



## Introducing our Performance Index

As an energy technology company, we demonstrate leadership by excelling in sustainability performance. We are dedicated to enhancing how we track, measure and report our sustainability data, aligning the best practices in the industry. Despite the continuously evolving guidance and standards for corporate sustainability reporting, Baker Hughes' goal is to deliver investment-grade data. We report reliable, robust data and are committed to provide transparency in our reported information, subjected to validation and internal audit processes.

### Interpreting this section

This is a consolidated view of all performance metrics collected. This is organized by our People, Planet and Principles framework, including a description of the performance indicator and the 2023 reported data. This section also includes metrics that are being retired this year.

Please note the color coding for external assurance levels as follows:

**Light:** The information was within the scope of limited assurance by KPMG for the respective period, as described in the Independent Accountants' Report within in this report, the Corporate Sustainability Report 2022 or the 2021 Corporate Responsibility Report.

**Dark:** The information was within the scope of reasonable assurance by KPMG for the respective period, as described in the Independent Accountants' Report within this report, the Corporate Sustainability Report 2022, or the 2021 Corporate Responsibility Report.

**Ilaria Cabona**, Project Engineer, IET |  
**Michele Lauriola**, Systems Engineering Manager, IET

# People performance index<sup>1</sup>

Metric	Key performance indicators	2021	2022	2023
Regular performance and career development reviews	% of employees receiving regular performance and career development reviews	Not available	75.0%	68.4%
	% of employees receiving regular performance and career development reviews by gender - Men	46.0%	72.8%	65.1%
	% of employees receiving regular performance and career development reviews by gender - Women	64.0%	84.0%	81.8%
	% of employees receiving regular performance and career development reviews by gender - Gender undeclared	44.0%	31.0%	26.9%
	% of employees receiving regular performance and career development reviews by gender - No gender selected	Not available	100.0%	100.0%
	% of employees receiving regular performance and career development reviews by career band - Professional Band and above (PB+) including Leadership Training Band (LTB)	Not available	Not available	92.1%
	% of employees receiving regular performance and career development reviews by career band - PB+ excluding LTB	86.0%	95.8%	92.1%
	% of employees receiving regular performance and career development reviews by career band - Senior Professional Band and above (SPB+)	86.0%	95.8%	92.9%
	% of employees receiving regular performance and career development reviews by career band - Executive Band and above (EB+)	Not available	94.1%	90.5%
	% of employees receiving regular performance and career development reviews by job function - Commercial	Not available	93.4%	88.1%
	% of employees receiving regular performance and career development reviews by job function - Enabling	Not available	95.3%	91.6%
	% of employees receiving regular performance and career development reviews by job function - Production	Not available	95.5%	56.5%
	% of employees receiving regular performance and career development reviews by job function - Technical	Not available	97.8%	95.0%
	% of employees receiving regular performance and career development reviews by job function - Other	Not available	0.0%	1.5%
Employees in leadership programs	# of employees participating in leadership development programs	393	527	401
	# of employees participating in each leadership development program - ASPIRE	243	300	257
	# of employees participating in each leadership development program - IMPACT	21	32	36
	# of employees participating in each leadership development programs - CULTIVATE	129	191	102
	# of employees participating in each leadership development program - ASCEND	Not available	4	6
	# of ASPIRE program participants that identify as women	124	155	116
	# of IMPACT program participants that identify as women	9	16	16

<sup>1</sup> Percentages are rounded to one decimal place. If a percentage shows as 0.0 it means that it is less than 0.05 percent. Not available represents data not reported in the cited reporting year.

People Performance Index continued

Metric	Key performance indicators	2021	2022	2023
<b>Community Contributions</b>	Total amount of charitable pledges and contributions (USD)	\$45,215,173	\$75,272,787	\$63,694,410
	Amount of employee-matched contributions made by the Baker Hughes Foundation (USD)	\$669,215	\$756,121	\$855,067
	Amount of company and foundation financial pledges and contributions (USD)	\$2,578,208	\$1,992,500	\$2,427,500
	Amount of company in-kind contributions (USD)	\$41,967,750	\$72,524,166	\$60,411,843
	# of volunteer service hours	16,905	27,181	39,064
<b>US employees - people of color</b>	% of US employees who identify as people of color	35.8%	36.1%	38.3%
	% of US employees who identify as people of color by gender - Men	Not available	75.4%	76.6%
	% of US employees who identify as people of color by gender - Women	25.0 %	24.6%	23.4%
	% of US employees who identify as people of color by gender - Gender undeclared	Not available	0.0%	0.0%
	% of US employees who identify as people of color by gender - No gender selected	Not available	0.0%	0.0%
	% of US employees who identify as people of color by seniority - SPB+	31.6 %	32.1%	33.2%
	% of US employees who identify as people of color by seniority - EB+	Not available	28.6%	28.8%
<b>Women in STEM roles</b>	% of women in science, technology, engineering and mathematics (STEM) roles	11.2 %	12.1%	14.2%
<b>Employee attrition</b>	# of total employee attrition	Not available	6,609	5,812
	# of total employee attrition by gender - Men	Not available	5,291	4,512
	# of total employee attrition by gender - Women	Not available	1,274	1,213
	# of total employee attrition by gender - Gender undeclared	Not available	44	82
	# of total employee attrition by gender - No gender selected	Not available	Not available	5
	% of total employee attrition (rate)	12.0%	12.0%	10.2%
	% of total employee attrition (rate) by gender - Men	Not available	12.0%	9.9%
	% of total employee attrition (rate) by gender - Women	Not available	12.1%	11.1%
	% of total employee attrition (rate) by gender - Gender undeclared	Not available	16.5%	191.4% <sup>2</sup>
	% of total employee attrition (rate) by gender - No gender selected	Not available	0.0%	85.7%
	# of total employee attrition by region - Asia Pacific (APAC)	Not available	647	643
	# of total employee attrition by region - Russia and Commonwealth of Independent States (RCIS)	Not available	1,019	105
	# of total employee attrition by region - Middle East, North Africa, Turkey and India (MENATI)	Not available	909	865
	# of total employee attrition by region - North America (NAM)	Not available	1,990	2,019
	# of total employee attrition by region - Latin America (LATAM)	Not available	505	602
# of total employee attrition by region - Sub-Saharan Africa (SSA)	Not available	67	78	

