

A letter from our leaders

2024 was a tumultuous year. Amidst the global geopolitical changes, dynamic regulatory complexities, rise in technologies and even a shift in how companies talk about sustainability, the world continued to experience devastating impacts of climate change due to a warming planet.

Baker Hughes remains committed to sustainability as it is integrated into our commercial strategy in how we deliver sustainable solutions to our customers. We take a comprehensive view of the energy ecosystem, integrating both traditional and renewable energy sources while driving operational efficiency and emissions reduction across the energy value chain. We do this for our own sustainability progress, as well as how we deliver lower carbon energy solutions to the market. This holistic approach aims to meet global energy needs safely, securely and affordably.

In 2024, we combined economic development and environmental sustainability for the benefit of both our business and our customers. While we saw a marginal decrease in our absolute Scope 1 and 2 GHG emissions reductions, we achieved almost 40% reduction in emissions intensity for our operational emissions versus our base year – demonstrating our commitment and discipline to reduce our direct and indirect operational emissions at a time when our business activities continue to grow.

As climate change impacts human life globally, we continue to rigorously review our operations to mitigate risks and adapt to climate change locally, all while minimizing our environmental impact across our facilities in the communities where we conduct business. Despite the evolving shift in sustainability narrative, we remain focused on creating a fair and inclusive workplace where everyone feels valued and empowered to contribute their best.

Our strong corporate governance structure, along with strategic oversight from our Board of Directors, allows us to navigate the regulatory complexities while remaining competitive, resilient and sustainable in dynamic times. We are committed to upholding the highest ethical, safety and security standards. In 2024, nearly 100% of our employees completed our Code of Conduct training, including 93% of our governance body members, while 100% of our security personnel are trained in human rights.



People

We are dedicated to the well-being and development of our employees. This starts with a world-class work culture instilled with integrity, compliance and inclusion for all. In 2024, we launched our Eight Behaviors to unify a multicultural, global workforce and align our core values to how we work. You can read more about this initiative in the People section.



Planet

Our commitment to the environment is unwavering. We acknowledge the role we play in addressing climate change by incorporating sustainable practices in our business and helping our customers do the same. In 2024, we completed 590 emissions lifecycle assessments (LCAs) for our products and services, bringing our total to nearly 1,000 LCAs for commercial solutions. Such transparency enables our customers to make informed decisions to reduce or mitigate their emissions as well. Read more about LCAs in the Planet section.



Principles

We continue to remain vigilant about the safety of our workplaces. In 2024, our total recordable incident rate decreased by 11% compared to 2023, with 206 Perfect HSE Days. We continue to ensure visibility of our HSE performance across the enterprise, concluding the year with the first-ever external assurance over Principles data.



“At Baker Hughes, we design, build and deliver transformative, innovative solutions aimed at solving many of the world’s complex challenges for a lower-carbon future. Our ability to simultaneously drive economic growth and achieve significant emissions reductions underscores our leadership in the energy sector and our impact towards sustainable energy development.”

Lorenzo Simonelli,
Chairman, President and CEO

“We are holding the course to advance sustainability. People are at the center of what we do and who we do it for, demonstrated by our strong commitment to the Ten Principles of United Nations Global Compact and UN Sustainable Development Goals. We deliver value to our stakeholders by driving sustainability throughout our operations and across our value chain, with our employees leading the way in advancing a sustainable future for all.”

Allyson Anderson Book,
Chief Sustainability Officer

