

Forward. Together.

2023 Diversity,
Equity, and Inclusion
Annual Report



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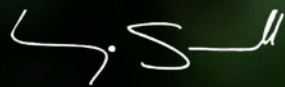
Letter from Lorenzo Simonelli

Chairman, President, and Chief Executive Officer

At Baker Hughes, we believe unique ideas and perspectives fuel innovation and our differences make us stronger. We recognize the importance of diverse teams, an equitable workplace, and an inclusive culture in driving innovation and competitiveness, as both are critical to our business success and our mission of taking energy forward for our customers and the industry.

As a leading energy technology company, we hold leadership accountable for integrating DEI principles into their respective parts of the business. Our enterprise-wide strategy allows us to measure the outcomes and progress of our DEI efforts, assign goals, develop accountability, and ensure transparency.

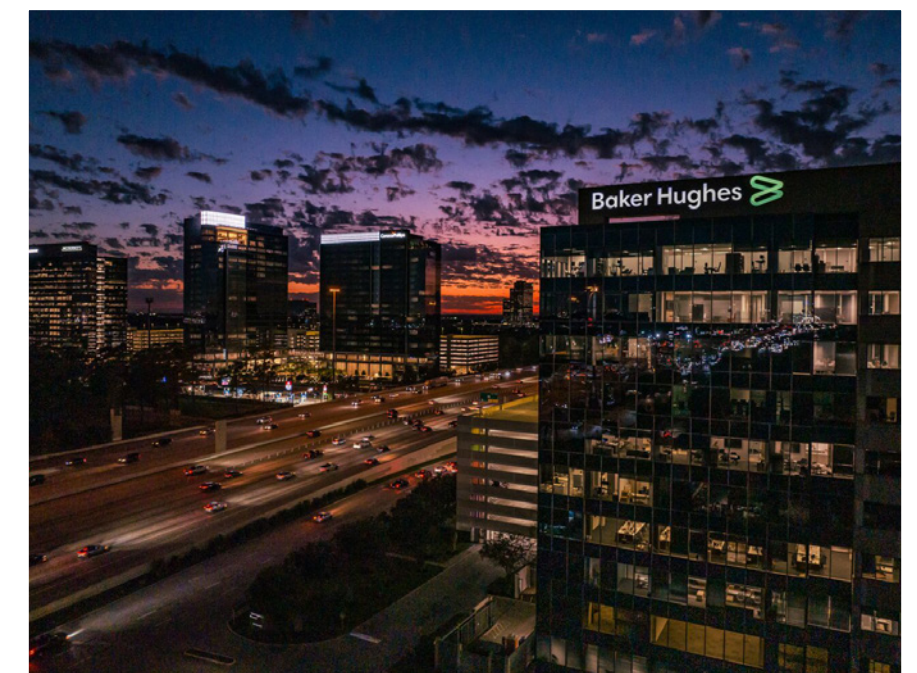
We are honored to share Baker Hughes' progress in the 2023 DEI Annual Report. We are proud of our progress, and we are excited for what's to come.



About Baker Hughes

Baker Hughes (NASDAQ: BKR) is an energy technology company that provides solutions to energy and industrial customers worldwide. Built on a century of experience and conducting business in over 120 countries, our innovative technologies and services are taking energy forward – making it safer, cleaner and more efficient for people and the planet.

Visit us at [bakerhughes.com](https://www.bakerhughes.com)





Welcome from our Executive Vice President, People, Communications & Transformation

Deanna Jones

At Baker Hughes, we believe our continued commitment to fostering a diverse, equitable, and inclusive organization is fundamentally critical to our success. We are confident that the diversity of our people and a dedicated focus on an inclusive culture will enable us to continue to drive innovation, operational effectiveness, and strong financial performance as we move through the energy transition.

Our mission of **People First, Energy Forward** recognizes that our people are the key to achieving our vision of a cleaner energy future for everyone. This mission enabled Baker Hughes to make considerable progress across our five DEI strategic goals that include Diverse Workforce, Inclusive Culture, Supplier Diversity, Customer Relationships, and Community Partnerships.

We are honored to share the 2023 Baker Hughes Diversity, Equity, and Inclusion (DEI) annual report, a continued

demonstration of our commitment to driving scalable and sustainable DEI impact. This report highlights our key accomplishments, our people and our culture, and the stories of our employees globally who made our successes throughout 2023 possible.

As you read the report, we hope you can sense the teamwork, resilience, and workplace culture that enabled Baker Hughes to accomplish remarkable things together. Our commitment to our mission of People First, Energy Forward remains at the forefront.

Thank you to the employees, customers, and communities that have enabled our success. Together we are taking energy forward.

Inclusion in Action

10 ways we harnessed the power of culture to redefine what's possible

- 1 Engaged with our customers through shared events and discussions about our mutual commitment to DEI
- 2 Hosted open mic sessions on transgender and non-binary awareness
- 3 Implemented equitable parental leave policy in 42 countries
- 4 Increased focus on Indigenous people in Canada and Australia
- 5 Developed CORE Strengths Inclusive Leadership learning track
- 6 Created #LetsTalkCulture sessions featuring Baker Hughes executives
- 7 Hosted CORE workshops on inclusive leadership, unconscious bias, and cultural intelligence
- 8 Conducted Culture & Inclusion survey in 10 languages
- 9 Participated in the 2023 World Economic Forum's Growth Summit
- 10 Hosted three Supplier Diversity Days



Baker Hughes launches #LetsTalkCulture series

At Baker Hughes, culture is at the heart of everything we do. We recognize that culture is how we perform, how we communicate, how we treat each other, how we show up each day, and so much more.

