

# INDIGENOUS INCLUSION STRATEGY

Halliburton designs and executes an Indigenous Inclusion Strategy. Our Strategy is built on activities like Indigenous-led cultural awareness training, regional community involvement, contracting and workforce initiatives that promote economic inclusion, and investment in business opportunities.

## Engaging with Indigenous Communities in Canada

In Canada, Halliburton's Indigenous Inclusion Strategy reached its fourth year of implementation in 2023. This year, our implementation of this strategy focused on purposeful engagement with communities. In 2023, Halliburton Canada completed Phase Two of the Progressive Aboriginal Relations™ (PAR) certification criteria.

Over time, some of our community engagements have evolved into formal Community Agreements. Each agreement is shaped by our understanding of and insights about the community it concerns. All agreements identify how Halliburton can work with local Indigenous communities to build cross-cultural understanding, effect workforce and contractor engagement, and pursue community investment and business development opportunities.

In 2023, as part of Halliburton's Indigenous business development outreach, Heart Lake First Nation toured our Artificial Lift operations in Leduc, Alberta. Halliburton personnel and Nation representatives learned about the work we do at that location and were able to explore potential business opportunities.

## Aboriginal and Torres Strait Islander Engagement in Australia

Through Halliburton Australia's Reflect Reconciliation Action Plan (RAP), Halliburton continues its focus on Aboriginal

and Torres Strait Islander Engagement in Australia. Our RAP has enabled us to take sustainable, strategic action toward reconciliation between Halliburton and Australia's Indigenous communities.

## National Reconciliation Week

In 2023, Halliburton Australia celebrated National Reconciliation Week. We took time to learn about shared histories, cultures, and achievements, and to explore how each person can contribute to reconciliation with Indigenous communities in Australia. A group of Halliburton employees and family members attended multiple events, including the Walk for Reconciliation. Walk for Reconciliation participants attended a Welcome to Country ceremony, walked through Kaarta Koomba (also known as Kings Park), learned about cultural opportunities in the area, engaged in creative workshops, and attended a performance of traditional Aboriginal and Torres Strait Islander dance.

## Inaugural Aboriginal and Torres Strait Islander Traineeship

Halliburton has developed a sustainable paid traineeship program that allows accepted applicants to learn new job skills. Participants earn a nationally recognized qualification certificate in their chosen area of work. This traineeship is one of the ways Halliburton works to build a diverse, talented, inclusive workforce. In 2023, Alicia Michael was the first trainee to successfully complete Halliburton's Aboriginal and Torres Strait Islander Traineeship program, where she gained a certificate in Supply Chain Operations. Alicia was an outstanding addition to the Materials team.

