



# INDEXES & DATA

PERFORMANCE DATA



## ACRONYM LISTING AND GLOSSARY

| TERM                   | DEFINITION  |
|------------------------|---|
| ACG                    | Actively C.A.R.E. Goals   |
| Actively C.A.R.E.      | Actively Control and Remove Exposures   |
| API                    | American Petroleum Institute  |
| APS                    | Announced Pledges Scenario  |
| Backoffs or Sidetracks | Occurs when the wellbore being drilled is off target or encounters unexpected geological formation and the drill bit is retracted to start an offset drill path |
| BHA                    | Bottom-Hole Assembly  |
| CEM                    | Crisis and Emergency Management   |
| CEMP                   | Crisis and Emergency Management Plan  |
| CIRT                   | Cybersecurity Incident and Response Team  |
| CMT                    | Crisis Management Team  |
| CO <sub>2</sub> e      | Carbon Dioxide Equivalent (includes all greenhouse gases listed calculated by utilizing equivalency factors as defined by the EPA)                              |
| CST                    | Corporate Support Team  |
| Curve                  | The degree of which and the turn in the wellbore from vertical to lateral   |
| DE&I                   | Diversity, Equity, and Inclusion  |
| Driller's Select       | Tool which allows our employees to remotely start and stop rig engines  |
| E&P                    | Exploration & Production  |
| EGS                    | Enhanced Geothermal Systems   |
| EGT                    | Environmental Governance Team   |
| ELT                    | Executive Leadership Team   |
| EMS                    | Environmental Management System   |
| ERG                    | Employee Resource Group   |
| ERM                    | Enterprise Risk Management  |
| ESG                    | Environmental, Social, and Governance   |
| FTE                    | Full-Time Equivalent  |
| GHG                    | Greenhouse Gas  |
| GJ                     | Gigajoules  |
| GRI                    | Global Reporting Initiative   |
| HAZCOM                 | Hazard Communication  |
| HAZWOPER               | Hazardous Waste Operations and Emergency Response   |
| Highline               | Refers to electrical power obtained from the installed electricity grip   |
| Hitch                  | Period of work on a rig   |
| HSE                    | Health, Safety, and Environmental   |
| IEA                    | International Energy Agency   |
| IADC                   | International Association of Drilling Contractors   |

| TERM                               | DEFINITION  |
|------------------------------------|---|
| IMT                                | Incident Management Team  |
| IPCC                               | Intergovernmental Panel on Climate Change   |
| LifeBelt                           | Company's safety rules that highlight actions that individuals must take to protect themselves and others from serious injury or fatality               |
| LTIR                               | Lost Time Incident Rate   |
| NAS                                | North America Solutions   |
| NGFS                               | Network for Greening the Financial System   |
| NPT                                | Nonproductive Time  |
| NZE                                | Net Zero Emissions by 2050 Scenario   |
| Oil and Gas                        | Refers to crude oil and natural gas, collectively called hydrocarbons   |
| OSHA                               | Occupational Safety and Health Administration   |
| PIP                                | Pre-Job Planning  |
| QMS                                | Quality Management System   |
| Quantitative Scenario Analysis/QSA | Quantitative assessment of physical and climate related risks and opportunities under future state climate scenarios and the impact on a given business |
| R&R                                | Rewards & Recognition   |
| ROP                                | Rate of Penetration   |
| RSMT                               | Rig Safety Management Training  |
| SASB                               | Sustainability Accounting Standards Board   |
| SDS                                | Sustainable Development Scenario  |
| SERTs                              | Site Emergency Response Teams   |
| SIF                                | Serious Injury or Fatality  |
| Slide                              | Drilling the curve of the well  |
| SLT                                | Safety Leadership Team  |
| SPCC Plans                         | Spill Prevention, Control and Countermeasure Plans  |
| SSE                                | Short Service Employees   |
| STEPS                              | Stated Policies Scenario  |
| STI                                | Short-Term Incentives   |
| TCFD                               | Taskforce on Climate-Related Financial Disclosures  |
| TCO <sub>2e</sub>                  | Total Carbon Dioxide Equivalent   |
| Tortuosity                         | Measure of curving and bending in a wellbore  |
| Trip or Tripping                   | The removal and re-insertion of several pieces of drill pipe into a wellbore while drilling a well  |
| TRIR                               | Total Recordable Incident Rate  |
| TVD                                | Total Vertical Depth  |
| WEO                                | World Economic Outlook  |
| WHP-LA                             | Women of H&P - Latin America  |