<sup>2</sup> The annualized attrition rate of this KPI can be heavily impacted by minor changes due to the relatively small population of total employees that are gender undeclared. This population can be referenced in the KPI '# of total employees by gender - Gender undeclared' as reported in the performance index under the Employee Counts metric.

Metric	Key performance indicators	2021	2022	2023
Employee attrition continued	# of total employee attrition by region - Europe	Not available	1,472	1,500
	% of total employee attrition (rate) by region - APAC	Not available	9.4%	9.0%
	% of total employee attrition (rate) by region - RCIS	Not available	34.9%	16.1%
	% of total employee attrition (rate) by region - MENATI	Not available	9.9%	8.9%
	% of total employee attrition (rate) by region - NAM	Not available	15.0%	14.7%
	% of total employee attrition (rate) by region - LATAM	Not available	9.1%	9.6%
	% of total employee attrition (rate) by region - SSA	Not available	7.1%	7.1%
	% of total employee attrition (rate) by region - Europe	Not available	9.1%	8.3%
	# of total employee attrition by age group - under 30	Not available	1,088	905
	# of total employee attrition by age group - 30-50	Not available	4,247	3,608
	# of total employee attrition by age group - over 50	Not available	1,274	1,299
	# of total employee attrition by age group - No age selected	Not available	0	0
	% of total employee attrition (rate) by age group - under 30	Not available	19.1%	14.4%
	% of total employee attrition (rate) by age group - 30-50	Not available	11.1%	9.4%
	% of total employee attrition (rate) by age group - over 50	Not available	11.6%	10.8%
	% of total employee attrition (rate) by age group - No age selected	Not available	0.0%	0.0%
Voluntary attrition	# of voluntary attrition	4,371	4,714	3,992
	# of voluntary attrition by gender - Men	3,558	3,739	3,162
	# of voluntary attrition by gender - Women	812	974	823
	# of voluntary attrition by gender - Gender undeclared	Not available	1	5
	# of voluntary attrition by gender - No gender selected	Not available	0	2
	% of voluntary attrition (rate)	8.1%	8.6%	7.0%
	% of voluntary attrition (rate) by gender - Men	8.1%	8.5%	6.9%
	% of voluntary attrition (rate) by gender - Women	8.1%	9.3%	7.5%
	% of voluntary attrition (rate) by gender - Gender undeclared	Not available	0.4%	11.7%
	% of voluntary attrition (rate) by gender - No gender selected	Not available	0.0%	34.3%
	# of voluntary attrition by region - APAC	Not available	556	469
	# of voluntary attrition by region - RCIS	Not available	391	54
	# of voluntary attrition by region - MENATI	Not available	657	656
	# of voluntary attrition by region - NAM	Not available	1,608	1,301

Metric	Key performance indicators	2021	2022	2023
Voluntary attrition continued	# of voluntary attrition by region - LATAM	Not available	363	378
	# of voluntary attrition by region - SSA	Not available	49	61
	# of voluntary attrition by region - Europe	Not available	1,090	1,073
	% of voluntary attrition (rate) by region - APAC	Not available	8.1%	6.6%
	% of voluntary attrition (rate) by region - RCIS	Not available	13.4%	8.3%
	% of voluntary attrition (rate) by region - MENATI	Not available	7.2%	6.7%
	% of voluntary attrition (rate) by region - NAM	Not available	12.1%	9.5%
	% of voluntary attrition (rate) by region - LATAM	Not available	6.5%	6.0%
	% of voluntary attrition (rate) by region - SSA	Not available	5.2%	5.5%
	% of voluntary attrition (rate) by region - Europe	Not available	6.7%	5.9%
	# of voluntary attrition by age group - under 30	Not available	858	724
	# of voluntary attrition by age group - 30-50	Not available	3,082	2,558
	# of voluntary attrition by age group - over 50	Not available	774	710
	# of voluntary attrition by age group - No age selected	Not available	0	0
	% of voluntary attrition (rate) by age group - under 30	Not available	15.1%	11.5%
	% of voluntary attrition (rate) by age group - 30-50	Not available	8.0%	6.7%
	% of voluntary attrition (rate) by age group - over 50	Not available	7.1%	5.9%
% of voluntary attrition (rate) by age group - No age selected	Not available	0.0%	0.0%	
New candidates hired	# of internal candidates hired	Not available	4,983	4,620
	# of internal candidates hired by gender - Men	Not available	3,734	3,491
	# of internal candidates hired by gender - Women	Not available	1,247	1,128
	# of internal candidates hired by gender - Gender undeclared	Not available	1	1
	# of internal candidates hired by gender - No gender selected	Not available	1	0
	# of internal candidates hired by region - APAC	Not available	478	363
	# of internal candidates hired by region - RCIS	Not available	84	31
	# of internal candidates hired by region - MENATI	Not available	781	634
	# of internal candidates hired by region - NAM	Not available	1,615	1,346
	# of internal candidates hired by region - LATAM	Not available	428	514
	# of internal candidates hired by region - SSA	Not available	63	55
	# of internal candidates hired by region - Europe	Not available	1,534	1,677
	# of internal candidates hired by age group - under 30	Not available	807	758

