HALLIBURTON



2025 SUSTAINABILITY REPORT

Table of Contents

3	**Company at a Glance**		
3	**Our Core Values**		
4	**Materiality-Based Approach**		
5	**Sustainability Commitments**		
6	**Governance**	Corporate Governance	7
		Enterprise Risk Management	9
		Ethics and Compliance	10
		Supply Chain Governance	11
12	**Environmental**	Emissions Management	13
		Lower Carbon Solutions	15
		Environmental Management	18
20	**People**	Health and Safety	21
		Our Workplace	24
		Local Communities	26
		Human Rights	27
28	**Appendix**		
29	**Data Tables**		
39	**About the Report**		

Company at a Glance



146
Nationalities



46,116
Employees



70+
Countries

	North America	Latin America	Europe / Africa / CIS	Middle East / Asia
Countries	2	10	35	27
Headcount	13,698	7,626	8,486	16,306
Major Technology Centers	6	1	2	4

Our Core Values

Mission

Our 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.

Values

Our values of Reliability, Safety, Collaboration, Competition, Creativity, Respect, and Integrity guide everything we do. They underpin how we relate to each other and everyone with whom we interact. Every Halliburton employee is expected to live by and demonstrate these values on a daily basis.

Guiding Principles for Sustainability

Built on our values, the Halliburton Guiding Principles for Sustainability provide the framework for our operations and our future. They are Health, Safety, and Environment (HSE), Collaboration, Financial Performance, Technology and Innovation, Global Citizenship, and Transparency.

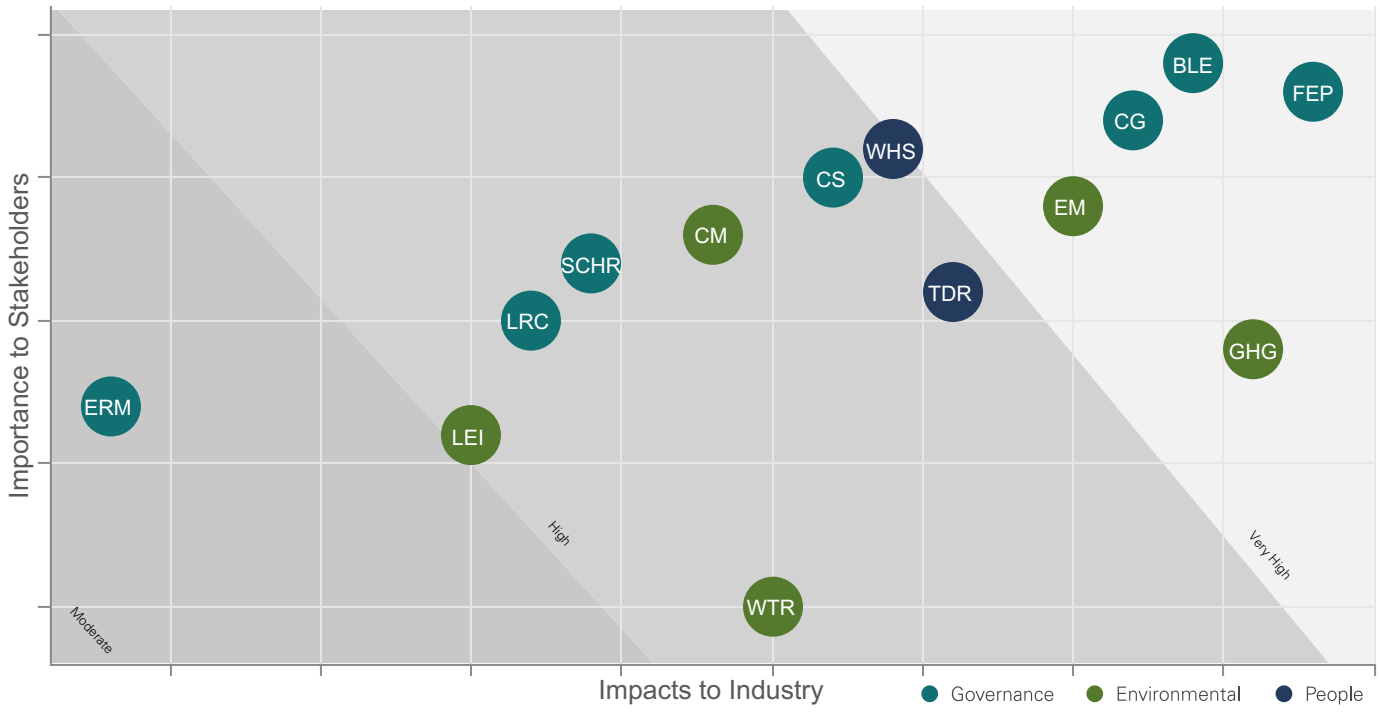
To learn more about our mission, values, and guiding principles for sustainability, visit the About Us, Sustainability, and Guiding Principles pages on our website.

Our Value Proposition

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

Materiality-Based Approach

Halliburton defines sustainability materiality based on structured dialogue with our stakeholders, consideration of the topics they find important, and aligned with our sustainability commitments. We review our materiality assessment annually, and senior management approves it before it is used to define our sustainability priorities. The sustainability materiality mapping presented in the following matrix serves as a foundation for our sustainability strategy.



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

Sustainability Commitments

Topics	Commitments	Material Issues	Metrics
Climate Change	▪ Target 40% Scope 1 emissions reduction and progress 40% Scope 2 emissions reduction ambition by 2035 from 2018 baseline. ▪ Collaborate with Tier 1 suppliers to track and reduce Scope 3 GHG emissions.	▪ Energy Mix ▪ Greenhouse Gas Emissions	▪ GHG Emissions
Environmental Management	▪ Identify and execute waste and water management initiatives at locations globally to deliver activity-based reductions.	▪ Chemicals Management ▪ Water Stewardship ▪ Local Environmental Impact and Risk Management	▪ Waste Disposal ▪ Water Consumption ▪ Spill Volume and Rate
Innovation	▪ Lead the industry in innovation and stewardship of global resources. ▪ Provide solutions that support decarbonizing our customers' production base.	▪ Financial and Economic Performance ▪ Energy Mix ▪ Greenhouse Gas Emissions ▪ Chemicals Management	▪ Patents Granted ▪ R&D Spend ▪ Financial Performance
Human Rights	▪ 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.	▪ Supply Chain Human Rights	▪ Supplier Human Rights Assessments
Occupational Safety - Journey to ZERO	▪ 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.	▪ Workplace Health and Safety	▪ Fatalities, Injuries, Safety Incidents, and Rates ▪ HSE Training Hours ▪ HSE Training Compliance ▪ Driver Competency
Skilled and Committed Workforce	▪ Provide an environment that upholds our core values of collaboration and respect, and provides all employees opportunities for growth and development. ▪ 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.	▪ Talent Attraction, Development, and Retention	▪ Training Hours ▪ Business Leadership Development Program and President's Leadership Excellence Program Attendees ▪ New Hires (#, %) ▪ Turnover Rates ▪ Engagement Indices ▪ Localized Workforce % by Region
Risk Management	▪ Streamline risk categories, risk identification, and risk management to ensure alignment with Halliburton strategy and focus on what matters most. ▪ Improve cross-functional visibility to and collaboration among key employees throughout the organization to ensure a consistent, uniform, and strategic approach to risk assessment, identification, and mitigation.	▪ Corporate Governance, Business Ethics, and Transparency ▪ Board Leadership and Experience ▪ Workplace Health and Safety ▪ Cybersecurity ▪ Legal and Regulatory Compliance ▪ Local Environmental Impact and Risk Management ▪ Enterprise Risk Management	▪ Board Independence ▪ Board Meeting Attendance ▪ Risk Matrix ▪ Security Assessments
Ethical Operations	▪ 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 customers, suppliers, employees and competitors honestly and fairly.	▪ Corporate Governance, Business Ethics, and Transparency	▪ Local Ethics Officers and Engagements / Trainings ▪ Ethics Training ▪ Code of Business Conduct Statistics
Supplier Conduct and Responsible Procurement	▪ 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.	▪ Supply Chain Human Rights	▪ Tier 1 Suppliers (#, $) ▪ % Spend with Local Suppliers
Community Relationships	▪ Create shared value in the communities where we live and work through effective engagement and social investment.	▪ Talent Attraction, Development, and Retention ▪ Local Communities	▪ Charitable Giving

Governance

Good corporate governance builds trust with our shareholders, customers, and employees. We designed our corporate governance structure to promote transparency and shape our approach to ethical business conduct. The Halliburton Board of Directors oversees our work to establish governance structures, policies, and practices that help foster accountability and reduce risk.



G1 Corporate Governance

G2 Enterprise Risk Management

G3 Ethics and Compliance

G4 Supply Chain Governance

An employee presents to the Board of Directors in Saudi Arabia.

Corporate Governance

The Halliburton Board of Directors provides corporate governance and oversight for the Company. In addition to the Halliburton Articles of Incorporation and By-laws, the Board has adopted Corporate Governance Guidelines to provide governance structure for our business. The Board reviews, updates, and approves these guidelines at least annually.

Halliburton Directors bring deep and broad experience from a variety of industries to their roles, which include governance and sustainability oversight responsibilities. The Board's Nominating and Corporate Governance Committee conducts general oversight for governance and sustainability. Each Board committee also shares responsibility for different aspects of oversight as specified in each committee's charter.

The Board also oversees our executive compensation program, which is integrated with our overall business strategy and management processes, as fully described in our annual Proxy Statement.

Visit the Corporate Governance page of the Halliburton website for more information about our Board and Corporate Governance policies and structure. For more information about our Board of Directors, their experience, qualifications, roles, and responsibilities, visit our 2026 Proxy Statement, including its Corporate Governance and Compensation Discussion and Analysis sections.

Engagement

Our management and Board of Directors receive a wide range of feedback about our business performance, strategic priorities, and initiatives. We participate in regular, structured engagement activities, including meetings and communications with shareholders, direct interactions with customers, employee feedback mechanisms, and ongoing dialogue with suppliers, regulators, and community groups. The Halliburton website also plays an important role in our outreach efforts and transparency.

