



2022 Sustainability Performance Index

Introducing our Performance Index

As an energy technology leader, we model leadership through excellence in sustainability performance. We strive to improve how we track, measure, and report our sustainability data, following the best practices in the industry. Despite the dynamic development of guidance and standards for corporate sustainability reporting, we aim for investment-grade data. We report reliable, robust data and are committed to providing transparency on the quality of our data. The information in this report was subjected to validation and internal audit processes. For more information on which metrics received external assurance, please refer to the assurance reports later in this document.

Our performance metrics

An important part of interpreting this report is being able to find data easily. Therefore, we have created the performance index, a consolidated view of all performance metrics collected and outlined in this report organized by People, Planet, and Principles.

The standards to which we align

Our sustainability report is prepared using the most up-to-date standards that are widely used and trusted. We align to the following frameworks:

- Global Reporting Initiative (GRI)
- Sustainable Accounting Standards Board (SASB) Oil & Gas Services Industry Standard—Extractives & Minerals Processing Sector
- Task Force on Climate-related Financial Disclosures (TCFD)

Interpreting this section

This is a consolidated view of all reported metrics in our 2022 Corporate Sustainability Report. Reference the key performance indicator description and 2022 reported data. For clarification on terminology and methodology to calculate metrics, reference the appendices outlined in the [2022 Corporate Sustainability Report](#).



People performance index¹

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Professional development planning with manager	# of employees completing professional development planning with their manager	45,454
	% of employees receiving regular performance and career development reviews	75.0%
	% of employees receiving regular performance and career development reviews by gender – Men	72.8%
	% of employees receiving regular performance and career development reviews by gender – Women	84.0%
	% of employees receiving regular performance and career development reviews by gender – Gender undeclared	31.0%
	% of employees receiving regular performance and career development reviews by gender – No gender selected	100.0%
	% of employees receiving regular performance and career development reviews by career band – Professional band and above (PB+)	95.8%
	% of employees receiving regular performance and career development reviews by career band – Senior professional band (SPB+)	95.8%
	% of executive band (EB+) employees receiving regular performance and career development reviews	94.1%
	Regular performance and career development reviews	% of PB+ employees receiving regular performance and career development reviews by gender – Men
% of PB+ employees receiving regular performance and career development reviews by gender – Women		95.3%
% of PB+ employees receiving regular performance and career development reviews by gender – Gender undeclared		88.9%
% of PB+ employees receiving regular performance and career development reviews by gender – No gender selected		100.0%
% of PB+ employees receiving regular performance and career development reviews by job function – Commercial		93.4%
% of PB+ employees receiving regular performance and career development reviews by job function – Enabling		95.3%
% of PB+ employees receiving regular performance and career development reviews by job function – Production		95.5%
% of PB+ employees receiving regular performance and career development reviews by job function – Technical		97.8%
% of PB+ employees receiving regular performance and career development reviews by job function – Other		0.0%
Employees in leadership programs		# of employees participating in leadership development programs
	# of employees participating in each leadership development program – ASPIRE	300
	# of employees participating in each leadership development program – IMPACT	32
	# of employees participating in each leadership development programs – CULTIVATE	191
	# of employees participating in each leadership development program – ASCEND	4
	# of ASPIRE program participants that identify as women	155
	# of IMPACT program participants that identify as women	16
Women in STEM roles	% of women in STEM roles	12.1%
Community contributions	Total amount of charitable pledges and contributions (USD)	\$75,272,787
	Amount of employee-matched contributions made by the Baker Hughes Foundation (USD)	\$756,121
	Amount of company and foundation financial pledges and contributions (USD) ²	\$1,992,500
	Amount of company in-kind contributions (USD) ³	\$72,524,166
	# of volunteer service hours	27,181

¹ Percentages are rounded to one decimal place. If a percentage shows as 0 that means it is less than 0.05 percent.

² 2022 financial contributions based on Baker Hughes Foundation financial contributions only.

³ Company In-kind contributions represent OFSE operating segment software license donations only.



People performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
U.S. employees – people of color	% of U.S. employees who identify as people of color	36.1%
	% of U.S. employees who identify as people of color by gender – Men	75.4%
	% of U.S. employees who identify as people of color by gender – Women	24.6%
	% of U.S. employees who identify as people of color by gender – Gender undeclared	0.0%
	% of U.S. employees who identify as people of color by seniority – Senior professional band and above (SPB+)	32.1%
	% of U.S. employees who identify as people of color by seniority – Executive band and above (EB+)	28.6%
Employee attrition	# of total employee attrition	6,609
	# of total employee attrition by gender – Men	5,291
	# of total employee attrition by gender – Women	1,274
	# of total employee attrition by gender – Gender undeclared	44
	% of total employee attrition (rate)	12.0%
	% of total employee attrition (rate) by gender – Men	12.0%
	% of total employee attrition (rate) by gender – Women	12.1%
	% of total employee attrition (rate) by gender – Gender undeclared	16.5%
	# of total employee attrition by region – Asia Pacific (APAC)	647
	# of total employee attrition by region – Russia and Commonwealth of Independent States (RCIS)	1,019
	# of total employee attrition by region – Middle East and North Africa (MENAT)	909
	# of total employee attrition by region – North America (NAM)	1,990
	# of total employee attrition by region – Latin America (LATAM)	505
	# of total employee attrition by region – Sub-Saharan Africa (SSA)	67
	# of total employee attrition by region – Europe	1,472
	% of total employee attrition (rate) by region – Asia Pacific (APAC)	9.4%
	% of total employee attrition (rate) by region – Russia and Commonwealth of Independent States (RCIS)	34.9%
	% of total employee attrition (rate) by region – Middle East and North Africa (MENAT)	9.9%
	% of total employee attrition (rate) by region – North America (NAM)	15.0%
	% of total employee attrition (rate) by region – Latin America (LATAM)	9.1%
% of total employee attrition (rate) by region – Sub-Saharan Africa (SSA)	7.1%	
% of total employee attrition (rate) by region – Europe	9.1%	
# of total employee attrition by age group – under 30	1,088	
# of total employee attrition by age group – 30-50	4,247	
# of total employee attrition by age group – over 50	1,274	
% of total employee attrition (rate) by age group – under 30	19.1%	
% of total employee attrition (rate) by age group – 30-50	11.1%	
% of total employee attrition (rate) by age group – over 50	11.6%	



People performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Voluntary attrition	# of voluntary attrition	4,714
	# of voluntary attrition by gender – Men	3,739
	# of voluntary attrition by gender – Women	974
	# of voluntary attrition by gender – Gender undeclared	1
	% of voluntary attrition (rate)	8.6%
	% of voluntary attrition (rate) by gender – Men	8.5%
	% of voluntary attrition (rate) by gender – Women	9.3%
	% of voluntary attrition (rate) by gender – Gender undeclared	0.4%
	# of voluntary attrition by region – Asia Pacific (APAC)	556
	# of voluntary attrition by region – Russia and Commonwealth of Independent States (RCIS)	391
	# of voluntary attrition by region – Middle East and North Africa (MENAT)	657
	# of voluntary attrition by region – North America (NAM)	1,608
	# of voluntary attrition by region – Latin America (LATAM)	363
	# of voluntary attrition by region – Sub-Saharan Africa (SSA)	49
	# of voluntary attrition by region – Europe	1,090
	% of voluntary attrition (rate) by region – Asia Pacific (APAC)	8.1%
	% of voluntary attrition (rate) by region – Russia and Commonwealth of Independent States (RCIS)	13.4%
	% of voluntary attrition (rate) by region – Middle East and North Africa (MENAT)	7.2%
	% of voluntary attrition (rate) by region – North America (NAM)	12.1%
	% of voluntary attrition (rate) by region – Latin America (LATAM)	6.5%
	% of voluntary attrition (rate) by region – Sub-Saharan Africa (SSA)	5.2%
	% of voluntary attrition (rate) by region – Europe	6.7%
	# of voluntary attrition by age group – under 30	858
	# of voluntary attrition by age group – 30-50	3,082
	# of voluntary attrition by age group – over 50	774
	% of voluntary attrition (rate) by age group – under 30	15.1%
	% of voluntary attrition (rate) by age group – 30-50	8.0%
% of voluntary attrition (rate) by age group – over 50	7.1%	



People performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
New candidates hired	# of internal candidates hired	4,983
	# of internal candidates hired by gender – Men	3,734
	# of internal candidates hired by gender – Women	1,247
	# of internal candidates hired by gender – Gender undeclared	1
	# of internal candidates hired by gender – No gender selected	1
	# of internal candidates hired by region – Asia Pacific (APAC)	478
	# of internal candidates hired by region – Russia and Commonwealth of Independent States (RCIS)	84
	# of internal candidates hired by region – Middle East and North Africa (MENAT)	781
	# of internal candidates hired by region – North America (NAM)	1,615
	# of internal candidates hired by region – Latin America (LATAM)	428
	# of internal candidates hired by region – Sub-Saharan Africa (SSA)	63
	# of internal candidates hired by region – Europe	1,534
	# of internal candidates hired by age group – under 30	807
	# of internal candidates hired by age group – 30-50	3,702
	# of internal candidates hired by age group – over 50	474
	# of external candidates hired	10,733
	# of external candidates hired by gender – Men	7,182
	# of external candidates hired by gender – Women	2,377
	# of external candidates hired by gender – Gender undeclared	1,174
	# of external candidates hired by region – Asia Pacific (APAC)	1,166
	# of external candidates hired by region – Russia and Commonwealth of Independent States (RCIS)	247
	# of external candidates hired by region – Middle East and North Africa (MENAT)	1,707
	# of external candidates hired by region – North America (NAM)	3,157
	# of external candidates hired by region – Latin America (LATAM)	1,437
	# of external candidates hired by region – Sub-Saharan Africa (SSA)	189
	# of external candidates hired by region – Europe	2,830
	# of external candidates hired by age group – under 30	3,515
	# of external candidates hired by age group – 30-50	6,353
	# of external candidates hired by age group – over 50	865



People performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Employee counts ⁴	# of total employees	55,235
	# of total employees by region – Asia Pacific (APAC)	7,081
	# of total employees by region – Russia and Commonwealth of Independent States (RCIS)	681
	# of total employees by region – Middle East and North Africa (MENAT)	9,486
	# of total employees by region – North America (NAM)	14,080
	# of total employees by region – Latin America (LATAM)	5,828
	# of total employees by region – Sub-Saharan Africa (SSA)	1,006
	# of total employees by region – Europe	17,073
	# of total full time employees	54,490
	# of total full time employees by region – Asia Pacific (APAC)	7,026
	# of total full time employees by region – Russia and Commonwealth of Independent States (RCIS)	679
	# of total full time employees by region – Middle East and North Africa (MENAT)	9,475
	# of total full time employees by region – North America (NAM)	14,046
	# of total full time employees by region – Latin America (LATAM)	5,745
	# of total full time employees by region – Sub-Saharan Africa (SSA)	997
	# of total full time employees by region – Europe	16,522
	# of total part time employees	745
	# of total part time employees by region – Asia Pacific (APAC)	55
	# of total part time employees by region – Russia and Commonwealth of Independent States (RCIS)	2
	# of total part time employees by region – Middle East and North Africa (MENAT)	11
	# of total part time employees by region – North America (NAM)	34
	# of total part time employees by region – Latin America (LATAM)	83
	# of total part time employees by region – Sub-Saharan Africa (SSA)	9
	# of total part time employees by region – Europe	551
	# of total employees by gender – Men	43,535
	# of total employees by gender – Women	10,554
	# of total employees by gender – Gender undeclared	1,140
	# of total employees by gender – No gender selected	6
	# of total full time employees by gender – Men	43,107
	# of total full time employees by gender – Women	10,238
	# of total full time employees by gender – Gender undeclared	1,139
	# of total full time employees by gender – No gender selected	6
	# of total part time employees by gender – Men	428
	# of total part time employees by gender – Women	316
# of total part time employees by gender – Gender undeclared	1	
# of total employees by age group – under 30	5,606	
# of total employees by age group – 30-50	38,352	
# of total employees by age group – over 50	11,274	
# of total employees by age group – No age selected	3	
# of total senior professional and above employees (SPB+)	8,944	

