

Social

People are at the center of what we do. Our dedicated and talented employees, leaders, contractors, and suppliers make the successful completion of our operations possible. In recognition of their invaluable contributions to our Company's success, we strive to enhance the economic, social, and personal well-being of our team. For our global workforce, it is our goal to provide an inclusive, safe, and satisfying workplace with best-in-class training, competitive benefits, and career development opportunities that enable them to thrive and achieve their goals.

We also rely on the support and goodwill of the communities in which we operate – that's why global citizenship is one of our guiding principles. It is our goal to enhance the economic and social well-being of our employees and the communities where we live and operate so we can leave a positive legacy. We stimulate economic activity, promote sound work practices, share knowledge, train and develop local talent, and educate and inspire the next generation of talent who may join our team.

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Health and Safety

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Our People

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Diversity, Equity, and Inclusion

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Local Communities

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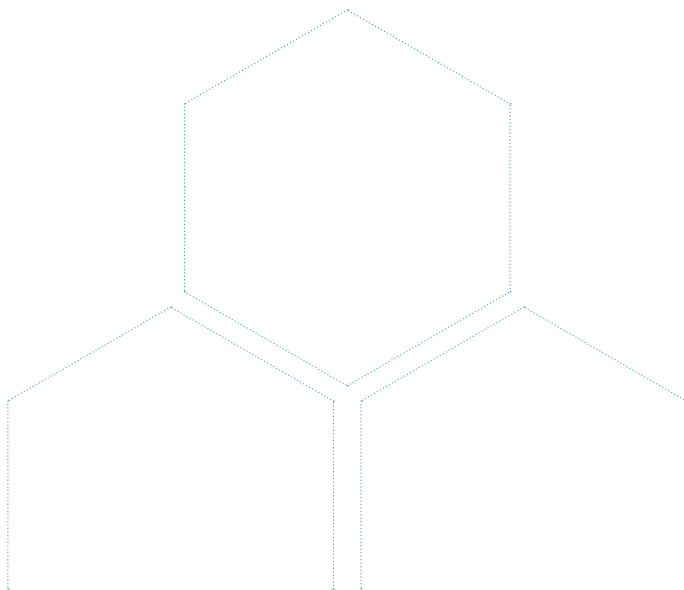
Human Rights

S1

Health and Safety

At Halliburton, solving our customers' operational challenges is second only to keeping our employees and contractors healthy and out of harm's way. Because safety is paramount, Halliburton has extensive and long-term safety programs and processes in place, including our Journey to ZERO initiative, Halliburton Critical Focus Areas, Stop Work Authority, Management of Change, Significant Incident Review, and Tiered Assurance. For more information about health and safety at Halliburton, please visit the [Health, Safety, Environment, and SQ](#) section on our website.

In 2021, the COVID-19 pandemic continued to create significant challenges for our business operations. To tackle these headwinds, we relied on our established crisis-management team to administer our COVID-19 response, manage our supply chain, and assign personnel to safely meet customer requirements. Our success came from close collaboration with our employees, suppliers, and customers, and our proven ability to adapt to evolving regulatory and country protocols as well as customer requirements.



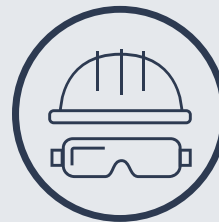
Journey to ZERO

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 following elements support and enable our Journey to ZERO progress:

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

Each year, we set strategic Journey to ZERO objectives. Throughout 2021, we focused on risk management, incident investigations, and training. Our PSLs evaluated high-risk activities and implemented action plans to eliminate or further mitigate identified personal and process safety risks. We supported these efforts through improved risk management training modules. To ensure effective communication of incident investigation learnings, our HSE and SQ team launched an updated global, centralized Lessons Learned platform to target Company-wide process improvements. We also introduced human performance principles and incorporated these in our updated leadership training. We completed 100% of our planned Journey to ZERO objectives.

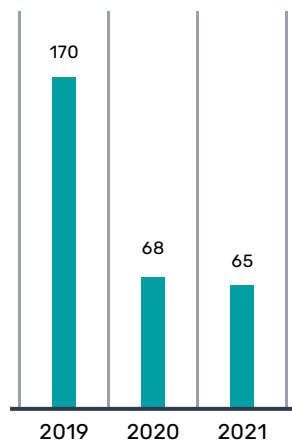


Our Occupational Safety— Journey to ZERO Sustainability Commitments

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

High-Potential Incidents

Per year

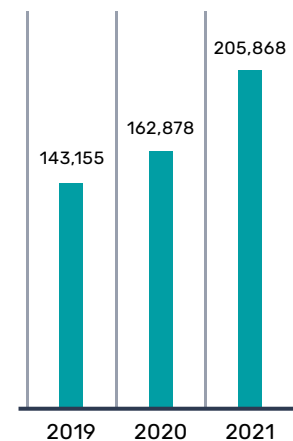


Fatalities

Employees and contractors per year



Stop Work Authority (SWA) Observations



2021 HIGHLIGHTS

Halliburton Management System

The HMS integrates and standardizes the policies, business practices, and procedures that we use to define, plan, and execute our business activities. Our HMS defines how we work by providing reliable processes that equip employees to work safely, consistently, and effectively.