Management and the Board of Directors review feedback gathered from these engagement activities and consider the insights gained as they make strategic and governance decisions. Our engagement activities are listed on the next page.



Saudi Technology Center hosts the Halliburton Board of Directors to showcase innovation and advanced solutions.



Halliburton's Board of Directors visits Saudi Arabia to engage with regional leadership and strengthen strategic alignment.

	Engagement Activities
Shareholders	▪ Direct engagement and outreach ▪ Off-season investor meetings ▪ Meetings with Board and senior management ▪ Proxy advisor engagement ▪ Investor presentations and reports
Customers	▪ Direct communication and regular engagement ▪ Meetings with executive leadership, business development, and product service lines ▪ Workshops
Employees	▪ Town halls ▪ Check-ins (performance management process) and performance feedback ▪ Workshops ▪ Employee resource groups ▪ Biannual Employee Pulse Survey
Suppliers	▪ Feedback from suppliers ▪ Supplier sourcing platforms ▪ Meetings and workshops ▪ Training sessions ▪ Collaboration on legal compliance and supply chain resilience
Regulators	▪ Ongoing engagement with governments, regulatory agencies, and policymakers ▪ Provide industry understanding, explain technologies/products, and address standards ▪ Keep abreast of regulatory changes and conduct operational updates as needed
Local communities and non-governmental organizations	▪ Meetings with NGOs, industry groups, and nonprofits ▪ Charitable giving via foundations and corporate giving initiatives ▪ Volunteer opportunities

Public Policy

The global energy industry is subject to a set of complex, ever-evolving regulations. We engage on public policy issues relevant to Halliburton, our operations, and our workforce. To uphold our corporate priority of transparency, our Board's Nominating and Corporate Governance Committee reviews and approves political engagements in accordance with the Halliburton Policies for Political Engagement. Our political action committee, the Halliburton Company Political Action Committee (HALPAC), is multi-candidate and nonpartisan. You can learn more about HALPAC on the Public Policy page of the Halliburton website.

Enterprise Risk Management

The Halliburton risk-assessment process relies on a consistent, systematic, integrated approach to risk and includes an annual review of items that have the potential to impact our business continuity, strategy, and crisis management. Halliburton reports to the Board of Directors on the results of the annual risk-assessment process. This process is part of our Enterprise Risk Management (ERM) program, which is designed to identify, assess, and manage enterprise-level risks to our organization as well as other strategic risks. It includes annual workshops that facilitate open dialogue, debate, and existent and emergent risk evaluation. We incorporate the insights gained from these workshops into our plans for the future, and use them to help prioritize risk mitigation activities and maximize opportunities as we achieve our strategic plans.

Find more information about our Enterprise Risk Management program and assessment process in our 2026 Proxy Statement.

Global IT Infrastructure and Cybersecurity

The Halliburton IT landscape includes infrastructure, networks, and applications designed to deliver agility, scalability, and flexibility to our employees, contractors, and customers worldwide. These capabilities provide direct support for our broader digital transformation and automation strategy.

To ensure cost-effective, high-availability, and seamless global connectivity at all Halliburton locations, we conduct continuous improvement of both internal and external connectivity solutions. We also prioritize the adoption of a standardized, enrollment-based common operating environment to streamline operations and improve user experience.

In alignment with our cloud-first approach, we continue to rationalize and optimize our application portfolio through legacy system migrations and the deployment of new solutions to cloud-based digital platforms. This ongoing modernization effort supports greater efficiency and resilience in our technology ecosystem.



Van Beckwith, executive vice president and chief legal officer, speaks to employees about responsible AI and social media practices.

Halliburton takes every threat to cybersecurity seriously and invests significant resources to protect our systems and data. We do this in ways that align with industry standards, such as the National Institute of Standards and Technology (NIST) Cyber Security Framework, NIST 800-82, International Organization for Standardization (ISO) 27001, ISO 31000, and International Electrotechnical Commission 62443. To further promote cybersecurity, all Halliburton personnel complete our annual cybersecurity training course and Operational Technology Security training. For a detailed overview of our approach to cybersecurity, visit our 2026 Proxy Statement and 2025 10-K.

Ethics and Compliance

Everything we do at Halliburton is founded on respect and integrity, which are two of our core values. We maintain this foundation through our long-term ethics and compliance program.

The Halliburton Global Ethics and Compliance group, led by the Chief Ethics and Compliance Officer with oversight by the Audit Committee, administers the ethics and compliance program. The program includes the Halliburton Ethics Helpline, whistleblower protections, and Code of Business Conduct (COBC).

Visit the Halliburton COBC page of our website to learn more and find the full text of our COBC, which is available in multiple languages.

Local Ethics Officers

Halliburton Local Ethics Officers (LEOs) are employees who have chosen to assume an additional responsibility to promote awareness of ethics and compliance. Employees appointed as LEOs receive training on how to model ethical behavior, best practices to answer employee questions and provide guidance, and how to receive and escalate reports of suspected misconduct. They work in their local markets to reinforce our COBC-based ethics and compliance training, present ethics topics, and serve as community resources.

Halliburton LEOs provide relevant, timely, and targeted in-person and virtual ethics and compliance training around the globe. They serve as a critical avenue of communication for our global compliance program, from the office to the wellhead. In addition, because our LEOs work locally, our employees have an additional resource they can go to if they wish to raise a concern or report a suspected ethics violation.

Ethics and Compliance Training

Halliburton provides comprehensive ethics and compliance training for everyone at the Company. All employees, and contractors of Halliburton who have access to our systems, complete in-person or online COBC training. Our ethics and compliance training program ranges from managerial development programs hosted by corporate executives to site-specific training at job sites and a variety of other opportunities.

Anti-Bribery, Anti-Corruption, and Fair Competition

Everyone who conducts business on our behalf, from employees, contractors, and suppliers to agents, consultants, officers, and directors, must follow our anti-bribery, anti-corruption, and fair competition policies and procedures. Our COBC references relevant policies and practices and our commitment to these principles.

Every employee within relevant job functions, as well as employees who work in high-risk countries, must complete our anti-corruption and anti-bribery employee training course. The course emphasizes our core commitment to conduct business the REDWay and to engage in and win business fairly, professionally, and with integrity.

REDWay Responsible. Ethical. Diligent.

Halliburton employees are expected to conduct business with integrity and to be guided by our core values. Employees must comply with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act 2010, and similar laws that apply to our business. Our employees must engage in fair competition for business and win it in a legal and ethical manner.

Supply Chain Governance

Halliburton works with suppliers who share our commitment to integrity and ethical business practices. We use a standard approach to screen suppliers and measure their compliance with our rules, terms, and conditions. We also review and monitor our current suppliers' practices to confirm they comply with Halliburton policies.

Learn more and read our statements about our Supplier Management System, procurement policies, modern slavery and trafficking prevention, conflict minerals, and supplier compliance on the Supplier Relations page of the Halliburton website.

Build a Sustainable Value Chain

Halliburton knows effective due diligence of our supply chain is essential to build and maintain sustainable operations. Our work to select and qualify suppliers includes evaluations of their sustainability commitments. We encourage our suppliers to improve with us in sustainability matters, track their sustainability performance, and proactively pursue continuous improvement.

We also promote sustainable value chains in the energy industry through collaborations with our industry counterparts. These collaborations include our active involvement in International Petroleum Industry Environmental Conservation Association (IPIECA) working groups. Our collaborations help shape industry guidance and best practices for ethical, responsible, and sustainable supply chains.

Due Diligence in Our Supply Chains

We communicate our expectations to suppliers through our Supplier Ethics Letter and Supplier Sustainability Principles, which are found on the Supplier Ethics page of our website. Our contracted suppliers must commit to protect and uphold the fundamental human rights of their employees as defined by the UN Universal Declaration of Human Rights.

Halliburton also takes measures to assess and mitigate supplier-related risks. Our risk-assessment methodology includes evolving international legislation on sustainable and responsible supply chains and human rights, and we consult international standards. We assess suppliers based on relationship, category, and geography to assign appropriate risk levels, and require potential suppliers to engage in a risk-evaluation process when they onboard. Once we review each supplier's risk level, we collect information such as insurance documentation and safety risk assessments or conduct screenings for export controls.

Our high-risk supply chain due diligence initiatives are supported by our cloud-based supply chain monitoring platform, which we improve and update on a continuous basis. The platform collects and analyzes supplier data to pinpoint risks and follow-up actions. It streamlines supplier risk assessment and monitoring and supports our engagement with supply chain partners on sustainability issues, corrective action plans, and vendor progress on commitments. We also use this platform to distribute assessments of our suppliers' compliance with sustainability legislation, such as the EU Carbon Border Adjustment Mechanism.

If a supplier is found to be noncompliant with Halliburton standards, our response actions can lead to supplier termination.

Supply Chain Training

Halliburton promotes awareness about supply chain matters through meetings, workshops, and training sessions, and by connecting with suppliers on digital sustainability platforms. We offer training on sustainable supply chain practices to employees and suppliers to strengthen organizational knowledge.

