

## S4

# Diversity, Equity, and Inclusion

Halliburton is one of the world's most diverse companies. With the support of our COBC and employment practices, we work diligently to foster a culture of respect and inclusion. The Company's workforce represents 130 nationalities, and we have operations in more than 70 countries.

To find more information about our diversity initiatives, visit the [Halliburton](#) website.

## Organizational Diversity: Minority and Female Representation

Halliburton works diligently to increase diversity at the Company, and in 2022 we made strong progress toward that goal.

The percentage of women in junior leadership roles at Halliburton increased 5% from 2021. The number of women in operations roles also increased in 2022, and the Company saw a 33% year-over-year increase in female product line Country Managers. Twenty-three percent of our 2022 hires in STEM roles were female, which compares favorably to the National Association of Colleges and Employers (NACE) female graduation rates of the degrees we target for hiring. This is a key focus, as these roles tend to feed into leadership positions. In the U.S., the percentage of minorities in management improved 22% compared to 2020.



## 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.

### Female Diversity in STEM Roles



### Racial Diversity in STEM Roles (U.S. staff only)



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



## Listen and Respond

Halliburton seeks to be inclusive, and we value employees' perspectives and ideas about ways the Company can improve the employee experience. Using tools like our biannual EPS, we seek feedback from employees on their challenges, performance, development, and work-life balance.

Our August 2022 EPS yielded a record-high response rate of 81%. The most favorable responses involved 96% of employees expressing that they feel aligned to the company's strategy, 93% have opportunities to learn from colleagues, 93% make meaningful connections at Halliburton, and 96% feel the work they do every day matters. Additionally, we saw improvement in several critical areas, including in employees feeling valued, receiving meaningful performance feedback, feeling supported in their development, and feeling able to manage work-life balance.

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### Our Five ERGs



Women Sharing Excellence (WSE)



Black Employees Leading in Inclusion, Excellence, Vision, and Education (BELIEVE)



Veterans Leadership Forum (VLF)



iMPACT



PRIDE

## Economic Inclusion

In 2022, the Company added Indigenous-owned service providers to our supply chain and created a rigging crew composed entirely of Indigenous employees. We further developed our Indigenous contractor repository and made efforts to increase our Indigenous workforce by promoting job opportunities within Indigenous communities, participating in the Horse Lake First Nation Career Fair, and sponsoring the North-East Native Advancement Society.

## Employee Resource Groups

Halliburton offers five ERGs so employees who share interests in certain topics or missions can connect and collaborate. Each of these groups is open to all employees (participation is voluntary). ERGs help foster a positive and inclusive work environment by encouraging engagement, collaboration, networking, and professional development. They also provide opportunities for Halliburton employees to build leadership skills and improve career mobility. As a Company, we engage with our ERGs to listen to, empower, and educate our workforce.



## 2022 ERG Events

### BELIEVE: A Conversation with Dr. Ruth Simmons

In February, BELIEVE hosted a fireside conversation with Dr. Ruth Simmons, the president of Prairie View A&M University. Dr. Simmons was interviewed by Myrtle Jones, the Senior Vice President of Tax, at Halliburton's Houston North Belt Campus. Dr. Simmons was previously the President of Brown University, where she was the first African American to serve as President of an Ivy League school.

The topic Dr. Simmons and Ms. Jones discussed was "The Future of Work: Talent, Technology, and Transformation." They considered what organizations can do to attract a skilled and motivated workforce. Dr. Simmons also shared thoughts and anecdotes about resilience, determination, and the power of untapped potential that she has gathered during an academic and professional career spanning more than five decades. Attendees included Halliburton employees, Prairie View A&M students, and current Prairie View A&M professors.

### PRIDE: Houston Pride Parade

In July 2022, Houston hosted the third-largest Pride celebration in the United States. Halliburton employees gathered with each other, their friends, and their families to walk in the parade. Many had attended in the past, but this year Halliburton secured an official parade spot and our employees participated together for the first time.