Metric	Key performance indicators	2021	2022	2023
<b>New candidates hired</b> continued	# of internal candidates hired by age group - 30-50	Not available	3,702	3,367
	# of internal candidates hired by age group - over 50	Not available	474	495
	# of internal candidates hired by age group - No age selected	Not available	Not available	0
	# of external candidates hired	6,516	10,733	10,171
	# of external candidates hired by gender - Men	4,790	7,182	7,793
	# of external candidates hired by gender - Women	1,726	2,377	2,333
	# of external candidates hired by gender - Gender undeclared	Not available	1,174	45
	# of external candidates hired by gender - No gender selected	Not available	Not available	0
	# of external candidates hired by region - APAC	Not available	1,166	1,022
	# of external candidates hired by region - RCIS	Not available	247	94
	# of external candidates hired by region - MENATI	Not available	1,707	1,697
	# of external candidates hired by region - NAM	Not available	3,157	1,994
	# of external candidates hired by region - LATAM	Not available	1,437	1,619
	# of external candidates hired by region - SSA	Not available	189	278
	# of external candidates hired by region - Europe	Not available	2,830	3,467
	# of external candidates hired by age group - under 30	Not available	3,515	4,007
	# of external candidates hired by age group - 30-50	Not available	6,353	5,224
	# of external candidates hired by age group - over 50	Not available	865	940
# of external candidates hired by age group - No age selected	Not available	0	0	
<b>Employee counts</b>	# of total employees	53,996	55,235	57,570
	# of total employees by region - APAC	Not available	7,081	7,199
	# of total employees by region - RCIS	Not available	681	636
	# of total employees by region - MENATI	Not available	9,486	9,935
	# of total employees by region - NAM	Not available	14,080	13,566
	# of total employees by region - LATAM	Not available	5,828	6,421
	# of total employees by region - SSA	Not available	1,006	1,152
	# of total employees by region - Europe	Not available	17,073	18,661
	# of total full time employees	Not available	54,490	56,785
	# of total full time employees by region - APAC	Not available	7,026	7,124
	# of total full time employees by region - RCIS	Not available	679	635
	# of total full time employees by region - MENATI	Not available	9,475	9,911

Metric	Key performance indicators	2021	2022	2023
Employee counts continued	# of total full time employees by region - NAM	Not available	14,046	13,538
	# of total full time employees by region - LATAM	Not available	5,745	6,298
	# of total full time employees by region - SSA	Not available	997	1,150
	# of total full time employees by region - Europe	Not available	16,522	18,129
	# of total part time employees	Not available	745	785
	# of total part time employees by region - APAC	Not available	55	75
	# of total part time employees by region - RCIS	Not available	2	1
	# of total part time employees by region - MENATI	Not available	11	24
	# of total part time employees by region - NAM	Not available	34	28
	# of total part time employees by region - LATAM	Not available	83	123
	# of total part time employees by region - SSA	Not available	9	2
	# of total part time employees by region - Europe	Not available	551	532
	# of total employees by gender - Men	Not available	43,535	46,343
	# of total employees by gender - Women	Not available	10,554	11,200
	# of total employees by gender - Gender undeclared	Not available	1,140	26
	# of total employees by gender - No gender selected	Not available	6	1
	# of total full time employees by gender - Men	Not available	43,107	45,903
	# of total full time employees by gender - Women	Not available	10,238	10,855
	# of total full time employees by gender - Gender undeclared	Not available	1,139	26
	# of total full time employees by gender - No gender selected	Not available	6	1
	# of total part time employees by gender - Men	Not available	428	440
	# of total part time employees by gender - Women	Not available	316	345
	# of total part time employees by gender - Gender undeclared	Not available	1	0
	# of total part time employees by gender - No gender selected	Not available	0	0
	# of total employees by age group - under 30	Not available	5,606	6,529
	# of total employees by age group - 30-50	Not available	38,352	38,675
	# of total employees by age group - over 50	Not available	11,274	12,365
	# of total employees by age group - No age selected	Not available	3	1
	# of total SPB+ employees	Not available	8,944	8,959
	# of total EB+ employees	Not available	639	590
	# of total employees by job function - Commercial	Not available	4,968	4,900



**People Performance Index** continued

Metric	Key performance indicators	2021	2022	2023
Employee counts continued	# of total employees by job function - Enabling	Not available	6,583	6,308
	# of total employees by job function - Production	Not available	32,112	33,445
	# of total employees by job function - Technical	Not available	10,389	10,898
	# of total employees by job function - Other	Not available	1,183	2,019
	# of employees by generation group - Greatest	Not available	0	0
	# of employees by generation group - Silent	Not available	8	7
	# of employees by generation group - Boomers	Not available	4,117	3,775
	# of employees by generation group - Generation X	Not available	20,092	20,367
	# of employees by generation group - Generation Y	Not available	28,311	29,164
	# of employees by generation group - Generation Z	Not available	2,704	4,255
	# of employees by generation group - No generation selected	Not available	3	2