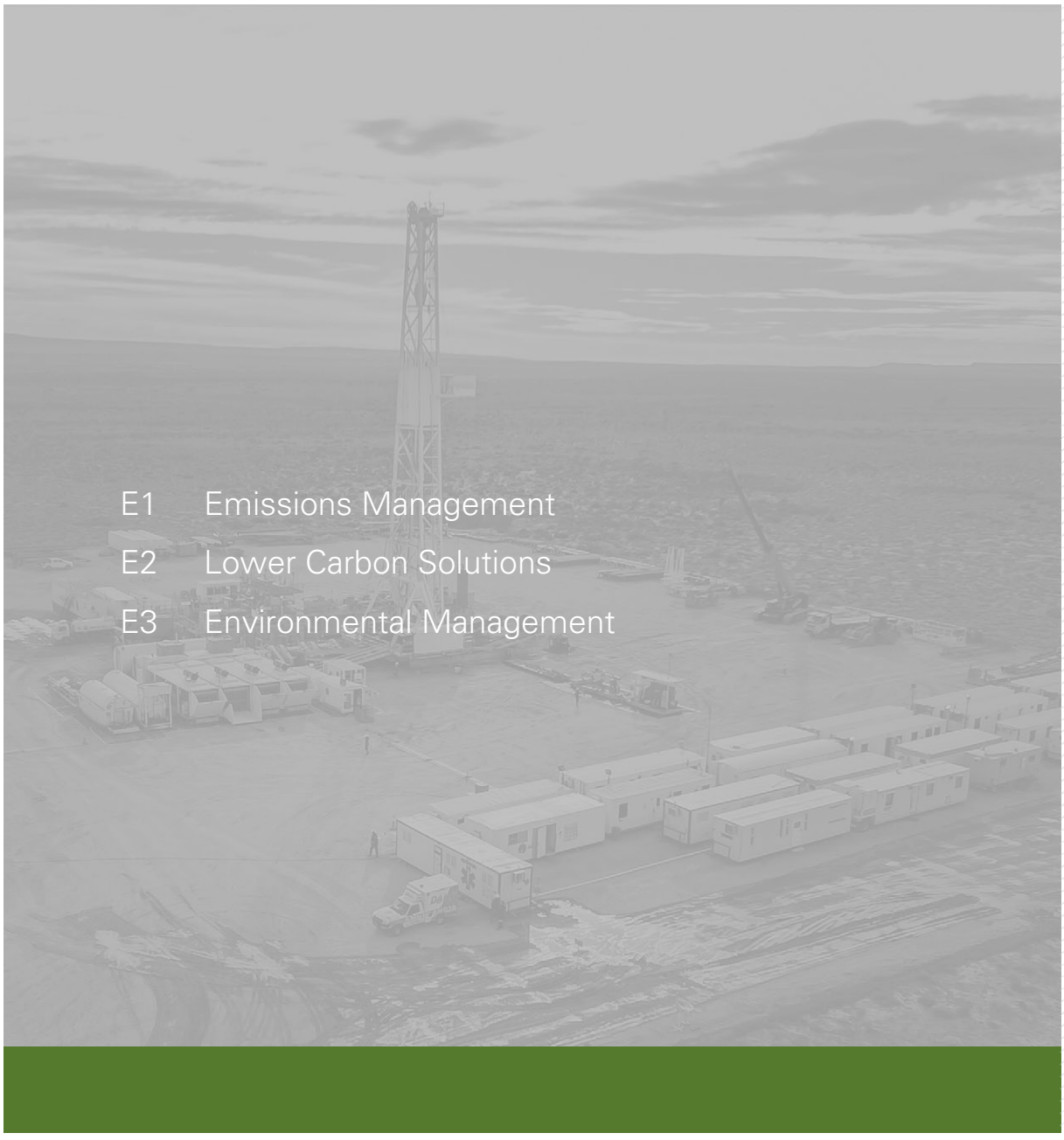
We conduct periodic Supply Chain Sustainability Awareness sessions for supply chain employees worldwide. In 2025, we also began including a Sustainable Procurement session in our regular global Strategic Sourcing Workshops. This session covers topics such as modern slavery, local content, and carbon emissions.

Local Content

Halliburton draws strategic and competitive operational advantages from its strong, established relationships with local suppliers. As we support them, we help expand national and local suppliers' capacities and competencies, promote positive labor practices, and stimulate local economies. We collaborate with governments and customers worldwide to meet local content targets and contribute to the economic development of the regions where we operate.

Environmental

Oil and gas remain critical sources of global energy. Halliburton delivers technologies that help reduce the emissions intensity of our own and our customers' core operations. Halliburton additionally offers services for carbon capture, utilization, and storage (CCUS) and geothermal energy through our Low Carbon Solutions business. Through Halliburton Labs, we help innovators and entrepreneurs scale in the broader energy system.



E1 Emissions Management

E2 Lower Carbon Solutions

E3 Environmental Management

Halliburton technology supports precision drilling in Argentina's Vaca Muerta shale basin.

Emissions Management

Our Chief HSE Officer defines and executes our emissions reduction strategy, which is overseen by the HSE Committee of our Board of Directors. This committee oversees all HSE matters related to sustainability, risk-management processes, performance, and environmental impact — including climate matters.

You can read our Climate Statement and Climate-Risk Scenario Analysis, which we reassessed and updated in 2025, on the Sustainability page of our website.

Focus on Emissions Reduction

Halliburton completes an annual GHG emissions target and progress review. When the 2035 target was established, our model assumed that organic business growth would be offset by fracturing fleet electrification, a high rate of grid penetration, and grid greening. However, limited grid access, slower-than-expected grid greening, improved fracturing productivity, and accelerated business growth altered that balance.

Our 2025 review reaffirmed our 2035 goals while separating our Scope 1 and Scope 2 emissions aspirations to reflect their distinct dependencies and challenges.

In 2025, Scope 1 and 2 emissions increased by 4% compared to our 2018 baseline due to business growth-related factors. We are encouraged that this remains modest compared to the 29% increase in delivered fracturing horsepower hours that accounts for 81% of our Scope 1 and 2 footprint. Our North America fracturing emissions intensity has improved 13% since 2018.

Scope 1 Emissions: We achieved a 31% decrease in Scope 1 emissions from our 2018 baseline, supported by investments in our Zeus electric fracturing fleet. In North America in 2025, e-fleet technology powered over 50% of delivered horsepower, which significantly reduced diesel and natural gas consumption and associated emissions.

While our Scope 1 target is currently on track, further progress depends on customer fleet mix preferences, power infrastructure availability, and broader market dynamics.

Scope 2 Emissions: Achieving our Scope 2 ambition requires broader access to low-carbon electricity and energy infrastructure progress in the regions where we operate. These improvements depend on factors such as grid access and grid decarbonization, policy evolution, and technology advancement, many of which are outside our direct control.

Our 2025 increase in Scope 2 emissions reflects our transition to e-fleet, which now accounts for approximately 87% of our Scope 2 footprint. E-fleet technology gives our customers power source flexibility. Decarbonizing electricity for fracturing operations presents complex challenges, including grid access, low carbon fuels for microgrid solutions, and limited advancement of mobile, compact carbon free power technologies. Substantial Scope 2 reductions are unlikely before 2030, as solutions must achieve commercial viability for widespread deployment, which may take a decade or more. We define our Scope 2 ambition to acknowledge these dependencies while pursuing opportunities to progress this ambition.

North American ZEUS® Fracturing Services



As of 2025, over 50% of our North American hydraulic fracturing fleet is electric.



Fracturing operations in the Marcellus shale, Washington County, Pennsylvania.

Facilities

Sustainability is integrated into our real estate processes. We assess and improve facility efficiency through past and current initiatives and consume renewable electricity where feasible. In 2025, Scope 2 emissions from our facilities decreased by 50% compared to our 2018 baseline. We accomplished this decrease through energy efficiency projects and the use of solar and renewable energy. We avoided more than 36 million kWh at our facilities through our efficiency initiatives, generated over 9 million kWh from on-site solar panels, and contracted renewable electricity at 27 sites that consumed more than 16 million kWh.

We expect our emissions reduction progress to remain uneven as we advance improvements and potentially expand collaboration with VoltaGrid. Our absolute emissions trajectory depends on external influences, including global energy policy and infrastructure constraints, availability of cost-effective low-carbon energy solutions, and customer preferences. We remain committed to efficiency and emissions intensity improvements in pursuit of our reduction goals.



The Technology Center at Halliburton North Belt Campus brings ideas to life through advanced solutions.

Lower Carbon Solutions

Diverse energy sources will each play a role in the world's future energy supply. At Halliburton, our work focuses on three areas:

- We develop and provide goods and services to help our customers reduce the emissions intensity of their oil and gas operations
- We apply our core competencies to create and deliver solutions for low-carbon energy projects such as CCUS and geothermal energy
- Through Halliburton Labs, we help early-stage companies in emergent energy sectors scale as we learn where we can strategically engage new markets

Lower the Carbon Intensity of Our Customers' Oil and Gas Operations

The oil and gas industry provides affordable, reliable energy that is necessary for global society and its growth. Through innovative technologies and services, we support lower-carbon production, optimize performance, and enable long-term value in the energy sector.

We consistently innovate to improve the efficiency of our technology portfolio for both current and newly designed offerings. To guide our innovation, we obtain regular feedback and requirements from customers. The Halliburton Technology Sustainability Matrix, which can be viewed on the Environment page of our website, maps the offerings we develop to help our customers reduce their emissions in every stage of the well lifecycle and develop their low carbon projects.



Halliburton expands its energy technology portfolio with distributed power generation for data centers.

Product Carbon Footprint

Halliburton strengthens the processes we have in place for documentation, evaluation, and assessment of our carbon footprint. Our work in this area improves data collection and accuracy and makes it possible to expand the scale of carbon footprint assessments in response to regulations and customers. In 2025, we took steps to make these processes stronger and more efficient by initiating the implementation of a life cycle assessment tool that makes it possible to scale product carbon footprint development for several product service lines. This tool employs artificial intelligence (AI) to match internal product data, such as bills of material. The AI is designed for data matching and draws on a collection of more than 150 curated external data sources.

In 2025, Halliburton saw global opportunities for CCUS, geothermal energy, direct lithium extraction (DLE), and other existing and emerging low carbon energy markets. Our Low Carbon Solutions offerings apply core competencies in well construction, technology, and our understanding of subsurface conditions to support our customers as they design and develop projects.

