

# People

## Our People strategy

Our sustainability strategy begins and ends with the success of our employees and the communities in which we work. People are core to who we are as a Company.

To fully realize our commercial and sustainability outcomes, we have two goals and four objectives that relate to People.

OUR GOALS	HOW WE WILL DELIVER SUCCESS	HOW WE WILL MEASURE SUCCESS
People 1. Attract, retain, and develop a diverse workforce of the future 2. Actively engage our people and our communities	<ul style="list-style-type: none"><li>Ensure we attract, retain, and develop <b>diverse talent</b></li><li>Commit to progress on <b>diversity, equity, and inclusion</b></li></ul>	<ul style="list-style-type: none"><li>Increase women and people of color representation year-on-year (YOY)</li><li>Retention parity across under-represented groups</li><li>Best-in-class talent management and acquisition</li><li>Achieve top quartile inclusion index rating annually</li><li>Track diverse supplier spend</li><li>Track spend to support global communities</li><li>YOY increase in employee volunteer hours</li><li>Company-wide engagement plan aimed at driving habits of sustainability</li></ul>
	<ul style="list-style-type: none"><li>Engage with <b>communities</b> in which we live and work</li><li>Embed <b>sustainability as everyone's responsibility</b></li></ul>	

### What's New for 2023

- Joined the Tent Coalition for Refugee Hiring
- Built a new training facility in Florence focused on emerging technologies, sustainability and inclusion
- Introduced an Inclusive Leadership learning path with 32 sessions conducted to equip people leaders to lead inclusively
- Invested approximately \$50 million in Unity Bank, Texas' sole Black-owned banking institution
- Embedded sustainability more deeply into the Company by launching three new sustainability trainings for global employees to develop knowledge, competencies and necessary skills to deliver sustainable solutions of the future

### Awards & recognition

- Gold Award by the UK Government's Defense Employer Recognition Scheme for demonstrating commitment as an employer of choice for Veterans
- Three gold and two bronze Brandon Hall awards
- Runner-up by Parks LGBTQ+ Diversity Index 2023 for our commitment in promoting a culture that supports the LGBTQ+ community
- Best ERG awarded to the Baker Hughes Asian Pacific American Forum (APAF) Employee Resource Group (ERG) at the 2023 ALLY GRIT Awards
- Recognized as "DEI best places to work for disability inclusion" by Disability:IN
- Awarded Prime Supplier of the Year by the Houston Minority Supplier Development Council for our best practices in our supplier diversity program
- Baker Hughes India was recognized with the 10th National CSR Times Award in recognition of Project "Swabhimaan"
- Baker Hughes China was awarded "Top 100 Best Responsible Corporate Brands" and the "2023 Outstanding Volunteer Program" by CSR China Education Ranking
- President's Volunteer Service Award - Gold Winner by the Houston Food Bank

### YoY data at a glance

Women in STEM increased by **2.1% points** (12.1% to 14.2%).

Total attrition rate decreased by **1.8% points** (12.0% to 10.2%)

Voluntary attrition rate decreased by **1.6% points** (8.6% to 7.0%)

Increase in women employee representation by **0.4% points** (19.1% to 19.5%)

Increase in people of color representation in the United States by **2.2% points** (36.1% to 38.3%)