 Rezi Aliaj, Chemical Engineer, OFSE



Metric	Key performance indicators	2021	2022	2023
Employees by gender	% of employees by gender - Men	Not available	78.8%	80.5%
	% of employees by gender - Women	Not available	19.1%	19.5%
	% of employees by gender - Gender Undeclared	Not available	2.1%	0.1%
	% of employees by gender - No gender selected	Not available	0.0%	0.0%
	% of employees by gender for each job function - Commercial and Men	Not available	75.6%	75.4%
	% of employees by gender for each job function - Enabling and Men	Not available	49.0%	48.8%
	% of employees by gender for each job function - Production and Men	Not available	88.2%	87.8%
	% of employees by gender for each job function - Technical and Men	Not available	78.7%	77.7%
	% of employees by gender for each job function - Other and Men	Not available	4.2%	85.7%
	% of employees by gender for each job function - Commercial and Women	Not available	24.4%	24.5%
	% of employees by gender for each job function - Enabling and Women	Not available	51.0%	51.1%
	% of employees by gender for each job function - Production and Women	Not available	11.7%	12.2%
	% of employees by gender for each job function - Technical and Women	Not available	21.3%	22.3%
	% of employees by gender for each job function - Other and Women	Not available	0.5%	13.4%
	% of employees by gender for each job function - Commercial and Gender Undeclared	Not available	0.0%	0.0%
	% of employees by gender for each job function - Enabling and Gender Undeclared	Not available	0.0%	0.0%
	% of employees by gender for each job function - Production and Gender Undeclared	Not available	0.0%	0.0%
	% of employees by gender for each job function - Technical and Gender Undeclared	Not available	0.0%	0.0%
	% of employees by gender for each job function - Other and Gender Undeclared	Not available	95.3%	0.9%
	% of employees by gender for each job function - Commercial and No gender selected	Not available	0.0%	0.0%
	% of employees by gender for each job function - Enabling and No gender selected	Not available	0.0%	0.0%
	% of employees by gender for each job function - Production and No gender selected	Not available	0.0%	0.0%
	% of employees by gender for each job function - Technical and No gender selected	Not available	0.0%	0.0%
	% of employees by gender for each job function - Other and No gender selected	Not available	0.0%	0.0%
	% of employees by gender for each seniority - SPB+ and Men	Not available	81.4%	81.6%
	% of employees by gender for each seniority - SPB+ and Women	18.1%	18.6%	18.4%
	% of employees by gender for each seniority - SPB+ and Gender undeclared	Not available	0.0%	0.0%
	% of employees by gender for each seniority - SPB+ and No gender selected	Not available	0.0%	0.0%
	% of employees by gender for each seniority - EB+ and Men	Not available	75.6%	76.4%
	% of employees by gender for each seniority - EB+ and Women	Not available	24.4%	23.6%
	% of employees by gender for each seniority - EB+ and Gender undeclared	Not available	0.0%	0.0%
	% of employees by gender for each seniority - EB+ and No gender selected	Not available	0.0%	0.0%

Metric	Key performance indicators	2021	2022	2023
<b>Employees by gender</b> continued	% of employees that are people managers by gender - Men	Not available	79.2%	80.9%
	% of employees that are people managers by gender - Women	Not available	18.8%	19.0%
	% of employees that are people managers by gender - Gender undeclared	Not available	2.0%	0.0%
	% of employees that are people managers by gender - No gender selected	Not available	0.0%	0.0%
	% of women-identifying employees on Board of Directors	Not available	33.0%	33.0%
<b>Employees by age group</b>	% of employees by age group - under 30	10.2%	10.2%	11.3%
	% of employees by age group - 30-50	70.4%	69.4%	67.2%
	% of employees by age group - over 50	19.4 %	20.4%	21.5%
	% of employees by age group - No age selected	Not available	0.0%	0.0%
	% of employees by age group for each job function - under 30 and Commercial	Not available	6.1%	6.0%
	% of employees by age group for each job function - under 30 and Enabling	Not available	10.9%	10.4%
	% of employees by age group for each job function - under 30 and Production	Not available	11.0%	11.9%
	% of employees by age group for each job function - under 30 and Technical	Not available	10.1%	12.0%
	% of employees by age group for each job function - under 30 and Other	Not available	0.9%	14.7%
	% of employees by age group for each job function - 30-50 and Commercial	Not available	68.8%	67.7%
	% of employees by age group for each job function - 30-50 and Enabling	Not available	69.4%	69.3%
	% of employees by age group for each job function - 30-50 and Production	Not available	68.9%	67.6%
	% of employees by age group for each job function - 30-50 and Technical	Not available	68.2%	66.5%
	% of employees by age group for each job function - 30-50 and Other	Not available	97.6%	56.6%
	% of employees by age group for each job function - over 50 and Commercial	Not available	25.2%	26.3%
	% of employees by age group for each job function - over 50 and Enabling	Not available	19.7%	20.3%
	% of employees by age group for each job function - over 50 and Production	Not available	20.1%	20.5%
	% of employees by age group for each job function - over 50 and Technical	Not available	21.7%	21.5%
	% of employees by age group for each job function - over 50 and Other	Not available	1.5%	28.7%
	% of employees by age group for each job function - Age group blank and Commercial	Not available	0.0%	0.0%
	% of employees by age group for each job function - Age group blank and Enabling	Not available	0.0%	0.0%
	% of employees by age group for each job function - Age group blank and Production	Not available	0.0%	0.0%
	% of employees by age group for each job function - Age group blank and Technical	Not available	0.0%	0.0%
	% of employees by age group for each job function - Age group blank and Other	Not available	0.0%	0.0%
	% of employees by age group for each seniority - under 30 and SPB+	Not available	0.3%	0.3%
	% of employees by age group for each seniority - under 30 and EB+	Not available	0.0%	0.0%
	% of employees by age group for each seniority - 30-50 and SPB+	Not available	67.4%	66.0%
	% of employees by age group for each seniority - 30-50 and EB+	Not available	65.7%	65.3%

