INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Management of Helmerich & Payne, Inc.

We have reviewed Helmerich & Payne, Inc.'s (the "Company") accompanying schedules of selected sustainability indicators (the "Subject Matter") included in Appendix A for the year ended September 30, 2023 in accordance with the criteria also set forth in Appendix A (the "Criteria"). Helmerich & Payne, Inc.'s management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of Helmerich & Payne, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

The information included in the Helmerich & Payne, Inc.'s 2023 Sustainability Report and the Helmerich & Payne, Inc. 2023 Sustainability Performance Data Sheet, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying schedules of selected sustainability indicators included in Appendix A for the year ended September 30, 2023, in order for the schedules to be in accordance with the Criteria.

Ernst & Young LLP

December 8, 2023

A member firm of Ernst & Young Global Limited

APPENDIX A

HELMERICH & PAYNE, INC.'S SCHEDULES OF SELECTED SUSTAINABILITY INDICATORS

SCHEDULE OF SELECT SAFETY METRICS[1] FOR THE YEAR ENDED SEPTEMBER 30, 2023

INDICATOR NAME	REPORTED VALUE	UNITS OF MEASURE	CRITERIA
Full-time equivalent (FTE) fatality rate[2, 3, 9]	0	Fatalities per 100 employees	Full-time equivalent fatality rate and fatalities as a result of work-related injuries, as defined by GRI 403-9(a)(i) and GRI 403-9(e-g). Significant contextual information necessary to understand how the data has been compiled has been disclosed[4].
Fatalities as a result of work-related injuries[3]	0	Fatality	
FTE total recordable incident rate (TRIR)[2, 5, 6, 9]	2.00	Recordable incidents per 100 employees	Full-time equivalent total recordable incident rate and recordable work-related injuries, as defined by GRI 403-9(a)(iii) and GRI 403-9(e-g). Significant contextual information necessary to understand how the data has been compiled has been disclosed[4].
Recordable work-related injuries[5, 6]	168	Recordable Incidents	
FTE lost-time incident rate (LTIR)[7]	0.51	Lost-time incidents per 100 employees	FTE lost-time incident rate is defined as the number of lost-time incidents[8] multiplied by 200,000 and divided by the number of employee hours worked.[9]
Lost-time work-related incidents[7]	43	Lost-time incidents	

Reporting boundary: H&P includes employees (salaried and hourly) and contractors that H&P directly supervises in its calculation.

1 H&P's Reported Value for Select Safety Metrics were determined as of November 10, 2023 for the fiscal year ended September 30, 2023.
2 Fatality rate and TRIR are calculated by dividing the number of work-related fatalities or recordable work-related incidents by the number of total hours worked and multiplying the quotient by 200,000.
3 H&P defines a "fatality" as any occupational injury or illness that results in a death.
4 Other criteria included in GRI 403-9a and other components of GRI 403-9 are not reported by H&P.
5 A "recordable incident" is defiend as any occupational injury or illness that results in the following:
- Fatalities, regardless of the time between the injury and death, or the length of the illness; or
- Days away from work cases, other than fatalities; or
- Non-fatal cases without days away from work that:
  - Result in transfer to another job or termination of employment
  - Require medical treatment (other than first aid)
  - Involve loss of consciousness
  - Result in restriction of work or motion

6 The number of recordable incidents is based upon employees self-reporting work-related injuries or illnesses which may be affected by culture, societal norms, and/or regulations. To the extent a recordable incident is not self-reported, it would not be included in the TRIR calculation.
7 The number of lost-time incidents is based upon employees self-reporting work-related injuries or illnesses which may be affected by culture, societal norms, and/or regulations. To the extent a recordable incident is not self-reported, it would not be included in the recordable incident rate calculation.
8 A "lost-time incident" is defined as as a work-related injury or illness that results in an attending physician or other licensed health care professional recommending that the employee stay at home for a period of one or more days due to the work-related illness or injury, or that restricts work for a period of one or more days and the Company is unable to accommodate the restriction. Note that injuries and illnesses are not considered lost time incidents unless they affect the employee beyond the day of injury or onset of illness.
9 Employee hours worked are recorded using two methods. For US Land and Offshore personnel, actual hours worked are captured through the Company's Employee Management System. For international employees, hours are manually calculated based on the number of people assigned per work location and the expected number of hours worked per shift. Hours worked by international employees represent approximately 11% of total hours worked for the Company in the fiscal year ended September 30, 2023.

