



2022 Halliburton UK Gender Pay Gap Report

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Foreword

Halliburton is one of the world's largest providers of products and services to the energy industry. Founded in 1919 and having completed over 100 years of service. As of 2022, we have approximately 45,000 employees, representing 130 nationalities in more than 70 countries.

At Halliburton, we continuously work to address the gender imbalance throughout the career development cycle from hiring, development and retention. In particular, we focus on hiring, developing, and retaining science, technology, engineering, and mathematics (STEM) students. STEM skills are an important consideration for Halliburton leadership positions. This is a strategic focus of our graduate hiring, and it is supported in our Diversity Hiring Objectives.

In response to the UK government's requirement for companies to be more transparent as per the UK gender pay gap regulations which was implemented in 2017, we now present our next edition of the report.

Diversity and inclusion are central to the long-term success of the Company. As part of our diversity targets, we have doubled the number of female hires since 2010. Embedded in our Code of Business Conduct and in our employment practices, is a commitment to involve all employees in creating a positive work environment for everyone. In particular, the Women Sharing Excellence UK Chapter continues to work in the areas of promoting diversity hiring, mentorship, working parents and engaging with the community through various professional networks. We encourage a global culture of inclusion with an ongoing internal campaign highlighting the value of differing perspectives.

This report covers the mandated information required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) and is accurate.

Steve Nowe, VP, UK & Europe Area

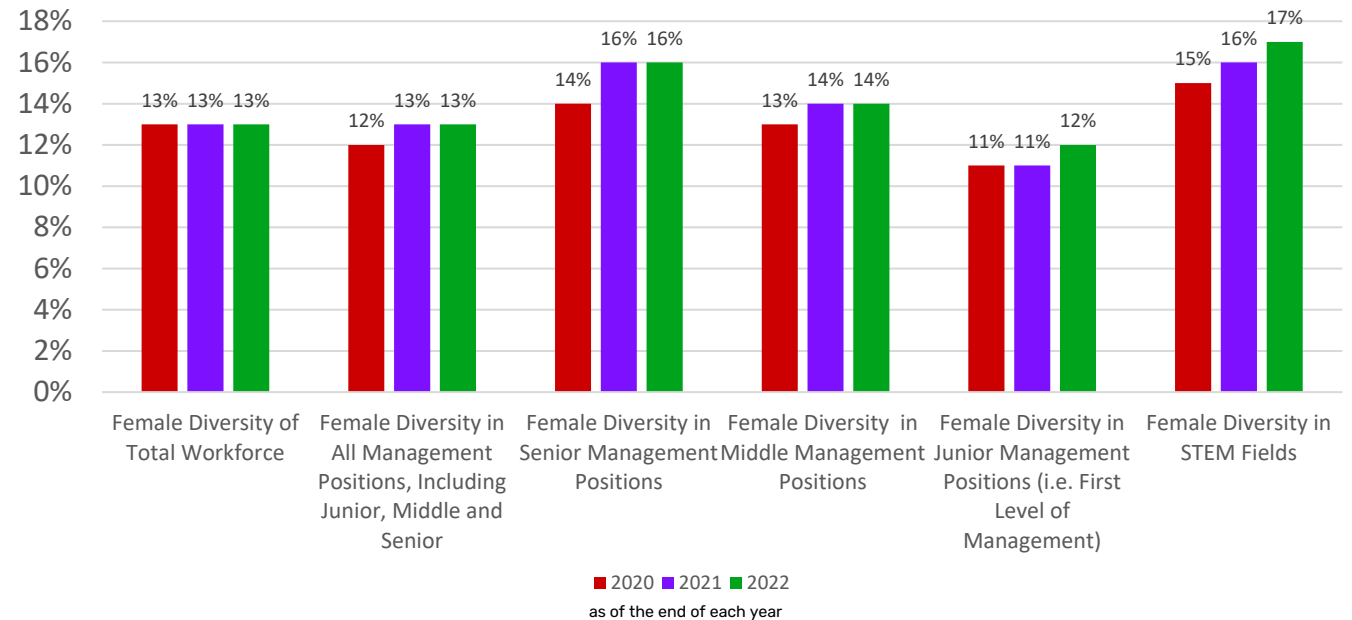


Demographics

As per the snapshot date of April 5, 2022, Halliburton employed 186 female employees and 1,191 male employees in the UK. Total number of full-pay relevant employees is 1,377. This overall employee gender split within Halliburton’s UK workforce represented 86% men and 14% women. Women represent multiple disciplines across all parts of the business and are integral to the operations, transformation, and sustainability of the company.