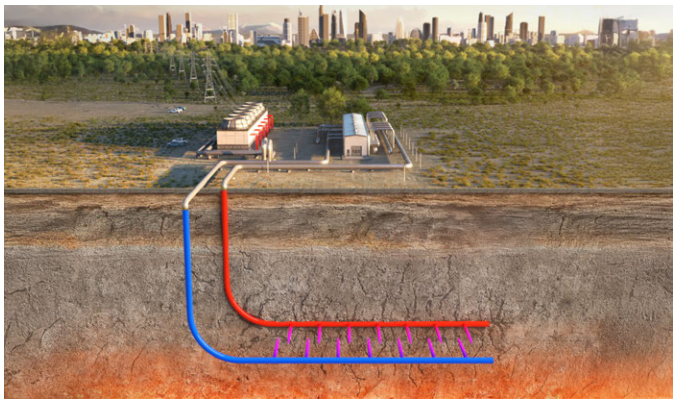
Carbon Capture, Utilization, and Storage

Through active collaboration with our customers, we offer leading solutions for the CCUS market. Our solutions include the NeoStar™ CS tubing-retrievable safety valve and CorrosaLock™ and CorrosaCem™ cement systems for corrosive environments and ultra-low temperatures of CO_2 injection and containment. We also continue to build on our oil and gas technology alliances to develop and pursue integrated CCUS opportunities.

Geothermal Energy

Since the 1950s, Halliburton has collaborated with geothermal developers to maximize asset value. Today, we continue this work by applying our core oil and gas competencies to traditional, enhanced geothermal systems, advanced geothermal systems, and supercritical geothermal projects. Our expertise supports our customers through the phases of the geothermal well lifecycle, such as subsurface understanding and testing, well construction, completions, and production.

Halliburton designed technologies, such as GeoESP® lifting pumps and the ThermaLock™ cement system, for the extreme conditions of our customers' geothermal work applications.



Advanced geothermal systems expand geothermal energy potential by using oil and gas technologies to access heat from hot, dry rock formations.

Geothermal and DLE in East Texas



We apply our century-long expertise in well design to support GeoFrame Energy's geothermal and lithium extraction efforts in East Texas. This collaboration focuses on the Smackover Formation, one of the most lithium-rich brine aquifers in the United States.

Halliburton is designing and planning the first demonstration wells to support geothermal power generation and lithium carbonate extraction. To maximize lithium recovery and minimize environmental impact, the project makes use of advanced solvent extraction methods.

This project positions GeoFrame Energy as a leader in domestic lithium production and demonstrates the viability of dual-purpose geothermal systems. Learn more about this project on the Halliburton Energy Pulse Blog.

Halliburton Labs: The Future of Energy. Faster.™

Halliburton Labs helps energy system innovators and entrepreneurs scale by giving them access to our know-how, global infrastructure, and network.



Industry leaders join the Halliburton Labs Finalists Pitch Day panel at Houston Energy and Climate Week.

As we support our portfolio companies, we develop new insights and discover opportunities for exploration, investment, and growth. We also gain institutional knowledge with which we can collaborate and engineer solutions to maximize asset value in the energy systems of the future.

Halliburton Labs closed out 2025 with 38 portfolio companies in power generation; energy storage, distribution, and efficiency; industrial decarbonization; water treatment; and critical minerals and mining. Read more about our work at www.halliburtonlabs.com.



Jeff Miller, chairman, president, and CEO, joins Veriten's COBT podcast to discuss critical minerals and the importance of industry-academia collaboration in advancing energy solutions.

HALLIBURTON LABS®

Halliburton Labs Gives Emerging Energy Sector Startups Visibility

We hosted two Finalists' Pitch Day events in 2025 to feature 18 startups with promising technology throughout the energy landscape. Our March Pitch Day was held in collaboration with the National Laboratory of the Rockies Industry Growth Forum in Denver, CO, and further expanded Halliburton Labs' and our finalists' reach, visibility, and networks.

Halliburton Labs is a founding partner of Houston Energy and Climate Startup Week, a weeklong demonstration of Houston's position as a leader in the energy landscape with regard to industrializing technologies. Our Pitch Day was the week's final event.

Halliburton Labs also held our third annual Company Showcase in June 2025. We hosted this event with support from Stanford University, which helped us expand our access to a significant pool of venture capital investors. The Showcase included pitches from 11 of our portfolio companies and over 80 curated meetings between individual startups and relevant investors.

Environmental Management

Work done at Halliburton is guided by the policies, business practices, and procedures that are detailed in the Halliburton Management System (HMS). The HMS embeds our environmental risk mitigation into daily work activities, as well as the environmental evaluations within real estate processes and in the due diligence phase of every potential merger and acquisition transaction.

Read more on our HSE policy and HMS within the HSE section of this report and on the HMS page of the Halliburton website. Visit the Environment page of our website to learn about our chemical stewardship.

Environmental Facility Certifications

The HMS applies globally and complies with industry-standard certification programs, such as the ISO 14001 and American Petroleum Institute Recommended Practice (API RP) 75, as do all the processes and procedures it contains. In addition to global HMS compliance, many Halliburton facilities possess external certification to support business requirements. In 2025, 60 Halliburton facilities held ISO 14001 certifications.

Biodiversity

Halliburton is a service company, and our impact on biodiversity is therefore confined to the development of our offices, field camps, manufacturing, and service facilities. Our customers are primarily responsible for developing well pads and lease roads, and we work in support of their subsequent biodiversity efforts. To minimize our impact on biodiversity, Halliburton engages in processes that include environmental evaluations to help reduce our impacts on our land; facility designs that meet regulatory requirements and are energy- and water-efficient; promotion of circularity in materials use; targeted water use and waste reduction programs; engagement with local communities to protect and restore sensitive habitats; and cultivation of a responsible supply chain in collaboration with suppliers. We also help our customers reduce their impact on biodiversity by providing them with solutions, such as our multilateral reservoir systems, that can help reduce their footprints and disturbance to natural habitats.

Halliburton respects World Heritage sites and the protections afforded to them. We do not own or lease operational sites on or within 10 km of the locations on UNESCO's World Heritage list.

Water Stewardship

Halliburton works to conserve water and advance sustainable, cost-effective water management processes for ourselves and our customers where we are able. We offer solutions to optimize water use practices at well sites, where customers own and control water purchases.

In 2025, we executed water stewardship projects in 13 locations around the world. Our locations use water consumption data and water use reduction toolkits to identify and engage opportunities to reduce their water use.

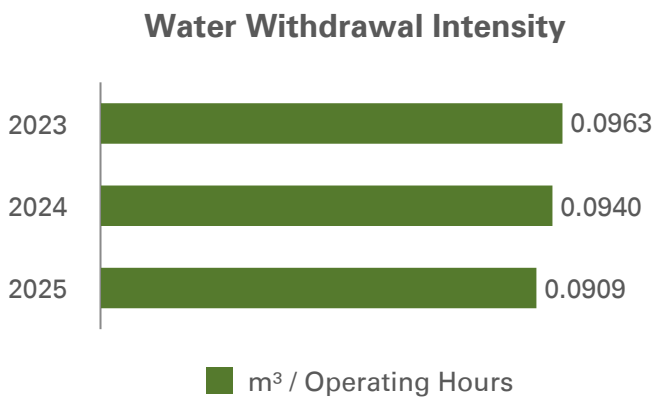


Employees at the Bumi Serpong Damai facility in Indonesia focused on water use minimization and discharge treatment.

Our water-use reduction strategies include, but are not limited to, improvements to leak awareness and identification; replacement or improved maintenance for older water-consuming appliances and fixtures; adoption of drought-friendly vegetation and xeriscaping; and implementation of systems that recycle and reclaim water.



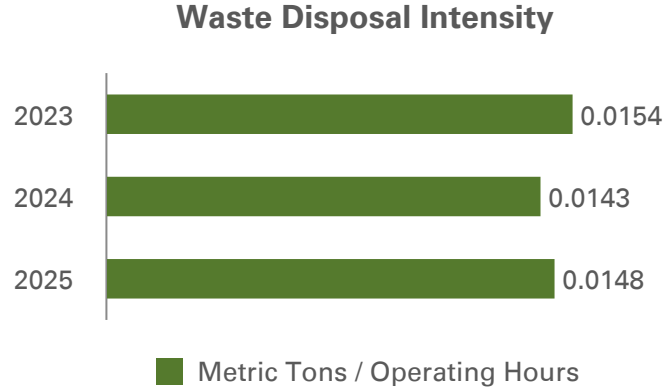
Our Port Fourchon, Louisiana team reduces waste by working with a third party to recycle wood pallets into mulch and compost.



Waste Management and Reduction

The Halliburton waste management program employs processes that manage waste from generation to final disposal. These processes include vendor management and the identification, classification, storage, tracking, and minimization of waste. Our Waste Management Awareness Training course helps employees who are responsible for waste management understand and comply with our waste management standards.

Proper waste stream identification and tracking make it possible for us to focus our efforts on ways to minimize the volume of waste produced or alternate disposal methods that can reduce our environmental impact. We implement and maintain tools and processes to help identify high-impact opportunities for reduction at our facilities. We also follow an established process to review compliance by vendors who engage in waste transportation, recycling, treatment, or disposal on our behalf.



2025 Total Waste Generated (Metric Tons)			
	Generated	**Disposed**	**Recycled**
Hazardous waste	55,646	7,223	48,423
Non-hazardous waste	217,141	56,482	160,659
Total	272,787	63,705	209,082

People

Our people are the heart of everything we do at Halliburton. The success of our operations is a result of the dedication of our exceptional employees, leaders, contractors, and suppliers. Halliburton supports our employees worldwide through resources that include our safety programs, training, competitive benefits, and career development opportunities. Our goal is to educate and inspire the next generation of Halliburton talent.



Halliburton celebrates 25 years of hydraulic fracturing operations in Egypt.

Health and Safety

We prioritize the safety of our employees and contractors with our Journey to ZERO, a set of tried, tested, long-term safety programs and processes. Journey to ZERO includes all of our safety initiatives, and we manage it through process safety, personnel safety, and leading behaviors as realized in our Stop Work Authority (SWA), Management of Change (MOC), Leadership Visits, and Tiered Assurance. We execute our work through our four service quality (SQ) minimums: approved design of service, competency, control points, and incident investigation.

In 2025, the operational discipline of our HMS and our focus on execution made it possible for us to outperform our industry group HSE indicators, which are highlighted in the Safety Rates chart in this section.