SCHEDULE OF SELECT DIVERSITY METRICS FOR THE YEAR ENDED SEPTEMBER 30, 2023[10]

INDICATOR NAME	REPORTED VALUE			CRITERIA[11]
Diversity metrics by gender	Male	Female	Undisclosed	
All Employees[12]	95.1%	4.7%	0.2%	Employee gender representation by employee category as defined by GRI 405-1(b)(i). Significant contextual information necessary to understand how the data has been compiled has been disclosed.
Employees in Corporate Office[13]	68.9%	30.8%	0.3%	
All Management Positions[14]	94.2%	5.8%	0.0%	
Senior Management Positions[15]	76.5%	23.5%	0.0%	

DIVERSITY METRICS BY ETHNICITY	WHITE	ASIAN	HISPANIC / LATINO	BLACK / AFRICAN AMERICAN	OTHER ETHNICITIES[16]	UNDISCLOSED	CRITERIA[11]
All Employees[12]	58.2%	0.7%	27.6%	7.9%	3.8%	1.8%	Employee minority representation by employee category as defined by GRI 405-1 (b)(iii). Significant contextual information necessary to understand how the data has been compiled has been disclosed.
Employees in Field Positions[17]	56.4%	0.2%	29.8%	8.5%	3.3%	1.8%	
Employees in Corporate Office[13]	74.4%	6.0%	7.9%	2.5%	7.8%	1.3%	
All Management Positions[14]	75.5%	0.5%	16.1%	2.0%	3.0%	2.9%	
Senior Management Positions[15]	79.3%	2.8%	5.9%	0.0%	8.1%	3.9%	

Reporting boundary: Diversity metrics are reported for United States (U.S.) employees (excluding contingent workers[12]), except where otherwise noted. This includes U.S.-based employees on international rotation or assignment.

10 Diversity metrics are calculated by averaging the demographic data as of each month-end within the fiscal year, in order to reflect the changes in workforce throughout the year. The metrics are calculated using self-reported data by the employees. To the extent that the employees do not self-report, the data is noted as "Undisclosed" category.
11 Other criteria included in GRI 405-1b and other components of GRI 405-1 are not reported by H&P.
12 Includes all employees globally (excluding contingent workers). H&P defines contingent workers as non-H&P employees who work within the organization as contractors, consultants, managed service providers, or international third-country nationals (TCNs).
13 Includes employees working in corporate and technology offices as well as employees in professional positions (as defined by H&P's human resources structure) who work from home.
14 Includes employees with a job level of "M1" or above as defined by H&P's human resources structure, which includes supervisors, managers, senior managers, directors, vice presidents, senior vice presidents, and president.
15 Includes employees with a job level of "M3" or above as defined by H&P's human resources structure, which includes senior managers, directors, vice presidents, senior vice presidents, and president.
16 Includes two or more races, American Indian or Alaska Native, and Native Hawaiian or Pacific Islander.
17 Includes employees working on rigs, in field and district offices, yards, or remotely as part of field operations.

SCHEDULE OF SELECT ENVIRONMENTAL METRICS FOR THE YEAR ENDED SEPTEMBER 30, 2023

INDICATOR NAME	REPORTED VALUE	UNITS OF MEASURE	CRITERIA
Scope 1 greenhouse gas (GHG) emissions[18, 20, 25, 26]	1,142	Thousands Metric tonnes carbon dioxide equivalents (tMT CO_2e)	The GHG Protocol: A Corporate Accounting and Reporting Standard, GHG Protocol Scope 2 Guidance
Scope 2 GHG emissions, location-based method (LBM)[19, 20, 27]	43	tMT CO_2e	
Scope 2 GHG emissions, Market-based method (MBM)[19, 20, 27]	46	tMT CO_2e	
Total fuel consumed[21, 26]	16,260,383	Gigajoules (GJ)	Sustainability Accounting Standards Board (SASB) EM-SV-110a.1
Percentage of fuel consumed that is renewable[22]	0.1%	Percentage	
Percentage of fuel consumed used in on-road, mobile equipment and vehicles[23]	1.1%	Percentage	
Percentage of fuel consumed used in off-road equipment[24]	98.9%	Percentage	

Reporting boundary: H&P uses the operational control approach to define its boundary for Scope 1 emissions, Scope 2 LBM and MBM emissions, and total fuel consumed, consistent with the approaches outlined by the GHG Protocol Corporate Standard, the GHG Protocol Scope 2 Guidance, and SASB EM-SV-110a.1.

