

Helmerich  
& Payne

2023

**INDEXES & DATA**  
PERFORMANCE DATA

Rig 502, West Texas



# 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 and 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



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



# INDUSTRY ASSOCIATIONS AND MEMBERSHIPS

American Association of Drilling Engineers (AADE)
American Institute of Steel Construction (AISC)
American Petroleum Institute (API)
American Society of Civil Engineers (ASCE)
American Welding Society (AWS)
International Association of Drilling Contractors (IADC)
Society of Petroleum Engineers (SPE)
The Petroleum Alliance of Oklahoma
Geothermal Rising
Society of Petrophysicists and Well Log Analysts (SPWLA)
International Association of Directional Drilling (IADD)
Energy Workforce & Technology Council
Women's Energy Network of Greater Oklahoma (WENOK)

## GENERAL DATA

METRIC	UNIT	TIME PERIOD		
		FY 2021	FY 2022	FY 2023
<b>GENERAL</b>				
Drilled Distance <sup>1</sup>	Kilometers	13,340	19,121	21,086
Total Employees <sup>2</sup>	Number	5,932	8,000	7,100
Total Contract Employees <sup>3</sup>	Number	328	544	723
Total Short-service Employees <sup>4</sup>	Number	901	1,111	897
Number of Wells Drilled <sup>5</sup>	Number	2,336	3,371	3,846
Total Hours Worked <sup>6</sup>	Number	11,450,065	15,186,432	16,832,632
Revenue	Thousands USD	1,218,568	2,058,944	2,872,421
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	USD	0	0	0

1 Drilled distance is calculated based on hole depth change in streaming rig data; The data reflects only North America Solutions ("NAS"); Note, NAS accounted for 88% of the total revenue in FY23.

2 Employee data is approximate and as of 9/30 of the corresponding year as published in the [10-K](#).

3 Accounted for on 9/30 of each fiscal year; Includes employee type of consultant or contractor in HRIS; Excludes temp agency worker; expanded in FY23 to include global contract employees.