Learn more on the Health, Safety, Environment, and Service Quality page of our website.

Journey to ZERO

Our Journey to ZERO is a holistic approach to safety and SQ and expresses our commitment to our employees, customers, and communities. It demonstrates that we prioritize high standards, embrace challenges, and do not compromise execution.

In alignment with our HSE policy, our Journey to ZERO is owned by everyone at Halliburton, and is led by a senior-level team focused on executing improvements to individual safety, process safety, and environmental performance as we deliver our services. The HSE and Sustainable Development (SD) Executive Committee oversees HSE and SD matters, including annual strategies, HSE statistics, and the HSE audit program, and is accountable to the Board of Directors' HSE Committee. The chief HSE officer chairs the HSE/SD Committee.

Specific Journey to ZERO focus areas shift each year, but the guiding principles remain consistent:

- Leadership commitment
- Continuous improvement of the HMS
- Training and competency
- Communicate and address risks
- Technology and process improvement
- Verification of our HSE and SQ performance

We advanced our Journey to ZERO in 2025 with continued focus on risk management, HSE and SQ culture, and environmental sustainability.

We track leadership visits completed each month and focus on fostering quality engagement with critical leadership roles. We also track progress on our GHG emissions, waste, and water activity-based reduction efforts, highlighted in the Environmental section of this report. Halliburton completed 100% of our 2025 Journey to ZERO objectives.

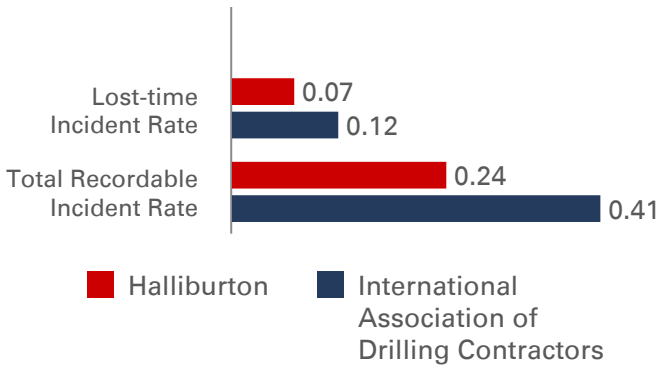
Journey to ZERO

Our vision to achieve **zero** safety incidents, **zero** environmental incidents, and **zero** non-productive time – every day, on every job.



2025 Safety Rates

Incidents per 200,000 hours worked



Risk Management

Our annual risk-management efforts continued to build daily practices in our workplace that empower our employees to mitigate risk and improve process safety.

We conduct regional training for 5 Checks to Go to manage risk before work begins. SQ minimums are how we work and manage risk, and in 2025 we focused on efficiencies that sharpen the execution of our SQ minimums and critical verifications at our job sites. We also focus on leading behaviors such as SWA and MOC. We embed the International Association of Oil and Gas Producers industry standard personal safety Life Rules, our process safety Critical Focus Areas, and our 5 Checks to Go within our workflows to support safe and efficient service delivery.

Halliburton Life Rules

Key Actions to Prevent Serious and Fatal Injuries

- **Bypassing Safety Controls**
- **Confined Space**
- **Driving**
- **Energy Isolation**
- **Hot Work**
- **Line of Fire**
- **Safe Mechanical Lifting**
- **Work Authorization**
- **Working at Height**

Halliburton's Five 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

Our Tiered Assurance program is a systematic verification process that consists of workplace self-assessments, a management system assessment, and global oversight through our internal audit assessment. We use assessment results to assess HMS process implementation in all locations. In 2025, we launched a new Tiered Assurance platform that improved the end-user impact through increased mobility and improved questions with supporting visual aids and direct reference links. The system also permits end users to submit feedback that contributes to our continuous improvement processes.

The Halliburton SWA and MOC remain critical risk-management tools. Our SWA program authorizes all employees and contractors to stop a task if they observe unsafe actions or conditions, or if they have concerns about an HSE or SQ risk control. In 2025, employee engagement in SWA remained strong.

HSE and SQ Culture

Halliburton leadership conducts site visits to focus on direct engagement with frontline employees and seek to ensure our SQ minimum processes work as intended. During their visits, leaders review the execution of critical verification activities and gather process improvement feedback.

We have integrated over 100 years of HSE best practices into our management systems. Our focus on leadership visits strengthens the foundation of our HSE programs and supports desired behaviors, such as the completion of 5 Checks to Go before work begins, SQ minimums execution, and Tiered Assurance learnings. Halliburton leadership conducts site visits to engage directly with frontline employees and seeks to ensure our processes work as intended. During their visits, leaders review the execution of critical verification activities and gather process improvement feedback.

HMS and Industry Standard Certifications

HMS plays a central role in the execution of Journey to ZERO. The standards and work methods that form HMS define how we work and allow us us to address potential risks inherent in our businesses. HMS incorporates major management system standards, such as those for quality management (ISO 9001), environmental management (ISO 14001), and HSE management (ISO 45001). The system also meets and exceeds the requirements of the industry-specific API standards for manufacturing (API Q1), the provision of 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 with external API Q1, API Q2, ISO 9001, ISO 14001, and ISO 45001 certifications. Halliburton leads the industry with 33 API Q2-certified facilities located in 13 countries.

2025 Health and Safety Facility Certifications

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	18	13	33	44



Summer Condarco, senior vice president, Service Quality, Continuous Improvement, and chief HSE officer, reinforces Halliburton's commitment to safety and the actions that strengthen its culture.

Our Workplace

Our global workforce represents 146 nationalities in more than 70 countries. Our employees gain exposure to a wide variety of people, projects, and cultures, and their skills and knowledge power our success and growth as a company. Supported by our COBC and employment practices, we take care to provide a safe, welcoming work environment.

To help our employees excel in their careers and meet personal goals, we provide recognized industry-leading development programs, processes, and training. We prioritize initiatives that help democratize learning to make it accessible to every person in the company. We also take action to cultivate a strong leadership pipeline of experienced talent who are prepared to help guide Halliburton into the future.

Visit the People page of the Halliburton website to read about our workplace, culture, employee benefits, ethical employment practices, and compliance with applicable employment laws.

Culture

Halliburton's culture is built upon a foundation that includes commitment, humility, collaboration, and exceptional execution. This culture draws and retains our talent, serves as the foundation of our Journey to ZERO, and leads us to develop innovative solutions to our customers' challenges.

Halliburton cultivates an open, transparent environment for employees to discuss their career aspirations and provides information that supports their professional growth. Employees have access to job descriptions, expectations for promotion, salary bands, and pay structures for a majority of the countries where we operate.

Employee Pulse Survey

Our biannual Employee Pulse Survey (EPS) allows us to listen to employee perspectives. We invite employees to share anonymous feedback about different topics, such as their performance, development, and workplace collaboration. Managers then identify opportunities for improvement and receive suggestions for actions and training they might undertake.

We had an 84% August 2025 EPS response rate. Of the employees who responded, 93% indicated that they would recommend Halliburton as a great place to work, 94% that they feel aligned to the Halliburton strategy, 93% that they have opportunities to learn from their colleagues, and 87% that they believe their career goals can be met at Halliburton.

Recruitment

Halliburton takes thoughtful action to cultivate a global talent pipeline that represents the communities where we operate. This begins with our investment in programs that promote education and careers in science, technology, engineering, and mathematics (STEM) and oil and gas. We utilize initiatives such as internships and apprentice programs and our long-standing relationships with various colleges, universities, and other organizations to raise the visibility of employment opportunities at Halliburton and hire early career talent. In 2025, Halliburton hired 6,361 new employees.

In our internship programs, university students build valuable professional experience by applying their academic learning in a real workplace while they evaluate longer-term career opportunities with Halliburton. In 2025, we hosted formalized programs in 43 countries, and more than 900 interns participated.

Recognized in Red is our multi-year career recruitment campaign. In 2025, this campaign strengthened familiarity with our employer brand among potential employees and increased monthly traffic to our career site by 238%. The Halliburton employer brand helps communicate what makes us a great employer to potential candidates: our culture, our connection with each other and our communities, the growth and development opportunities we offer, and more. Learn about our employer brand on the Careers page of our website.

Employee Resource Groups

The five Halliburton Employee Resource Groups (ERG) give employees opportunities to network and collaborate on shared interests in certain topics or social causes. Participation in ERGs is voluntary and open to all Halliburton employees. ERGs encourage employees to pursue professional development and play an important role in fostering a positive work environment.

Early Career Program Recognition

Our U.S. Internship program was recognized by Yello as one of the top 100 internships in the United States for the second consecutive year.

King Fahd University in Saudi Arabia and Anton De Kom University of Suriname, among others, recognized Halliburton for collaborating with universities to promote international experience and prepare students to work in a globalized industry.

Local Workforce Development

As Halliburton invests in local workforce development, we aim to have a positive impact on the communities where we work. We do this by hiring local talent for open positions and developing leaders within local workforces. As of 2025, 91% of our workforce and 85% of management were on local terms in the countries where they work. By hiring local talent we create jobs, advance local skills, develop careers, and strengthen quality of life for our employees and their families.

Talent Development and Succession Management

Halliburton establishes its talent development and succession management strategies on a build-from-within philosophy. We identify and develop new leaders on a regular basis through intentional identification and training efforts. Our strategy promotes business continuity, retention, and teamwork and maintains a strong competitive advantage for both short- and long-term success.



Talent development and a culture of learning empower employees at our Indonesia facility to achieve operational excellence.

To build a reliable leadership pipeline, the Halliburton Succession Management process identifies the readiness of potential successors for critical roles. In 2025, we had an 85% internal fill rate for leadership roles and a 97% internal fill rate for executive-level positions. Our strong internal fill rate is a direct result of our process to identify successors and offer tailored development plans. We make significant investments in talent development and succession management, such as through Hire to Country Manager, HalAcademy, the Emerging Leader Process, and Business Leadership Development (BLD). BLD is the cornerstone of leadership training for rising Halliburton leaders, and 745 individuals completed BLD in 2025. Read more about these programs on the People page of our website.