⁴ Employee counts metric KPIs are out of scope of external assurance by KPMG



People performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Employee counts ⁴	# of total executive band and above employees (EB+)	639
	# of total employees by job function – Commercial	4,968
	# of total employees by job function – Enabling	6,583
	# of total employees by job function – Production	32,112
	# of total employees by job function – Technical	10,389
	# of total employees by job function – Other	1,183
Employees by gender	% of employees by gender – Men	78.8%
	% of employees by gender – Women	19.1%
	% of employees by gender – Gender Undeclared	2.1%
	% of employees by gender – No gender selected	0.0%
	% of employees by gender for each job function – Commercial and Men	75.6%
	% of employees by gender for each job function – Enabling and Men	49.0%
	% of employees by gender for each job function – Production and Men	88.2%
	% of employees by gender for each job function – Technical and Men	78.7%
	% of employees by gender for each job function – Other and Men	4.2%
	% of employees by gender for each job function – Commercial and Women	24.4%
	% of employees by gender for each job function – Enabling and Women	51.0%
	% of employees by gender for each job function – Production and Women	11.7%
	% of employees by gender for each job function – Technical and Women	21.3%
	% of employees by gender for each job function – Other and Women	0.5%
	% of employees by gender for each job function – Commercial and Gender Undeclared	0.0%
	% of employees by gender for each job function – Enabling and Gender Undeclared	0.0%
	% of employees by gender for each job function – Production and Gender Undeclared	0.0%
	% of employees by gender for each job function – Technical and Gender Undeclared	0.0%
	% of employees by gender for each job function – Other and Gender Undeclared	95.3%
	% of employees by gender for each job function – Production and No gender selected	0.0%
	% of employees by gender for each seniority – SPB+ and Men	81.4%
	% of employees by gender for each seniority – SPB+ and Women	18.6%
	% of employees by gender for each seniority – SPB+ and Gender undeclared	0.0%
	% of employees by gender for each seniority – EB+ and Men	75.6%
	% of employees by gender for each seniority – EB+ and Women	24.4%
	% of employees by gender for each seniority – EB+ and Gender undeclared	0.0%
% of employees that are people managers by gender – Men	79.2%	
% of employees that are people managers by gender – Women	18.8%	
% of employees that are people managers by gender – Gender undeclared	2.0%	
% of employees that are people managers by gender – No gender selected	0.0%	
% of women-identifying employees on Board of Directors	33.0%	



People performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Employees by age group	% of employees by age group – under 30	10.2%
	% of employees by age group – 30-50	69.4%
	% of employees by age group – over 50	20.4%
	% of employees by age group – Age group left blank	0.0%
	% of employees by age group for each job function – under 30 and Commercial	6.1%
	% of employees by age group for each job function – under 30 and Enabling	10.9%
	% of employees by age group for each job function – under 30 and Production	11.0%
	% of employees by age group for each job function – under 30 and Technical	10.1%
	% of employees by age group for each job function – under 30 and Other	0.9%
	% of employees by age group for each job function – 30-50 and Commercial	68.8%
	% of employees by age group for each job function – 30-50 and Enabling	69.4%
	% of employees by age group for each job function – 30-50 and Production	68.9%
	% of employees by age group for each job function – 30-50 and Technical	68.2%
	% of employees by age group for each job function – 30-50 and Other	97.6%
	% of employees by age group for each job function – over 50 and Commercial	25.2%
	% of employees by age group for each job function – over 50 and Enabling	19.7%
	% of employees by age group for each job function – over 50 and Production	20.1%
	% of employees by age group for each job function – over 50 and Technical	21.7%
	% of employees by age group for each job function – over 50 and Other	1.5%
	% of employees by age group for each job function – Age group blank and Production	0.0%
	% of employees by age group for each seniority – under 30 and SPB+	0.3%
	% of employees by age group for each seniority – under 30 and EB+	0.0%
	% of employees by age group for each seniority – 30-50 and SPB+	67.4%
	% of employees by age group for each seniority – 30-50 and EB+	65.7%
	% of employees by age group for each seniority – over 50 and SPB+	32.3%
	% of employees by age group for each seniority – over 50 and EB+	34.3%
Parental leave	# of employees entitled to parental leave	50,283
	# of employees entitled to parental leave by gender – Men	39,824
	# of employees entitled to parental leave by gender – Women	10,440
	# of employees entitled to parental leave by gender – Gender undeclared	13
	# of employees entitled to parental leave by gender – No gender selected	6
	# of U.S. employees that took parental leave	300
	# of U.S. employees that took parental leave by gender – Women	90
	# of U.S. employees that took parental leave by gender – Men	210
	# of U.S. employees that returned from leave in the reporting period following leave	237
	# of U.S. employees that returned from leave in the reporting period following leave by gender – Women	76
	# of U.S. employees that returned from leave in the reporting period following leave by gender – Men	160
# of U.S. employees that returned from leave in the reporting period following leave by gender – No gender selected	1	
Employee resource group membership	# of employees enrolled in at least one employee resource group	8,099
	% of employees enrolled in at least one employee resource group	14.4%



People performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Employees by generation group	% of employees by generation group – Greatest	0.0%
	% of employees by generation group – Silent	0.0%
	% of employees by generation group – Boomers	7.5%
	% of employees by generation group – Generation X	36.4%
	% of employees by generation group – Generation Y	51.3%
	% of employees by generation group – Generation Z	4.9%
	% of employees by generation group – Generation left blank	0.0%
Country representation	# of employees working outside the United States	42,442
	# of countries with employees	89
	# of nationalities represented by employees	157
Average hours of training per year per employee	Average hours of training per employee ⁵	37
	Average hours of training per employee by gender – Men	39
	Average hours of training per employee by gender – Women	30
	Average hours of training per employee by gender – Gender undeclared	6
	Average hours of training per employee by career band – Professional band and above employees (PB+)	24
	Average hours of training per employee by career band – Senior professional band and above employees (SPB+)	17
	Average hours of training per employee by career band – Executive band and above employees (EB+)	12
	Average hours of training per employee by business segment – Industrial and Energy Technology (IET)	18
	Average hours of training per employee by business segment – Oilfield Services and Equipment (OFSE)	51
	Average hours of training per employee by business segment – Headquarters	18
	Average hours of training per employee by job function – Commercial	16
	Average hours of training per employee by job function – Enabling	20
	Average hours of training per employee by job function – Production	51
	Average hours of training per employee by job function – Technical	18
Average hours of training per employee by job function – Other	5	

⁵ In 2022, we are more specifically representing by using estimated duration field in the learning management system for each respective course. Where the duration is blank/empty we used the median duration hours of the Activity Type.



Planet performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Greenhouse gas emissions	Reduction in scope 1 and scope 2 GHG emissions compared to 2019 base year (MT CO ₂ e)	217,251
	Total scope 1 Emissions (MT CO ₂ e)	376,172
	Total scope 2 Indirect Emissions – Market based (MT CO ₂ e)	193,933
	Total scope 2 Indirect Emissions – Location based (MT CO ₂ e)	210,902
	Total scope 3 Emissions (MT CO ₂ e)	252,414,204
	Scope 3 category 1 – Purchased goods and services (MT CO ₂ e)	5,718,784
	Scope 3 category 2 – Capital goods (MT CO ₂ e)	233,574
	Scope 3 category 3 – Fuel- and energy-related activities (not included in scope 1 or scope 2) (MT CO ₂ e)	136,224
	Scope 3 category 4 – Upstream transportation and distribution (MT CO ₂ e)	317,937
	Scope 3 category 5 – Waste generated in operations (MT CO ₂ e)	79,284
	Scope 3 category 6 – Business travel (MT CO ₂ e)	56,454
	Scope 3 category 7 – Employee commuting (MT CO ₂ e)	101,404
	Scope 3 category 9 – Transportation and distribution (MT CO ₂ e)	359,773
	Scope 3 category 11 – Use of sold products (MT CO ₂ e)	244,794,528
	Scope 3 category 15 – Investments (MT CO ₂ e)	616,242
	Scope 1 per \$ revenue	\$0
	Scope 2 per \$ revenue	\$0
	Scope 3 per \$ revenue	\$0
	Total per \$ revenue	\$0
	Scope 1 – CO ₂ (MT CO ₂ e)	370,644
	Scope 1 – CH ₄ (MT CO ₂ e)	4,613
	Scope 1 – N ₂ O (MT CO ₂ e)	908
	Scope 1 – HFCs (only HFC-134a)	7
	Scope 1 – PFCs (MT CO ₂ e)	-
	Scope 1 – NF3 (MT CO ₂ e)	-
	Scope 1 – SF6 (MT CO ₂ e)	-
	Scope 2, Location based – CO ₂ (MT CO ₂ e)	209,987
	Scope 2, Location based – CH ₄ (MT CO ₂ e)	326
	Scope 2, Location based – N ₂ O (MT CO ₂ e)	589
	Scope 2, Location based – HFCs (MT CO ₂ e)	-
	Scope 2, Location based – PFCs (MT CO ₂ e)	-
	Scope 2, Location based – NF3 (MT CO ₂ e)	-
	Scope 2, Location based – SF6 (MT CO ₂ e)	-
	Scope 2, Market based – CO ₂ (MT CO ₂ e)	193,239
	Scope 2, Market based – CH ₄ (MT CO ₂ e)	233
	Scope 2, Market based – N ₂ O (MT CO ₂ e)	461
	Scope 2, Market based – HFCs (MT CO ₂ e)	-
	Scope 2, Market based – PFCs (MT CO ₂ e)	-
	Scope 2, Market based – NF3 (MT CO ₂ e)	-
	Scope 2, Market based – SF6 (MT CO ₂ e)	-
	Production, imports, and exports of ODS (MT CFC-11 equivalent)	0



