide industry-leading electric frac and Tier 4 dual-fuel fleets that meet our customers' goals, operate safely, and minimize emissions. Our field-proven and best-in-class Zeus™ electric fleets provide customers with the performance, reliability, and lower emissions they expect from Halliburton. Zeus™ is a proven design with a strong operational track record. Additionally, technologies such as SmartFleet provide customers with data about where and how their fractures permeate and the real-time ability to improve completion performance.

Accelerate Digital and Automation

In every part of our business, Halliburton is a leading innovator in technology, automation, and digital solutions that benefit our own business and our customers. Our strategy to drive digital and automation creates technological differentiation, contributes to higher margins, and drives internal efficiencies and cost savings.

For example, the HalVue® real-time data monitoring service gives customers a consistent view of data from the rig to help maximize asset value. We have successfully deployed Well Construction 4.0 digital transformation technology for several customers with improved drilling performance and reduction in rig site personnel. And our LOGIX® automated drilling platform integrates and automates drilling with subsurface insight through the iCruise® intelligent rotary steerable system and the iStar™ platform. With more than seven million feet drilled in 20 plus countries, the LOGIX® platform reduces operational risks and delivers wells reliably.

We also deploy our digital solutions to advance a sustainable energy future. Our DecisionSpace® 365 solution suite offers optimal development plan proposals for a specific field based on such factors as economics, technical capabilities, and CO₂ emissions. These examples illustrate Halliburton's progress to advance digitalization and automation in all aspects of our business.

Increase Capital Efficiency

Our focus remains to drive capital efficiency across the balance sheet as we deliver significant free cash flow to our shareholders. Through our research and development process, we build tools at less cost, lengthen their run life, and move assets to where they make the best returns. We used this approach to successfully deploy several technologies, including iCruise®, iStar™, Zeus™, and others. Each delivers better margins by reducing capital cost, increasing capital velocity, or – in many cases – both.

Advance Cleaner, Affordable Energy

Our strategy to advance a sustainable energy future centers on technology that helps our oil and gas customers decarbonize their production base, reduce water consumption, produce less waste, and enhance efficiencies to improve project economies. Our global resources, engineering leadership, and scientific and technical expertise gives our customers the efficient and innovative tools to minimize the environmental impact of their oil and gas operations. These products and services extend beyond traditional oil and gas and include technologies to advance carbon capture and storage (CCS), as well as geothermal. This report highlights how Halliburton employs those solutions in adjacent markets.

Halliburton Labs, our clean energy accelerator, completed its second full year in 2022. The collaborative environment where entrepreneurs, academics, investors, and industrial labs come together to advance cleaner, affordable energy started with just one participant. As of the end of 2022, we now have 21 participating companies and alumni. By supporting these organizations with our expertise and infrastructure, we deploy a mutually beneficial, capital-light accelerator that helps achieve the participants' strategic goals and allows Halliburton to gain new insights about the prospects that exist in these emerging energy markets and as future value chains develop.

Into the Future

We see great opportunity as activity accelerates throughout this unfolding multi-year upcycle. The events of 2022 demonstrated the importance of a balanced approach to meeting the world's energy needs, including securing access to oil and gas far into the future. As energy evolves, so will Halliburton – just as we have done for the past century. Our core competencies, innovative technology, and service excellence have an important role to play whether in emerging or established economies. We have the global footprint and vast knowledge to help our customers provide secure, reliable, affordable energy to the world.

We are excited about 2023 and beyond, and we are grateful for the roles our employees, Board of Directors, and shareholders play in our success. We look forward for the opportunity to deliver profitable international growth, maximize value in North America, increase capital efficiency, develop and deploy digital and automation solutions, and advance cleaner, affordable energy. We remain focused on our value proposition: to collaborate and engineer solutions that maximize asset value for our customers.

Strategic Priorities at a Glance

Deliver industry-leading returns and strong free cash flow



Profitable International Growth



Maximize Value in North America



Digital Halliburton 4.0



Capital Efficiency



Sustainable Energy Future

Jeffrey A. Miller

Chairman of the Board, President and Chief Executive Officer

Eric J. Carre

Executive Vice President and Chief Financial Officer

Lawrence J. Pope

Executive Vice President of Administration and Chief Human Resources Officer

Van H. Beckwith

Executive Vice President, Secretary and Chief Legal Officer

Mark J. Richard

President, Western Hemisphere

Joe D. Rainey

President, Eastern Hemisphere

Mission, Values, and Guiding Principles for Sustainability

Mission

Halliburton's mission is to achieve superior growth and returns for our shareholders by delivering technology and services that improve efficiency, increase recovery, and maximize production for our customers. To learn more about our mission, vision, values, and sustainability guiding principles, visit [our website](#).

Our Value Proposition:

We collaborate and engineer solutions to maximize asset value for our customers.

Values

Our values are the bedrock of how we treat each other as well as every individual and entity with whom we interact. We think of our values as our corporate DNA. We expect every Halliburton employee to use, live by, and demonstrate these principles daily.

Guiding Principles for Sustainability

Built on our values, the Halliburton Guiding Principles for Sustainability provide the framework for our operations and our future.

Our Values



Guiding Principles for Sustainability

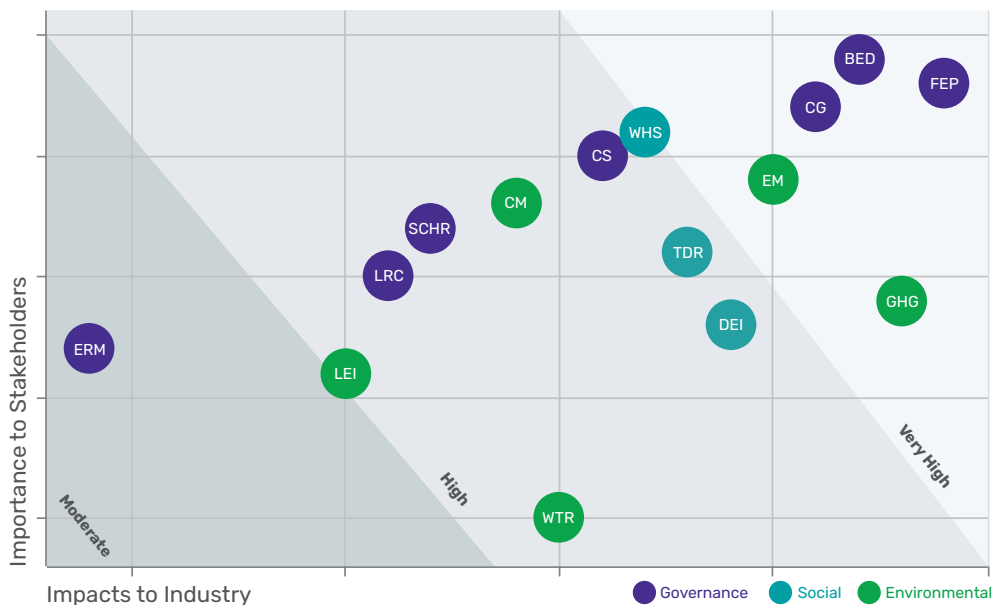


Our Mission

Materiality-Based Approach

Halliburton's sustainability strategy is built upon our material environmental, social, and governance (ESG) topics. We continue to engage in open, frank dialogue with our stakeholders to ensure we are focused on the right priorities. In 2022, we reviewed our materiality assessment through engagement with investors, customers, workforce, community organizations, and suppliers to help identify and prioritize ESG topics that are material to the Company. We took a three-tiered approach to conduct the assessment, with key stakeholders involved through different levels of engagement. Along with priorities from

prior years, we expanded previously aggregated topics, such as climate change and supply chain governance, into detailed subtopics, namely energy mix, greenhouse gases, supply chain human rights, and supply chain conflict minerals, respectively. The results continue to support our sustainability commitments and the initiatives highlighted in this report. This materiality matrix visually depicts the importance of each topic relative to two standards of valuation. The X-axis demonstrates the importance ascribed to each issue by the industry, and the Y-axis demonstrates each issue's importance to our stakeholders.



FEP	Financial and Economic Performance	GHG	Greenhouse Gas Emissions	SCHR	Supply Chain Human Rights
BED	Board Experience and Diversity	CS	Cybersecurity	LRC	Legal and Regulatory Compliance
CG	Corporate Governance, Business Ethics, and Transparency	TDR	Talent Attraction, Development, and Retention	LEI	Local Environmental Impact and Risk Management
EM	Energy Mix	DEI	Diversity, Equity, and Inclusion	WTR	Water Stewardship
WHS	Workplace Health and Safety	CM	Chemicals Management	ERM	Enterprise Risk Management

Dow Jones Sustainability Indices

In 2022, Halliburton was recognized by Dow Jones Sustainability Index (DJSI) as a S&P Global Sustainability Yearbook Member for the second year in a row. The Company qualified for addition to the 2022 Dow Jones Sustainability Indices, which recognizes the top 10% most sustainable companies per industry. The DJSI uses environmental, social, and governance criteria to measure and rank the performance of best-in-class companies selected for its list. Among its industry peers, Halliburton ranked in the 98th percentile for sustainability, and received high marks in the Human Capital Development, Risk and Crisis Management, and Business Ethics categories.

Sustainability Commitments

Topics	Commitment	Material Issue	Metrics
 Climate Change	<ul style="list-style-type: none"> Achieve a 40% reduction of Scope 1 and 2 emissions by 2035 from 2018 baseline. Partner with Tier 1 suppliers to track and reduce Scope 3 GHG emissions. 	<ul style="list-style-type: none"> Energy Mix Greenhouse Gas Emissions 	<ul style="list-style-type: none"> GHG Emissions
 Environmental Management	<ul style="list-style-type: none"> Establish and achieve activity-based waste-reduction targets in our major facilities. Create water-use improvement plans in our major facilities located in water-stressed areas. 	<ul style="list-style-type: none"> Chemicals Management Water Stewardship Local Environmental Impact and Risk Management 	<ul style="list-style-type: none"> Waste Disposal Water Consumption Spill Volume and Rate
 Innovation	<ul style="list-style-type: none"> Lead the industry in innovation and conscientious stewardship of global resources. Provide solutions that support decarbonizing our customers' production base. 	<ul style="list-style-type: none"> Financial and Economic Performance Energy Mix Greenhouse Gas Emissions Chemicals Management 	<ul style="list-style-type: none"> R&D (Patents and Spend) Financial Performance
 Human Rights	<ul style="list-style-type: none"> Support universal human rights as defined by the United Nations Universal Declaration of Human Rights through fair and ethical employment practices and our Code of Business Conduct. 	<ul style="list-style-type: none"> Supply Chain Human Rights 	<ul style="list-style-type: none"> Supply Chain Assessments
 Occupational Safety - Journey to ZERO	<ul style="list-style-type: none"> Target outperforming total recordable incident rate and lost-time incident rate in the International Association of Drilling Contractors sector benchmarking. Achieve HSE training compliance >95%, driver competency >95%, and 100% completion of our annual Journey to ZERO strategic objectives. 	<ul style="list-style-type: none"> Workplace Health and Safety 	<ul style="list-style-type: none"> Fatalities, Injuries, Safety Incidents and Rates HSE Training Hours HSE Training Compliance Driver Competency
 Skilled and Committed Workforce	<ul style="list-style-type: none"> Have a skilled and committed workforce by listening and responding to our employees' feedback and committing to an engaged workforce that feels valued with the right support and resources to be successful. 	<ul style="list-style-type: none"> Talent Attraction, Development, and Retention 	<ul style="list-style-type: none"> Training Hours Business Leadership Development Program and President's Leadership Excellence Program Attendees New Hires (#, %) Turnover Rates Engagement Indices
 Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> Provide a diverse, equitable, and inclusive environment that upholds our core values of collaboration and respect, and provides all employees opportunities for growth and development. 	<ul style="list-style-type: none"> Board Experience and Diversity Diversity, Equity, and Inclusion 	<ul style="list-style-type: none"> Female % New Hire by Region Localized Workforce % by Region Female Diversity Board Diversity % Female in STEM Roles % Racial Diversity in STEM Roles (U.S. only)
 Risk Management	<ul style="list-style-type: none"> Streamline risk categories, risk identification, and risk management to ensure best alignment with Halliburton strategy and place a critical focus on what matters most. Enhance cross-functional visibility to and collaboration among key stakeholders throughout the organization to ensure consistency, uniformity, and strategic approach to risk assessment, identification, and mitigation. 	<ul style="list-style-type: none"> Corporate Governance, Business Ethics, and Transparency Workplace Health and Safety Cybersecurity Legal and Regulatory Compliance Local Environmental Impact and Risk Management Enterprise Risk Management 	<ul style="list-style-type: none"> Board Independence Board Meeting Attendance Risk Matrix Security Assessments
 Ethical Operations	<ul style="list-style-type: none"> Conduct business with integrity, choosing the ethical course of action when confronted with challenging circumstances, promoting a speak-up culture free of retaliation, and treating our employees and stakeholders honestly and fairly. 	<ul style="list-style-type: none"> Corporate Governance, Business Ethics, and Transparency 	<ul style="list-style-type: none"> Local Ethics Officers and Engagements/Trainings Ethics Training Code of Business Conduct (COBC) Statistics
 Supplier Conduct and Responsible Procurement	<ul style="list-style-type: none"> Cultivate a sustainable supply chain through the continuous improvement of internal processes, by performing proactive risk assessments, and by working collaboratively with our diverse mix of global and local suppliers. 	<ul style="list-style-type: none"> Supply Chain Human Rights 	<ul style="list-style-type: none"> Tier 1 Suppliers (#, \$) Spend with Small and Female Diverse Suppliers % Spend with Local Suppliers
 Community Relationships	<ul style="list-style-type: none"> Enhance the social value of communities in which we live and work through effective engagement and social investment. 	<ul style="list-style-type: none"> Talent Attraction, Development, and Retention Local Communities 	<ul style="list-style-type: none"> Charitable Giving

Engagement

The Halliburton Board of Directors and our management receive valuable input from all stakeholders regarding our business performance, strategic priorities, and initiatives. In 2022, we engaged in regular discussions guided by our Listen and Respond mainstay principle. The Halliburton [website](#) plays an important role in our outreach efforts and our commitment to transparency.

Shareholders

Halliburton's Board values continuous improvement. We prioritize regular engagement with our shareholders through ongoing, open dialogue that helps us gather valuable feedback and ensures we are aware of investor viewpoints.

To that end, in 2022, independent Board members offered off-season meetings to better understand shareholder priorities and concerns prior to the proxy voting season. We offered to engage with our largest shareholders, as well as several others who had contacted Halliburton. This engagement included offering and participating in in-person sessions. Board members and management conducted meetings with 20 shareholders representing approximately 50% of our shares, and with the two largest proxy advisors, Institutional Shareholder Services Inc. (ISS) and Glass Lewis. These included video conferences or in-person meetings with Murry Gerber (Chair of the Compensation Committee) or Robert Malone (Lead Independent Director) and senior management.

The Company distributed our refreshed shareholder presentation to our largest shareholders and others who contacted Halliburton, even if they were unable to participate in a meeting or video call, and offered to follow up with them. 2022 updates to these materials highlighted the most recent available information about our Board oversight and corporate governance; executive compensation program; health, safety, and environment (HSE) performance and strategies; diversity, equity, and

inclusion (DE&I) performance and strategies; and our approach to the energy mix transition. After receiving these new materials, additional shareholders accepted the offer to meet.

In addition to providing an off-season investor engagement program, we solicited shareholder feedback coincident with annual and quarterly reporting, earnings conference calls, and investor meetings. Halliburton's senior management and Investor Relations team held regular meetings and conference calls with analysts, institutional investors, and ESG rating firms, among others. In 2022, Halliburton participated in 13 sell-side conferences, three non-deal roadshows, and approximately 313 investor meetings that were all part of the Company's ongoing cadence of shareholder outreach.

Our senior management and Directors presented shareholder feedback to the full Board of Directors for discussion. As a result of these engagements and Board consideration of investor feedback, over the last two years we made changes discussed in this report, including enhancements to our Board governance and executive compensation program. For more information about changes to our executive compensation, please visit [Chapter G1 on Corporate Governance](#) in this report.

Customers

To develop an in-depth understanding of our customers' strategies, priorities, and requirements, our executive leadership, business development team, and product lines regularly engage with customers. By communicating directly with customers at multiple levels, Halliburton gains a thorough understanding of their short- and long-term goals around efficiency, technology, and sustainability. Direct customer feedback is a valued part of the process to align our investments in research and development (R&D) for new products and services and improvements to existing solutions. We continue to collaborate with our customers to provide solutions that maximize their asset value and help reduce their emissions as they transition to a lower-carbon future.



Employees

Halliburton's employee population is highly diverse. We know it is essential to the health of our Company and workforce to make sure every employee is cared for and that our workplace is inclusive and welcoming. We maintain a number of activities and initiatives to promote employee care and an inclusive culture, including personal Check-Ins (Halliburton's performance-management process), workshops, townhall meetings, performance feedback, employee resource groups (ERGs), and our biannual Employee Pulse Survey (EPS). These activities and initiatives help us cultivate a workplace in which all of our employees feel their voices are heard.

In particular, Halliburton's biannual EPS is an essential opportunity to listen to employees, and its results provide input about ways we can improve our workplace for all employees. To read more about the results of the 2022 EPS, which yielded a record-high response rate, please refer to [Chapter S4 on Diversity, Equity, and Inclusion](#) in this report.

Suppliers

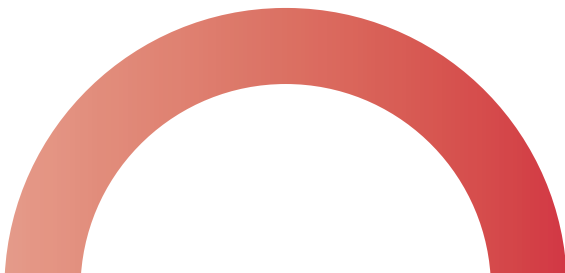
Halliburton cultivates a resilient, sustainable, and value-creating supply chain to enable us to provide world-class services to our customers. Engaging a diverse mix of local and global suppliers who share and uphold our ethical standards and values is fundamental to this work. We obtain feedback and ensure collaboration with suppliers on important matters such as worker health and safety procedures, human rights compliance, and reduction of environmental impacts. We engage with suppliers through our ESG and sourcing platforms, meetings, workshops, training sessions, and digital platforms.

Regulators

At Halliburton, we stay engaged with the agencies and regulators responsible for creating and enforcing regulatory standards that protect the environmental, social, and economic fabrics of the countries where Company operations take place. The Halliburton Government Affairs group works with government officials, policymakers, and local operations management teams to educate them about Company technologies and products; provide in-depth information about our business; and collaborate on the issues prioritized by our customers, employees, and other stakeholders. In addition, Halliburton is at times, sought out by government officials and policymakers to share our knowledge and experience on energy-related topics. We also serve as a technology and local content resource for foreign service offices, consulates, and embassies around the world.

Local Communities and Non-Governmental Organizations (NGOs)

We engage in a variety of activities to support and promote the economic and social well-being of our communities. We facilitate meetings with community groups, nonprofit organizations, and NGOs to seek a better understanding of their requirements and concerns; give back to our communities by hosting volunteer initiatives focused on education, social services, health and safety, and environmental cleanup and awareness; and facilitate charitable giving to local community organizations through our corporate giving initiatives and charitable foundations.





GOVERNANCE

Halliburton recognizes that good corporate governance plays a vital role in building trust with our shareholders, customers, and employees. We seek out opportunities to improve performance and further strengthen corporate governance. The Company's corporate governance structure helps increase our transparency and shapes our approach to ethical business conduct. Under the leadership of Halliburton's Board of Directors, the Company has established governance structures, policies, and practices designed to foster accountability, reduce risk, and push us to achieve the highest standards.



G1

Corporate
Governance

G2

Enterprise Risk
Management

G3

Ethics and
Compliance

G4

Anti-Bribery,
Anti-Corruption,
and Fair Competition

G5

Supply Chain
Governance

G6

Public Policy

Visit Halliburton's [website](#) for more details and background regarding corporate governance and our Board of Directors, including committee structure, roles and responsibilities, and individual member qualifications. You can also find more information in the Company's 2023 Proxy Statement.



G1

Corporate Governance

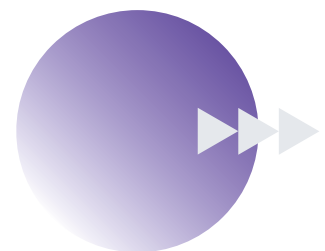
The governance structure for the Company's business is defined by the Corporate Governance Guidelines adopted by Halliburton's Board of Directors. The Board annually reviews these guidelines and, when appropriate, revises them to ensure they guide our actions and business decisions for the benefit of our shareholders.

Board Experience and Diversity

The Halliburton Board of Directors has experience in multiple industries, including energy, finance, science, technology, legal, human resources, and health, safety, and environment (HSE). The present Board includes current and former chief executive officers of public and private companies, and a university president. Members have a diverse range of backgrounds in publicly held and private businesses, start-up entrepreneurship, academia, science, government, and governance. The Board oversees Halliburton's long-term strategy.

When considering the composition of the Halliburton Board and its committees, the Board seeks representative diversity. In doing so, it considers our key stakeholders, such as our customers and suppliers, and our workforce. We believe Halliburton's workforce, which represents more than 70 countries and 130 nationalities, is one of the most diverse in the world.

In February 2023, Halliburton announced the addition of Janet Weiss and Maurice Smith to the Board of Directors. Ms. Weiss contributes substantial global, multinational experience in the oil and gas industry. As a CEO, Mr. Smith brings deep expertise in setting and executing long-term corporate strategy, identifying and implementing important growth initiatives, and overseeing financial operations and activities. After the addition of new Board members, more than half of our 13 Directors are diverse.



Board of Directors

(1-Audit Committee, 2-Compensation Committee, 3-Health, Safety and Environment Committee, 4-Nominating and Corporate Governance Committee)



Abdulaziz F. Al Khayyal (3, 4)
Former Director and Senior Vice President of Industrial Relations, Saudi Aramco



William E. Albrecht (2, 3)
President, Moncrief Energy, LLC



M. Katherine Banks (1, 3)
President, Texas A&M University



Alan M. Bennett (1, 4)
Former President and Chief Executive Officer, H&R Block, Inc.



Milton Carroll (2, 4)
Former Executive Chairman of the Board, CenterPoint Energy, Inc.