People Performance Index continued

Metric	Key performance indicators	2021	2022	2023
Employees by age group continued	% of employees by age group for each seniority – over 50 and SPB+	Not available	32.3%	33.7%
	% of employees by age group for each seniority – over 50 and EB+	Not available	34.3%	34.8%
	% of employees by age group for each seniority – No age selected and SPB+	Not available	0.0%	0.0%
	% of employees by age group for each seniority – No age selected and EB+	Not available	0.0%	0.0%
Parental leave <sup>3</sup>	# of employees entitled to parental leave	Not available	50,283	54,518
	# of employees entitled to parental leave by gender - Men	Not available	39,824	43,561
	# of employees entitled to parental leave by gender - Women	Not available	10,440	10,950
	# of employees entitled to parental leave by gender - Gender Undeclared	Not available	13	8
	# of employees entitled to parental leave by gender - No gender selected	Not available	6	1
	# of employees that took parental leave	Not available	300	805
	# of employees that took parental leave by gender - Men	Not available	210	585
	# of employees that took parental leave by gender - Women	Not available	90	218
	# of employees that took parental leave by gender - Gender Undeclared	Not available	0	2
	# of employees that took parental leave by gender - No gender selected	Not available	0	0
	# of employees that returned from leave in the reporting period following leave	Not available	237	705
	# of employees that returned from leave in the reporting period following leave by gender - Men	Not available	160	543
	# of employees that returned from leave in the reporting period following leave by gender - Women	Not available	76	161
	# of employees that returned from leave in the reporting period following leave by gender - Gender Undeclared	Not available	0	1
# of employees that returned from leave in the reporting period following leave by gender - No gender selected	Not available	1	0	
Employee resource group membership	# of employees enrolled in at least one employee resource group	7,163	8,099	9,085
	% of employees enrolled in at least one employee resource group	Not available	14.4%	15.5%
Employees by generation group	% of employees by generation group - Greatest	Not available	0.0%	0.0%
	% of employees by generation group - Silent	Not available	0.0%	0.0%
	% of employees by generation group - Boomers	Not available	7.5%	6.6%
	% of employees by generation group - Generation X	Not available	36.4%	35.4%
	% of employees by generation group - Generation Y	Not available	51.3%	50.7%
	% of employees by generation group - Generation Z	Not available	4.9%	7.4%
	% of employees by generation group - Generation left blank	Not available	0.0%	0.0%
Country representation	# of employees working outside the United States	Not available	42,442	45,398
	# of countries with employees	90	89	88
	# of nationalities represented by employees	Not available	157	157

<sup>3</sup> Parental leave data in 2022 is representative of the United States population only. Parental leave data in 2023 includes additional countries such as Canada, Germany, Malaysia, Qatar, Saudi Arabia, United Kingdom and the United States.



People Performance Index continued

Metric	Key performance indicators	2021	2022	2023
Average hours of training per year per employee	Average hours of training per employee	17	37	22
	Average hours of training per employee by gender - Men	18	39	23
	Average hours of training per employee by gender - Women	13	30	19
	Average hours of training per employee by gender - Gender undeclared	11	6	8
	Average hours of training per employee by gender - No gender selected	Not available	Not available	8
	Average hours of training per employee by career band - PB+ including LTB	Not available	Not available	17
	Average hours of training per employee by career band - PB+ excluding LTB	12	24	16
	Average hours of training per employee by career band - SPB+	10	17	14
	Average hours of training per employee by career band - EB+	Not available	12	16
	Average hours of training per employee by operating segment - Industrial and Energy Technology	Not available	18	16
	Average hours of training per employee by operating segment - Oilfield Services and Equipment	Not available	51	26
	Average hours of training per employee by operating segment - Headquarters	Not available	18	15
	Average hours of training per employee by job function - Commercial	Not available	16	13
	Average hours of training per employee by job function - Enabling	Not available	20	15
	Average hours of training per employee by job function - Production	Not available	51	28
Average hours of training per employee by job function - Technical	Not available	18	15	
Average hours of training per employee by job function - Other	Not available	5	6	
Local and diverse spend with suppliers	Amount spent (USD) with diverse suppliers and small businesses Tier 1 <sup>4</sup>	Not available	Not available	\$378,661,639
	Amount spent (USD) with diverse suppliers and small businesses Tier 2	Not available	Not available	\$31,090,700
	Amount spent (USD) with diverse suppliers and small businesses Total	Not available	Not available	\$409,752,339

<sup>4</sup> Data disclosed in prior reports followed different methodology and therefore not included in 2023 Performance Index.



## Retired People metrics and key performance indicators

In conjunction with our commitment to reporting reliable investor-grade data, we are simultaneously committed to providing transparency in what we disclose and how we decide to retire metrics and key performance indicators (KPIs) that are no longer in line with the changing regulatory landscape. We conduct a thorough review following documented processes, requiring the approval of our Chief Sustainability Officer to determine if and when to retire metrics or KPIs. The below denotes the metrics retired as of this cycle and the reasoning.