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

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

6 Total hours worked for all employees.



# ENVIRONMENTAL DATA

METRIC	UNIT	TIME PERIOD		
GREENHOUSE GAS EMISSIONS <sup>1</sup>		FY 2021	FY 2022	FY 2023
Total Scope 1 GHG Emissions	Thousands Metric Tons CO <sub>2</sub> e	735	1,080	1,142
Total Scope 2 GHG Emissions (Location Based)	Thousands Metric Tons CO <sub>2</sub> e	6.3	37.3	43.3
Total Scope 2 GHG Emissions (Market Based)	Thousands Metric Tons CO <sub>2</sub> e	-	-	46.3
Total Scope 1 & 2 GHG Emissions	Thousands Metric Tons CO <sub>2</sub> e	741	1,117	1,186
Y-o-Y Change Scope 1 GHG Emissions	Percentage (%)	-13.0%	46.8%	5.8%
Y-o-Y Change Scope 2 GHG Emissions	Percentage (%)	-7.6%	496.7%	16.0%
Y-o-Y Change Scope 1 & 2 GHG Emissions	Percentage (%)	-13.0%	50.6%	6.2%
Total Scope 1 GHG Emissions Normalized by Drilling Activity <sup>2</sup>	Metric Tons CO <sub>2</sub> e per Kilometer Drilled	55.1	56.5	54.2
Total Scope 1 & 2 GHG Emissions Normalized by Drilling Activity <sup>2</sup>	Metric Tons CO <sub>2</sub> e per Kilometer Drilled	55.6	58.4	56.2
Y-o-Y Change Scope 1 GHG Emissions Normalized by Drilling Activity <sup>2</sup>	Percentage (%)	-11.3%	2.4%	-4.0%
Y-o-Y Change Scope 1 & 2 GHG Emissions Normalized by Drilling Activity <sup>2</sup>	Percentage (%)	-11.2%	5.1%	-3.7%
Scope 1 Emissions Intensity	TCO <sub>2</sub> e/\$1K Revenue	0.60	0.52	0.40
Scope 1 Emissions Intensity	TCO <sub>2</sub> e/Employee	124	135	161
Scope 2 Emissions Intensity	TCO <sub>2</sub> e/\$1K in Revenue	0.005	0.018	0.015
Scope 2 Emissions Intensity	TCO <sub>2</sub> e/Employee	1.05	4.67	6.10
Scope 1 & 2 Emissions Intensity	TCO <sub>2</sub> e/\$1K in Revenue	0.61	0.54	0.41
Scope 1 & 2 Emissions Intensity	TCO <sub>2</sub> e/Employee	125	140	167
ENERGY CONSUMPTION <sup>3</sup>		FY 2021	FY 2022	FY 2023
Off-road Equipment Total Fuel Consumed	Gigajoules (GJ)	10,148,137	15,096,906	16,076,839
% of Total Fuel Consumed by Off-road Equipment	Percentage (%)	97.6%	98.7%	98.9%
% 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)	247,070	194,668	183,544
% of Total Fuel Consumed by On-road or Mobile Equipment	Percentage (%)	2.4%	1.3%	1.1%
% of Renewable Fuel Consumed by On-road or Mobile Equipment	Percentage (%)	5.2%	6.3%	8.8%
% Renewable of Total Fuel Consumed by On-road or Mobile Equipment	Percentage (%)	0.1%	0.1%	0.1%
Total Diesel Consumption	Gigajoules (GJ)	10,209,507	14,985,265	15,960,205
Total Gasoline Consumption	Gigajoules (GJ)	167,040	159,686	144,764
Total Ethanol Consumption	Gigajoules (GJ)	12,889	12,315	16,085
Total Natural Gas Consumption	Gigajoules (GJ)	27,352	150,204	89,012
Total Other Gas Consumption	Gigajoules (GJ)	109	2,878	64,759
Total Biomass Woodchip Consumption	Gigajoules (GJ)	26	34	47
Total Jet Fuel Consumption	Gigajoules (GJ)	5,661	9,785	11,980
Total Electricity Consumption	Gigajoules (GJ)	45,560	325,835	359,591
% Renewable of Total Fuel Consumed	Percentage (%)	0.1%	0.1%	0.1%
Total Fuel Consumption	Gigajoules (GJ)	10,395,207	15,291,574	16,260,383
Total Energy Consumption	Gigajoules (GJ)	10,468,145	15,646,001	16,646,444



METRIC	UNIT	TIME PERIOD		
Total Energy Consumption Normalized by Drilling Activity <sup>2</sup>	Gigajoules (GJ) per Kilometer Drilled	785	818	789
Y-o-Y Change in Total Energy Consumption Normalized by Drilling Activity <sup>2</sup>	Percentage (%)	-11.2%	4.3%	-3.5%
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Percentage (%)	25%	25%	26%
<b>WATER</b>		<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
Percentage Water Recycled	Percentage (%)	0%	0%	0%
<b>SPILLS</b>		<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
Total Number of Spills <sup>4</sup>	Number	2	3	0
Spill Incident Rate <sup>5</sup>	Incidents per 200,000 Hours Worked	0.03	0.04	0
Volume of Spills	m <sup>3</sup>	2.6	2.6	0
<b>BIODIVERSITY</b>		<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
Average disturbed acreage per oil and gas well site <sup>6</sup>	Number	0	0	0

1 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 international (land and offshore) drilling solutions; Customers may account for emissions listed as their own; Total Scope 1 and 2 GHG emissions utilize Scope 2 location based unless otherwise noted; exact numbers are utilized for totaling purposes and totals listed may not sum due to rounding.

2 Distance drilled for NAS only; NAS revenue accounted for approximately 88% of the total in FY 2023.

3 Energy consumption for electricity and fuels derived from same methods used to account for scope 1 and 2 GHG emissions; Energy densities used as defined by the EPA and other sources; Total fuel consumption excludes fuel used in scope 2 emissions inventory; electricity consumption includes energy from district cooling.