In September 2021, the Global HSE and SQ team and our Public Law team launched a new platform supporting the HMS. The HMS platform manages the publishing, storage, and retrieval of our HMS documents in alignment with our policies, business practices, and global standards.

This project involved the migration of approximately 36,700 active processes, forms, and checklists into the new

system. It also included the physical migration of content and the classification of documents to help employees locate them in a standardized and efficient manner.

The benefits of the new platform include:

- Improved search capabilities
- Enhanced reporting and analytics
- Easier access to documents

You can find more details about our HMS on the [Halliburton Management System](#) section of our website or in [Chapter E2 on Environmental Management](#) in this report.

Risk Management

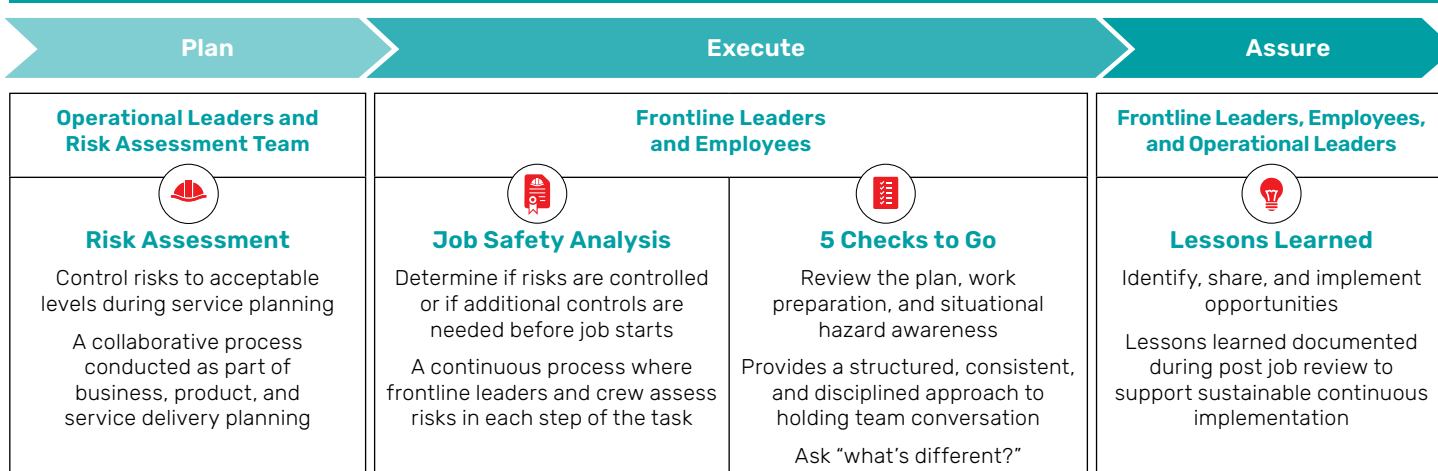
At Halliburton, we perform activities every day that carry inherent safety and SQ risks. In response, Halliburton implemented an improved digital risk management process in 2021. In addition, we enhanced our risk management process workflow and deployed new tools such as our “5 Checks To Go” process.

Under the revised risk management process, frontline leaders and teams assess documented HMS processes by using our risk assessment methodology. We identify, remove, or mitigate risks at the planning stage, which gives our frontline teams the ability to focus on identifying and addressing operational variabilities. When personnel create a risk assessment, they can assign actions to the risk assessment team or to the frontline team. These risks

and controls then auto-populate on a core job safety analysis. After the team completes the work, they can share lessons learned with the organization. Overall, this results in a more effective process that we publish and share with the organization to increase safety and SQ.

We also developed web-based training courses for all frontline employees, supervisors, and leaders in critical roles. By the end of 2021, 94% of personnel completed the risk management training module. In 2022, the transition will continue with additional training and coaching to support process consistency and further our project success.

Risk Management Process



Identification and Communication of HSE and SQ Risks

Our Stop Work Authority (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 2021, the number of SWA observations increased.

Health and Safety Awareness and Training Programs

Halliburton offered 638 health and safety training courses to our employees, who completed 705,739 total hours of training in 2021. To ensure that learning continued in a safe environment and that employees developed critical competencies despite the ongoing pandemic, we continued to transition to virtual training through our Learning Management System.

In addition to training, Halliburton reinforces our safety culture through active safety awareness communications and targeted campaigns. As an example, last year all regions conducted campaigns highlighting hand and finger safety – one of the most common hazards in our industry. We maintained a heightened awareness of hand and finger safety through communications that included safety meetings and structured hazard hunts.