Metric	Key performance indicators	Reasoning
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.
Regular performance and career development review	% of PB+ employees receiving regular performance and career development reviews by gender - Men	KPIs not aligned to GRI requirement therefore retiring to focus on streamlined reporting. The 'Regular performance and career development reviews' metric reported in 2023 represent all effective employees to align to GRI requirements.
	% of PB+ employees receiving regular performance and career development reviews by gender - Women	
	% of PB+ employees receiving regular performance and career development reviews by gender - Gender undeclared	
	% of PB+ employees receiving regular performance and career development reviews by gender - No gender selected	

Field Service Engineers, IET

# Planet performance index

Metric	Key performance indicators	2019	2022 <sup>5</sup>	2023
Greenhouse gas emissions	Reduction in scope 1 and scope 2 GHG emissions compared to 2019 base year (MT CO <sub>2</sub> e)	Base year	217,251.0	226,574.0
	Total scope 1 emissions (MT CO <sub>2</sub> e)	501,791.1	376,172.5	383,096.1
	Scope 1 - Facilities emissions (MT CO <sub>2</sub> e)	162,708.8	111,871.5	107,084.7
	Scope 1 - Field emissions (MT CO <sub>2</sub> e)	197,666.4	172,058.1	183,301.6
	Scope 1 - Fleet emissions (MT CO <sub>2</sub> e)	141,416.0	92,242.9	92,709.7
	Total scope 2 indirect emissions - Market based (MT CO <sub>2</sub> e)	299,296.1	193,933.4	191,417.1
	Total scope 2 indirect emissions - Location based (MT CO <sub>2</sub> e)	307,082.4	210,902.1	217,941.0
	Total reported scope 3 emissions (MT CO <sub>2</sub> e)	236,832,567	252,414,204	433,728,176
	Scope 3 category 1 - Purchased goods and services	4,587,993	5,718,784	6,368,267
	Scope 3 category 2 - Capital goods	167,703	233,574	147,120
	Scope 3 category 3 - Fuel- and energy-related activities (not included in scope 1 or scope 2)	186,887	136,224	143,841
	Scope 3 category 4 - Upstream transportation and distribution	670,580	317,937	331,325
	Scope 3 category 5 - Waste generated in operations	136,287	79,284	108,781
	Scope 3 category 6 - Business travel	102,015	56,454	68,967
	Scope 3 category 7 - Employee commuting	186,849	101,404	152,870
	Scope 3 category 9 - Downstream transportation and distribution	482,549	359,773	260,844
	Scope 3 category 11 - Use of sold products	230,203,237	244,794,528	425,927,694
	Scope 3 category 15 - Investments	108,467	616,242	218,467
	Scope 1 per \$ revenue	0.000021	0.000018	0.000015
	Scope 2 per \$ revenue	0.00001256	0.000009	0.00000750
	Scope 3 per \$ revenue	0.00993500	0.01193100	0.01700500
	Total per \$ revenue	0.00996869	0.01195804	0.01702747
	Scope 1 - CO <sub>2</sub>	499,534.6	370,644.0	378,868.4
Scope 1 - CH <sub>4</sub>	388.0	4,613.0	3,295.8	
Scope 1 - N <sub>2</sub> O	1,509.6	908.0	931.9	
Scope 1 - HFCs (only HFC-134a)	358.8	7.0	0.0	
Scope 1 - PFCs	0.0	0.0	0.0	
Scope 1 - NF <sub>3</sub>	0.0	0.0	0.0	
Scope 1 - SF <sub>6</sub>	0.0	0.0	0.0	

<sup>5</sup> 2022 emissions are presented as previously reported for the year ended December 31, 2022, and have not been recalculated to be consistent with the 2023 and 2019 base year presentation in the Statement of Greenhouse Gas CO<sub>2</sub>e Emissions on pages 148-159.

Planet Performance Index continued

Metric	Key performance indicators	2019	2022 <sup>5</sup>	2023
Greenhouse gas emissions continued	Scope 2, Location Based- CO <sub>2</sub>	305,737.5	209,987.0	216,967.2
	Scope 2, Location Based- CH <sub>4</sub>	452.9	326.0	328.2
	Scope 2, Location Based- N <sub>2</sub> O	892.1	589.0	645.6
	Scope 2, Location Based- HFCs	Not applicable	Not applicable	Not applicable
	Scope 2, Location Based- PFCs	Not applicable	Not applicable	Not applicable
	Scope 2, Location Based - NF <sub>3</sub>	Not applicable	Not applicable	Not applicable
	Scope 2, Location Based- SF <sub>6</sub>	Not applicable	Not applicable	Not applicable
	Scope 2, Market Based- CO <sub>2</sub>	298,160.2	193,239.0	190,720.0
	Scope 2, Market Based- CH <sub>4</sub>	376.5	233.0	219.5
	Scope 2, Market Based- N <sub>2</sub> O	759.4	461.0	477.7
	Scope 2, Market Based- HFCs	Not applicable	Not applicable	Not applicable
	Scope 2, Market Based- PFCs	Not applicable	Not applicable	Not applicable
	Scope 2, Market Based - NF <sub>3</sub>	Not applicable	Not applicable	Not applicable
	Scope 2, Market Based- SF <sub>6</sub>	Not applicable	Not applicable	Not applicable