## GENERAL DATA

| METRIC  | UNIT          | TIME PERIOD |            |            |
|---|---------------|-------------|------------|------------|
| GENERAL   |               | FY 2020     | FY 2021    | FY 2022    |
| Drilled Distance <sup>1</sup>   | Kilometers    | 13,606      | 13,340     | 19,121     |
| Total Employees <sup>2</sup>  | Number        | 3,890       | 5,932      | 7,955      |
| Total Contract Employees <sup>3</sup>   | Number        | 434         | 328        | 544        |
| Total Short-service Employees <sup>4</sup>  | Number        | 57          | 901        | 1,111      |
| Number of Wells Drilled <sup>5</sup>  | Number        | 2,667       | 2,336      | 3,371      |
| Total Hours Worked <sup>6</sup>   | Number        | 14,754,461  | 11,450,065 | 15,186,432 |
| Revenue   | Thousands USD | 1,773,927   | 1,218,568  | 2,058,944  |
| Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index | USD           | 0           | 0          | 0          |

<sup>1</sup> Drilled distance is calculated based on hole depth change in streaming rig data; The data reflect only North America Solutions ("NAS"); Note, NAS accounted for 87% of the total revenue in FY 2022.

<sup>2</sup> 2018 - 2021 as published in the corresponding year's proxy; 2022 employee data is as of 9/30/22 as published the 10K.

<sup>3</sup> Accounted for on 9/30 of each fiscal year; Includes employee type of consultant or contractor in Workday; Excludes temp agency worker.

<sup>4</sup> Field employees with service less than six months accounted for on 9/30 of each fiscal year.

<sup>5</sup> Number of wells drilled disclosed to represent SASB activity metric of 'Number of Active Rig Sites' (EM-SV-000.A).

<sup>6</sup> Represents total hours worked for all employees.

## ENVIRONMENTAL DATA

| METRIC  | UNIT  | TIME PERIOD |         |                      |
|---|---|-------------|---------|----------------------|
| GREENHOUSE GAS EMISSIONS <sup>1</sup>   |   | FY 2020     | FY 2021 | FY 2022 <sup>2</sup> |
| Total Scope 1 GHG Emissions   | Thousands Metric Tons CO <sub>2</sub> e             | 845         | 735     | 1,080                |
| Total Scope 2 GHG Emissions <sup>3</sup>  | Thousands Metric Tons CO <sub>2</sub> e             | 6.8         | 6.3     | 37.3                 |
| Total Scope 1 & 2 GHG Emissions   | Thousands Metric Tons CO <sub>2</sub> e             | 852         | 741     | 1,117                |
| Y-o-Y Change Scope 1 GHG Emissions  | Percentage (%)                                      | -           | -13.0%  | 46.8%                |
| Y-o-Y Change Scope 2 GHG Emissions  | Percentage (%)                                      | -           | -76%    | 496.7%               |
| Y-o-Y Change Scope 1 & 2 GHG Emissions  | Percentage (%)                                      | -           | -13.0%  | 50.6%                |
| Total Scope 1 GHG Emissions Normalized by Drilling Activity <sup>3</sup>            | Metric tons CO <sub>2</sub> e per Kilometer Drilled | 62.1        | 55.1    | 56.5                 |
| Total Scope 1 & 2 GHG Emissions Normalized by Drilling Activity <sup>3</sup>        | Metric tons CO <sub>2</sub> e per Kilometer Drilled | 62.6        | 55.6    | 58.4                 |
| Y-o-Y Change Scope 1 GHG Emissions Normalized by Drilling Activity <sup>3</sup>     | Percentage (%)                                      | -           | -11.3%  | 2.4%                 |
| Y-o-Y Change Scope 1 & 2 GHG Emissions Normalized by Drilling Activity <sup>3</sup> | Percentage (%)                                      | -           | -11.2%  | 5.1%                 |
| Scope 1 Emissions intensity   | TCO <sub>2</sub> e/\$1K Revenue                     | 0.48        | 0.60    | 0.52                 |
| Scope 1 Emissions intensity   | TCO <sub>2</sub> e/Employee                         | 217         | 124     | 136                  |
| Scope 2 Emissions intensity   | TCO <sub>2</sub> e/\$1K in Revenue                  | 0.004       | 0.005   | 0.018                |
| Scope 2 Emissions intensity   | TCO <sub>2</sub> e/Employee                         | 1.74        | 1.05    | 4.69                 |
| Scope 1+2 Emissions intensity   | TCO <sub>2</sub> e/\$1K in Revenue                  | 0.48        | 0.61    | 0.54                 |
| Scope 1+2 Emissions intensity   | TCO <sub>2</sub> e/Employee                         | 219         | 125     | 140                  |