Pride Houston 365 organizes the parade and promotes equality and inclusion by celebrating the LGBTQ+ community year-round. They raise critical funds for youth scholarships, and offer ongoing health and wellness education. This non-profit is eligible for matching donations in our Giving Choices campaign.

### WSE: International Women's Day

In March, Halliburton's Women Sharing Excellence ERG hosted a global virtual event to celebrate International Women's Day. The event's speakers included Michelle Benavides, Vice President and Chief Ethics & Compliance Officer as well as WSE executive sponsor; Myrtle Jones, Senior Vice President of Tax; and Maggie Hatfield, Vice President at Real Estate Services.

The theme for this year was #BreakTheBias, and the different talks considered how we can create a gender-equal world that is free of bias, stereotypes, and discrimination. Leaders spoke about breaking biases at work and in the community and discerning unconscious biases. WSE collected videos and photos from employees around the world – in offices, the field, manufacturing, and at home – showing the "Break the Bias" symbol.

## DE&I Training

Our DE&I training course, Global Diversity, Equity, and Inclusion Training, includes the acronym INCLUDE, in which each letter denotes a behavior essential to supporting DE&I at Halliburton (Inquire across differences; Nurture collaboration; Challenge yourself and others; Lean into discomfort; Understand differences; Diversify your network; and Empathetic listening). This is a global training course that all full-time Halliburton employees are required to complete. As of 2022, over 42,000 employees have completed this training. This builds on training aimed at achieving racial equality in the workplace that we assigned to all North American employees in 2021. 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. As of 2022, more than 14,400 of our active employees completed the training.

## #BreakTheBias



In 2022, more than 1,000 employees completed our Unconscious Bias workshop. This training, aimed at leaders, helps identify the sources of bias and how to counteract them. In 2022, we also created a new training video, "Wake Up Your Unconscious" to provide a self-paced training option for employees at all levels. Launched in June of 2022, the video has been viewed more than 3,000 times.

## Development of Local Workforces

Halliburton aims to positively impact communities around the world by investing in local workforce development. Halliburton consistently hires local talent for open positions, which gives them access to our classroom and virtual training, on-the-job training, and competency programs.

The Company also invests in cultivating local relationships. We align with universities and national oil companies to build skills among interested students and raise awareness of opportunities in our industry. It is a priority at Halliburton to increase the percentage of localized employees and leadership, and we have made tremendous progress on our goals in recent years. At present, 92% of the Company's workforce and 85% of managers are local to the areas where they work.

Investing in a local workforce also means Halliburton is able to help improve local economies and enhance the quality of life for employees and their families through job creation, skill advancement, and career development. The Company is able to cultivate a workforce that is more representative of local populations, and is better able to conduct business in native languages and with an understanding of local values and cultures. This facilitates better communication and improves day-to-day operations.



### Saudi Arabia

In-Kingdom Total Value Add Program (IKTVA), a program that is part of Saudi Vision 2030, was launched in 2015 to drive domestic economic growth and sustainability in Saudi Arabia. In 2022, Halliburton received IKTVA's Best in Training and Development Award. The Company has been granted this award three consecutive times for our efforts with trainings, competencies, and development assignments for our national employees. The award also recognizes the external training given to our customers, vendors, and educational establishments in the Kingdom.

As part of our wider commitment to localization, our Saudi Arabia team is also engaged in educating and developing new trainers for both Saudi Arabia and other countries as part of our Global Talent Development program.



### Ivory Coast University Partnership

In February, the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB), a public polytechnic institute of higher education and research, hosted a ceremony in Yamoussoukro, the capital of Ivory Coast, to sign an educational and technical cooperation agreement with Halliburton.

The Ivory Coast oil and gas sector is experiencing steep growth due to the discovery of the Baleine reserve and fast-track development. Due to this industry growth, it is increasingly important for the Ivory Coast to train a highly qualified local workforce. Halliburton's agreement with INP-HB provides the Ivory Coast with a proactive solution.

