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Halliburton Norway - Values

Halliburton Norway employees have been engaged, involved and voted for the following implemented values: SAFETY – TRUST – RESPECT – INTEGRITY – COLLABORATION.

Preparation and meeting activities

In connection with Norwegian Government requirement on preparing the yearly Activity and Reporting Obligation (ARP), the following have contributed to the report: HR, HSEQ, Coordinating Chief Safety Representative (KHVO), representatives from Finance, Payroll and HR Compensation & Benefits. The Human Resource and Payroll Department have submitted reports from SAP. The ARP report will be presented for management and the Board.

The gender equality report includes the companies Landmark Graphics AS and Halliburton AS.

Part 1: State of gender equality

The forms regarding gender equality and pay attached to this report – please refer to «Mapping for gender equality and pay» for Landmark Graphics AS and for Halliburton AS. All employees, apprentices, and temporary employees per 31.12.2024 are included in the report.

The following information is included:

- Overall gender balance in the business (number)
- Temporary employees (number and/or percentage of women who work temporarily and percentage of men who work temporarily)
- Part-time employees (number and/or percentage of women working part-time and percentage of men working part-time)
- Parental leave (average number of weeks and/or number)

## Part 2: Halliburton's position on equal opportunity discrimination

Halliburton's equal opportunity practices are rooted in the company's various strategies, processes, guidelines, and personnel handbook.

The company has an internal global policy, Company Policy, Equal Employment Opportunities, No.: 3-13050 last updated in 2018.

*"The Company is committed to providing equal employment opportunity to all qualified individuals in all of its employment practices. The Company will endeavor to create a workforce that is a reflection of the diverse population of the communities in which it operates. This diversity drives our business excellence and reinforces the Company's respect for the human rights of all people."*

Halliburton's ethical principles are described in the Halliburton Code of Business Conduct (COBC).

*"The Code of Business Conduct serves as the primary means by which our organization communicates its commitment to the ethical and legal conduct of our employees as well as to our various stakeholders. The Code of Business Conduct is intended to provide an effective and comprehensive guidepost regarding the Company's expectation for ethical behavior. The effective date of the Code of Business Conduct is August 2013, the date of distribution of the Code to all employees."*

- All employees, contractors and apprentices are required to take web-based courses in the company's training portal related to equal opportunity, ethical guidelines, and business ethics (COBC). The course must be repeated every two years. Management is required to complete the course annually.
- The company has guidelines for preventing harassment, sexual harassment, and violence, with an associated notification system.
- Considerations of equal opportunity and non-discrimination are otherwise included in the various policies and practices.

## How Halliburton ensures equal opportunity and non-discrimination in practice

As an international company, the company's anti-discrimination and harassment practices are rooted in global policies and guidelines that are prepared and updated at a global level, in addition to locally adapted internal processes.

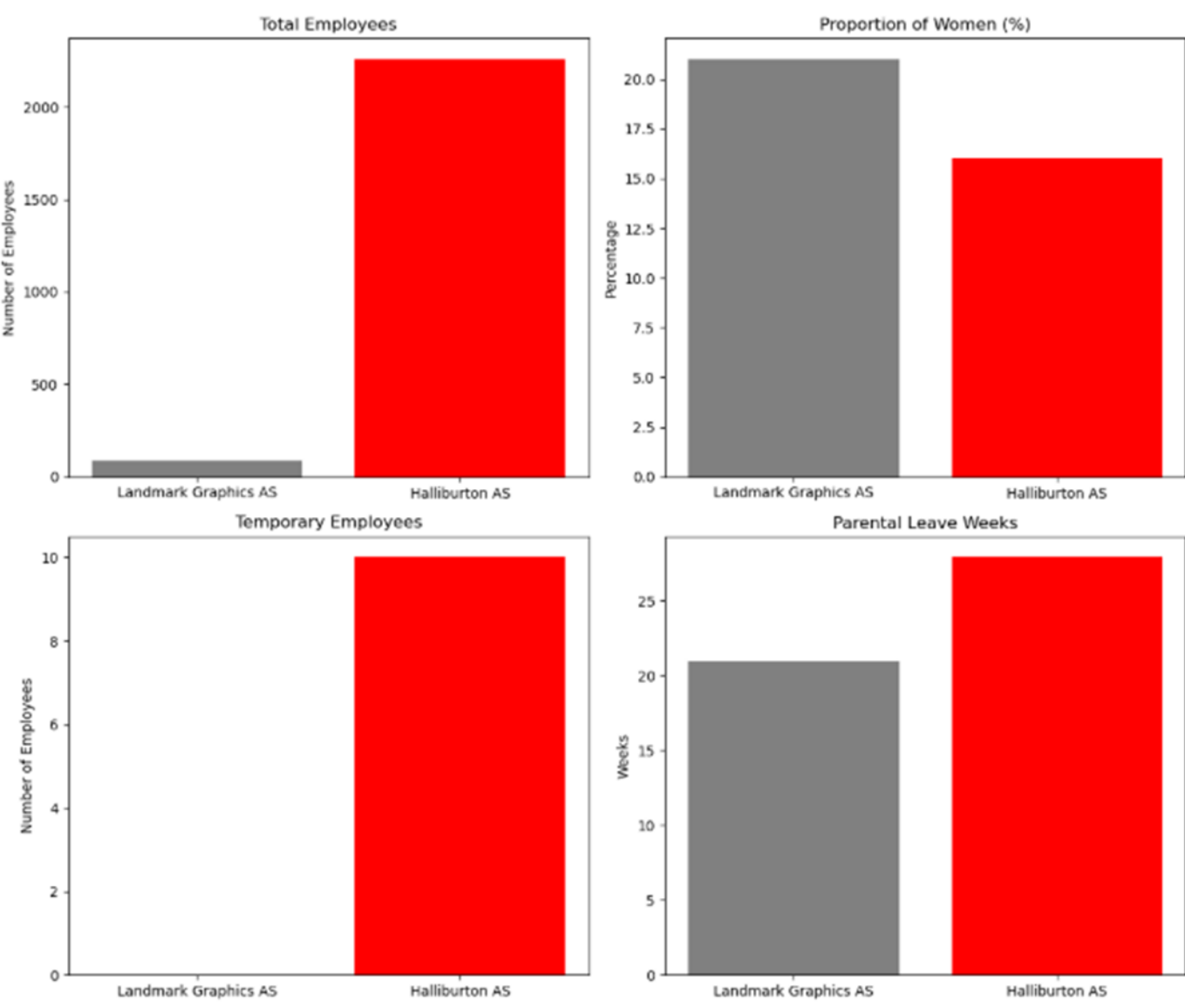
The company's equal opportunity practices are anchored in the board and ensured through management, HR, and employee involvement (incl. AMU, Work Environment Committee) as well as close collaboration with employee representatives.