Lessons Learned and Incident Investigation

Incidents pose the biggest potential risks to our people. That is why it is important to focus on learning from each incident. We are fortunate that, at Halliburton, we value the opportunity to learn from and investigate incidents to avoid repeat occurrences and to support continuous improvement in our policies and practices. In 2021, Halliburton focused on two areas:

1. An investigation process that we manage through a tiered severity model, which ensures that we assign the appropriate level of support and management oversight based on the severity of the safety incident and that we allocate our resources in the smartest, most efficient way
2. A centralized, Company-wide Lessons Learned platform for sharing high-level alerts and learning opportunities throughout the organization



FACILITY CERTIFICATIONS IN 2021

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
TOTAL	6	16	14	27

HSE Recognition

Introduced in 2020, our HSE Recognition program highlights the efforts of our people to advance improvements in HSE performance. This biannual award highlights the outstanding practices that employees share across the organization. Here is an example of one of the 2021 initiatives that we recognized:

Zero HSE Incidents in Mexico for Major International Oil Company

Through PSL collaboration, our team decreased the number of personnel on offshore platforms and vessels. Use of the management of change process with established roles and responsibilities enabled the team to achieve zero HSE incidents.



Colombia: HSE Win for Wireline & Perforating and Drill Bits & Services PSLs

Canacol Energy Colombia SA deemed Halliburton an outstanding supplier for formation evaluation work completed during the first two quarters of the year. We introduced Cerebro® in-bit sensor technology during the intermediate and production phases of an exploratory campaign. Not only did the customer identify potential hydrocarbon reserves and increase production, but Halliburton also executed the work with zero HSE recordable incidents.



Trinidad: Pipeline & Process Services PSL Receives the Shell Goal Zero Hero Recognition

This customer-initiated award recognizes personnel who exhibit exemplary behaviors in identifying and mitigating risks and potential hazards. For this project, Halliburton purged the topside platform to displace hydrocarbons to below the lower explosive limit to enable mechanical work to take place. To complete the job safely and efficiently, the team completed comprehensive toolbox talks; proactively engaged all personnel involved, including customers and third parties; and explained the job steps and the associated hazards, such as nitrogen oxide asphyxiation, cryogenic temperatures, and pressurized and flammable gases.



Global Advances in Reducing Exposure to Radioactive Materials

Objective 1: In 2020, the Production Enhancement PSL set a goal to remove 100% of radioactive densimeters from North American operations and 80% from international operations to reduce exposure to hazardous materials when capturing density measurements. We are well on track to meet our target and, as of today, we have reduced exposure by 97% in North America and 59% internationally.

Objective 2: Implement a sustainable process to ensure the timely disposal of radioactive sources with low levels of activity and usage, which will reduce personnel risks. In 2021, Halliburton has disposed more than 700 radioactive sources.

S2

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:

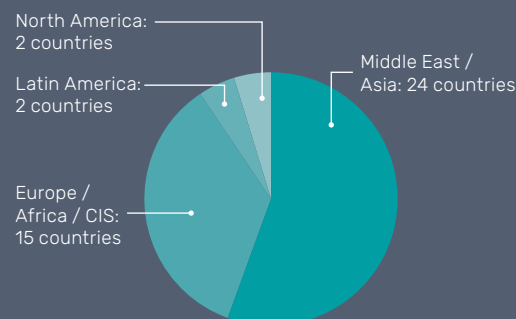
- Mental Health First Aid training and certification programs in the UK and the U.S.
- Quarterly EAP newsletters that we distribute in multiple markets to raise mental health awareness and engagement globally
- Global mental health campaign for World Mental Health Day in which we delivered consistent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

S3

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.

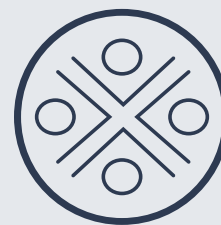
In 2021, we identified more than 18,000 potential successors — our most diverse roster of successors to date. One of our most significant investments in developing future leaders in the Company is our executive education programs (BLD I, II, and III, and PLEP). Even in a year with travel restrictions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



S4

Diversity, Equity, and Inclusion

With 130 nationalities represented in our workforce and operations in more than 70 countries, we are among the world's most diverse companies. As a result, we take deliberate steps to foster a culture of respect and inclusion, supported by our COBC and employment practices. For more extensive background information on our diversity initiatives, please visit the [Halliburton](#) website.



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.

2021 HIGHLIGHTS

Minority and Female Representation

Increased diversity is an ongoing priority at Halliburton – and we made strides in advancing our Company's diversity in 2021. In the U.S., the percentage of minorities in management positions improved 13% year over year. Female representation in leadership roles has improved 8% year over year. In addition, 19% of new hires in STEM roles were female. These types of roles feed into higher leadership positions within the Company, and we are pleased to report improving diversity.