In 2023, as part of our continued mission to foster an engaged, inclusive culture where everyone feels respected, valued, and heard, Baker Hughes launched our #LetsTalkCulture series.

Featuring Baker Hughes executives, the #LetsTalkCulture series brings together employees from around the globe to learn more about how our leaders are embedding culture into their teams.

Our first two sessions, co-hosted by our Diversity, Equity & Inclusion and Leadership Development teams, featured what a culture of inclusion really means for an organization, and how leadership is a critical contributor to a company's culture.

Throughout the sessions, the speakers discussed the ways they define leadership, what behaviors leaders need to role-model every day, and how we are all leaders – regardless of whether we have direct reports.

We look forward to continuing our #LetsTalkCulture series with topics including communications, change management, talent rewards, and more.



"Our ability to deliver our strategy lies in the leadership of our people. It's the behaviors amongst ourselves that will drive our success and will shape our culture. Everything comes back to us; what we do and how we do it matters, and reaching excellence is something that we do together."

PAZ ROQUE
Enterprise Talent & Learning Director

Diversity, Equity & Inclusion Strategic Goals

Our commitment

We're shaping the future of the energy industry—and that future belongs to all of us. We believe unique ideas and perspectives fuel innovation and our differences make us stronger.

Together we're taking energy forward.

Five foundational goals



Diverse workforce

Ensure we have access to and support diverse pipelines of talent and prioritize development and retention



Inclusive culture

Cultivate a culture and environment where everyone feels they belong and can thrive and contribute



Customer relationships

Bring maximum value to our customers, channels, and local partners, enabling all of us to win, grow, and take energy forward



Supplier diversity

Support and build strong partnerships with a diverse array of local and global suppliers that share our values



Community partnerships

Support and be good stewards in the communities where we conduct business

CULTIVATE

Baker Hughes Development Program

Baker Hughes' CULTIVATE program is a 12-month program dedicated to high-potential females. CULTIVATE's mission is to build a female leadership pipeline with a focus on inclusion and diversity and accelerating the development of leadership skills. The CULTIVATE program helps strong female talent

become architects of their own careers, while increasing their confidence, self-awareness, and executive presence through tailored, cross-functional engagements and senior mentorship.

In Q1 2023, approximately 200 participants graduated from the Class of 2022 (Feb 2022-Feb 2023). Our Class of 2023 kicked off with enhanced support from Baker Hughes' DEI team and the opportunity to meet with Lorenzo Simonelli and Deanna Jones to share their personal experiences and commitment to Baker Hughes' DEI initiatives.



Diverse Workforce

Ensure we have access to and support diverse pipelines of talent and prioritize development and retention



Inclusive Culture

Cultivate a culture and environment where everyone feels they belong and can thrive and contribute –including our Employee Resource Groups and Communities of Interest, which are open to all Baker Hughes employees



Ensuring HSE support for women in the field

Baker Hughes' Drilling Services team in Argentina successfully executed their first job comprised of an all-female field personnel team. The team included Karina Ayala, Field Engineer I - LWD; Ivana Moyano, Field Engineer I - LWD/DD; and Roxana Carrera, Field Specialist - LWD/DD.

To ensure that this first all-female job was successful, the team in Argentina spoke to Baker Hughes female engineers to better understand the needs of women in the field. The team then sought out safer and equal conditions to guarantee the safety of these women.

As a result, the assembly maintenance overhaul (AMO) surface team, with support from Operations, made the following modifications:

- Purchased hand trucks to transport heavy equipment, including cables, equipment, spools, etc.
- Provided step ladders enabling easier access to hard-to-reach areas.
- Modified the design of ditch magnets used to make them lighter and more easily transportable

In addition to the above enhancements, the Argentina team also provided:

- High impact gloves tailored to fit women to help prevent the occurrence of hand injuries
- Field trailers, including restrooms and private rooms for changing, for the exclusive use of women (where the location can accommodate it)

"Baker Hughes is supporting the inclusion of women in the field by creating and providing tools and equipment that allow us to carry out our work safely, take care of our health, and avoid the need to make unnecessary effort."

IVANA MOYANO
Field Engineer I - LWD/DD



ENSC region brings DEI to the forefront with a dedicated week of events

Employees in the Europe, North Sea, and Caspian (ENSC) region were proud to highlight our Diversity, Equity, and Inclusion efforts as part of a dedicated DEI week.

A series of virtual and in-person events were organized by the OFSE DEI committee and volunteers throughout the region, including a customer panel session featuring representatives from Equinor, TotalEnergies, and Shell discussing how they are driving DEI in their own organizations.

In-region Employee Resource Groups (ERG) and Communities of Interest (COI) such as Black Employee Network (BEN), Enabled, Multicultural, Pride@Work, Veterans, Women's Network, STEM UK, Living Well, and Parenting Tribe brought employees together to showcase their collective mission, the benefits of membership, and success stories from around the world.

There were also sessions hosted by local experts focusing on prominent issues including inclusive leadership, supplier diversity, mental health first aider training, and how to build a diverse workforce for the future.

For the first time, employees had the opportunity to pitch directly to OFSE ENSC Vice President Abdou Beloucif for funding to support a new DEI initiative as part of a 'Shark Tank' event. The STEM UK and the Living Well COIs were announced as joint winners of the funding, with proposals to invest in Lean Manufacturing Principles Legos for engagement with local schools, and "Are You OK?" hard hats to support mental health conversations.

