

INDEXES & DATA

PERFORMANCE DATA

GENERAL DATA

METRIC	UNIT	TIME PERIOD			
		FY 2018	FY 2019	FY 2020	FY 2021
GENERAL		FY 2018	FY 2019	FY 2020	FY 2021
Drilled Distance ¹	Kilometers	17,259	21,040	13,606	13,340
Total FTE ²	Number	9,701	8,421	3,890	5,932
Total Contract Employees ³	Number	58	108	434	328
Total Short-service Employees ⁴	Number	1,875	628	57	901
Number of Wells Drilled ⁵	Number	3,768	4,125	2,667	2,336
Total Hours Worked ⁶	Number	21,761,421	22,415,984	14,754,461	11,450,065
Revenue	Thousands USD	2,487,268	2,798,490	1,773,927	1,218,568
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	USD	0	0	0	0

1. 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 84% of the total revenue in 2021.
2. 2018 - 2020 as published in the corresponding year's proxy; 2021 employee data is as of 9/30/21 as published the Annual Report on Form 10-K.
3. Accounted for on 9/30 of each fiscal year; includes employee type of consultant or contractor in Workday; Excludes temp agency worker.
4. Floormen with six months or less of service, employed on date of 9/30, and primary work address in United States; Excludes casing floorman or stack crew floorman.
5. Number of wells drilled disclosed to represent SASB activity metric of 'Number of Active Rig Sites' (EM-SV-000.A).
6. Represents total hours worked for all employees.

ENVIRONMENTAL DATA

METRIC	UNIT	TIME PERIOD			
		FY 2018	FY 2019	FY 2020	FY 2021
GREENHOUSE GAS EMISSIONS		FY 2018	FY 2019	FY 2020	FY 2021
Total Scope 1 GHG Emissions ^{1,2}	Thousands Metric Tons CO ₂ e	1,235	1,400	845	735
Total Scope 2 GHG Emissions ¹	Thousands Metric Tons CO ₂ e	76	79	6.8	6.3
Total Scope 1 & 2 GHG Emissions ^{1,2}	Thousands Metric Tons CO ₂ e	1,242	1,408	852	741
North America Solutions Scope 1 GHG Emissions ^{1,2}	Thousands Metric Tons CO ₂ e	1,127	1,320	789	697
Y-o-Y Change Scope 1 GHG Emissions ^{1,2}	Percentage (%)	-	13.4%	-39.6%	-13.0%
Y-o-Y Change Scope 2 GHG Emissions ¹	Percentage (%)	-	4.3%	-14.0%	-7.6%
Y-o-Y Change Scope 1 & 2 GHG Emissions ^{1,2}	Percentage (%)	-	13.3%	-39.5%	-13.0%
Total Scope 1 GHG Emissions Normalized by Drilling Activity ^{1,2,3}	Metric Tons CO ₂ e per Kilometer Drilled	71.5	66.5	62.1	55.1

