

Our Workplace

Halliburton's global workforce represents 145 nationalities in more than 70 countries. Our employees gain exposure to a wide variety of people, projects, and cultures. We take care to provide employees with a work environment that is safe and welcoming, opportunities to develop their careers, and competitive benefits. This environment is supported by our COBC and employment practices.

Visit the [People](#) page of the Halliburton website to read about Halliburton's workplace, culture, employee benefits, ethical employment practices, and compliance with applicable employment laws.

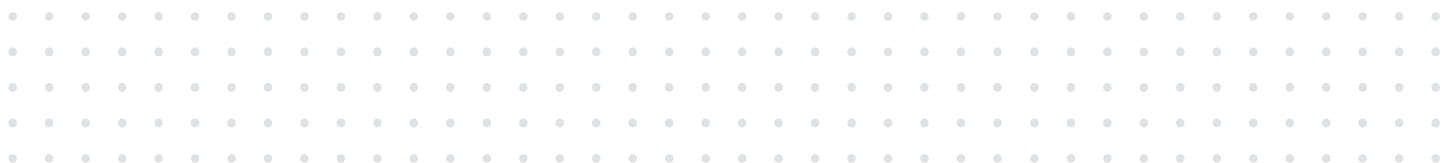
Culture

Halliburton's workplace culture is built upon a foundation that includes commitment, humility, collaboration, and exceptional execution. This culture draws and retains our talent, serves as the foundation of our Journey to ZERO, and leads us to develop innovative solutions to our customers' challenges.

Halliburton employees have access to our job descriptions, salary bands, and pay structures for a majority of the countries where we operate. When we equip employees with this information, we help them understand how they can chart ways to own and advance their careers. Read more about talent development and succession management in [Chapter P3 Training and Development](#).



Employees in Namibia, Africa



Employee Resource Groups

Halliburton's five Employee Resource Groups (ERG) give employees opportunities to network and collaborate on shared interests in certain topics or social causes. Participation in ERGs is voluntary and open to all Halliburton employees. ERGs encourage employees to pursue professional development and play an important role in fostering a positive work environment.

Our Five ERGs



Women Sharing Excellence (WSE)



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



Veterans Leadership Forum (VLF)



iMPACT, a community for employee engagement, collaboration, and progression



PRIDE, our LGBTQ+ ERG

Employee Pulse Survey

Halliburton's biannual Employee Pulse Survey (EPS) allows us to listen to employee perspectives. We invite employees to share anonymous feedback about different topics, including their performance, development, and work-life balance. We also invite managers to consider what work environment improvement opportunities they wish to focus on before the next survey and provide suggestions for actions and training they might undertake.

86%

record-high February 2024
EPS response rate

Strongest performance on the following EPS questions:

- Employees are aligned with the company strategy
- Employees have opportunities to learn from colleagues and improve the way we work
- Employees develop meaningful connections at work
- Employees feel the work they do every day matters

Global Benefits

Halliburton is committed to providing competitive benefit programs. Our benefit packages include comprehensive medical coverage, retirement plans, paid time off, emergency childcare, and third-party discounts. For additional information about our benefits offerings, including the details of our Family Care Plan, please visit the [People](#) page of the Halliburton website.

Our Global Employee Assistance Program provides mental health- and wellness-related training and education for employees and management. In 2024, our monthly Lessons for Life Web series covered topics such as parenting in the digital age and combating burnout. We also conducted mental health awareness campaigns tailored to address employee needs in different geographies.

Wellness Program Refresh

In 2024, we refreshed our existing employee well-being program, now called HalWellness, with new branding, communication channels, and an online wellness community.

The Halliburton Wellness Committee collaborates on initiatives to increase engagement and create opportunities for employees and their families to take ownership of their health and well-being.

Recruitment

Halliburton takes thoughtful action to cultivate a global talent pipeline that represents the communities where we operate. This begins with our investment in programs that promote education and careers in science, technology, engineering, and mathematics (STEM) and oil and gas. When we hire early career talent, our long-standing relationships with colleges, universities, and other organizations increase the visibility of opportunities available at Halliburton. We utilize initiatives such as internship programs at colleges and universities, including minority-serving institutions that provide access to underrepresented students.

Our build-from-within approach to recruitment and training helps us develop early career talent into future leaders. We augment this approach with targeted recruitment efforts for senior-level positions that help introduce specific expertise and emergent skillsets to Halliburton.



Halliburton summer interns

Our Employer Brand and Candidate Engagement

Halliburton's employer brand helps communicate what makes us a great employer — including our culture, our connection with each other and our communities, and the growth and development opportunities we offer — to potential applicants. In 2024, we refreshed our employer brand.