During the closing ceremony, winners of the ENSC DEI Awards were announced:

- ERG/COI Leadership Award - Kris Krishna
- ERG/COI Impact Award - The Parenting Tribe
- Innovative approach to DEI Award - Felixreal Tabenda

The region was proud to host a week of activities that promoted the region's initiatives, provided information on how to volunteer, created thought-provoking conversations about the many aspects of DEI, and brought employees together in meaningful ways.



"It was fantastic to see so many of our employees getting involved and supporting the events. As a team, we are committed to supporting DEI and we look forward to building on the week, sharing more of our employees' stories, celebrating our successes, and continuing to drive an inclusive culture in our region."

ABDOU BELOUCIF
OFSE ENSC VP





Customer Relationships

Bring maximum value to our customers, channels, and local partners, enabling all of us to win, grow, and take energy forward

Women's Network Joint Customer Event, with Chevron's Women's Employee Network

Approximately 50 employees from Chevron and Baker Hughes gathered in Chevron's Houston offices for a joint Women's Network event that was also livestreamed to over 100 attendees from both organizations. Four leaders, two from each company, discussed the topic 'OWN Your Career: a Session on Navigating Priorities' and candidly shared their advice and experience on how to navigate priorities professionally and personally.

Chevron is a key strategic customer for Baker Hughes with an established business relationship spanning Baker Hughes' entire global business. The alignment of Chevron and Baker Hughes' employee resource groups has contributed to the strength of the partnership, taking it beyond the typical customer-supplier relationship. This event, a result of collaboration and planning, brought together the women's networks from both companies for an afternoon of discussions, networking, and collaboration.

A few key takeaways from the event included:

- Understand your non-negotiables
- Take time for self-reflection
- Understand if you are dealing with a glass ball or a rubber ball
- Have transparent conversations
- Grant yourself grace
- Push boundaries

Joint ERG initiatives are at the center of the broader collaboration that Baker Hughes' Executive Vice President of People, Communications & Transformation is promoting in alignment with Chevron's Diversity and Inclusion Officer. This is the beginning of many more collaborations to come!



"Attending the joint Chevron/Baker Hughes Women's Network event was an empowering feeling. It was comforting to know that women of different ages, backgrounds, and companies are all still working on juggling family, work, personal health, and other priorities like I am. The women from both Chevron and Baker Hughes shared personal stories and incredible advice that I have now applied to my own life when managing my priorities or high stress situations."

MEGAN ALTHOFF
Valves Commercial Application Engineer

Baker Hughes and Shell: Inclusive Leadership and the importance of putting people first

Baker Hughes was honored to participate in 'Inclusion Day', the first DEI effort of its kind sponsored by Shell. The topic attracted a great deal of interest from the global DEI community with a room full of in-person attendees at Shell's west Houston campus and more than 900 employees joining online.

Baker Hughes introduced the idea for an inclusion day with Shell as a unique opportunity to engage with one of our global key accounts. Toby Begnaud, SVP of Global Sales & Commercial for OFSE, joined a thought-provoking conversation with other leaders from a variety of industries to examine what inclusion means in the workplace and how to embrace it.

In an era of 'cancel culture', the panel agreed that addressing issues in the moment tends to be more memorable and impactful than having broad diversity training after-the-fact. They encouraged the audience to speak up as allies for those who might otherwise go unheard, extend grace to others, and have the courage to have difficult conversations. The goal is to interrupt the pattern and stop exclusion from being continued or repeated.

While it may be more challenging to collaborate in today's hybrid workplace, the panelists confirmed the benefits of inclusion are worthwhile and rewarding. The hope is that with a foundation of trust and respect, any conflicts that arise in the future can be resolved quickly and easily.



"Inclusion is a deliberate action that takes courage. It takes courage to bring others along, to groom the next leader, to seek out thoughts and ideas from a wide variety of viewpoints. It also takes courage to intervene when inclusion is not present."

XCHELSIA JENNINGS
Commercial Digital Director,
Sales & Commercial,
Oilfield Services & Equipment (OFSE)





Supplier Diversity

Support and build strong partnerships with a diverse array of local and global suppliers that share our values

Baker Hughes Foundation Contributes \$175,000 to Support Supplier Diversity Around the World

In 2023, Baker Hughes Foundation announced two grants focused on supplier diversity around the world: a \$75,000 grant to Houston Minority Supplier Development Council (HMSDC), and a \$100,000 grant to WEConnect International. Both organizations share Baker Hughes' vision of promoting inclusive and sustainable economic growth, as well as reducing inequality around the world.

HMSDC provides training on sustainable business practices and connects minority entrepreneurs with corporations that value diversity and inclusion. WEConnect International helps women-owned businesses succeed in global markets by certifying their ownership and offering them access to a network of corporate buyers.

Baker Hughes is committed to becoming an industry leader with a diverse and inclusive supply chain that creates value for its customers and reflects the communities in which it operates. We believe ensuring a diverse supply chain results in better communities and stronger business solutions. The HMSDC grant will assist in creating a tailored training program that equips minority entrepreneurs with knowledge and skills required for sustainable business practices. WEConnect International's grant is intended to help develop nationwide marketing campaigns and learnings systems to help drive revenue and grow the number of registered women-owned businesses in the WEConnect network.