Metric	Key performance indicators	2022	2023
Energy	% of electricity from zero-emission sources	26.0%	29.8%
	% of electricity from renewable sources	22.7%	28.1%
	Total electricity (MWh)	604,093.0	585,164.5
	Renewable electricity (MWh)	137,327.0	164,597.2
	Non-renewable electricity (MWh)	466,766.0	420,567.3
	Total fuels (MWh)	1,609,878.8	1,633,706.4
	Diesel/Distillate (MWh)	875,343.5	915,945.9
	Natural gas (MWh)	472,915.4	449,519.8
	Gasoline/Petrol (MWh)	252,227.3	261,206.3
	Propane (MWh)	6,797.2	5,768.6
	Other fuels (MWh)	2,595.4	1,265.9
	Total purchased heating, cooling and steam (MWh)	Not available	8,830.8
	Purchased heating (MWh)	Not available	0.0
	Purchased cooling (MWh)	Not available	118.0
	Purchased steam (MWh)	Not available	8,712.8
	Total energy consumption within the organization (MWh) <sup>6</sup>	2,213,971.8	2,227,701.7
	Energy intensity (MWh/ \$ of revenue)	0.000105	0.000087
	# of HSE energy assessments completed	152	76

<sup>6</sup> Prior to 2023, the metric "Total energy consumption without the organization (MWh) was reported as "Total energy (MWh)."

Metric	Key performance indicators	2022	2023
Energy transition business impacts and innovation	Number of product lifecycle assessments completed	43	313
	Number of product lifecycle assessments in progress	56	4
Spills	Significant spills (barrels)	827	535
	Oil spills (barrels)	37	14
	Fuel spills (barrels)	3	1
	Waste spills (barrels)	1	0
	Chemical spills (barrels)	378	110
	Hydrocarbon spills in the Arctic (barrels)	0	0
	Number and aggregate spill volume impacting shorelines with ESI rankings 8-9 (barrels)	0	0
	Hydrocarbon spill volume recovered (barrels)	37	10
Biodiversity	Number of IUCN Red List Species	392	433
	Number of species - Least concern	251	275
	Number of species - Near threatened	14	20
	Number of species - Vulnerable	78	77
	Number of species - Endangered	38	45
	Number of species - Critically endangered	11	16
	Production, imports and exports of ozone depleting substances (MT CFC-11 equivalent)	0	0
Water	Number of HSE water assessments completed	Not available	17
	Water withdrawn (ML)	3,214.0	2,984.5
	Water withdrawn from surface water (ML)	0.1	0.0
	Water withdrawn from groundwater (ML)	618.0	646.6
	Water withdrawn from municipal water supply (ML)	2,596.0	2,337.8
	Water withdrawn from seawater (ML)	0.2	0.0
	Water consumed (ML)	559.0	654.7
	Water discharged (ML)	2,655.0	2,329.7
	Water discharged to surface water (ML)	55.0	41.6
	Water discharged to groundwater (ML)	45.0	34.5
	Water discharged to municipal water supply (ML)	2,536.0	2,239.1
	Water discharged to seawater (ML)	19.0	14.5
	Water withdrawn in water-stressed areas (ML)	410.0	409.2
	Water withdrawn from surface water in water-stressed areas (ML)	0.1	0.0
	Water withdrawn from groundwater in water-stressed areas (ML)	152.0	137.3
	Water withdrawn from municipal water supply in water-stressed areas (ML)	258.0	271.9



Metric	Key performance indicators	2022	2023
Water continued	Water withdrawn from seawater in water-stressed areas (ML)	0.0	0.0
	Water consumed in water-stressed areas (ML)	13.0	23.4
	Water discharged in water-stressed areas (ML)	397.0	385.7
	Water discharged to surface water in water-stressed areas (ML)	27.0	15.2
	Water discharged to groundwater in water-stressed areas (ML)	15.0	8.1
	Water discharged to municipal water supply in water-stressed areas (ML)	349.0	353.3
	Water discharged to seawater in water-stressed areas (ML)	6.0	9.1
Waste	Waste generated (MT)	235,403.0	216,808.8
	Waste generated - Hazardous waste (MT)	120,298.0	80,293.3
	Waste generated - Non-Hazardous waste (MT)	87,434.0	106,844.4
	Waste generated - E-waste (MT)	188.0	124.2
	Waste generated - Metals (MT)	27,483.0	29,547.0
	Waste recycled (MT)	57,666.0	60,919.7
	Waste recycled - Hazardous waste (MT)	7,761.0	5,660.2
	Waste recycled - Non-Hazardous waste (MT)	22,249.0	25,601.2
	Waste recycled - E-waste (MT)	173.0	111.3
	Waste recycled - Metals (MT)	27,483.0	29,547.0
	Waste disposed (MT)	177,737.0	155,889.1
	Waste disposed - Hazardous waste (MT)	112,537.0	74,633.1
	Waste disposed - Non-Hazardous waste (MT)	65,185.0	81,243.2
	Waste disposed - E-waste (MT)	15.0	12.9
	Waste disposed - Metals (MT)	0.0	0.0
	Hazardous waste - Offsite preparation for reuse (MT)	629.0	559.0
	Hazardous waste - Offsite reclamation (MT)	3.0	4.3
	Hazardous waste - Offsite recycling (MT)	0.0	0.0
	Hazardous waste - Offsite material recovery operations (MT)	0.0	0.0
	Hazardous waste - Other offsite recovery options (MT)	7,129.0	5,096.9
Non-hazardous waste - Offsite preparation for reuse (MT)	801.0	1,154.6	
Non-hazardous waste - Offsite reclamation (MT)	221.0	349.2	
Non-hazardous waste - Offsite recycling (MT)	0.0	0.0	
Non-hazardous waste - Offsite material recovery operations (MT)	0.0	0.0	
Non-hazardous waste - Other offsite recovery options (MT)	21,227.0	24,097.4	

