



2021 Halliburton UK Gender Pay Gap Report

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Foreword

Halliburton is one of the world's largest providers of products and services to the energy industry. Founded in 1919 and having completed over 100 years of service, we have over 40,000 employees, representing 130 nationalities in more than 70 countries.

At Halliburton, we continuously work to address the gender imbalance throughout the career development cycle from hiring, development and retention. In particular, we focus on hiring, developing and retaining science, technology, engineering and mathematics (STEM) students. STEM skills are an important consideration for Halliburton leadership positions. This is a strategic focus of our graduate hiring, and it is supported in our Diversity Hiring Objectives.

In response to the UK government's requirement for companies to be more transparent as per the UK gender pay gap regulations which was implemented in 2017, we now present our next edition of the report.

Diversity and inclusion are central to the long-term success of the Company. As part of our diversity targets, we have doubled the number of female hires since 2010. Embedded in our Code of Business Conduct and in our employment practices, is a commitment to involve all employees in creating a positive work environment for everyone. In particular, the Women Sharing Excellence UK Chapter continues to work in the areas of promoting diversity hiring, mentorship, working parents and engaging with the community through various professional networks. We encourage a global culture of inclusion with an ongoing internal campaign highlighting the value of differing perspectives.

This report covers the mandated information required by the Government Equalities Office in the UK and is accurate.

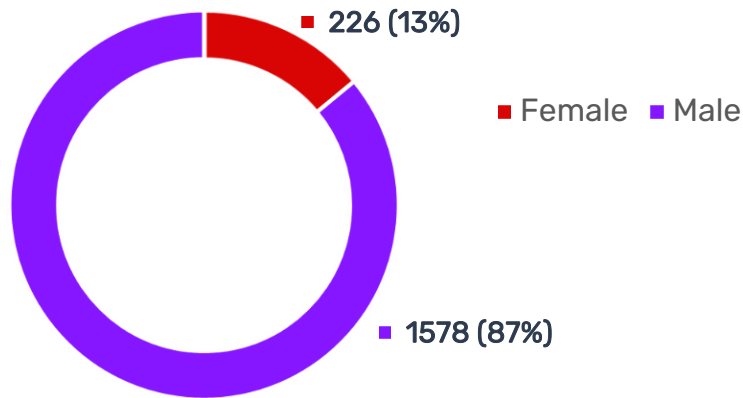
Steve Nowe, Area Manager, UK & Europe Area



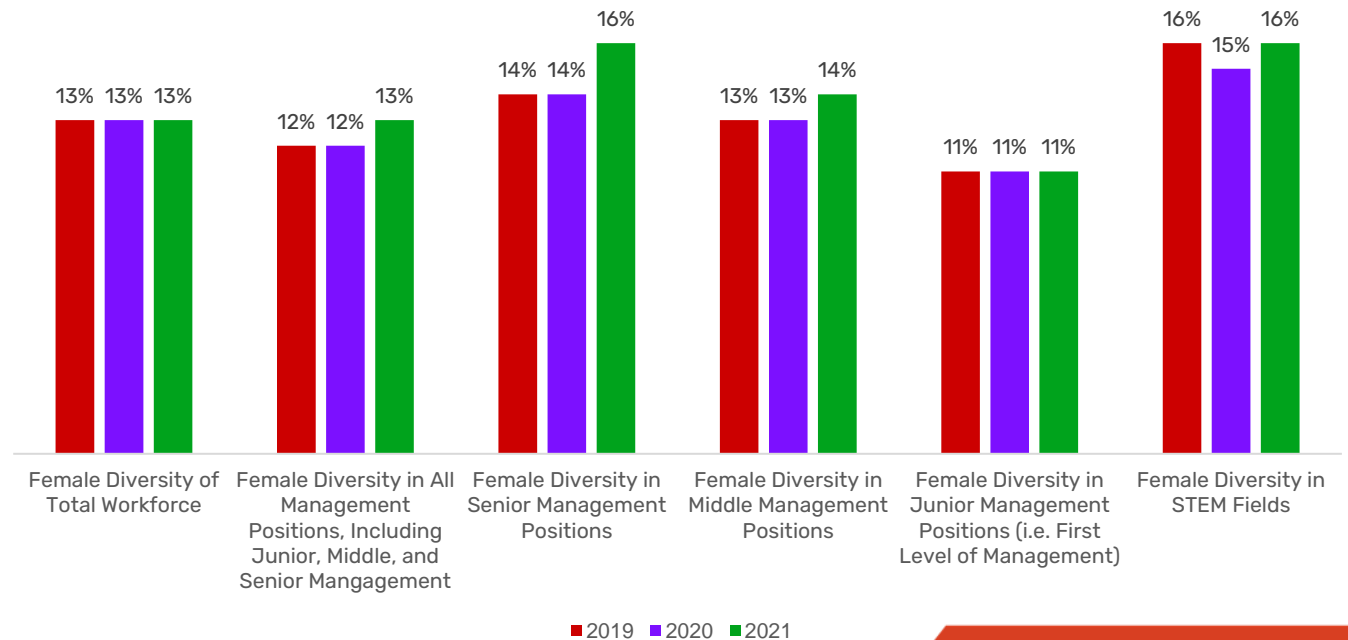
Demographics

As per the snapshot date of April 5, 2021, Halliburton employed 226 female employees and 1,578 male employees. Total number of full pay relevant employees is 1804. This overall employee gender split within Halliburton's workforce represented 87% men and 13% women. Despite the small percentage, women represent multiple disciplines across all parts of the business and are integral to the operations, transformation and sustainability of the company.