Listen and Respond

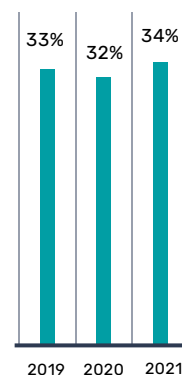
As part of our commitment to inclusivity, Halliburton solicits feedback from employees on their workplace challenges, and empowers them to share their perspective and ideas to improve the overall employee experience – including performance, development, and work-life balance. In fact, employee feedback about mental health during the pandemic initiated our expansion of the EAP. One of our tools that we use to solicit feedback is the biannual Employee Pulse Survey (EPS).

Our August 2021 EPS yielded our highest response rate yet at 77%. Through this survey, we confirmed that our employees are engaged, they know that their work matters, and they feel welcomed and included in our

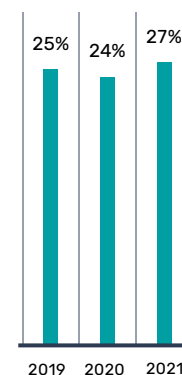
Female Diversity in STEM Fields



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



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



workplace. Notably, 95% of our employees agreed that being part of an essential industry and contributing to solving energy challenges around the world is an important endeavor. Regarding diversity and inclusion, 87% of our employees agreed that they can be their authentic selves at work, and they feel that the Company and their colleagues value their unique traits and ways of working.

Employee Resource Groups

To further support a positive and inclusive work environment, Halliburton has employee resource groups (ERGs) for employees who share an interest in a particular topic or mission. These groups encourage engagement, collaboration, networking, and professional development while enhancing leadership skills and enabling career mobility within Halliburton. We engage with these ERGs to listen, empower, and help educate our workforce.

Participation in our ERGs is voluntary and open to all employees.

Halliburton has five ERGs:

- Women Sharing Excellence (WSE)
- Black Employees Leading in Inclusion, Excellence, Vision, and Education (BELIEVE)
- Veterans Leadership Forum (VLF)
- iMPACT
- PRIDE



First All-Female Halliburton Completion Tools (HCT) Crew Completes Operational Installation in Australia

Halliburton achieved an important milestone: installing our VersaFlex® liner hanger system for a major oil and gas producer in Australia with an all-female crew. This is a first for any HCT operational installation in the area.

The operation involved running liner to a depth of 13,232 ft through a 5,906-ft-long highly deviated section. The HCT completed the job without any HSE or SQ incidents.

DE&I Training

In 2021, the Company created and assigned a DE&I training course to the global workforce and required its completion by all full-time employees. This training introduces the acronym INCLUDE, with each letter in the acronym detailing an essential behavior supporting DE&I

at Halliburton. The training features videos of Halliburton leaders from around the world describing what each of the behaviors mean to them.

Inquire across differences
Nurture collaboration
Challenge yourself and others
Lean into discomfort
Understand differences
Diversify your network
Empathetic listening

Building on a 2020 global townhall meeting focused on implicit bias and race, we assigned mandatory training on achieving racial equality in the workplace to all North American employees. 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.

Development of Local Workforces

As one of the world's most diverse companies, we positively impact communities around the world by investing in the development of the local workforce. We make this investment to:

- Be able to conduct business in native languages and with an understanding of local values and cultures, which facilitates better communication and improved day-to-day operations
- Improve local economies
- Make our workforce more representative of the local population
- Enhance the quality of life for employees and their families through job creation, skill advancement, and career development

We hire locals and give them access to our classroom and virtual training, on-the-job training, and competency programs. Additionally, we develop local relationships and align with universities and national oil companies to further skills and awareness of opportunities within our industry. Our focus is to increase the percentage of our workforce and our leadership that is localized, and we have made tremendous progress on our goals through these efforts. Currently, 92% of our workforce and 86% of our managers are locals of the areas where they work.



Halliburton Opens a Mud Learning Lab at the University of Guyana

In 2021, as part of an ongoing commitment to promote our industry in Guyana, the Halliburton Guyana team – which includes Global Business Development, Landmark, and Baroid – launched the Mud Learning Lab at the University of Guyana.

The team also provided a software grant that will enable students and lecturers to train on the DecisionSpace® suite of petrotechnical applications in drilling, geosciences, information management, and platform technology. This collaboration facilitates enhanced training for students of petroleum and geological engineering, chemistry, and earth and environmental sciences. Other aspects of the project include maintenance, training, and technical support for staff and student development.

Our partnership with the university dates back to 2019 when we signed a memorandum of understanding (MOU) valued at \$2 million. Under the MOU, we seek to transfer our knowledge, expertise, and technology to help develop local talent and, particularly, to invest in the future of the students who will one day be the leaders of the energy industry in Guyana and will shape the sustainability of the industry.

In Guyana, Halliburton employs more than 50 nationals working as full-time employees and more than 10 Guyanese Co-Op participants. With our Company's investment and partnership with the University of Guyana, these figures will continue to grow.