Earl M. Cummings (1, 2)
Managing Partner, MCM Houston Properties, LLC



Murry S. Gerber (1, 2)
Former Executive Chairman of the Board, EQT Corporation



Robert A. Malone (2, 4)
Executive Chairman, President, and Chief Executive Officer, First Sonora Bancshares, Inc., and the First National Bank of Sonora



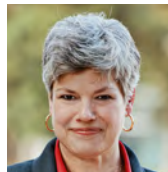
Jeffrey A. Miller
Chairman of the Board, President, and Chief Executive Officer, Halliburton Company



Bhavesh V. Patel (1, 3)
Chief Executive Officer, W.R. Grace



Maurice S. Smith
President and Chief Executive Officer, Health Care Service Corporation



Janet L. Weiss
Former President, BP Alaska



Tobi M. Edwards Young (1, 4)
Senior Vice President, Legal, Regulatory, and Corporate Affairs, Cognizant Technology Solutions

*Ms. Weiss and Mr. Smith both joined the Board in February 2023 and will be appointed to Committees of the Board in May 2023.

Environmental, Social, and Governance Oversight

The Halliburton Board of Directors Nominating and Corporate Governance Committee conducts general oversight of ESG matters at Halliburton. However, each Board committee is responsible for different aspects of ESG (as outlined in each committee's charter). In 2022, the Board increased its ESG oversight by dedicating more time to these matters in committee and full Board meetings, and in engagements with Halliburton's shareholders.

By regularly engaging with shareholders and other outside experts, the Board can more effectively prioritize relevant sustainability matters in the Company's overall corporate strategy. Shareholders have endorsed this oversight structure and other governance enhancements.

The following chart details the primary oversight responsibilities held by each of the Halliburton Board's committees:



Board of Directors



*The Board of Directors receives quarterly cybersecurity updates.

Board Evaluation Process

The Nominating and Corporate Governance Committee reviews and approves the process to evaluate the performance of the Board, its four standing Committees (Audit; Compensation; Health, Safety, and Environment; and Nominating and Corporate Governance), and each individual Director. This process encourages candid responses from our Directors and promotes productive discussions.

Each Director completes written questionnaires designed to gather suggestions to improve Board, Committee, and Director performance and effectiveness, and to identify opportunities for change. The questionnaires solicit feedback on a range of issues, including Board operations; succession planning; committee composition, processes, and responsibilities; information sharing with and from management; overall Board dynamics; Director preparation, participation, and contribution; alignment of

skills and characteristics to business needs and strategy; leadership; and agenda topics. In addition, a qualifications and experience survey identifies the individual skills and expertise of each non-management Director.

The Chair of the Nominating and Corporate Governance Committee analyzes completed questionnaires and provides a summary to the Board. The Board considers the qualifications and experience of the Directors based on their survey responses and feedback, and focuses on optimizing the range and depth of perspectives and experiences necessary to oversee the relevant Company opportunities, strategies, and risks.

This year, the Board had a lengthy discussion of the Board's processes and the evaluation results. Among the topics discussed were governance, oversight, and committee work. The Directors concluded that the Board and its Committees are functioning well. Further, analyzing the completed qualifications and experience matrix gives

the Board information that helps them understand the skills and expertise that are desirable for future Director candidates to possess. Finally, the Chair of the Nominating and Corporate Governance Committee or the Lead Independent Director engage in discussions, as warranted, with individual Board members about their performance.

Board Refreshment

The Board of Directors is responsible for filling Board vacancies when they occur, and for making sure regular Board refreshment occurs. The Company's Corporate Governance Guidelines stipulate that each non-management Director shall retire from the Board immediately prior to the annual shareholder meeting that follows their 75th birthday.

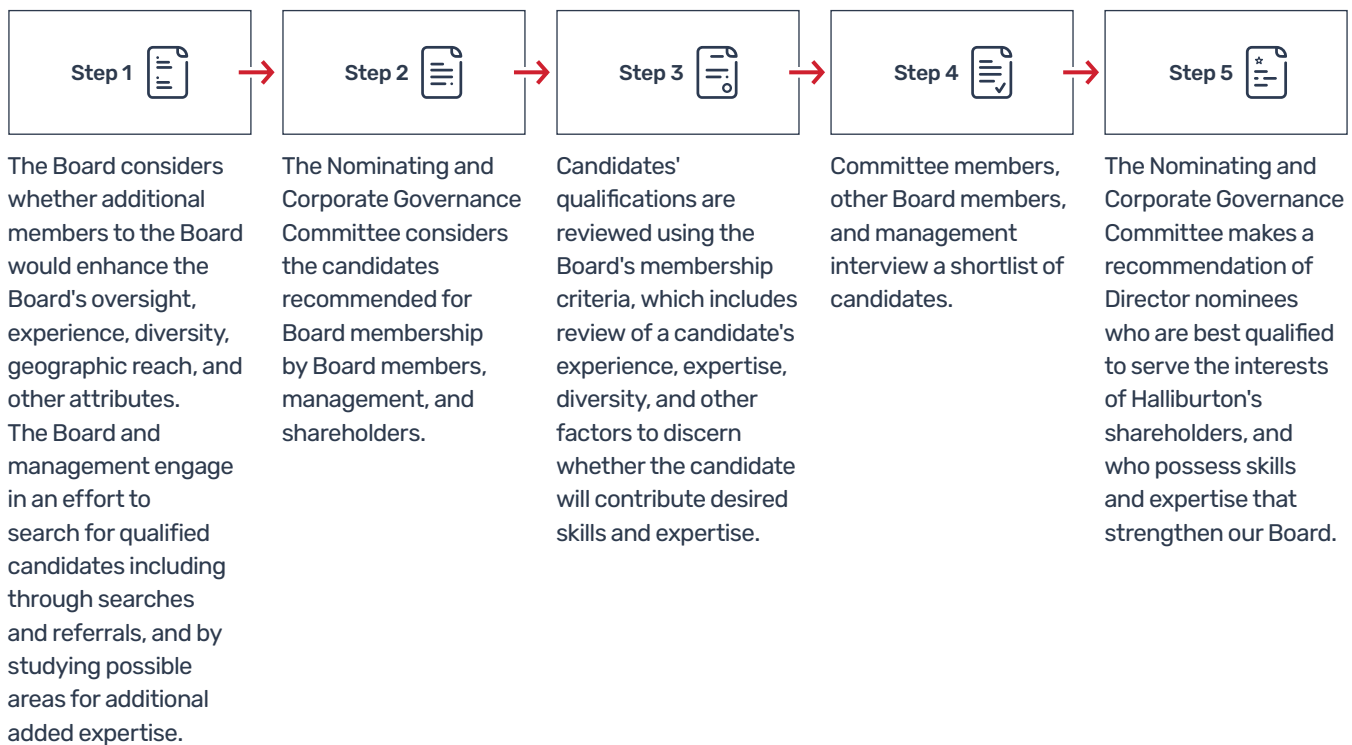
The Board has delegated to the Nominating and Corporate Governance Committee the duty to select and recommend new candidates for approval. When called upon to fill a vacancy, this Committee considers all recommended candidates and may retain an independent executive search firm to assist with candidate selection and review.

This process has increased the diversity of Halliburton's Board over the last several years, with the addition of three female Directors, one of whom is ethnically diverse, and three ethnically diverse male Directors.

The Nominating and Corporate Governance Committee conducts an annual review of the overall composition of the Board to determine whether the current non-management Directors collectively represent an appropriate mix of experience, diversity, and expertise. Determination of expertise includes consideration of the following (among other factors): experience in a leadership role in a public or private company, including C-suite experience; experience with oil and gas, energy, manufacturing, engineering, or technology; experience in matters relating to health, safety, and environment; or other sustainability experience.



The Board Refreshment Process



Energy Demand and Climate Initiatives

In 2022, the Company and our customers worked on furthering the transition to a lower-carbon future. While worldwide demand for oil and gas remains strong, the energy mix transition is an issue of global importance. With guidance from the Board of Directors, the Company made progress on our goal to reduce Scope 1 and 2 emissions by 40% by 2035 from our baseline year of 2018. Halliburton executed on opportunities to reduce emissions and is on track to meet reduction targets. To learn more about Halliburton's sustainable technologies and the clean energy innovations underway at Halliburton Labs, please visit [Chapter E2 on Sustainable and Secure Energy Future](#) in this report.

Executive Compensation

Halliburton's executive compensation programs focus on incentivizing performance, maximizing returns, and building shareholder value. They are integrated with the Company's overall business strategy and management processes, and most are performance-based, at-risk, and long-term. Our long-term incentive plan includes relative performance measures, while our annual incentive plan combines financial and strategic metrics.

Halliburton's steadfast commitment to shareholder input and feedback resulted in numerous, substantive changes to the structure and governance of our executive compensation in the last three years. Most recently, the Company amended our 2022 annual incentive plan to include non-financial strategic metrics focused on greenhouse gas (GHG) emissions and DE&I – two of our main focus areas. These metrics comprise 20% of the total award, and achievement of specific financial goals comprises 80% of the total award.

Beginning with the 2023 Performance Unit Program (PUP) cycle – our long-term incentive plan – the Company implemented a payout cap for negative Return on Capital Employed (ROCE) performance and increased target performance for relative ROCE. This will further strengthen the alignment of pay opportunities, business performance, and pay outcomes.



G2

Enterprise Risk Management

Halliburton's Enterprise Risk Management (ERM) program is designed to identify, mitigate, and manage enterprise-level risks to our organization as well as other strategic risks to the Company. Our Board of Directors oversees the assessment process, which relies on a consistent, systematic, and integrated approach. It includes a review of items that may impact Company strategy, business continuity, and crisis management.

Enhancements to Risk Controls

In 2022, the Company retained a global leader in ERM programs to refresh our annual risk-assessment process. This valuable partnership resulted in a more dynamic, streamlined, and collaborative approach to assessing strategic risk.

In workshop settings, 70 Company executives openly discussed, evaluated, and scored strategic risks based on their potential impact, likelihood of occurrence, and risk-mitigation preparedness. Results provided valuable feedback for focusing risk-mitigation attention, opportunities for process optimization, and higher risk areas that will continue to receive attention and ongoing auditing efforts.

Results are reported to relevant internal stakeholders and the Board of Directors' Audit Committee. They are equally incorporated into strategic planning for the coming years.



Our Risk Management Sustainability Commitments



- Streamline risk categories, risk identification, and risk management to ensure best alignment with Halliburton strategy and place a critical focus on what matters most.
- Enhance cross-functional visibility to and collaboration among key stakeholders throughout the organization to ensure consistency, uniformity, and strategic approach to risk assessment, identification, and mitigation.

Global IT Infrastructure

The Company has invested substantial resources in Information Technology (IT) infrastructure to migrate Halliburton's computing, storage, and business applications from on-premise data centers to the cloud. This allows us to further advance and expand our digitization strategy, and to provide agility, scalability, and flexibility to our business and customers. It also enables the Company to optimize IT infrastructure cost and eliminate capital expenditures.

Halliburton's data centers reduction and consolidation project aims to reduce the number of data centers from 12 to 5, and to reduce their overall combined footprint by around 75% – from 15,380 sq. ft. to 3,880 sq. ft. In 2022, we completed 68% of our targeted reductions and the remainder will be completed during 2023.

In 2022, we migrated a significant number of applications and computing and business data from the Company's data centers to cloud-based digital platforms. This allowed Halliburton to meet our digital strategy and on-premise infrastructure reduction goals, leading to reduced power and energy use as well as an associated environmental impact.





Cybersecurity

Global attacks on corporate IT and operational technology (OT) are increasingly frequent and sophisticated. Halliburton takes every threat to cybersecurity seriously. We invest significant resources to protect Company systems and data, and do so in alignment with industry standards, including the International Organization for Standardization (ISO) 27001, the National Institute of Standards and Technology (NIST) 800-53, NIST 800-82, and International Electrochemical Commission (IEC) 62443. The Company's Board of Directors was an early adopter among companies to call for an every-meeting update on cybersecurity. They receive quarterly cybersecurity updates, and our Audit Committee receives an in-depth annual review.

The Company's Defense-in-Depth design philosophies for IT and OT systems include the following techniques:

- Multi-factor authentication, which verifies users' identities beyond their credentials
- "Zero trust," which establishes layers of protection for users and devices
- "Least privilege," which limits the content that individual users can access

We perform periodic compliance activities for relevant product lines. In 2022, the Halliburton Landmark iEnergy® platform (an innovative hybrid cloud that deploys, integrates, and manages cloud applications in the exploration and production industry) completed a System and Organization Controls (SOC) 2 Type 2 assessment and audit. It evaluates and certifies that cybersecurity controls are in place and working as they are designed to work. The infrastructure component of iEnergy®, in addition to a suite of Halliburton Landmark applications, received recertifications and/or new certifications of their SOC 2 Type 2 compliance.

The Company used OT-specific training and standards and security assessments to increase employee and contractor knowledge about cybersecurity best practices and good cyber hygiene. This also helped elevate employee awareness of the importance of keeping these systems secure. In 2022, the Company enforced additional OT security-specific standards and policies, further enhancing our OT security posture. We also performed OT security self-assessments of all product lines to promote proper governance over cyber controls and to evaluate evolving cyber risks, and we improved product line network segmentation and endpoint security management. Additionally, we regularly evaluate advanced cybersecurity technologies that can help expand the Company's OT security portfolio.

The Company implemented an Identity and Access Management upgrade in 2022 to strengthen our security posture and improve user experience and productivity. Our Identity and Access Management system is a next-generation solution that provides flexible, reliable access control for on-premise and cloud services. It provides a modern user interface to request, approve, and re-certify access to IT resources, including systems, applications, and network resources. It also helps reduce operational overhead with its enhanced self-service and delegated administration capabilities.

In 2022, we enhanced our annual cybersecurity training with updates addressing the latest cybersecurity topics and threats. Halliburton is reducing cyber risk by requiring this annual training of all employees and contractors.



Physical Security

Halliburton protects the physical safety of employees. The Company has safety procedures and infrastructure in place to minimize the risks posed to employees' physical security by their work responsibilities.

Workplace Violence Prevention

Employee safety is paramount at Halliburton, and secure and safe workplace maintenance is one of our key priorities. The Company's commitment to our Code of Business Conduct (COBC) and established security controls is fundamental to workplace safety.

We regularly communicate with employees and managers on how to recognize, report, and manage threats of violence. In 2021, the Corporate Security team developed and delivered targeted training modules for key staff members to enhance the Company's ability to respond to threats of violence. The Company delivered this training again in 2022. Early identification and pragmatic management of these incidents are crucial factors to reduce and mitigate the risk of violence in the workplace.

Global Travel Risks

Halliburton maintains a constant focus on the security of Company personnel and assets, especially in light of changes happening in the countries and environments where we work.

One difficulty involved in operating a global business is that employees and contractors who travel may be subject to dynamic security-oriented risks and threats, including interstate war, armed conflict, criminal behavior, activism, civil unrest, and terrorism. Prior to business travel, Halliburton personnel are required to review applicable security and health information, observe Company-mandated controls for their destination country, and have travel to certain high-risk destinations approved. We monitor worldwide security conditions and associated risks with Halliburton's network of security specialists and 24-hour Global Security Operation Center (GSOC) based in Houston. This enables us to warn our travel population of threats, incidents, or local developments that may affect them.

Autonomous Security Technology

In 2022, Halliburton implemented a series of autonomous robotic security technologies in North America to reduce energy consumption and improve operational efficiency and potency. Most notably, the Company integrated unmanned aerial vehicles into a protective security role. This improved our ability to deter, detect, and disrupt threats to critical assets.



G3

Ethics and Compliance

Two of Halliburton's core values – respect and integrity – are the foundation of everything we do. The Company maintains this foundation through our longstanding ethics and compliance program, which is administered by our Global Ethics and Compliance group, led by the Chief Ethics and Compliance Officer, and supervised by the Audit Committee. It includes Halliburton's Code of Business Conduct (COBC), Ethics Helpline, and whistleblower protections. Visit Halliburton's [website](#) to learn more and find the full text of our COBC, which is available in multiple languages.

Ethics and Compliance Training

All Halliburton employees and contractors who have access to Company systems are required to complete in-person or online COBC training every two years.

Local Ethics Officers (LEOs) serve as a supplementary resource for these trainings. They promote awareness of ethics and compliance issues on an ongoing basis and give presentations on ethics topics. Each Halliburton LEO is trained to model ethical behavior, answer questions, provide guidance, take reports of suspected misconduct, and present quarterly Ethics Moments and biweekly Ethics Tips to supplement the Company's two-year training on key compliance issues.

In 2022, Halliburton LEOs helped the Company provide relevant, timely, and targeted in-person and virtual ethics and compliance training to employees around the globe by conducting 2,450 presentations, among other initiatives. We had 51 LEOs in 38 countries at the end of 2022.



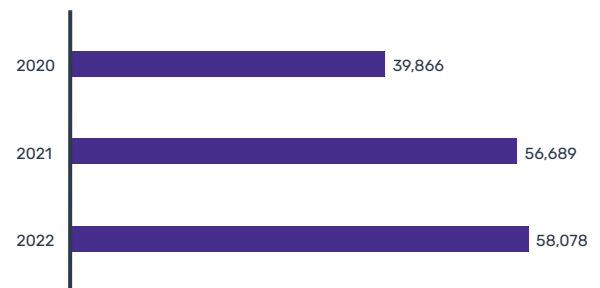
Our Ethical Operations Sustainability Commitment



- Conduct business with integrity, choosing the ethical course of action when confronted with challenging circumstances, promoting a speak-up culture free of retaliation, and treating our employees and stakeholders honestly and fairly.

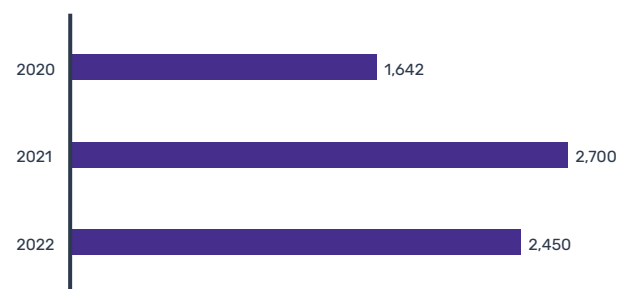
Training Hours for COBC, Anti-Corruption, and Enhanced Procurement Fraud in Countries Designated as High-Risk

Number of Hours



Local Ethics Officer Presentations

Number of LEO Presentations



G4

Anti-Bribery, Anti-Corruption, and Fair Competition

Halliburton requires all employees, contractors, suppliers, agents, consultants, officers, directors, and anyone else acting on our behalf to follow the Company's anti-bribery, anti-corruption, and fair competition policies and procedures as they conduct business the REDWay (Responsibly, Ethically, and Diligently). Find our detailed policies and practices on Halliburton's [website](#). Read about our commitment to these principles in the Company's [COBC](#), which is available in multiple languages.

REDWay Responsible. Ethical. Diligent.

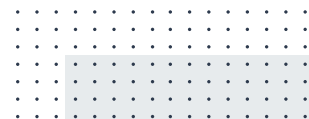
Our Requirements

Halliburton expects our employees to act with integrity, guided by the Company's core values, and comply with the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act 2010, and similar applicable laws around the world. We also expect them to compete fairly and win business in a legal and ethical manner.

Employee Training

The Company's anti-bribery and anti-corruption employee training emphasizes Halliburton's core commitment to conducting business the REDWay. Halliburton requires every employee with relevant job functions, as well as those who work in high-risk countries, to complete this training course. It focuses on our commitment to conduct and win business professionally, fairly, and with integrity. The training also covers topics like business relationship management, due diligence, and ethical conduct with regard to business hospitality and charitable contributions.

In 2022, Halliburton's Global Ethics and Compliance group conducted in-person and virtual trainings to supplement our web-based anti-corruption training courses.



G5

Supply Chain Governance

Halliburton is committed to integrity and ethical business practices and works with suppliers who share that mission. The Company screens suppliers using set structures and measures their compliance to all rules, terms, and conditions. We monitor the supplier policies within our supply chain to confirm alignment with Halliburton's practices. Visit [Supplier Relations](#) on the Halliburton website to learn more about our Supplier Management System, local supplier procurement policies, conflict minerals, modern slavery and human trafficking prevention, and supplier compliance and training-related expectations.

IntegrityNext

In 2022, Halliburton implemented IntegrityNext, a digital platform that collects and monitors sustainability data from suppliers. This includes key topics like Human Rights, Supplier Diversity, Conflict Minerals, Supply Chain Responsibility, and Carbon Footprint. IntegrityNext enables the Company to map suppliers' inherent sustainability risks, such as modern slavery, water stress, greenhouse gas emissions, occupational incidents, and their Corruption Perception Index score based on various pieces of geographical data. In 2022, Halliburton added the first wave of suppliers – which comprises over 50% of our global spend – to IntegrityNext for ESG assessments.



Our Supplier Conduct and Responsible Procurement Sustainability Commitment



- Cultivate a sustainable supply chain through the continuous improvement of internal processes, by performing proactive risk assessments, and by working collaboratively with our diverse mix of global and local suppliers.

Driving a Sustainable Value Chain

Halliburton recognizes the importance of performing due diligence on the Company's supply chain and its collective impact on sustainability topics. We ensure that continuity of supply, cost efficiency, and quality are maintained, and environmental and societal values are upheld.

When the Company selects and qualifies suppliers for sustainable growth, we include suppliers' environmental, social, and governance commitments in our evaluations. Halliburton expects suppliers to improve with us in sustainability matters. We encourage suppliers to assess their sustainability performance and implement continuous improvement. We also promote human rights awareness in our supply chain to advance social responsibility.

Human Rights

Halliburton upholds universal human rights as defined by the United Nations (UN) Universal Declaration of Human Rights, and we support the UN Guiding Principles on Business and Human Rights. We comply and align with relevant Human Rights Due Diligence laws, such as the UK Modern Slavery Act of 2015, Australia Modern Slavery Act of 2018, Norwegian Transparency Act, and U.S. Uyghur Forced Labor Prevention Act. We also monitor similar upcoming legislation. To learn more about Halliburton's compliance with Human Rights legislation, please visit [Chapter S5 on Human Rights](#) in this report.



Performing Due Diligence in Our Supply Chains

Policies

Halliburton requires its contracted suppliers to commit to protect and uphold the fundamental human rights of their employees as defined by the UN Universal Declaration of Human Rights. Halliburton communicates ethical expectations to suppliers through our Supplier Ethics Letter and Supplier Ethics Statement.

Risk Assessment

During onboarding, Halliburton requires potential suppliers to undergo a risk-evaluation process that covers safety, export controls and sanctions screening, and insurance verifications. In 2022, the Company used our new internal human rights assessment tool to pinpoint risks in our supply chain and prioritize areas for follow up. Halliburton analyzes data points that include the Global Slavery Index when determining appropriate risk levels to assign to suppliers. All suppliers are assessed based on relationship (procurement spend and sourcing strategy), category (industry/products/services/materials), and geography.

The Company's risk-assessment methodology also considers evolving international Human Rights legislation, particularly import and trade restrictions. Halliburton consults international standards, such as The Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles for Business and Human Rights.

Halliburton has expanded our supplier human rights evaluation and monitoring through IntegrityNext. Human Rights and Labor evaluation has commenced for 1,337 suppliers (comprising over 50% of our global spend) identified in the Company's baseline inherent risk assessment. IntegrityNext administers questionnaires to suppliers about key Human Rights and Labor topics.