Full Pay Relevant Employee Population



Gender Diversity Workforce



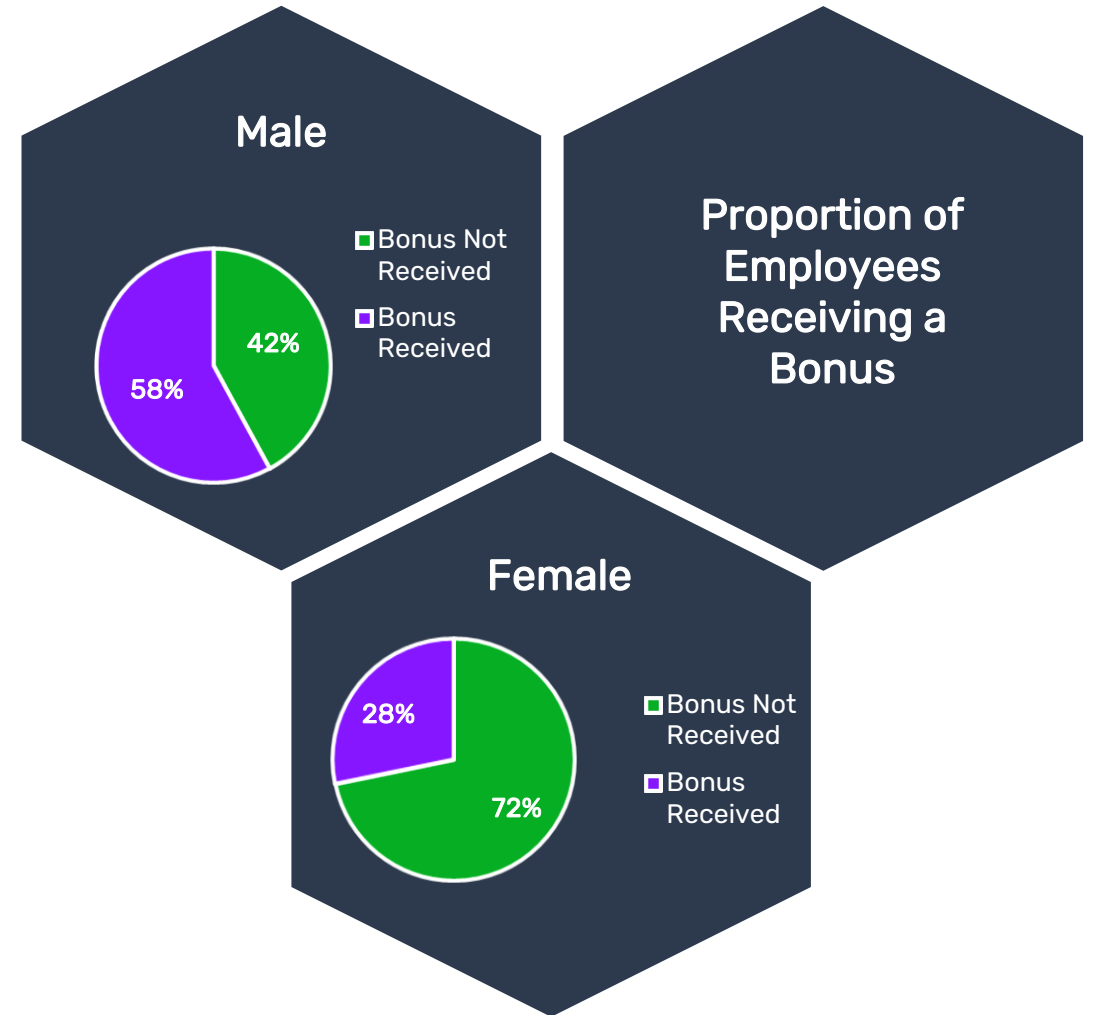
Pay and Bonus Gap Summary

The table below represents the four calculations required:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap

Mean and Median Pay and Bonus Gap Summary

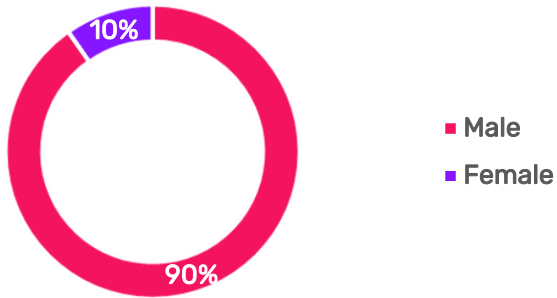
Male vs. Females	Mean		Median	
	2020	2021	2020	2021
Gender Pay Gap	12%	5%	1%	4%
Gender Bonus Gap	40%	57%	52%	50%



