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Our People

Our workforce is our Company's No. 1 asset. We strive to provide our employees with a safe work environment, as well as one that is inclusive, rich with career development opportunities, and competitive in our benefits offerings. When our employees join Halliburton, they become part of a team that cares for and looks out for one another. Ultimately, we aim to hire top talent and retain talent for the long term by demonstrating that we value our employees and their contributions to our Company's success. To learn more about our workplace, including our culture, employee benefits, ethical employment practices, and compliance with applicable employment laws, please visit the [Halliburton](#) website.

Halliburton is one of the most diverse companies in the world, with 130 nationalities represented in our workforce and a presence in more than 70 countries, which gives our employees more exposure to the world and to different types of people, projects, and cultures. We also play a critical role in addressing one of the world's most significant challenges today: advancing a sustainable energy future. To attract and retain the best, we invest in our employees and prioritize their well-being.

2021 HIGHLIGHTS

Enhancements to Benefits

We provide our employees around the world with competitive benefits tailored to address the needs of our diverse workforce and their families. Our benefits package offers a wide array of programs and services, from comprehensive medical insurance, retirement accounts, and income protection while on disability, to paid time off, emergency childcare, and third-party discounts.

In 2021, we enhanced our benefits offerings for U.S. employees and their eligible family members to improve their healthcare experience and to help them better plan for healthcare expenditures. These additions to our benefits package, which will go into effect for the 2022 plan year, include:

Accident Insurance — This policy complements the coverage of primary medical insurance. This policy pays employees or eligible family members a lump sum if they incur an injury resulting from an accident to help cover the costs of medical treatment.

Hospital Indemnity Insurance — If an employee or one of their eligible family members is admitted to a hospital — for either planned or unplanned reasons — then they are eligible for payment to help cover those costs. Halliburton offers two levels of coverage via MetLife: low (\$10,000 maximum benefit) and high (\$20,000 maximum benefit).

Critical Illness Insurance — This policy complements the coverage of primary medical insurance by paying employees or eligible family members a lump sum to help cover treatment costs if they are diagnosed with one of the specific illnesses listed in the policy's certificate. Halliburton offers two levels of coverage via MetLife: low (\$10,000 maximum benefit) and high (\$20,000 maximum benefit).

Enhancements to Benefits (continued)

Expert Medical Opinions and Health Plan Navigation.

Through our partnership with 2nd.MD, we can offer employees and their families additional support when they need it most:

- **Expert Medical Opinions** — When faced with major changes in health status, or when there is a new diagnosis or treatment plan that includes surgery, employees can consult with world-renowned medical specialists within a few days via 2nd.MD. This gives employees the second opinion they require to make informed, confident healthcare choices.
- **Health Plan Navigation** — Nurses at 2nd.MD help employees and their families find high-quality care within the employee's benefits plan. This includes the identification of providers who are local, in network, and highly recommended.

Tobacco Cessation Program — Halliburton transitioned our tobacco cessation program to a new partner, Well onTarget, to provide a more clinical and consultative approach to help our employees quit using tobacco products. This program offers more tailored support that is integrated within our U.S.-based medical plans, enabling employees to seamlessly transition from their tobacco cessation journey to other services, as required.

In 2021, as a testament to their positive employment experience with Halliburton, we saw more than 2,800 former employees join the Company.



Prioritization of Mental Health

Over the last two years, the public health crisis caused by the COVID-19 pandemic has created and exacerbated many hardships for millions of people around the world.

During the first year of the COVID-19 pandemic, employees cited mental health issues – such as depression, anxiety, fatigue, grief, and bereavement – as their major concerns, second in importance only to financial concerns, via employee surveys. With the pandemic persisting for nearly two years, our workforce continues to grapple with these issues.

Halliburton has worked diligently to address these emergent concerns by increasing access to our Employee Assistance Program (EAP) globally. Our EAP offers confidential help and support to employees – at no cost to them – for a range of personal and professional challenges.