**10,000** new hires including apprentices/interns; **22.9%** women

**~58K**

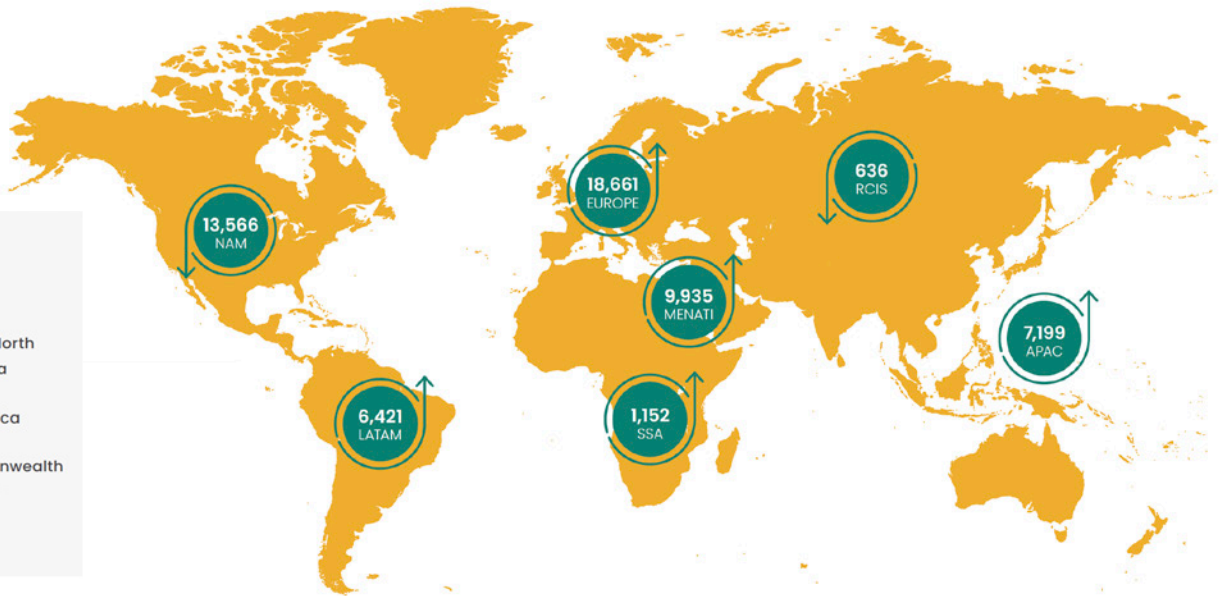
Total employees

**>150+**

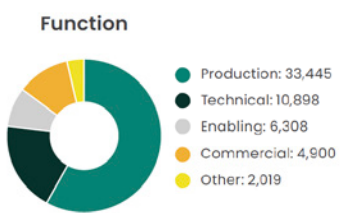
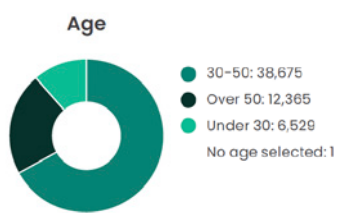
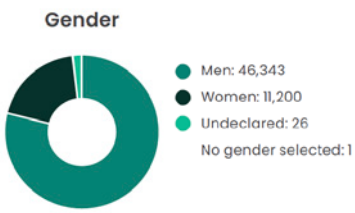
nationalities represented with over 75% of employees working outside of the US

**98.7%**

of our total employees have full-time roles



- NAM:** North America
- LATAM:** Latin America
- MENATI:** Middle East, North Africa, Turkey and India
- SSA:** Sub-Saharan Africa
- RCIS:** Russian Commonwealth of Independent States
- APAC:** Asian Pacific



## Spotlights on progress



### India and United States—recruiting women in engineering

To encourage women in predominately male fields, the Baker Hughes Talent Acquisition team held women-only hiring campaigns for mechanical design engineers in India and field engineers in the United States. As a result, we hired five female mechanical design engineers in India and offered jobs to 21 female field engineers in the US, with 16 accepting.

### Italy and United States—hiring in an inclusive way

In 2019, the IET Talent Acquisition team identified that neurodiverse talent had unmet needs in our hiring process while roles were going unfilled. Partnering with Potentia and Specialisterne in Italy, we launched an autistic-designed and led program focused on hiring neurodiverse talent. Since 2020, the program has hired digital and information technology practitioners, sustainability professionals, engineers, data scientists, and data analysts. We've expanded the program globally and, in 2023, trained hiring managers in North America and Italy to be more inclusive and effective at hiring neurodiverse individuals. In North America, we developed guidelines to support hiring managers, buddies, mentors, and extended teams in the hiring process. In Italy, we placed our first employee with Down syndrome. These efforts show that, by leading with a strengths-based approach and the right support, we can fill critical business roles with skilled talent of all neurotypes.

### Progressing our diverse supplier program

Baker Hughes has identified supplier diversity as a strategic objective in our DEI strategic framework, as well as the tracking of our diverse supplier spend as one of our sustainability strategic outcomes. The primary objective is to support and build strong partnerships with a diverse array of local and global suppliers that share our values. We believe that having an effective supplier diversity program provides a competitive advantage by allowing us to attract and retain key supplier and client relationships. Throughout 2023, we prioritized data reliability by reviewing and ensuring that all suppliers had the appropriate verification and support to substantiate their status as a diverse supplier. Through increased governance, process improvements and a newly-established semi-annual review process, we are able to ensure consistent data management and provide accurate, reliable tracking of our suppliers' diversity status.

**"I'm proud of Baker Hughes for prioritizing supplier diversity and continuously seeking to conduct business with minority-owned businesses."**



**Lynn Buckley,**  
Supplier Diversity and Business Development Sourcing lead

