

Ethics and Compliance

Everything we do at Halliburton is founded on respect and integrity, which are two of our core values. Our longstanding ethics and compliance program enables us to maintain this foundation. Frontline employees and managers own and manage risk every day with respect and integrity.

Halliburton's Global Ethics and Compliance group, led by the Chief Ethics and Compliance Officer and supervised by the Audit Committee, administers the ethics and compliance program. The program includes Halliburton's Ethics Helpline, whistleblower protections, and COBC.

Visit the [Halliburton COBC](#) page of our website to learn more and find the full text of our COBC, which is available in multiple languages.

Our Ethical Operations Sustainability Commitment



- 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.

Local Ethics Officers

Halliburton's Local Ethics Officers (LEOs) are employees who have chosen to assume an additional responsibility to promote awareness of ethics and compliance. Employees appointed as LEOs receive training on ethical behavior modeling, best practices to answer employee questions and provide guidance, and how to receive and escalate reports of suspected misconduct. They work in their local markets to help supplement our COBC-based ethics and compliance training program through their presentations on ethics topics and serve as community resources. At the end of 2024, 51 LEOs in 37 countries served in this role.

Halliburton LEOs provide relevant, timely, and targeted in-person and virtual ethics and compliance training around the globe. In 2024, Halliburton LEOs conducted 2,339 presentations. They are a critical avenue of communication for our global compliance program from the office to the wellhead. In addition, because our LEOs are present in local offices, our employees have one more resource they can go to if they wish to raise a concern or report a suspected ethics violation.

2,339 Number of LEO
Presentations

Ethics and Compliance Training

Halliburton provides comprehensive ethics and compliance training for everyone at the Company. In-person or online COBC training is required for all employees and contractors of Halliburton who have access to our systems. Our ethics and compliance training program ranges from managerial development programs hosted by corporate executives to site-specific training at job sites and a variety of other opportunities.

In 2024, Halliburton employees completed 60,588 COBC, Anti-Corruption, and Enhanced Procurement Fraud Controls in Countries Designated as High-Risk training hours.



Global Ethics & Compliance team member leads in in-person training in Sonils Base, Luanda-Angola