

Global Citizenship

55

Hours of training taken per employee

Overall Company female professional hiring rate for 2019

27%



OVER 800

Employees participated in unconscious bias and diversity workshops (Increase of nearly 300 percent over 2018)

29

Attendees for the Halliburton President's Leadership Excellence Program

57,024 employees
140 nationalities

\$8,759,574 USD

Provided through Halliburton Corporate Giving



\$4.5^M USD

\$1,381,790 USD

Given to non-profit organizations chosen globally by employees through our Giving Choices program

Given to 100 non-profit organizations supporting the U.S. communities where Halliburton employees live and work from the Halliburton Charity Golf Tournament

Global Citizenship *continued*

Company Workforce Awards

Forbes

- 2019 America's Best Employers for Diversity
- 2019 America's Best Employers by State
- 2019 Global 2000

Woman Engineer Magazine

- 2019 Top 50 Employer

Minority Engineer Magazine

- 2019 Top 50 Employer

Middle East Energy Awards

- Oilfield Services Company of the Year – 2019

Association of Corporate Counsel and the Texas Lawbook

- 2019 General Counsel of the Year – Robb Voyles, Halliburton Executive Vice President, Secretary & General Counsel

Pink Petro

- 2019 GRIT Award Winners – Professionals:
 - Kelly Fortner, Country PSL Operations Manager – India
 - Melissa Sowell, Manager, Community Relations
- Executive:
 - Johanna Haggstrom, Director of Technology

Workforce Development

Our workforce is our No. 1 asset. Halliburton is committed to compliance with all applicable employment, labor and human rights laws to ensure fair and ethical employment practices, including our non-discrimination, minimum age, freedom of association and fair compensation policies, as well as our policies on health, safety and security for our employees. Our requirements are also aligned with the Universal Declaration of Human Rights expressed by the United Nations.

Benefits and Well-Being

Halliburton offers comprehensive benefits and competitive salaries to meet the dynamic needs of employees and their families, in addition to retirement plans, health and wellness benefits, and career development opportunities. Halliburton offers a variety of tools and resources to help employees determine which programs are best suited for their personal situation.

In 2019, Halliburton continued to advance our employee health and wellness lifestyle management program, LiveWell, which provides employees and their spouses access to information and tools to help them achieve their personal health and wellness goals, including tobacco cessation, weight-loss programs, and financial planning and educational workshops.

The Halliburton Wellness Committee, under executive sponsorship, has a mission to increase awareness and create opportunities for employees and their families to take ownership of their health. The initiative focuses on five key elements: (1) nutrition, (2) physical health, (3) emotional health, (4) financial wellness and (5) community involvement.

We also offer programs that help employees constructively cope with well-being issues that may arise within and outside the workplace, including:

- The Halliburton Dispute Resolution Program, which provides independent ombudsman and mediator support for employees to resolve workplace issues
- The Employee Assistance Program, which offers confidential help and support for a range of personal and professional difficulties

In 2019, we introduced two new global programs intended to provide additional support and flexibility for our employees and their families, including:

- Work Location Flexibility, which allows employees to work from home or an alternate location, in addition to their assigned work location, under certain circumstances
- Dual Careers Program, which provides career support services to an employee's spouse when an employee relocates, either domestically or internationally, to work for Halliburton. These spousal support services include resume development, career planning, personal branding, networking and job skills information.

Family Care program offerings for our U.S. employees include dependent sick days, parental bonding leave, backup dependent care, adoption allowance, fertility treatment benefits and a family care program point of contact. More details on these offerings can be found in our 2018 Annual and Sustainability Report. In 2019, over 900 employees took advantage of the parental bonding leave.

All active U.S.-based employees are eligible to participate in the Halliburton Retirement and Savings Plan. In 2019, Halliburton matched up to five percent of income for a total contribution of USD 100 million. The Company gave an additional discretionary contribution of USD 41 million to eligible employees.

In 2019, for the seventh consecutive year, the International Association of Drilling Contractors granted our Global Competency Assurance Program full accreditation, with full competency accreditation for positions across all product service lines and support functions globally. **We remain the only full-spectrum oilfield services company to have global accreditation with no restrictions.**

Training and Development

At Halliburton, standards, processes and systems related to employee learning and development are established by a global team, followed by the creation of employee development plans at the business unit level, resulting in a tailored curriculum. Employees have access to a variety of learning and career resources via the Employee Development Hub, including Learning Central and Competency Central.