In line with Halliburton's commitment to the local community and graduate programs, the Company assists with engineer training, which may include conferences, guest speakers, internships, provisions of learning, and research. In return, two schools from INP-HB – Ecole Supérieure du Pétrole et de l'Energie (ESPE) and Ecole Supérieure des Mines et de Géologie (ESMG) – nominate top students for an internship with Halliburton.

## Investment in the Future

Halliburton is invested in increasing our diversity and inclusivity as the Company builds a sustainable pipeline of future talent. The Company engages in mentorship programs, charitable giving, and inclusive hiring practices designed to draw more diverse talent to our workforce.

Halliburton has multi-year commitments with LSU Scholars, the McCombs Summer Institute at the University of Texas, and RISE programs. Between the programs, Halliburton awards a total of \$3.2 million in scholarship and program support donations. Presently, there are over 100 students between the three programs.

### LSU Scholars

Halliburton has served as one of the most valuable and impactful corporate supporters of the LSU College of Engineering. We renewed our partnership with LSU in 2022, and committed to gift \$1.2 million to the LSU College of Engineering dispersed over four years.

In 2022, in response to aspirations expressed by participating students, Halliburton expanded internship opportunities to include R&D and support functions, in addition to our historical support of internship opportunities in our field engineering groups. Halliburton hosts networking sessions, provides mentorship, and promotes in-person opportunities to interact with our senior leaders whenever possible.

Together, Halliburton and LSU have developed a leading scholarship program, and have provided hands-on internship experiences that can lead to full-time job opportunities for LSU engineers. The opportunities created through this program are unparalleled, particularly for women in engineering.

### McCombs Summer Institute at the University of Texas

Fifteen years ago, Halliburton founded the University of Texas (UT) McCombs Summer Institute (MSI), and continues to be its largest sponsor. Through UT MSI, students are equipped with the business fundamentals necessary to turn their passions into careers. During an intensive eight-week program, UT MSI students complete five core courses: Accounting, Finance, Management, Marketing, and Entrepreneurship. All of these students are seeking degrees in areas outside of business, and dedicate their summer to complementing their majors with important business skills.

Halliburton's goal is to create a pipeline of technical engineers with experience in business who can join us through our internship program. The Company sponsors scholarships and grants for the program. It also offers mock-interview days for the students, as well as REDiness courses and info sessions, and eventually conducts interviews for our internship program.



### RISE Scholars Program

In 2022, we continued our Recruiting Inclusive Students into Energy (RISE) Scholars Program partnership with Prairie View A&M University (PVAMU), a Historically Black College & University (HBCU) located in Prairie View, Texas. RISE includes a \$1.0 million Business and Engineering Scholarship Fund, and the program provides scholarships, professional development, Halliburton mentors, and summer internships to rising juniors in PVAMU's College of Business and Roy G. Perry College of Engineering. The mission of the RISE Scholars Program is to attract, retain, and advance Black employees at Halliburton to continue to reflect the diversity of our communities.

RISE scholars also serve as ambassadors for the program, and with the inaugural cohort's help recruiting new students, we ushered in a second, expanded cohort in 2022 that includes 10 additional scholars.

Both the inaugural and second RISE cohorts are currently in progress. We are engaged with RISE scholars through full-time and return internship offers and on-campus professional development activities. Halliburton also engages with RISE students in networking sessions, mentorships, and in in-person opportunities to interact with senior leaders.

Our inaugural cohort's first internship included a roundtable discussion with Jeff Miller (our Chairman, President and Chief Executive Officer) and Lawrence Pope (our Chief Administrative Officer and CHRO), multiple interactions with other Halliburton executives, and a site visit to our location in Duncan, Oklahoma, where Halliburton was founded. The internship culminated with full-time and return internship offers for the entire cohort.

### Halliburton Partners with Universities to Support Native American Students

In 2022, Halliburton entered into a multi-year agreement with the North Dakota tribal college system. We work to help break cycles of poverty and lack of education in local Native American communities by offering an apprenticeship program and skills-based learning.

In addition, we supported a scholar program at the South Dakota School of Mines aimed at promoting STEM opportunities among Native American students. We continued our long-term funding support for the Little Shop of Physics at Colorado State University.