Planet performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Energy	% of electricity from zero-emission sources	26.0%
	Total electricity (MWh)	604,093
	Renewable electricity (MWh)	137,327
	Non-renewable electricity (MWh)	466,766
	Total fuels (MWh)	1,609,879
	Diesel/Distillate (MWh)	875,344
	Natural gas (MWh)	472,915
	Gasoline/Petrol (MWh)	252,227
	Propane (MWh)	6,797
	Other fuels (MWh)	2,595
	Total energy (MWh)	2,213,972
	Energy intensity (MWh/\$ of revenue)	0.00010
Energy transition business impacts and innovation	Product lifecycle assessments completed	43
Water	Water withdrawn (ML)	3,214
	Water withdrawn from surface water (ML)	0
	Water withdrawn from groundwater (ML)	618
	Water withdrawn from municipal water supply (ML)	2,596
	Water withdrawn from seawater (ML)	0
	Water consumed (ML)	559
	Water discharged (ML)	2,655
	Water discharged to surface water (ML)	55
	Water discharged to groundwater (ML)	45
	Water discharged to municipal water supply (ML)	2,536
	Water discharged to seawater (ML)	19
	Water withdrawn in water-stressed areas (ML)	410
	Water withdrawn from surface water in water-stressed areas (ML)	0
	Water withdrawn from groundwater in water-stressed areas (ML)	152
	Water withdrawn from municipal water supply in water-stressed areas (ML)	258
	Water withdrawn from seawater in water-stressed areas (ML)	0
	Water consumed in water-stressed areas (ML)	13
	Water discharged in water-stressed areas (ML)	397
	Water discharged to surface water in water-stressed areas (ML)	27
	Water discharged to groundwater in water-stressed areas (ML)	15
Water discharged to municipal water supply in water-stressed areas (ML)	349	
Water discharged to seawater in water-stressed areas (ML)	6	
Spills	Significant spills (barrels)	827
	Oil spills (barrels)	37
	Fuel spills (barrels)	3
	Waste spills (barrels)	1
	Chemical spills (barrels)	378
	Hydrocarbon spills in the Arctic	0
	Number and aggregate spill volume impacting shorelines with ESI rankings 8-9 (barrels)	0
	Hydrocarbon spill volume recovered (barrels)	37