All-Angolan Halliburton Team Successfully Completes Deepwater Openhole Logging Operation

Recently, the Wireline and Perforating Angola team successfully completed a deepwater openhole logging operation for a major international oil company in Angola. This project marked the first time that a crew comprising all Angolan nationals – two field engineers and four operators – serviced the rig. It was also the first time that an entirely local Angolan crew completed an openhole logging operation in Angolan deep water.

Investment in the Future

Through our Recruiting Inclusive Scholars in Energy (RISE) program, we support historically black colleges and universities (HBCU). As a result, we have deepened our diversity and inclusivity mission while building our pipeline of future talent. In Texas, Halliburton provided a \$1 million scholarship fund to Prairie View A&M University. Over five years, this fund will support 72 scholarships for students of engineering, accounting, finance, and management information systems. We assign a Halliburton mentor to each scholarship recipient and offer professional development opportunities. We also invite scholarship recipients to join our internship program. Additionally, Halliburton is developing a relationship with Texas Southern University through charitable giving, career development support, and internships.

Halliburton also supports initiatives to increase the representation of women in STEM roles. For Girl Day at The University of Texas at Austin, presented by the Women in Engineering Program (WEP), Halliburton provided financial support to give more than 8,000 female elementary and middle school students the opportunity to explore STEM roles through hands-on activities, videos, and demonstrations. Another event, the Halliburton Program for Women at Georgia Tech, serves to recruit and retain female engineering students in the academic program that produces the largest number of female engineering graduates in the U.S. Once the students arrive on campus, Halliburton assists them through mentorship and professional development opportunities.



Recruitment

Halliburton has recruiting programs in place at academic institutions for internships and entry-level roles. To carry out our recruiting activities, we have developed relationships with diversity-focused student organizations, provide professional development sessions to students, engage our ERGs to participate in select university events, and participate in outreach efforts through programs supported by our Educational Advisory Board.

Halliburton prioritizes diversity because it creates a more diverse pipeline for sourcing entry-level roles. We give our interns the opportunity to interact with our ERGs so they understand our focus on diversity and inclusion. In the last two years, our percentage of total female interns has increased from 39% to 43%. During that same time, we have increased the percentage of female interns in field operations from 48% to nearly 67%.

In 2021, Halliburton remained well positioned in recruitment efforts despite the tight labor market. Our Global Talent Acquisition team engaged candidates in a variety of ways that included relationship building at universities, virtual career fairs, apprenticeship programs, employee referrals, and partnerships with local governments in their job candidate programs. We attracted candidates with clear career progression opportunities with a system that outlines the competencies and levels of proficiency required to advance within the Company. We also published job structures and salary bands for all positions globally, and published pay structures for the majority of countries where we operate, for transparency on job progression and associated compensation.

S5

Local Communities

We aim to enhance the economic and social well-being of the communities in which we operate. Halliburton provides support to charitable organizations, and we encourage our employees to serve as active participants in their communities as well. Our main vehicles to deliver community support are our Energy to Help™ volunteer program; our two foundations, the Halliburton Foundation and the Halliburton Charitable Foundation; our corporate giving program; and our Giving Choices program, through which the Company matches employee donations to charities of their choice. In all our charitable endeavors, we focus exclusively on education, the environment, health and safety, and social services. For more information about these programs, please visit the [Employee Volunteerism](#) page on our website, as well as the [Halliburton Foundation Giving Guidelines](#) page on our website.

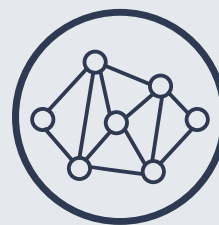
2021 HIGHLIGHTS

Halliburton Volunteers

Education

Inspiring Houston Students Through STEM

Halliburton volunteers attended a virtual GoIT event hosted by Tata Consultancy Services, Aldine Independent School District (ISD), and Humble ISD in Houston, Texas. At this event, organizers challenged students to design a STEM-oriented app to solve a specific issue in their community, based on the United Nations Sustainable Development Goals. As students formulated and prepared their ideas, our volunteers asked the students probing questions intended to sharpen their critical thinking skills,



Our Community Relationships Sustainability Commitment

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

inspire new ideas, broaden perspectives, or hone details. Students then presented their ideas to a panel of judges.

Preparing for the First Day of School

Youth Engaged in Service (YES) Prep is a network of more than 20 high-performing public charter schools in the Houston, Texas, area that aims to boost the academic performance and success of children from underserved communities. In the weeks leading up to the first day of school at North Forest Elementary – and the first-ever day of school at this brand-new campus – Halliburton volunteers helped teachers and staff deliver books to classrooms, sort supplies, set up the library, and establish the car-rider-identification system so that the campus would be ready to welcome its first students. Shortly after the first day of school, Halliburton sponsored a catered lunch for teachers and staff in recognition of the important work they do in educating our community's youth.