## ENVIRONMENTAL DATA (CONTINUED)

| METRIC  | UNIT                                  | TIME PERIOD |            |                      |
|---|---------------------------------------|-------------|------------|----------------------|
|   |                                       | FY 2020     | FY 2021    | FY 2022 <sup>2</sup> |
| <b>ENERGY CONSUMPTION <sup>4</sup></b>  |                                       |             |            |                      |
| Off-road Equipment Total Fuel Consumed  | Gigajoules (GJ)                       | 11,673,391  | 10,148,137 | 15,096,906           |
| % of Total Fuel Consumed by Off-road Equipment  | Percentage (%)                        | 97.7%       | 97.6%      | 98.7%                |
| % of Renewable Fuel Consumed by Off-road Equipment  | Percentage (%)                        | 0%          | 0%         | 0%                   |
| % Renewable of Total Fuel Consumed by Off-road Equipment  | Percentage (%)                        | 0%          | 0%         | 0%                   |
| On-road or Mobile Equipment Total Fuel Consumed   | Gigajoules (GJ)                       | 276,302     | 247,070    | 194,668              |
| % of Total Fuel Consumed by On-road or Mobile Equipment   | Percentage (%)                        | 2.3%        | 2.4%       | 1.3%                 |
| % of Renewable Fuel Consumed by On-road or Mobile Equipment                                       | Percentage (%)                        | 5.5%        | 5.2%       | 6.3%                 |
| % Renewable of Total Fuel Consumed by On-road or Mobile Equipment                                 | Percentage (%)                        | 0.1%        | 0.1%       | 0.1%                 |
| Total Diesel Consumption  | Gigajoules (GJ)                       | 11,728,597  | 10,209,507 | 14,985,265           |
| Total Gasoline Consumption  | Gigajoules (GJ)                       | 197,654     | 167,040    | 159,686              |
| Total Ethanol Consumption   | Gigajoules (GJ)                       | 15,289      | 12,889     | 12,315               |
| Total Natural Gas Consumption   | Gigajoules (GJ)                       | 24,611      | 27,352     | 150,204              |
| Total Other Gas Consumption   | Gigajoules (GJ)                       | 168         | 109        | 2,878                |
| Total Biomass Woodchip Consumption  | Gigajoules (GJ)                       | 31          | 26         | 34                   |
| Total Jet Fuel Consumption  | Gigajoules (GJ)                       | 7,984       | 5,661      | 9,785                |
| Total Electricity Consumption   | Gigajoules (GJ)                       | 51,967      | 45,560     | 325,835              |
| % Renewable of Total Fuel Consumed  | Percentage (%)                        | 0.1%        | 0.1%       | 0.1%                 |
| Total Fuel Consumption  | Gigajoules (GJ)                       | 11,949,692  | 10,395,207 | 15,291,574           |
| Total Energy Consumption  | Gigajoules (GJ)                       | 12,026,301  | 10,468,145 | 15,646,001           |
| Total Energy Consumption Normalized by Drilling Activity <sup>3</sup>                             | Gigajoules (GJ) per Kilometer Drilled | 884         | 785        | 818                  |
| Y-o-Y Change in Total Energy Consumption Normalized by Drilling Activity <sup>3</sup>             | Percentage (%)                        | -           | -11.2%     | 4.3%                 |
| Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions | Percentage (%)                        | -           | 25%        | 25%                  |