Both donations support Baker Hughes' commitment to advancing the United Nations' Sustainable Development Goals (SDGs) to achieve a better and more sustainable future for all.



"At Baker Hughes, supplier diversity is integral to our success and it is our duty to support organizations that fuel building a more inclusive supply base and take the steps necessary to ensure business practices mirror our diverse landscape."

LYNN BUCKLEY
Supplier Diversity and Business Development Sourcing Leader, Baker Hughes



Community Partnerships

Support and be good stewards in the communities where we conduct business

Supporting nonprofit organizations around the world

For three consecutive years, the Baker Hughes Foundation has invited each Baker Hughes employee resource group (ERG) to nominate a nonprofit organization for a charitable grant. Each of our ERGs have built strong partnerships with many nonprofits across the globe to drive social change for some of the world's toughest challenges, including education, opportunity, and equality.

Baker Hughes' Enabled employee resource group nominated Autism Spectrum Australia (Aspect), an organization that aims to provide the best opportunities for people on the autism spectrum by celebrating their strengths, interests, and aspirations. Their specialized, evidence-informed program is one of the largest in the world with additional services that include information and advice, diagnostic assessments, behavior support, parent and family support, and adult programs.

In addition to the grant, our team in Kuala Lumpur volunteered at Autism Café Project in Kota Damansara. Autism Café Project focuses on training autistic youths to be able to self-manage, perform basic work, and work towards independence in adulthood. The Café trains the participants to assist in food preparation to be distributed to underprivileged families.

As part of this initiative, Baker Hughes hosted the Universal Children's Day Annual Bazaar in an effort to support various non-governmental organizations (NGOs), including Teach for Malaysia and Autism Café Project with all sales going to the supporting NGOs.

The Baker Hughes team across Asia Pacific has been developing a broad and cohesive DEI and ERG strategy which has enabled the cross-regional support of key projects. It's been wonderful to watch the teams deliver impact across both the workplace and the community. Our investment of time and resources with these nonprofit organizations should enable them to succeed well beyond our involvement with them.

GRAHAM GILLIES
Vice President, APAC



Global Points of Progress

Baker Hughes is proud of the many contributions our teams have made around the world. We invite you to learn about a sampling of them below.

North America region

- Mexico Women’s Network hosted hybrid event, Violence Against Women: Awareness and Prevention, as part of the International Day for the Elimination of Violence Against Women.
- Sponsored Soaring, an Indigenous Youth Empowerment Gathering hosted by Indspire.
- Joined the Tent Coalition for Refugees, a hiring program to support refugees with employment opportunities.

Latin America region

- Hosted employee initiative, Inspiring Stories to Share, to promote the belief that our differences make us stronger.
- Provided DEI training for leaders to promote inclusive practices, attract and retain diverse talent, and foster innovation and long-term success.
- Participated in annual campaign, Pink October, to raise awareness of breast cancer.
- Conducted self-ID campaign to develop benefits and resources to support employee needs.

Europe

- Relaunched the GirlsGetSet project, which aims to encourage and support girls who are interested in a future in STEM careers.
- Europe Women’s Network hosted virtual event, Let’s Talk Menopause, for employees globally.
- D&I Group Celle represented Baker Hughes at Women Power Congress in Germany.
- Supported the “Jugend forscht” regional competition in Celle to promote young talent in the MINT subjects, i.e. mathematics, computer science, natural sciences and technology.

Middle East, North Africa, Turkey & India

- Hosted unconscious bias and equity workshops across all MENATI countries.
- MENATI Women’s Network and HR team established a return to work (returnship) talent acquisition program.
- The OFSE Digital Talent Acquisition team hosted a Recruitment Diversity Drive at Kochi office.
- Enabled ERG in Saudi Arabia hosted a sign language training initiative to celebrate International Day of Sign Languages and to foster an inclusive culture.

Sub-Saharan Africa region

- Mozambique and South African Women’s Chapter, in partnership with Standard Bank, hosted a session on smart money management.
- Employees observed Black History Month by visiting Cradle of Humankind and Constitution Hill to pay homage to black leaders.
- Created female sales cadet program as part of the localization program in partnership with Eskom.
- Created partnership with Ziyana to support unemployed youth with disabilities.

Asia Pacific & Australia region

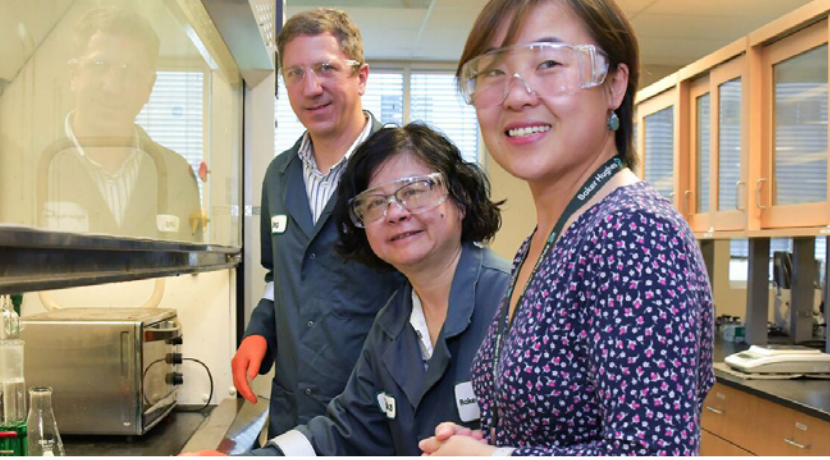
- Celebrated the Lunar New Year by hosting a traditional lion dance performance.
- Partnered with local community group, Trans Australia & Allies (TAA), to support their Sydney WorldPride parade initiative.
- Recognized the significance of NAIDOC Week by hosting a cultural awareness session and launching new artwork as part of journey towards Reconciliation.
- Employees came together to assist B4HWA (Bicycles for Humanity, Western Australia) in repairing bicycles which are donated to developing countries around the world.