Education (continued)

Leading a Summer Camp in China



Halliburton (China) Energy Services established the Hope Primary School, located in the suburbs of Lingjiangzhen Township, Cangxi County, Guangyuan City, Sichuan Province, in 2009. Over the summer, Halliburton volunteers led approximately 40 students in six grades through fun and educational camp activities. Our volunteers prepared lessons covering a wealth of topics that included cosmic exploration, geographic knowledge, Western festivals (Easter, Halloween, Christmas, and Thanksgiving), and sports activities.

Creating a Better School Environment in Egypt



In Cairo, Egypt, we renovated Kattemaya Public School, which was in disrepair and deemed unsafe for children. Our team cleaned up the facility through the removal and proper disposal of all on-site waste. We then repaired and repainted walls and bathroom facilities, corrected electrical hazards, and installed landscaping in the garden. Now that the renovation is complete, children can once again attend school in a safe, clean, and more attractive environment.

Environment

Celebrating Earth Day and Sustainability Day Around the World



Globally, to mark Earth Day and Sustainability Day, our employees participated in various environmental initiatives, including:

- In Deckers, Colorado, Halliburton volunteers worked with the National Forest Foundation to clean up trash along the South Platte River before the onset of winter. This initiative was part of many efforts to improve trails and recreation areas in the Denver area.
- Halliburton volunteers in Houston, Texas, planted 25 15-gallon trees at Lakeshore Elementary School. We completed this work in partnership with Trees For Houston, a nonprofit organization dedicated to planting, protecting, and promoting trees throughout the city. Since we began working with Trees For Houston in 2018, Halliburton

volunteers and our Company's financial gifts have contributed to the planting of approximately 2,000 trees.

- In the United Arab Emirates, Halliburton volunteers added greenery to common areas of our facilities; launched a campaign to encourage colleagues to consider how to reduce their consumption of electricity, water, and paper; recycled waste materials; and conducted a chemicals hazard hunt that involved reviewing packaging, SDSs, and emergency equipment for various hazards.



- In the municipality of Rennesoy, Norway, Halliburton volunteers spent a day cleaning up marine garbage, including plastics and netting, from the shoreline. The team removed several bags full of waste.

Specifically for Earth Day, Halliburton encouraged employees around the world to show us what they did for our environment to mark this occasion. We then created a video of their submissions.

Health and Safety

Making Highly Specialized Medical Care Accessible to Underprivileged Children

Halliburton donated \$33,845 to Deenanath Mangeshkar Hospital and Research Center in Pune, India, which provided underprivileged children with desperately needed medical care. These children suffer from life-threatening conditions such as cancer and heart disease, as well as other complex medical conditions such as epilepsy, neonatal issues, and ortho deformities. Often, these conditions require prolonged treatments, including highly specialized surgeries. In 2021, our financial contribution helped 40 children obtain medical treatment. Since the program's inception in 2015, Halliburton has helped 238 children.

Supporting Fire Safety in Oklahoma

In Comanche, Oklahoma, where brush fires are common on the open plains, Halliburton donated a retired truck to the Comanche Fire Department (CFD). This truck, previously used to haul acid to customer locations for acidizing treatments, has a 2,000-gallon tank with a liner to protect against corrosion. Our donation will help the CFD overcome key challenges. These firefighters, who are responsible for extinguishing brush fires and protecting people and property, primarily serve on a volunteer basis, which means that they often work with limited budgets and lack vehicles capable of traversing rough terrain. With this truck's large storage capacity and off-road capabilities, the CFD can carry higher volumes of water to remote locations to put out brush fires more efficiently.

Social Services

Delivering Meals to Food-Insecure People



Halliburton employees volunteered with the Houston Food Bank to help combat food insecurity in the community. Our volunteers inspected, sorted, and packaged food to create more than 12,000 meals. The Houston Food Bank is the largest food bank the U.S. in terms of size and distribution. It serves more than 1,800 community partners — including food pantries, soup kitchens, meal sites, and shelters — in 18 counties in Southeast Texas.

Our Houston-area employees also participated in the 2021 Juice Box Challenge to support Kids' Meals Inc.'s Summer Meal Program, which delivers meals to children living in food-insecure homes. Employees donated 13,784 juice boxes and volunteered to help with the Kids' Meals food distribution.

Renovating a Community Center



Our Company's relationship with the Buckner Family Hope Center near our headquarters in Houston, Texas, dates back to 2009. Since then, we have donated more than \$300,000 in support of this community center that offers after-school care, English as a Second Language (ESL) classes, parenting classes, a food pantry, a thrift store, and more. Recently, Halliburton made a financial donation to help cover renovation expenses for the facility — such as to pay for some cosmetic repairs and new furniture for children's programming. Halliburton volunteers also painted the inside of two portable buildings, along with the kitchen and the children's after-school room.