## ENVIRONMENTAL DATA (CONTINUED)

| METRIC   | UNIT                                 | TIME PERIOD |         |         |
|--|--------------------------------------|-------------|---------|---------|
|  |                                      | FY 2020     | FY 2021 | FY 2022 |
| <b>WATER</b>   |                                      |             |         |         |
| Percentage water recycled  | Percentage (%)                       | 0%          | 0%      | 0%      |
| <b>SPILLS</b>  |                                      |             |         |         |
| Total Number of Spills <sup>5</sup>                                      | Number                               | -           | 2       | 3       |
| Spill Incident Rate <sup>6</sup>   | (Incidents per 200,000 Hours Worked) | -           | 0.03    | 0.04    |
| Volume of Spills   | m <sup>3</sup>                       | -           | 2.6     | 2.6     |
| <b>BIODIVERSITY</b>  |                                      |             |         |         |
| Average disturbed acreage per (1) oil and (2) gas well site <sup>7</sup> | Number                               | 0           | 0       | 0       |

<sup>1</sup> Emissions measured, calculated, or estimated utilizing methods from the GHG Protocol Corporate Standard with emissions factors as defined by the EPA and other sources; Includes all emissions associated with H&P operations as listed by the operational control boundary definition; CO<sub>2</sub>e includes all greenhouse gases listed calculated by utilizing equivalency factors as defined by the EPA; Rig engine CO<sub>2</sub>e emissions calculated using Original Equipment Manufacturer (OEM) emissions specifications from engine load and/or amount of fuel consumed; Fleet vehicle emissions calculated from fuel purchase data and/or fuel economy estimates for mileage driven; Scope 1 emissions boundaries are as follows: Sources we own, rent for on-site sources, and /or control operationally which are directly related to domestic and internal (land and offshore) drilling solutions; Customers may account for emissions listed as their own.

<sup>2</sup> Includes incremental enhancements made to GHG emissions inventory which contains additions not present in previous year totals and improvements in calculation methodologies. Year over year changes may not represent direct inventory comparisons. For example, methodologies to account for rigs running on highline electrical power were implemented in FY2022 moving their emissions from Scope 1 to Scope 2 calculations in accordance with Scope definitions.

<sup>3</sup> Distance drilled for NAS only; NAS revenue accounted for approximately 87% of the total in FY2022.

<sup>4</sup> Energy consumption for electricity and fuels derived from same methods used to account for scope 1 and 2 GHG emissions; Total fuel consumption excludes fuel used in scope 2 emissions inventory.

<sup>5</sup> Spills listed are those which H&P was required to report to the necessary government agencies in each state.

<sup>6</sup> Reportable spill incidents per 200,000 hours worked.

<sup>7</sup> As a contractor, H&P does not manage the disturbance of land associated with drilling an oil or gas well site.

<sup>8</sup> Scope 2 emissions are calculated using both the location-based method and market-based method from the GHG Protocol Corporate Standard. Because the difference between LBM and MBM are insignificant, one value is reported.

## SOCIAL DATA

| METRIC  | UNIT                                 | TIME PERIOD |         |         |
|---|--------------------------------------|-------------|---------|---------|
|   |                                      | FY 2020     | FY 2021 | FY 2022 |
| <b>HEALTH &amp; SAFETY</b>  |                                      |             |         |         |
| SIF Potential   | (Incidents per 200,000 hours worked) | 1.17        | 1.10    | 1.22    |
| SIF Mitigated   | (Incidents per 200,000 hours worked) | 0.46        | 0.52    | 0.47    |
| SIF Actual  | (Incidents per 200,000 hours worked) | 0.03        | 0.00    | 0.01    |
| Y-o-Y Change in SIF Actual Safety Incidents   | (Incidents per 200,000 hours worked) | -           | -100%   | -       |
| FTE Total Recordable Incident Rate (TRIR)   | (Incidents per 200,000 hours worked) | 1.10        | 1.50    | 2.16    |
| Total Recordable Incidents  | Number of Incidents                  | -           | -       | 164     |
| FTE Lost-Time Incident Rate (LTIR)  | (Incidents per 200,000 hours worked) | 0.22        | 0.61    | 0.57    |
| Total Lost-Time Incidents   | Number of Incidents                  | -           | -       | 43      |
| FTE Fatality rate   | (Incidents per 200,000 hours worked) | 0.00        | 0.00    | 0.01    |
| Total Fatalities  | Number of Incidents                  | -           | -       | 1       |
| FTE Near miss frequency rate (NMFR)   | (Incidents per 200,000 hours worked) | 3.36        | 2.76    | 2.58    |
| FTE Total vehicle incident rate (TVIR)  | (Incidents per 200,000 hours worked) | 1.46        | 1.33    | 1.00    |
| Percentage of all employees and contractors who are covered by internally audited health and safety management system | Percentage (%)                       | 100%        | 100%    | 100%    |

