

2024 Corporate Sustainability Performance Index

As a leader in energy technology, we demonstrate leadership by excelling in sustainability performance. We are dedicated to enhancing how we track, measure and report our sustainability data, while aligning with best practices in the industry. We are committed to the highest level of transparency. We report reliable and robust investor-grade data, which is subject to validation and internal audit processes.

Interpreting this section

This is a consolidated view of all performance metrics collected organized in the following order:

- People performance
- Planet performance
- Principles performance
- Metrics retired in 2024

Data are presented with corresponding assurance.

- **Limited:** The information was within the scope of limited assurance by KPMG for the respective period, as described in the Independent Accountants’ Report within the 2024 Corporate Sustainability Report, 2023 Corporate Sustainability Report or the Corporate Responsibility Report 2022.
- **Reasonable:** The information was within the scope of reasonable assurance by KPMG for the respective period, as described in the Independent Accountants’ Report within the 2024 Corporate Sustainability Report, 2023 Corporate Sustainability Report or the Corporate Responsibility Report 2022.


Percentages are rounded to one decimal place. Where a percentage is reported as 0.0%, that a value less than 0.05 percent. Data not reported in the cited reporting year are represented as “not available.”

Financial data are reported in U.S. dollars.



People performance index


Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Employee counts	# of total employees	57,349	Limited	57,570	Limited	55,235	Limited
	# of total employees by region - Asia Pacific (APAC)	7,304	Limited	7,199	Limited	7,081	None
	# of total employees by region - Russia and Commonwealth of Independent States (RCIS)	675	Limited	636	Limited	681	None
	# of total employees by region - Middle East, North Africa, Turkey and India (MENATI)	10,261	Limited	9,935	Limited	9,486	None
	# of total employees by region - North America (NAM)	12,768	Limited	13,566	Limited	14,080	None
	# of total employees by region - Latin America (LATAM)	6,201	Limited	6,421	Limited	5,828	None
	# of total employees by region - Sub-Saharan Africa (SSA)	1,291	Limited	1,152	Limited	1,006	None
	# of total employees by region - Europe	18,849	Limited	18,661	Limited	17,073	None
	# of total employees by gender - Men	45,909	Limited	46,343	Limited	43,535	None
	# of total employees by gender - Women	11,420	Limited	11,200	Limited	10,554	None
	# of total employees by gender - Gender undeclared	20	Limited	26	Limited	1,140	None
	# of total employees by gender - No gender selected	0	Limited	1	Limited	6	None
	# of total employees by age group - under 30	6,850	Limited	6,529	Limited	5,606	None
	# of total employees by age group - 30-50	37,997	Limited	38,675	Limited	38,352	None
	# of total employees by age group - over 50	12,498	Limited	12,365	Limited	11,274	None
	# of total employees by age group - No age selected	4	Limited	1	Limited	3	None
	# of total Senior Professional Band and above employees (SPB+)	8,727	Limited	8,959	Limited	8,944	None
	# of total Executive Band and above employees (EB+)	528	Limited	590	Limited	639	None
	# of total employees by job function - Commercial	5,055	Limited	4,900	Limited	4,968	None
	# of total employees by job function - Enabling	6,296	Limited	6,308	Limited	6,583	None
	# of total employees by job function - Production	34,909	Limited	33,445	Limited	32,112	None
	# of total employees by job function - Technical	10,974	Limited	10,898	Limited	10,389	None
	# of total employees by job function - Other	115	Limited	2,019	Limited	1,183	None
	# of employees by generation group - Greatest	0	Limited	0	Limited	0	None
	# of employees by generation group - Silent	6	Limited	7	Limited	8	None
	# of employees by generation group - Boomers	3,081	Limited	3,775	Limited	4,117	None
	# of employees by generation group - Generation X	19,385	Limited	20,367	Limited	20,092	None
	# of employees by generation group - Generation Y	29,231	Limited	29,164	Limited	28,311	None
	# of employees by generation group - Generation Z	5,642	Limited	4,255	Limited	2,704	None
	# of employees by generation group - No generation selected	4	Limited	2	Limited	3	None
	# of total full time employees	56,513	Limited	56,785	Limited	54,490	None
	# of total part time employees	836	Limited	785	Limited	745	None
	# of total full time employees by region - APAC	7,230	Limited	7,124	Limited	7,026	None
	# of total full time employees by region - RCIS	673	Limited	635	Limited	679	None
	# of total full time employees by region - MENATI	10,232	Limited	9,911	Limited	9,475	None
	# of total full time employees by region - NAM	12,739	Limited	13,538	Limited	14,046	None

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Employee counts	# of total full time employees by region - LATAM	6,099	Limited	6,298	Limited	5,745	None
	# of total full time employees by region - SSA	1,289	Limited	1,150	Limited	997	None
	# of total full time employees by region - Europe	18,251	Limited	18,129	Limited	16,522	None
	# of total part time employees by region - APAC	74	Limited	75	Limited	55	None
	# of total part time employees by region - RCIS	2	Limited	1	Limited	2	None
	# of total part time employees by region - MENATI	29	Limited	24	Limited	11	None
	# of total part time employees by region - NAM	29	Limited	28	Limited	34	None
	# of total part time employees by region - LATAM	102	Limited	123	Limited	83	None
	# of total part time employees by region - SSA	2	Limited	2	Limited	9	None
	# of total part time employees by region - Europe	598	Limited	532	Limited	551	None
	# of total full time employees by gender - Men	45,419	Limited	45,903	Limited	43,107	None
	# of total full time employees by gender - Women	11,075	Limited	10,855	Limited	10,238	None
	# of total full time employees by gender - Gender undeclared	19	Limited	26	Limited	1,139	None
	# of total full time employees by gender - No gender selected	0	Limited	1	Limited	6	None
	# of total part time employees by gender - Men	490	Limited	440	Limited	428	None
	# of total part time employees by gender - Women	345	Limited	345	Limited	316	None
	# of total part time employees by gender - Gender undeclared	1	Limited	0	Limited	1	None
	# of total part time employees by gender - No gender selected	0	Limited	0	Limited	0	None
	# of Permanent employees - Total	49,328	Limited	Not available	Limited	Not available	None
	# of Permanent employees - Male	39,482	Limited	Not available	Limited	Not available	None
	# of Permanent employees - Female	9,830	Limited	Not available	Limited	Not available	None
	# of Permanent employees - Gender undeclared	16	Limited	Not available	Limited	Not available	None
	# of Permanent employees - No gender selected	0	Limited	Not available	Limited	Not available	None
	# of Temporary employees - Total	3,327	Limited	Not available	Limited	Not available	None
	# of Temporary employees - Male	2,434	Limited	Not available	Limited	Not available	None
	# of Temporary employees - Female	892	Limited	Not available	Limited	Not available	None
	# of Temporary employees - Gender undeclared	1	Limited	Not available	Limited	Not available	None
	# of Temporary employees - No gender selected	0	Limited	Not available	Limited	Not available	None
	# of Non-guaranteed hours employees - Total	4,694	Limited	Not available	Limited	Not available	None
	# of Non-guaranteed hours employees - Men	3,993	Limited	Not available	Limited	Not available	None
	# of Non-guaranteed hours employees - Female	698	Limited	Not available	Limited	Not available	None
	# of Non-guaranteed hours employees - Gender undeclared	3	Limited	Not available	Limited	Not available	None
	# of Non-guaranteed hours employees - No gender selected	0	Limited	Not available	Limited	Not available	None
Non-Employee workers	# of Non-Employees in own workforce	22,760.0	Limited	Not available	Limited	Not available	None