UK Full-Pay Relevant Employee Population	
Female	14%
Male	86%

Global Gender Diversity in the Workforce



UK Pay and Bonus Gap Summary

These figures represent the four calculations required as per the snapshot date of April 5, 2022:

- The mean and median gender pay gap of full-pay relevant employees.
- The mean and median gender bonus pay gap of all relevant employees.

Mean and Median Pay and Bonus Gap Summary

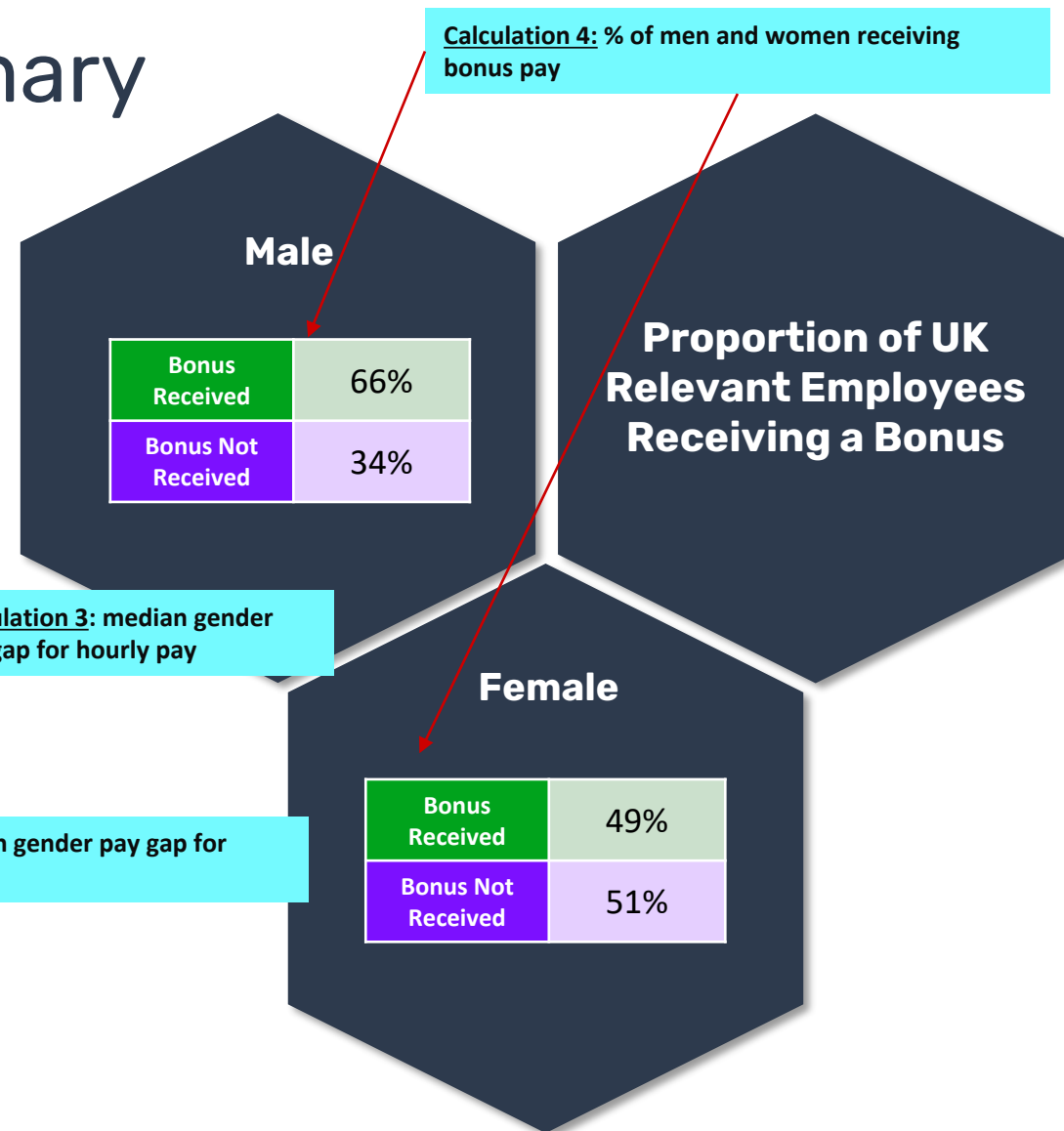
Calculation 2: mean (average) gender pay gap for hourly pay	Mean		Median	
	2021	2022	2021	2022
Gender Pay Gap	8% ¹	8%	4%	6%
Gender Bonus Gap	57%	52%	50%	52%