Human Rights Audit and Supplier Evaluation

In 2022, we commissioned a third-party human rights auditor and began onsite human rights audits of suppliers to enhance the Company's high-risk supply chain due diligence. To determine the scope and form of the audit conducted, we take into account the scale and type of goods or services being provided. The audit may be a Workplace Conditions Assessment, Labor Provider Audit, or Service Provider Audit.

Critical Suppliers are annually evaluated on risks related to safety, quality, environment, social responsibility, economics, and corporate governance. The Halliburton Supplier Performance Review and Evaluation Process for Critical Suppliers includes a questionnaire on each suppliers' compliance with Halliburton's COBC, safety standards, and requirements. The questionnaire inquires about regulations and terms and conditions; policies and/or procedures that prohibit forced labor and human trafficking in their operations and in the operations of utilized employment agencies or subcontractors; policies and/or procedures that prohibit waste deductions or payments by workers in return for such things as employment, transportation, accommodations, and food; and policies and/or procedures that enforce timely and accurate payments of wages for all workers. Non-compliance with Halliburton's standards can lead to appropriate response actions up to and including termination.

Conflict Minerals

As a member of the Responsible Minerals Initiative and in compliance with the U.S. Dodd-Frank Act, Halliburton ensures our suppliers source conflict minerals in an ethical manner. The Company terminates relationships with suppliers who do not cooperate with Dodd-Frank compliance requirements.

In 2022, Halliburton identified 1,053 suppliers as subject to the Dodd-Frank Act and contacted them as part of the Company's conflict minerals campaign.





Training

Halliburton uses trainings from professional training bodies focused on supply chain and procurement. For example, we use the Chartered Institute of Procurement and Supply (CIPS) trainings in the UK, Australia, and Norway. CIPS conducts training on issues such as ethics, compliance, conflict minerals, and human rights awareness.

The Company participated in piloting the International Petroleum Industry Environmental Conservation Association (IPIECA) Forced Labor training in 2022. IPIECA's Forced Labor training covers topics such as fair recruitment, discrimination, working hours, worker accommodation, worker grievance mechanisms, and forced labor. It has been completed by key personnel from Halliburton's Supply Chain, Legal, and Human Resources departments.

In 2022, the Company rolled out an internal training on Supply Chain Sustainability Awareness for Supply Chain employees. It covers key ESG topics relevant to our supply chain, including the UN Sustainable Development Goals, UN Guiding Principles on Business and Human Rights, modern slavery and related legislation, emissions, supply diversity, local content, and supply chain risk mapping.

Local Content and Supplier Diversity

Halliburton's strong, established relationships with local suppliers provide the Company with strategic and competitive operational advantages. They also help expand the capacity and competency of national and local suppliers, stimulate local economies, and promote positive labor practices. The Company works legally and ethically with governments and customers around the world to meet local content targets. We have also sustained a high rate of spend with suppliers based in regions where Halliburton's operational activities take place.

A good example of our local supplier engagement is our efforts to increase our vendor portfolio and procurement spend with Aboriginal and Torres Strait Islander-owned businesses in Australia. We do this through our membership with Supply Nations and with quarterly reports of Halliburton's Indigenous vendor spend. Supply Nations is an organization that provides a database of Indigenous suppliers to help companies allocate spend to the underused Indigenous business sector. To learn more about Halliburton's Aboriginal and Torres Strait Islander Engagement in Australia, please visit [Chapter S6 on Local Communities](#) in this report.

In addition, Halliburton works with IPIECA and our industry counterparts to globally standardize local content measurement and reporting for the oil and gas industry.

G6

Public Policy

The global energy industry and its regulations are complex and ever-evolving. Halliburton is engaged with public policy issues that affect our Company, operations, and workforce. Learn more about the multi-candidate, non-partisan Halliburton Company Political Action Committee (HALPAC), as well as the Company's policies on political activities and engagement, on the [Public Policy](#) page of Halliburton's website.

Full Transparency

In 2022, Halliburton published its second comprehensive annual political activity report, [Halliburton Policies for Political Engagement](#). Some notable highlights from the report are as follows:

- Zero corporate contributions made directly to political parties or candidates
- Zero corporate contributions used to support ballot measures
- Prohibitions against using corporate funds to contribute to 527 and 501(c)(4) organizations
- Board oversight of the Company's strategy for political engagement, including oversight of political spending lobbying

The CPA-Zicklin Index was developed by the Wharton School of Business Zicklin Center for Business Ethics Research. It scores corporations on the transparency and accountability of their political engagement policies. Companies scored on the CPA-Zicklin Index have their company policies and practices thoroughly reviewed in 24 areas, including political contributions, trade associations, and political action committee (PAC) activities.

In 2022, Halliburton scored a 93 on the CPA-Zicklin Index with a raw score of 65 points. Halliburton's score is high enough (90 or above) that the Company is now classified as a "Trendsetter" which, in CPA-Zicklin Index terms, indicates robust Company disclosure and oversight.

CPA-Zicklin Index Trendsetter Status



**In 2022,
Halliburton
scored a 93
on the CPA-
Zicklin Index.**

- This index scores S&P 500 corporations on the transparency and accountability demonstrated in their political engagement policies.





ENVIRONMENTAL

Providing customers with safe, reliable, and efficient products and services is the core of Halliburton's business. Oil and gas remain an essential source of energy worldwide, and hold a critical place in the world's collective efforts to secure a lower-carbon future. At Halliburton, we are actively engaged in developing new technologies that mitigate the environmental impact of our own and our customers' operations. We proactively manage environmental risks and we take measures to reduce energy use, water use, and waste generation. In addition, the Company helps advance decarbonization by putting our expertise to work in growing spaces, such as geothermal and CCS, and through Halliburton Labs, where we collaborate with early-stage companies that seek to bring cleaner, affordable energy technologies to the marketplace.



E1
Climate Change and
Low-Impact Solutions

E2
Sustainable and
Secure Energy Future

E3
Environmental
Management

E1

Climate Change and Low-Impact Solutions

At Halliburton, we work to reduce emissions, improve efficiency, and advance clean energy development. We recognize that affordable, secure energy is key to global economic development, and that our industry has an important role to play in lowering emissions. For more information, please refer to our [Climate Change Statement](#) on the Halliburton website.

Emissions Reduction Target

Halliburton has committed to reduce Scope 1 and 2 emissions by 40% by 2035 from our 2018 baseline. In 2022, we executed on priorities set to help the Company progress toward our 2035 emissions reduction target.

Our absolute Scope 1 and 2 emissions trended upward from 2020 to 2021, driven by the post-pandemic global activity recovery of our business. In 2022, we saw the benefits of our emissions-reduction strategy start to play out as our total emissions decreased slightly despite an 16% increase in wellsite operating hours across our operations and increased job intensity in our North America frac business. Overall, we have reduced absolute Scope 1 and 2 emissions by 12% compared to our 2018 baseline of 4.2 million MTCO₂e. We continued to invest in electric frac units that have the ability to reduce the overall emissions intensity of our fleet year on year.



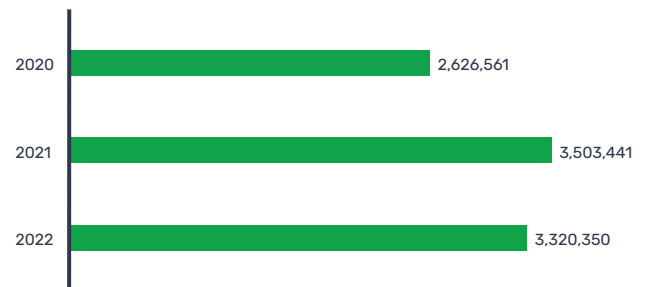
Our Climate Change Sustainability Commitments



- Achieve a 40% reduction of Scope 1 and 2 emissions by 2035 from 2018 baseline.
- Partner with Tier 1 suppliers to track and reduce Scope 3 GHG emissions.

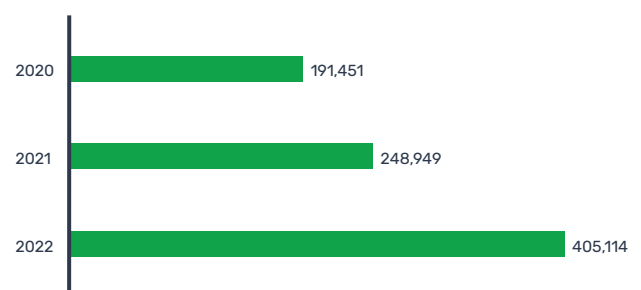
Scope 1 GHG Emissions

Metric tons CO₂e



Scope 2 GHG Emissions

Metric tons CO₂e



Since the rollout of new electric frac fleets occurs gradually over the course of the year, we expect to see the full benefit of each unit deployed after 12 months of operations as opposed to the calendar year when the fleets come into service.

To help meet our goals, we prioritize actions that reduce emissions from our largest emitting activities: hydraulic fracturing and real estate facilities.



Hydraulic Fracturing

We direct a portion of our capital expenditures to purchase electric fracturing equipment to meet customer demand, lower their operating costs, and improve efficiency, which also supports our emissions commitments. Electric units (e-frac) can be powered with electricity generated from a variety of sources, including reciprocating engines and grid power, which increases our opportunities to reduce emissions.

Real Estate Facilities

We engage in ongoing efforts to manage our real estate emissions footprint wherever possible. We also purchased renewable energy, installed energy-efficient building technologies, such as LED lighting, and installed solar panels in accordance with power-purchasing agreements.

Facility Improvements to Reduce Energy Use

As part of our commitment to reduce carbon emissions, we continue to integrate sustainability in our real estate work and decision-making processes. The Company assesses new real estate technologies and updates facilities to ensure we meet sustainability targets and comply with regulations. When we conduct building maintenance, we evaluate the technologies for major structural elements like heating, air conditioning, and ventilation; insulation; and windows to identify areas where technology updates might improve energy efficiency.

Solar Power

In 2022, Halliburton initiated new solar power projects, one in Singapore and one in Neiva, Colombia, that collectively added 1,025 kilowatt peak (kWp) of total solar power. These projects are part of our ongoing rooftop solar initiative, which now includes six major projects in Singapore, Malaysia, India, California, and Colombia. The Company is also evaluating the possibility of implementing similar solar initiatives in Mexico, Ecuador, and Brazil.



Energy-Efficient Lighting

In 2022, North America saw the completion of LED lighting installations at 13 large Halliburton facilities. This reduces lighting-related carbon emissions in those facilities by 63% per year. In addition, we announced a plan to pursue 24 energy-efficient lighting projects in North America and one in Norway that are expected to have similar results. We also completed lighting evaluations at 18 additional Halliburton sites in North America for future projects.



Singapore

Following the success of our Singapore solar project, Halliburton's Singapore manufacturing facility explored an opportunity to expand the solar farm to a newly constructed technology facility and other existing buildings on campus. With this new solar extension, which was accomplished in the fourth quarter of 2022, Halliburton Singapore established a 22-year supplementary solar power purchase agreement. The Company will install and maintain 1,466 fixed-tilt, roof-mounted solar panels totaling 879 kWp. The solar array will produce an average annual 964 megawatt hours (MWh) of electricity.



Colombia

The second photovoltaic solar plant in Latin America was installed successfully in Neiva, Colombia. We installed 270 panels with 146 kWp of total solar power. The solar array will produce around 213,000 kWh of electricity annually, offsetting approximately 60% of the facility's current usage. We are currently completing the final installation to connect it to the grid.

Climate-Risk Scenario Analysis

Halliburton follows the guidance from the Task Force on Climate-Related Financial Disclosures (TCFD) to perform qualitative climate-scenario analysis. As such, the impacts are categorized as Transition Risks (Policy, Reputation, Market, and Technology) and Physical Risks (Acute and Chronic).

Priority risks assessed include the following:

Transition Risks Basis: International Energy Agency (IEA) Stated Policies Scenario (STEPS) and Sustainable Development Scenario (SDS)	Physical Risks Basis: Intergovernmental Panel on Climate Change (IPCC) Climate Scenario SSP3-RCP7
Policy and Regulatory <ul style="list-style-type: none"> Fossil Fuel End Use Regulation Fossil Fuel Production Regulation 	Acute <ul style="list-style-type: none"> Hurricanes Flooding
Reputation <ul style="list-style-type: none"> Employee Attraction and Retention Increased Stakeholder Concern 	Chronic <ul style="list-style-type: none"> Extreme Heat Water Stress and Drought
Market <ul style="list-style-type: none"> Oil Demand Natural Gas Demand 	
Technology <ul style="list-style-type: none"> Cost to Transition to Lower Emissions Technology 	

Across Transition Risks, we look at the short-term (0-2 years) and medium-term (2-10 years) to determine potential financial impact to our business and prioritize strategy and capital decisions accordingly. This has reinforced our goals of collaborating with customers to help them achieve their decarbonization targets, continued investment in electric fracturing to reduce emissions in our core business, and continued work with start-ups through Halliburton Labs to uncover gaps in the broader energy value chains.

We consider Physical Risks in the short-term (baseline), medium-term (2040) and long-term (2050) to identify which of our facilities and operations may be exposed, if any, and determine concrete mitigation plans. Out of all the sites analyzed, weather-related potential risk areas include Texas and Louisiana sites at risk of events, such as hurricanes and flooding. Water stress and drought-related potential risk areas include multiple desert sites in the United States and Middle East, and possible extreme heat and rainfall projection risks at our Singapore manufacturing sites.

Over the years our locations have experienced weather events such as hurricanes, tornadoes, hailstorms, flooding, and winter snow/ice storms. Weather impacts typically

result in temporary delays with no long-term sustained impact. We closely monitor each acute weather event and weather trends to assess our response plans and reduce the possible business impact of these physical risks. Our diverse manufacturing base and supply chain also minimize the risk of local impacts.

In addition to local emergency response planning, we provide training and equipment to our workers in locations with possible extreme heat or cold exposure. In 2021 we used the Aqueduct Water Risk Atlas, published by the World Resources Institute, to assess our locations in water-stressed geographic areas. Working with our top potentially water-stressed sites in 2022, we established a toolkit to allow each facility to identify and implement location-appropriate water preservation actions.

In addition to outlining risks, our scenario analysis uncovered potential business opportunities in spaces such as carbon capture and storage, geothermal, and methane emissions management. Our approach to these different opportunities is outlined in [Chapter E2 Sustainable and Secure Energy Future](#) of this document.

We will continue to annually monitor IEA and IPCC scenario analyses and will adjust our risk-mitigation plans according to material changes.

E2

Sustainable and Secure Energy Future

Halliburton seeks to provide affordable, reliable, and sustainable products and services to our customers.

Decarbonizing Our Customers' Core Oil and Gas Operations

Worldwide oil and gas remains an essential source of reliable and affordable energy and lower-carbon intensity oil and gas production is a critical part of facilitating a low-carbon future. At Halliburton, we are innovating and deploying solutions designed to help our customers lower the carbon intensity of their operations.

Exploration

A range of Halliburton solutions help customers reduce the carbon intensity of their operations. Halliburton Landmark provides digital solutions to develop end-to-end subsurface, drilling characterization, and production, which leads to a better understanding of what drives upstream emissions. Operational tools from a range of Halliburton product lines, such as Cerebro® in-bit sensor package and iCruise® intelligent rotary steerable system, can improve the efficiency of hydrocarbon extraction for our customers. Cerebro® improves rock cutting and removal efficiency, while iCruise® helps our customers steer and place wells more precisely.



Our Innovation Sustainability Commitments



- Lead the industry in innovation and conscientious stewardship of global resources.
- Provide solutions that support decarbonizing our customers' production base.

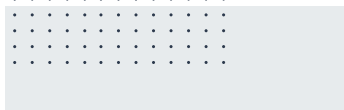
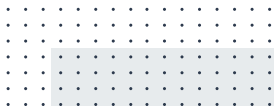
Well Construction

Cementing: EnviraCem™ and NeoCem™ E+ Reduced Portland, High-Performance Cement Systems

Halliburton has developed and commercialized the EnviraCem™ and NeoCem™ E+ cement systems to provide barriers with reduced Portland cement content to our customers. With EnviraCem™ providing greater than a 70% reduction in mass Portland cement by volume of the blend, and NeoCem™ E+ providing a 50% – 70% reduction in mass Portland cement by volume of the blend, Halliburton helps our customers lower their carbon emissions while providing thoughtfully engineered systems with enhanced sheath performance. The innovative designs of EnviraCem™ and NeoCem™ E+ incorporate more locally sourced, natural, and recycled materials. The reduced dependence on Portland cement to provide a dependable barrier enables flexibility with industry supply chain challenges and delivers a more sustainable barrier solution.

Baroid: BaraShale®

BaraShale® Max water-based fluid (WBF) has the potential to replace invert emulsion fluids (IEF). This engineered WBF can be formulated using brines produced at the well instead of fresh water, which allows for a versatile IEF replacement. BaraShale® Max WBF reduces the need for containment, transport, and disposal of IEF and its associated drilling waste. The flexibility of using water as the base fluid and replacing IEF provides operators potential avenues to reduce their field emissions and related environmental impact.



Cementing: Barrier Integrity / Obex™ Well Barriers

Cementing has focused on barrier integrity and emissions reduction related to cement systems. One example is the Obex™ casing annulus packers family. The Obex™ IsoLock™ packer collar is a new compression-set packer that prevents sustained casing pressure that could potentially lead to fugitive emissions.

Completion

Halliburton is transforming our use of digital and electrification capabilities to drive actionable insights for reservoir and emissions management.

Completion Tools: Clariti® Digital Reservoir Management

Clariti® digital reservoir management makes it possible to share data seamlessly and deliver real-time solutions from ideation to reservoir management. The customer-facing platform consists of five applications: Clariti® View, which provides remote well-data visualization with alarming; Clariti® Flow, which delivers zonal flow allocation with fluid refractions; and Clariti® React, Clariti® Manage, and Clariti® Predict, which provide full asset and production optimization by leveraging Halliburton's petro-technical capabilities with the functionality provided by SmartWell® completion systems.

Production Enhancement: Zeus™ Electric Pumping Unit and Tier 4 Dual-Fuel

Halliburton has invested in electric fracturing and Tier 4 dual-fuel engines to improve our carbon footprint and help to reduce customer emissions. Because of these investments, our equipment demographics have changed, which has lowered our overall carbon intensity per horsepower hour of operation. These investments allow Halliburton and our customers to use available fuels, including wellhead gas and power equipment, as well as give the option to connect to the electric grid. These operational model changes have had many positive impacts, including reducing CO₂ per BOE produced.

Production

Artificial Lift: Hydro-Helical® Gas Separator

Artificial Lift's Liberator, a Hydro-Helical® gas separator, sets a new industry standard for flow rate, performance, and reliability. As the first new downhole dynamic gas separator design in decades, the Hydro-Helical® gas separator achieves extreme separation efficiency at high-flow rates – up to 40% greater than conventional separators. This translates into more oil production in higher gas applications. The improved efficiency and performance of Hydro-Helical® reduces energy consumption and delivers solutions to help advance our customers' decarbonization goals.

Testing and Subsea: FloConnect® Surface Automation Platform

The FloConnect® surface automation platform is the industry's first fully automated and scalable solution for surface well testing operations. This innovative technology includes solutions for the continuous acquisition, storage, evaluation, monitoring, control, and reporting of emissions data. By supporting both environmentally conscious and real-time operational decision-making, FloConnect® reduces operational variabilities and optimizes workforce deployment by lowering exposure to hazardous and complex operations by taking personnel out of the red zone.

Midstream/Downstream

Pipeline and Process Services: SureDcon™

SureDcon™ chemistry provides decontamination cleaning using the vapor phase method, recirculation, sparging, or spraying. The efficiency of these chemicals significantly reduces system shutdown time and the resources required for decontamination. The small equipment footprint, low-water utilization, and significantly lower waste generated by SureDcon™ make it the ideal decontamination solution to help our customers decarbonize their operations.

Production Solutions: InnerVue™

InnerVue™ is a non-intrusive diagnostic tool that can be used to identify blockages, profile deposits, and leaks in pipelines. It gives operators the ability to address production difficulties and maximize flow performance without mobilizing heavy resources. It also allows for a rapid fugitive emissions response in case of leaks.



Advancing New Energy Frontiers

Sustainable energy will ultimately be an "all-of-the-above" proposition that includes oil, gas, renewable sources, and more. The most immediate opportunities to advance new energy frontiers exist in our fairway. We deploy our technologies in some of the fastest-growing new energy segments, such as carbon capture and storage, geothermal, and emissions management. The Company delivers relevant packaged solutions and technologies to advance these new energy frontiers, both individually (through our product lines) and in integrated solutions (via Halliburton Landmark, Consulting, and Project Management offerings).



CCS Study Opportunity in Greece for Energean

In 2022, Energean, an independent company focused on energy resource development in the North Sea and Mediterranean, awarded Halliburton a contract to conduct a comprehensive subsurface review of the Prinos Basin in Greece. For this study, Halliburton CCS experts are collaborating with Energean to assess the carbon storage potential of the Prinos Basin.

The study began in March 2022 and includes long-term plume modeling, storage complex characterization, and creation of a conceptual development plan with performance modeling. To deploy a fully integrated CO₂ storage workflow, Halliburton is leveraging DecisionSpace 365® cloud applications, including Permedia® CO₂ software, which is a 2021 World Petroleum Congress excellence award winner.

Carbon Capture and Storage

Carbon capture and storage is a critical technology to reduce carbon emissions in many industries. Thirty CCS facilities globally currently store more than 42 million metric tons of CO₂ every year. In 2022, many governments strengthened policies and provided incentives that improved CCS business cases, resulting in a growing pipeline of new projects. Halliburton provides reservoir characterization to develop underground CO₂ storage, monitoring technology to assure storage integrity, and advanced well construction for injection wells.

Halliburton's product lines are answering the needs posed by CCS initiatives with innovative technologies and solutions. Our Wireline and Perforating product line addresses various challenges related to CO₂ injection with technology and workflows designed to monitor the migration of the CO₂ plume over time and to de-risk reservoir properties, ensuring CO₂ is effectively contained in storage sites.

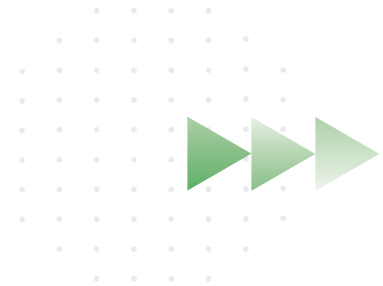
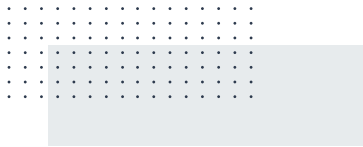


These technologies include the StrataXaminer™ borehole imaging service, which visualizes the geologic environment and pinpoints weaknesses in the rock that could lead to CO₂ leaks; the Reservoir Sampling and Description RDT™ tool, which evaluates cap rock opening and closure pressure to guide and limit CO₂ injection rates; Ingrain's PoreHD® and FastSCAL® Services, which quantifies rock properties of CO₂ reservoirs and the seal and trapping mechanisms that characterize each storage site under question; and the Xaminer® Magnetic Resonance (XMR™) service, which is calibrated by PoreHD® and improves the economics of operators' field scale monitoring. Our Cementing product line provides bore hole barriers that are inert in the presence of CO₂ and ensure it can be safely sequestered.