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Employees by gender 	% of employees by gender - Men	80.1%	Limited	80.5%	Limited	78.8%	Limited
	% of employees by gender - Women	19.9%	Limited	19.5%	Limited	19.1%	Limited
	% of employees by gender - Gender Undeclared	0.0%	Limited	0.1%	Limited	2.1%	Limited
	% of employees by gender - No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Commercial and Men	75.0%	Limited	75.4%	Limited	75.6%	Limited
	% of employees by gender for each job function - Enabling and Men	48.3%	Limited	48.8%	Limited	49.0%	Limited
	% of employees by gender for each job function - Production and Men	87.5%	Limited	87.8%	Limited	88.2%	Limited
	% of employees by gender for each job function - Technical and Men	77.0%	Limited	77.7%	Limited	78.7%	Limited
	% of employees by gender for each job function - Other and Men	75.7%	Limited	85.7%	Limited	4.2%	Limited
	% of employees by gender for each job function - Commercial and Women	25.0%	Limited	24.5%	Limited	24.4%	Limited
	% of employees by gender for each job function - Enabling and Women	51.7%	Limited	51.1%	Limited	51.0%	Limited
	% of employees by gender for each job function - Production and Women	12.5%	Limited	12.2%	Limited	11.7%	Limited
	% of employees by gender for each job function - Technical and Women	23.0%	Limited	22.3%	Limited	21.3%	Limited
	% of employees by gender for each job function - Other and Women	19.1%	Limited	13.4%	Limited	0.5%	Limited
	% of employees by gender for each job function - Commercial and Gender Undeclared	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Enabling and Gender Undeclared	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Production and Gender Undeclared	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Technical and Gender Undeclared	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Other and Gender Undeclared	5.2%	Limited	0.9%	Limited	95.3%	Limited
	% of employees by gender for each job function - Commercial and No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Enabling and No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Production and No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Technical and No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each job function - Other and No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each seniority - SPB+ and Men	81.3%	Limited	81.6%	Limited	81.4%	Limited
	% of employees by gender for each seniority - SPB+ and Women	18.7%	Limited	18.4%	Limited	18.6%	Limited
	% of employees by gender for each seniority - SPB+ and Gender undeclared	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each seniority - SPB+ and No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each seniority - EB+ and Men	77.1%	Limited	76.4%	Limited	75.6%	Limited
	% of employees by gender for each seniority - EB+ and Women	22.9%	Limited	23.6%	Limited	24.4%	Limited
	% of employees by gender for each seniority - EB+ and Gender undeclared	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by gender for each seniority - EB+ and No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees that are people managers by gender - Men	80.1%	Limited	80.9%	Limited	79.2%	Limited
	% of employees that are people managers by gender - Women	19.9%	Limited	19.0%	Limited	18.8%	Limited
	% of employees that are people managers by gender - Gender undeclared	0.0%	Limited	0.0%	Limited	2.0%	Limited
	% of employees that are people managers by gender - No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of women-identifying employees on the Board of Directors	33.0%	Limited	33.0%	Limited	33.0%	Limited




Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Employees by age group	% of employees by age group - under 30	11.9%	Limited	11.3%	Limited	10.2%	Limited
	% of employees by age group - 30-50	66.3%	Limited	67.2%	Limited	69.4%	Limited
	% of employees by age group - over 50	21.8%	Limited	21.5%	Limited	20.4%	Limited
	% of employees by age group - No age selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each job function - under 30 and Commercial	7.1%	Limited	6.0%	Limited	6.1%	Limited
	% of employees by age group for each job function - under 30 and Enabling	10.9%	Limited	10.4%	Limited	10.9%	Limited
	% of employees by age group for each job function - under 30 and Production	12.7%	Limited	11.9%	Limited	11.0%	Limited
	% of employees by age group for each job function - under 30 and Technical	12.5%	Limited	12.0%	Limited	10.1%	Limited
	% of employees by age group for each job function - under 30 and Other	7.0%	Limited	14.7%	Limited	0.9%	Limited
	% of employees by age group for each job function - 30-50 and Commercial	65.8%	Limited	67.7%	Limited	68.8%	Limited
	% of employees by age group for each job function - 30-50 and Enabling	67.9%	Limited	69.3%	Limited	69.4%	Limited
	% of employees by age group for each job function - 30-50 and Production	66.2%	Limited	67.6%	Limited	68.9%	Limited
	% of employees by age group for each job function - 30-50 and Technical	66.0%	Limited	66.5%	Limited	68.2%	Limited
	% of employees by age group for each job function - 30-50 and Other	55.7%	Limited	56.6%	Limited	97.6%	Limited
	% of employees by age group for each job function - over 50 and Commercial	27.0%	Limited	26.3%	Limited	25.2%	Limited
	% of employees by age group for each job function - over 50 and Enabling	21.2%	Limited	20.3%	Limited	19.7%	Limited
	% of employees by age group for each job function - over 50 and Production	21.2%	Limited	20.5%	Limited	20.1%	Limited
	% of employees by age group for each job function - over 50 and Technical	21.5%	Limited	21.5%	Limited	21.7%	Limited
	% of employees by age group for each job function - over 50 and Other	37.4%	Limited	28.7%	Limited	1.5%	Limited
	% of employees by age group for each job function - Age group blank and Commercial	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each job function - Age group blank and Enabling	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each job function - Age group blank and Production	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each job function - Age group blank and Technical	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each job function - Age group blank and Other	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each seniority - under 30 and SPB+	0.3%	Limited	0.3%	Limited	0.3%	Limited
	% of employees by age group for each seniority - under 30 and EB+	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each seniority - 30-50 and SPB+	65.1%	Limited	66.0%	Limited	67.4%	Limited
	% of employees by age group for each seniority - 30-50 and EB+	63.1%	Limited	65.3%	Limited	65.7%	Limited
	% of employees by age group for each seniority - over 50 and SPB+	34.6%	Limited	33.7%	Limited	32.3%	Limited
	% of employees by age group for each seniority - over 50 and EB+	36.9%	Limited	34.8%	Limited	34.3%	Limited
	% of employees by age group for each seniority -No age selected and SPB+	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by age group for each seniority - No age selected and EB+	0.0%	Limited	0.0%	Limited	0.0%	Limited
Employees by generation group	% of employees by generation group - Greatest	0.0%	Limited	0.0%	Limited	Not available	Limited
	% of employees by generation group - Silent	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of employees by generation group - Boomers	5.4%	Limited	6.6%	Limited	7.5%	Limited
	% of employees by generation group - Generation X	33.8%	Limited	35.4%	Limited	36.4%	Limited
	% of employees by generation group - Generation Y	51.0%	Limited	50.7%	Limited	51.3%	Limited
	% of employees by generation group - Generation Z	9.8%	Limited	7.4%	Limited	4.9%	Limited
	% of employees by generation group - Generation left blank	0.0%	Limited	0.0%	Limited	0.0%	Limited

