SUSTAINABILITY COMMITMENTS

Topics	Commitment	Material Issue	Metrics
Climate Change	■ Achieve a 40% reduction of Scope 1 and 2 emissions by 2035 from 2018 baseline. ■ Partner with Tier 1 suppliers to track and reduce Scope 3 GHG emissions.	■ Energy Mix ■ Greenhouse Gas Emissions	■ GHG Emissions
Environmental Management	■ Establish and achieve activity-based waste-reduction targets in our major facilities. ■ Create water-use improvement plans in our major facilities located in water-stressed areas.	■ Chemicals Management ■ Water Stewardship ■ Local Environmental Impact and Risk Management	■ Waste Disposal ■ Water Consumption ■ Spill Volume and Rate
Innovation	■ Lead the industry in innovation and conscientious stewardship of global resources. ■ Provide solutions that support decarbonizing our customers' production base.	■ Financial and Economic Performance ■ Energy Mix ■ Greenhouse Gas Emissions ■ Chemicals Management	■ Patents Granted ■ R&D Spend ■ Financial Performance
Human Rights	■ 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.	■ Supply Chain Human Rights	■ Supplier Human Rights Assessments
Occupational Safety - Journey to ZERO	■ 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.	■ Workplace Health and Safety	■ Fatalities, Injuries, Safety Incidents, and Rates ■ HSE Training Hours ■ HSE Training Compliance ■ Driver Competency
Skilled and Committed Workforce	■ 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.	■ Talent Attraction, Development, and Retention	■ Training Hours ■ Business Leadership Development Program and President's Leadership Excellence Program Attendees ■ New Hires (#, %) ■ Turnover Rates ■ Engagement Indices
Diversity and Inclusion	■ Provide a diverse and inclusive environment that upholds our core values of collaboration and respect, and provides all employees opportunities for growth and development.	■ Board Experience and Diversity ■ Diversity and Inclusion	■ Female % New Hire by Region ■ Localized Workforce % by Region ■ Female Diversity ■ Board Diversity ■ % Female in STEM Roles ■ % Racial Diversity in STEM Roles (U.S. only)
Risk Management	■ Streamline risk categories, risk identification, and risk management to ensure alignment with Halliburton strategy and place a focus on what matters most. ■ Enhance cross-functional visibility to and collaboration among key stakeholders throughout the organization to ensure consistency, uniformity, and strategic approach to risk assessment, identification, and mitigation.	■ Corporate Governance, Business Ethics, and Transparency ■ Workplace Health and Safety ■ Cybersecurity ■ Legal and Regulatory Compliance ■ Local Environmental Impact and Risk Management ■ Enterprise Risk Management	■ Board Independence ■ Board Meeting Attendance ■ Risk Matrix ■ Security Assessments
Ethical Operations	■ Conduct business with integrity, choosing the ethical course of action when confronted with challenging circumstances, promoting a speak-up culture free of retaliation, and treating our employees and stakeholders honestly and fairly.	■ Corporate Governance, Business Ethics, and Transparency	■ Local Ethics Officers and Engagements/Trainings ■ Ethics Training ■ Code of Business Conduct (COBC) Statistics
Supplier Conduct and Responsible Procurement	■ Cultivate a sustainable supply chain through the continuous improvement of internal processes, by performing proactive risk assessments, and by working collaboratively with our diverse mix of global and local suppliers.	■ Supply Chain Human Rights	■ Tier 1 Suppliers (#, $) ■ Spend with Small and Female Diverse Suppliers ■ % Spend with Local Suppliers
Community Relationships	■ Enhance the social value of communities in which we live and work through effective engagement and social investment.	■ Talent Attraction, Development, and Retention ■ Local Communities	■ Charitable Giving