Metric	Key performance indicators	2022	2023
Waste	E-waste - Offsite preparation for reuse (MT)	6.0	1.8
	E-waste - Offsite reclamation (MT)	0.0	0.0
	E-waste - Offsite recycling (MT)	167.0	109.5
	E-waste - Offsite material recovery operations (MT)	0.0	0.0
	E-waste - Other offsite recovery options (MT)	0.0	0.0
	Metals - Offsite preparation for reuse (MT)	0.0	0.0
	Metals - Offsite reclamation (MT)	0.0	0.0
	Metals - Offsite recycling (MT)	0.0	0.0
	Metals - Offsite material recovery operations (MT)	27,483.0	29,547.0
	Metals - Other offsite recovery options (MT)	0.0	0.0
	Total waste prevented (MT)	1,266.0	2,462.5
	Hazardous waste - Offsite incineration with energy recovery (MT)	978.0	14,239.4
	Hazardous waste - Offsite incineration without energy recovery (MT)	2,062.0	867.6
	Hazardous waste - Offsite landfilling (MT)	4,210.0	3,133.7
	Hazardous waste - Other offsite disposal operations (MT)	105,287.0	56,392.3
	Hazardous waste - Disposal (MT)	112,537.0	74,633.1
	Non-hazardous waste - Offsite incineration with energy recovery (MT)	1,940.0	3,001.4
	Non-hazardous waste - Offsite incineration without energy recovery (MT)	1,875.0	1,013.0
	Non-hazardous waste - Offsite landfilling (MT)	24,986.0	22,878.8
	Non-hazardous waste - Other offsite disposal operations (MT)	36,384.0	54,350.0
	Non-hazardous waste - Disposal (MT)	65,185.0	81,243.2
	E-waste - Offsite incineration with energy recovery (MT)	0.0	0.0
	E-waste - Offsite incineration without energy recovery (MT)	0.0	0.0
	E-waste - Offsite landfilling (MT)	0.0	0.0
	E-waste - Other offsite disposal operations (MT)	0.0	0.0
	E-waste - Disposal (MT)	15.0	12.9

# Principles performance index

Metric	Key performance indicators	2021	2022	2023
<b>Ethics and governance</b>	# of employees who completed the annual Code of Conduct training, including training on ethics, compliance and anti-corruption	50,161	53,846	56,745
	% of employees who completed the annual Code of Conduct training	92.0%	96.7%	97.5%
	% of governance body members who have received training on anti-corruption	90.0%	99.1%	99.0%
	% of operations assessed for risks related to corruption	100%	100%	100%
	# of operations assessed for risks related to corruption	4	4	2
	% of security personnel trained in human rights policies or procedures	100%	100%	100%
	# of identified leaks, thefts or losses of customer data	0	0	3
	# of substantiated complaints received concerning breaches of customer privacy	0	0	3
<b>Supply chain</b>	# of certified Supplier Social Responsibility Program (SSRP) auditors	93	84	99
	# of SSRP audits	545	408	461
	# of SSRP audit red flag findings	1,696	1,343	1,707
	% of audits that were re-audits	82.0%	81.0%	80.0%
	% of audit red flag findings closed within 90 days	95.0%	95.0%	95.0%
	# of suppliers rejected due to SSRP policy	52	23	25
	% of local spend	77.0%	81.0%	80.0%
	Local spend (billion USD)	\$7.7B	\$13.1B	\$14.8B
<b>Health and safety</b>	# of Health, Safety and Environment (HSE) leadership engagements	66,716	64,550	70,667
	# of HSE observations	1,051,723	1,071,845	1,442,048
	# of Perfect HSE days	204	217	199
	Average hours HSE trainings - employees	Not available	5.3	6.2
	Average hours HSE trainings - contractors	Not available	0.6	0.9
	# of near misses	1,075	1,017	1,051
	Total recordable incident rate	0.28	0.22	0.28
	Days away from work rate	0.13	0.11	0.15
	# of days away from work cases	97	86	119
	# of employee work-related fatalities	0	1	1
	# of contractor work-related fatalities	0	0	0
	# of total recordable illness	37	5	16
	# of musculoskeletal disorders	Not available	2	5
	# of diseases caused by physical agents	Not available	3	2
	# of vehicle incidents	Not available	213	218
	# of sites certified to ISO 14001:2015	99	87	87



## Principles

Metric	Key performance indicators	2021	2022	2023
Health and safety continued	# of sites certified to ISO 45001	71	61	65
	# of sites certified to ISO 9001	270	245	238
	# of sites certified to ISO 50001	Not available	1	1
	% of employees covered under a collective bargaining agreement	Not available	26.0%	28.0%

## Principles Retired Metrics

Metric	Key performance indicators	Reasoning
Ethics and governance	Net revenue (million USD) in countries that have 20 lowest rankings in Transparency International's Corruption Perception Index	Other than the United States, no other country accounted for more than 10% of our consolidated revenue during the periods reported.

 Ilaria Cabona, Lead Project Engineer, IET

# Legal disclosures

We report our sustainability performance annually. This report was developed for the reporting period of January 1 to December 31, 2023. 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 2023. Incremental information regarding our sustainability 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 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. Furthermore, data, statistics and metrics included in this report are not prepared in accordance with U.S. 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; 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 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>.