North America Solutions Scope 1 GHG Emissions Normalized by Drilling Activity ^{1,2,3}	Metric Tons CO ₂ e per Kilometer Drilled	65.3	62.8	58.0	52.2
Y-o-Y Change Scope 1 GHG Emissions Normalized by Drilling Activity ^{1,2,3}	Percentage (%)	-	-70%	-6.6%	-11.3%
Scope 1 GHG Emissions from Greatest Sources Normalized by Drilling Activity ^{1,2,4}	Metric Tons CO ₂ e per Kilometer Drilled	70.1	65.3	61.6	54.2
North America Solutions Scope 1 GHG Emissions from Greatest Sources Normalized by Drilling Activity ^{1,2,4}	Metric Tons CO ₂ e per Kilometer Drilled	63.9	61.6	57.5	51.3
Scope 1 Emissions intensity ^{1,2}	TCO ₂ e/\$1K Revenue	0.50	0.50	0.48	0.60
Scope 1 Emissions intensity ^{1,2}	TCO ₂ e/Employee	127	166	217	124
Scope 2 Emissions intensity ¹	TCO ₂ e/\$1K Revenue	0.003	0.003	0.004	0.005
Scope 2 Emissions intensity ¹	TCO ₂ e/Employee	0.78	0.94	1.74	1.05
Scope 1+2 Emissions intensity ^{1,2}	TCO ₂ e/\$1K Revenue	0.50	0.50	0.48	0.61
Scope 1+2 Emissions intensity ^{1,2}	TCO ₂ e/Employee	128	167	219	125
ENERGY CONSUMPTION⁵		FY 2018	FY 2019	FY 2020	FY 2021
Total Fuel Consumed Used in Off-road Equipment	Gigajoules (GJ)	17,090,139	19,412,064	11,673,391	10,148,137
% of Total Fuel Consumed Used in Off-road Equipment	Percentage (%)	97.9%	98.1%	97.7%	97.6%
% of Renewable Fuel Consumed Used In Off-road Equipment	Percentage (%)	0%	0%	0%	0%
% Renewable of Total Fuel Consumed Used in Off-road Equipment	Percentage (%)	0%	0%	0%	0%
Total Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles	Gigajoules (GJ)	363,247	375,369	276,302	247,070
% of Total Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles	Percentage (%)	2.1%	1.9%	2.3%	2.4%
% of Renewable Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles	Percentage (%)	5.8%	5.7%	5.5%	5.2%
% Renewable of Total Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles	Percentage (%)	0.1%	0.1%	0.1%	0.1%
Total Diesel Consumption	Gigajoules (GJ)	17,141,190	19,470,773	11,728,597	10,209,507
Total Gasoline Consumption	Gigajoules (GJ)	271,711	277,556	197,654	167,040
Total Ethanol Consumption	Gigajoules (GJ)	21,100	21,500	15,289	12,889
Total Natural Gas Consumption	Gigajoules (GJ)	22,913	23,929	24,611	27,352
Total Other Gas Consumption	Gigajoules (GJ)	835	658	168	109
Total Biomass Woodchip Consumption	Gigajoules (GJ)	-	38	31	26
Total Jet Fuel Consumption	Gigajoules (GJ)	18,550	16,946	7,984	5,661
Total Electricity Consumption	Gigajoules (GJ)	59,993	62,037	51,967	45,560
% Renewable of Total Fuel Consumed	Percentage (%)	0.1%	0.1%	0.1%	0.1%
Total Fuel Consumption	Gigajoules (GJ)	17,453,386	19,787,433	11,949,692	10,395,207

Total Energy Consumption	Gigajoules (GJ)	17,536,292	19,873,438	12,026,301	10,468,145
Total Energy Consumption Normalized by Drilling Activity	Gigajoules (GJ) per Kilometer Drilled	1,016	945	884	785
Y-o-Y Change in Total Energy Consumption Normalized by Drilling Activity	Percentage (%)	-	-70%	-6.4%	-11.2%
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Percentage (%)	-	-	-	25%
WATER		FY 2018	FY 2019	FY 2020	FY 2021
Percentage water recycled	Percentage (%)	0%	0%	0%	0%
SPILLS		FY 2018	FY 2019	FY 2020	FY 2021
Total Number of Spills ⁶	Number	-	-	-	2
Spill Incident Rate ⁷	Incidents per 200,000 Hours Worked	-	-	-	0.03
Volume of Spills	m ³	-	-	-	2.6
BIODIVERSITY		FY 2018	FY 2019	FY 2020	FY 2021
Average disturbed acreage per (1) oil and (2) gas well site ⁸	Number	NA	NA	NA	NA
Y-o-Y Change in North America Solutions Operations Real Estate Footprint ⁹	Percentage (%)	-1.1%	-3.7%	-2.4%	-28.5%

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; CO₂e includes all greenhouse gases listed by the EPA and calculated by utilizing equivalency factors as defined by the EPA; Rig engine CO₂e 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.
2. Note, the boundaries for our Scope 1 emission are follows: Sources we own, rent for on-site operations, and /or control operationally which are directly related to domestic and international (land and offshore) drilling solutions.
3. Distance drilled for NAS only; NAS revenue accounted for 84% of the total in fiscal 2021.
4. Greatest sources considered are rig engines and fleet vehicles.
5. 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.
6. Spills listed are those which H&P was required to report to the necessary government agencies in each state.
7. Reportable spill incidents per 200,000 hours worked.
8. As a contractor, H&P does not manage the disturbance of land associated with drilling an oil or gas well site.
9. Reduction of building space by square footage for NAS based properties.