## SOCIAL DATA (CONTINUED)

| METRIC   | UNIT           | TIME PERIOD |         |         |
|--|----------------|-------------|---------|---------|
|  |                | FY 2020     | FY 2021 | FY 2022 |
| <b>TRAINING &amp; DEVELOPMENT</b>  |                |             |         |         |
| <b>General Training</b>  |                |             |         |         |
| New Employee Safety Training for Short Service (SSE) Employees                                   | Hours          | 15          | 15      | 15      |
| Driller 101 Training Participants  | Number         | 105         | 278     | 454     |
| Derrickman 101 Training Participants <sup>13</sup>   | Number         | -           | -       | 831     |
| Motorman 101 Training Participants   | Number         | 136         | 241     | 709     |
| Well Control Certification Training <sup>1</sup>   | Hours          | 24          | 24      | 24      |
| Well Control Certification Participants <sup>1</sup>   | Number         | 573         | 638     | 849     |
| Coach Training Participants  | Number         | 914         | 2,637   | 2,319   |
| Change Champion Training   | Hours          | 68          | 52      | 56      |
| Change Champion Graduates  | Number         | 68          | 76      | 62      |
| HSE Recognition & Rewards Granted <sup>2</sup>   | Number         | 10,163      | 7,312   | 17,026  |
| <b>Environmental Training</b>  |                |             |         |         |
| Average Employees in Attendance for Environmental and Emergency Response Trainings <sup>3</sup>  | Number         | 4,906       | 2,727   | 5,644   |
| <b>Safety Training</b>   |                |             |         |         |
| Minimum Safety Training for Field Employees <sup>4</sup>   | Hours          | 26          | 26      | 26      |
| Minimum Safety Training for Short Service Field Employees (SSE) <sup>4,5</sup>                   | Hours          | 28          | 28      | 28      |
| <b>Ethics &amp; Compliance Training</b>  |                |             |         |         |
| Average Hours of Ethics & Compliance Training for FTE <sup>6</sup>                               | Number         | 2.25        | 1.5     | 1       |
| % of FTE Ethics & Compliance Training Compliance <sup>7</sup>                                    | Percentage (%) | 100%        | 100%    | 100%    |
| % of Required Employees who Complete Anti-Corruption Training <sup>7</sup>                       | Percentage (%) | 100%        | 100%    | 100%    |
| % of Required Employees who Complete Trade Compliance Training <sup>7</sup>                      | Percentage (%) | 100%        | 100%    | 100%    |
| % of Required Employees who Complete Anti-Discrimination & Harassment Training <sup>7</sup>      | Percentage (%) | 100%        | 100%    | 100%    |
| % of Required Employees who Complete Insider Trading <sup>7</sup>                                | Percentage (%) | 100%        | 100%    | 100%    |
| % of Required Employees who Complete Code of Conduct Training <sup>7</sup>                       | Percentage (%) | 100%        | 100%    | 100%    |
| % of Required Employees who Complete Anti-Trust Training <sup>7</sup>                            | Percentage (%) | N/A         | N/A     | 100%    |
| <b>Cybersecurity Training</b>  |                |             |         |         |
| Average Number of Employees who Completed the Annual IT Compliance Training Modules <sup>8</sup> | Number         | 874         | 699     | 1504    |