In 2022, Halliburton Landmark launched a single unified cloud solution for CO₂ storage modeling that provides an evergreen view of the carbon storage lifecycle to support a multi-year journey to a lower-carbon future. The solution uses a suite of industry-validated tools and workflows customized for effective CO₂ modeling to provide more insight and less uncertainty. This enables our customers to evaluate site suitability for CO₂ storage.

eCompletions™ Clariti® View

eCompletions™ Clariti® View is a service that simplifies customer access to downhole pressure and temperature data from Halliburton gauges. The service provides automatic downhole gauge data collection as well as storage and access to an easy-to-use website where customers can see and download their data. The service is for carbon-capture well operators who are interested in monitoring their injection wells and for whom real-time data is important for regulatory reporting for their injection and monitoring wells. eCompletions™ Clariti® notifies users when observed pressures or temperatures exceed user-defined limits.



Norway CCS Project

Halliburton delivered integrated drilling and well services on two CCS storage wells that are part of the first phase of a project in Norway. This project phase concerns the storage part of the Longship CCS project, which includes carbon capture facilities, transportation, and storage (full value chain) initiated by the Norwegian government.



Supporting National CCS Planning in One of Africa's Largest Economies

Our expertise is contributing to the development of national capacity for CCS within one of Africa's largest economies. Funded by an International Development Bank, we are contributing to national technical resources and capacity building to advance the burgeoning CCS market in the country through national emissions mapping, geological screening, and pilot-site assessment.

Geothermal

Conventional and unconventional geothermal exploration is increasing in the U.S., and Halliburton supports these explorations with our Pinnacle distributed temperature survey (DTS), DataSphere® ERD™ gauges, and CAST-I™ products. In addition, geothermal energy has played a role in Halliburton's California and other southwestern U.S. business for decades. This is particularly true of our work in The Geysers in Northern California (the country's largest geothermal field), the lithium-rich Imperial Valley on the border of California and Mexico, and the unconventional geothermal exploration occurring in Central Nevada.

Maintaining effective zonal isolation in the Imperial Valley has often been difficult, with bottom-hole temperatures in excess of 600 degrees Fahrenheit and the presence of highly corrosive CO₂. However, Halliburton successfully overcame this challenge more than 20 years ago in collaboration with our customers by creating ThermoLock™ cement systems. The slurries, which we optimize with new technology whenever possible, remain in demand among customers who are expanding the power output of the Imperial Valley.

Hydra-Jet™ TS Tools

Hydra-Jet™ TS tools provide an option to abrasively perforate multiple stages in a well on a single run without necessitating explosives. They also enable additional services to be added to the intervention, such as pre- and post-well cleanouts, or acidizing, without additional runs. Consolidating runs and improving efficiency correlates to a reduction in fuel consumption, helping our customers meet their GHG emissions reduction goals.

In 2022, Halliburton was awarded work that includes 26 Hydra-Jet™ jobs on the Kvitebjørn geothermal storage project in Tromsø. With the Kvitebjørn heat-storage project, excess heat from a waste incineration plant will be stored underground in the summer and extracted in the winter. It will begin in March 2023. Hydra-Jet™ will be used to increase heat exchange capacity in geothermal wells by creating fractures in the base rock between a set of geothermal wells drilled in a pattern.

CeraPhi Energy Enters an Exclusive Drilling and Intervention Services Agreement with Halliburton

As we provide drilling and intervention services to CeraPhi Energy, we will harness our global well engineering expertise and seven decades of geothermal experience in support of CeraPhi's plan to develop a global geothermal energy development company. The first project in this engagement commenced in the UK in 2022. We are helping CeraPhi repurpose end-of-life oil and gas wells in the UK and are supporting the well engineering and development potential of their patented CeraPhiWell™ technology.

CeraPhiWell™ is a closed loop downhole heat exchanger. It draws up subsurface heat, which can then be applied for scalable baseload energy in multiple ways. This technology is at the center of CeraPhi's strategy to contribute to carbon reduction in line with the Paris 2050 Climate Accord. By using end-of-life and non-producing oil and gas wells, CeraPhi seeks to de-risk and prove the commercial potential of geothermal energy production.

In Nevada, increased demand for renewable energy has sparked a resurgence in legacy geothermal field expansion. Historically, Halliburton has provided completion tools, logging, horizontal pumping systems, and cementing, and continues to do so today.



Geothermal Site

Neftex® Prospect

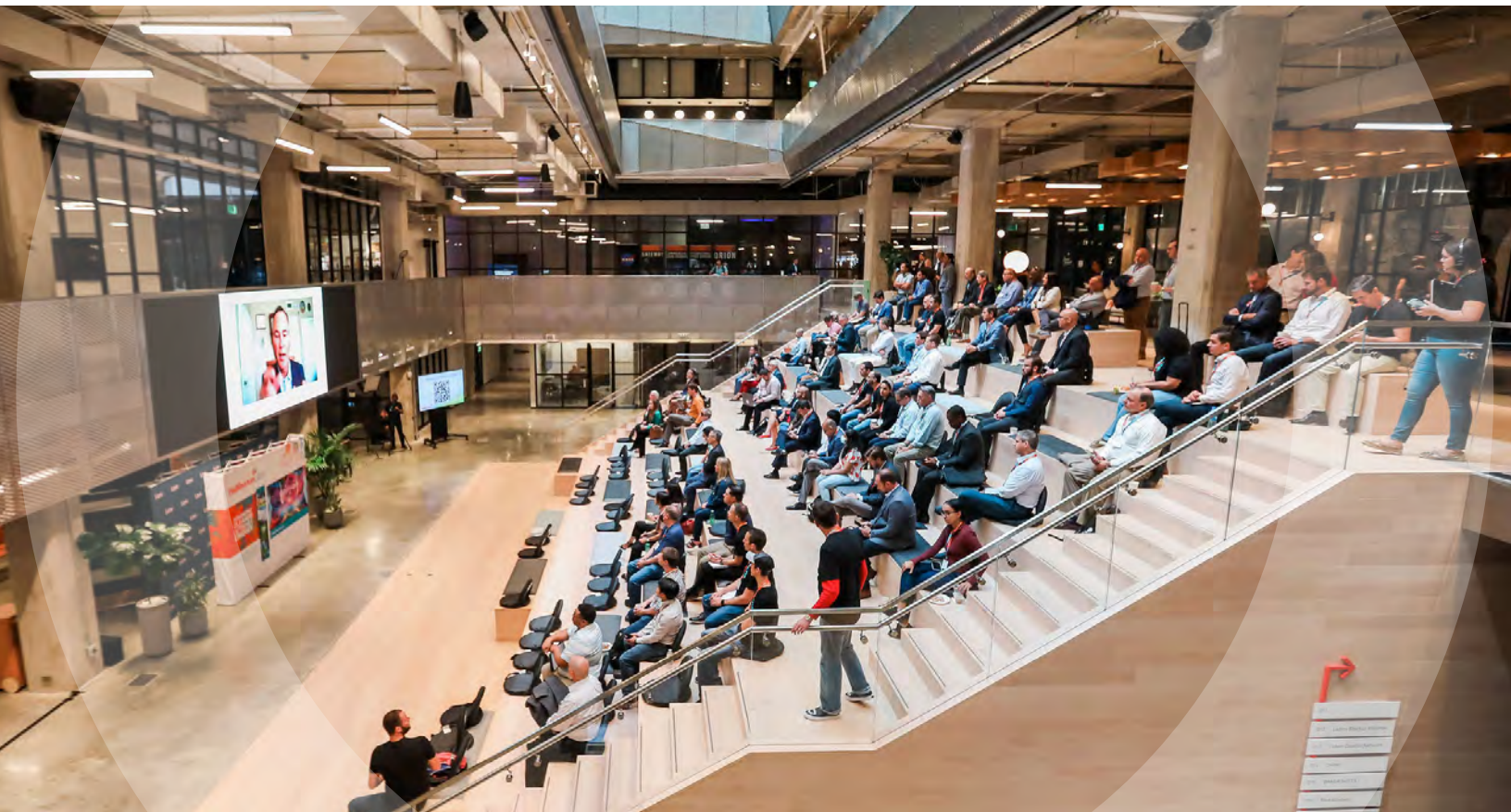
Electrification plays a key role in the energy transition. Global demand exists to modernize electricity grids and provide battery storage and charging capabilities, which requires the discovery and extraction of significant quantities of critical minerals, such as lithium, copper, and nickel. In 2022, the Neftex® portfolio expanded to include an offering that serves E&P operators and mineral and mining companies as they probe deeper into the subsurface or explore new geographies in search of mineral deposits. The subsurface framework that underpins the Neftex® portfolio workflows and knowledge bases can be utilized to provide our customers with geological context to help inform their investment decisions as they seek to electrify.

Halliburton Labs: Advancing Cleaner, Affordable Energy

Through Halliburton Labs, we come alongside organizations in a range of energy sectors – including industrial decarbonization, utilization / efficiency, distribution, storage, generation, and circular economy – to provide support by delivering the expertise and infrastructure for their strategic goals. Participating start-ups gain access to Halliburton's powerful resources, including our global network, capacity to scale, and world-class technical expertise. We learn more about emerging energy markets, and discover new opportunities for exploration, investment, and growth.

In Halliburton Labs, we invest our expertise, resources, and team, but not significant capital, in pioneering, and expect to uncover gaps in the energy value chain and unlock opportunities for our own business.

The Halliburton Labs accelerator program opens the door for participant companies to engage directly with Halliburton. In exchange, we acquire insights and develop institutional learning about emerging technologies and nascent value chains, synthesizing our own perspective on a host of new industries, companies, and technologies.



Halliburton Labs participants enter into a financial agreement that secures an equity stake for Halliburton at their next round of institutional financing. The key value we provide is access to scaling resources, including practitioner expertise, industrial and lab facilities, and industry connections that do not require incremental cash outlay from Halliburton. Compared to many other accelerators, Halliburton Labs is a leader in the amount of industrial capability and connections we can make available for companies.

In 2022 we executed three Finalists' Pitch Day events in which we showcased almost 30 early-stage hard-tech companies that are innovating across the energy landscape. We closed out the year with 21 participants and alumni that represent all facets of energy production, storage, distribution, and efficiency as well as the critical industrial decarbonization sector and waste-to-value. We continue to see tremendous interest in Halliburton Labs from investors, start-ups, and academic institutions.

One of our 2022 Halliburton Labs participants is Novamera, a company enabling the efficient and sustainable mining of previously uneconomic or marginal narrow vein mineral deposits. The company's core technology is a downhole sensor that acts as a guidance system and enables conventional, commercially available drilling equipment to precisely extract ore and leave waste in the ground.

Novamera's engagement with Halliburton Labs has led to pilot testing plans with one of the world's top mining companies.

Ionada, a Halliburton Labs alumni, is a cleantech company that develops, manufactures, and markets carbon capture systems to reduce greenhouse gas emissions. In 2022, Ionada commissioned its first carbon-capture system at Halliburton's headquarters in Houston, TX with the support of Halliburton Labs. The pilot demonstrates Ionada's revolutionary membrane carbon-capture technology over competitive solutions.

Momentum, one of the first Halliburton Labs participants, has a modular Li-ion battery recycling solution that expects to transform end-of-life devices and battery waste into the high-quality critical materials needed for new battery production. Momentum has worked with Halliburton manufacturing for the design and construction of their modular units.

These examples demonstrate how Halliburton Labs creates value for early-stage companies in emerging energy sectors. Halliburton Labs also helps us think broadly and then dig deeply into emerging markets. We develop insights and institutional learning that will enable us to collaborate and engineer solutions to maximize value throughout the energy systems of the future.

Halliburton Labs participants cover a broad spectrum of emerging energy market segments.



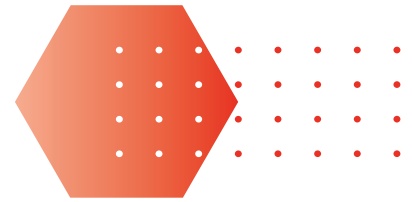
Sustainability in the Research and Development Process

The Halliburton LIFECYCLE process governs all new product-related research and development at the Company. It incorporates technology, manufacturing, product management, operations, and marketing functions. Halliburton uses LIFECYCLE to review project progress at stage gates, mitigate risks, and improve product and service solutions.

Sustainability is embedded in LIFECYCLE. We take the following into consideration at product inception, detailed design, and commercialization stage gates:

1. People and environmental safety
2. Human capital requirements
3. Manufacturing, storage, and transportation costs
4. Emissions during manufacturing and use
5. Operational footprint
6. Overall product lifecycle
7. Cybersecurity

Halliburton's LIFECYCLE governance board also provides a thorough review of environmental impacts, business case, risks, time to market, and product development costs. These reviews coincide with sustainability reviews at project kickoff, detailed design, and commercialization. Inserting reviews into the product R&D process maximizes the influence of sustainability considerations on product development.



E3

Environmental Management

Halliburton's environmental management efforts are facilitated by the Halliburton Management System (HMS), which helps the Company manage environmental risks and identify areas where we can reduce or mitigate our environmental impact. HMS comprehensively details policies, business practices, and procedures that guide work at the Company. You can read more about HMS on the Halliburton [website](#).

Using Existing Technology to Reduce Costs and Emissions

Our Colombia team, a 2022 Sustainability Recognition Program award winner, helped a customer address a challenge in their deep-well drilling environment by installing and utilizing our existing BaraG-Force™ vertical cuttings dryer system. BaraG-Force™ enabled the customer to efficiently clean oil-based mud (OBM) from their cuttings and maximize fluid recovery. This helped the customer reduce oil retention in their cuttings, which in turn reduced the cost of cutting transportation and CO₂ emissions generated during final disposal. It also helped the customer recover OBM to reuse in their well and other operations. This was the first time the customer utilized this technology, and all of the above was accomplished with zero safety incidents and zero non-productive time (NPT).

Our Halliburton Completions technologies help a number of customers effect significant reductions in emissions by giving them access to technologies specifically designed to reduce rig time without sacrificing safety or quality. These technologies, such as ESTMZ™, Endurance Hydraulic Screen®, and Multilateral completions, reduce the rig time, equipment mobilization needs, and man hours per completion required for well construction and completions operations.



Our Environmental Management Sustainability Commitments



- Establish and achieve activity-based waste-reduction targets in our major facilities.
- Create water-use improvement plans in our major facilities located in water-stressed areas.

As Halliburton seeks to be a responsible steward of the environment, we are engaged in concerted efforts to reduce energy use and GHG emissions, conserve water and optimize usage, use chemicals in environmentally safe ways, decrease waste, protect the health and well-being of employees, manage the impact of our operations on biodiversity, and manage environmental practices in our supply chain.

Facility Certifications

The HMS, and all processes and procedures encompassed within it, comply with industry-standard certification programs, including ISO 14001 and API RP 75. Based on business requirements, many Halliburton product lines and facilities are externally certified according to ISO 14001. In 2022, 69 Halliburton facilities held ISO 14001 certifications.

69

Halliburton facilities held ISO 14001 certifications.

Sustainability Project Ideas and Recognition

In 2022, Halliburton developed and launched Sustainability Project Ideas, a platform our workforce can use to submit new sustainability ideas. We also recognized exceptional employee accomplishments and highlighted impactful projects via our other recognition awards programs, including the Sustainability Recognition Program and the HSE, Service Quality, and Continuous Improvement Award Recognition Program.

Environmental Incidents

In 2022, we had no significant environmental noncompliance spill incidents and no significant environmental fines.

Recordable Environmental Incident Rate

Incidents per 200,000 hours worked



Chemical Stewardship

Chemical stewardship is a critical part of Halliburton's responsible environmental impact management. We utilize automated regulatory tracking alerts that are integrated into chemical import and export transactions globally, and our proactive risk-impact analysis supports sustainable market development.

We also utilize our Chemistry Scoring Index (CSI) to assess and compare the risks associated with using Halliburton's chemical products in oil and gas operations. All of our chemical products are backed by a Safety Data Sheet that complies with the latest regulatory requirements. The chemical constituents of our hydraulic fracturing fluids comply with state laws and voluntary standards.

In 2022, Halliburton adopted a new regulatory compliance program that facilitates more effective communication with our suppliers. We collect information about the chemical products we purchase to fulfill global chemical compliance requirements and sustainability goals. We do this by distributing chemical questionnaires to vendors, and store this data in a consistent, data-safe format while safeguarding the confidential information received from suppliers.

Halliburton Wins the World Oil Awards 2022 Best Oilfield Fluids and Chemicals Award for BaraHib™ Gold Trackable Inhibitive System

Halliburton developed and customized the BaraHib™ Gold Trackable Inhibitive System to enable well operators to maintain wellbore stability while drilling in reactive clays. Applying this system, we successfully drilled with water-based fluid, replacing traditional invert emulsion fluids in a mature Norwegian oil field for the first time in over two decades. Use of this BaraHib™ system has the benefits of lower well costs, maximized drilling efficiency, and a customizable fluid system.

In 2022, Halliburton won the Best Oilfield Fluids and Chemicals Award from the World Oil Awards for the BaraHib™ Gold Trackable Inhibitive System.

Water and Effluents

Halliburton's product lines are constantly on the lookout for ways they can reduce liquid waste, improve water quality, conserve water, and advance sustainable, cost-effective waste management processes for our customers as well as our operations. Although customers purchase and control the water they use at hydraulic fracturing sites and at wellsites, we offer solutions designed to help improve their water use practices.

The Company pursues these goals on a global scale by working with customers to reduce, reuse, and repurpose — or "3R" — all fluids to the fullest extent possible. We proactively clean, blend, and reuse most feedstock as a habitual environmental conservation practice that saves water and helps prevent emissions associated with the manufacture, transfer, and mixing of new fluids.

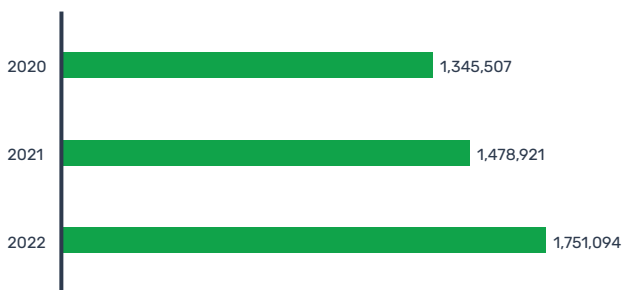


Halliburton's reported water-usage data accounts for the water used at Company-owned and Company-leased locations (with the exception of locations that include water usage in their leases) in the U.S., Canada, and most of the Company's global facilities.

Using our climate-risk scenario analysis and the Aqueduct Water Risk Atlas published by the World Resources Institute, we identify facilities where it is best to prioritize water use improvements. Many Halliburton locations – particularly those in water-stressed areas, including two facilities in Latin America – have also implemented water-reduction and water-recycling projects.

Water Withdrawal

Cubic meters



Latin America

In 2022, Halliburton pursued multiple water and effluents-related conservation initiatives in Latin America.

In Suriname, the Halliburton team installed a rainwater collector to capture and utilize rainwater around local Company facilities, creating a sustainable way to make water facility consumption more efficient.

In Ecuador, local teams installed and began using a water treatment plant for industrial waters coming from the washbay. This plant makes it possible for industrial waters to be reused in the equipment and vehicle washing process, reducing the amount of new water withdrawn to facilitate Company operations. Per year, 216,000 gallons of treated water are reused in our vehicle washing process, which equals 95% of the water required for vehicle washing. This water is also used to feed an internal swamp after its parameters are controlled. By reusing treated water, our teams are able to reduce use of fresh water and save on disposal costs.

3R Initiative

Halliburton's 3R Initiative at liquid mud plants aims to accomplish the following:

- Reduce disposal volumes along with dilution requirements
- Reuse non-aqueous fluids in other applications and extend their longevity
- Repurpose waste fluids in applications in which fluid quality is less critical

The Company's Baroid product line builds on the 3R evaluation process to help manage and treat liquid muds. This initiative pushes for liquid muds to be reused, repurposed, and reduced. It has led to greater Liquid Mud Plant efficiency, improved fluids and constituents management, and reduced emissions from the manufacture, transport, use, and disposal of associated materials.

Halliburton's 3R Initiative and process has been expanded at our liquid mud plants to include other activities like energy use, waste reduction, water conservation, time, packaging, and safety.

Waste Reduction

Halliburton develops and implements plans to minimize and manage waste in Company operations. These plans are designed to reduce the waste produced at the offices, workshops, field camps, manufacturing facilities, and wellsites where Halliburton possesses operational authority.

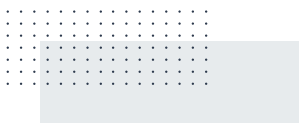
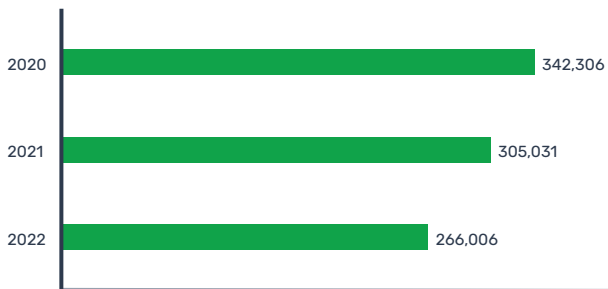
The Company's 2022 waste-generation data is inclusive of all U.S. locations, all manufacturing locations, and any non-U.S. location with a building footprint that exceeds two acres (8,092 m²) or that houses activities with potential for particularly high levels of waste generation.



In 2022, we developed readily accessible and easy-to-use tools to support water use and waste reduction at the facility level. This allows us to better collect and store water and waste-generation data. We worked with select locations that generate large volumes of waste to develop and roll out the toolkit and will work with these locations to establish activity-based waste-reduction targets.

Waste Disposal

Metric tons



Biodiversity

Halliburton follows environmentally sound and sustainable business practices in Company operations. This includes minimizing disturbances to the land where the Company builds and operates offices, field camps, chemical facilities, and service centers. We conduct proper environmental due diligence and permitting when establishing new facilities, and work to ensure regulatory compliance is maintained throughout the life of each facility.

In addition, Halliburton recognizes the value of threatened lands and species, and works with local communities to protect and restore sensitive habitats near Company facilities.