SOCIAL DATA

METRIC	UNIT	TIME PERIOD			
		FY 2018	FY 2019	FY 2020	FY 2021
HEALTH & SAFETY					
SIF Potential	Incidents per 200,000 Hours Worked	2.55	1.82	1.17	1.10
SIF Mitigated	Incidents per 200,000 Hours Worked	0.43	0.34	0.46	0.52
SIF Actual	Incidents per 200,000 Hours Worked	0.06	0.01	0.03	0.00
Y-o-Y Change in SIF Actual Safety Incidents	Incidents per 200,000 Hours Worked	-	-83.3%	200%	-100%
FTE Total Recordable Incident Rate (TRIR)	Incidents per 200,000 Hours Worked	1.89	1.75	1.10	1.50
FTE Lost-Time Incident Rate (LTIR)	Incidents per 200,000 Hours Worked	0.50	0.39	0.22	0.61

FTE Fatality rate	Incidents per 200,000 Hours Worked	0.00	0.02	0.00	0.00
FTE Near miss frequency rate (NMFR)	Incidents per 200,000 Hours Worked	3.16	2.47	3.36	2.76
FTE Total vehicle incident rate (TVIR)	Incidents per 200,000 Hours Worked	1.38	1.06	1.46	1.33
Percentage of all employees and contractors who are covered by health and safety management system	Percentage (%)	100%	100%	100%	100%

TRAINING & DEVELOPMENT	UNIT	FY 2018	FY 2019	FY 2020	FY 2021
GENERAL TRAINING					
New Employee Safety Training for Short Service (SSE) Employees	Hours	15	15	15	15
Driller Training Participants	Number	-	-	105	278
Motorman Training Participants	Number	60	466	136	241
Well Control Certification Training ¹	Hours	24	24	24	24
Well Control Certification Participants ¹	Number	1,124	953	573	638
Coach Training Participants	Number	3,489	600	914	2,637
Change Champion Training	Hours	68	68	68	52
Change Champion Graduates	Number	134	269	68	76
HSE Recognition & Rewards Granted ²	Number	4,864	14,901	10,163	7,312
ENVIRONMENTAL TRAINING					
Average Employees in Attendance for Environmental and Emergency Response Trainings ³	Number	9,100	8,420	4,906	2,727
SAFETY TRAINING					
Minimum Safety Training for Field Employees ⁴	Hours	26	26	26	26
Minimum Safety Training for Short Service Field Employees (SSE) ^{4,5}	Hours	28	28	28	28
ETHICS & COMPLIANCE TRAINING					
Average Hours of Ethics & Compliance Training for FTE ⁶	Number	2.25	2	2.25	1.5
% of FTE Ethics & Compliance Training Compliance ⁷	Percentage (%)	100%	100%	100%	100%
% of Required Employees who Complete Anti-Corruption Training ⁷	Percentage (%)	100%	100%	100%	100%
% of Required Employees who Complete Trade Compliance Training ⁷	Percentage (%)	100%	100%	100%	100%
% of Required Employees who Complete Data Privacy Training ⁷	Percentage (%)	100%	100%	100%	100%
% of Required Employees who Complete Anti-Discrimination & Harassment Training ⁷	Percentage (%)	100%	100%	100%	100%
% of Required Employees who Complete Insider Trading ⁷	Percentage (%)	100%	100%	100%	100%