18 Scope 1 GHG emissions are primarily generated from the consumption of diesel fuel by US Land, Offshore, and International rig engines during drilling activities. Additional Scope 1 emission generating activities include the consumption of diesel and gasoline by the US and international vehicle fleet.
19 Scope 2 emissions generating activities include the consumption of electricity and heating fuels at facilities under H&Ps operational control.
20 H&P includes CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3 in their calculation of Scope 1 and Scope GHG emissions. All material greenhouse gases are included in the calculation of CO_2e with over 95% of Scope 1 and Scope 2 emissions relating to CO_2.
21 Total fuel consumed is comprised of the fuel streams that fall within H&P's operational control, including diesel, gasoline, ethanol, corporate jet fuel, propane, natural gas, liquid petroleum gas and acetylene. Fuel consumption data is captured from fuel purchases made during the reporting period, daily fuel tank readings on offshore rigs, and one-second engine activity and fuel consumption data captured by digital transmitters installed on US Land rig engines. When data is unavailable fuel usage is estimated using actuals from similar rigs over the same period. In cases where a diesel engine utilizes natural gas to supplement its fuel supply, the one-second engine activity data assumes all fuel consumption to be diesel.
22 H&P measures the percentage of fuel consumed that is renewable based on the ethanol content of gasoline purchased for US-based light-duty trucks. Ethanol meets the SASB standard for a renewable fuel as it is produced from renewable biomass, replaces the quantity of fossil fuel present in fuel, and has lifecycle GHG emissions that are at least 20% less than baseline gasoline lifecycle emissions.
23 H&P considers all light duty vehicles (i.e., gasoline and diesel power light duty vehicles) as being "on-road."
24 H&P considers any fuel consumed that does not fall into the "on-road" category as "off-road."
25 Gasoline consumed and included in H&P's calculation of Scope 1 GHG emissions is understood to contain a percentage of ethanol, a source of biogenic emissions. Due to considerations of materiality, H&P has not separately disclosed biogenic CO_2 emissions related to the consumption of ethanol, including the biogenic CO_2 emissions in the total Scope 1 GHG emissions. Ethanol is noted as the only source of biogenic emissions.
26 Throughout the year, H&P rigs may utilize auxiliary winterization equipment, including hot air circulators and boilers, to maintain operations during cold weather. These auxiliary heating units leverage separate fuel consumption procedures that fall outside of H&P's normal fuel consumption. As a result, the fuel consumed and resulting Scope 1 GHG emissions from the winterization equipment is calculated utilizing surveyed hourly use and fuel consumption provided by rig managers.
27 Certain H&P rigs utilize highline power, part time use of purchased electricity. To identify the volume of purchased electricity, an estimate is utilized that takes the median kWh consumption per hour from all highline rig engines under the same activity code and applies the median kWh consumption to all rigs utilizing highline power for the period of highline power use.

NOTES TO SCHEDULES

NOTE ON SOURCES OF EMISSIONS FACTORS AND GLOBAL WARMING POTENTIALS

INDICATOR NAME	EMISSIONS FACTORS	GLOBAL WARMING POTENTIALS
GHG emissions – Scope 1	Environmental Protection Agency (EPA) Center for Corporate Climate Leadership GHG Emission Factors Hub Department of Environment, Food and Rural Affairs (DEFRA) Conversion Factors – June 2023	2007 IPCC Fourth Assessment Report
GHG emissions – Scope 2 (location-based and market-based)	The Emissions & Generation Resource Integrated Database (eGRID) 2021 The International Energy Agency Emission Factors (2022) Green-e Residual Mix Emissions Rates (2020) Assosciation of Issuing Bodies (AIB) European Residual Mixes (2022) Environmental Protection Agency (EPA) Center for Corporate Climate Leadership GHG Emission Factors Hub	

NOTE ON NON-FINANCIAL REPORTING

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurements techniques may also vary.

End of Appendix A