Between 2020 and 2021, Halliburton expanded access to EAP services from six countries – the U.S., the UK, Canada, Papua New Guinea, New Zealand, and Australia – to an additional 37 countries across Latin America, Africa, the Middle East, and the Asia-Pacific region. Our in-house EAP team is in discussions to further expand the EAP throughout Europe and Latin America.

Throughout the pandemic, the Halliburton EAP team has maintained a monthly web series called *Lessons for Life* that feature experts who address a variety of topics related to mental health. In 2021, presentations covered topics such as Let's Talk Mental Health, Finding Hope in the Midst of Loss, Effective Communication, COVID-19 and Substance Abuse, and Estate Planning in the Wake of a Pandemic.

Halliburton expanded other mental health initiatives around the world as well. We increased our output of mental health content, which includes:

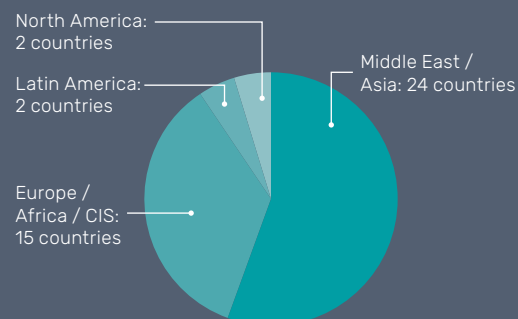
- Mental Health First Aid training and certification programs in the UK and the U.S.
- Quarterly EAP newsletters that we distribute in multiple markets to raise mental health awareness and engagement globally
- Global mental health campaign for World Mental Health Day in which we delivered consistent messaging globally to all employees to raise mental health awareness

Growth in EAP Access

Increase in Access (by Number of Employees),

From **14,522** to **32,078**

EAP Availability by Region



Australia

In September 2021, Halliburton launched R U OK? Day – a national program in Australia to raise awareness of suicide prevention – to encourage employees to check in with their family members, friends, and colleagues to inquire about their well-being. Throughout the country, we held morning teas that featured video messages from our area manager. During the teas, employees discussed mental health and had the opportunity to share personal stories. Each week, we gave toolbox support resources about mental health to our crews.

Additionally, we organized weekly Zoom webinars on mental health awareness that were led by health professionals, and we created a Yammer page to create a sense of community across this region, in which we regularly share mental health tools and resources. We also introduced mental-health first aiders in our Australia locations.

The Halliburton Family

An important element of our Company culture is that we care for and help each other, which is apparent during times of crisis. A strong example of how we assist our people is the Halliburton Disaster Relief Fund.

When a natural disaster occurs, the Disaster Relief Fund may be activated. The fund distributes grants to employees who have been impacted by natural disasters such as floods, hurricanes, tsunamis, earthquakes, fires, or tornadoes.

On August 29, 2021, Hurricane Ida struck Louisiana as a Category 4 hurricane. This storm ranks as the second-most-destructive hurricane in recorded history to hit the state. To provide relief to our employees who were impacted by this powerful storm, our Executive Committee approved the use of the Disaster Relief Fund.

The fund provided a wide range of support for impacted employees, including:

- Distribution of \$163,000 in grants to employees who experienced significant losses resulting from the hurricane
- Payment for hotel accommodations totaling more than \$80,000
- Food drives
- Volunteers on location to assist employees and families
- Donations of generators and other critical supplies including gas, water, clothing, and diapers



Employees Choose Halliburton Colombia as a Best Workplace

For the fourth consecutive year, Computrabajo users selected the best companies to work for in Colombia. More than 1.6 million voters evaluated companies based on how they take care of their employees with salary and benefits, provide opportunities for training and growth, and protect workers with a strong safety culture. Halliburton achieved recognition as a top 10 company within all industries in the country, and as one of the top five companies in the oil and gas sector.