Halliburton promotes habitat preservation and biodiversity in a variety of ways. Company employees engage in many biodiversity initiatives at facilities and in local communities. Globally, Halliburton teams have participated and collaborated in reforestation activities around our and our customers' sites. Halliburton employees have also worked with local communities to preserve the environment and, where possible, help restore it to its natural state.



Mexico

iMPACT Mexico, one of our Employee Resource Groups, organized and participated in a sea turtle release at the "La Escollera" Turtle Camp in Sabancuy, Campeche. Their goal was to contribute to the restoration, protection, and conservation of an endangered group of sea turtles. Halliburton employees who attended this event were accompanied by family members and children. Together with other attendees, they assisted with and witnessed the release of these turtles to their natural habitat.



United States

In Wyoming, Halliburton Bentonite Performance Minerals, LLC (BPM) has performed voluntary reclamation on lands mined by other companies prior to the Open Cut Reclamation Act of 1969. The sites selected for this reclamation work were abandoned and left un-reclaimed when these other companies' mining work ended.

The Halliburton BPM team used its equipment to contour the surface on these sites and provide suitable soils and native seed mix to reclaim the land to their natural state. The result is the restoration of these lands to functional grazing land for local landowners, which creates positive benefits for local communities and wildlife.

Halliburton BPM was awarded the 2022 Wyoming Department of Environmental Quality (WDEQ) Excellence in Mining Reclamation Award for their efforts in this area.



SOCIAL

Halliburton's goal is to provide an inclusive, safe, and fulfilling workplace – because our people are at the center of everything we do. The success of the Company's operations is dependent on our exceptional employees, leaders, contractors, and suppliers. Globally, the Company focuses on best-in-class training, competitive benefits, and career development opportunities that help our employees thrive as they pursue their personal and professional goals.

Halliburton also works to enhance the economic and social well-being of the communities in which our employees live and operate. We are guided by our principle of global citizenship and rely on the support and goodwill of our communities. We work to train and develop local talent, increase economic activity, promote sound work practices, share knowledge, and educate and inspire the next generation of potential Halliburton talent.



S1
Health and Safety

S2
Our People

S3
Training and
Development

S4
Diversity, Equity,
and Inclusion

S5
Human Rights

S6
Local
Communities



S1

Health and Safety

Safety is a Halliburton core value, which means that keeping our employees and contractors healthy and out of harm's way is our first priority. It is the only priority that takes precedence over solving our customers' operational challenges. We have established extensive, long-term safety programs and processes at Halliburton to ensure safety stays top-of-mind in everything we do. Our safety programs and processes are part of our Journey to ZERO and include Halliburton Critical Focus Areas, Life Rules, Stop Work Authority, Management of Change, Significant Incident Review, and Tiered Assurance. Please visit the [Health, Safety, Environment, and SQ](#) section on our website for more information.

In 2022, as the world exited the height of the COVID-19 pandemic, our industry was one of many that saw a significant global increase in demand. This drove a rapid rise in activity at Halliburton and resulted in meaningful challenges to our business operations. Our ability to rely on the Halliburton Management System helped us successfully address these difficulties, as did our business practices in onboarding, training and mentoring new personnel, recommissioning stacked equipment, and executing geographic startups.

Journey to ZERO

At Halliburton, Journey to ZERO is our vision to achieve ZERO safety incidents, ZERO environmental incidents, and ZERO non-productive time – every day, on every job.

The guiding principles below support and enable our Journey to ZERO progress. While specific focus areas evolve annually, these principles remain consistent each year:

- Oversight from the Board of Directors' HSE Committee
- Execution and robustness of the Halliburton Management System
- Training and education
- Identification and communication of personal and process safety risks
- Commitment to continuous process improvement
- Verification of our HSE and SQ performance

Throughout 2022, we focused on risk management, refreshed primary scorecard metrics, and continued evolution of our incident investigation program. We also tied in our GHG emissions, waste, and water-reduction efforts that were highlighted in the [Environmental](#) section of this report. We completed 100% of our 2022 Journey to ZERO objectives.



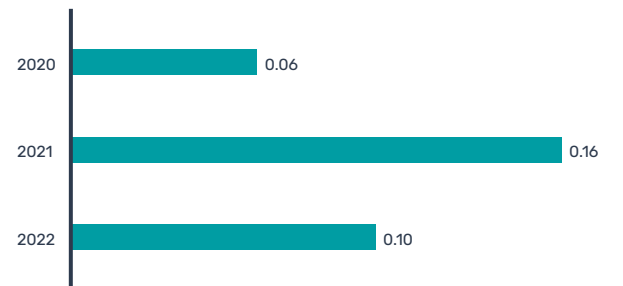
Our Occupational Safety - Journey to ZERO Sustainability Commitments



- Target outperforming total recordable incident rate and lost-time incident rate in the International Association of Drilling Contractors sector benchmarking.
- Achieve HSE training compliance >95%, driver competency >95%, and 100% completion of our annual Journey to ZERO strategic objectives.

Preventable Recordable Vehicle Incident Rate

Incidents Per Million Miles Traveled





Risk Management

In 2022, each of the product lines built on our 2021 improvements to the Company's risk-management processes by expanding the content and utilization of the digital risk-assessment platform released in Q4 2021. This was supported by a new Risk Management Planning training module focused on job planning risk assessments. 94% of personnel assigned this module completed it during 2022.



5 Checks to Go – United States and Canada

We have demonstrated that focusing on job preparation risk management improves team performance and reduces the likelihood of unwanted outcomes. In 2022, the North America team returned to in-person training sessions to increase supervisor awareness of our risk-management tools and provide them with opportunities to role-play leading 5 Checks to Go team conversations. In the 5 Checks to Go conversation, teams engage in a two-way dialogue in which they review their work plan, ask what has changed due to situational hazards, and conduct a final walk-the-line verification. It is the last step before our employees execute work. By the end of 2022, nearly 1,000 employees in North America completed the in-person training course.

Critical Focus Areas

Over the past 10 years, we have made tremendous progress in reducing total recordable injury rates. We have also made improvements toward reducing significant incidents; however, opportunity still exists to reduce the potential for serious and life-altering events. In 2022, we assessed our primary scorecard metrics and found an opportunity to bring our highest potential personal and process safety incidents to the forefront.

Our Critical Focus Areas (CFA) present the highest potential for process safety risks. CFA incidents have potential to result in catastrophic loss involving groups of people, whole processes, and the communities where we work. We mitigate these risks with our robust processes and systems as defined in our HMS. In addition to highlighting these on the frontpage scorecard in 2022, we updated our CFA supporting documents in HMS and published a new CFA video series. These videos featured product line vice presidents and geography product line leaders reinforcing why CFA awareness is vitally important to their business and methods for preventing potentially devastating impacts. Product line country or area teams utilized these videos to facilitate a series of extended safety conversations about how a given CFA relates to local activities, how the team uses HMS CFA one sheets and critical thinking to recognize and prevent CFA process safety events, and how we prepare for and respond to worst case scenario events to ensure personnel safety. The CFA video series had over 7,000 views in the second half of 2022.

Halliburton Critical Focus Areas:



Well Barriers: Manage well barriers to prevent uncontained release of formation fluids



Hydrocarbons to Surface: Control the well to prevent unintended flow to the surface



Pressure Control: Control pressurized systems at all times



Well Proximity: Plan and maintain non-intersecting drilling trajectories to avoid a collision



Radiation and Explosives: Adhere to global and local regulatory safety requirements at all times

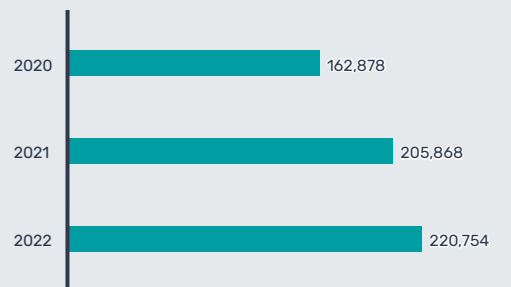
Leadership Visits

Our 2022 scorecard assessment also highlighted leadership visits as the primary leading indicator to reinforce desired behaviors and outcomes. As travel reopened in 2022, our leadership teams were able to resume field workshop and customer job site visits. This aligned with the introduction of a leading indicator that measures monthly operational leadership visit execution. Leadership visits are focused on engagement with frontline employees to ensure processes are working as intended and to gather process improvement feedback. Management Process Execution Assurance (MPEA) is a checklist tool that provides leadership with a question set designed to facilitate frontline conversations about the highest risk tasks and processes. In 2022, our product lines and Global HSE/SQ team conducted a systematic review of critical process risks and HSE/SQ program findings and refreshed the MPEA checklist question sets. This resulted in the creation of new product line-specific questions and refreshed critical HSE program questions with simplified terminology designed to foster two-way dialogue. During 2022, we improved by 256% in monthly leadership visits utilizing the updated checklists.

Stop Work Authority

Stop Work Authority (SWA) remains a critically important part of risk management at Halliburton. Our SWA program authorizes all employees and contractors to stop a task if they observe unsafe actions or conditions, or if they have concerns regarding the controls over an HSE or SQ risk. In 2022, employee engagement in SWA remained strong, and we saw a year-over-year increase in the number of SWA observations.

Stop Work Authority Observations



Incident Investigations

Learning from incidents with the potential for serious or life altering results remains a critical part of our Journey to ZERO. In 2022, we expanded our investigation training curricula to differentiate event investigation facilitators, investigation training facilitators, and subject matter experts. Within the investigation training content, we included a new Fair Outcome Model assessment for investigations that identify where our processes were not followed as intended. The Fair Outcome Model assessment allows for better application of our human performance principles when we assess what led to process variation. The assessment takes a holistic view of individual and supervisory behaviors to identify potential underlying conditions or systematic issues. To support this process improvement, and in collaboration with Human Resources, the Company hosted a series of Fair Outcome Model training sessions both globally and in each region. We also established monthly global investigation community calls to further collaboration and sharing of lessons learned across the regions.



HMS and Industry Standard Certifications

HMS plays a central role in putting our Journey to ZERO in action. The standards and work methods that form HMS define how we work and enable us to address potential risks inherent in our businesses. HMS incorporates major management system standards, including those for quality management (ISO 9001), environmental management (ISO 14001), and health and safety management (ISO 45001). The system also meets and exceeds requirements of the industry-specific API standards for manufacturing (API Q1) and providing services in the oil and gas production sector (API Q2) and the API RP 75 standard for offshore safety and environmental management.

In addition to the global verification of HMS through our internal tiered assurance program, Halliburton has numerous locations externally certified to API Q1, API Q2, ISO 9001, ISO 14001, and ISO 45001. Halliburton leads the industry with 25 API Q2-certified facilities located in 14 countries.

Health and Safety Facility Certifications in 2022

Certifications	Number of countries with API Q1-certified facilities	Number of API Q1-certified facilities	Number of countries with API Q2-certified facilities	Number of API Q2-certified facilities	Number of ISO 45001 certified facilities
TOTAL	6	15	14	25	48



S2

Our People

Being an employee at Halliburton means being on a team where people care for each other. We provide our workforce with a safe, inclusive work environment, rich career development opportunities, and competitive benefits.

To learn more about Halliburton's workplace, including our culture, employee benefits, ethical employment practices, and compliance with applicable employment laws, please visit the Halliburton [website](#).

Enhancements to Benefits

Our Global Benefits

We strive to offer meaningful global benefits programs that align with Halliburton's talent acquisition and retention strategies. Our programs are comprehensive, market competitive, and globally sustainable. We design them to be fluid and creative, which gives us flexibility to address evolving business matters. It also helps us support collaboration with our partners and key stakeholders as we maximize value for our employees and their families.

Halliburton's competitive benefits package is designed to address the diverse needs of our workforce and their families. These include programs and services that range from comprehensive medical coverage, retirement plans, and income protection while on disability to paid time off, emergency childcare, and third-party discounts.

With 130 nationalities represented in our workforce and a presence in over 70 countries, Halliburton's workforce is one of the most diverse in the world. Halliburton employees are exposed to a wide variety of people, projects, and cultures and we know this is a critical part of advancing a secure and sustainable energy future.

For our workforce, we added a Global Business Travel Accident program that offers an added layer of support for all employees globally, including contractors, who conduct business travel on Halliburton's behalf.

In 2022, we improved the healthcare experience and expenditure planning for U.S. employees and eligible family members with the following benefits enhancements:

- Refreshed medical plans that provide more meaningful choices, including low- or no-cost plans for lower paid employees
- A surrogacy allowance that provides our employees with increased support for growing their families
- A legal plan that offers full coverage for attorney fees and no out-of-pocket cost for common personal legal needs, including money matters, home and real estate, estate planning, family and personal matters, civil lawsuits, and elder-care issues
- Pharmacy advocacy programs that educate employees on lower cost alternatives to their medications and provide added support for individuals with diabetes



Continued Prioritization of Mental Health

Halliburton recognizes that our employees are fielding a significant increase in stressors in recent years. Halliburton's global expansion of the Employee Assistance Programs (EAP) programs further demonstrates that support for mental health is a priority.

In 2022, Halliburton continued expansion of EAP and now all Halliburton employees and their families around the globe have access to EAP and best-in-class mental health support services in their local markets.

Mental Health Education and Awareness

The Halliburton Global EAP team expanded training and education among employees and management in 2022. For example, the Lessons for Life monthly web series, which features expert opinions on a variety of mental health and well-being related subjects is now available globally. Training topics included boosting your mental health in 2022, neuroscience of stress, and happiness hierarchy.

The Company also supported local educational sessions worldwide, with topics chosen based on geography-specific employee demand. These sessions were hosted in the U.S., Middle East, Malaysia, and Latin America. Country-specific topics included emotional intelligence, presentation anxiety, back-to-school tips for parents, stress and workplace exercise, stress and migraine, mindfulness, eating for good immunity, early diagnosis of depression, adult mental health, sleep health awareness, and brain health. In Latin America, the Company executed a comprehensive mental health awareness campaign during the rollout of their regional EAP program.

U.S. Mental Health First Aid Training and Certification Programs

Approximately 65 of our U.S. employees are trained and certified in Mental Health First Aid to provide added support for our workforce if they are coping with mental health challenges.

Mental Health Spotlight: United Kingdom

In 2022, the UK launched a Mental Health and Well-being Hub that makes it easy for employees to access all Halliburton mental health and well-being information in one place. The page includes links to Yammer and other helpful resources like the EAP webpage, quarterly newsletters, Mental Health First Aiders, and a well-being calendar. A banner at the top of the page is updated with new content on a monthly basis.

The UK promotes mental health awareness all year by providing employees with the following resources and opportunities:

- An EAP quarterly newsletter and additional communications are shared with employees and are often linked in the Mental Health and Well-being Hub's monthly banners.
- A yearly December Well-being Campaign includes hints and tips, webinars, employee competitions, and in-person events designed to promote employee engagement and healthy habits. In 2022, the Well-being Campaign took the form of an Advent Calendar in which a new event or material was shared each day.
- Managers are required to attend a Mental Health training course.
- Monthly communications detail upcoming webinars and share links to important mental health and well-being information.
- Certified Mental Health First Aiders are promoted among employees.

In addition, Halliburton UK hosts regular learning sessions for managers that focus on mental health and stress awareness. In 2022, the topics these sessions covered included sleep issues, promoting positive well-being, and the power of food.



2022 Mental Health Awareness Campaigns

Halliburton's 2022 mental health Digital Awareness Campaigns covered a variety of topics, and were distributed in multiple contexts and locales. Worldwide, Halliburton distributed quarterly regional EAP newsletters to raise global awareness of, and engagement with, mental health. The Company also hosted global campaigns for Mental Health Awareness Month, World Sleep Day, and World Mental Health Day in which messaging designed to raise mental health awareness was delivered to all Halliburton employees. The Company also incorporated Mental Health-themed safety topics in our regular meetings to further emphasize the importance of caring for one's mental health.

Regional Digital Awareness Campaigns included a well-being-focused campaign in the UK in December and a comprehensive digital communications campaign in Canada that promoted awareness of a variety of topics, including Mental Illness Awareness Week (October) and Let's Talk Day (January).

Recruitment

Commitment, collaboration, humility, and a focus on exceptional execution are foundational to Halliburton's workplace culture. Our workplace is one in which people feel like they belong, and their contributions are valued – and which helps us outperform in all business cycles.

The Company's transparent approach to pay and career progression provides employees with high visibility of career paths, required competencies, and the pay associated with advancement. Job descriptions and salary bands are published and available for all employees to review, as are pay structures for a majority of the countries where we operate. Paired with our industry-recognized competency program, these transparent practices help employees understand advancement and confidently own their careers.

Halliburton hired 10,513 new employees in 2022, a significantly higher number than the previous year in spite of a tight labor market. Our Global Talent Acquisition team reached candidates through a variety of recruitment avenues, including relationship building at universities, virtual career fairs, apprenticeship programs, employee referrals, and partnerships with local governments in their job candidate programs.



In addition, 3,004 employees rejoined Halliburton in 2022, a data point we regard as strong evidence of the positivity and effectiveness of our workplace culture. Whether they were impacted by a down-cycle or pursued other opportunities before returning, we are glad the Halliburton culture brought them back. As former employees, they were able to rely on their prior experience at the Company to quickly re-acclimate and add value to their teams.

Rate of New Female Hires in STEM Roles



Halliburton prioritizes diversity in recruitment and seeks to cultivate a more diverse talent pipeline for entry-level roles. We have established internship recruiting programs at academic institutions, and have developed relationships with multiple student organizations dedicated to promoting diversity. We also provide professional development sessions for students, engage our employee resource groups in select university events, and conduct outreach through programs supported by our Educational Advisory Board. In 2022, the Company established several new internship programs in the eastern hemisphere, and expanded Development Excellence Engineer Program (DEEP), our internship program in Latin America, to include Brazil, Colombia, and Mexico.

Halliburton's well-established internship programs in the U.S. continue to see strong female representation. Female interns increased from 43% in 2021 to 52% in 2022.

Intern Class



S3

Training and Development

Our success and growth as a Company is because of our skilled, knowledgeable employees and the investments made in learning and development. Halliburton offers our people with industry-recognized, best-in-class employee development programs, processes, and trainings that help them excel in their careers and meet personal goals. We maintain a talent pipeline of strong leaders who are ready to assume leadership positions and help carry the Company into the future.

Talent Identification and Succession Management

At Halliburton, potential new leaders are regularly identified and developed as part of our "build from within" talent philosophy. This strategy ensures business continuity and a strong competitive advantage with regard to short- and long-term success. In 2022, we saw a 31% increase in female candidates on replacement charts since 2020.

One of Halliburton's most significant investments in developing future leaders is our Business Leadership Development (BLD) series – our executive education program. In 2022, 574 individuals participated in BLD, a 77% increase from 2021. Attendees were 25% female, and 59 different nationalities were represented. Approximately 70% of Halliburton's leaders have completed at least one course in the BLD series, which speaks to its importance in building a leadership pipeline to promote growth at the Company.



Our Skilled and Committed Workforce Sustainability Commitment



- Have a skilled and committed workforce by listening and responding to our employees' feedback and committing to an engaged workforce that feels valued with the right support and resources to be successful.

Training and Education Updates

At Halliburton, we seek to "build from within" by supporting our talent in their pursuit of career excellence, and by recruiting, training, and promoting leaders from within. This strategy has led to a high level of retention and continuity among Halliburton talent. We find it also promotes teamwork and camaraderie – when employees have risen through the organization together, they are able to draw from and build on their shared experiences when they collaborate.

One of the best measures of the effectiveness of our human-capital development practices is internal fill rate. In 2022, 82% of our leadership roles were filled internally, as were 94% of our open executive-level positions. Halliburton also participates in the S&P Global Corporate Sustainability Assessment, and in 2022 we were rated highest in human-capital development in the energy equipment and services industry group.

Employee-Driven Development and Upskilling

Flexible Learning

Halliburton adapted to the various methods of learning by expanding modular education opportunities. This made training more accessible and efficient for our global workforce, and enabled individuals to tailor their learning opportunities to their needs.

In 2022, the Company relied on virtual, self-paced, and hybrid forms of learning to create maximum flexibility while also pivoting a number of our learning and development opportunities back to in-person training contexts. More than 63% of our 2022 training was delivered in non-traditional classroom environments.





In addition, the Company introduced a new Frontline Leader Toolkit based on input from recently promoted frontline leaders about the type of information they believe will be most helpful to new leaders. This blended material includes self-paced training, checklists, process guides, and recommended instructor-led training that can be accessed on an as-needed basis. This toolkit is automatically assigned to any newly promoted frontline leader to put these tools at their fingertips and help them succeed in their new positions.

Work of the Future

At Halliburton, we are embracing a hybrid approach to learning and development to make sure all of our employees are able to access enriching learning experiences. The Company values both virtual and in-person training, and aims to offer employees a diverse roster of educational programs.

In 2022, we continued Halliburton's U.S. intern program, in which our interns participate in in-person, virtual, and hybrid work opportunities to engage and connect with each other and with Halliburton employees. The internship program offers virtual and in-person lunch and learn sessions in addition to other engagement opportunities.

In addition, our product lines and HSE/SQ hosted 12 in-person Country Manager Boot Camps in 2022. These week-long, rigorous programs feature global leaders teaching key safety leadership, business acumen, people excellence, and operational excellence processes. Attendance at our Country Manager Boot Camps is one of the final steps in assessing a candidate's readiness before they assume the role of product line or HSEQ Country Manager. This year's attendees represented 34 nationalities from around the world. Halliburton's other leadership training opportunities were modularized and made available in virtual and classroom formats in 2022. This increased the availability of training materials and gave employees more leeway to tailor their own training. This led to more than twice as many employees accessing key leadership training as in 2021.

Other 2022 highlights include resuming our executive education training program and in-person classroom training options and adding a new training course that supports our global business and hybrid work with lessons on leading virtual teams. This new virtual leadership training focused on virtual teams includes modules on virtual well-being, group cohesion, and collaboration and inclusion.

Digital Literacy Campaign

In 2022, Halliburton introduced a broadened Digital Literacy Campaign for Global Business Lines (GBL) employees. Over 33,000 employees have access to this training series and, to date, more than 280,000 activities have been completed by participants.

As digital advancements transform the way Halliburton works, the Company knows it is essential for all employees to have a fundamental understanding of digital resources and how they can enhance Company capabilities. Our Digital Literacy Campaign is thus aimed at increasing our Company's data science competency. This internal and external development program makes use of video-based micro-learning to help employees align our training with the products, services, and capabilities present in the evolving energy landscape.

As of 2022, the newly expanded series invites Halliburton employees to explore new technologies and find examples of how to apply these technologies at the Company. Broadly speaking, it has helped us upskill and re-skill our employees and ensure we are helping them grow.

Exceptional Training and Education

The quality of Halliburton's training and education remains unrivaled in our industry. For the tenth consecutive year, the Halliburton Global Competency Assurance Program maintained its status as the only full-spectrum oilfield services company competency program that enjoys global accreditation by the International Association of Drilling Contractors (IADC) with no restrictions. More than 34,000 employees were assigned competencies in the program. The program outlines expectations for well-site services and highlights the Company's transparent approach to career progression for roles involved in delivery service in the field.



