



# People

Our people are the heart of everything we do at Halliburton. The success of our operations is a result of the dedication of our exceptional employees, leaders, contractors, and suppliers. Halliburton supports our employees worldwide through resources that include our safety programs, training, competitive benefits, and career development opportunities. Our goal is to educate and inspire the next generation of Halliburton talent.

- P1** HEALTH AND SAFETY
- P2** OUR WORKPLACE
- P3** TRAINING AND DEVELOPMENT
- P4** HUMAN RIGHTS
- P5** LOCAL COMMUNITIES



## Health and Safety

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.

In 2024, the operational discipline of our Halliburton Management System (HMS) and our focus on execution enabled us to outperform our industry group HSE indicators, which are highlighted in [Sustainability Highlights](#) and reflect record safety and service quality (SQ) performance.

Learn more on the [Health, Safety, Environment and Service Quality](#) page of our website.

### Our Occupational Safety - Journey to ZERO Sustainability Commitments



- Target outperforming total recordable incident rate and lost-time incident rate in the International Association of Drilling Contractors sector benchmarking.
- Achieve HSE training compliance >95%, driver competency >95%, and 100% completion of our annual Journey to ZERO strategic objectives.



Field employees on a job site in North Dakota



Journey to ZERO

The Journey to ZERO approach to safety and service quality expresses our commitment to our employees, customers, and communities. It demonstrates that we prioritize high standards, embrace challenges, and do not compromise execution.

In alignment with our [HSE policy](#), our Journey to ZERO is owned by everyone at Halliburton, and is led by a senior-level team focused on executing improvements to individual safety, process safety, and environmental performance as we deliver our services. The HSE and Sustainable Development Executive Committee oversees HSE and SD matters, including annual strategies, HSE statistics, and the HSE audit program, and is accountable to the Board of Directors’ HSE Committee. The chief HSE officer chairs the HSE Committee.

Specific Journey to ZERO focus areas shift each year, but the guiding principles remain consistent:

- Leadership commitment
- Continuous improvement of the HMS
- Training and competency
- Communicate and address risks
- Technology and process improvement
- Verification of our HSE and SQ performance

Our 2024 Journey to ZERO efforts included our continued focus on risk management, HSE and SQ culture, and environmental sustainability. We tracked the leadership visits completed each month and focused on fostering quality engagement with critical leadership roles during these visits. We also tracked progress on our GHG emissions, waste, and water activity-based reduction efforts, highlighted in the [Environmental](#) section of this report. Halliburton completed 100% of our 2024 Journey to ZERO objectives.



Journey to ZERO

Our vision to achieve **zero** safety incidents, **zero** environmental incidents, and **zero** non-productive time – every day, on every job.



Risk Management

Our 2024 risk-management efforts included a continued focus on Halliburton's in-person 5 Checks to Go and Risk Management Execution training. The regional trainers and subject matter experts we developed in 2023 provided local support and enabled us to expand training to 2,500 additional employees.

5 Checks to Go

Starting work is not Step 1

- 1 Review Plan
- 2 Verify Readiness
- 3 What’s Different?
- 4 Validate Controls
- 5 Final Check



Our Service Quality (SQ) minimums are how we work and manage risk. In 2024, we placed additional focus on sharpening the execution of SQ minimums and critical verifications at our job sites before work begins. We embed the International Association of Oil and Gas Producers (IOGP) industry standard personal safety Life Rules, our process safety Critical Focus Areas, and our 5 Checks to Go within these workflows to support safe and efficient service delivery.

Halliburton’s SQ Minimums



1. Design of Service —  
How We Plan Our Work

Our Design of Service process defines the documentation that captures the operational plan and outlines how we will execute to customer requirements.



2. Control Points —  
How We Control Our Work

Control points define requirements that provide assurance that the job purpose will be achieved. All product service lines execute their control points as part of each job.



3. Competency —  
How We Ensure Our People  
Have The Skills They Need

Our global competency program builds the knowledge, skills, behaviors, and experiences for execution.



4. Incident Investigation —  
How We Improve Performance

Through our incident investigation process, job-related and non-job-related high-potential risk incidents undergo investigations to identify root causes and prevent incidents from recurring.