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Training and Development

Critical elements of our Company's growth and success include our skilled and knowledgeable employees who are committed to continual learning and development, the opportunity for our people to flourish in their careers and achieve their personal goals, and a strong pipeline of talent prepared to join the ranks of leadership and to carry our Company into the future. To learn more about our industry-recognized, best-in-class training via our employee development programs and processes, and about our talent identification and succession management policies and processes, please visit the [Halliburton](#) website.



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.

2021 HIGHLIGHTS

Expansion of Flexible Learning

In 2021, Halliburton expanded modular learning opportunities to not only adapt to the ongoing COVID-19 pandemic, but also to take advantage of a valuable opportunity to make our training more accessible and efficient for our global workforce, and allow personnel to tailor learning opportunities to their specific needs.

In doing so, we relied on different delivery methods for maximum flexibility, including virtual, self-paced, and hybrid formats. We now conduct 60% of our training outside of the traditional classroom, or in-person instructor, setting. To facilitate tailored learning closest to the point of application and more in the flow of work, we identify opportunities to shift training to a virtual or hybrid format. In addition to greater access and efficiency, virtual learning offers the benefit of more diverse attendees, with employees from various parts of the world participating in the same class, and therefore a more enriching learning experience.

Notable examples of our flexible training and development programs in 2021 include:

- Our U.S. intern program, in which 86 interns worked with our business functions and PSLs, used a mix of in-person, virtual, and hybrid work opportunities. We hosted a full-day HalCamp to introduce interns to the Company, offering them the option of attending one of two on-site locations or joining a virtual orientation. To keep interns engaged and connected to Halliburton and with each other, we scheduled virtual and in-person lunch and learn sessions, along with virtual weekly water cooler chats and game nights. For our efforts, RippleMatch recognized Halliburton as one of 11 innovative companies in the U.S.
- The Halliburton Business Development team launched the Advanced Negotiation Program in conjunction with the Texas A&M University Center for Executive Development. We offer this course in a virtual format.

Expansion of Flexible Learning (continued)

- After pausing for most of 2020 because of the pandemic, our executive education programming resumed in 2021. When required, we moved a portion of this programming, including Level III of the four-tiered Business Leadership Development (BLD) Program and the President's Leadership Excellence Program (PLEP), to a virtual format.
- Multiple PSLs have converted classroom training into modular, learner-driven formats with flexible delivery options to maximize the benefits of virtual instructor-led, self-paced, and on-the-job training for thousands of employees. This has reduced travel time, limited the impact of travel restrictions, and allowed motivated employees to own their development and accelerate their careers.

Despite recent disruptions and continual changes, the quality of our training and education is unrivaled in our industry. For the ninth consecutive year, the Halliburton Global Competency Assurance Program maintained its status as the only full-spectrum oilfield services company to enjoy global accreditation by the International Association of Drilling Contractors (IADC) with no restrictions.

Launch of the Data Science Academy

In alignment with our Halliburton 4.0 digital approach, we introduced the Halliburton Data Science Academy in 2021. This new online, self-paced learning program enhances employees' analytical skills and further expands our capabilities to address the large amounts of data to which we have daily access. During this year-long program, participants enhance their skills in functions such as data analytics, data engineering, data science, and machine learning. Upon completion of the program, participants understand how to use innovative solutions to effectively respond to complex business challenges.

In March, PSL technology directors nominated more than 170 technology and Landmark employees for the pilot phase of the academy's introduction, later expanding curricula access to an additional 160 employees.

Talent Identification and Succession Management

Halliburton has more than 8,000 leaders among our employees. The ongoing identification and development of potential leadership talent ensures business continuity and strengthens our competitive advantage, both of which are critical for our short- and long-term success.

In 2021, we identified more than 18,000 potential successors — our most diverse roster of successors to date. One of our most significant investments in developing future leaders in the Company is our executive education programs (BLD I, II, and III, and PLEP). Even in a year with travel restrictions impacting many countries, of our 324 program attendees, 40 different nationalities were represented and 25% were female.