% of Required Employees who Complete Code of Conduct Training ⁷	Percentage (%)	100%	100%	100%	100%
CYBERSECURITY TRAINING					
Average Number of Employees who Completed Each IT Compliance Training Module ⁸	Number	-	1,234	874	699
RETENTION & RECRUITMENT (DOMESTIC ONLY)					
	UNIT	FY 2018	FY 2019	FY 2020	FY 2021
Total New Hires	Number	5,209	2,294	2,139	1,355
Total New Hires	Percentage (%) of Workforce	53.7%	27.2%	55.0%	27.7%
DIVERSITY & INCLUSION⁹					
	UNIT	FY 2018	FY 2019	FY 2020	FY 2021
GENDER					
Women Representation of Employees ¹⁰	Percentage (%)	4.2%	4.4%	6.2%	5.4%
Men Representation of Employees ¹⁰	Percentage (%)	95.8%	95.6%	93.8%	94.3%
Women Representation in Corporate Office	Percentage (%)	35.2%	35.1%	33.7%	31.1%
Men Representation in Corporate Office	Percentage (%)	64.8%	65.0%	66.3%	68.9%
Women Representation in Senior Management Positions ¹¹	Percentage (%)	15.7%	15.4%	13.2%	19.6%
Men Representation in Senior Management Positions ¹¹	Percentage (%)	84.3%	84.6%	86.8%	80.4%
Women Representation in All Management Positions ¹¹	Percentage (%)	4.0%	4.3%	5.7%	6.3%
Men Representation in All Management Positions ¹¹	Percentage (%)	96.0%	95.7%	94.3%	93.7%
RACE/ETHNICITY					
REPRESENTATION OF ALL EMPLOYEES (%)					
Total U.S. Employees Represented by Minority Groups	Percentage (%)	31.5%	32.7%	30.5%	33.6%
White	Percentage (%)	68.2%	67.1%	69.5%	66.2%
Asian	Percentage (%)	0.6%	0.7%	1.0%	0.8%
Hispanic/Latino	Percentage (%)	21.4%	21.9%	20.5%	23.8%
Black or African American	Percentage (%)	6.2%	6.7%	5.6%	5.4%
Other Ethnicities ¹²	Percentage (%)	3.3%	3.4%	3.4%	3.5%
REPRESENTATION IN FIELD POSITIONS (%)					
Total Field Employees Represented by Minority Groups	Percentage (%)	32.4%	33.6%	31.5%	35.2%
White	Percentage (%)	67.5%	66.4%	68.4%	64.6%
Asian	Percentage (%)	0.3%	0.2%	0.2%	0.1%
Hispanic/Latino	Percentage (%)	22.8%	23.4%	22.8%	26.4%

Black or African American	Percentage (%)	6.3%	7.0%	5.9%	5.8%
Other Ethnicities ¹²	Percentage (%)	3.0%	3.0%	2.7%	2.9%
REPRESENTATION IN CORPORATE OFFICE (%)					
Total Corporate Office Employees Represented by Minority Groups	Percentage (%)	22.0%	24.1%	23.0%	22.3%
White	Percentage (%)	77.9%	75.9%	76.9%	77.5%
Asian	Percentage (%)	4.6%	6.7%	6.2%	5.7%
Hispanic/Latino	Percentage (%)	6.2%	5.7%	5.2%	5.6%
Black or African American	Percentage (%)	4.4%	4.6%	3.9%	3.1%
Other Ethnicities ¹²	Percentage (%)	6.8%	7.1%	7.7%	7.9%
REPRESENTATION IN SENIOR MANAGEMENT POSITIONS (%)					
Total Senior Management Employees Represented by Minority Groups	Percentage (%)	11.4%	9.3%	10.2%	12.5%
White	Percentage (%)	87.6%	90.7%	89.8%	86.1%
Asian	Percentage (%)	3.7%	2.4%	2.6%	1.9%
Hispanic/Latino	Percentage (%)	2.4%	1.2%	0.0%	2.3%
Black or African American	Percentage (%)	0.0%	0.0%	0.0%	0.0%
Other Ethnicities ¹²	Percentage (%)	5.3%	5.7%	7.7%	8.3%
REPRESENTATION IN ALL MANAGEMENT POSITIONS (%)					
Total All Management Employees Represented by Minority Groups	Percentage (%)	23.0%	22.6%	21.1%	20.2%
White	Percentage (%)	76.7%	77.2%	78.8%	79.4%
Asian	Percentage (%)	0.9%	0.7%	0.6%	0.4%
Hispanic/Latino	Percentage (%)	17.2%	17.0%	15.5%	13.8%
Black or African American	Percentage (%)	2.4%	2.3%	2.1%	2.5%
Other Ethnicities ¹²	Percentage (%)	2.5%	2.5%	2.9%	3.4%

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. North America Solutions 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 six months experience; training includes RSMT and New Employee Safety Training.
6. Training on odd ending years is typically digital and thus overall time is less than in-person.
7. Training for this topic was assigned to specific employees who work in positions that require it.
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 - 2019: seven modules ; 2020: 12 modules ; 2021: 12 modules.
9. Total U.S. workforce unless indicated otherwise.
10. Data may not add up exactly to 100% due to nonrespondents and may show more than 100% due to the use of monthly averages throughout the year.
11. Management level definitions were standardized in 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			
		FY 2018 ¹	FY 2019 ¹	FY 2020 ¹	Sept. 30, 2021 ¹
BOARD COMPOSITION					
Board of Directors Average Age	Number	63	63.6	64.6	65
Board of Directors Average Tenure	Number	12.2	12.1	13.1	12
Board of Director Gender Representation	Percentage (%)	10%	18%	18%	17%
Board of Director Ethnically Diversity Representation ²	Percentage (%)	10%	9%	9%	17%
Number of Independent Directors	Number	8	9	9	10
EXECUTIVE INCENTIVES					
Annual Total Compensation Ratio ³	Ratio	101.6:1	87.9:1	64.99:1	1
Percent change in Annual Total Compensation Ratio	Percentage (%)	-	-13%	-26%	1
Performance Based Compensation (CEO) ⁴	Percentage (%)	86%	84%	80%	1
Performance Based Compensation (NEO) ^{4,5}	Percentage (%)	78% ⁴	75%	68% ⁴	1