Halliburton Life Rules

Key Actions to Prevent Serious and Fatal Injuries



Bypassing Safety Controls



Confined Space



Driving



Energy Isolation



Hot Work



Line of Fire



Safe Mechanical Lifting



Work Authorization



Working at Height

Halliburton's Five Critical Focus Areas



Well Barriers:

Manage well barriers to prevent uncontained release of formation fluids



Hydrocarbons to Surface:

Control the well to prevent unintended flow to the surface



Pressure Control:

Control pressurized systems at all times



Well Proximity:

Plan and maintain non-intersecting drilling trajectories to avoid a collision



Radiation and Explosives:

Adhere to global and local regulatory safety requirements at all times

Stop Work Authority Observations



Halliburton's Stop Work Authority (SWA) remains a risk-management practice of critical importance. Our SWA program authorizes all employees and contractors to stop a task if they observe unsafe actions or conditions, or if they have concerns about the controls over an HSE or SQ risk. In 2024, employee engagement in SWA remained strong.



Leadership Visits

Leadership visits focus on engagement with frontline employees to ensure our service quality minimum processes work as intended. Leaders review the execution of critical verification activities and gather process improvement feedback.

Our focus on leadership visits reinforced desired behaviors, such as the completion of 5 Checks to Go before work begins, and helped deliver our year-over-year improvement in total recordable incident rate and lost-time incident rate.

HMS and Industry Standard Certifications

HMS plays a central role in putting our Journey to ZERO in action. The standards and work methods that form HMS define how we work and enable us to address potential risks inherent in our businesses. HMS incorporates major management system standards,

including those for quality management (ISO 9001), environmental management (ISO 14001), and health and safety management (ISO 45001). The system also meets and exceeds the requirements of the industry-specific API standards for manufacturing (API Q1), providing services in the oil and gas production sector (API Q2), and the API RP 75 standard for offshore safety and environmental management.

In addition to the global verification of HMS through our internal tiered-assurance program, Halliburton has numerous locations externally certified to API Q1, API Q2, ISO 9001, ISO 14001, and ISO 45001. Halliburton leads the industry with 33 API Q2-certified facilities located in 13 countries.

2024 Health and Safety Facility Certifications

Certifications	Number of countries with API Q1-certified facilities	Number of API Q1-certified facilities	Number of countries with API Q2-certified facilities	Number of API Q2-certified facilities	Number of ISO 45001 certified facilities
TOTAL	6	20	13	33	40



CEO Jeff Miller conducts leadership visit with Artificial Lift team

## 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.





## Training and Development

Our skilled, knowledgeable employees, and the investments we make in their learning and development, power Halliburton's success and growth. To help our employees excel in their careers and meet personal goals, we provide industry-recognized, best-in-class employee development programs, processes, and training. We prioritize initiatives that help democratize learning within Halliburton to make learning as accessible as possible to every person in the company. We also take action to cultivate a strong leadership pipeline of experienced talent who are prepared to help guide Halliburton into the future.

### Talent Development and Succession Management

Halliburton establishes its talent development and succession management strategies on a "build from within" philosophy. We regularly identify and develop new leaders through intentional identification and training efforts. Our strategy promotes business continuity, retention, and teamwork, and maintains a strong competitive advantage when it comes to both short- and long-term success.

### Our Skilled and Committed Workforce Sustainability Commitments



- Provide an environment that upholds our core values of collaboration and respect, and provides all employees opportunities for growth and development.
- Have a skilled and committed workforce by listening and responding to our employees' feedback and committing to an engaged workforce that feels valued with the right support and resources to be successful.

To build a reliable leadership pipeline, the Halliburton Succession Management process identifies the readiness of potential successors for critical roles. In 2024, we had a 73% internal fill rate for leadership roles and an 88% internal fill rate for executive-level positions. Our strong internal fill rate is a direct result of our process to identify successors and offer tailored development plans.



Employees discuss talent development in China



2024 HalAcademy

### Technical and Leadership Development

We host processes and programs that include Hire to Country Manager (H2CM), HalAcademy, the Emerging Leader Process, and Business Leadership Development (BLD) to recruit, train, and promote members of our employee population who have leadership potential. This approach has facilitated high retention and continuity among Halliburton talent and promotes teamwork and camaraderie.