## SOCIAL DATA (CONTINUED)

| METRIC  | UNIT                        | TIME PERIOD |         |         |
|---|-----------------------------|-------------|---------|---------|
|   |                             | FY 2020     | FY 2021 | FY 2022 |
| <b>RETENTION &amp; RECRUITMENT (DOMESTIC ONLY)</b>                |                             |             |         |         |
| Total New Hires   | Number                      | 2,139       | 1,355   | 3,034   |
| Total New Hires   | Percentage (%) of Workforce | 55.0%       | 22.8%   | 38.1%   |
| <b>DIVERSITY &amp; INCLUSION<sup>8</sup></b>                      |                             |             |         |         |
| <b>Gender</b>   |                             |             |         |         |
| Women Representation of Employees <sup>10</sup>                   | Percentage (%)              | 6.2%        | 5.4%    | 4.4%    |
| Men Representation of Employees <sup>10</sup>                     | Percentage (%)              | 93.8%       | 94.3%   | 94.2%   |
| Not Disclosed (All Employees)                                     | Percentage (%)              | -           | -       | 1.4%    |
| Women Representation in Corporate Office                          | Percentage (%)              | 33.7%       | 31.1%   | 30.3%   |
| Men Representation in Corporate Office                            | Percentage (%)              | 66.3%       | 68.9%   | 69.5%   |
| Women Representation in Senior Management Positions <sup>11</sup> | Percentage (%)              | 13.2%       | 19.6%   | 20.5%   |
| Men Representation in Senior Management Positions <sup>11</sup>   | Percentage (%)              | 86.8%       | 80.4%   | 79.5%   |
| Women Representation in All Management Positions <sup>11</sup>    | Percentage (%)              | 5.7%        | 6.3%    | 5.9%    |
| Men Representation in All Management Positions <sup>11</sup>      | Percentage (%)              | 94.3%       | 93.7%   | 94.1%   |
| <b>Race/Ethnicity</b>   |                             |             |         |         |
| <b>Representation of all employees (%)</b>                        |                             |             |         |         |
| Total U.S. Employees Represented by Minority Groups               | Percentage (%)              | 30.5%       | 33.6%   | 38.1%   |
| White   | Percentage (%)              | 69.5%       | 66.2%   | 59.7%   |
| Asian   | Percentage (%)              | 1.0%        | 0.8%    | 0.6%    |
| Hispanic/Latino   | Percentage (%)              | 20.5%       | 23.8%   | 26.2%   |
| Black or African American   | Percentage (%)              | 5.6%        | 5.4%    | 7.6%    |
| Other Ethnicities <sup>12</sup>                                   | Percentage (%)              | 3.4%        | 3.5%    | 3.7%    |
| Not Disclosed   | Percentage (%)              | -           | -       | 2.2%    |
| <b>Representation in field positions (%)</b>                      |                             |             |         |         |
| Total Field Employees Represented by Minority Groups              | Percentage (%)              | 31.5%       | 35.2%   | 39.6%   |
| White   | Percentage (%)              | 68.4%       | 64.6%   | 58.1%   |
| Asian   | Percentage (%)              | 0.2%        | 0.1%    | 0.1%    |
| Hispanic/Latino   | Percentage (%)              | 22.8%       | 26.4%   | 28.1%   |
| Black or African American   | Percentage (%)              | 5.9%        | 5.8%    | 8.1%    |
| Other Ethnicities <sup>12</sup>                                   | Percentage (%)              | 2.7%        | 2.9%    | 3.3%    |
| Not Disclosed   | Percentage (%)              | -           | -       | 2.3%    |



## SOCIAL DATA (CONTINUED)

| METRIC   | UNIT           | TIME PERIOD |         |         |
|--|----------------|-------------|---------|---------|
|  |                | FY 2020     | FY 2021 | FY 2022 |
| <b>DIVERSITY &amp; INCLUSION<sup>9</sup></b>                     |                |             |         |         |
| <b>Race/Ethnicity</b>  |                |             |         |         |
| <i>Representation in corporate office (%)</i>                    |                |             |         |         |
| Total Corporate Office Employees Represented by Minority Groups  | Percentage (%) | 23.0%       | 22.3%   | 24.0%   |
| White  | Percentage (%) | 76.9%       | 77.5%   | 75.0%   |
| Asian  | Percentage (%) | 6.2%        | 5.7%    | 5.7%    |
| Hispanic/Latino  | Percentage (%) | 5.2%        | 5.6%    | 7.2%    |
| Black or African American  | Percentage (%) | 3.9%        | 3.1%    | 2.7%    |
| Other Ethnicities <sup>11</sup>                                  | Percentage (%) | 7.7%        | 7.9%    | 8.3%    |
| Not Disclosed  | Percentage (%) | -           | -       | 1.1%    |
| <i>Representation in senior management positions (%)</i>         |                |             |         |         |
| Total Senior Management Employees Represented by Minority Groups | Percentage (%) | 10.2%       | 12.5%   | 15.8%   |
| White  | Percentage (%) | 89.8%       | 86.1%   | 80.7%   |
| Asian  | Percentage (%) | 2.6%        | 1.9%    | 1.9%    |
| Hispanic/Latino  | Percentage (%) | 0.0%        | 2.3%    | 5.4%    |
| Black or African American  | Percentage (%) | 0.0%        | 0.0%    | 0.0%    |
| Other Ethnicities <sup>11</sup>                                  | Percentage (%) | 7.7%        | 8.3%    | 8.5%    |
| Not Disclosed  | Percentage (%) | -           | -       | 3.5%    |
| <i>Representation in all management positions (%)</i>            |                |             |         |         |
| Total All Management Employees Represented by Minority Groups    | Percentage (%) | 21.1%       | 20.2%   | 20.5%   |
| White  | Percentage (%) | 78.8%       | 79.4%   | 77.3%   |
| Asian  | Percentage (%) | 0.6%        | 0.4%    | 0.3%    |
| Hispanic/Latino  | Percentage (%) | 15.5%       | 13.8%   | 15.4%   |
| Black or African American  | Percentage (%) | 2.1%        | 2.5%    | 1.9%    |
| Other Ethnicities <sup>12</sup>                                  | Percentage (%) | 2.9%        | 3.4%    | 2.9%    |
| Not Disclosed  | Percentage (%) | -           | -       | 2.2%    |