4 Spills listed are those which H&P was required to report to the necessary government agencies in each state.

5 Reportable spill incidents per 200,000 hours worked.

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



# SOCIAL DATA

METRIC	UNIT	TIME PERIOD		
HEALTH AND SAFETY		FY 2021	FY 2022	FY 2023
SIF Potential	Incidents per 200,000 hours worked	1.10	1.22	0.74
SIF Mitigated	Incidents per 200,000 hours worked	0.52	0.47	0.40
SIF Actual	Incidents per 200,000 hours worked	0.00	0.01	0.01
Y-o-Y Change in SIF Actual Safety Incidents	Percentage (%)	-100%	N/A	-9.8%
Total Recordable Incident Rate (TRIR)	Incidents per 200,000 hours worked	1.50	2.16	2.00
Total Recordable Incidents	Number of Incidents	-	164	168
Lost-Time Incident Rate (LTIR)	Incidents per 200,000 hours worked	0.61	0.57	0.51
Total Lost-Time Incidents	Number of Incidents	-	43	43
Fatality rate	Incidents per 200,000 hours worked	0.00	0.01	0.00
Total Fatalities	Number of Fatalities	-	1	0
Near Miss Frequency Rate (NMFR)	Incidents per 200,000 hours worked	2.76	2.58	2.88
Total Vehicle Incident Rate (TVIR)	Incidents per 200,000 hours worked	1.33	1.00	1.19
Percentage of all employees and contractors who are covered by internally audited health and safety management system	Percentage (%)	100%	100%	100%
TRAINING AND DEVELOPMENT		FY 2021	FY 2022	FY 2023
<b>General Training</b>				
New Employee Safety Training for Short Service (SSE) Employees	Hours	15	15	15
Driller 101 Training Participants	Number	278	454	273
Derrickman 101 Training Participants	Number	-	831	580
Motorman 101 Training Participants	Number	241	709	569
Well Control Certification Training <sup>1</sup>	Hours	24	24	24
Well Control Certification Participants <sup>1</sup>	Number	638	849	797
Coach Training Participants	Number	2,637	2,319	1,744
Change Champion Training	Hours	52	56	55
Change Champion Graduates	Number	76	62	105
HSE Recognition and Rewards Granted <sup>2</sup>	Number	7,312	17,026	25,056
<b>Environmental Training</b>				
Average Employees in Attendance for Environmental and Emergency Response Trainings <sup>3</sup>	Number	2,727	5,644	5,770
<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 and Compliance Training</b>				
Average Hours of Ethics & Compliance Training	Number	1.5	1	1.5
% of overall Ethics & Compliance Training Compliance <sup>6</sup>	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Anti-Discrimination & Harassment Training <sup>6</sup>	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Code of Conduct Training <sup>6</sup>	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Anti-Corruption Training <sup>6</sup>	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Trade Compliance Training <sup>6</sup>	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Insider Trading <sup>6</sup>	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Data Privacy Training <sup>6,7</sup>	Percentage (%)	N/A	100%	100%