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Country representation	# of employees working outside the U.S.	45,963	Limited	45,398	Limited	42,442	Limited
	# of countries with employees	88	Limited	88	Limited	89	Limited
	# of nationalities represented by employees	151	Limited	157	Limited	157	Limited
U.S. employees - people of color 	% of U.S. employees who identify as people of color	39.0%	Limited	38.3%	Limited	36.1%	Limited
	% of U.S. employees who identify as people of color by gender - Men	76.3%	Limited	76.6%	Limited	75.4%	Limited
	% of U.S. employees who identify as people of color by gender - Women	23.6%	Limited	23.4%	Limited	24.6%	Limited
	% of U.S. employees who identify as people of color by gender - Gender undeclared	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of U.S. employees who identify as people of color by gender - No gender selected	0.0%	Limited	0.0%	Limited	0.0%	Limited
	% of U.S. employees who identify as people of color by seniority - SPB+	33.6%	Limited	33.2%	Limited	32.1%	Limited
	% of U.S. employees who identify as people of color by seniority - EB+	29.2%	Limited	28.8%	Limited	28.6%	Limited
Women in STEM roles 	% of women in science, technology, engineering and mathematics (STEM) roles	14.8%	Limited	14.2%	Limited	12.1%	Limited

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
New candidates hired 	# of internal candidates hired	4,164	Limited	4,620	Limited	4,983	Limited
	# of internal candidates hired by gender - Men	3,009	Limited	3,491	Limited	3,734	Limited
	# of internal candidates hired by gender - Women	1,155	Limited	1,128	Limited	1,247	Limited
	# of internal candidates hired by gender - Gender undeclared	0	Limited	1	Limited	1	Limited
	# of internal candidates hired by gender - No gender selected	0	Limited	0	Limited	1	Limited
	# of internal candidates hired by region - APAC	470	Limited	363	Limited	478	Limited
	# of internal candidates hired by region - RCIS	29	Limited	31	Limited	84	Limited
	# of internal candidates hired by region - MENATI	639	Limited	634	Limited	781	Limited
	# of internal candidates hired by region - NAM	1,107	Limited	1,346	Limited	1,615	Limited
	# of internal candidates hired by region - LATAM	386	Limited	514	Limited	428	Limited
	# of internal candidates hired by region - SSA	80	Limited	55	Limited	63	Limited
	# of internal candidates hired by region - Europe	1,453	Limited	1,677	Limited	1,534	Limited
	# of internal candidates hired by age group - under 30	781	Limited	758	Limited	807	Limited
	# of internal candidates hired by age group - 30-50	2,940	Limited	3,367	Limited	3,702	Limited
	# of internal candidates hired by age group - over 50	443	Limited	495	Limited	474	Limited
	# of internal candidates hired by age group - No age selected	0	Limited	0	Limited	Not available	Limited
	# of external candidates hired	7,656	Limited	10,171	Limited	10,733	Limited
	# of external candidates hired by gender - Men	5,660	Limited	7,793	Limited	7,182	Limited
	# of external candidates hired by gender - Women	1,989	Limited	2,333	Limited	2,377	Limited
	# of external candidates hired by gender - Gender undeclared	7	Limited	45	Limited	1,174	Limited
	# of external candidates hired by gender - No gender selected	0	Limited	0	Limited	0	Limited
	# of external candidates hired by region - APAC	1,001	Limited	1,022	Limited	1,166	Limited
	# of external candidates hired by region - RCIS	113	Limited	94	Limited	247	Limited
	# of external candidates hired by region - MENATI	1,551	Limited	1,697	Limited	1,707	Limited
	# of external candidates hired by region - NAM	1,445	Limited	1,994	Limited	3,157	Limited
	# of external candidates hired by region - LATAM	1,132	Limited	1,619	Limited	1,437	Limited
	# of external candidates hired by region - SSA	253	Limited	278	Limited	189	Limited
	# of external candidates hired by region - Europe	2,161	Limited	3,467	Limited	2,830	Limited
	# of external candidates hired by age group - under 30	3,764	Limited	4,007	Limited	3,515	Limited
	# of external candidates hired by age group - 30-50	3,453	Limited	5,224	Limited	6,353	Limited
	# of external candidates hired by age group - over 50	439	Limited	940	Limited	865	Limited
	# of external candidates hired by age group - No age selected	0	Limited	0	Limited	0	Limited
	# of external candidates hired by employee type - Effective employee	6,175	Limited	Not available	Limited	Not available	Limited
	# of external candidates hired by employee type - Trainee employee	1,481	Limited	Not available	Limited	Not available	Limited



Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Employee attrition	# of total employee attrition	6,750	Limited	5,812	Limited	6,609	Limited
	# of total employee attrition by gender - Men	5,459	Limited	4,512	Limited	5,291	Limited
	# of total employee attrition by gender - Women	1,285	Limited	1,213	Limited	1,274	Limited
	# of total employee attrition by gender - Gender undeclared	6	Limited	82	Limited	44	Limited
	# of total employee attrition by gender - No gender selected	0	Limited	5	Limited	Not available	Limited
	% of total employee attrition (rate)	11.8%	Limited	10.2%	Limited	12.0%	Limited
	% of total employee attrition (rate) by gender - Men	11.9%	Limited	9.9%	Limited	12.0%	Limited
	% of total employee attrition (rate) by gender - Women	11.4%	Limited	11.1%	Limited	12.1%	Limited
	% of total employee attrition (rate) by gender - Gender undeclared	29.0%	Limited	191.4%	Limited	16.5%	Limited
	% of total employee attrition (rate) by gender - No gender selected	0.0%	Limited	85.7%	Limited	0.0%	Limited
	# of total employee attrition by region - APAC	705	Limited	643	Limited	647	Limited
	# of total employee attrition by region - RCIS	61	Limited	105	Limited	1,019	Limited
	# of total employee attrition by region - MENATI	1,049	Limited	865	Limited	909	Limited
	# of total employee attrition by region - NAM	2,263	Limited	2,019	Limited	1,990	Limited
	# of total employee attrition by region - LATAM	955	Limited	602	Limited	505	Limited
	# of total employee attrition by region - SSA	88	Limited	78	Limited	67	Limited
	# of total employee attrition by region - Europe	1,629	Limited	1,500	Limited	1,472	Limited
	% of total employee attrition (rate) by region - APAC	9.8%	Limited	9.0%	Limited	9.4%	Limited
	% of total employee attrition (rate) by region - RCIS	9.4%	Limited	16.1%	Limited	34.9%	Limited
	% of total employee attrition (rate) by region - MENATI	10.4%	Limited	8.9%	Limited	9.9%	Limited
	% of total employee attrition (rate) by region - NAM	17.4%	Limited	14.7%	Limited	15.0%	Limited
	% of total employee attrition (rate) by region - LATAM	15.3%	Limited	9.6%	Limited	9.1%	Limited
	% of total employee attrition (rate) by region - SSA	7.3%	Limited	7.1%	Limited	7.1%	Limited
	% of total employee attrition (rate) by region - Europe	8.7%	Limited	8.3%	Limited	9.1%	Limited
	# of total employee attrition by age group - under 30	1,026	Limited	905	Limited	1,088	Limited
	# of total employee attrition by age group - 30-50	3,958	Limited	3,608	Limited	4,247	Limited
	# of total employee attrition by age group - over 50	1,766	Limited	1,299	Limited	1,274	Limited
	# of total employee attrition by age group - No age selected	0	Limited	0	Limited	0	Limited
	% of total employee attrition (rate) by age group - under 30	15.3%	Limited	14.4%	Limited	19.1%	Limited
	% of total employee attrition (rate) by age group - 30-50	10.4%	Limited	9.4%	Limited	11.1%	Limited
	% of total employee attrition (rate) by age group - over 50	14.4%	Limited	10.8%	Limited	11.6%	Limited
	% of total employee attrition (rate) by age group - No age selected	0.0%	Limited	0.0%	Limited	0.0%	Limited