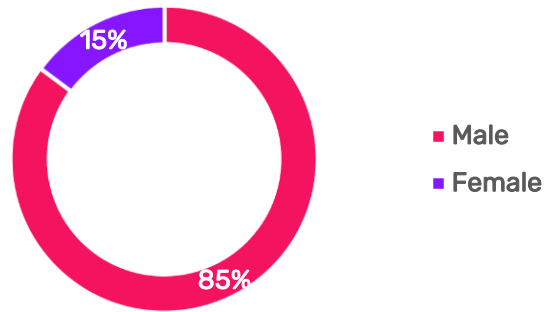
Pay Quartiles

The table below and the charts represent the proportion of males and females in each quartile band

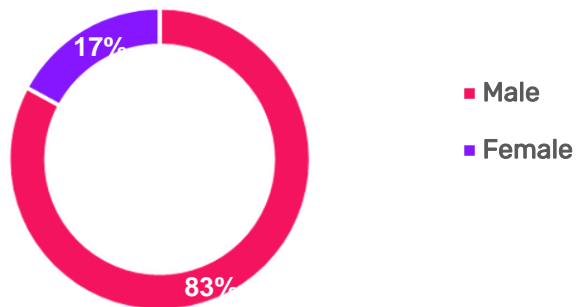
Lower Quartile



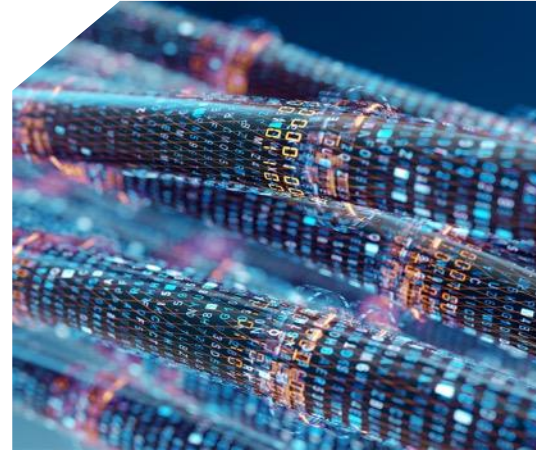
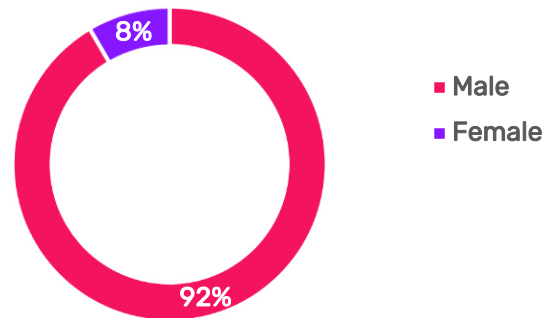
Lower Middle



Upper Middle



Upper



Diversity, Equity, and Inclusion

Core Value: Respect

Halliburton values diversity, equity, and inclusion. It makes us stronger, more innovative, and better positioned for success. We are committed to inclusion across race, gender, nationality, religion, identity, experience, and any other unique attribute. We are honest with ourselves, and we welcome different viewpoints and empower each other to be authentic.

Halliburton is committed to fostering a positive work environment by maintaining a strong culture of diversity, equity and inclusion, supported by our Code of Business Conduct and employment practices. This culture is reinforced by how we live out our mainstay of “listen and respond” to drive open communication, collaboration and employee- driven solutions.

Halliburton Employee Resource Groups are created by employees to foster engagement, networking and professional development. They are open to all employees and enable the creation of personal and professional connections across our global workforce. We enhanced collaboration among Employee Resource Groups such as Women Sharing Excellence, Black Employees Leading In Excellence, Vision, and Education, Veterans Leadership Forum, iMPACT and PRIDE.

WSE (Women Sharing Excellence)

BELIEVE (Black Employees Leading In Excellence, Vision, and Education)

VLF (Veterans Leadership Forum)

PRIDE (LGBTQ+ Employee Resource Group)

iMPACT (Halliburton Professionals Organization)



Diversity, Equity, and Inclusion

In addition to listening to our employees, we also took action to advance a culture of diversity, equity and respect in the following ways:

- Introduction of DE&I training to the global workforce
- This training introduced the acronym **INCLUDE**, with each letter in the acronym detailing an essential behaviour supporting DE&I at Halliburton

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

- Mandatory training on achieving racial equality in the workplace in the U.S. that was made available to the global workforce
- Continued support of hosting annual diversity workshops, where Halliburton invites global female representation from all different backgrounds, cultures, and experiences to provide feedback on how to better support development and work life balance, and to discuss improvements they would like to see.



Thank You!



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