**METRIC**

**UNIT**

**TIME PERIOD**

<b>TRAINING AND DEVELOPMENT</b>		<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
<b>Cybersecurity Training</b>				
Average Number of Employees who Completed the Annual IT Compliance Training Modules <sup>9</sup>	Number	699	1,504	1,619
<b>RETENTION AND RECRUITMENT (DOMESTIC ONLY)</b>				
Total New Hires	Number	1,355	3,034	3,460
Total New Hires	Percentage (%) of Workforce	22.8%	37.9%	48.7%
<b>DIVERSITY AND INCLUSION<sup>9</sup></b>				
<b>Gender</b>				
Women Representation of Employees <sup>10</sup>	Percentage (%)	5.4%	4.4%	4.7%
Men Representation of Employees <sup>10</sup>	Percentage (%)	94.3%	94.2%	95.1%
Not Disclosed	Percentage (%)	-	1.4%	0.2%
Women Representation in Corporate Office <sup>10</sup>	Percentage (%)	31.1%	30.3%	30.8%
Men Representation in Corporate Office <sup>10</sup>	Percentage (%)	68.9%	69.5%	68.9%
Women Representation in Senior Management Positions <sup>11</sup>	Percentage (%)	19.6%	20.5%	23.5%
Men Representation in Senior Management Positions <sup>11</sup>	Percentage (%)	80.4%	79.5%	76.5%
Women Representation in All Management Positions <sup>11</sup>	Percentage (%)	6.3%	5.9%	5.8%
Men Representation in All Management Positions <sup>11</sup>	Percentage (%)	93.7%	94.1%	94.2%
<b>Race/Ethnicity</b>				
<b>Representation of all employees (%)</b>				
Total U.S. Employees Represented by Minority Groups	Percentage (%)	33.6%	38.1%	40.0%
White	Percentage (%)	66.2%	59.7%	58.2%
Asian	Percentage (%)	0.8%	0.6%	0.7%
Hispanic/Latino	Percentage (%)	23.8%	26.2%	27.6%
Black or African American	Percentage (%)	5.4%	7.6%	7.9%
Other Ethnicities <sup>12</sup>	Percentage (%)	3.5%	3.7%	3.8%
Not Disclosed	Percentage (%)	-	2.2%	1.8%
<b>Representation in field positions (%)</b>				
Total Field Employees Represented by Minority Groups	Percentage (%)	35.2%	39.6%	41.8%
White	Percentage (%)	64.6%	58.1%	56.4%
Asian	Percentage (%)	0.1%	0.1%	0.2%
Hispanic/Latino	Percentage (%)	26.4%	28.1%	29.8%
Black or African American	Percentage (%)	5.8%	8.1%	8.5%
Other Ethnicities <sup>12</sup>	Percentage (%)	2.9%	3.3%	3.3%
Not Disclosed	Percentage (%)	-	2.3%	1.8%
<b>Representation in corporate office (%)</b>				
Total Corporate Office Employees Represented by Minority Groups	Percentage (%)	22.3%	24.0%	24.3%
White	Percentage (%)	77.5%	75.0%	74.4%
Asian	Percentage (%)	5.7%	5.7%	6.0%
Hispanic/Latino	Percentage (%)	5.6%	7.2%	7.9%
Black or African American	Percentage (%)	3.1%	2.7%	2.5%
Other Ethnicities <sup>12</sup>	Percentage (%)	7.9%	8.3%	7.8%
Not Disclosed	Percentage (%)	-	1.1%	1.3%





**METRIC**

**UNIT**

**TIME PERIOD**

DIVERSITY AND INCLUSION		FY 2021	FY 2022	FY 2023
<b>Race/Ethnicity</b>				
<b>Representation in senior management positions (%)</b>				
Total Senior Management Employees Represented by Minority Groups	Percentage (%)	12.5%	15.8%	16.8%
White	Percentage (%)	86.1%	80.7%	79.3%
Asian	Percentage (%)	1.9%	1.9%	2.8%
Hispanic/Latino	Percentage (%)	2.3%	5.4%	5.9%
Black or African American	Percentage (%)	0.0%	0.0%	0.0%
Other Ethnicities <sup>12</sup>	Percentage (%)	8.3%	8.5%	8.1%
Not Disclosed	Percentage (%)	-	3.5%	3.9%
<b>Representation in all management positions (%)</b>				
Total All Management Employees Represented by Minority Groups	Percentage (%)	20.2%	20.5%	21.6%
White	Percentage (%)	79.4%	77.3%	75.5%
Asian	Percentage (%)	0.4%	0.3%	0.5%
Hispanic/Latino	Percentage (%)	13.8%	15.4%	16.1%
Black or African American	Percentage (%)	2.5%	1.9%	2.0%
Other Ethnicities <sup>12</sup>	Percentage (%)	3.4%	2.9%	3.0%
Not Disclosed	Percentage (%)	-	2.2%	2.9%

1 For rig managers and drillers required bi-yearly.

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

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

4 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.