Employee Resource Groups Driving Engagement

Baker Hughes' employee resource groups (ERGs) offer all employees personal support, professional development, and a sense of belonging. Our eight ERGs, comprised of over 9,000 members, fuel our culture and support our strategic goals.



Asian Pacific American Forum
Baker Hughes Employee Resource Group

Proud recipients of an ALLY Energy Annual GRIT Award

Asian Pacific American Forum (APAF) Employee Resource Group proudly received the ALLY Energy Annual GRIT Award for Best Affinity Group, Employee Resource Group for the year 2023.

The ALLY Energy GRIT Award honors people and organizations making an impact on energy, sustainability, and the climate. In receiving this award, APAF was recognized as a leading ERG that contributes to their company, the industry, and their community. The APAF ERG has demonstrated growth, resilience, innovation, and talent (GRIT) with a focus on driving a just, equitable, diverse, and inclusive culture.

The APAF ERG is dedicated to attracting, developing, and retaining Asian Pacific American talent and enabling growth at Baker Hughes through our Diversity, Equity, and Inclusion (DEI) objectives. Our key focus areas are Leadership and Professional Development, Cultural Awareness, Health and Wellness, Community Outreach, Volunteering and Fundraising, and Member Engagement and Networking.

Community service is an essential element to APAF's mission and APAF takes pride in partnering with local and global nonprofit organizations to drive fundraising and volunteering initiatives. APAF's partnerships with The Alliance, Tomball School District, India House, Houston Food Bank, MySkills Foundation, Companies for Good, United Way of Hyderabad, and Swabhimaan Trust have made a meaningful impact in the community. This active involvement in the community helps our members grow, drives the Baker Hughes' core value of 'CARE', and enables us to be responsible corporate citizens by serving the needs of the local communities where APAF operates. APAF has also been inspiring its team members around public policy and corporate responsibility volunteer initiatives.

APAF excels at creating highly engaging events and celebrating multiple cultures to foster an inclusive



"Through steadfast community partnerships, APAF cultivates an inclusive culture, embodying Baker Hughes' core values of Lead, Collaborate, Grow and Care. Our dedication to diversity, equity and inclusion drives us to create opportunities for all, fostering a vibrant and thriving workplace for everyone."

AMRISH LOBO

Global Integrated Supply Chain Director, Oilfield & Industrial Chemicals (OIC) - OFSE

atmosphere within the organization. APAF's annual Diwali, Lunar New Year, and Mid-Autumn Festival events have helped employees celebrate and embrace diverse cultures. All employees are welcome to join APAF!



APAF PARTNERSHIP

Companies for Good to support children with special needs and the **United Way of Hyderabad** to empower women and equip them with the skills to work and educate the next generation.



Black Employee Network
Baker Hughes Employee Resource Group

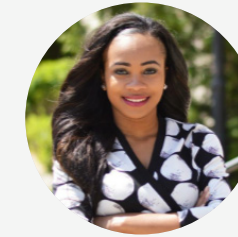
Giving back to the community

As part of Baker Hughes' Black Employee Network's (BEN) commitment to community, we often invite Baker Hughes colleagues to volunteer in the communities where we live and work, embracing our core value of 'care.'

In July 2023, BEN members began volunteering with Descendants of Olivewood, Inc., an organization committed to preserving Olivewood Cemetery, Houston's first incorporated African American cemetery. Time, nature, and vandalism have taken a toll on the historic headstones of Olivewood.

The goal is to restore, preserve, and maintain Olivewood Cemetery as a historic, educational, charitable, religious, and cultural site of importance. Driven by a collective mission, BEN members, spouses, children, and friends gathered at Olivewood four times throughout the year to clean around the graves, mow, and cut tree branches.

The cemetery, the people who incorporated it, and the people now resting in it are part of a much larger history of Houston and its African American community, and BEN is honored to be part of the efforts to preserve and maintain it.



"Being able to volunteer at Olivewood is a rewarding experience, not only do you get the instant gratification of seeing the fruits of your labor, but you also leave with an appreciation for those who came before you."

KENISHA JOHNSON

Sourcing Logistics Operations Leader



BEN PARTNERSHIP

LOROS Hospice to support the mission to provide free, high-quality, compassionate care and support to terminally ill adult patients, and **St. Jude Children's Research Hospital** to advance cures and means of prevention for pediatric catastrophic diseases through research and treatment.



Ensuring our new headquarters is accessible to all

The cross-ERG collaborative project to design Baker Hughes' new headquarters, Energy Center II, exemplified the company's unwavering commitment to innovation, customer focus, collaboration, sustainability, and accessibility. This undertaking served as a testament to the company's strong values and its drive to create a workplace that caters to the needs of its employees and the wider community.

One noteworthy aspect of the project was the fruitful partnership between Baker Hughes and Disability:IN. This collaboration allowed for a thorough assessment of the future headquarters, identifying accessibility requirements that are often overlooked or not covered by the standard ADA guidelines. As a result, the headquarters now proudly boasts several accessibility elements and improvements.

