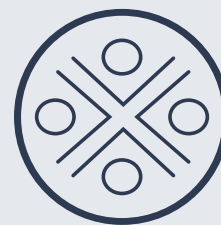


S4

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

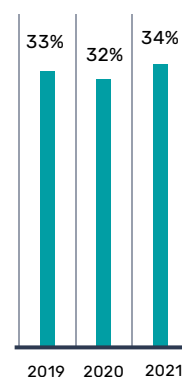
As part of our commitment to inclusivity, Halliburton solicits feedback from employees on their workplace challenges, and empowers them to share their perspective and ideas to improve the overall employee experience – including performance, development, and work-life balance. In fact, employee feedback 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

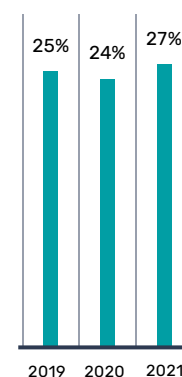
Female Diversity in STEM Fields



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.