Halliburton interns walk the halls of opportunity and represent our commitment to developing local talent and building a strong pipeline for the future.

Local Communities

Halliburton seeks to be a thoughtful, responsive neighbor, develop local relationships, and create shared value in our communities by supporting local priorities where we operate. The Halliburton Foundation, the Halliburton Charitable Foundation, and our volunteer programs are ways we deliver support to our local communities. We also host gift-match campaigns in which we match employee donations to charities of their choice.

Visit the Employee Volunteerism page of our website to learn more.

A Legacy of Giving Back to Local Communities

At Halliburton, our approach to community engagement is framed by our pillars of giving: Empower and Enrich. We empower the next generation through education and workforce development, and we enrich communities through safety, wellness, conservation, and local support. These pillars guide our actions and help ensure the work we do goes beyond the energy sector to make an impact that lasts in the communities where we live and work.

Halliburton Charitable Foundation Golf Tournament

The Halliburton Charity Golf Tournament is a hallmark of our community engagement. Since 1993, this event has been a cornerstone of the Halliburton strategy to make a difference in the communities we serve.

In 2025, we raised over $3.8 million to benefit 100 charities in the areas where we operate all over the United States in ways that aligned with our pillars of giving.



Halliburton Charity Golf Tournament raised funds for 100 nonprofit organizations across education, health, and social services.

Halliburton Foundation Educational Advisory Board

The Halliburton Foundation's Educational Advisory Board (EAB) supports U.S.-based elementary schools, secondary schools, universities, and educational nonprofits. We focus our investments on high-impact programs that promote skill development, educational merit, and positive student experiences as they increase awareness of and prepare students for future career opportunities in STEM and business.

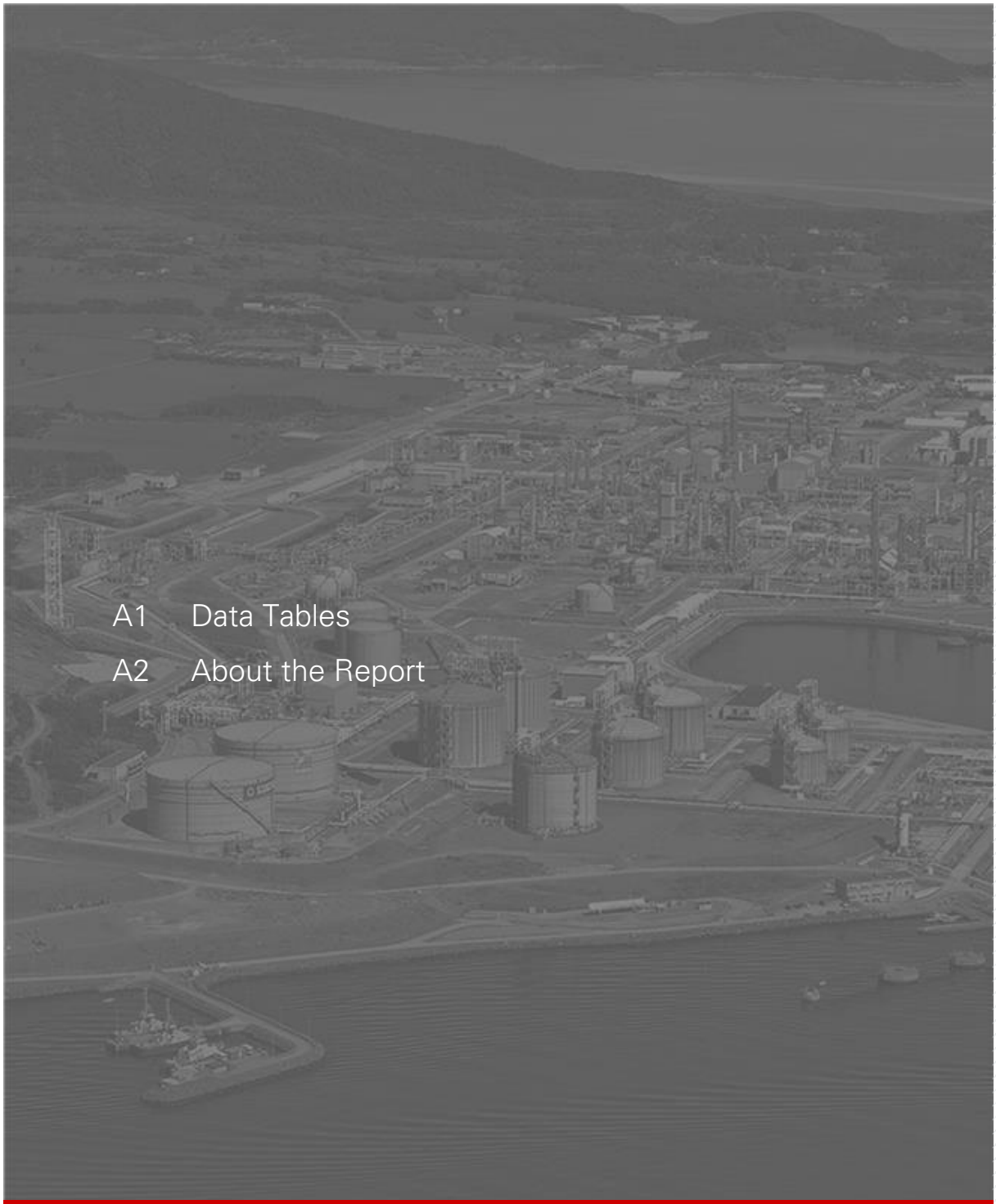
In 2025, the EAB funded 39 proposals for 32 educational partners that included K-12 schools, universities, and 501(c)(3) organizations. It donated a total of $600,000, which benefitted over 50,000 students.

Human Rights

Halliburton respects the dignity and human rights of all people. In our business operations, we support universal human rights as defined by the UN Universal Declaration of Human Rights. These values are realized in the geographic representation of our global workforce and all of our operations. Halliburton policies on COBC, health, safety, and security account for human rights concerns. We comply with all applicable employment laws and adhere to fair and ethical employment practices.

Find our statements of compliance with global human rights regulations and detailed information about the measures we take to protect human rights in our supply chain in our Human Rights Statement on the Halliburton website. Our website also includes information about our human rights practices, beliefs, and expectations of suppliers, as stated in documents like our Human Rights Policy, Supplier Ethics, COBC, and Supplier Sustainability Principles.

Appendix



A1 Data Tables

A2 About the Report

Gas and condensate processing plant at Kårstø, Norway.

Data Tables

Governance Data	2023	2024	2025
Political Contributions (USD)			
Local, Regional or National Political Campaigns / Organizations / Candidates	$ 0	$ 0	$ 0
U.S. Federal Lobbying	$ 293,891	$ 296,776	$ 248,000
Trade Associations or Tax-Exempt Groups (e.g., Think Tanks)	$ 763,370	$ 736,763	$ 802,052
Other (e.g., Spending Related to Ballot Measures or Referendums)	$ 0	$ 0	$ 0
Board Information			
Average Board Meeting Attendance	97%	97%	94%
Board Independence (Directors)[1]	12	11	11
Local Ethics Officer Program			
Number of Local Ethics Officers	51	51	49
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 Controls in Countries Designated as High-Risk	60,107	60,588	57,137
Global Ethics and Compliance Reports			
Global Ethics and Compliance Reports	836	1,051	1,279
Reports with Potential COBC Violations	278	437	560
COBC Potential Violation Investigations Closed	228	399	533
Procurement			
Percentage of Spend with Local Suppliers	81%	81%	82%
Number of Tier 1 Suppliers with Spend	21,603	20,968	20,850
Percentage of Suppliers Assessed in the Last Three Years for Human Rights Risks	99%	99%	98%
Research and Development			
U.S. Patents Granted Per Year	741	648	595
Total R&D Spend (Million USD)	$ 408	$ 426	$ 411
R&D Spend as a Percentage of Revenue	1.77%	1.86%	1.85%
Patent Efficiency (U.S. Patents Granted Per USD 1M of R&D Spend)	2.40	2.02	1.72
Service Quality Metrics			
Customer Non-Productive Time (NPT) (Percentage of Total Operating Hours)	0.24%	0.23%	0.24%
In 2025, 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.			

1. Board information as of publication date.

Environmental Data	2023	2024	2025
Energy Consumption (GJ)[2]			
Fuel Consumption			
Diesel	39,016,229	31,452,575	28,337,575
Natural Gas	8,525,562	9,764,716	7,948,900
Coal	398,619	427,988	409,916
Other (Gasoline, Aviation, and Propane)	412,592	492,815	499,473
Electricity Consumption			
Consumed Electricity — Non-renewable	11,644,261	20,198,089	30,944,829
Consumed Electricity — Renewable	28,043	48,456	59,327
Solar PPA	42,343	44,535	35,097
Total	**60,067,649**	**62,429,174**	**68,235,117**
U.S. Hydraulic Fracturing Fluid			
Volume of Hydraulic Fracturing Fluid Used (m^3)	155,198,364	121,463,445	182,305,751
Percentage of Hazardous Material Used in Hydraulic Fracturing Fluid	0.07%	0.09%	0.09%
Greenhouse Gas Emissions ($MTCO_2e$)			
Direct (Scope 1)[2]	3,443,174	3,022,264	2,649,765
Indirect (Scope 2) - Location-Based[2]	845,388	1,345,472	1,741,105
Indirect (Scope 2) - Market-Based[2]	843,376	1,342,007	1,736,743
Indirect (Scope 3)[3]	203,023	212,950	199,914
Greenhouse Gas Emissions Intensity (Scopes 1 and 2)			
$MTCO_2e$/$M Revenue	186	190	198
$MTCO_2e$/Operating Hours	0.2431	0.2351	0.2376
Waste Disposal (Metric Tons)			
Non-Hazardous	215,919	199,107	217,141
Hazardous	56,321	66,038	55,646
Total	**272,240**	**265,145**	**272,787**
Landfill	54,886	44,189	54,053
Recycled	183,150	179,616	174,999
Incineration	5,627	7,197	7,686
Energy Recovery	19,694	25,536	29,151
Reuse	7,649	5,545	4,932
Composting	634	461	1,216
Deep Well Injection	600	2,601	750
Other	0	0	0
Total	**272,240**	**265,145**	**272,787**
Water Withdrawal (m^3)			
Water Withdrawal	1,697,411	1,745,059	1,679,067
Spills and Discharges[4]			
Recordable Environmental Incident Rate (Incidents Per 200,000 Hours Worked)	0.02	0.01	0.02
Total Volume of Spills (m^3)	485	430	532
Total Volume of Hydrocarbon Spills >1 barrel (bbl)	312	453	407

2. Independent limited assurance provided by KPMG for 2025. Refer to Statements on Sustainability Metrics and Related Notes for standards, frameworks, definitions, and / or management's determined criteria.