Power-assisted doors, installed throughout the premises, ensure easy access for individuals of all abilities. Employees will notice dimmable lighting is integrated, providing customizable illumination that caters to different preferences and sensitivities. Adjustable-height seating options have been introduced, promoting comfort and adaptability. Gender-neutral bathrooms are available, offering a safe and inclusive space for everyone. Open collaboration areas were strategically designed, fostering teamwork and creativity. Lastly, one-way doors were installed in the energy center, optimizing the flow of movement, and enhancing efficiency.

Energy Center II reflects the company's dedication to creating a space that nurtures innovation, facilitates effective teamwork, and affirms its commitment to accessibility and inclusivity.



"The Enabled ERG played a major role in shaping the design of the new company headquarters, Energy Center II. The expert evaluations and insightful discussions on key aspects of the layout had a profound impact, surpassing the basic criteria to deliver a superior workplace environment that benefits all."

VICTOR MOSES
Project Leader, Energy Center II



ENABLED PARTNERSHIP
Autism Spectrum Australia (Aspect) to provide the best opportunities for people on the autism spectrum by celebrating their strengths, interests, and aspirations.



Celebrating Hispanic Heritage Month

Our LatinX ERG hosted an epic adventure to celebrate Hispanic Heritage Month. Hispanic Heritage Month (HHM) is a time to recognize and celebrate the many contributions, diverse cultures, and extensive histories of the Latino community. The 2023 theme was "Latinos: Driving Prosperity, Power and Progress in America."

LatinX planned several in-person and virtual sessions, including a virtual trip to explore the Latin and Hispanic cultures in South America, Central America, and North America and to gain awareness of the activities that are leading to a safer, greener, better planet.

The month kicked off with an event for all LatinX members led by Jeff Fleece, Baker Hughes' Chief Information Officer, and the Executive Sponsor of LatinX. Following the Hispanic Heritage Month kickoff, members were invited to participate in several exciting initiatives, including:

- LatinXumba Dance Class: An opportunity to burn calories while having fun.
- Caribbean Dance Introductory Lesson: An opportunity to connect with the LatinX Italy HUB and a professional dance teacher.
- Cycling Social: Members joined the Latino Riders Cycling Club and enjoyed the outdoors as they embarked on a cycling adventure.
- Fireside Chat with Congresswoman Sylvia Garcia: Members learned about her experience in Congress, including issues affecting the Latino community.
- Tex-Mex Cooking Session: Members explored wonderful culinary foods streaming from Milan, Italy and were introduced to recipes in an easy and fun experience.

LatinX members were invited to follow and participate in the stories and collect souvenirs for their virtual scrapbook.



"As a Colombian, Hispanic Heritage Month holds a special place in my heart, fueling my passion to celebrate and share our rich culture. The opportunity to collaborate with like-minded individuals was truly magical, allowing us to unite our efforts and showcase the essence of Hispanic heritage with the entire Baker Hughes community."

ITZA BELTRAN
Lead Systems Project Engineer



LATINX PARTNERSHIP
Global Mentorship Initiative to help students and refugees find their first job, and **Fundación VASED**, which aids in fostering projects that promote social innovation and the use of technology.



A focus on neuroscience and cultural dynamics

Throughout 2023, Baker Hughes' Multicultural ERG focused on elevating cultural intelligence to support Baker Hughes' inclusive culture. Our Multicultural ERG proudly reached over 50 countries with 12 sessions.

As part of this initiative, Multicultural partnered with Verena Kienzle, founder of Mind the Gap to deliver three global sessions that highlighted tools for better cross-cultural interaction from a neuroscience perspective.

The first session included an insightful view of how our brain works from a conditioning standpoint, at what age we begin to experience culture, how values are rooted in our subconscious, how all this influences our behavior in adult life, and how different stress reactions are triggered. Among the key takeaways was how culture early in our life shapes our definitions of a good team member or leader, as well as how we delegate responsibility and take ownership later in our professional lives.

Our second session featured a focus on stress reaction modes, tools to identify our triggers related to culture, and tips for engaging with behaviors different than our own.

Our final session focused on a real-life business example involving participants from different cultures interacting and sharing insights to foster better understanding and conversation.

These sessions provided an understanding of how our behaviors can support cultural interactions. Participants left with the ability to identify their unconscious biases through reflection, ways to identify their triggers, tools to self-regulate, and means for identifying when others need support.



"A fascinating journey comprised of neuroscience and cultural dynamics, organizing this educational series has been an invaluable experience for me. These learning events not only inspired me through stimulating exchanges and insightful reflections, but also deepened my personal cultural understanding, which is essential for me as part of a global company."

ELIZABETH TAUBER

Senior Technical Writer, Leader of Multicultural ERG in Germany and Co-Lead of Multicultural ERG in Europe.



Employees from the Germany hub at an in-person event.



MULTICULTURAL PARTNERSHIP

Nurturing Minds in Africa to support quality education, life skills, and entrepreneurship to help girls in Tanzania become leaders in their communities.



Taking Energy Forward with Pride

At Baker Hughes, being yourself is a source of pride. In 2023, our Pride@Work ERG embraced diversity like never before, joyfully joining 11 Pride parades worldwide to celebrate the beauty of diversity and inclusion.