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Voluntary attrition	# of voluntary attrition	3,428	Limited	3,992	Limited	4,714	Limited
	# of voluntary attrition by gender - Men	2,744	Limited	3,162	Limited	3,739	Limited
	# of voluntary attrition by gender - Women	683	Limited	823	Limited	974	Limited
	# of voluntary attrition by gender - Gender undeclared	1	Limited	5	Limited	1	Limited
	# of voluntary attrition by gender - No gender selected	0	Limited	2	Limited	0	Limited
	% of voluntary attrition (rate)	6.0%	Limited	7.0%	Limited	8.6%	Limited
	% of voluntary attrition (rate) by gender - Men	6.0%	Limited	6.9%	Limited	8.5%	Limited
	% of voluntary attrition (rate) by gender - Women	6.1%	Limited	7.5%	Limited	9.3%	Limited
	% of voluntary attrition (rate) by gender - Gender undeclared	4.8%	Limited	11.7%	Limited	0.4%	Limited
	% of voluntary attrition (rate) by gender - No gender selected	0.0%	Limited	34.3%	Limited	0.0%	Limited
	# of voluntary attrition by region - APAC	444	Limited	469	Limited	556	Limited
	# of voluntary attrition by region - RCIS	53	Limited	54	Limited	391	Limited
	# of voluntary attrition by region - MENATI	681	Limited	656	Limited	657	Limited
	# of voluntary attrition by region - NAM	1,069	Limited	1,301	Limited	1,608	Limited
	# of voluntary attrition by region - LATAM	267	Limited	378	Limited	363	Limited
	# of voluntary attrition by region - SSA	48	Limited	61	Limited	49	Limited
	# of voluntary attrition by region - Europe	866	Limited	1,073	Limited	1,090	Limited
	% of voluntary attrition (rate) by region - APAC	6.2%	Limited	6.6%	Limited	8.1%	Limited
	% of voluntary attrition (rate) by region - RCIS	8.2%	Limited	8.3%	Limited	13.4%	Limited
	% of voluntary attrition (rate) by region - MENATI	6.8%	Limited	6.7%	Limited	7.2%	Limited
	% of voluntary attrition (rate) by region - NAM	8.2%	Limited	9.5%	Limited	12.1%	Limited
	% of voluntary attrition (rate) by region - LATAM	4.3%	Limited	6.0%	Limited	6.5%	Limited
	% of voluntary attrition (rate) by region - SSA	4.0%	Limited	5.5%	Limited	5.2%	Limited
	% of voluntary attrition (rate) by region - Europe	4.6%	Limited	5.9%	Limited	6.7%	Limited
	# of voluntary attrition by age group - under 30	665	Limited	724	Limited	858	Limited
	# of voluntary attrition by age group - 30-50	2,066	Limited	2,558	Limited	3,082	Limited
	# of voluntary attrition by age group - over 50	697	Limited	710	Limited	774	Limited
	# of voluntary attrition by age group - No age selected	0	Limited	0	Limited	0	Limited
	% of voluntary attrition (rate) by age group - under 30	9.9%	Limited	11.5%	Limited	15.1%	Limited
	% of voluntary attrition (rate) by age group - 30-50	5.4%	Limited	6.7%	Limited	8.0%	Limited
	% of voluntary attrition (rate) by age group - over 50	5.7%	Limited	5.9%	Limited	7.1%	Limited
	% of voluntary attrition (rate) by age group - No age selected	0.0%	Limited	0.0%	Limited	0.0%	Limited





Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Average hours of training per year per employee 	Average hours of training per employee	22.6	Limited	21.9	Limited	37.0	Limited
	Average hours of training per employee by gender - Men	23.4	Limited	22.7	Limited	39.5	Limited
	Average hours of training per employee by gender - Women	19.5	Limited	18.8	Limited	29.9	Limited
	Average hours of training per employee by gender - Gender undeclared	13.7	Limited	7.7	Limited	5.9	Limited
	Average hours of training per employee by gender - No gender selected	0.0	Limited	8.5	Limited	Not available	Limited
	Average hours of training per employee by career band - Professional Band and above employees (PB+) including Lead Training Band (LTB)	17.6	Limited	16.7	Limited	Not available	Limited
	Average hours of training per employee by career band - PB+ excluding LTB	17.4	Limited	16.4	Limited	24.0	Limited
	Average hours of training per employee by career band - SPB+	15.3	Limited	13.5	Limited	17.1	Limited
	Average hours of training per employee by career band - EB+	16.2	Limited	16.3	Limited	11.7	Limited
	Average hours of training per employee by operating segment - Industrial and Energy Technology (IET)	19.1	Limited	16.1	Limited	18.4	Limited
	Average hours of training per employee by operating segment - Oilfield Services and Equipment (OFSE)	25.7	Limited	25.9	Limited	50.8	Limited
	Average hours of training per employee by operating segment - Headquarters	12.6	Limited	15.3	Limited	18.3	Limited
	Average hours of training per employee by job function - Commercial	19.2	Limited	12.9	Limited	15.6	Limited
	Average hours of training per employee by job function - Enabling	13.2	Limited	14.9	Limited	19.9	Limited
	Average hours of training per employee by job function - Production	27.1	Limited	27.7	Limited	51.0	Limited
	Average hours of training per employee by job function - Technical	15.6	Limited	15.3	Limited	18.2	Limited
	Average hours of training per employee by job function - Other	7.3	Limited	5.9	Limited	5.3	Limited
Employees in leadership programs 	# of employees participating in leadership development programs	253	Limited	401	Limited	527	Limited
	# of employees participating in each leadership development program - ASPIRE	173	Limited	257	Limited	300	Limited
	# of employees participating in each leadership development program - IMPACT	21	Limited	36	Limited	32	Limited
	# of employees participating in each leadership development programs - CULTIVATE	59	Limited	102	Limited	191	Limited
	# of ASPIRE program participants that identify as women	82	Limited	116	Limited	155	Limited
	# of IMPACT program participants that identify as women	9	Limited	16	Limited	16	Limited
Regular performance and career development reviews 	% of employees receiving regular performance and career development reviews	74.0%	Limited	68.4%	Limited	75.0%	None
	% of employees receiving regular performance and career development reviews by gender - Men	70.8%	Limited	65.1%	Limited	72.8%	Limited
	% of employees receiving regular performance and career development reviews by gender - Women	86.9	Limited	81.8%	Limited	84.0%	Limited
	% of employees receiving regular performance and career development reviews by gender - Gender undeclared	80.0%	Limited	26.9%	Limited	31.0%	Limited
	% of employees receiving regular performance and career development reviews by gender - No gender selected	Not available	Limited	100%	Limited	100%	Limited
	% of employees receiving regular performance and career development reviews by career band - PB+ including LTB	97.6%	Limited	92.1%	Limited	Not available	Limited
	% of employees receiving regular performance and career development reviews by career band - PB+ excluding LTB	97.8%	Limited	92.1%	Limited	95.8%	Limited
	% of employees receiving regular performance and career development reviews by career band - SPB+	98.1%	Limited	92.9%	Limited	95.8%	Limited
	% of employees receiving regular performance and career development reviews by career band - EB+	94.3%	Limited	90.5%	Limited	94.1%	Limited
	% of employees receiving regular performance and career development reviews by job function - Commercial	95.2%	Limited	88.1%	Limited	93.4%	Limited
	% of employees receiving regular performance and career development reviews by job function - Enabling	94.1%	Limited	91.6%	Limited	95.3%	Limited
	% of employees receiving regular performance and career development reviews by job function - Production	60.0%	Limited	56.5%	Limited	95.5%	Limited
	% of employees receiving regular performance and career development reviews by job function - Technical	97.8%	Limited	95.0%	Limited	97.8%	Limited
	% of employees receiving regular performance and career development reviews by job function - Other	7.0%	Limited	1.5%	Limited	0.0%	Limited