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

6 Training for this topic was assigned to specific employees who work in positions that require it.

7 New in FY 2023, currently ongoing.

8 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 - 2021: 12 modules ; 2022: 12 modules; 2023: 12 modules.

9 All diversity data is representative of the U.S. workforce except for gender data which represents the global workforce..

10 Data may not add up to 100% because of non-response from employees.

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

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



# GOVERNANCE DATA

METRIC	UNIT	TIME PERIOD		
BOARD COMPOSITION		FY 2021 <sup>2</sup>	FY 2022 <sup>2</sup>	Sept. 30, 2023 <sup>2</sup>
Board of Directors average age	Number	65	66	66
Board of Directors average tenure	Number	13	13	13
Board of Director gender representation	Percentage (%)	17%	17%	18%
Board of Director diversity representation <sup>1</sup>	Percentage (%)	17%	17%	18%
# of independent directors	Number	10	12	9

1 Based on ethnic and racial categories used in Institutional Shareholder Services' (ISS) database. See ISS Procedures and Policies (Non-Compensation), Frequently Asked Questions, updated July 25, 2023.

2 Data based on figure as of proxy date. In some cases, the FY 2023 data will not be available until the 2024 proxy is published.

# GOAL PERFORMANCE DATA

H&P GOALS	ACHIEVEMENT YEAR	METRIC	PROGRESS
30% reduction in net CO <sub>2</sub> e per distance drilled by the end of 2030 with a 2018 baseline	2030	Net CO <sub>2</sub> e per distance drilled (%)	New Goal
2023 Actively C.A.R.E.™ Goal: 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 (%)	Complete
2024 Actively C.A.R.E.™ Goal: Maintain or Reduce the Amount of GHG Emissions per Drilled Distance in 2024 as compared to 2023	2024	GHG emissions per drilled distance (%)	New Goal
2023 Actively C.A.R.E.™ Goal: Reduce Rate of Unmitigated SIF Incidents Involving LifeBelt Breakdown by 15%	2023	Unmitigated SIF Incidents Involving LifeBelt Breakdown (%)	Complete
2024 Actively C.A.R.E.™ Goal: Reduce the rate of SIF potential (non-mitigated) incidents involving a LifeBelt breakdown by 10% with a stretch goal of 15%	2024	SIF Potential Incidents Involving LifeBelt Breakdown (%)	New Goal



# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

TCFD CORE ELEMENTS	RECOMMENDED DISCLOSURES	DISCLOSURES
Governance	a. Describe the organization's governance around climate-related risks and opportunities.	Sustainability Oversight Environment > Environmental Management > Environmental Oversight Environment > Climate Strategy and Assessment > Climate Risk Management & Governance Governance > Risk Management
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability Oversight Environment > Environmental Management > Environmental Oversight Environment > Climate Strategy and Assessment > Climate Risk Management & Governance Governance > Risk Management
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Environment > Climate Strategy and Assessment > Climate-related Risks & Opportunities <b>10-K</b> > Pages 27-28
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Environment > Climate Strategy and Assessment > Climate-related Risks & Opportunities Environment > Climate Strategy and Assessment > Risk Mitigation & Opportunity Capitalization
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Environment > Climate Strategy and Assessment > Strategy & Resiliency Assessment
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks.	Sustainability Oversight Environment > Environmental Management Environment > Climate Strategy and Assessment > Climate-related Risks & Opportunities Environment > Climate Strategy and Assessment > Climate Risk Management & Governance Governance > Risk Management
	b. Describe the organization's processes for managing climate-related risks.	Sustainability Oversight Environment > Environmental Management Environment > Climate Strategy and Assessment > Risk Mitigation & Opportunity Capitalization Environment > Climate Strategy and Assessment > Climate Risk Management & Governance Governance > Risk Management
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustainability Oversight Environment > Environmental Management Environment > Climate Strategy and Assessment > Risk Mitigation & Opportunity Capitalization Environment > Climate Strategy and Assessment > Climate Risk Management & Governance Governance > Risk Management
Metrics & Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment > Climate Strategy and Assessment > Environmental Metrics & Targets Indexes & Data > Performance Data > Environmental Data
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Indexes & Data > Performance Data > Environmental Data
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environment > Environmental Goals Indexes & Data > Performance Data > Environmental Data Indexes & Data > Performance Data > Goal Performance Data



# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

## SASB - ACCOUNTING METRICS

SASB CODE	ACCOUNTING METRIC	DISCLOSURE TYPE REQUIRED	DISCLOSURES
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	Quantitative	Indexes and Data > Performance Data > Environmental Data
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Discussion and Analysis	Environment > Environmental Management Environment > Climate Strategy and Assessment
EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Quantitative	Indexes and Data > Performance Data > Environmental Data
EM-SV-140.1	(1) Total volume of fresh water handled in operations, (2) percentage recycled	Quantitative	Indexes and Data > Performance Data > Environmental Data
EM-SV-140.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	Discussion and Analysis	Environment > Environmental Management > Water Management
EM-SV-150a.1	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	Discussion and Analysis	Environment > Environmental Management > Waste Management
EM-SV-150a.2	Volume of hydraulic fracturing fluid used; percentage hazardous	Quantitative	N/A: H&P's operations do not include hydraulic fracturing, and therefore H&P does not use hydraulic fracturing fluid.
EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	Quantitative	N/A: Management of disturbed acreage per oil and gas well site is outside of H&P's operational control.
EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Discussion and Analysis	Environment > Environmental Management > Biodiversity Management Environment > Climate Strategy and Assessment
EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Quantitative	Indexes and Data > Performance Data > Social Data
EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Discussion and Analysis	Employees > Health and Safety Environment > Environmental Management > Processes and HSE Policy
EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Indexes and Data > Performance Data > Social Data
EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion & Analysis	Governance > Ethics and Compliance Employees > Workforce Development
EM-SV-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion & Analysis	10-K > Business > Government Regulations (pgs. 16-17)
EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion & Analysis	Governance > Risk Management Environment > Environmental Management > Processes and HSE Policy



# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

## SASB - ACTIVITY METRICS

SASB CODE	ACTIVITY METRIC	DISCLOSURE TYPE REQUIRED	DISCLOSURES
EM-SV-000.A	Number of active rig sites	Quantitative	<a href="#">10-K</a> > Pages 7
EM-SV-000.B	Number of active well sites	Quantitative	N/A: The number of active well sites is not relevant to H&P's operational control.
EM-SV-000.C	Total amount of drilling performed	Quantitative	Indexes and Data > Performance Data > Environmental Data
EM-SV-000.D	Total number of hours worked by all employees	Quantitative	Indexes and Data > Performance Data > General Data



# GLOBAL REPORTING INITIATIVE

Helmerich & Payne has reported the information cited in this GRI content index for the period October 1st 2022 to September 30th 2023 with reference to the GRI Standards.

GRI 1 Used: GRI 1 Foundation 2021.