The year started with a burst of energy at Sydney World Pride in February, where Baker Hughes teamed up with Trans Australia & Allies. Throughout Pride Month in June, our global family took to the streets in Aberdeen, Houston, Bari, Lecco, Milano, Napoli, Toscana, Reggio Calabria, Rome, and Budapest, standing in solidarity with the LGBTQ+ community.

Together, hundreds of Baker Hughes employees and their loved ones, from various backgrounds and cultures, showcased their unity in diversity. Our incredible Pride@Work members, allies, families, and friends made 2023 a historic year, embodying our values of Lead, Care, Collaborate, and Grow.

Our Pride@Work members have transformed Baker Hughes into a global family. Through participation, shared moments, and engagement in events, the ERG has helped us foster a safe work environment where everyone can express their true selves. The year 2023 wasn't just about taking energy forward, it was about doing it with Pride.



"We thrive in spaces that fuel our learning journey and personal growth; where we get to express our fears and doubts, share life stories, and feel supported."

YULY PEÑA

Lead Sales Specialist, Sales Operations



PRIDE@WORK PARTNERSHIP

Human Rights Campaign Foundation and **Humsafar Trust** to support LGBTQ+ community rights, equality, and inclusion.



Veterans
Baker Hughes Employee Resource Group

Honoring deployed soldiers

Throughout 2023, OFSE training centers proudly hosted and coordinated multiple ERG events. In November 2023, the Veterans ERG—including employees from OFSE, IET, and HQ—met at the Western Hemisphere Education Centre in Tomball, Texas. As a team, they had the privilege of assembling over 200 boxes of donations to send to deployed soldiers (50 of which were female) of the 1st TSC/13th ACSC/HHC stationed in Kuwait.

The packages contained a mix of personal care items, snacks, entertainment, and personal notes to the deployed soldiers.

This initiative was selected for the 2023 ERG Impact Award, which was voted on by Houston ERG members, and presented at the ERG luncheon in December. OFSE employees, Vivian Higgins and Kevin Champagne, were recognized for their leadership, determination, and hard work in planning and executing this successful event.



“When we support our active military, we are supporting our neighbors, friends, colleagues, and family members who make daily sacrifices to serve. Hosting the Care Package Drive allows each of us an opportunity to show that we care and are grateful for their service..”

VIVIAN E. HIGGINS

Western Hemisphere Education Center, Training Customer Service Manager, Human Resources



Women's Network
Baker Hughes Employee Resource Group

Celebrating International Women's Day

On March 8, Baker Hughes and our global Women's Network celebrated International Women's Day. To honor the 2023 theme, 'Embrace Equity', hundreds of employees globally posted #embraceequity photos and committed to working together to create a more inclusive, diverse, and equitable world. Baker Hughes leaders used this day as an opportunity to honor the contributions, resilience, and outstanding achievements of the women throughout Baker Hughes who are driving creativity and innovation in the energy industry.

The Women's Network hosted a worldwide broadcast featuring Baker Hughes' C-suite women executives that brought together 954 employees globally. Discussion topics included equality vs. equity, career development, wellness, work-life balance, and the progress we're making on our cultural journey. Our leaders shared how they incorporate #EmbraceEquity themes into their roles as company ambassadors, their day-to-day decisions at work, and the significance of equity in achieving our company goals. Lorenzo Simonelli, Baker Hughes' Chairman and CEO, also joined the discussion to share his top tips on driving diversity, equity, and inclusion throughout our business.

Each person committed to being a part of embracing equity, to working collectively to affect positive change, and to helping to forge an equal world. Collectively we can all #EmbraceEquity.



“In 2023, we witnessed the remarkable unity of our Women's Network as we worked together to rebuild and fortify our ERG. On International Women's Day, the stories shared by our C-suite leaders were truly inspiring and showcased our ongoing commitment to DEI. With our exceptional global WN leadership team, I am confident that 2024 will surpass all expectations and become our best year yet!”

LAVEDA CHARLES

ALS Global Program Management Director, OFSE Production Solutions | Artificial Lift Systems



VETERANS PARTNERSHIP

Folds of Honor Foundation to provide scholarship opportunities for military and first responder families and the **Society of American Military Engineers Foundation** to foster engineering leadership for the nation.



WOMEN'S NETWORK PARTNERSHIP

Days for Girls to support increasing access to menstrual care and education and **Girls Inc. of Greater Houston** to increase opportunities and rights for all girls.