3. Scope 3 reporting includes business travel and waste generated in operations categories. Waste GHG emissions are based on U.S. EPA Emission Factors Hub. In 2023, business travel GHG emissions are based on U.S. EPA Environmentally-Extended Input-Output (USEEIO) factors and UK Government GHG emission factors. In 2024 and 2025, business travel GHG emissions are based on U.S. EPA USEEIO factors, U.S. EPA Emission Factors Hub, and UK Government GHG emission factors.

4. We had no significant environmental noncompliance spill incidents and no significant environmental fines.

People Data	2023	2024	2025
Total Number of Employees	47,885	48,395	46,116
Total Number of Hours Worked	146,120,664	146,363,576	145,533,567
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 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/ISO 45001)	36%	35%	47%
Fatalities			
Fatality Rate (Incidents Per 200,000 Hours Worked)	0.001	0.000	0.007
Total Number of Fatalities[2]	1	0	5
Employees[2]	1	0	0
Contractors[2]	0	0	5
Personnel and Process Safety			
Total Recordable Incidents	183	176	176
Total Recordable Incident Rate (Incidents Per 200,000 Hours Worked)[2]	0.25	0.24	0.24
Total Recordable Injuries	183	176	172
Total Recordable Injuries - Employees	178	173	158
Total Recordable Injuries - Contractors	5	3	14
Total Recordable Illness	0	0	4
Total Recordable Illness - Employees	0	0	4
Total Recordable Illness - Contractors	0	0	0
High-Consequence Work-Related Injury — Employees	7	9	2
High-Consequence Work-Related Injury — Contractors	0	0	5
High-Consequence Work-Related Injury — Employee Rate (Incidents Per 200,000 Hours Worked)	0.01	0.01	0.00
High-Consequence Work-Related Injury — Contractor Rate (Incidents Per 200,000 Hours Worked)	0.00	0.00	0.01
Lost-Time Incident Rate (Incidents Per 200,000 Hours Worked)[2]	0.07	0.06	0.07
Lost-Time Incident Rate - Employees[2]	0.06	0.06	0.06
Lost-Time Incident Rate - Contractors[2]	0.01	0.00	0.01
Lost-Time Incidents	49	45	50
Lost-Time Incidents - Employees	46	44	47
Lost-Time Incidents - Contractors	3	1	3
Recordable Vehicle Incident Rate (Incidents Per Million Miles Traveled)	0.29	0.16	0.21
Preventable Recordable Vehicle Incident Rate (Incidents Per Million Miles Traveled)[2]	0.10	0.06	0.07
Near-Miss Incident Rate (Incidents Per 200,000 Hours Worked)	1.41	1.27	0.87
Stop Work Authority Observations	234,511	214,353	192,786
HSE Driver Competency	95%	97%	97%
Journey to ZERO Strategic Objectives Performance Completion	100%	100%	100%

2. Independent limited assurance provided by KPMG for 2025. Refer to Statements on Sustainability Metrics and Related Notes for standards, frameworks, definitions, and / or management's determined criteria.

People Data	2023	2024	2025
Employee Training			
Training Hours Per Learner	71	61	60
HSE Training Compliance	94%	96%	96%
Employee Training Hours	3,294,626	2,926,892	2,832,251
Number of HSE Training Courses	636	621	669
Total Hours of HSE Training (Employees and Contractors)	1,574,780	1,147,827	1,130,653
Total Hours of HSE Training for Employees	1,404,718	1,031,206	1,003,119
Total Hours of HSE Training for Contractors	170,062	116,621	127,534
Business Leadership Development Courses (Number of Attendees)			
Business Leadership Level I	380	393	497
Business Leadership Level II	177	149	146
Business Leadership Level III	98	71	73
President's Leadership Excellence Program	29	29	29
Employee Age			
Western Hemisphere (Average)	39.5	39.8	39.9
Eastern Hemisphere (Average)	39.7	39.7	39.8
Global / Manufacturing (Average)	43.2	43.7	43.9
Percentage of Employees < 30 years old	16%	15%	14%
Percentage of Employees 30-50 years old	67%	68%	69%
Percentage of Employees > 50 years old	17%	17%	17%
Employee Hiring			
Total New Hires	8,714	6,829	6,361
Rate of New Hires	19%	14%	13%
Employee Turnover Rate			
Total Employee Turnover Rate	13%	13%	18%
Female Employee Turnover Rate	12%	11%	18%
Male Employee Turnover Rate	13%	11%	18%
Voluntary Employee Turnover Rate	10%	8%	9%
Voluntary Female Employee Turnover Rate	9%	8%	10%
Voluntary Male Employee Turnover Rate	10%	7%	9%
Percentage of Localized Workforce			
Asia Pacific[2]	92%	91%	93%
Europe / Eurasia / Sub-Saharan Africa[2]	92%	92%	92%
Latin America[2]	95%	94%	94%
Middle East / North Africa[2]	74%	74%	74%
North America Land and U.S. Gulf[2]	100%	99%	100%
Global / Manufacturing[2]	98%	98%	98%
Overall[2]	91%	91%	91%

2. Independent limited assurance provided by KPMG for 2025. Refer to Statements on Sustainability Metrics and Related Notes for standards, frameworks, definitions, and / or management's determined criteria.

People Data	2023	2024	2025
Countries in Which We Operate	70+	70+	70+
Nationalities	136	145	146
Employee Engagement (on a 4-Point Scale)			
Halliburton Engagement Index (HEI) Rate	3.29	3.28	3.25
Leader Effectiveness Index (LEI) Rate	3.17	3.17	3.22
Charitable Giving (Thousand USD)			
In-Kind Donations	$ 1,494,193	$ 1,517,679	$ 1,479,704
Corporate Giving	$ 5,172	$ 3,991	$ 4,908
Halliburton Foundation	$ 2,272	$ 2,302	$ 2,315
Employee Giving	$ 677	$ 927	$ 851
Total[5]	**$ 1,502,314**	**$ 1,524,899**	**$ 1,487,778**

5. Not included in the above totals, Halliburton Charitable Foundation, Inc. is a separate entity that hosts the annual Halliburton charity golf tournament, and this year it raised over $3.8 million, which was distributed to charities as described on page 26.

Global Reporting Initiative Standards Content Index

Halliburton reports the information cited in this Global Reporting Initiative (GRI) content index with reference to the GRI Universal Standards, GRI 11: Oil and Gas 2021 Sector Standards, and Topic Standards. We account for the requirements and guidelines of GRI 1: Foundation 2021 in the preparation of this index.

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Universal Standards		
2-1 Organizational details	2025 Form 10-K, Cover Page, pages 1 & 20; Company at a Glance, page 3; About the Report, page 39	
2-2 Entities included in the organization's sustainability reporting	2025 Form 10-K, pages 49 & 82, Exhibit 21.1; About the Report, page 39	
2-3 Reporting period, frequency and contact point	2025 Form 10-K, Cover Page; About the Report, page 39	
2-4 Restatements of information	About the Report, page 39	
2-5 External assurance	About the Report, page 39; Statements on Sustainability Metrics and Related Notes	
2-6 Activities, value chain and other business relationships	2025 Form 10-K, pages 1 & 53	
2-7 Employees	2025 Form 10-K, page 4; Company at a Glance, page 3; Data Tables, page 29	
2-9 Governance structure and composition	2026 Proxy Statement; Corporate Governance, page 7; Data Tables, page 29; Halliburton Website - Corporate Governance - Board of Directors	Governance: Governance body composition
2-10 Nomination and selection of the highest governance body	2026 Proxy Statement	
2-11 Chair of the highest governance body	2026 Proxy Statement; Halliburton Website - Corporate Governance Guidelines	
2-12 Role of the highest governance body in overseeing the management of impacts	Halliburton Website - Corporate Governance Guidelines; Corporate Governance, page 7	Governance: Material issues impacting stakeholders Governance: Setting purpose
2-13 Delegation of responsibility for managing impacts	Halliburton Website - Corporate Governance Guidelines; Corporate Governance, page 7; Emissions Management, page 13	
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance, page 7	
2-15 Conflicts of interest	2026 Proxy Statement; Halliburton Website - Corporate Governance Guidelines	
2-16 Communication of critical concerns	2026 Proxy Statement	
2-17 Collective knowledge of the highest governance body	2026 Proxy Statement; Halliburton Website - Corporate Governance Guidelines	
2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement; Halliburton Website - Corporate Governance Guidelines	
2-19 Remuneration policies	2026 Proxy Statement; Halliburton Website - Corporate Governance Guidelines	
2-20 Process to determine remuneration	2026 Proxy Statement; Halliburton Website - Corporate Governance Guidelines	
2-21 Annual total compensation ratio	2026 Proxy Statement	
2-23 Policy commitments	Ethics and Compliance, page 10; Supply Chain Governance, page 11; Human Rights, page 27; Halliburton Website - Corporate Governance - COBC	
2-24 Embedding policy commitments	Ethics and Compliance, page 10; Supply Chain Governance, page 11; Human Rights, page 27; Halliburton Website - Corporate Governance - COBC	
2-25 Processes to remediate negative impacts	Ethics and Compliance, page 10; Halliburton Website - Corporate Governance - COBC	
2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, page 10; Halliburton Website - Corporate Governance - COBC	Governance: Protected ethics advice and reporting mechanisms
2-27 Compliance with laws and regulations	Data Tables, page 29	
2-28 Membership associations	Halliburton Website - Public Policy; Halliburton Policies for Political Engagement	
2-29 Approach to stakeholder engagement	Corporate Governance, page 7	Governance: Material issues impacting stakeholders
2-30 Collective bargaining agreements	2025 Form 10-K, page 4	
3-1 Process to determine material topics	Materiality-Based Approach, page 4; Corporate Governance, page 7	
3-2 List of material topics	Materiality-Based Approach, page 4	Governance: Material issues impacting stakeholders