S4

Diversity, Equity, and Inclusion

Halliburton is one of the world's most diverse companies. With the support of our COBC and employment practices, we work diligently to foster a culture of respect and inclusion. The Company's workforce represents 130 nationalities, and we have operations in more than 70 countries.

To find more information about our diversity initiatives, visit the [Halliburton](#) website.

Organizational Diversity: Minority and Female Representation

Halliburton works diligently to increase diversity at the Company, and in 2022 we made strong progress toward that goal.

The percentage of women in junior leadership roles at Halliburton increased 5% from 2021. The number of women in operations roles also increased in 2022, and the Company saw a 33% year-over-year increase in female product line Country Managers. Twenty-three percent of our 2022 hires in STEM roles were female, which compares favorably to the National Association of Colleges and Employers (NACE) female graduation rates of the degrees we target for hiring. This is a key focus, as these roles tend to feed into leadership positions. In the U.S., the percentage of minorities in management improved 22% compared to 2020.



Our Diversity, Equity, and Inclusion Sustainability Commitment



- Provide a diverse, equitable, and inclusive environment that upholds our core values of collaboration and respect, and provides all employees opportunities for growth and development.

Female Diversity in STEM Roles



Racial Diversity in STEM Roles (U.S. staff only)



Racial Diversity in All Management Positions (U.S. staff only)



Listen and Respond

Halliburton seeks to be inclusive, and we value employees' perspectives and ideas about ways the Company can improve the employee experience. Using tools like our biannual EPS, we seek feedback from employees on their challenges, performance, development, and work-life balance.

Our August 2022 EPS yielded a record-high response rate of 81%. The most favorable responses involved 96% of employees expressing that they feel aligned to the company's strategy, 93% have opportunities to learn from colleagues, 93% make meaningful connections at Halliburton, and 96% feel the work they do every day matters. Additionally, we saw improvement in several critical areas, including in employees feeling valued, receiving meaningful performance feedback, feeling supported in their development, and feeling able to manage work-life balance.

81%

EPS yielded a record-high response rate

96%

Employees expressing that they feel aligned to the company's strategy

93%

Have opportunities to learn from colleagues

93%

Make meaningful connections at Halliburton

96%

Feel the work they do every day matters

Our Five ERGs



Women Sharing Excellence (WSE)



Black Employees Leading in Inclusion, Excellence, Vision, and Education (BELIEVE)



Veterans Leadership Forum (VLF)



iMPACT



PRIDE

Economic Inclusion

In 2022, the Company added Indigenous-owned service providers to our supply chain and created a rigging crew composed entirely of Indigenous employees. We further developed our Indigenous contractor repository and made efforts to increase our Indigenous workforce by promoting job opportunities within Indigenous communities, participating in the Horse Lake First Nation Career Fair, and sponsoring the North-East Native Advancement Society.

Employee Resource Groups

Halliburton offers five ERGs so employees who share interests in certain topics or missions can connect and collaborate. Each of these groups is open to all employees (participation is voluntary). ERGs help foster a positive and inclusive work environment by encouraging engagement, collaboration, networking, and professional development. They also provide opportunities for Halliburton employees to build leadership skills and improve career mobility. As a Company, we engage with our ERGs to listen to, empower, and educate our workforce.



2022 ERG Events

BELIEVE: A Conversation with Dr. Ruth Simmons

In February, BELIEVE hosted a fireside conversation with Dr. Ruth Simmons, the president of Prairie View A&M University. Dr. Simmons was interviewed by Myrtle Jones, the Senior Vice President of Tax, at Halliburton's Houston North Belt Campus. Dr. Simmons was previously the President of Brown University, where she was the first African American to serve as President of an Ivy League school.

The topic Dr. Simmons and Ms. Jones discussed was "The Future of Work: Talent, Technology, and Transformation." They considered what organizations can do to attract a skilled and motivated workforce. Dr. Simmons also shared thoughts and anecdotes about resilience, determination, and the power of untapped potential that she has gathered during an academic and professional career spanning more than five decades. Attendees included Halliburton employees, Prairie View A&M students, and current Prairie View A&M professors.

PRIDE: Houston Pride Parade

In July 2022, Houston hosted the third-largest Pride celebration in the United States. Halliburton employees gathered with each other, their friends, and their families to walk in the parade. Many had attended in the past, but this year Halliburton secured an official parade spot and our employees participated together for the first time.

Pride Houston 365 organizes the parade and promotes equality and inclusion by celebrating the LGBTQ+ community year-round. They raise critical funds for youth scholarships, and offer ongoing health and wellness education. This non-profit is eligible for matching donations in our Giving Choices campaign.

WSE: International Women's Day

In March, Halliburton's Women Sharing Excellence ERG hosted a global virtual event to celebrate International Women's Day. The event's speakers included Michelle Benavides, Vice President and Chief Ethics & Compliance Officer as well as WSE executive sponsor; Myrtle Jones, Senior Vice President of Tax; and Maggie Hatfield, Vice President at Real Estate Services.

The theme for this year was #BreakTheBias, and the different talks considered how we can create a gender-equal world that is free of bias, stereotypes, and discrimination. Leaders spoke about breaking biases at work and in the community and discerning unconscious biases. WSE collected videos and photos from employees around the world – in offices, the field, manufacturing, and at home – showing the "Break the Bias" symbol.

DE&I Training

Our DE&I training course, Global Diversity, Equity, and Inclusion Training, includes the acronym INCLUDE, in which each letter denotes a behavior essential to supporting DE&I at Halliburton (Inquire across differences; Nurture collaboration; Challenge yourself and others; Lean into discomfort; Understand differences; Diversify your network; and Empathetic listening). This is a global training course that all full-time Halliburton employees are required to complete. As of 2022, over 42,000 employees have completed this training. This builds on training aimed at achieving racial equality in the workplace that we assigned to all North American employees in 2021. We also made this training available globally. Topics covered in the training include practical strategies to address concerns about racial equality and the initiation of conversations about how we can recognize differences, seek understanding, and create a more inclusive environment. As of 2022, more than 14,400 of our active employees completed the training.

#BreakTheBias



In 2022, more than 1,000 employees completed our Unconscious Bias workshop. This training, aimed at leaders, helps identify the sources of bias and how to counteract them. In 2022, we also created a new training video, "Wake Up Your Unconscious" to provide a self-paced training option for employees at all levels. Launched in June of 2022, the video has been viewed more than 3,000 times.

Development of Local Workforces

Halliburton aims to positively impact communities around the world by investing in local workforce development. Halliburton consistently hires local talent for open positions, which gives them access to our classroom and virtual training, on-the-job training, and competency programs.

The Company also invests in cultivating local relationships. We align with universities and national oil companies to build skills among interested students and raise awareness of opportunities in our industry. It is a priority at Halliburton to increase the percentage of localized employees and leadership, and we have made tremendous progress on our goals in recent years. At present, 92% of the Company's workforce and 85% of managers are local to the areas where they work.

Investing in a local workforce also means Halliburton is able to help improve local economies and enhance the quality of life for employees and their families through job creation, skill advancement, and career development. The Company is able to cultivate a workforce that is more representative of local populations, and is better able to conduct business in native languages and with an understanding of local values and cultures. This facilitates better communication and improves day-to-day operations.



Saudi Arabia

In-Kingdom Total Value Add Program (IKTVA), a program that is part of Saudi Vision 2030, was launched in 2015 to drive domestic economic growth and sustainability in Saudi Arabia. In 2022, Halliburton received IKTVA's Best in Training and Development Award. The Company has been granted this award three consecutive times for our efforts with trainings, competencies, and development assignments for our national employees. The award also recognizes the external training given to our customers, vendors, and educational establishments in the Kingdom.

As part of our wider commitment to localization, our Saudi Arabia team is also engaged in educating and developing new trainers for both Saudi Arabia and other countries as part of our Global Talent Development program.



Ivory Coast University Partnership

In February, the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB), a public polytechnic institute of higher education and research, hosted a ceremony in Yamoussoukro, the capital of Ivory Coast, to sign an educational and technical cooperation agreement with Halliburton.

The Ivory Coast oil and gas sector is experiencing steep growth due to the discovery of the Baleine reserve and fast-track development. Due to this industry growth, it is increasingly important for the Ivory Coast to train a highly qualified local workforce. Halliburton's agreement with INP-HB provides the Ivory Coast with a proactive solution.

In line with Halliburton's commitment to the local community and graduate programs, the Company assists with engineer training, which may include conferences, guest speakers, internships, provisions of learning, and research. In return, two schools from INP-HB – Ecole Supérieure du Pétrole et de l'Energie (ESPE) and Ecole Supérieure des Mines et de Géologie (ESMG) – nominate top students for an internship with Halliburton.

Investment in the Future

Halliburton is invested in increasing our diversity and inclusivity as the Company builds a sustainable pipeline of future talent. The Company engages in mentorship programs, charitable giving, and inclusive hiring practices designed to draw more diverse talent to our workforce.

Halliburton has multi-year commitments with LSU Scholars, the McCombs Summer Institute at the University of Texas, and RISE programs. Between the programs, Halliburton awards a total of \$3.2 million in scholarship and program support donations. Presently, there are over 100 students between the three programs.

LSU Scholars

Halliburton has served as one of the most valuable and impactful corporate supporters of the LSU College of Engineering. We renewed our partnership with LSU in 2022, and committed to gift \$1.2 million to the LSU College of Engineering dispersed over four years.

In 2022, in response to aspirations expressed by participating students, Halliburton expanded internship opportunities to include R&D and support functions, in addition to our historical support of internship opportunities in our field engineering groups. Halliburton hosts networking sessions, provides mentorship, and promotes in-person opportunities to interact with our senior leaders whenever possible.

Together, Halliburton and LSU have developed a leading scholarship program, and have provided hands-on internship experiences that can lead to full-time job opportunities for LSU engineers. The opportunities created through this program are unparalleled, particularly for women in engineering.

McCombs Summer Institute at the University of Texas

Fifteen years ago, Halliburton founded the University of Texas (UT) McCombs Summer Institute (MSI), and continues to be its largest sponsor. Through UT MSI, students are equipped with the business fundamentals necessary to turn their passions into careers. During an intensive eight-week program, UT MSI students complete five core courses: Accounting, Finance, Management, Marketing, and Entrepreneurship. All of these students are seeking degrees in areas outside of business, and dedicate their summer to complementing their majors with important business skills.

Halliburton's goal is to create a pipeline of technical engineers with experience in business who can join us through our internship program. The Company sponsors scholarships and grants for the program. It also offers mock-interview days for the students, as well as REDiness courses and info sessions, and eventually conducts interviews for our internship program.



RISE Scholars Program

In 2022, we continued our Recruiting Inclusive Students into Energy (RISE) Scholars Program partnership with Prairie View A&M University (PVAMU), a Historically Black College & University (HBCU) located in Prairie View, Texas. RISE includes a \$1.0 million Business and Engineering Scholarship Fund, and the program provides scholarships, professional development, Halliburton mentors, and summer internships to rising juniors in PVAMU's College of Business and Roy G. Perry College of Engineering. The mission of the RISE Scholars Program is to attract, retain, and advance Black employees at Halliburton to continue to reflect the diversity of our communities.

RISE scholars also serve as ambassadors for the program, and with the inaugural cohort's help recruiting new students, we ushered in a second, expanded cohort in 2022 that includes 10 additional scholars.

Both the inaugural and second RISE cohorts are currently in progress. We are engaged with RISE scholars through full-time and return internship offers and on-campus professional development activities. Halliburton also engages with RISE students in networking sessions, mentorships, and in in-person opportunities to interact with senior leaders.

Our inaugural cohort's first internship included a roundtable discussion with Jeff Miller (our Chairman, President and Chief Executive Officer) and Lawrence Pope (our Chief Administrative Officer and CHRO), multiple interactions with other Halliburton executives, and a site visit to our location in Duncan, Oklahoma, where Halliburton was founded. The internship culminated with full-time and return internship offers for the entire cohort.

Halliburton Partners with Universities to Support Native American Students

In 2022, Halliburton entered into a multi-year agreement with the North Dakota tribal college system. We work to help break cycles of poverty and lack of education in local Native American communities by offering an apprenticeship program and skills-based learning.

In addition, we supported a scholar program at the South Dakota School of Mines aimed at promoting STEM opportunities among Native American students. We continued our long-term funding support for the Little Shop of Physics at Colorado State University.



S5

Human Rights

Halliburton supports universal human rights as defined by the United Nations Universal Declaration of Human Rights, and respects the human rights and dignity of all people. Every day, these values are expressed and lived out in the breadth of our operations and the diversity of our workforce. The Company complies with all applicable employment laws, and adheres to fair and ethical employment practices. We also incorporate human rights into our policies on health, safety, and security.

You can read more about our human rights practices and beliefs – including Halliburton's [Human Rights Policy](#), [Human Rights Statement](#), [Supplier Ethics Letter and Statement](#), and [COBC](#) – on the Company's website.



Our Human Rights Sustainability Commitment



- Support universal human rights as defined by the United Nations Universal Declaration of Human Rights through fair and ethical employment practices and our Code of Business Conduct.



Human Rights in the Supply Chain

Halliburton utilizes several internally developed tools and a digital supplier management system to screen suppliers for potential human rights risks and abuses. These tools and systems include:

- An internal human rights dashboard that evaluates supplier risks and helps us identify areas for detailed follow-up
- IntegrityNext, a digital platform that allows us to track risk and assessment in all supplier tiers
- Ethical Procurement and Supply eLearning training – which covers Environmental Procurement, Human Rights and Fraud, and Bribery and Corruption – from the Chartered Institute of Procurement and Supply (CIPS), which was completed by the Company's procurement personnel
- Our Supply Chain Awareness training course, which was deployed at the end of 2022
- Halliburton's Supply Chain and Legal and Human Resources personnel participated in piloting the International Petroleum Industry Environmental Conservation Association Forced Labor Training course
- Third-party Human Rights Audits, which cover Workplace Conditions Assessments, Labor Provider Audits, and Service Provider Audits

The Human Rights Audits we employ focus on key Human Rights and Labor topics, such as Child Labor, Forced Labor, Wages and Working hours, Freedom of Association, Discrimination and Harassment, Recruitment, Employee Health and Safety, and Management Systems, amongst others.

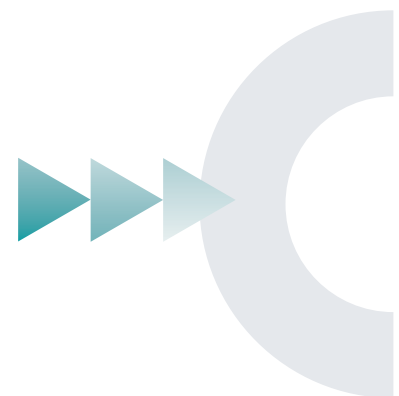
Please refer to the [Human Rights section](#) of our Supply Chain Governance chapter for more details.

New and Emerging Human Rights Regulations

As human rights legislation evolves Halliburton works diligently to comply with new regulations, such as the Norwegian Supply Chain Transparency Act that went into effect in July 2022. This act requires companies to share how they are working to eradicate human trafficking and modern slavery in their business and global supply chains, and to detail the steps they have taken and the controls they have in place to address human rights risks.

We comply with the UK Modern Slavery Act, the Australia Modern Slavery Act, and the UN's Universal Guiding Principles on Business and Human Rights. Our [statements of compliance](#) with these acts can also be found on our website.

Halliburton monitors and complies with emerging human rights legislation worldwide, such as the Uyghur Forced Labor Prevention Act (UFLPA) in the U.S., the upcoming E.U. Act, and the Canadian Human Rights Act. In Canada, we adhere to the United Nations Declaration on the Rights of Indigenous People in our operations. For more information about our Indigenous relations efforts in Canada, visit the [Indigenous Inclusion Strategy](#) section in this report.



S6

Local Communities

Halliburton values and aims to enhance the economic and social well-being of the communities in which we operate. We deliver support to our local communities via the Halliburton Foundation, the Halliburton Charitable Foundation, and our Energy to Help™ volunteer program. Halliburton also hosts a corporate giving program and an annual Giving Choices campaign, in which the Company matches the donations our employees make to charities they select. We regularly encourage employees to volunteer in their communities. To learn more, visit the [Employee Volunteerism](#) and [Halliburton Foundation Giving Guidelines](#) pages on our website.

Halliburton Volunteers

Giving back to the communities where we live and work is integral to Halliburton's culture. All of our volunteerism and charitable activities are focused on our Four Pillars of Giving: Education, Environment, Health and Safety, and Social Services.

2022 Tree Planting Events

In 2022, Halliburton participated in various tree planting events around the world, including Colombia, the United States, and Saudi Arabia.

Volunteering Legacy

Our founder, Erle P. Halliburton, established a legacy of positive community impact through generous support for local charities and causes in his community. Today, we continue to honor that legacy with volunteer opportunities that benefit the communities where we live and work. Our commitment to good corporate citizenship is fundamental to creating sustained value for our Company, our stakeholders, and the world.



Our Community Relationships Sustainability Commitment



- Enhance the social value of communities in which we live and work through effective engagement and social investment.

In Saudi Arabia, our team participated in two tree planting events. The first was in support of the Saudi Green Initiative (SGI), which aims to unite environmental protection, energy transformation, and sustainability programs in the pursuit of a greener future. The second took place at The Comprehensive Rehabilitation Center in Dammam, and was organized by the Halliburton Saudi Arabia team. A group of Halliburton volunteers and a team from the rehabilitation center successfully planted 50 Neem and Acacia trees. The Comprehensive Rehabilitation Center in Dammam is an assisted living facility for disabled individuals that encourages families' participation in patient rehabilitation.

Kids Meals Houston

Halliburton's 100 summer college interns began their time at the Company by giving back to the community as volunteers at Kids Meals Houston. In addition to the 2022 interns, our volunteer group included a few guest executives. Together, this volunteer group helped make sandwiches, decorate lunch bags, sort warehouse items, and prep delivery routes.

The mission at Kids Meals Houston is to eradicate childhood hunger in Houston by delivering free, healthy meals to Houston's hungriest preschool-aged children year-round and by providing their families with resources to help end the cycle of poverty.



iMPACT Argentina

Members of iMPACT Argentina, a Halliburton ERG, made an impact in their community with various giving campaigns and volunteer work. 2022 iMPACT highlights include:

- **Make the Backpack:** iMPACT members filled backpacks for kids at The Yampi Children's Home.
- **Donate, Play, Love:** iMPACT members collected new and gently used toys and delivered them to the Yampi Children's Home.
- **Sports Unite Us:** iMPACT teamed up with Halli-bull, the Halliburton Argentina mascot, to collect soccer balls for a nearby school.
- **Donating Fence Materials:** iMPACT coordinated the donation of leftover Halliburton pipes to a school that wanted to build a fence around its play area.
- **Save the Woods and Their Community:** iMPACT collected clothes, food, household items, bedding, and mattresses to donate to families impacted by a devastating forest fire in the Andean Region.

Women's ERG Improves Communities

Every year, the WSE "Africa-Other" area chapter (which includes Ghana, the Congo, and Angola) embarks on its annual "Give Back Drive," a donation campaign that benefits charitable organizations and causes in local communities. In 2022, Halliburton employees and local WSE members donated monetary funds, in-kind support, and volunteer time. They also collected and donated food, bottled water, toiletries, cleaning products, and creative art materials for children in the area.

In December 2022, the WSE chapter in India hosted its first donation drive, donating food, clothing, toys, board games, and volunteer time to benefit women, children, students, elderly individuals, and others who live in poverty or are otherwise socioeconomically disadvantaged. Donations were sent to the following organizations: Sneha Sadan in Mumbai, the Mother Teresa Home in Pune, the Prashantha Old Age Home in Bangalore, and the Society for Upliftment and Development of Human Beings by Action (SUDHA) in Gurgaon.

Ronald McDonald House: "Stuff the Bus" Food Donations

For Childhood Cancer Awareness Month in September 2022, Halliburton volunteers participated in a "Stuff the Bus" collection for families with children facing critical illnesses at the Ronald McDonald House Houston and its satellite hospital locations. Volunteers in Houston donated food and packed a bus with it. This helped provide patients and families round-the-clock access to snacks and meals when they must live away from home for the sake of medical treatment.



Halliburton Team Rides for Research

For the second consecutive year, Halliburton Jandakot formed a team of six and headed on the MACA Cancer 200, a two-day, 200 km bike ride. A total of 1,500 cyclists participated in this community-focused event, which gave riders an opportunity to challenge themselves on the road and to fundraise monetary support for a team of researchers working to develop kinder treatments and better outcomes for cancer patients.

The MACA Cancer 200 is not a race, but a biking event in which riders provide each other support to overcome flat tires, strong headwinds, injured shoulders, and an abundance of hills. Thanks to the Halliburton team and the Jandakot fundraising spirit, the Company has raised over \$30K at this event over the past two years. Ten riders signed up to participate in 2023.

Halliburton Charitable Foundation Golf Tournament

In our 27th annual Halliburton Charity Golf Tournament, we broke our own fundraising record by raising over \$3.4 million on behalf of 101 U.S. nonprofit organizations. Over 400 people participated in the tournament, which included 18 holes of scramble golf tournament play, a men's and women's longest drive, and closest to pin competitions.

The tournament, which is hosted at The Clubs of Kingwood in Kingwood, Texas, has raised over \$28 million for charities since the first tournament was held in 1993, and is one of the largest non-PGA golf tournament fundraisers. The causes supported by these funds include hunger relief, veteran home repairs, and mental health and substance abuse support.

\$3.4M

Dollars Raised



Corporate Giving

In 2022, Halliburton provided cash donations and in-kind goods and services to support our local communities. In total, we donated approximately \$2.3 billion.

Hôpital Evangélique: Congo

The Halliburton Congo team joined forces with the Hôpital Evangélique Le Pionnier (HELP) — a hospital in the enormous, difficult-to-reach, rural Impfondo region — to assist HELP in obtaining the medicines and equipment necessary to expand its mobile clinic and regular patient visit capacities. One of HELP's greatest needs has been reliable ground transportation, so in 2022 Halliburton donated a truck to the hospital. This donation increases the hospital's ability to remain stocked with adequate medicines and medical supplies, and expands their ability to convey consistent, high-quality care to patients in their isolated locale.

Mangeshkar Hospital: India

Since 2015, the Halliburton Technology Center in Pune, India has partnered with the Deenanath Mangeshkar Hospital and Research Center to fund surgeries and medical treatments for pediatric and neonatal patients of low-income families. In 2022, Halliburton's financial contribution of \$29,727 helped fund medical care for 35 children.

Giving Choices

In Giving Choices, our annual workplace giving program, Halliburton employees around the world pledge money to the charities of their choice and the Company provides a 10% matching gift for each employee's eligible donation.