### Hire to Country Manager Process

H2CM is a leadership development track for potential product service line country managers. This role is an essential managerial role and critical to Halliburton's success. The ultimate goal of H2CM is to develop strong, competent leaders who can help build an even stronger organization. The H2CM process enhances visibility into the internal talent pipeline for our product service line country manager roles, as well as for roles in earlier phases of the training process that also build capabilities related to customer focus, frontline leadership, and business acumen.

The H2CM training process includes a week-long Country Manager Boot Camp (CMBC) where participants are given a realistic view of the country manager role. In 2024, we hosted 11 CMBCs. A total of 168 employees who represent our locations around the world participated.







2024 President's Leadership Excellence Class

### **Twenty Years of Business Leadership Development**

BLD celebrated 20 years as the cornerstone of leadership training for Halliburton's rising leaders. Many of our current leaders participated in this program: 91% of our executive leadership team completed courses in the series, and eight of our nine executive committee members graduated from the President's Leadership Excellence Program, BLD's most senior training opportunity. Since BLD's inception, we have hosted sessions in more than 30 cities. More than 9,000 participants have completed more than 16,000 courses.

In 2024, 642 participants engaged in BLD courses. Among participants, 52 different nationalities were represented and 22% were female.

### **Emerging Leader Process and Frontline Leader Readiness Assessment**

Halliburton developed a targeted Emerging Leader Process that supports our succession management plan. Through this process, we identify and train employees who demonstrate high leadership potential. These employees then participate in the Frontline Leader Readiness Assessment (FLRA), a formal simulation facilitated by a leading third-party assessment authority, to assess their timing-related readiness.

In 2024, 352 employees participated in the potential factors portion of our Emerging Leader Process. Of these employees, 89 completed their FLRA requirements. Once they have completed the FLRA, participants receive insight on their proficiency, a leadership coach, and a tailored development plan.

### **Industry-Recognized Training and Education**

For the 12th consecutive year, our Halliburton Global Competency Assurance program maintained its status as the only full-spectrum oilfield services company competency program with global accreditation from the International Association of Drilling Contractors with no restrictions.



## Human Rights

Halliburton respects the dignity and human rights of all people. In our business operations, we support universal human rights as defined by the United Nations Universal Declaration of Human Rights. These values are realized in the geographic representation of our global workforce and all of our operations. Halliburton's policies on health, safety, and security account for human rights concerns. We comply with all applicable employment laws and adhere to fair and ethical employment practices.

Read more on the Halliburton website about our human rights practices, beliefs, and expectations of suppliers, including our [Human Rights Policy](#), [Human Rights Statement](#), [Supplier Ethics](#), [COBC](#), and new [Supplier Sustainability Principles](#).

### Human Rights in the Supply Chain

We recognize that responsible supply chain management is essential to human rights practices. We have implemented a due diligence program for our supply chain. This due diligence method prioritizes communication and training, risk assessments, mitigation measures and collaboration, and monitoring for continuous improvement and follows global human rights legislation, international standards, and applicable import and trade restrictions.

We have established two working groups, the Supply Chain Human Rights Audit and Supply Chain Sustainability groups, which enhance governance and due diligence for our supply chain. We also engage and collaborate with relevant stakeholders, such as customers, suppliers, and IPIECA, on human rights topics that include modern slavery due diligence, key legislation, worker welfare, and responsible recruitment.

We use several internal and external tools to facilitate supplier risk assessment, monitoring, and mitigation of potential human rights risks. These tools and systems include:

### Our Human Rights Sustainability Commitment



- Support universal human rights as defined by the United Nations Universal Declaration of Human Rights through fair and ethical employment practices and our Code of Business Conduct.



- An internal, cloud-based supply chain monitoring platform and human rights dashboard that evaluate supplier risks, help us identify areas for detailed follow-up, and allow us to conduct supplier assessments and assign and monitor corrective action plans
- Our new Supplier Sustainability Principles, which enhance communication with suppliers and build on our COBC through the inclusion of provisions on modern slavery, human rights, and fair recruitment
- Third-party Human Rights Audits that cover Workplace Conditions Assessments, Labor Provider Audits, and Service Provider Audits

For more information about our Human Rights Audits, visit [Chapter G5 Supply Chain Governance](#) in this report.