Planet performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Biodiversity	# of IUCN Red List Species	392
	# of species – Least concern	251
	# of species – Near threatened	14
	# of species – Vulnerable	78
	# of species – Endangered	38
	# of species – Critically endangered	11
Waste ⁶	Total waste generated (MT)	235,403
	Waste generated – Hazardous waste (MT)	120,298
	Waste generated – Non-hazardous waste (MT)	87,434
	Waste generated – E-waste (MT)	188
	Waste generated – Metals (MT)	27,483
	Total waste recycled (MT)	57,666
	Waste recycled – Hazardous waste (MT)	7,761
	Waste recycled – Non-hazardous waste (MT)	22,249
	Waste recycled – E-waste (MT)	173
	Waste recycled – Metals (MT)	27,483
	Total waste disposed (MT)	177,737
	Waste disposed – Hazardous waste (MT)	112,537
	Waste disposed – Non-hazardous waste (MT)	65,185
	Waste disposed – E-waste (MT)	15
	Waste disposed – Metals (MT)	0
	Hazardous waste – Offsite preparation for reuse (MT)	629
	Hazardous waste – Offsite reclamation (MT)	3
	Hazardous waste – Other offsite recovery options (MT)	7,129
	Non-hazardous waste – Offsite preparation for reuse (MT)	801
	Non-hazardous waste – Offsite reclamation (MT)	221
	Non-hazardous waste – Other offsite recovery options (MT)	21,227
	E-waste – Offsite preparation for reuse (MT)	6
	E-waste – Offsite recycling (MT)	167
	Waste prevented (MT)	1,266
	Hazardous waste – Offsite incineration with energy recovery (MT)	978
	Hazardous waste – Offsite incineration without energy recovery (MT)	2,062
Hazardous waste – Offsite landfilling (MT)	4,210	
Hazardous waste – Other offsite disposal operations (MT)	105,287	
Non-hazardous waste – Offsite incineration with energy recovery (MT)	1,940	
Non-hazardous waste – Offsite incineration without energy recovery (MT)	1,875	
Non-hazardous waste – Offsite landfilling (MT)	24,986	
Non-hazardous waste – Other offsite disposal operations (MT)	36,384	

6 Change in waste methodology in 2022. Years 2020 and 2021 data were not recalculated and verified using the new methodology and cannot be directly compared.



Principles performance index

METRIC	KEY PERFORMANCE INDICATORS (KPI)	2022
Ethics and governance	# of employees who completed the annual Code of Conduct training, including training on ethics, compliance, and anti-corruption	53,846
	% of employees who completed the annual Code of Conduct training	96.7%
	% of governance body members who have received training on anti-corruption	99.1%
	% of operations assessed for risks related to corruption	100.0%
	# of operations assessed for risks related to corruption	4 (all product companies)
	% of security personnel trained in human rights policies or procedures	100.0%
	Net revenue (million USD) in countries that have 20 lowest rankings in Transparency International's Corruption Perception Index	\$301M
	# of identified leaks, thefts, or losses of customer data	0
	# of substantiated complaints received concerning breaches of customer privacy	0
	# of certified SSRP auditors	84
Supply chain	# of SSRP audits	408
	# of SSRP audit red flag findings	1,343
	% of audits that were re-audits	81.0%
	% of audit red flag findings closed within 90 days	95.0%
	# of suppliers rejected due to SSRP policy	23
	% of local spend	81.0%
	Local spend (billion USD)	\$13B
	# of HSE leadership engagements	64,550
Health and safety	# of HSE observations	1,071,845
	# of perfect HSE days	217
	Average hours HSE trainings – employees	5.3
	Average hours HSE trainings – contractors	0.6
	# of near misses	1,017
	Total recordable incident rate	0.2
	Days away from work rate	0.1
	# of days away from work cases	86
	# of employee work-related fatalities	1
	# of contractor work-related fatalities	0
	# of total recordable illness	5
	# of musculoskeletal disorders	2
	# of diseases caused by physical agents	3
	# of vehicle incidents	213
	# of sites certified to ISO 14001:2015	87
	# of sites certified to ISO 45001	61
	# of sites certified to ISO 9001	245
# of sites certified to ISO 50001	1	
% of employees covered under a collective bargaining agreement	~26.0%	

Legal disclosures

We report our sustainability performance annually. This report was developed for the reporting period of January 1, 2022 to December 31, 2022. This report includes several restatements of data from prior years' reports in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition. 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, which is then approved by the full Board of Directors.

Unless otherwise specifically stated, this report covers Baker Hughes's performance in 2022. Incremental information regarding our sustainability report has been included in our 2022 Annual Report on Form 10-K and our 2022 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 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, data, estimates and expectations that are subject to risks, uncertainties, and assumptions.

Should one or more of these forward looking statements, risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those indicated or anticipated by such forward-looking statements. The inclusion of such statements should not be regarded as a representation that such plans, estimates or expectations will be achieved. Important factors that could cause actual results to differ materially from such plans, estimates or expectations include, among others: 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 2022 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>.