On the foundation of our refreshed employer brand we launched a cutting-edge career site that provides data and industry insights and will enable us to create up-to-date, customizable, search-engine-optimized content. Our updated site offers job candidates an enhanced experience as they search and apply for positions at Halliburton. It will help us generate higher quality engagement with candidates, communicate what current employees like about their work at Halliburton, and assess fit during recruitment.

"I know at a different company I wouldn't have the opportunities I have here. Here, people look out for me."

Employee Testimonial

Our 2024 Hiring Highlights

In 2024, Halliburton hired 6,829 new employees. Of our total hires to STEM roles, 72% were male and 28% were female. This number compares favorably to the National Association of Colleges and Employers female graduation rates in the degrees we target in our search for new hires. Promotion of female representation in these roles is a key focus at Halliburton, as our STEM roles tend to lead to operational leadership positions.



Halliburton's career website

Digital Marketing Campaign for Recruiting

Our HR and Digital Marketing departments continued their partnership on a multi-year campaign to demonstrate our investment in our employees and their career growth as we recruit new job and internship applicants. Through this project, we aim to cultivate a positive employer brand and build a sense of pride and engagement among current and future employees. Since the launch of this campaign in 2022, we have published 685 posts that have generated 21,637,763 impressions, 2,346,846 engagements, and 1,120,758 clicks.

Local Workforce Development

As Halliburton invests in local workforce development, we aim to have a positive impact on the communities where we work. One way we do this is by hiring local talent for open positions. In recent years, we have demonstrated our ability to hire and develop leaders within local workforces. As of 2024, 91% of our workforce and 84% of managers are local to the countries where they work. By hiring local talent we create jobs, advance local skills, develop careers, and strengthen quality of life for our employees and their families.

Internship Programs Expansion

In 2024, we expanded our internship programs to make the professional benefits of a Halliburton internship available to even more students. We hosted formalized programs in 29 countries, and more than 900 interns participated. The number of students who participated in our summer college internship program in the U.S. increased by 9% in 2024.

Halliburton's Development Excellence Engineer Program (DEEP) is another example of an internship program we expanded this year. DEEP is a college graduate recruitment initiative we deploy in many countries in Latin America. In 2024, the program grew to include three additional countries. Recent program enhancements include leadership's expectation that entry-level hires begin their engagement at Halliburton with DEEP, which is now Halliburton's only formal, entry-level career pipeline in Latin America.



Wireline and Perforating technicians in training, Fort Worth, Texas

International Internship Program with King Fahd University

Halliburton collaborated with Aramco and King Fahd University in Saudi Arabia to make an eight-week international internship program available to the university's engineering students. The program aimed to enhance students' employability and global workforce competitiveness and to equip them to make meaningful contributions in an increasingly interconnected world.

Participating students worked in Halliburton's Singapore offices to support manufacturing, technology, and product service line activities. Each intern received an individual project assignment and reported the results to senior leadership at the program's conclusion. Students developed professional skills, built international network connections, and gained valuable international work experience and exposure to a wide variety of cultures and global work environments.

Investment in the Future

As Halliburton builds a sustainable pipeline of future talent, we draw talent to our workforce through mentorship programs, charitable giving, and hiring practices that seek out candidates with a broad range of experiences.

To read about our 2024 Landmark software donations and other educational initiatives, visit [Chapter P5 Local Communities](#) in this report.

2024 UT Austin McCombs Summer Institute

Halliburton continued its collaboration with UT Austin's McCombs Summer Institute by sponsoring the 2024 program and participating in events. Our sustained support for the McCombs Summer Institute strengthens the business minor program at the McCombs School of Business and will have a lasting impact on future industry leaders.

The McCombs Summer Institute is an intensive, eight-week, 15-credit-hour program that provides non-business majors with meaningful, in-person opportunities to foster community and gain essential business knowledge. The 2024 cohort of 82 students represented 41 different undergraduate majors and boasted an impressive average GPA of 3.42.

Halliburton Supports the Colorado School of Mines

Halliburton supported the Colorado School of Mines Challenge Summer Bridge Program, an opportunity offered to students from groups underrepresented in STEM, including first generation and/or female students, who may have been waitlisted or just shy of acceptance to the Colorado School of Mines. Over the summer, these students are invited to invest five weeks in fall semester coursework, community-building activities, and support workshops. Students were given the training and tools to establish a foundation for success in their collegiate path. They also formed lasting connections with fellow students, faculty, and staff who support them in their journeys to graduation and beyond.

In 2024, 34 students participated, with 27 successfully completing the program and enrolling full-time in the university.