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Community contributions <div><div>2</div>2024 WELL-BEING</div> <div><div>3</div>2024 WELL-BEING</div> <div><div>4</div>2024 WELL-BEING</div> <div><div>5</div>2024 WELL-BEING</div> <div><div>8</div>2024 WELL-BEING</div> <div><div>13</div>2024 WELL-BEING</div> <div><div>15</div>2024 WELL-BEING</div>							
	Total amount of charitable pledges and contributions	\$28,586,292	Limited	\$63,694,410	Limited	\$75,272,787	Limited
	Amount of employee-matched contributions made by the Baker Hughes Foundation	\$800,508	Limited	\$855,067	Limited	\$756,121	Limited
	Amount of company and foundation financial pledges and contributions	\$2,426,500	Limited	\$2,427,500	Limited	\$1,992,500	Limited
	Amount of company in-kind contributions	\$25,359,284	Limited	\$60,411,843	Limited	\$72,524,166	Limited
# of volunteer service hours	44,613	Limited	\$39,064	Limited	\$27,181	Limited	
Diverse spend with suppliers <div><div>10</div>2024 DIVERSITY</div>							
	Amount spent with diverse suppliers and small businesses Tier 1 ¹	\$591,989,909	Limited	\$378,661,639	Limited	Not available	Limited
	Amount spent with diverse suppliers and small businesses Tier 2	\$40,088,345	Limited	\$31,090,700	Limited	Not available	Limited
	Amount spent with diverse suppliers and small businesses Total	\$632,078,253	Limited	\$409,752,339	Limited	Not available	Limited
Employee resource group membership <div><div>10</div>2024 DIVERSITY</div>							
	# of employees enrolled in at least one employee resource group	9,418	Limited	9,085	Limited	8,099	Limited
	% of employees enrolled in at least one employee resource group	16.0%	Limited	15.5%	Limited	14.4%	Limited
Parental leave <div><div>3</div>2024 WELL-BEING</div> <div><div>5</div>2024 WELL-BEING</div>							
	# of employees entitled to parental leave	56,288	Limited	54,518	Limited	50,283	Limited
	# of employees entitled to parental leave by gender - Men	44,881	Limited	43,561	Limited	39,824	Limited
	# of employees entitled to parental leave by gender - Women	11,393	Limited	10,950	Limited	10,440	Limited
	# of employees entitled to parental leave by gender - Gender Undeclared	14	Limited	8	Limited	13	Limited
	# of employees entitled to parental leave by gender - No gender selected	0	Limited	1	Limited	6	Limited
	# of employees that took parental leave	1,194	Limited	805	Limited	300	Limited
	# of employees that took parental leave by gender - Men	888	Limited	585	Limited	210	Limited
	# of employees that took parental leave by gender - Women	306	Limited	218	Limited	90	Limited
	# of employees that took parental leave by gender - Gender Undeclared	0	Limited	2	Limited	0	Limited
	# of employees that took parental leave by gender - No gender selected	0	Limited	0	Limited	0	Limited
	# of employees that returned from leave in the reporting period following leave	1,072	Limited	705	Limited	237	Limited
	# of employees that returned from leave in the reporting period following leave by gender - Men	840	Limited	543	Limited	160	Limited
	# of employees that returned from leave in the reporting period following leave by gender - Women	232	Limited	161	Limited	76	Limited
	# of employees that returned from leave in the reporting period following leave by gender - Gender Undeclared	0	Limited	1	Limited	0	Limited
	# of employees that returned from leave in the reporting period following leave by gender - No gender selected	0	Limited	0	Limited	1	Limited


Planet performance index


Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023**	Assurance in the 2023 reporting year	2019 (base year)	Assurance in the 2019 reporting year
Greenhouse gas (GHG) emissions <div></div>	Reduction in scope 1 and scope 2 GHG emissions compared to 2019 base year	234,466	Reasonable	224,681	Reasonable	Base year	Limited
	Total scope 1 emissions (MT CO ₂ e)	386,367	Reasonable	383,096	Reasonable	499,168	Limited
	Scope 1 - facilities emissions (MT CO ₂ e)	98,425	Reasonable	107,085	None	164,080	Limited
	Scope 1 - field emissions (MT CO ₂ e)	181,885	Reasonable	183,302	None	197,667	Limited
	Scope 1 - fleet emissions (MT CO ₂ e)	106,056	Reasonable	92,710	None	137,421	Limited
	Total Scope 2 indirect emissions - market based (MT CO ₂ e)	178,361	Reasonable	191,417	Reasonable	300,026	Limited
	Total Scope 2 indirect emissions - location based (MT CO ₂ e)	212,476	Limited	217,941	Limited	306,757	Limited
	Total reported scope 3 emissions (MT CO ₂ e)	375,422,658	Limited	433,728,176	Limited	275,929,118	Limited
	Scope 3 category 1 - Purchased goods and services	7,346,257	Limited	6,368,267	Limited	5,535,931	Limited
	Scope 3 category 2 - Capital goods	172,789	Limited	147,120	Limited	106,850	Limited
	Scope 3 category 3 - Fuel- and energy-related activities (not included in scope 1 or scope 2)	139,608	Limited	143,841	Limited	185,620	Limited
	Scope 3 category 4 - Upstream transportation and distribution	392,524	Limited	331,325	Limited	676,589	Limited
	Scope 3 category 5 - Waste generated in operations	102,502	Limited	108,781	Limited	156,048	Limited
	Scope 3 category 6 - Business travel	76,580	Limited	68,967	Limited	100,588	Limited
	Scope 3 category 7 - Employee commuting	150,290	Limited	152,870	Limited	186,559	Limited
	Scope 3 category 9 - Downstream transportation and distribution	241,846	Limited	260,844	Limited	481,799	Limited
	Scope 3 category 11 - Use of sold products	366,523,904	Limited	425,927,694	Limited	268,373,101	Limited
	Scope 3 category 15 - Investments	276,357	Limited	218,467	Limited	126,032	Limited
	Scope 1 per \$ revenue	0.00001400	Reasonable	0.00001502	Reasonable	0.00002100	Limited
	Scope 2 per \$ revenue	0.00000600	Reasonable	0.00000750	Reasonable	0.00001300	Limited
	Scope 3 per \$ revenue	0.01349000	Limited	0.01700500	Limited	0.01157500	Limited
	Total per \$ revenue	0.01351000	Limited	0.01702752	Limited	0.01160900	Limited
	Scope 1 - CO ₂	384,108	Reasonable	378,868	Reasonable	493,856	Limited
	Scope 1 - CH ₄	1,209	Reasonable	3,296	Reasonable	3,355	Limited
	Scope 1 - N ₂ O	1,050	Reasonable	932	Reasonable	1,494	Limited
	Scope 1 - HFCs (only HFC-134a)	0	Reasonable	0	Reasonable	463	Limited
	Scope 1 - PFCs	0	Reasonable	0	Reasonable	0	Limited
	Scope 1 - NF ₃	0	Reasonable	0	Reasonable	0	Limited
	Scope 1 - SF ₆	0	Reasonable	0	Reasonable	0	Limited
	Scope 2, Location Based- CO ₂	211,564	Reasonable	216,967	Reasonable	305,407	Limited
	Scope 2, Location Based- CH ₄	334	Reasonable	328	Reasonable	455	Limited
	Scope 2, Location Based- N ₂ O	578	Reasonable	646	Reasonable	895	Limited
	Scope 2, Location Based- HFCs	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited
	Scope 2, Location Based- PFCs	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited
	Scope 2, Location Based - NF ₃	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited
	Scope 2, Location Based- SF ₆	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited

A double asterisk (**) denotes 2023 metrics are presented as previously reported for the year ended December 31, 2023, and have not been recalculated to be consistent with the 2024 and base year presentation.



Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023**	Assurance in the 2023 reporting year	2019 (base year)	Assurance in the 2019 reporting year
GHG emissions <div></div>	Scope 2, Market Based- CO ₂	177,736	Reasonable	190,720	Reasonable	298,889	Limited
	Scope 2, Market Based- CH ₄	214	Reasonable	219	Reasonable	378	Limited
	Scope 2, Market Based- N ₂ O	412	Reasonable	478	Reasonable	759	Limited
	Scope 2, Market Based- HFCs	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited
	Scope 2, Market Based- PFCs	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited
	Scope 2, Market Based - NF ₃	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited
	Scope 2, Market Based- SF ₆	Not applicable	Reasonable	Not applicable	Reasonable	Not applicable	Limited
Energy <div></div>	% of electricity from zero-carbon sources	34.2%	Limited	29.8%	None	13.5%	Limited
	% of electricity from renewable sources	32.6%	Limited	28.1%	None	13.5%	Limited
	Total electricity (MWh)	566,973	Limited	585,165	None	775,023	Limited
	Renewable electricity (MWh)	185,078	Limited	164,597	None	104,307	Limited
	Non-renewable electricity (MWh)	381,895	Limited	420,567	None	670,716	Limited
	Total fuels (MWh)	1,650,979	Limited	1,633,706	None	2,179,661	Limited
	Diesel/distillate (MWh)	939,847	Limited	915,946	None	1,043,151	Limited
	Natural gas (MWh)	431,608	Limited	449,520	None	744,141	Limited
	Gasoline/petrol (MWh)	273,807	Limited	261,206	None	390,241	Limited
	Propane (MWh)	4,998	Limited	5,769	None	2,129	Limited
	Ethanol (MWh)	23	Limited	Not available	None	Not available	Limited
	Other fuels (MWh)	696	Limited	1,266	None	0	Limited
	Total purchased heating, cooling and steam (MWh)	18,676	Limited	8,831	None	7,638	Limited
	Purchased heating (MWh)	1,103	Limited	0	None	405	Limited
	Purchased cooling (MWh)	339	Limited	118	None	98	Limited
	Purchased steam (MWh)	17,234	Limited	8,713	None	7,134	Limited
	Total energy consumption within the organization (MWh) ²	2,236,628	Limited	2,227,702	None	2,962,322	Limited
	Energy intensity (MWh/\$ of revenue)	0.000080	Limited	0.000087	None	0.000124	Limited
Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
Life cycle assessments (LCAs)	Number of product LCAs completed	560	Limited	313	None	43	None
	Number of product LCAs in progress	11	Limited	4	None	56	None

²Prior to 2023, the metric, "Total energy consumption within the organization (MWh)", was reported as "Total energy (MWh)"
A double asterisk (**) denotes 2023 metrics are presented as previously reported for the year ended December 31, 2023, and have not been recalculated to be consistent with the 2024 and base year presentation.


Metric	Key Performance Indicators	2024 (base year)	Assurance in the 2024 reporting year
Biodiversity 	Number of IUCN Red List Species	137,876	Limited
	Number of species – Least concern	120,981	Limited
	Number of species – Near threatened	5,515	Limited
	Number of species – Vulnerable	5,856	Limited
	Number of species – Endangered	4,203	Limited
	Number of species – Critically endangered	1,321	Limited
	Operational sites owned, leased, managed in or adjacent to protected areas of high biodiversity value outside protected areas	98	Limited

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023**	Assurance in the 2023 reporting year	2022 (base year)	Assurance in the 2022 reporting year
Spills 	Significant spills (barrels)	1,624	Limited	535	None	827	None
	Oil spills (barrels)	32	Limited	14	None	37	None
	Fuel spills (barrels)	7	Limited	1	None	3	None
	Waste spills (barrels)	1	Limited	0	None	1	None
	Chemical spills (barrels)	215	Limited	110	None	378	None
	Hydrocarbon spills in the Arctic (barrels)	0	Limited	0	None	0	None
	Aggregate spill volume impacting shorelines with ESI rankings 8–9 (barrels)	201	Limited	0	None	0	None
	Hydrocarbon spill volume recovered (barrels)	36	Limited	10	None	37	None
	Number of hydrocarbon spills	22	Limited	26	None	19	None
	Volume of hydrocarbon spills (barrels)	39	Limited	15	None	40	None

A double asterisk (**) denotes 2023 metrics are presented as previously reported for the year ended December 31, 2023, and have not been recalculated to be consistent with the 2024 and base year presentation.