We also offer employees technical, professional and leadership training in classroom and workshop settings. Employees can independently register for training and other development activities. By identifying and addressing gaps in knowledge or skills, they can determine the development necessary to advance to the next career level. Managers assign, and employees are assessed on, their competencies for current roles and next roles of interest.

Learning Central manages and tracks over 2,700 courses used by our approximately 55,000 employees. HalVL, a virtual training platform, with social collaboration tools, is also extensively used by our employees. In 2019, we revised our approach to employee training to focus on effectiveness, rather than on the number of courses, through the modularization of training content, including shifting from formal classroom settings to informal video-based training, and providing more manageable amounts of content per training session. We also optimized Learning Central's online courses and eliminated training that was not adding value.

These program revisions, coupled with a shift in hiring profile (increased experienced and agency hires) has resulted in a 12 percent decrease in training hours compared to 2018. The decrease in training hours and North American headcount led to a global average of 55 hours of training per learner.

Instead of an annual, one-dimensional rating, Halliburton uses a semi-annual Talent Identification Survey that serves as a multi-dimensional snapshot of performance and potential. The Talent Identification Survey provides managers with better insights for making effective talent and pay decisions. It measures factors including performance, collaboration and potential. The Talent Identification Survey also provides managers with more specific insight that they can communicate with employees during their check-in conversations.

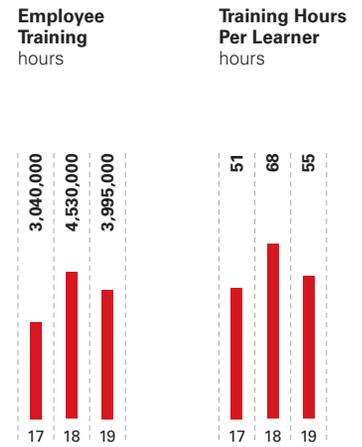
Talent Attraction and Management

Halliburton recognizes that a key to engaged employees is offering support in enhancing professional growth. Our initiatives focus on building careers with succession planning, leadership development plans and specialized leadership programs for high-potential employees.

Ongoing identification and development of leadership talent strengthens our competitive advantage. Career development frameworks that prepare qualified employees for leadership roles include the Supply Chain Management Program, the Technology Professional Development Program, the Human Resources Leadership Program, the Hire to Health, Safety and Environment (HSE) Manager, and the Hire to Country Manager processes. For employees currently in leadership positions, Halliburton offers stretch assignments, leadership development plans with coaching and training, and a robust succession management plan process, which was discussed in detail in our 2018 Annual and Sustainability Report.

Business Leadership Development Courses

YEAR	BUSINESS LEADERSHIP LEVEL I ATTENDEES	BUSINESS LEADERSHIP LEVEL II ATTENDEES	BUSINESS LEADERSHIP LEVEL III ATTENDEES	HALLIBURTON PRESIDENT'S LEADERSHIP EXCELLENCE PROGRAM
2017	457	135	57	23
2018	292	219	75	30
2019	280	312	112	29



All employees are eligible for regular performance and career development conversations.

Global Citizenship *continued*

2019 Average Employee Age

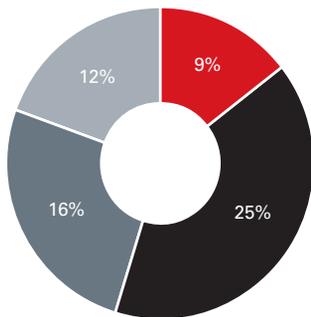
Western Hemisphere	37.5
Eastern Hemisphere	38.2
Global Support	43.9

2019 Employee Hiring

Total New Hires	9,432
New Hires Rate	16%

We pay over 200 percent of the federal minimum wage in the United States for all entry-level non-exempt employees.

Employees: Percentage of Female New Hires by Region



- North America
- Latin America
- Europe/Africa/CIS
- Middle East/Asia

Employees: Percent of Local Nationals in the Workforce

	17	18	19
North America	99%	100%	99%
Latin America	98%	94%	94%
Europe/Africa/CIS	93%	93%	93%
Middle East/Asia	75%	70%	81%

Hires from Completion & Production and Drilling & Evaluation divisions only

Diversity and Inclusion

Diversity in our workplace broadens thinking, stimulates innovation and generates unique solutions to the world's energy challenges. A more diverse workplace impacts how we act and what we do, and opens our minds to be more creative, collaborative and competitive. Halliburton creates a positive work environment by maintaining a strong culture of diversity and inclusion, supported by our Code of Business Conduct and formal employment practices. This is reinforced through ongoing campaigns to highlight the value of diverse points of view.