### Human Rights Regulations

Halliburton complies with the UK Modern Slavery Act, the Australia Modern Slavery Act, the Norwegian Transparency Act, the Canadian Fighting Against Forced Labor and Child Labor in Supply Chains Act, and the UN's Universal Guiding Principles on Business and Human Rights. We also monitor and comply with emergent human rights legislation around the world, which includes the Uyghur Forced Labor Prevention Act in the U.S., the upcoming EU Forced Labor Act, and the Corporate Sustainability Due Diligence Directive. In Canada, our operations adhere to the United Nations Declaration on the Rights of Indigenous Peoples. Our [statements of compliance](#) with these acts can be found on our website.

# Local Communities

Halliburton enhances the economic and social well-being of the communities where we operate. The Halliburton Foundation, the Halliburton Charitable Foundation, and our volunteer programs deliver support to our local communities. In addition, we host gift-match campaigns in which we match employee donations to charities of their choice.

Visit the [Employee Volunteerism](#) and [Halliburton Foundation Giving Guidelines](#) pages of our website to learn more.

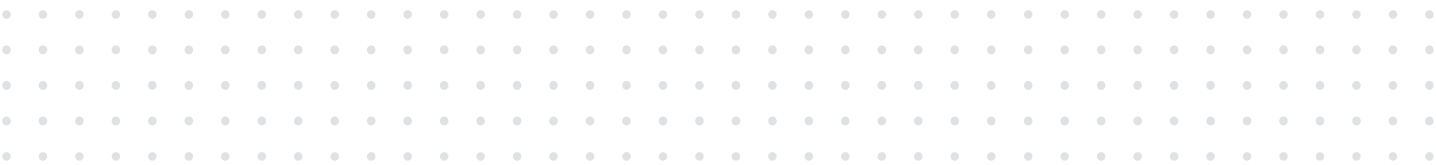
## Volunteer Legacy

As Halliburton engages in volunteer opportunities that benefit the communities where we live and work, we honor the legacy established by our founder, Earle P. Halliburton. Halliburton provided generous support to charities and causes in his community. His example of generosity remains integral to our dedicated corporate citizenship and commitment to sustain value for Halliburton, our stakeholders, and the world.



## A Legacy of Giving Back to Local Communities

At Halliburton, our approach to community engagement is framed by our four Pillars of Giving: Social Services, Education, Health and Safety, and Environment. These pillars guide our actions and help ensure the work we do goes beyond the energy sector to make an impact that lasts in the communities where we live and work.



## Our Community Relationships Sustainability Commitment



- Enhance the social value of communities in which we live and work through effective engagement and social investment.



Our employees and ERGs play a crucial role in delivering on our four Pillars of Giving. In 2024, our community engagement efforts included the efforts described below.

## Social Services

Halliburton's social responsibility extends to support vulnerable populations through a variety of charitable programs that provide essential services to those in need.

### Brunei Community Service Program

Halliburton Brunei collaborated with Borneo's Ministry of Health to deliver medical supplies and food to families in need, and to give employees an opportunity to connect with local communities through this hands-on community service program.

### Astros Community Partnership

Through our annual donation to the Astros Foundation, Halliburton helps advance the foundation's mission to provide local youth with opportunities for growth both on and off the field. This partnership aligns with and acts on our shared goal to foster teamwork, perseverance, and community development so we can have a lasting, positive impact on young athletes in the Houston area.

## Halliburton Supports Local Storm Relief



Halliburton interns volunteer at the Houston Food Bank

After a storm hit Houston in May, 200 Halliburton interns responded to the Houston Food Bank's need for volunteers. Our interns helped sort and pack food into disaster boxes that provided critical relief to families affected by the storm. This volunteer initiative underscored Halliburton's dedication to supporting families in need.



Community members receiving support at the Wesley Community Center after Hurricane Beryl

In addition, in the wake of Hurricane Beryl, we made a charitable contribution to support the Wesley Community Center's recovery efforts in the neighborhoods around our North Belt campus. We work to provide immediate relief to communities impacted by natural disasters to help them rebuild for the future, and this donation furthers our commitment to do so.

## Education

Halliburton believes education is the foundation of a better future. Through initiatives that support STEM

education, provide academic resources, and create opportunities for underserved students, we help ensure our communities are empowered to grow and succeed.