In 2022, we hosted several events to promote Giving Choices donations, including Chili Cook-offs in Duncan, OK and the Permian Basin. At the event in Duncan, Halliburton employees raised over \$2,000 for Gabriel's House, an organization committed to providing a safe and nurturing after-school program. At the Permian Basin event, we raised over \$7,000 for the local United Way of Midland, which is dedicated to matching community resources to identified needs to improve Midland's quality of life.

Between all of our 2022 events and contributions, this year's Giving Choices donations exceeded \$744,000, which was donated to over 580 unique charities around the world.

Educational and Community Engagement

Halliburton is committed to being a good corporate citizen and neighbor. We provide support to our local communities and educational institutions through cash donations, in-kind goods, and services. Through these educational and community engagements, we stay true to our Company culture and build relationships of trust with our neighbors.

Halliburton Foundation Educational Advisory Board

The Halliburton Foundation's Educational Advisory Board (EAB) is an annual grant process in the United States that funds K-12 and university programs that offer exposure to the fields of STEM and Business. The EAB focuses on programs that demonstrate merit, diversity, and skill development; maximize impact; and raise awareness of future career opportunities for students. Over the past 10 years, the EAB has funded over \$9 million in programs and impacted over 700,000 students.

In addition to funding programs, Halliburton builds relationships with the institutions and organizations that create them, and makes efforts to engage with programs and events when possible.

In 2022, the EAB funded 50 programs including: Girl Day at UT Austin; Texas A&M University's Physics & Engineering Festival; 2022 Texas Prefreshman Engineering Program (TexPREP) Engineering Ambassadors at the University of Texas Rio Grande Valley; Halliburton Techno Girls Camp III at Prairie View A&M University; Academic Mentoring Matters and STEM Saturdays at the University of Louisiana at Lafayette;

Virtual Exploring Energy Program for Secondary School Students at the IPAA Energy Workforce Education Center; Robotics Class at Cristo Rey Jesuit High School of Houston; and Junior Engineers Tomorrow's Scientists (JETS) at the Colorado Association of Black Professional Engineers & Scientists.

Halliburton Landmark In-Kind Giving

The Halliburton Landmark University Grant Program (UGP) offers Halliburton Landmark software licenses free of charge to academic institutions for learning, teaching, and research. The software grants are evergreen with three-year renewable terms and include software maintenance and technical support.

Halliburton awarded multimillion-dollar educational software grants to seven new public universities in 2022: University of Peshawar in Pakistan, Texas A&M University in Qatar, University of Benghazi in Libya, Instituto Nazionale di Geofisic in Italy, Wadia Institute of Himalayan Geology in India, Trine University in Angola, and Universiti Brunei Darussalam in Brunei. These grants support the education and development of students pursuing careers in the oil and gas industry.

Through these grants, the UGP aims to facilitate teaching and research by enabling students and academics to interpret multi-disciplinary datasets using industry-leading software. Halliburton Landmark hopes to strengthen the relationship between industry and academia, promote the uptake of Halliburton Landmark's software, and equip future generations with the skill sets required to solve real-world challenges. More than 140 academic institutions worldwide benefit from this program.

Sponsored Research Agreements

Halliburton partners with major universities around the world to help facilitate research studies conducted by advanced-degree students. Our product line technology groups work with these students to identify research topics that are compatible with and support both our Company's technology issues and the competencies of the specific university. As part of this process, we help define the scope of research projects, gather resources, and sometimes make financial contributions. In this way, we utilize our external competencies to advance the R&D goals of our product lines, improve our internal processes, and advance the quality of the products and solutions we offer to customers.



STEPS Program

Halliburton's Science and Technology for Exploration and Production Solutions (STEPS) program offers master's-level students the opportunity to collaborate with Halliburton and our industry and academic partners as they conduct research projects and write their thesis. In STEPS, we facilitate regular, meaningful contact between students, industry representatives, and academics to build a mutually collaborative research network. STEPS students conduct research focused on real-world datasets, receive training and mentorship from STEPS team members, and gain experience with Halliburton Landmark's software, products, and knowledge base. STEPS also hosts a Distinguished Lecture series centered on each year's research theme that is designed to encourage increased student interaction with the exploration and production (E&P) community. To learn more and review our application information, please visit the [STEPS](#) page on our website.

Rock On! in UK

Education is one of Halliburton's four Pillars of Giving, and Halliburton employees around the world contribute to youth educational programs centered on energy-related subjects. This year, a few of our Halliburton Landmark Software product line geologists in the UK shared their passion for geology with students ranging in age from primary school to university. In a variety of teaching and mentorship contexts, they discussed the importance of geosciences in sustainable energy production, the role of oil and gas in the wider energy sector, and the importance of science and scientists in many different career paths.

Indigenous Inclusion Strategy

Halliburton's Indigenous Inclusion Strategy has a strong focus on implementation. Core components of the Strategy include Indigenous-led cultural awareness

training, economic inclusion through contracting and workforce, regional community involvement, and investment in business opportunities.

Increasing Cultural Awareness in Canada

Halliburton's Indigenous Inclusion Strategy in Canada is now into its third year, and includes measures such as cultural awareness training, community involvement, and investment in local cultural events, business opportunities, and youth initiatives.

In 2022, we successfully launched an Indigenous Cultural Awareness Training course in Canada to foster a foundational understanding of Indigenous cultures and history among employees. Halliburton employees in Canada are required to complete the course, and 75% of employees participated in 2022. Our staff also participated in cultural events such as the Aseniwuche Winewak Cultural Camp and a National Indigenous Peoples' Day presentation on the celebration of Indigenous cultures.

In addition, Halliburton contributed time and financial support to a variety of local community initiatives in 2022. Our community involvement included participation in a panel session for an Emerging Leaders program for Indigenous youth and meetings with community leaders to explore business opportunities. The Company funded numerous additional community investment initiatives, including youth initiatives and cultural events.

Halliburton Canada's progress toward Indigenous inclusion is evaluated by the Canadian Council for Aboriginal Business (CCAB) and their audit process on an ongoing basis. In 2022, we secured our Level 1 certification, and we will apply for Level 2 in 2023.

Aboriginal and Torres Strait Islander Engagement in Australia

Halliburton remains focused on our Aboriginal and Torres Strait Islander engagement in Australia. For over 50 years, Halliburton Australia has been operating on traditional heritage land in Australia. The Company acknowledges the Traditional Custodians of the land on which we operate, and offers our respects to Elders past, present, and emerging.

Through Halliburton Australia's Reflect Reconciliation Action Plan (RAP), Halliburton will pursue a greater appreciation of and understanding for the Traditional Custodians of the land where we work. Our increased learning and training opportunities are designed to promote awareness and respect in our workforce for the cultures and histories of Australia's Aboriginal and Torres Strait Islander groups.

The Company looks forward to engaging our reconciliation journey for many years to come. As we learn together, we can build better relationships and create meaningful opportunities for Aboriginal and Torres Strait Islanders.

2022 Reflect Reconciliation Action Plan Highlights:

- Established a Working Group to drive governance of RAP and increase our Indigenous community interactions and workforce and vendor engagement
- Increased Aboriginal and Torres Strait Islander recruitment by participating in iWork's National Indigenous Jobs Summit 2022 in Brisbane and onboarding two Indigenous Apprentices in cooperation with Technical and Further Education (TAFE) Australia
- Drove organizational Indigenous cultural awareness via Halliburton Australia employee trainings at different levels to increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights among employees

- Increased the Company's vendor portfolio and procurement spend to Aboriginal and Torres Strait Islander owned businesses through Halliburton Australia's membership in Supply Nations and by reporting our Aboriginal and Torres Strait Islander spend to the Supply Nations platform and key customers
- Participated in the Reconciliation Action Week activities in Perth, Western Australia from May 27 until June 3, 2022

Supporting Indigenous Art

In 2022, we commissioned Rhys Paddick, an Indigenous artist, to create a Halliburton Indigenous Artwork. Paddick created a piece called "MIRKA KALIL (RED HOME)." It features Aboriginal symbols, Halliburton's red-based brand color scheme, and subtle references to Halliburton and our industry.

Rhys Paddick is a talented artist from the Paddick/Jones family whose traditional roots can be traced back to the Yamatji/Budimia country. He creates art at the intersection of cultures that is designed to evoke meaning with cross-cultural references, positive imagery, and graphic design.





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APPENDIX



A1
Data Tables

A2
Awards and
Recognition

A3
About the Report



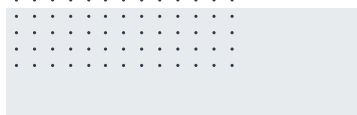
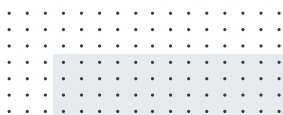
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Data Tables

Financial Data	2020	2021	2022
Financial Performance (Millions of U.S. Dollars (USD) and Shares, Except Per Share Data)			
Revenue	\$ 14,445	\$ 15,295	\$ 20,297
Total Operating Expenses	\$ 16,881	\$ 13,495	\$ 17,590
Operating Income (Loss)	\$ (2,436)	\$ 1,800	\$ 2,707
Income (Loss) Before Taxes	\$ (3,220)	\$ 1,252	\$ 2,110
Amounts Attributable to Company Shareholders:			
Net Income (Loss) Attributable to Company	\$ (2,945)	\$ 1,457	\$ 1,572
Basic Income (Loss) Per Share from Continuing Operations	\$ (3.34)	\$ 1.63	\$ 1.74
Diluted Income (Loss) Per Share from Continuing Operations	\$ (3.34)	\$ 1.63	\$ 1.73
Cash Dividends Per Share	\$ 0.315	\$ 0.180	\$ 0.480
Basic Common Shares Outstanding	881	892	904
Diluted Common Shares Outstanding	881	892	908
Net Working Capital	\$ 5,054	\$ 5,637	\$ 5,607
Total Assets	\$ 20,680	\$ 22,321	\$ 23,255
Total Debt	\$ 9,827	\$ 9,138	\$ 7,928
Total Shareholders' Equity	\$ 4,983	\$ 6,728	\$ 7,977
Cash Flows from Operating Activities	\$ 1,881	\$ 1,911	\$ 2,242
Capital Expenditures	\$ 728	\$ 799	\$ 1,011
Depreciation, Depletion, and Amortization	\$ 1,058	\$ 904	\$ 940
Total Capitalization	\$ 14,810	\$ 15,866	\$ 15,905
Debt to Total Capitalization	66%	58%	50%
In 2022, the amount of net revenue generated by Halliburton in countries that have the 20 lowest rankings on Transparency International's Corruption Perception Index comprises less than 1% of the Company's total revenue.			
Research and Development			
U.S. Patents Granted Per Year	825	918	980
Total R&D Spend (Million USD)	\$ 309	\$ 321	\$ 345
R&D Spend as a Percentage of Revenue	2.14%	2.10%	1.70%
Patent Efficiency (U.S. Patents Granted Per USD 1M of R&D Spend)	2.29	2.35	2.43
Ranking Among Companies for Total U.S. Patents Granted (by IFI Claims)	49th	37th	37th
Ranking Among Oil & Gas Companies for Total U.S. Patents Granted (by IFI Claims)	1st	1st	2nd
Service Quality Metrics			
Customer Non-Productive Time (NPT) (Percentage of Total Operating Hours)	0.30%	0.30%	0.27%

Governance Data	2020	2021	2022
Political Contributions (USD)			
Local, Regional or National Political Campaigns / Organizations / Candidates	\$ 0	\$ 0	\$ 0
Lobbying, Interest Representation, or Similar	\$ 339,457	\$ 287,951	\$ 333,130
Trade Associations or Tax-Exempt Groups (e.g., Think Tanks)	\$ 568,885	\$ 586,560	\$ 652,341
Other (e.g., Spending Related to Ballot Measures or Referendums)	\$ 0	\$ 0	\$ 0
Board Information			
Average Board Meeting Attendance	100%	98%	96%
Board Independence (Members) ¹	10	11	12
Board Racial/Ethnic Diversity (Members) ¹	3	5	6
Board Female Diversity (Members) ¹	3	3	3
Local Ethics Officer (LEO) Program			
Number of Local Ethics Officers	57	55	51
Ethics Training			
Total Percentage of the Board of Directors that the Organization's Anti-Corruption Policies and Procedures Have Been Communicated To	100%	100%	100%
Training Hours for COBC, Anti-Corruption, and Enhanced Procurement Fraud in Countries Designated as High-Risk	39,866	56,689	58,078
Global Ethics and Compliance Reports			
Global Ethics and Compliance Reports	711	585	737
Reports with Potential Code of Business Conduct (COBC) Violations	221	235	241
Code of Business Conduct (COBC) Potential Violation Investigations Closed	209	236	242
Procurement			
Percentage of Spend with Local Suppliers	84%	86%	80%
Number of Tier 1 Suppliers with Spend	23,771	21,490	22,325
Percentage of Suppliers Assessed in the Last Three Years for Human Rights Risks	98%	99%	99%
Spend with Small and Female Diverse Suppliers (Million USD)	\$ 579	\$ 481	\$ 801
Spend with Minority Suppliers (Million USD)	\$ 74	\$ 83	\$ 120

1. Board information as of publication date.



Environmental Data	2020	2021	2022
Energy Consumption (GJ)²			
Fuel Consumption			
Diesel	28,812,116	39,849,953	35,616,224
Natural Gas	8,166,207	4,629,408	6,760,776
Coal	733,906	654,136	401,688
Other (Gasoline, Aviation, and Propane)	262,206	369,708	362,900
Electricity Consumption			
Consumed Electricity – Non-renewable	1,772,281	2,281,125	4,668,485
Consumed Electricity – Renewable	0	36,948	27,210
Solar PPA	27,834	29,010	39,467
Total	39,774,550	47,850,288	47,876,750
U.S. Fracturing Fluid			
Volume of Hydraulic Fracturing Fluid Used (m ³)	79,245,775	107,007,954	149,286,113
Percentage of Hazardous Material Used in Fracturing Fluid	0.07%	0.07%	0.07%
Greenhouse Gas Emissions (MTCO₂e)			
Direct (Scope 1) ²	2,626,561	3,503,441	3,320,350
Indirect (Scope 2) - Market Based ²	191,451	248,949	405,114
Indirect (Scope 3) ^{3,4}	125,821	155,612	177,342
Total⁴	2,943,833	3,908,002	3,902,806
Greenhouse Gas Emissions Intensity (Scopes 1 and 2)			
MTCO ₂ e/\$M Revenue	195	245	184
MTCO ₂ e/Operating Hours	0.1969	0.2643	0.2257
Waste Disposal (Metric Tons)			
Non-Hazardous ⁴	288,795	248,619	207,479
Hazardous ⁴	53,511	56,412	58,527
Total⁴	342,306	305,031	266,006
Landfill ⁴	184,514	72,809	45,327
Recycled ⁴	77,476	200,613	171,276
Incineration	3,706	12,971	8,035
Energy Recovery	20,359	10,247	18,278
Reuse ⁴	0	4,705	8,528
Composting	27	1,957	13,821
Deep Well Injection	50,424	1,506	741
Other	5,800	223	0
Total⁴	342,306	305,031	266,006
Water Withdrawal (m³)			
Water Withdrawal	1,345,507	1,478,921	1,751,094
Spills and Discharges			
Recordable Environmental Incident Rate (Incidents Per 200,000 Hours Worked)	0.02	0.02	0.02
Total Volume of Spills (m ³)	503	1,058	665
Total Volume of Hydrocarbon Spills >1 bbl (bbl)	150	263	155

2. Limited assurance provided by KPMG for 2022. Refer to [Statements on Sustainability Metrics and Related Notes](#) for standards, frameworks, definitions, and/or management determined criteria.

3. Scope 3 reporting includes business travel and waste disposal categories. Waste disposal GHG emissions is based on U.S. EPA Emission Factors Hub. In 2021, business travel scope increased for additional modes of travel type (hotel, rental car, and ride share). In 2020 and 2021, Business Travel GHG emissions is based on GHG Protocol Quantis tool and UK Government GHG conversion factors. In 2022, Business Travel GHG emissions is based on US EPA Environmentally-Extended Input-Output (USEEIO) factors and UK Government GHG emission factors.

4. 2021 waste numbers and related emissions were restated based on updated information.

Social Data	2020	2021	2022
Total Number of Employees	40,938	42,172	44,968
Total Number of Hours Worked	140,808,442	131,305,750	140,290,957
Certifications			
The Percentage of All Employees and Contractors Who Are Covered by an HSE and SQ Management System	100%	100%	100%
The Percentage of All Employees and Contractors Who Are Covered by an HSE and SQ Management System that has been Internally Audited	100%	100%	100%
The Percentage of All Employees and Contractors Who Are Covered by an HSE and SQ Management System That Has Been Audited or Certified by an External Party (API Q1/Q2, ISO 9001, OHSAS 18001/ISO45001)	40%	39%	39%
Fatalities			
Fatality Rate (Incidents Per 200,000 Hours Worked)	0.000	0.000	0.003
Total Number of Fatalities ²	0	0	2
Employees	0	0	2
Contractors	0	0	0
Personnel and Process Safety			
Total Recordable Incidents	140	167	206
Total Recordable Incident Rate (Incidents Per 200,000 Hours Worked) ²	0.20	0.25	0.29
Total Recordable Injuries	136	165	203
Total Recordable Injuries - Employees	130	157	194
Total Recordable Injuries - Contractors	6	8	9
Total Recordable Illness	4	2	3
Total Recordable Illness - Employees	4	2	3
Total Recordable Illness - Contractors	0	0	0
High-Consequence Work-Related Injury – Employees ⁵	5	6	6
High-Consequence Work-Related Injury – Contractors ⁵	0	0	0
High-Consequence Work-Related Injury – Employee Rate (Incidents Per 200,000 Hours Worked)	0.01	0.01	0.01
High-Consequence Work-Related Injury – Contractor Rate (Incidents Per 200,000 Hours Worked)	0.00	0.00	0.00
Lost-Time Incident Rate (Incidents Per 200,000 Hours Worked) ²	0.06	0.09	0.08
Lost-Time Incident Rate - Employees	0.06	0.08	0.08
Lost-Time Incident Rate - Contractors	0.00	0.01	0.00
Lost-Time Incidents	42	60	56
Lost-Time Incidents - Employees	39	56	53
Lost-Time Incidents - Contractors	3	4	3
Recordable Vehicle Incident Rate (Incidents Per Million Miles Traveled)	0.19	0.37	0.28
Preventable Recordable Vehicle Incident Rate (Incidents Per Million Miles Traveled) ²	0.06	0.16	0.10
Near-Miss Incident Rate (Incidents Per 200,000 Hours Worked)	1.75	1.52	0.49
Stop Work Authority Observations	162,878	205,868	220,754
HSE Driver Competency	97%	97%	97%
Journey to ZERO Strategic Objectives Performance Completion	100%	100%	100%

2. Limited assurance provided by KPMG for 2022. Refer to [Statements on Sustainability Metrics and Related Notes](#) for standards, frameworks, definitions, and/or management determined criteria.

5. Certain 2020 and 2021 numbers were restated based upon changes or improvements to methodologies in collecting the information.

Social Data (continued)	2020	2021	2022
Employee Training			
Training Hours Per Learner	34	34	59
HSE Training Compliance	95%	91%	93%
Employee Training Hours	1,624,683	1,431,684	2,574,710
Breakdown of Employee Training (% Male)	87%	88%	88%
Breakdown of Employee Training (% Female)	13%	12%	12%
Number of HSE Training Courses	1,109	638	630
Total Hours of HSE Training (Employees and Contractors)	942,540	705,739	866,227
Total Hours of Health, Safety, and Environmental Training for Employees	794,222	550,180	712,692
Total Hours of Health, Safety, and Environmental Training for Contractors	148,318	155,560	153,535
Business Leadership Development Courses (Number of Attendees)			
Business Leadership Level I	60	149	283
Business Leadership Level II	21	104	169
Business Leadership Level III	0	44	94
President's Leadership Excellence Program	0	27	28
Employee Age			
Western Hemisphere (Average)	39.4	39.4	39.1
Eastern Hemisphere (Average)	38.4	39.4	39.6
Global / Manufacturing (Average)	43.4	43.3	43.3
Percentage of Employees < 30 years old	14%	13%	15%
Percentage of Employees 30-50 years old	71%	71%	68%
Percentage of Employees > 50 years old	15%	16%	17%
Employee Hiring			
Total New Hires	4,288	6,275	10,513
Rate of New Hires	11%	15%	24%
Rate of New Female Hires in STEM Roles	20%	19%	23%
Percentage of Female New Hires by Region			
Asia Pacific	11%	10%	15%
Europe / Eurasia / Sub-Saharan Africa	19%	14%	14%
Latin America	18%	18%	22%
Middle East / North Africa	6%	6%	12%
North America Land	3%	5%	6%
U.S. Gulf Coast	8%	7%	14%
Global / Manufacturing	23%	23%	22%
Employee Turnover Rate			
Total Employee Turnover Rate	38%	13%	18%
Total Employee Turnover Rate, Excluding Russia ⁶	—	—	15%
Female Employee Turnover Rate	35%	12%	17%
Male Employee Turnover Rate	38%	13%	18%
Voluntary Employee Turnover Rate	6%	10%	12%
Voluntary Female Employee Turnover Rate	6%	10%	11%
Voluntary Male Employee Turnover Rate	6%	10%	12%
Voluntary STEM Female Turnover Rate	7%	10%	13%
Voluntary STEM Male Turnover Rate	5%	9%	10%

6. Total employee turnover calculated excluding Russia due to the sale of our Russian operations.

Social Data (continued)	2020	2021	2022
Diversity			
Countries in Which We Operate	70+	70+	70+
Nationalities	130	130	130
Female Diversity of Total Workforce ²	13%	13%	13%
Female Diversity in All Management Positions, Including Junior, Middle, and Senior Management ²	12%	13%	13%
Female Diversity in Senior Management Positions	14%	16%	16%
Female Diversity in Middle Management Positions	13%	14%	14%
Female Diversity in Junior Management Positions (i.e., First Level of Management)	11%	11%	12%
Female Diversity in STEM Roles	15%	16%	17%
Racial Diversity in Workforce (U.S. Staff Only)	30%	37%	40%
Racial Diversity in All Management Positions, Including Junior, Middle, and Senior Management (U.S. Staff Only)	24%	27%	29%
Racial Diversity in Senior Management Positions (U.S. Staff Only)	22%	25%	26%
Racial Diversity in Middle Management Positions (U.S. Staff Only)	24%	28%	31%
Racial Diversity in Junior Management Positions, i.e., First Level of Management (U.S. Staff Only)	25%	27%	28%
Racial Diversity in STEM Roles (U.S. Staff Only)	32%	34%	36%
Percentage of Localized Workforce			
Asia Pacific ²	92%	93%	93%
Europe / Eurasia / Sub-Saharan Africa ²	95%	94%	92%
Latin America ²	96%	95%	95%
Middle East / North Africa ²	75%	74%	75%
North America Land and U.S. Gulf ²	99%	99%	100%
Global / Manufacturing ²	99%	98%	98%
Overall ²	92%	92%	92%
Employee Engagement (on a 4-Point Scale)			
Halliburton Engagement Index (HEI) Rate	3.30	3.22	3.26
Leader Effectiveness Index (LEI) Rate	3.20	3.10	3.14
Charitable Giving (Thousand USD)			
In-Kind Donations	\$ 2,530,215	\$ 2,497,538	\$ 2,270,508
Corporate Giving	\$ 2,164	\$ 3,094	\$ 5,069
Halliburton Foundation	\$ 2,390	\$ 2,296	\$ 1,802
Employee Giving	\$ 817	\$ 778	\$ 744
Total	\$ 2,535,586	\$ 2,503,706	\$ 2,278,123

2. Limited assurance provided by KPMG for 2022. Refer to [Statements on Sustainability Metrics and Related Notes](#) for standards, frameworks, definitions, and/or management determined criteria.