Calculation 5: mean (average) gender pay gap for bonus pay

Addressing the Gap

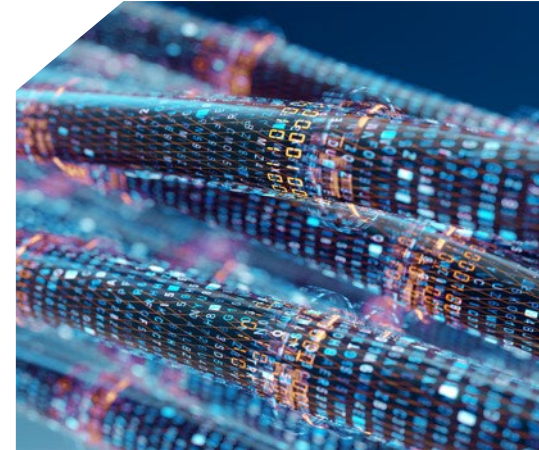
The prevalence of field-based variable pay is one of the primary drivers of the bonus pay gap. The highest bonus gap is observed in individual contributor field operations positions, where it is common for bonus earnings to be as much as 40% higher than professional and office-based support roles and most of the employee population is male.

¹ We would like to highlight that the Mean Gender Pay Gap in the Company's 2021 gender pay gap report was incorrectly recorded as 5%. It is now correctly addressed in the comparison table in this 2022 report as 8%. This clerical error was only established when preparing the 2022 report and the Company felt it was important to record and address this 2021 reporting error to ensure openness and transparency with its reporting.



UK Full-Pay Relevant Quartiles

The chart below represents the proportion of UK full-pay relevant females and males in each quartile band as per the snapshot date of April 5, 2022. Halliburton is committed to expanding female representation in our workforce through a strategy of increasing female hiring, particularly for professional positions, targeting graduates with a degree in Science, Technology, Engineering, and Mathematics (STEM). In addition, our continued focus on promotions has led to improved percentages of females in middle and upper management level leadership roles.



Quartiles	Female	Male
Upper	9%	91%
Upper Middle	12%	88%
Lower Middle	15%	85%
Lower	18%	82%

Calculation 1: % of men and women in each hourly pay quarter



Diversity, Equity, and Inclusion

Core Value: Respect

Halliburton values diversity, equity, and inclusion. It makes us stronger, more innovative, and better positioned for success. We are committed to inclusion across race, gender, nationality, religion, identity, experience, and any other individual attributes. We are honest with ourselves, and we welcome different viewpoints and empower each other to be authentic.

Halliburton is committed to fostering a positive work environment by maintaining a strong culture of diversity, equity, and inclusion, supported by our Code of Business Conduct and employment practices. This culture is reinforced by how we live out our mainstay of “listen and respond” to drive open communication, collaboration and employee- driven solutions.

Halliburton Employee Resource Groups are created by employees to foster engagement, networking, and professional development. They are open to all employees and enable the creation of personal and professional connections across our global workforce. We enhanced collaboration among Employee Resource Groups such as Women Sharing Excellence, Black Employees Leading in Inclusion, Excellence, Vision, and Education, Veterans Leadership Forum, iMPACT, and PRIDE.

WSE (Women Sharing Excellence)

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

VLF (Veterans Leadership Forum)

PRIDE (LGBTQ+ Employee Resource Group)

iMPACT (Halliburton Professionals Organization)



Diversity, Equity, and Inclusion

- As of 2022, over 42,000 employees have completed DE&I training, additional employees have attended our unconscious bias workshop, and we have launched a new training video, “Wake Up Your Unconscious”.
- Our Global Diversity, Equity, and Inclusion Training, is structured by 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
Empathetic listening

- Training on achieving racial equality in the workplace was made available to the global workforce.
- Continued support and hosting of annual diversity workshops, where Halliburton invites global female and male representation from all different backgrounds, cultures, and experiences to provide feedback on how to better support development and work life balance, and to discuss improvements they would like to see.

Source: Halliburton 2022 Annual & Sustainability Report (ASR)



Thank You!



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