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023**	Assurance in the 2023 reporting year	2022 (base year)	Assurance in the 2022 reporting year
Water 	Water withdrawn (ML)	2,687.5	Limited	2,984.5	None	3,217.6	None
	Water withdrawn from surface water (ML)	0.0	Limited	0.0	None	0.1	None
	Water withdrawn from groundwater (ML)	709.1	Limited	646.6	None	616.9	None
	Water withdrawn from municipal water supply (ML)	1,978.4	Limited	2,337.8	None	2,600.4	None
	Water withdrawn from seawater (ML)	0.0	Limited	0.0	None	0.2	None
	Water consumed (ML)	496.8	Limited	654.7	None	563.8	None
	Water discharged (ML)	2,190.7	Limited	2,329.7	None	2,653.8	None
	Water discharged to surface water (ML)	41.2	Limited	41.6	None	55.1	None
	Water discharged to groundwater (ML)	46.9	Limited	34.5	None	45.2	None
	Water discharged to municipal water supply (ML)	2,097.9	Limited	2,239.1	None	2,530.2	None
	Water discharged to seawater (ML)	4.6	Limited	14.5	None	23.2	None
	Water withdrawn in water-stressed areas (ML)	416.0	Limited	409.2	None	431.4	None
	Water withdrawn from surface water in water-stressed areas (ML)	0.0	Limited	0.0	None	0.0	None
	Water withdrawn from groundwater in water-stressed areas (ML)	133.1	Limited	137.3	None	151.9	None
	Water withdrawn from municipal water supply in water-stressed areas (ML)	282.9	Limited	271.9	None	279.5	None
	Water withdrawn from seawater in water-stressed areas (ML)	0.0	Limited	0.0	None	0.0	None
	Water consumed in water-stressed areas (ML)	19.4	Limited	23.4	None	18.9	None
	Water discharged in water-stressed areas (ML)	396.7	Limited	385.7	None	412.4	None
	Water discharged to surface water in water-stressed areas (ML)	22.7	Limited	15.2	None	26.8	None
	Water discharged to groundwater in water-stressed areas (ML)	12.2	Limited	8.1	None	14.9	None
	Water discharged to municipal water supply in water-stressed areas (ML)	361.8	Limited	353.3	None	360.0	None
	Water discharged to seawater in water-stressed areas (ML)	0.0	Limited	9.1	None	10.7	None
Waste 	Waste generated (MT)	193,158.4	Limited	216,808.8	Limited	224,108.1	Limited
	Waste generated - Hazardous waste (MT)	58,938.5	Limited	80,293.3	Limited	121,574.1	Limited
	Waste generated - Non-Hazardous waste (MT)	103,252.2	Limited	106,844.4	Limited	75,280.7	Limited
	Waste generated - E-waste (MT)	89.3	Limited	124.2	Limited	186.8	Limited
	Waste generated - Metals (MT)	30,878.4	Limited	29,547.0	Limited	27,066.4	Limited
	Waste recycled (MT)	63,029.9	Limited	60,919.7	Limited	57,091.7	Limited
	Waste recycled - Hazardous waste (MT)	3,687.9	Limited	5,660.2	Limited	7,626.7	Limited
	Waste recycled - Non-Hazardous waste (MT)	28,382.2	Limited	25,601.2	Limited	22,227.0	Limited
	Waste recycled - E-waste (MT)	81.5	Limited	111.3	Limited	171.6	Limited
	Waste recycled - Metals (MT)	30,878.4	Limited	29,547.0	Limited	27,066.4	Limited
	Waste disposed (MT)	130,128.5	Limited	155,889.1	Limited	167,016.4	Limited
	Waste disposed - Hazardous waste (MT)	55,250.7	Limited	74,633.1	Limited	113,947.4	Limited
	Waste disposed - Non-Hazardous waste (MT)	74,870.0	Limited	81,243.2	Limited	53,053.7	Limited
	Waste disposed - E-waste (MT)	7.9	Limited	12.9	Limited	15.3	Limited
	Waste disposed - Metals (MT)	0.0	Limited	0.0	Limited	0.0	Limited

A double asterisk (**) denotes 2023 metrics are presented as previously reported for the year ended December 31, 2023, and have not been recalculated to be consistent with the 2024 and base year presentation.

Metric	Key Performance Indicators	2024	Assurance in the 2024 reporting year	2023**	Assurance in the 2023 reporting year	2022 (base year)	Assurance in the 2022 reporting year
<div>Waste</div> <div><div>12</div><div>Environment, Community and Governance</div><div></div></div>	Hazardous waste - Offsite preparation for reuse (MT)	527.3	Limited	559.0	Limited	659.9	Limited
	Hazardous waste - Offsite reclamation (MT)	33.2	Limited	4.3	Limited	3.2	Limited
	Hazardous waste - Offsite recycling (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Hazardous waste - Offsite material recovery operations (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Hazardous waste - Other offsite recovery options (MT)	3,127.3	Limited	5,096.9	Limited	6,963.5	Limited
	Non-hazardous waste - Offsite preparation for reuse (MT)	1,393.7	Limited	1,154.6	Limited	801.3	Limited
	Non-hazardous waste - Offsite reclamation (MT)	98.0	Limited	349.2	Limited	242.2	Limited
	Non-hazardous waste - Offsite recycling (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Non-hazardous waste - Offsite material recovery operations (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Non-hazardous waste - Other offsite recovery options (MT)	26,890.5	Limited	24,097.4	Limited	21,183.5	Limited
	E-waste - Offsite preparation for reuse (MT)	2.1	Limited	1.8	Limited	6.0	Limited
	E-waste - Offsite reclamation (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	E-waste - Offsite recycling (MT)	79.4	Limited	109.5	Limited	165.6	Limited
	E-waste - Offsite material recovery operations (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	E-waste - Other offsite recovery options (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Metals - Offsite preparation for reuse (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Metals - Offsite reclamation (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Metals - Offsite recycling (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Metals - Offsite material recovery operations (MT)	30,878.4	Limited	29,547.0	Limited	27,066.4	Limited
	Metals - Other offsite recovery options (MT)	0.0	Limited	0.0	Limited	0.0	Limited
	Total waste prevented (MT)	2,592.5	Limited	2,462.5	Limited	1,266.0	Limited
	Hazardous waste - Offsite incineration with energy recovery (MT)	12,609.9	Limited	14,239.4	Limited	996.8	Limited
	Hazardous waste - Offsite incineration without energy recovery (MT)	2,458.6	Limited	867.6	Limited	2,153.0	Limited
	Hazardous waste - Offsite landfilling (MT)	2,434.3	Limited	3,133.7	Limited	3,707.5	Limited
	Hazardous waste - Other offsite disposal operations (MT)	37,747.9	Limited	56,392.3	Limited	107,090.1	Limited
	Hazardous waste - Disposal (MT)	55,250.7	Limited	74,633.1	Limited	113,947.4	Limited
	Non-hazardous waste - Offsite incineration with energy recovery (MT)	3,070.1	Limited	3,001.4	Limited	2,010.6	Limited
	Non-hazardous waste - Offsite incineration without energy recovery (MT)	821.0	Limited	1,013.0	Limited	1,017.2	Limited
	Non-hazardous waste - Offsite landfilling (MT)	19,368.0	Limited	22,878.8	Limited	22,204.8	Limited
	Non-hazardous waste - Other offsite disposal operations (MT)	51,610.9	Limited	54,350.0	Limited	27,821.2	Limited
	Non-hazardous waste - Disposal (MT)	74,870.0	Limited	81,243.2	Limited	53,053.7	Limited

A double asterisk (**) denotes 2023 metrics are presented as previously reported for the year ended December 31, 2023, and have not been recalculated to be consistent with the 2024 and base year presentation.