The results of our efforts are visible in our Employee Resource Groups and in the diversity of our workforce. In 2019, Halliburton surpassed its Diversity Hiring Objectives, increasing our qualified female professional percent hiring into entry-level and experienced-level roles by 4 percent from 2018, reaching 27 percent overall.

In 2019, Halliburton expanded its unconscious bias and diversity workshops that were launched in 2018. These workshops are focused on creating an inclusive environment by embracing diversity in our workplace. Workshops, delivered in person or via webinars, occur predominantly at the leadership level, but are open to all employees. Over 800 employees participated in 2019, a significant increase from 207 attendees in 2018. In addition, we increased female candidates for key operational role readiness by 48 percent.

At the conclusion of an unconscious bias and diversity workshop, participants are better prepared as leaders to:

- Clearly articulate the business case for diversity and inclusion
- Create awareness, acceptance and attention of unconscious bias
- Describe how to develop a diverse workforce and take action to combat potential bias
- Share FAQs on diversity and inclusion
- Create a personal action plan

EMPLOYEE RESOURCE GROUPS

Halliburton Employee Resource Groups (ERGs) are created and formed by employees to foster engagement, networking and professional development. They are open to all employees and enable the creation of personal and professional connections across our global workforce. In 2019, we enhanced collaboration among ERGs such as Women Sharing Excellence, the Halliburton African American Network Forum, the Veterans Leadership Forum, iMPACT and PRIDE.

Women Sharing Excellence (WSE) strives to attract and retain female employees by providing opportunities for women to connect and support each other through targeted mentoring, professional development, networking and community service. WSE's mission is to strengthen Halliburton as an employer of choice for women by understanding the challenges of our workforce and proposing solutions to maximize the Company's goals for growth, profitability and leadership. It is open to all Halliburton employees, and has 10 chapters globally with more than 1,800 members.

Halliburton African American Network Forum (HAANF) supports the Company's diverse workforce through networking, mentoring and promoting professional growth, with the mission to educate, motivate and empower its members. Participants engage in community service events and lead career development workshops. Although HAANF members are primarily African American employees, the organization is open to all employees who seek to cultivate a diverse environment that provides opportunities for advancement, success and growth.

Veterans Leadership Forum (VLF) provides tools and opportunities for professional development to members in order to help maximize their contributions to the Company's success. Established by and for veterans in 2013, VLF membership is open to all Halliburton employees who seek to enhance their careers.

iMPACT is an organization of Halliburton professionals with the primary objective of providing a trusted community for employee engagement, collaboration and progression. Originally started in 2006 with a focus on young professionals, iMPACT has evolved to offer membership for all Halliburton employees, regardless of tenure, with over 2,300 members around the globe. The mission is to attract and retain employees through a collaborative environment that expands professional networks, enhances leadership skills and empowers career mobility within Halliburton.

PRIDE is dedicated to strengthening our business by creating a positive and inclusive work environment for people of all sexual orientations and gender identities. The organization is working to achieve its goal by growing the group in new locations; participating in cross-industry events and forums with customers and service partners; and facilitating dialogue and information sharing to ensure that we are recognizing and meeting the needs of all our employees. Through collaboration with functional groups and other ERGs, PRIDE is working to identify opportunities for improvement in areas such as employee benefits and the onboarding process, which can help support an inclusive environment for all. PRIDE membership is open to all Halliburton employees.

In 2019, a close relationship formed between Halliburton PRIDE and the equivalent employee groups of some of our largest customers. Halliburton PRIDE leadership and members joined the ExxonMobil PRIDE at its charity-benefiting Pride Run, and also joined Chevron’s PRIDE for its fourth annual Pride in the Park family event. Chevron has also invited the Halliburton PRIDE to annual networking events, where we have the opportunity to speak about how both organizations can continue to push for, and champion, diversity and inclusion in the workplace.

Community Engagement

At Halliburton, connecting with our community and external stakeholders is a key activity that we engage in every year. We believe that Global Citizenship and Collaboration, two of our Guiding Principles for Sustainability, help us improve as a Company, while enhancing the communities in which we operate. By dedicating our time and efforts to engaging with these communities through social service, volunteer efforts and charitable giving, Halliburton has contributed improvements to them on a social, environmental and educational level. Our employees have demonstrated the “Energy to Help™,” a strong desire to help others, and we are proud to support them in their philanthropic and volunteer efforts globally.