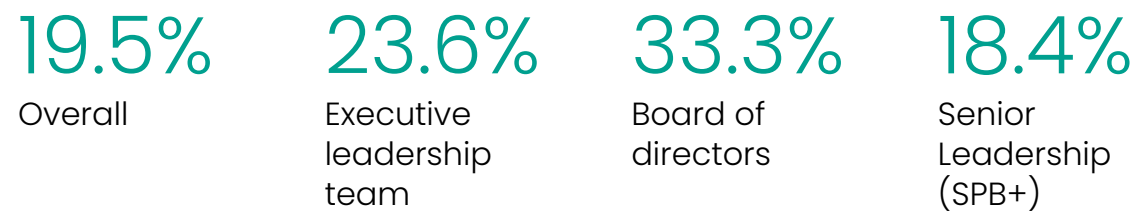
Baker Hughes by the numbers*

*as of May 2024

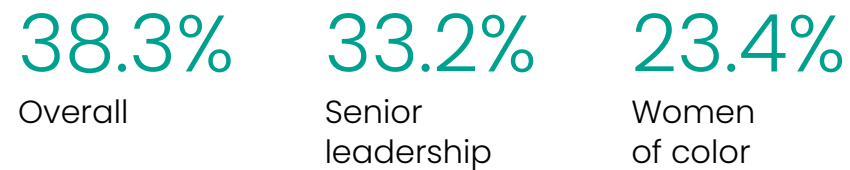


Diverse workforce

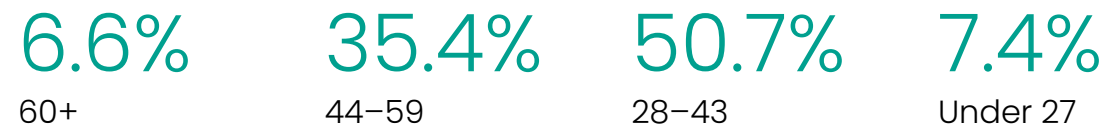
Women in our workforce



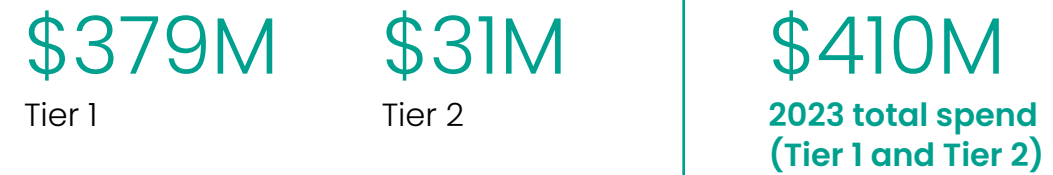
People of color¹ in the U.S.



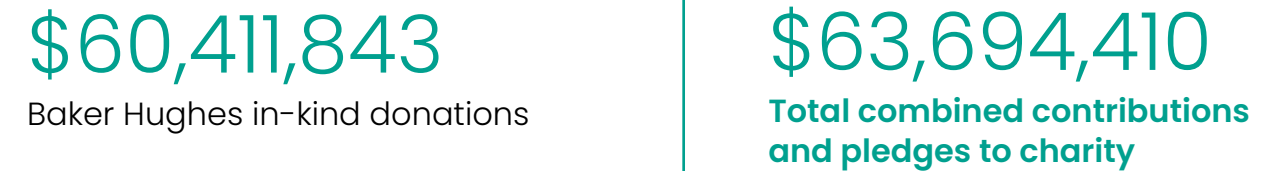
Our workforce by age



Supplier Diversity²



Community Contributions



1. Employees who identify as American Indian, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, two or more races and self-reported in the United States.
2. An organization that is at least 51% owned, operated, and controlled by an individual or group that is part of a traditionally underrepresented or underserved group



Celebrating our Successes



Disability:IN
"Best Places to Work for Disability Inclusion"



One of Parks Liberie e Ugali's "Best Companies for LGBT+ Inclusion" in Italy



Houston Business Journal "Outstanding Diverse Organization for Supplier Diversity" and "Outstanding Head of Diversity"



Diversity Global
"Top 15 Chief Diversity Officers"



Houston Minority Supplier Development Council "Prime Supplier of the Year"



IKTVA Best in Supplier Development Excellence Award



4 Ally Energy GRIT Awards including "Best Energy Workplace", "The Executive Award", "The Professional Award", and "Best Employee Resource Group"

Thank you to the entire Baker Hughes organization. Your collective efforts made our DEI progress possible.

This 2023 Diversity, Equity and Inclusion (“DEI”) report was developed for the reporting period of January 1, 2023 to December 31, 2023. We report data from the operation of our wholly owned companies and the subsidiaries over which we have operational control and exclude non-operated, minority-owned joint ventures. Unless otherwise specifically stated, this report covers Baker Hughes’s performance in 2023.

Incremental information related to our DEI report has been included in our 2023 Annual Report on Form 10-K and our 2023 Proxy Statement, which can be found at <https://investors.bakerhughes.com/investor-relations>. The goals, intentions and expectations described in this report are aspirational; as such, no guarantees or promises are made that these goals will be met or successfully executed. Baker Hughes is permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its DEI initiatives, policies, and procedures based on cost, timing, or other considerations. Furthermore, data and other information included in this report continue to evolve and may be based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees and may be subject to future revision. Any awards and designations presented herein are the opinion of the respective parties conferring the award or designation and not of Baker Hughes. There can be no assurance that others would reach the same conclusions as the foregoing.

Statements of future events or conditions in this report, including those that concern future circumstances and results and other statements that are not historical facts and are sometimes identified by the words “may,” “will,” “should,” “potential,” “intend,” “expect,” “endeavor,” “seek,” “anticipate,” “estimate,” “overestimate,” “underestimate,” “believe,” “could,” “project,” “predict,” “continue,” “target” or other similar words or expressions, are forward-looking statements. Forward-looking statements are based upon current plans, data, estimates and expectations that are subject to risks, uncertainties, and assumptions. Should one or more of these forward looking statements, risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those indicated or anticipated by such forward-looking statements. The inclusion of such statements should not be regarded as a representation that such plans, estimates or expectations will be achieved. Important factors that could cause actual results to differ materially from such plans, estimates or expectations include, among others, those outlined in the risk factors in the “Risk Factors” section of our 2023 Annual Report on Form 10-K and those set forth from time-to-time in other filings by the Company with the U.S. Securities and Exchange Commission (SEC), available through our website or through the SEC’s Electronic Data Gathering and Analysis Retrieval (EDGAR) system at <http://www.sec.gov>.