

INDEPENDENT ACCOUNTANTS' REVIEW REPORT



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TO THE MANAGEMENT OF HELMERICH & PAYNE, INC.

We have reviewed Helmerich & Payne, Inc.'s accompanying schedules of selected sustainability indicators included in Appendix A (the "Subject Matter") for the year ended September 30, 2021, 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. A review consists 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. A review is substantially less in scope 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. A review also does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that our review provides a reasonable basis for our conclusion.

In performing our review, we have also complied with the independence and other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

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. 2021 Sustainability Report and the Helmerich & Payne, Inc. 2021 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, 2021, in order for the schedules to be in accordance with the Criteria.

A stylized, handwritten-style signature of 'Ernst & Young LLP' in black ink.

December 13, 2021

APPENDIX A – HELMERICH & PAYNE, INC.’S SCHEDULES OF SELECTED SUSTAINABILITY INDICATORS

SCHEDULE OF SELECT **SAFETY METRICS** FOR THE YEAR ENDED SEPTEMBER 30, 2021

INDICATOR NAME	REPORTED VALUE	UNITS OF MEASURE	CRITERIA
Full-time equivalent (FTE) fatality rate ¹	0.00	Fatalities per 100 employees	Global Reporting Initiative (GRI) Standard 403-9 (a)(i): Work-related injuries
FTE total recordable incident rate (TRIR) ^{2,3}	1.50 ⁴	Recordable incidents per 100 employees	GRI Standard 403-9 (a)(iii): Work-related injuries
FTE lost-time incident rate (LTIR) ⁵	0.61 ⁶	Lost-time incidents per 100 employees	FTE lost-time incident rate is defined as the number of lost-time incidents ⁷ multiplied by 200,000 and divided by the number of employee hours worked. ⁸

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

- H&P calculates its fatality rate by dividing the number of work-related fatalities by the number of total hours worked and multiplying the quotient by 200,000.
- H&P calculates its TRIR by dividing the number of recordable work-related incidents by the number of total hours worked and multiplying the quotient by 200,000.
- H&P defines a “recordable incident” 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
- The TRIR was determined as of November 15, 2021 for the fiscal year ended September 30, 2021. 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.
- H&P calculates its LTIR by dividing the number of work-related lost-time incidents by the number of total hours worked and multiplying the quotient by 200,000.
- The LTIR was determined as of November 15, 2021 for the fiscal year ended September 30, 2021. 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.
- H&P defines a “lost-time incident” 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.
- H&P records employee hours worked 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 7% of total hours worked for the Company in the fiscal year ended September 30, 2021.

SCHEDULE OF SELECT **DIVERSITY METRICS** FOR THE YEAR ENDED SEPTEMBER 30, 2021⁹

INDICATOR NAME		REPORTED VALUE					CRITERIA
Diversity Metrics by Gender		Male			Female		GRI Standard 405-1 (b)(i): Diversity of governance bodies and employees
All Employees ¹⁰		94.3%			5.4%		
Employees in Corporate Office ¹¹		68.9%			31.1%		
All Management Positions ¹²		93.7%			6.3%		
Senior Management Positions ¹³		80.4%			19.6%		
Diversity Metrics by Ethnicity	White	Asian	Hispanic / Latino	Black / African American	Other Ethnicities¹⁴	GRI Standard 405-1 (b)(iii): Diversity of governance bodies and employees	
All Employees	66.2%	0.8%	23.8%	5.4%	3.5%		
Employees in Field Positions ¹⁵	64.6%	0.1%	26.4%	5.8%	2.9%		
Employees in Corporate Office ¹¹	77.5%	5.7%	5.6%	3.1%	7.9%		
All Management Positions ¹²	79.4%	0.4%	13.8%	2.5%	3.4%		
Senior Management Positions ¹³	86.1%	1.9%	2.3%	0.0%	8.3%		

Reporting boundary: Diversity metrics are reported for United States (U.S.) employees (excluding contingent workers¹⁶), except where otherwise noted. This includes U.S.-based employees on international rotation or assignment.

9. 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. Certain metrics do not sum to 100.0% based on employees who did not disclose their demographic data.
10. This metric includes all employees globally (excluding contingent workers).
11. 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.
12. 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.
13. 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.
14. Includes two or more races, American Indian or Alaska Native, and Native Hawaiian or Pacific Islander.
15. Includes employees working on rigs, in field and district offices, yards, or remotely as part of field operations.
16. 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).

SCHEDULE OF SELECT **ENVIRONMENTAL METRICS** FOR THE YEAR ENDED SEPTEMBER 30, 2021

INDICATOR NAME	REPORTED VALUE	UNITS OF MEASURE	CRITERIA
Scope 1 greenhouse gas (GHG) emissions ¹⁷	735	Thousands Metric tonnes carbon dioxide equivalents (tMT CO ₂ e)	The GHG Protocol: A Corporate Accounting and Reporting Standard
Scope 2 GHG emissions, location-based method (LBM) ¹⁸	6.3	tMT CO ₂ e	The GHG Protocol: A Corporate Accounting and Reporting Standard, GHG Protocol Scope 2 Guidance
Total fuel consumed ¹⁹	10,395,207	Gigajoules (GJ)	Sustainability Accounting Standards Board (SASB) EM-SV-110a.1
Percentage of fuel consumed that is renewable ²⁰	0.1%	Percentage	
Percentage of fuel consumed used in on-road, mobile equipment and vehicles ²¹	2.4%	Percentage	
Percentage of fuel consumed used in off-road equipment ²²	97.6%	Percentage	

Reporting boundary: H&P uses the operational control approach to define its boundary for Scope 1 emissions, Scope 2 LBM 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.

17. H&P applies the GHG Protocol: A Corporate Accounting and Reporting Standard for Scope 1 emissions by multiplying fuel consumption by the emissions factors indicated in the table in the notes to schedules section titled "Sources of emissions factors and global warming potentials." 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.

18. H&P applies the GHG Protocol Scope 2 Guidance for location-based emissions by multiplying purchased electricity and heating fuels by the emissions factors indicated in the table in the notes to schedules section titled "Sources of emissions factors and global warming potentials." Scope 2 emissions generating activities include the consumption of electricity and heating fuels at facilities under H&P's operational control.

19. 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, 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.

20. 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.

21. H&P considers all light duty vehicles (i.e., gasoline and diesel power light duty vehicles) as being "on-road."

22. H&P considers any fuel consumed that does not fall into the "on-road" category as "off-road."

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 The Climate Registry 2020 Default Emission Factors	2007 IPCC Fourth Assessment Report
GHG emissions – Scope 2 (location-based)	The Emissions & Generation Resource Integrated Database (eGRID) 2019 Climate Transparency 2019 Report Dubai Electricity and Water Authority 2019 Emission Factors 2019 CO2 Emission Factors of the Interconnected System of Ecuador The Climate Registry 2020 Default Emission Factors	

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.