In 2019, we developed a “Creating an Inclusive Environment” toolkit that is available to all employees on our internal Leadership Compass website, which includes philosophy, articles, videos, training and self-assessments.



Global Citizenship *continued*

Halliburton centers our community work on our four Pillars of Giving: Education, Health and Safety, Environment, and Social Service



EDUCATION

The Saudi Technology Team at the Halliburton Technology Center in Dhahran hosted a group of students and faculty members from the College of Petroleum Engineering & Geosciences (CPG) of King Fahd University of Petroleum and Minerals. During the visit, employees led the 60 students and seven faculty members on a tour, and demonstrated various oilfield tools and equipment. The group also learned about the Company's day-to-day operations and attended workshops led by the Completion Tools, Wireline & Perforation, Testing & Subsea and Sperry Drilling groups.



HEALTH AND SAFETY

In honor of National Breast Cancer Awareness Month in October, Halliburton employees from around the world celebrated "Wear It Pink Day," sharing photos and stories of their support in the fight against breast cancer. Pictured are employees from Rio de Janeiro dressed in pink, in the shape of the Breast Cancer Awareness Ribbon.



ENVIRONMENT

A group of Halliburton employees in Colorado spent the day revitalizing trails at Grays and Torreys Peak outside of Denver. The event was organized by the National Forest Foundation and the Colorado Fourteeners Initiative, which encourages volunteers to help protect the natural integrity of the Fourteeners: 54 peaks reaching at least 14,000 feet high in Colorado. These peaks contain rare and fragile native alpine tundra ecosystems that are uniquely adapted to living in high terrain. Volunteers play an important role in preserving these tundra plants – some of which exist nowhere else on earth.



SOCIAL SERVICE

The hOUstOn Industry Mixer brought together PRIDE groups from oil and gas companies including BP, Shell, ConocoPhillips, ExxonMobil and Chevron. Interactions at this event led to a joint-Employee Resource Group food pantry drive benefiting Houston's Montrose LGBTQ Community Center in the winter of 2019.

In 2019, the Halliburton Foundation's Educational Advisory Board supported projects such as the University of Oklahoma's Halliburton Women's Welcome, which provides female freshmen and transfer students with an opportunity to connect with faculty, staff, alumnae and students from various engineering and science disciplines. We also supported the University of Houston's Girls Reaching and Demonstrating Excellence (G.R.A.D.E.) Camp, which is a week-long day program designed specifically for females entering 8th to 12th grade, who learn about engineering through "hands-on" experience.

Giving



In 2019, we matched all donations received at the Halliburton Charity Golf Tournament, resulting in USD 4.5 million raised for 100 nonprofits supporting U.S. communities where Halliburton employees live and work.



In 2019, Halliburton committed USD 1 million to the Houston Zoo, which will support guest animal encounters, community education, new exhibit construction and global conservation initiatives. This partnership not only supports the local Houston community with fun family experiences and student and adult education, but also enables collaboration with nearly 50 conservation organizations in 27 countries, protecting some of the world's most threatened species from extinction.



Every year, employees in the U.S., Canada, Mexico, the U.K., Australia, New Zealand, India, Indonesia, Singapore, Malaysia, Pakistan, Kuwait, Iraq, Oman, Egypt, UAE and Qatar proudly pledge money to their charities of choice through our annual workplace giving program, Giving Choices. In addition to providing a 10 percent matching gift, Halliburton also absorbs any administrative fees to support the campaign. During our October 2019 Giving Choices campaign, employees donated more than USD 1.3 million to non-profits globally.



In the Permian Basin, we hosted our annual Customer Clay Shoot fundraiser, raising nearly USD 200,000 over the past two years to benefit the West Texas Food Bank. Our partnering with the West Texas Food Bank, the largest collaborative non-profit agency in the Permian Basin, provides a solid connection to the community – supporting families in need over a 19-county area.



Each year, the Halliburton Foundation makes donations to U.S.-based colleges, universities and K-12 organizations through the Educational Advisory Board (EAB). We look at a variety of programs that demonstrate excellence in preparing students with advanced skills for the oil and gas industry, and consider things such as the opportunity for increased diversity within science, technology, engineering and mathematics (STEM) disciplines; global perspectives; and creativity. Halliburton best leverages Foundation grant awards through such programs that encourage youth to pursue STEM studies, and that boost retention in technical disciplines and develop technical, business or leadership skills. The Foundation also provides a limited number of grants to health and health-related charities. Halliburton reviews grant requests on a quarterly basis. Additionally, the Halliburton Foundation supports education and charitable organizations through employee matching gifts.