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Sector Standards		
Topic 11.1 GHG Emissions		
Energy		
302-1 Energy consumption within the organization	Data Tables, page 29; Statements on Sustainability Metrics and Related Notes	
Emissions		
305-1 Direct (Scope 1) GHG emissions	Data Tables, page 29; Statements on Sustainability Metrics and Related Notes	Planet: Greenhouse gas (GHG) emissions
305-2 Energy indirect (Scope 2) GHG emissions	Data Tables, page 29; Statements on Sustainability Metrics and Related Notes	Planet: Greenhouse gas (GHG) emissions
305-3 Other indirect (Scope 3) GHG emissions	Data Tables, page 29	Planet: Greenhouse gas (GHG) emissions
305-4 GHG emissions intensity	Data Tables, page 29	
Topic 11.2 Climate Adaptation, Resilience, and Transition		
Economic Performance		
201-2 Financial implications and other risks and opportunities due to climate change	2025 Form 10-K, page 9; Halliburton Website - Climate Change - Climate-Risk Scenario Analysis	
Emissions		
305-5 Reduction of GHG emissions	Emissions Management, page 13	
Topic 11.4 Biodiversity		
Biodiversity		
101-2 Management of biodiversity impacts	Environmental Management, page 18	
Topic 11.5 Waste		
Waste		
306-1 Waste generation and significant waste-related impacts	Environmental Management, page 18	
306-2 Management of significant waste-related impacts	Environmental Management, page 18	
306-3 Waste generated	Environmental Management, page 18; Data Tables, page 29	
306-4 Waste diverted from disposal	Environmental Management, page 18; Data Tables, page 29	
306-5 Waste directed to disposal	Environmental Management, page 18; Data Tables, page 29	
Topic 11.6 Water and Effluents		
Water and Effluents		
303-1 Interactions with water as a shared resource	Environmental Management, page 18	
303-3 Water withdrawal	Data Tables, page 29	
Topic 11.8 Asset Integrity and Critical Incident Management		
Effluents and Waste		
306-3 Significant spills	Data Tables, page 29	

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 21; Data Tables, page 29; Halliburton Website - HSE/SQ	
403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, page 21; Halliburton Website - HSE/SQ	
403-3 Occupational health services	Health and Safety, page 21; Halliburton Website - HSE/SQ	
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, page 21; Halliburton Website - HSE/SQ	
403-5 Worker training on occupational health and safety	Health and Safety, page 21; Halliburton Website - HSE/SQ	
403-6 Promotion of worker health	Halliburton Website - HSE/SQ	People: Health and Safety (%)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, page 21; Halliburton Website - HSE/SQ	
403-8 Workers covered by an occupational health and safety management system	Data Tables, page 29	
403-9 Work-related injuries	Health and Safety, page 21; Data Tables, page 29	People: Health and Safety (%)
403-10 Work-related ill health	Data Tables, page 29	
Topic 11.10 Employment Practices		
Employment Practices		
401-1 New employee hires and employee turnover	Data Tables, page 29	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	Halliburton Website - Sustainability - People	
Training and Education		
404-1 Average hours of training per year per employee	Data Tables, page 29	People: Training provided (#)
404-2 Programs for upgrading employee skills and transition assistance programs	Our Workplace, page 24; Halliburton Website - Sustainability - People	

Disclosure	Report Location or External Document Reference	World Economic Forum Stakeholder Capitalism Pillar and Core Metrics
Topic 11.11 Non-discrimination and Equal Opportunity		
Diversity and Equal Opportunity		
405-1 Diversity of governance bodies and employees	2026 Proxy Statement; Data Tables, page 29	Governance: Governance body composition People: Diversity and inclusion (%)
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	Supply Chain Governance, page 11; Human Rights, page 27	People: Risk for incidents of child, forced or compulsory labor
Topic 11.14 Economic Impacts		
Economic Performance		
201-1 Direct economic value generated and distributed	2025 Form 10-K, page 44	Prosperity: Economic Contribution Prosperity: Total tax paid
Procurement Practices		
204-1 Proportion of spending on local suppliers	Data Tables, page 29	
Topic 11.20 Anti-corruption		
Anti-corruption		
205-1 Operations assessed for risks related to corruption	2025 Form 10-K, page 9;	
205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance, page 10; Data Tables, page 29	Governance: Anti-corruption
Sector Standard - 11.20.6	2026 Proxy Statement	
Topic 11.21 Payments to Governments		
Economic Performance		
201-1 Direct economic value generated and distributed	2025 Form 10-K, page 44	Prosperity: Economic Contribution Prosperity: Total tax paid
201-4 Financial assistance received from government	2025 Form 10-K, page 62	
207-1 Approach to tax	Halliburton Website - Halliburton Tax Strategy	
Topic 11.22 Public Policy		
Public Policy		
415-1 Political contributions	Halliburton Website - Public Policy; Data Tables, page 29; Halliburton Policies for Political Engagement	
Topic Standards		
Economic Topics		
Economic Performance		
201-3 Defined benefit plan obligations and other retirement plans	2025 Form 10-K, page 72	
Market Presence		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	We pay 199% 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	Emissions Management, page 13	
People Topics		
Child Labor		
408-1 Operations and suppliers at significant risk for incidents of child labor	Halliburton Website - Corporate Governance - Human Rights Policy	People: Risk for incidents of child, forced or compulsory labor

Sustainability Accounting Standards Board Table

Halliburton is guided by the Sustainability Accounting Standards Board (SASB) disclosure topics and metrics within the 2023-12 version Oil and Gas — Services industry per the Sustainable Industry Classification System®.

Topic	Metric	Code	Report Location or External Document 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	Data Tables, page 29; Statements on Sustainability Metrics and Related Notes	
	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	EM-SV-110a.2	Emissions Management, page 13	
Water Management Services	(1) Total volume of water handled in operations, (2) percentage recycled	EM-SV-140a.1	Data Tables, page 29	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	Environmental Management, page 18	
Chemicals Management	(1) Volume of hydraulic fracturing fluid used, (2) percentage hazardous	EM-SV-150a.1	Data Tables, page 29	
	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	EM-SV-150a.2	Halliburton Website - Sustainability - Environment	
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees, and (b) contract employees	EM-SV-320a.1	Data Tables, page 29; Statements on Sustainability Metrics and Related Notes	
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	Health and Safety, page 21; Halliburton Website - HSE/SQ	
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	Data Tables, page 29	
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	Ethics and Compliance, page 10; Supply Chain Governance, page 11	
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1	2025 Form 10-K, page 9 Halliburton Website - Public Policy Halliburton Policies for Political Engagement	
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	Health and Safety, page 21; Halliburton Website - HSE/SQ	
Activity Metrics	Total number of hours worked by all employees	EM-SV-000.D	Data Tables, page 29	

Task Force on Climate-Related Financial Disclosures Table

Halliburton is guided by the Task Force on Climate-Related Financial Disclosures (TCFD) disclosure topics within the TCFD Final Report: Recommendations of the TCFD (2017).

Topic	Description	Disclosure	Report Location or External Document 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.	2026 Proxy Statement; Corporate Governance, page 7; Enterprise Risk Management, page 9; Emissions Management, page 13
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	Emissions Management, page 13
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.	2025 Form 10-K, page 9; Halliburton Website - Climate Change - Climate-Risk Scenario Analysis
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2025 Form 10-K, page 9; Emissions Management, page 13; Lower Carbon Solutions, page 15; Environmental Management, page 18
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Halliburton Website - Climate Change - Climate-Risk Scenario Analysis
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Enterprise Risk Management, page 9; Emissions Management, page 13; Halliburton Website - Climate Change - Climate-Risk Scenario Analysis
		b) Describe the organization's process for managing climate-related risks.	2025 Form 10-K, page 9; Emissions Management, page 13; Lower Carbon Solutions, page 15; Halliburton Website - Climate Change - Climate-Risk Scenario Analysis
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.	Sustainability Commitments, page 5; Emissions Management, page 13; Data Tables, page 29
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Data Tables, page 29
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sustainability Commitments, page 5; Emissions Management, page 13

About the Report

This report covers the fiscal period from January 1, 2025, to December 31, 2025, for global Halliburton activities.

Halliburton is a publicly traded corporation registered in Delaware and headquartered in Houston, TX. There were no significant changes to the structure or ownership of the Company in 2025. The data in this report encompasses our product service lines, countries, joint ventures, and non-wholly-owned subsidiaries.

This report contains descriptions of our 2025 sustainability initiatives, unless otherwise noted. The boundaries of this report correspond to those of the Company's 2025 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. Restatements of previously reported information are indicated where necessary throughout the report.

Our 10-K and Proxy Statements are referenced in this report, and can be found on our website under Investors - Annual Reports and Proxies. You can also read our Corporate Governance Guidelines on our website.

Reporting Frameworks

The 2025 Sustainability Report references the reporting guidelines and recommendations from:

- GRI
- IPIECA
- SASB
- TCFD
- World Economic Forum Stakeholder Capitalism Pillar and Core Metrics

Assurance

KPMG has provided independent limited assurance on certain metrics in the Statements on Sustainability Metrics and Related Notes as notated in the appendix data tables.

Contact us

Direct any questions about our 2025 Sustainability Report to sustainability@halliburton.com or investors@halliburton.com