<sup>1</sup> For rig managers and drillers required bi-yearly.

<sup>2</sup> All employees are eligible to receive HSE R&R awards and can be recognized multiple times in a year.

<sup>3</sup> Average employee attendance is represented by average number trainings completed for HAZCOM, HAZWOPER, SPCC and Emergency Response Trainings.

<sup>4</sup> NAS and South America field employees only; Weekly Rig Management Safety Training (RSMT) provided for all field employees which includes various safety and development topics.

<sup>5</sup> SSE defined as less than 6 months experience; Training includes RSMT and New Employee Safety Training.

<sup>6</sup> Training on odd ending years is typically digital and thus overall time is less than in-person.

<sup>7</sup> Training for this topic was assigned to specific employees who work in positions that require it.

<sup>8</sup> IT training completion represents the average number of training modules completed by selected employees across the required annual IT modules; The following breakdowns the module offering count by year - 2020: 12 modules; 2021: 12 modules; 2022: 12 modules.

<sup>9</sup> Total U.S. workforce unless indicated otherwise.

<sup>10</sup> Fiscal year 2021 does not add up to 100% because of non-response from employees.

<sup>11</sup> Management level definitions were standardized for 2020; Best equivalent positions including Director, Vice President and President were used for 2018-2019 data.

<sup>12</sup> Includes two or more races, American Indian or Alaska Native and Native Hawaiian or Pacific Islander.

<sup>13</sup> New in FY2022.

## GOVERNANCE DATA

| METRIC  | UNIT           | TIME PERIOD          |                      |                             |
|---|----------------|----------------------|----------------------|-----------------------------|
|   |                | FY 2020 <sup>2</sup> | FY 2021 <sup>2</sup> | SEPT. 30, 2022 <sup>2</sup> |
| <b>BOARD COMPOSITION</b>                                |                |                      |                      |                             |
| Board of Directors average age                          | Number         | 64.6                 | 65.1                 | 65.8                        |
| Board of Directors average tenure                       | Number         | 13.1                 | 12                   | 13                          |
| Board of Director gender representation                 | Percentage (%) | 18%                  | 17%                  | 17%                         |
| Board of Director diversity representation <sup>1</sup> | Percentage (%) | 9%                   | 17%                  | 17%                         |
| # of independent Directors                              | Number         | 9                    | 10                   | 10                          |

<sup>1</sup>Based on ethnic and racial categories used in Institutional Shareholder Services' (ISS) database. See ISS Procedures and Policies (Non-Compensation), Frequently Asked Questions, updated April 21, 2021.

<sup>2</sup>Data based on figure as published in corresponding proxy. In some cases, the FY 2022 data will not be available until the 2023 proxy is published.

