



SOCIAL

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

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



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S1

Health and Safety

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

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

Journey to ZERO

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

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

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

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



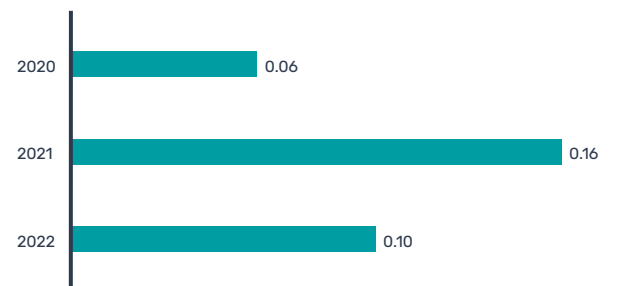
Our Occupational Safety - Journey to ZERO Sustainability Commitments



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

Preventable Recordable Vehicle Incident Rate

Incidents Per Million Miles Traveled





Risk Management

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



5 Checks to Go – United States and Canada

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

Critical Focus Areas

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

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

Halliburton Critical Focus Areas:



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



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



Pressure Control: Control pressurized systems at all times



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



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

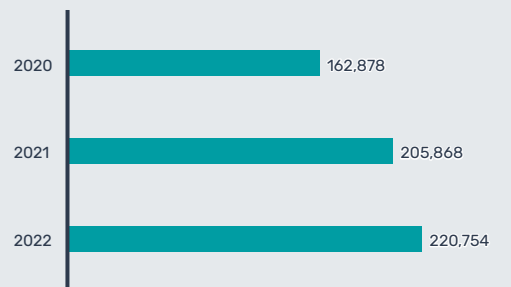
Leadership Visits

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

Stop Work Authority

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

Stop Work Authority Observations



Incident Investigations

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



HMS and Industry Standard Certifications

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

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

Health and Safety Facility Certifications in 2022

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



S2

Our People

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

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

Enhancements to Benefits

Our Global Benefits

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

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

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

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

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

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



Continued Prioritization of Mental Health

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

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

Mental Health Education and Awareness

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

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

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

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

Mental Health Spotlight: United Kingdom

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

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

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

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



2022 Mental Health Awareness Campaigns

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

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

Recruitment

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

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

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



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

Rate of New Female Hires in STEM Roles



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

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

Intern Class



S3

Training and Development

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

Talent Identification and Succession Management

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

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



Our Skilled and Committed Workforce Sustainability Commitment



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

Training and Education Updates

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

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

Employee-Driven Development and Upskilling

Flexible Learning

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

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





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

Work of the Future

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

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

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

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

Digital Literacy Campaign

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

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

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

Exceptional Training and Education

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



S4

Diversity, Equity, and Inclusion

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

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

Organizational Diversity: Minority and Female Representation

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

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



Our Diversity, Equity, and Inclusion Sustainability Commitment



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

Female Diversity in STEM Roles



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



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



Listen and Respond

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

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

81%

EPS yielded a record-high response rate

96%

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

93%

Have opportunities to learn from colleagues

93%

Make meaningful connections at Halliburton

96%

Feel the work they do every day matters

Our Five ERGs



Women Sharing Excellence (WSE)



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



Veterans Leadership Forum (VLF)



iMPACT



PRIDE

Economic Inclusion

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

Employee Resource Groups

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



2022 ERG Events

BELIEVE: A Conversation with Dr. Ruth Simmons

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

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

PRIDE: Houston Pride Parade

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

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

WSE: International Women's Day

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

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

DE&I Training

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

#BreakTheBias



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

Development of Local Workforces

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

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

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



Saudi Arabia

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

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



Ivory Coast University Partnership

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

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

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

Investment in the Future

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

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

LSU Scholars

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

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

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

McCombs Summer Institute at the University of Texas

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

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



RISE Scholars Program

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

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

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

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

Halliburton Partners with Universities to Support Native American Students

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

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



S5

Human Rights

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

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



Our Human Rights Sustainability Commitment



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



Human Rights in the Supply Chain

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

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

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

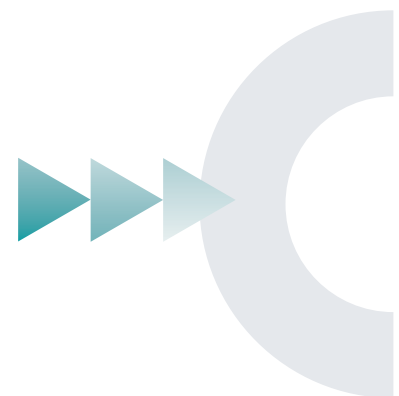
Please refer to the [Human Rights section](#) of our Supply Chain Governance chapter for more details.

New and Emerging Human Rights Regulations

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

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

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



S6

Local Communities

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

Halliburton Volunteers

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

2022 Tree Planting Events

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

Volunteering Legacy

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



Our Community Relationships Sustainability Commitment



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

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

Kids Meals Houston

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

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



iMPACT Argentina

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

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

Women's ERG Improves Communities

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

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

Ronald McDonald House: "Stuff the Bus" Food Donations

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



Halliburton Team Rides for Research

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

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

Halliburton Charitable Foundation Golf Tournament

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

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

\$3.4M

Dollars Raised



Corporate Giving

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

Hôpital Evangélique: Congo

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

Mangeshkar Hospital: India

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

Giving Choices

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

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

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

Educational and Community Engagement

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

Halliburton Foundation Educational Advisory Board

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

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

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

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

Halliburton Landmark In-Kind Giving

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

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

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

Sponsored Research Agreements

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



STEPS Program

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

Rock On! in UK

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

Indigenous Inclusion Strategy

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

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

Increasing Cultural Awareness in Canada

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

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

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

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

Aboriginal and Torres Strait Islander Engagement in Australia

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

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

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

2022 Reflect Reconciliation Action Plan Highlights:

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

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

Supporting Indigenous Art

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

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