In honor of the Company's 100-Year Celebration, Halliburton gave regional community grants to non-profits globally. In Duncan, Oklahoma, where Halliburton began in 1919, Halliburton made a USD 500,000 contribution to support the Heritage Trails. The Heritage Trails will be a three-mile-long multi-use path winding through the city's landmarks and celebrating the city's history. Also, in Duncan, the Halliburton Foundation graciously sponsored Duncan High School's STEM Innovation Lab renovations to bring state-of-the-art technology and learning to students. Employees in Singapore celebrated the Company's 100 years by donating time and funds to the People's Association's (PA's) Project We Care, an initiative led by the private sector and PA to encourage corporate giving and volunteerism in Singapore. In addition to the financial support, more than a dozen employees volunteered at the fourth biennial Project We Care Garden Party at the Istana, which benefits the less-fortunate members of the community.



Global Citizenship *continued*

Charitable Giving (USD)

\$8,759,574

Halliburton Corporate Giving

\$3,410,173

Halliburton Foundation

\$1,381,790

Employee Giving (Giving Choices)

\$1,936,890,351

Landmark In-Kind Donations

\$1,950,441,888

TOTAL CONTRIBUTIONS



Community Action

Halliburton is a member of the Corporate Community Relations Council of Greater Houston. The council is made up of member companies across industries for community relations professionals to network, gain professional development, access resources and share best practices.



INDIA

Halliburton sponsored an Underage Driving and Distraction program that is partnered with Maharashtra Police. The program is intended to raise awareness of the dangers of driving underage and the effects of distraction on driving safety. The program was conducted at the Social Service League Junior College, and Halliburton was invited to participate. Other students were also introduced to the program through an interactive session at the Byramjee Jeejeebhoy Parsee Charitable School. A total of 200 children were involved. Nassiba Toumert, Halliburton HSE/SQ Country Manager for India, participated in the program and interacted with the students and teachers of the college.



MALAYSIA

Halliburton supported Global Road Safety Week in Malaysia by passing out proper helmets to children who ride on motorbikes. In Malaysia, it is common to see children wearing ill-fitting helmets or, worse, toy or bicycle helmets when they are riding as passengers on motorbikes, according to Dr. Kulanthayan KC Mani, an associate professor at Universiti Putra Malaysia (UPM) and executive director of Safe Kids Malaysia UPM. This safety campaign was jointly organized by Safe Kids Malaysia UPM, the Road Safety Department, the police and the country's Civil Defence Force, and is supported by international partners Safe Kids Worldwide, the Global Alliance of NGOs for Road Safety, and the World Health Organization's Western Pacific Regional Office.



Encouraging Access to STEM

This year, Halliburton engaged with schools at the elementary and collegiate levels to provide access to STEM-related programs for all races, genders, and socioeconomic classes. We worked with seven schools across the U.S. and have successfully impacted over 4,000 students across all our programs and partnerships. We realize that science is not always accessible to every student nationwide, which is why we created programs like our Little Shop of Physics (LSOP) at Colorado State University to increase hands-on, interactive exposure to science and business operations. Our programs involve teaching students how to make and test robots, providing under-represented minority students with opportunities to improve their test-taking skills and to explore STEM-focused career paths, showing educators how to better instruct science, and building teamwork skills. These programs inspire students' interest and participation in science and technology, while teaching fundamental skillsets related to the fields of engineering and business and utilizing geological science applications for oil and gas.

We displayed our commitment to gender equality in the workplace in 2019 by achieving a 27 percent female new hires rate in our professional hiring, an increase of 17 percent from 2018. We are devoted to equalizing male and female representation in STEM-focused career paths, which is why we have partnered with two universities in the U.S. to introduce women to STEM majors in college, and to help them engage with other female students, faculty and Halliburton professionals. Our hope in creating these partnerships is to empower women to feel included in STEM programs at a collegiate level and to then pursue a career in a STEM-related field. So far, we have seen significant success rates recruiting women to the Colorado School of Mines and the University of Oklahoma in science and/or engineering programs. These partnerships also raise awareness of future career opportunities in the energy services industry, including careers at Halliburton.