1. Data based on figure as of proxy date. In some cases, the FY 2021 data will not be available until the 2022 proxy is published
2. 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.
3. Ratio of CEO compensation to median employee in accordance with Item 402 of SEC Regulation S-K as set forth in the Company's proxy statements for its annual meetings of shareholders (Proxy Statements).
4. Percent of salary to sum of bonus, stock awards, and non-equity incentive plan compensation as set forth in the "Summary Compensation Table" of the Proxy Statements. Excludes changes in pension value and non-qualified deferred compensation and other compensation.
5. Excludes NEOs who were not employees for full fiscal year to facilitate comparability between periods.

GOAL PERFORMANCE DATA

H&P GOALS	YEAR	METRIC	PROGRESS
2021 Actively C.A.R.E. Goal: Reduce Our Environmental Impact	2020	Not quantified	Ongoing Commitment
2021 Key Result: Quantify All Scope 1 & 2 Emissions	2020	Not quantified	Complete
2021 Key Result: Establish an Environmental Rewards & Recognition Program	2020	Not established	Complete
2021 Key Result: Achieve 100% Completion Rate for Environmental Training Annually	2020	Annual Training Rate	Complete (99.8%)
2021 Key Result: Reduce Fleet Vehicle Idle Time by 33% ²	2020	Fleet Vehicle Idle Time Reduction (%)	Exceeded (34%) ³
2021 Key Result: Reduce Excess Rig Engine Runtime by 10% ¹	2020	Excess Rig Engine Runtime Reduction (%)	Ongoing
2022 Actively C.A.R.E. Goal: Reduce the Amount of GHG Emissions per 1,000 Feet drilled by 5%	2021	GHG Emissions per 1,000 feet Drilled Reduction (%)	New Goal

2022 Key Result: Reduce excess engine runtime per 1,000 feet drilled by 10% over 2021	2021	Excess Rig Engine Runtime Reduction (%)	Continuation of 2021 key result
2022 Key Result: Implement engine roadmaps and achieve 80% of utilization on H&P rigs	2021	Implementation of engine roadmaps and rig utilization (%)	New Goal
2022 Key Result: Implement new technology to improve rig efficiency	2021	Not quantified	New Goal
2022 Key Result: Achieve a completion rate of 100% for quarterly environmental trainings	2021	Quarterly Training Rate	New Goal
2020 Actively C.A.R.E. Goal: Reduce SIF Incidents In Rig Move Activities by 50% Compared to 2020	2020	Rig move activity SIF incident (%)	28% reduction
2020 Actively C.A.R.E. Goal: Reduce SIF Incidents Involving Dropped Objects by 33% Compared to 2020	2020	Dropped Object SIF incident (%)	20% reduction
2020 Actively C.A.R.E. Goal: Reduce SIF Incidents in Tubular Handling Operations by 33% Compared to 2020	2020	Tubular Handling SIF incident (%)	5% increase
2021 Actively C.A.R.E. Goal: Reduce Unmitigated SIF Incidents On Rigs Within The First 90 Days Of Being Recommissioned By 10%	2021	Unmitigated SIF Incidents On Rigs (%)	New Goal
2021 Actively C.A.R.E. Goal: Reduce The Rate Of Unmitigated SIF Incidents Involving Tubular Handling By 10%	2021	Tubular Handling Rate of Unmitigated SIF Incidents (%)	New Goal
2021 Actively C.A.R.E. Goal: Reduce The Rate Of Unmitigated SIF Incidents Involving Dropped Object By 10%	2021	Dropped Object Rate of Unmitigated SIF Incidents (%)	New Goal

1. 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.
2. Fleet idle time is measure as any time a vehicle is on and has not moved for more than five minutes.
3. As of September 30, 2021