## GLOBAL REPORTING INITIATIVE CONTENT INDEX – GENERAL DISCLOSURE 2021

### GLOBAL REPORTING INITIATIVE (GRI) INDEX

GENERAL DISCLOSURES		METRIC / DISCUSSION ITEM	DISCLOSURES
2-1	General Disclosures 2021	Organizational details	<a href="#">10-K</a> Intro > About Helmerich & Payne
2-2	General Disclosures 2021	Entities included in the organization's sustainability reporting	Intro > About this Report
2-3	General Disclosures 2021	Reporting period, frequency and contact point	Intro > About this Report
2-4	General Disclosures 2021	Restatements of information	Appendix > Performance Data
2-5	General Disclosures 2021	External assurance	Appendix > Independent Accountants' Review Report
2-6	General Disclosures 2021	Activities, value chain and other business relationships	<a href="#">10-K</a> > Page 6 Intro > About Helmerich & Payne Suppliers
2-7	General Disclosures 2021	Employees	Intro > Company Profile Indexes and Data > Performance Data > General Data
2-8	General Disclosures 2021	Workers who are not employees	Indexes and Data > Performance Data > General Data
2-9	General Disclosures 2021	Governance structure and composition	<a href="#">Proxy</a> > Pages 12-19
2-10	General Disclosures 2021	Nomination and selection of the highest governance body	Governance > Corporate Governance > Board Committees
2-11	General Disclosures 2021	Chair of the highest governance body	Governance > Corporate Governance > Board Committees
2-12	General Disclosures 2021	Role of the highest governance body in overseeing the management of impacts	Governance > Corporate Governance > Board Committees Environment > Climate Strategy and Assessment > Climate Risk Management & Governance <a href="#">Proxy</a> > Page 12-13
2-13	General Disclosures 2021	Delegation of responsibility for managing impacts	Sustainability Oversight Environment > Climate Strategy and Assessment
2-14	General Disclosures 2021	Role of the highest governance body in sustainability reporting	Intro > About this Report Sustainability Oversight



## GLOBAL REPORTING INITIATIVE (GRI) INDEX

GENERAL DISCLOSURES		METRIC / DISCUSSION ITEM	DISCLOSURES
2-15	General Disclosures 2021	Conflicts of interest	Code of Business Conduct and Ethics
2-16	General Disclosures 2021	Communication of critical concerns	Governance > Ethics and Compliance
2-17	General Disclosures 2021	Collective knowledge of the highest governance body	Intro > Sustainability Oversight Environment > Climate Strategy and Assessment > Climate Risk Management and Governance Governance > Corporate Governance > Board Composition <a href="#">Proxy</a> > Page 22-23
2-18	General Disclosures 2021	Evaluation of the performance of the highest governance body	Governance > Corporate Governance > Board Committees <a href="#">Proxy</a> > Pages 16-17,31-44
2-19	General Disclosures 2021	Remuneration policies	Governance > Corporate Governance > Compensation <a href="#">Proxy</a> > Pages 31-66
2-20	General Disclosures 2021	Process to determine remuneration	Governance > Corporate Governance > Compensation <a href="#">Proxy</a> > Pages 31-66
2-21	General Disclosures 2021	Annual total compensation ratio	Governance > Corporate Governance > Compensation Indexes and Data > Performance Data > Governance Data <a href="#">Proxy</a> > Page 65
2-22	General Disclosures 2021	Statement on sustainable development strategy	Letter from Our CEO
2-23	General Disclosures 2021	Policy commitments	Environment > Environmental Management Governance > Risk Management
2-24	General Disclosures 2021	Embedding policy commitments	Environment > Environmental Management Governance > Risk Management
2-25	General Disclosures 2021	Processes to remediate negative impacts	Environment > Environmental Management > Processes and Audits Governance > Ethics and Compliance
2-26	General Disclosures 2021	Mechanisms for seeking advice and raising concerns	Environment > Environmental Management > Processes and Audits Governance > Ethics and Compliance
2-27	General Disclosures 2021	Compliance with laws and regulations	<a href="#">10-K</a> > Page 27-31
2-28	General Disclosures 2021	Membership associations	Appendix > Industry Associations and Memberships
2-29	General Disclosures 2021	Approach to stakeholder engagement	Intro > About Helmerich & Payne, About This Report