GRI Standards Content Index

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Universal Standards		
2-1 Organizational details	2022 Form 10-K, Cover Page, page 1, 20; Company at a Glance, page 3; Financial Highlights, page 4; About the Report, page 87	
2-2 Entities included in the organization's sustainability reporting	2022 Form 10-K, page 47, Exhibit 21.1; Statements on Sustainability Metrics and Related Notes	
2-3 Reporting period, frequency and contact point	2022 Form 10-K, Cover Page; About the Report, page 87	
2-4 Restatements of information	About the Report, page 87; Statements on Sustainability Metrics and Related Notes	
2-5 External assurance	Corporate Governance, page 15; About the Report, page 87; Statements on Sustainability Metrics and Related Notes	
2-6 Activities, value chain and other business relationships	2022 Form 10-K, page 1, 25, 53; Supply Chain Governance, page 25	
2-7 Employees	2022 Form 10-K, page 4; Company at a Glance, page 3	
2-9 Governance structure and composition	2023 Proxy Statement; Environmental, Social, and Governance Highlights, page 5; Corporate Governance, page 15; Data Tables, page 74	Governance: Governance body composition
2-10 Nomination and selection of the highest governance body	Corporate Governance, page 15	
2-11 Chair of the highest governance body	2023 Proxy Statement; Corporate Governance Guidelines; Corporate Governance, page 15	
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Guidelines; Engagement, page 12; Corporate Governance, page 15	Governance: Material issues impacting stakeholders
2-13 Delegation of responsibility for managing impacts	Corporate Governance Guidelines; Corporate Governance, page 15	
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Guidelines; Corporate Governance, page 15	
2-15 Conflicts of interest	2023 Proxy Statement; Corporate Governance Guidelines	
2-16 Communication of critical concerns	Corporate Governance Guidelines; Corporate Governance, page 15	
2-17 Collective knowledge of the highest governance body	Corporate Governance, page 15	

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines; Corporate Governance, page 15	
2-19 Remuneration policies	2023 Proxy Statement; Corporate Governance Guidelines; Corporate Governance, page 15	
2-20 Process to determine remuneration	2023 Proxy Statement; Corporate Governance, page 15	
2-21 Annual total compensation ratio	2022 Proxy Statement; 2023 Proxy Statement	
2-22 Statement on sustainable development strategy	2022 in Review, page 6	
2-23 Policy commitments	Ethics and Compliance, page 23; Human Rights, page 65; Halliburton Corporate Governance Website	
2-24 Embedding policy commitments	Ethics and Compliance, page 23	
2-25 Processes to remediate negative impacts	2023 Proxy Statement; 2022 Form 10-K, page 1; Ethics and Compliance, page 23	
2-26 Mechanisms for seeking advice and raising concerns	Enterprise Risk Management, page 20; Ethics and Compliance, page 23	Governance: Protected ethics advice and reporting mechanisms
2-27 Compliance with laws and regulations	Data Tables, page 74	
2-28 Membership associations	About the Report, page 87	
2-29 Approach to stakeholder engagement	Engagement, page 12	Governance: Material issues impacting stakeholders
2-30 Collective bargaining agreements	2022 Form 10-K, page 4	
3-1 Process to determine material topics	Materiality-Based Approach, page 10	
3-2 List of material topics	Materiality-Based Approach, page 10	Governance: Material issues impacting stakeholders
Sector Standards		
Topic 11.1 GHG Emissions		
Energy		
302-1 Energy consumption within the organization	Data Tables, page 74	
Emission		
305-1 Direct (Scope 1) GHG emissions	Data Tables, page 74	Planet: Greenhouse gas (GHG) emissions
305-2 Energy indirect (Scope 2) GHG emissions	Data Tables, page 74	Planet: Greenhouse gas (GHG) emissions
305-3 Other indirect (Scope 3) GHG emissions	Data Tables, page 74	Planet: Greenhouse gas (GHG) emissions
305-4 GHG emissions intensity	Data Tables, page 74	

GRI Standards Content Index (continued)

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Topic 11.2 Climate adaptation, resilience, and transition		
Economic Performance		
201-2 Financial implications and other risks and opportunities due to climate change	2022 Form 10-K, page 10; Climate Change and Low-Impact Solutions, page 30	
Emission		
305-5 Reduction of GHG emissions	Climate Change and Low-Impact Solutions, page 30	
Topic 11.4 Biodiversity		
Biodiversity		
304-2 Significant impacts of activities, products and services on biodiversity	Environmental Management, page 42	
304-3 Habitats protected or restored	Environmental Management, page 42	
Topic 11.5 Waste		
Waste		
306-1 Waste generation and significant waste-related impacts	Environmental Management, page 42	
306-2 Management of significant waste-related impacts	Environmental Management, page 42	
306-3 Waste generated	Environmental Management, page 42; Data Tables, page 74	
306-4 Waste diverted from disposal	Environmental Management, page 42; Data Tables, page 74	
306-5 Waste directed to disposal	Environmental Management, page 42; Data Tables, page 74	
Topic 11.6 Water and effluents		
Water and effluents		
303-1 Interactions with water as a shared resource	Environmental Management, page 42	
303-3 Water withdrawal	Environmental Management, page 42; Data Tables, page 74	Planet: Water consumption and withdrawal in water-stressed areas
Topic 11.7 Closure and rehabilitation		
Training and Education		
404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development, page 56	
Sector Standard - 11.7.4	2022 Form 10-K, page 30	
Topic 11.8 Asset integrity and critical incident management		
Effluents and Waste		
306-3 Significant spills	Environmental Management, page 42	

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Topic 11.9 Occupational health and safety		
Occupational Health and Safety		
403-1 Occupational health and safety management system	Health and Safety, page 47	
403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, page 47	People: Health and Safety (%)
403-3 Occupational health services	Health and Safety, page 47	People: Health and Safety (%)
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, page 47	
403-5 Worker training on occupational health and safety	Health and Safety, page 47	
403-6 Promotion of worker health	Health and Safety, page 47	People: Health and Safety (%)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, page 47	People: Health and Safety (%)
403-9 Work-related injuries	Health and Safety, page 47; Data Tables, page 74	People: Health and Safety (%)
403-10 Work-related ill health	Health and Safety, page 47; Data Tables, page 74	People: Health and Safety (%)
Topic 11.10 Employment practices		
Employment practices		
401-1 New employee hires and employee turnover	Data Tables, page 74	Prosperity: Absolute number and rate of employment
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People, page 52	
Training and Education		
404-1 Average hours of training per year per employee	Data Tables, page 74	People: Training provided (#, \$)
404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development, page 56	
Supplier Social Assessment		
414-1 New suppliers that were screened using social criteria	Supply Chain Governance, page 25	
414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Governance, page 25	
Topic 11.11 Non-discrimination and equal opportunity		
Market Presence		
202-2 Proportion of senior management hired from the local community	Diversity, Equity, and Inclusion, page 59	
Training and Education		
404-1 Average hours of training per year per employee	Data Tables, page 74	People: Training provided (#, \$)
Diversity and Equal Opportunity		
405-1 Diversity of governance bodies and employees	2023 Proxy Statement; Diversity, Equity, and Inclusion, page 59; Data Tables, page 74	Governance: Governance body composition People: Diversity and inclusion (%)



GRI Standards Content Index (continued)

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Topic 11.12 Forced labor and modern slavery		
Forced or Compulsory Labor		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, page 65	
Supplier Social Assessment		
414-1 New suppliers that were screened using social criteria	Supply Chain Governance, page 25	
Topic 11.13 Freedom of association and collective bargaining		
Freedom of Association and Collective Bargaining		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights, page 65	People: Freedom of Association and Collective Bargaining at Risk (%)
Topic 11.14 Economic impacts		
Economic Performance		
201-1 Direct economic value generated and distributed	2022 Form 10-K, page 1	
Market Presence		
202-2 Proportion of senior management hired from the local community	Diversity, Equity, and Inclusion, page 59	
Indirect Economic Impacts		
203-1 Infrastructure investments and services supported	Local Communities, page 67	
203-2 Significant indirect economic impacts	Local Communities, page 67	
Procurement Practices		
204-1 Proportion of spending on local suppliers	Environmental, Social, and Governance Highlights, page 5; Supply Chain Governance, page 25; Data Tables, page 74	
Topic 11.18 Conflict and security		
Security Practices		
410-1 Security personnel trained in human rights policies or procedures	Human Rights, page 65	
Topic 11.20 Anti-corruption		
Anti-corruption		
205-1 Operations assessed for risks related to corruption	2022 Form 10-K, page 10	
205-2 Communication and training about anti-corruption policies and procedures	Anti-Bribery, Anti-Corruption, and Fair Competition, page 24; Data Tables, page 74	Governance: Anti-corruption
Sector Standard - 11.20.6	2023 Proxy Statement	

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Topic 11.21 Payments to governments		
Economic Performance		
201-1 Direct economic value generated and distributed	2022 Form 10-K, page 1	
Topic 11.22 Public policy		
Public Policy		
415-1 Political contributions	Public Policy, page 28 Data Tables, page 74	
Topic Standards		
Economic Topics		
Economic Performance		
201-3 Defined benefit plan obligations and other retirement plans	2022 Form 10-K, page 66	
Market Presence		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	We pay over 193% of the federal minimum wage in the United States for all entry-level, non-exempt employees.	People: Wage level (%)
Environmental Topics		
Energy		
302-4 Reduction of energy consumption	Climate Change and Low-Impact Solutions, page 30	
302-5 Reductions in energy requirements of products and services	Climate Change and Low-Impact Solutions, page 30; Data Tables, page 74	
Supplier Environmental Assessment		
308-1 New suppliers that were screened using environmental criteria	Supply Chain Governance, page 25	
308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Governance, page 25	
Social Topics		
Child Labor		
408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain Governance, page 25; Human Rights, page 65	

Sustainability Accounting Standards Board (SASB) Table

SASB Topic	Accounting Metric	Code	Page Number(s)	Section Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Emissions Reduction Services & Fuels Management	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	EM-SV-110a.1	74	Data Tables	Planet: TCFD Implementation
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2	30	Climate Change and Low-Impact Solutions	Planet: TCFD Implementation
	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	30	Climate Change and Low-Impact Solutions	Planet: TCFD Implementation
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	42	Environmental Management	Planet: Water consumption and withdrawal in water-stressed areas
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	42	Environmental Management	Planet: Water consumption and withdrawal in water-stressed areas
Chemicals Management ¹	Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1	74	Data Tables	
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	42	Environmental Management	
Ecological Impact Management ²	Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1	N/A	See Footnote 2	
	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2	N/A	See Footnote 2	
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-SV-320a.1	47	Health and Safety	People: Health & Safety %
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	47	Health and Safety	People: Health & Safety %
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	74	Data Tables	Governance: Anti-corruption
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	23, 25, 65	Ethics and Compliance, Supply Chain Governance, Human Rights	Governance: Anti-corruption
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1	15, 28	Corporate Governance, Public Policy	Governance: Governance body composition
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	47	Health and Safety	
Activity Metrics ³	Number of active rig sites	EM-SV-000.A	N/A	See Footnote 3	
	Number of active well sites	EM-SV-000.B	N/A	See Footnote 3	
	Total amount of drilling performed	EM-SV-000.C	N/A	See Footnote 3	
	Total number of hours worked by all employees	EM-SV-000.D	74	Data Tables	

1. Usage of hydraulic fracturing fluid used to open and enlarge fractures within the rock formation is outside of the Company's operational control.

2. Ecological Impact Management was deemed not applicable, as management of disturbing acreage per oil and gas wellsite is outside of the Company's operational control.

3. Number of active rigsites, number of active wellsites, and total amount of drilling performed are not relevant to the Company's operational control, and have therefore been omitted.

United Nations Sustainable Development Goals Table

The global community adopted the United Nations Sustainable Development Goals (SDGs) in 2015. In 2018, Halliburton undertook an exercise to map our material sustainability topics, commitments, and relevant metrics to the SDGs in order to assess our alignment with the priorities of policymakers and other stakeholders. Halliburton updated our alignment to these topics in our 2022 materiality assessment refresh. The results of this exercise are shown in the table below.



Halliburton Materials Topics	United Nations Sustainable Development Goals	Halliburton Key Performance Indicators
Financial and Governance		
Financial and Economic Performance	1. No Poverty 8. Decent Work and Economic Growth	• Financial Performance Data
Board Experience and Diversity	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequalities	• Board Diversity • Board Independence
Corporate Governance, Business Ethics, and Transparency	16. Peace, Justice, and Strong Institutions	• Training Hours for Code of Business Conduct and Anti-Corruption • Local Ethics Officer Program • Global Ethics Helpline
Cybersecurity	9. Industries, Innovation, and Infrastructure	• Security Assessments • Identity and Access Management System • Cybersecurity Training
Supply Chain Human Rights	4. Quality Education 8. Decent Work and Economic Growth 11. Sustainable Cities and Communities 12. Responsible Consumption and Production	• Percentage of Spend with Local Suppliers • Spend with Small and Diverse Suppliers • Supplier Human Rights Assessments
Legal and Regulatory Compliance	16. Peace, Justice, and Strong Institutions	• Trade Associations or Tax-Exempt Groups
Enterprise Risk Management	9. Industries, Innovation, and Infrastructure 16. Peace, Justice, and Strong Institutions Environmental	• Risk Matrix • Security Assessments
Environmental		
Energy Mix	7. Affordable and Clean Energy 9. Industries, Innovation and Infrastructure 13. Climate Action	• Energy Consumption • Solar and Renewable Energy
Greenhouse Gas Emissions	7. Affordable and Clean Energy 9. Industries, Innovation and Infrastructure 13. Climate Action	• Emissions Reduction Target • Greenhouse Gas Emissions Intensity • Technology Sustainability Matrix
Local Environmental Impact and Risk Management	13. Climate Action 15. Life on Land	• Waste Generation and Recycling Rate • Recordable Environmental Incident Rate • Spill Volume
Environmental Stewardship	6. Clean Water and Sanitation 14. Life Below Water 15. Life on Land	• Water Use • Spill Volume • Waste Disposal Methods
Social		
Workplace Health and Safety	3. Good Health and Well-Being	• Journey to ZERO Strategic Objectives • Total Recordable Incident Rate • Lost-Time Incident Rate • HSE Training Compliance • HSE and SQ Management System
Talent Attraction, Development, and Retention	4. Quality Education 8. Decent Work and Economic Growth	• Employee Hiring and Turnover Rates • Employee Engagement • Training Hours Per Learner • Business Leadership Development Courses • President's Leadership Excellence Program
Diversity, Equity, and Inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequalities 11. Sustainable Cities and Communities	• Female Diversity and Racial Diversity • Percentage of Localized Workforce • Spend with Small and Diverse Suppliers
Community Relationships	1. No Poverty 2. Zero Hunger 3. Good Health and Well-Being 4. Quality Education 11. Sustainable Cities and Communities 16. Peace, Justice, and Strong Institutions 17. Partnerships for the Goals	• Charitable Giving • Percentage of Localized Workforce • Volunteering • University Partnerships

Task Force on Climate-Related Financial Disclosures (TCFD) Table

Our TCFD disclosure¹ also aligns with the World Economic Forum's core set of "Stakeholder Capitalism Metrics" and disclosures as laid out in the Planet Pillar.

Topic	Description	Disclosure	Page Number(s)	Section Reference
Governance	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate related risks and opportunities.	15, 20, 30	Corporate Governance, Enterprise Risk Management, Climate Change and Low-Impact Solutions
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	15, 20	Corporate Governance, Enterprise Risk Management
Strategy	Disclose the actual and potential impacts of climate related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	15, 30	Corporate Governance, Climate Change and Low-Impact Solutions
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	15, 30	Corporate Governance, Climate Change and Low-Impact Solutions
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	20, 30	Enterprise Risk Management, Climate Change and Low-Impact Solutions
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes or identifying and assessing climate-related risks.	20, 30	Enterprise Risk Management, Climate Change and Low-Impact Solutions
		b) Describe the organization's process for managing climate-related risks.	20, 30	Enterprise Risk Management, Climate Change and Low-Impact Solutions
		c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	20, 30	Enterprise Risk Management, Climate Change and Low-Impact Solutions
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	30, 74	Climate Change and Low-Impact Solutions, Data Tables
		b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	30, 74	Climate Change and Low-Impact Solutions, Data Tables
		c) Describe the targets used by the organization to manage climate-related risks, and opportunities and performance against targets.	30	Climate Change and Low-Impact Solutions

1. Sourced from the TCFD Final Report: Recommendations of the Task Force on Climate-Related Financial Disclosures (2017).

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Awards and Recognitions

Technology and Innovation Awards

2022 World Oil Awards

- Best Deepwater Technology – BrightStar®
- Best Oilfield Fluids & Chemicals – BaraHib™

2022 Hart's E&P Meritorious Awards (MEA)

- iCruise X™ Intelligent Rotary Steerable System

Company Workforce Awards

S & P Global

- Sustainability Yearbook Member based on 2022 Corporate Sustainability Assessment

ALLY Energy 2022 GRIT Awards & Best Energy Workplace

- Professionals – Smitha Hariharan, Manager of Global Sustainability
- Professionals – Zainub Noor, Director of Scouting & Innovation
- Executives – Kristen Lipski, Vice President of South Central Area
- Best Business Resource Groups & Employees Resource Groups – PRIDE ERG

2022 Oil and Gas Investor's "Forty Under 40"

- Scott Gale, Executive Director of External Engagement for Halliburton Labs

2022 Houston Business Journal Women Who Mean Business Awards

- Outstanding Business Leaders in Energy – Neila Kadri Rebaud, Strategic Business Manager for Sperry Drilling Services

Forbes

- 2022 World's Best Employers List
- 2022 America's Best Large Employers List
- 2022 America's Best Employers by State List - Louisiana
- 2022 Mexico's Best Employers List
- 2022 Global 2000 List

Newsweek

- 2022 America's Most Responsible Companies

Minority Engineer Magazine

- 2022 Top 50 Employers list

Society of Petroleum Engineers

- 2022 Regional Young Professional Member Outstanding Service Award, Africa Region – James Allotey-Okai
- 2022 Regional Service Award, South Asia and the Pacific Region – Rahul Patil

In-Kingdom Total Value Add Program

- 2022 Best in Training and Development

HSE Awards and Recognition

2022 OSHA VPP Star Awards

- Carrollton Manufacturing and Technology – Carrollton, TX
- Halliburton Drill Bits – Conroe, TX
- North Belt Manufacturing – Houston, TX
- Jet Research Center – Alvarado, TX
- Duncan Manufacturing – Duncan, OK
- Lafayette Manufacturing – Lafayette, LA

2022 Workplace Safety and Health Council with Singapore Manufacturing Federation

- Culture of Acceptance, Respect, and Empathy (CARE) Award – Halliburton Completion Tools Manufacturing Lion Facility, Singapore
- SMF-WSH Innovation Award, Manufacturing – Hands and Fingers Safety, Lion Manufacturing
- SMF-WSH Award for Supervisors (Silver Award) – Ng Seng (Robert) Whatt and Nanjegowda Pura Shashidhara (Shashi), production group leaders

Wyoming Department of Environmental Quality (DEQ)

- 2022 Excellence in Mining Reclamation Award – Halliburton Bentonite Performance Minerals (BPM)

Wyoming Mining Association / Wyoming State Mine Inspector Safety Awards of the Year 2021

- 1st Place Winner – Halliburton BPM Colony Plant
- 2nd Place Winner – Halliburton BPM Lovell Plant
- 3rd Place Winner – Halliburton BPM Colony Mining

Petrobras

- 2022 Best Supplier – Drilling and Completion Services

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About the Report

This report covers the fiscal period from January 1, 2022, to December 31, 2022, for global Halliburton activities.

Halliburton is a publicly traded corporation registered in Delaware and headquartered in Houston, Texas. There were no significant changes to the structure or ownership of the Company in 2022. The data in this report encompasses all of our product service lines, countries, joint ventures, and non-wholly-owned subsidiaries.

This report contains descriptions of our 2022 sustainability initiatives, unless otherwise noted. Wherever possible, assessments of performance trends from 2020 to 2022 are provided to better highlight the significance of trends over time. Topics covered in this report are those most pertinent to our business sector, and they arise from the context and expectations of the sector. The boundaries of this report correspond to those of the Company's 2022 Form 10-K. The data included in this report comes from the Company's official management and reporting systems for the various functions described in this document.

The 2022 Annual & Sustainability Report was prepared with reference to the Global Reporting Initiative (GRI). We also follow reporting guidelines and terminology of the International Petroleum Industry Environmental Conservation Association, and the Sustainability Accounting Standards Board (SASB). We align with the Task Force on Climate-Related Financial Disclosures recommendations. We have mapped our progress on material topics aligned with the United Nations Sustainable Development Goals and the World Economic Forum's core set of Stakeholder Capitalism Metrics. We provide annual information to the Carbon Disclosure Project (CDP), the Dow Jones Sustainability Index, and other top organizations that assess companies for environmental, social, and governance performance.

Published date of previous report: April 2022

Reporting cycle: Annual restatements of previously reported information are indicated where necessary throughout the report.

The 2022 Annual & Sustainability Report has not been externally assured in its entirety. KPMG has provided limited assurance on certain metrics in the [Statements on Sustainability Metrics and Related Notes](#) as notated in the appendix data tables.

Your feedback is valued. Please send any comments, questions, or suggestions about our 2022 Annual & Sustainability Report to: sustainability@halliburton.com or investors@halliburton.com

Halliburton's 2022 10-K and Proxy Statements are referenced in this report, which can be found on our website under [Investors - Annual Reports and Proxies](#). The Corporate Governance Guidelines can be found [here](#).

To request additional copies of the report, please go to: www.ir.halliburton.com/shareholder-services/investor-toolkit.