## GOAL PERFORMANCE DATA

| H&P GOALS  | YEAR | METRIC   | PROGRESS                          |
|--|------|--|-----------------------------------|
| <b>2022 ACTIVELY C.A.R.E. Goal:</b> Reduce the Amount of GHG Emissions per 1,000 Feet Drilled by 5%.                                 | 2022 | GHG Emissions per 1,000 Feet Drilled                           | Ongoing Commitment                |
| <b>2022 Key Result:</b> Reduce excess engine runtime per 1,000 feet drilled by 10% <sup>1</sup>                                      | 2022 | Excess Rig Engine Runtime Reduction (%)                        | Complete and Continued 2023 Focus |
| <b>2022 Key Result:</b> Implement engine roadmaps and achieve 80% utilization on H&P Rigs  | 2022 | New technologies implemented                                   | Complete                          |
| <b>2022 Key Result:</b> Implement New Technology to Improve Rig Efficiency   | 2022 | Not Quantified   | Complete and Continued 2023 Focus |
| <b>2022 Key Result:</b> Achieve a completion rate of 100% for quarterly environmental  | 2022 | Environmental trainings completion rate (%)                    | Partial and Continued 2023 Focus  |
| <b>2023 ACTIVELY C.A.R.E Goal:</b> Reduce the amount of GHG emissions per drilled distance by a base of 1% with a stretch goal of 2% | 2023 | GHG emissions per drilled distance (%)                         | New Goal                          |
| <b>2023 Key Result:</b> Implement Driller's Select on 100 rigs   | 2023 | Number of rigs with Driller's Select Implemented               | New Goal                          |
| <b>2023 Key Result:</b> Achieve 80% of active rigs running below 30% average excess engine hours during fiscal Q2-Q4 <sup>1</sup>    | 2023 | % of active rigs running below 30% average excess engine hours | New Goal                          |
| <b>2023 Key Result:</b> Achieve a completion rate of 98% for assigned GHG emissions training   | 2023 | Completion rate (%) of assigned GHG emissions training         | New Goal                          |
| <b>2023 Key Result:</b> Improve winterization emissions measurement capabilities and build winterization roadmaps                    | 2023 | Not quantified   | New Goal                          |
| <b>2023 Key Result:</b> Validate emissions and fuel data with empirical testing by end of FY 2023                                    | 2023 | Not quantified   | New Goal                          |

## GOAL PERFORMANCE DATA (CONTINUED)

| H&P GOALS  | YEAR | METRIC   | PROGRESS                         |
|--|------|--|----------------------------------|
| <b>2022 ACTIVELY C.A.R.E. Goal:</b> Reduce Unmitigated SIF Incidents On Rigs Within The First 90 Days Of Being Recommissioned By 10%   | 2022 | Unmitigated SIF Incidents On Rigs (%)                      | Complete                         |
| <b>2022 ACTIVELY C.A.R.E. Goal:</b> Reduce The Rate Of Unmitigated SIF Incidents Involving Tubular Handling By 10%   | 2022 | Tubular Handling Rate Of Unmitigated SIF Incidents (%)     | Partial and Continued 2023 Focus |
| <b>2022 ACTIVELY C.A.R.E. Goal:</b> Reduce The Rate Of Unmitigated SIF Incidents Involving Dropped Objects By 10%  | 2023 | Dropped Object Rate Of Unmitigated SIF Incidents (%)       | Partial and Continued 2023 Focus |
| <b>2023 ACTIVELY C.A.R.E. Goal:</b> Reduce Rate of Unmitigated SIF Incidents Involving LifeBelt Breakdown by 15%   | 2023 | Unmitigated SIF Incidents Involving LifeBelt Breakdown (%) | New Goal                         |
| <b>2023 Key Result:</b> Provide training on H&P's lifebelts along with expectations for H&P personnel that have completed the training in the past to re-establish their knowledge of LifeBelts by February 1st, 2023      | 2023 | Not quantified   | New Goal                         |
| <b>2023 Key Result:</b> Provide rig crews with efficient and reliable Pre-Job Planning (PJP) tools by the end of Q2 2023.  | 2023 | Not quantified   | New Goal                         |
| <b>2023 Key Result:</b> Implement technology solutions to address Line of Fire, Dropped Object, and tubular Handling incidents by the end of Q4 of 2023.   | 2023 | Not quantified   | New Goal                         |
| <b>2023 Key Result:</b> Audit existing fall protection systems to identify opportunities to improve training, situational awareness, fall protection anchors and address situations in which 100% tie-off is not possible. | 2023 | Not quantified   | New Goal                         |

<sup>1</sup> Excess engine run time is defined as any time engines are running for more than two hours when fewer engines could run and not exceed 100% load.