- The Board can at any time request a report on how the company ensures equal opportunity and non-discrimination.
- Topics related to equal opportunity and non-discrimination are informed about, discussed, and listened to in the Board, management reviews, management meetings, department meetings, the Working Environment Committee and the company's intranet.
- The company's HR representatives meet regularly with representatives of the company's unions to provide information and discussion. In these meetings, perceived challenges related to discrimination / equal opportunity have been informed and discussed.
- The company's management, HR and HSE department work continuously with the results from the company's employee surveys and «Pulse Survey» which is carried out twice a year. Please refer to the Company's Annual Sustainability Report regarding the Pulse Survey and other Company programs.
- Employees, managers, employee representatives, etc. can at any time report incidents or concerns related to equal opportunity or discrimination through the company's anonymous reporting system – the Ethics Helpline.
- The company's recruitment processes are continuously developed to ensure equal opportunity. The Company's job postings encourage everyone who is qualified to apply. No employment decisions will be based on discriminatory factors relating directly or indirectly to race, color, religion, disability, genetic information, pregnancy, citizenship, marital status, sex/gender, sexual preference/orientation, gender identity, age, veteran status, national origin, or any other status protected by law or regulation.
- The company is bilingual; Norwegian as the main working language, English is also used as the working language in the organization. Internal communication is carried out in Norwegian and English.
- The elected employee representatives' input and feedback are taken into account in the draft of the company's annual equality statement.
- The company has appointed a LEO - Local Ethics Officer.

Description of the figures from the previous year and reasons for any differences

The figures for 2024 are relatively stable in relation to the gender distribution in Halliburton AS, while there is a decline in Landmark Graphics AS compared to the figures for 2023. There was an increase in the number of employees. There is a slight decrease in the number of temporary employees.

This chart visualizes the total employees, proportion of women, temporary employees, and parental leave weeks for Landmark Graphics AS and Halliburton AS.



**The company has found the following possible causes of risks and obstacles:**

A large portion of the employees in Halliburton AS have tasks that have traditionally been male-dominated work with heavy physical work and for some groups heavy travel. Workshop, base, lab, and offshore work account for 57% of the workforce.

**Description of measures:**

For the year 2024, as in 2023, we have focused on "Care" - culture building, facilitation, attitude change and competence building.

**We are continuously working on the following measures:**

- Job postings are not gender specific. The company mandates equal opportunity and non-discriminatory, professional recruitment processes.
- The Company offices have a universal design, and individual arrangements are considered and made for special needs.
- The remote work policy changed from two days working from home to one day. The Company will continue to monitor the remote work arrangements.
- No cases of discrimination due to sexual orientation, gender identity and gender expression were identified in 2024.

**Evaluation of measures**

We engage in activities and initiatives like town hall meetings, check-ins (our performance-management process), workshops, employee resource groups, performance feedback, and a biannual Employee Pulse Survey (EPS).

We value employee feedback and consider our biannual EPS an important opportunity to hear from employees about what matters to them. Results are reviewed in detail at the highest levels of the organization, including with members of the Executive Committee. The input we receive helps us identify ways we can improve our workplace for all employees. The results continued to show that Halliburton employees believe in the Company's strategy and the importance of their work.

## Further work

- The company has web courses available to all employees in Norwegian / English, with a focus on equal opportunity, "Unconscious bias" and "Effective feedback skills".
- We prioritize the safety of our employees and contractors with our Journey to ZERO, a set of tried, tested, long-term safety programs and processes. Journey to ZERO includes Halliburton Critical Focus Areas (CFAs), Life Rules, Stop Work Authority (SWA), Management of Change, Significant Incident Review, and Tiered Assurance.
- The Company continues to support our strong and diverse culture.

## OUR VISION

### WE:

- **C**are about people and the environment
- **A**re always safe
- **R**espect Diversity
- **E**mbrace our Values



Evaluations at a broader level are conducted by various groups, including top management, the Management team, the Care Team, HR, AMU (Working Environment Committee), HSE, BHT (Occupational Health Services), and employee representatives such as shop stewards and safety representatives.