## Landmark Software Donations

Halliburton's Landmark University Grant Program continued its mission to equip students with cutting-edge tools through the donation of DecisionSpace® 365 software to universities around the world, including Western Colorado University, the University of Tokyo, and Nazarbayev University. These donations help students develop vital skills in energy exploration, drilling, and production to prepare them for careers in our industry.

## STEM Outreach in Nigeria

The WSE Nigeria Chapter engaged students at Oginigba Comprehensive Secondary School in a STEM outreach program to provide educational resources and career guidance in fields like AI and engineering. This initiative furthers our commitment to develop local talent and support the future leaders of Africa's energy sector.

## Buckner Back-to-School Packing Event

As part of our work with Buckner International, Halliburton employees packed 650 backpacks with school supplies for Houston-area students. The backpacks help make sure the children who receive them have the supplies they need for a successful school year.

## Health and Safety

Promoting the health and safety of our communities is central to Halliburton's values. Our initiatives are designed to support physical and mental well-being and to foster resilience in the face of health challenges.

## Blood Drive in Louisiana

In honor of long-time Halliburton employee John Gisclair, employees at our Broussard, Louisiana facility organized a blood drive that garnered widespread participation. This event reflected the close-knit spirit of our Halliburton team, as well as our commitment to support health causes.



MS150 Bike Ride



Halliburton team joins forces to complete the MS150, a 150-mile bike ride to support multiple sclerosis research

A team of Halliburton cyclists participated in the MS150, a 150-mile bike ride from Houston to College Station, and raised over \$57,000 for multiple sclerosis research. Our employees' participation in this event underscores Halliburton's commitment to medical research and our support for causes that promote health and wellness.

WSE Brunei Mental Wellness Adventure

The WSE Brunei Chapter organized an adventure in the Temburong jungle to boost mental health for its members. The event combined physical activity with team-building and demonstrated our belief that mental wellness is an integral part of overall health.

Environment

To promote environmental stewardship, Halliburton works to minimize the impact of our operations and provide support for programs that promote sustainability, conservation, and disaster relief.

Permian Strategic Partnership

As part of our commitment to environmental responsibility, Halliburton worked with the Permian Strategic Partnership, a coalition that addresses challenges such as road safety, water conservation, and housing in the Permian Basin. This partnership promotes the responsible, sustainable development and use of the region's natural resources.

Trees for Houston



Halliburton employees plant trees with Trees for Houston

Halliburton funded an effort led by Trees for Houston, a local nonprofit organization, to plant more than 500 trees in the greater Houston region. These trees were planted at schools, parks, and along streets and bayous in neighborhoods that need them most. The continued support Halliburton provides to Trees for Houston furthers their mission to plant, protect, and promote trees throughout our community.

Coastal Prairie Conservancy

Halliburton supports the protection of Texas' ecosystem in collaboration with the Coastal Prairie Conservancy. We provide funds that, in 2024, supported the conservation of 2,376 acres of critical habitat and helped the conservancy achieve their goal to protect 33,607 acres. The funds we donated also supported flood mitigation efforts and the restoration of wetlands and prairies that are vital to wildlife.



Halliburton Charitable Foundation  
Golf Tournament

The Halliburton Charity Golf Tournament (HCGT) is a hallmark of our community engagement. For 31 years, this event has been a cornerstone of Halliburton's strategy to make a difference in the communities we serve.

The 2024 HCGT was a record-breaking success. We raised \$4 million to benefit more than 100 charities and demonstrated the depth of Halliburton's commitment to our four Pillars of Giving.



Corporate Giving and Educational  
Engagement: Our 2024 Impact

In 2024, Halliburton supported local communities through cash donations and in-kind services. We made a significant impact for various educational and community programs, in total donating approximately \$1.5 billion in cash and in-kind gifts.

Halliburton Foundation Educational Advisory Board

The Halliburton Foundation's Educational Advisory Board (EAB) supports U.S.-based elementary schools, secondary schools, universities, and educational nonprofits. We focus our investments on high-impact programs that promote skill development, educational merit, and positive student experiences as they increase awareness of and prepare students for future career opportunities in STEM and business.

In 2024, the EAB funded 42 proposals for 36 educational partners, including K-12 schools, universities, and 501(c)(3) organizations. Over the past decade, the EAB has donated more than \$7.8 million to educational institutions, which has impacted almost one million students.



Halliburton Charitable Foundation hosts annual golf tournament benefiting local and national charities with support from vendors