Principles performance index

Metric	Key performance indicators	2024	Assurance in the 2024 reporting year	2023	Assurance in the 2023 reporting year	2022	Assurance in the 2022 reporting year
<div><div>16</div><div>ETHICS, GOVERNANCE AND COMPLIANCE</div></div>	# of employees who completed the annual Code of Conduct training, including training on ethics, compliance and anti-corruption	56,980	Limited	56,745	None	53,846	None
	% of employees who completed the annual Code of Conduct training	99.4%	Limited	97.5%	None	96.7%	None
	% of governance body members who have received training on anti-corruption	100%	Limited	99.0%	None	99.1%	None
	% of operations assessed for risks related to corruption	100%	Limited	100%	None	100%	None
	# of operations assessed for risks related to corruption	2	Limited	2	None	4	None
	% of security personnel trained in human rights policies or procedures	100%	Limited	100%	None	100%	None
	# of substantiated complaints received concerning breaches of customer privacy	0	Limited	3	None	0	None
<div><div>12</div><div>ENVIRONMENTAL, SOCIAL AND GOVERNANCE</div></div>	# of certified SSRP auditors	108	Limited	99	None	84	None
	# of SSRP audits	416	Limited	461	None	408	None
	# of SSRP audit red flag findings	1,773	Limited	1,707	None	1,343	None
	% of audits that were re-audits	79.0%	Limited	80.0%	None	81.0%	None
	% of audit red flag findings closed within 90 days	95.0%	Limited	95.0%	None	95.0%	None
	# of suppliers rejected due to SSRP policy	23	Limited	25	None	23	None
<div><div>3</div><div>HEALTH, SAFETY AND ENVIRONMENT</div></div>	# of HSE leadership engagements	66,784	Limited	70,667	None	64,550	None
	# of HSE observations	1,673,134	Limited	1,442,048	None	1,071,845	None
	# of perfect HSE days	206	Limited	199	None	217	None
	Average hours HSE trainings - employees	6.5	Limited	6.2	None	5.3	None
	Average hours HSE trainings - contractors	1.1	Limited	0.9	None	0.6	None
	# of near misses	889	Limited	1,051	None	1,017	None
	Total Recordable Incident Rate	0.25	Limited	0.28	None	0.22	None
	Days away from work rate	0.12	Limited	0.15	None	0.11	None
	# of days away from work cases	94	Limited	119	None	86	None
	# of employee work-related fatalities	0	Limited	1	None	1	None
	# of contractor work-related fatalities	0	Limited	0	None	0	None
	# of Total Recordable Illness	23	Limited	16	None	5	None
	# of musculoskeletal disorders	7	Limited	5	None	2	None
	# of diseases caused by physical agents	1	Limited	2	None	3	None
	# of vehicle incidents	219	Limited	218	None	213	None
	# of sites certified to ISO 14001:2015	90	Limited	87	None	87	None
	# of sites certified to ISO 45001	71	Limited	65	None	61	None
	# of sites certified to ISO 9001	239	Limited	238	None	245	None
	# of sites certified to ISO 50001	1	Limited	1	None	1	None
	% of employees covered under a collective bargaining agreement	28.4%	Limited	28.0%	None	26.0%	None

Metrics retired in 2024

Metric	Key performance indicator	Reasoning
Local Spend	# Local spend	Due to system constraints, data analysis for certain suppliers is not possible, necessitating the discontinuation of reporting.
Local Spend	% Local Spend	Due to system constraints, data analysis for certain suppliers is not possible, necessitating the discontinuation of reporting.
Customer Data Privacy	# of identified leaks, thefts, or losses of customer data	Data disclosure has been suspended to mitigate security risks and ensure the protection of sensitive information.
Professional development planning with manager	# of employees completing professional development planning with their manager	Through matured reporting capabilities, the 'Regular performance and career development reviews' metric more closely aligns to GRI. Retiring metric as not aligned to GRI requirements.
Employees in leadership programs	# of employees participating in each leadership development program – ASCEND	The ASCEND program was sunset in 2023.
Regular performance and career development reviews	% of PB+ employees receiving regular performance and career development reviews by gender – Men	Due to lack of alignment with GRI requirements, these KPIs were retired.
	% of PB+ employees receiving regular performance and career development reviews by gender – Women	Due to lack of alignment with GRI requirements, these KPIs were retired.
	% of PB+ employees receiving regular performance and career development reviews by gender – Gender undeclared	Due to lack of alignment with GRI requirements, these KPIs were retired.
	% of PB+ employees receiving regular performance and career development reviews by gender – No gender selected	Due to lack of alignment with GRI requirements, these KPIs were retired.

Legal disclosures

We report our sustainability performance annually. This report was developed for the reporting period of January 1 to December 31, 2024. This report includes several restatements of data from prior years' reports. Those restatements and the reasons for them are identified as they appear. Our organizational boundary is based on an operational control approach. We report performance 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. Our report is reviewed prior to publication by our Governance and Corporate Responsibility Committee as part of their regular review of sustainability and corporate responsibility topics and approved by the full Board of Directors.

Unless otherwise specifically stated, this report covers Baker Hughes's performance in 2024. Incremental information regarding our sustainability report has been included in our 2024 Annual Report on Form 10-K and our 2024 Proxy Statement, which can be found at <https://investors.bakerhughes.com/investor-relations>.

The goals and projects described in this report are aspirational; as such, no guarantees or promises are made that these goals and projects will be met or successfully executed. . The reporting of GHG Scope 3 emissions and related goals, aspirations, and/or ambitions are not to be understood as the assumption of any legal responsibility in relation to the actual and/or potential impacts of said GHG emissions. Achieving of any Scope 3 emissions goals, aspirations, and/or ambitions will require the development and deployment of breakthrough technologies at scale, some of which don't currently exist. Furthermore, data, statistics and metrics included in this report are not prepared in accordance with generally accepted accounting principles (GAAP), 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. This report uses certain terms including those that GRI or others refer to as "material" to reflect the issues or priorities of Baker Hughes and its stakeholders. Used in this context, however, these terms are distinct from and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities, or other, laws or as used in the context of financial statements and reporting.

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, estimates and expectations that are subject to risks, uncertainties and assumptions.

Should one or more of these 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: changes in demand for oil and natural gas, as well as integrated products and services; expenditure reductions; changes in economic, political and business conditions; changes in laws, regulations, other requirements or the enforcement or interpretation thereof including those related to oil and gas exploration and production, natural resources and fossil fuels management and climate-related initiatives; technological developments of and substantial investments in, alternative energy; success of our CCUS and other initiatives; expectations regarding the energy transition and the role that we and our products and services can play in that transition; timing and impact of global adoption of policies that further the global energy transition, or the delay or lack of such adoption; inability to reduce environmental impact; involvement in litigation; inability to satisfy service, equipment and power purchase agreements; inability to obtain, maintain, protect or enforce our intellectual property rights; remedial or non-compliance actions; the financial and operating conditions of our supply chain; defects in risk management; losses from, or the inability to identify and mitigate, risks inherent in operating in the global energy industry; high cost or unavailability of infrastructure, materials, equipment, supplies and/or personnel; potential disruption of operations due to war, accidents, weather and seasonal factors, political events, civil unrest, cybersecurity, geopolitical, or terrorism threats, pandemics, economic downturns or other causes beyond our control; and the risk factors in the "Risk Factors" section of our 2024 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>.