## GLOBAL REPORTING INITIATIVE (GRI) INDEX

ECONOMIC PERFORMANCE		METRIC / DISCUSSION ITEM	DISCLOSURES
201-2	Economic Performance 2016	Financial implications and other risks and opportunities due to climate change	Environment > Climate Strategy and Assessment
201-3	Economic Performance 2016	Defined benefit plan obligations and other retirement plans	Employees > Workforce Development > Employee Benefits, Health, and Wellness
ANTI-CORRUPTION		METRIC / DISCUSSION ITEM	DISCLOSURES
205-1	Anti-Corruption 2016	Operations assessed for risks related to corruption	Governance > Risk Management; Ethics and Compliance
205-2	Anti-Corruption 2016	Communication and training about anti-corruption policies and procedures	Governance > Ethics and Compliance
TAX		METRIC / DISCUSSION ITEM	DISCLOSURES
207-1	Tax 2019	Approach to tax	<a href="#">10-K</a> > Pages 32, 51, 68, 80-82
ENVIRONMENT		METRIC / DISCUSSION ITEM	DISCLOSURES
302-1	Energy 2016	Energy consumption within the organization	Indexes and Data > Performance Data > Environmental Data
302-4	Energy 2016	Reduction of energy consumption	Environment > Environmental Management > Energy Consumption Management Indexes and Data > Performance Data > Environmental Data
302-5	Energy 2016	Reductions in energy requirements of products and services	Environment > Environmental Management > Energy Consumption Management
303-1	Water and Effluents 2018	Interactions with water as a shared resource	Environment > Environmental Management > Water Management
304-2	Biodiversity 2016	Significant impacts of activities, products and services on biodiversity	Indexes and Data > Performance Data > Environmental Data
305-1	Emissions 2016	Direct (Scope 1) GHG emissions	Indexes and Data > Performance Data > Environmental Data
305-2	Emissions 2016	Energy indirect (Scope 2) GHG emissions	Indexes and Data > Performance Data > Environmental Data
305-4	Emissions 2016	GHG emissions intensity	Indexes and Data > Performance Data > Environmental Data
305-5	Emissions 2016	Reduction of GHG emissions	Environment > Environmental Management > Greenhouse Gas Emissions Management
306-2	Waste 2020	Management of significant waste-related impacts	Environment > Environmental Management > Waste Management





## GLOBAL REPORTING INITIATIVE (GRI) INDEX

	SOCIAL	METRIC / DISCUSSION ITEM	DISCLOSURES
403-2	Occupational Health and Safety 2018	Hazard identification, risk assessment, and incident investigation	Employees > Health and Safety
403-3	Occupational Health and Safety 2018	Occupational health services	Employees > Workforce Development Employees > Health and Safety
403-4	Occupational Health and Safety 2018	Worker participation, consultation, and communication on occupational health and safety	Employees > Health and Safety
403-5	Occupational Health and Safety 2018	Worker training on occupational health and safety	Employees > Health and Safety > Safety Training
403-6	Occupational Health and Safety 2018	Promotion of worker health	Employees > Health and Safety Employees > Workforce Development > Employee Benefits, Health, and Wellness
403-7	Occupational Health and Safety 2018	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees > Health and Safety
403-8	Occupational Health and Safety 2018	Workers covered by an occupational health and safety management system	Employees > Health and Safety Indexes and Data > Performance Data > Social Data
403-9	Occupational Health and Safety 2018	Work-related injuries	Indexes and Data > Performance Data > Social Data
404-2	Training & Education 2016	Programs for upgrading employee skills and transition assistance programs	Employees > Workforce Development
405-1	Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees	Governance > Corporate Governance Indexes and Data > Performance Data > Social Data
408-1	Child Labor	Operations and suppliers at significant risk for incidents of child labor	Communities > Responsibility to Each Other
409-1	Forced or Compulsory Labor 2016	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Communities > Responsibility to Each Other
413-1	Local Communities 2016	Operations with local community engagement, impact assessments, and development programs	Communities > H&P's Community Programs
413-2	Local Communities 2016	Operations with significant actual and potential negative impacts on local communities	Communities > H&P's Community Programs
415-1	Public Policy 2016	Political contributions	Governance > Ethics and Compliance