Social Services (continued)

Raising Funds to Support Disadvantaged Children



The Halliburton Testing and Subsea (TSS) Team in Europe pledged to run or walk 621 miles to raise awareness and funds for Bauer Radio's Cash for Kids Charities, a grant-giving organization that helps disadvantaged children in the UK affected by poverty, illness, or neglect. The TSS team, located across the UK, Denmark, Italy, and Albania, agreed to do a walkathon, or a sponsored walk, that each team member could complete in their respective locations and share with family and friends. Using the Halliburton Community Impact Portal, the TSS team shared the fundraising opportunity worldwide and garnered the support of Halliburton employees internationally. Ultimately, the team covered 740 miles and raised nearly \$1,500 for Cash for Kids.

Moving Beyond the Office Bubble in Aberdeen



Over the last year, the Halliburton Pipeline and Process Services (PPS) team in Aberdeen, Scotland, cultivated a close relationship with AberNecessities, a charity that focuses on families in Northeast Scotland who struggle with poverty – a problem only exacerbated by the pandemic and its resulting extended lockdowns in the UK.

PPS team members began their volunteer work with AberNecessities in November 2020 by helping to create Christmas parcels for families that might otherwise not be able to afford gifts.

However, during the pandemic it soon became clear that demand was growing for everyday necessities such as baby formula, diapers, and toiletries. The PPS team, on their own initiative, hosted a Christmas raffle and auctioned a signed Aberdeen football jersey donated by football legend Stewart McKimmie, the father of Halliburton employee Melissa McKimmie. These activities raised \$2,287. Halliburton employees also assisted AberNecessities with the move into their new facility by volunteering as painters, gardeners, ride-on mower operators, van drivers, and other critical roles.

The desire to transfer some of their energy into an important community cause and make a difference is how the team formed the "Beyond the Office Bubble" initiative.

Now, the PPS team is generating more interest throughout Halliburton Europe to support this cause. The team has planned a black-tie anniversary fundraiser for AberNecessities in October 2022.

Social Services (continued)

Halliburton Charitable Foundation Golf Tournament



After its cancellation in 2020 resulting from the COVID-19 pandemic, the Halliburton Charity Golf Tournament returned for its 26th anniversary event in 2021. The tournament has raised more than \$25 million for various charities across the U.S. since its inception in 1993. It is one of the largest non-PGA golf tournament fundraisers in the nation.

This year, the tournament raised \$2.6 million for more than 75 nonprofit organizations. We enjoyed 130 event sponsors and the participation of many of our suppliers, employees, and Halliburton volunteers.

**Total 2021 giving for
Halliburton Foundation**

\$2.3M

**Given to 75 nonprofit organizations
supporting U.S. communities from the
Halliburton Charity Golf Tournament**

\$2.6M

Educational and Community Engagement

Connecting High School Students to STEM Careers

At Zanesville High School in Zanesville, Ohio, Halliburton launched the Challenge Program to improve students' academic performance and to generate excitement about their potential in a future STEM career. In this program, students must meet certain academic marks. Halliburton selects winners in five categories: attendance, STEM, community service, academic improvement, and academic excellence. The winners receive a \$500 scholarship to use at the school of their choice. Since the program's introduction in 2016, Halliburton has contributed more than \$20,000.



Helping Protect Surrounding Communities from an Active Volcano in the Caribbean

Halliburton supports the University of the West Indies (UWI) Seismic Research Centre, which is the agency responsible for monitoring earthquakes and volcanoes in the English-speaking islands of the Eastern Caribbean, including Trinidad and Tobago. For more than 60 years, the Centre has operated the largest earthquake- and volcano-monitoring initiative in the Caribbean, and promotes geologic hazard awareness, contingency planning for natural disasters, and development of early-warning systems.

Prompted by the La Soufrière volcano's sudden return to activity on the island of St. Vincent, Halliburton donated three borehole tiltmeters to the Centre to bolster ongoing monitoring of the volcano. Installed along the flanks of the volcano, the tiltmeters capture and deliver data in near real time to the Centre's observatory. The tiltmeters will improve sensitivity to magma movement, and the information yielded will facilitate faster response times to deformation changes and also advance early-warning capabilities.

Educational and Community Engagement (continued)

Sharing STEM Knowledge with University Students in Saudi Arabia



The Halliburton Technology team hosted a series of virtual events with students at Imam Abdulrahman Bin Faisal University in Saudi Arabia. During these events, we shared our knowledge and experience with students to encourage them to pursue STEM careers, boost retention rates in technical disciplines, and develop business and leadership skills. Our Company's experts also discussed various topics, including safety and security, soft skills, project management, and other subjects relevant to our business and the oil and gas industry.

Corporate Giving

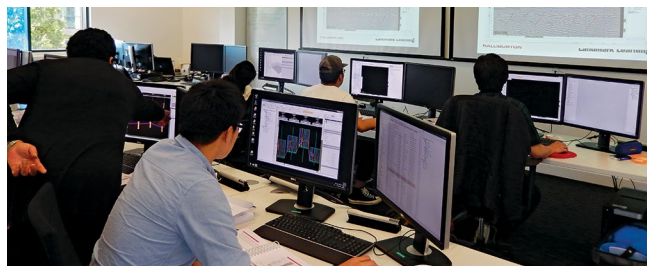


Halliburton provides support to our local communities through cash donations and in-kind goods and services, which, in 2021, equaled approximately \$2.5 billion.

Giving Choices

Each year, Halliburton employees around the world pledge money to their charities of choice through our annual workplace giving program, Giving Choices. With each employee's pledge, Halliburton provides a 10% matching gift. During our 2021 Giving Choices campaign, employees donated more than \$778,000 to nonprofit organizations around the world.

Halliburton Landmark University Grant Program



The Halliburton Landmark University Grant Program (UGP) offers 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 three public universities in Algeria (University of Science and Technology Houari Boumediene, University of Boumerdes, and University of Ouargla); Universiti Teknologi PETRONAS in Malaysia; and The Statler College of Engineering and Mineral Resources at West Virginia University. 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. Landmark hopes to strengthen the relationship between industry and academia, promote the uptake of Landmark's software, and equip future generations with the skill sets required to solve real-world challenges. More than 150 academic institutions worldwide benefit from this program.

S6

Human Rights

The incredible breadth of our operations and diversity of our workforce embodies our Company's respect for the human rights and dignity of all people. Halliburton supports universal human rights, as defined by the United Nations Universal Declaration of Human Rights. To that end, we comply with all applicable employment laws, adhere to fair and ethical employment practices, and incorporate human rights into our policies on health, safety, and security. To read more about our beliefs and practices around human rights, including our Internal Human Rights Policy, please visit the [Halliburton](#) website. Our Human Rights Statement and [COBC](#) are also available on our 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.

2021 HIGHLIGHTS

Human Rights in the Supply Chain

To better screen suppliers for potential human rights risks and abuses, Halliburton launched two internally developed tools to complement our new digital supplier management system. These tools include:

- Our human rights dashboard, which evaluates suppliers' risk at the product category, country, and spend level. This information can identify areas that require more detailed follow-up.
- A more detailed human rights questionnaire that we tailor to individual suppliers and their risk levels. The questionnaire asks about topics such as forced labor, child labor, migrant and contract workers, bonded labor, prison labor, subcontractors, and labor brokers, as well as policies surrounding due diligence, training, working hours, recruitment fees, physical punishment, freedom of movement, and use of security personnel.

For more information about our supply chain governance, please read [Chapter G5 on Supply Chain](#) in this report.

New and Emerging Human Rights Regulations

Halliburton complies with evolving regulations such as the UK Modern Slavery Act and the newly introduced Australia Modern Slavery Act, both of which require companies to disclose information on efforts to eradicate human trafficking and modern slavery from their business and global supply chains, including steps taken and controls put in place to address these human rights risks. Our statement of compliance with the UK Modern Slavery Act and our statement of compliance with the Australia Modern Slavery Act are available on [our website](#).

Halliburton monitors similar, emerging legislation around the world, such as that of the upcoming European Union and Norway requirements. As more countries debut human rights legislation, we will respond and confirm alignment with our policies and practices.

Indigenous Inclusion Strategy



In 2021, building upon the 2020 development and initiation of our Indigenous Inclusion Strategy, Halliburton's senior leadership team focused on improving indigenous inclusion and awareness throughout all facets of our Company and in our business relationships. This commitment led to the creation of our Indigenous Inclusion Leadership Steering Committee, which consists of a diverse group of individuals who are passionate about this initiative. This committee meets regularly to track progress and provide direction.



First, we collaborated with experts to develop a cultural awareness program that reaches employees in the field, office, or at home through virtual training or full-day sessions.

Second, we established a supply-chain-led Economic Inclusion Working Group to help us increase our number of indigenous suppliers and contractors. We assessed Halliburton's contracting requirements and aligned them with indigenous community capacity. We then created and launched a repository of indigenous contractors in our operating areas, giving decision-makers on contracts

access to current information on community capacity. As a result, we added numerous indigenous contractors to Halliburton's supply chain.

Additionally, Halliburton employees engaged with indigenous communities in a variety of ways:

- Leader-to-leader meetings
- Celebration events for career training programs
- Broad discussions with representatives from indigenous communities on how to foster long-term partnerships
- Establishment of our Indigenous Community Investment Program, aligned with the Halliburton Pillars of Giving

Lastly, we hired an indigenous and community relations manager with 25 years of experience to help us ensure we execute our indigenous inclusion strategy and form sustainable, mutually beneficial relationships.

Throughout the year, Halliburton met with customers to inform them of our strategy and the progress we have made, and to discuss opportunities for collaboration.

In 2022, we will expand our relationship-building efforts to more communities, while further enhancing our economic inclusion, cultural awareness training, and engagement with our customers.