



Forward. Together.

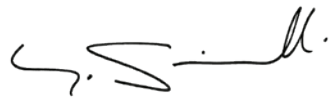
2022 Diversity, Equity, and Inclusion Annual Report

Together we are taking energy forward

At Baker Hughes, we recognize the importance of diverse teams and an inclusive culture in driving innovation and competitiveness. Both are critical to our business success and our mission of taking energy forward for our customers and the industry.

As a leading energy technology company, we are proud of our diverse and inclusive workforce that brings with them a limitless stream of fresh perspectives, unique experiences, and innovative ideas.

We are honored to share Baker Hughes' progress in this year's DEI report. We are excited for what's to come.



Lorenzo Simonelli
Chairman, President, and Chief Executive Officer

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About Baker Hughes

Baker Hughes (Nasdaq: BKR) is an energy technology company that provides solutions for energy and industrial customers worldwide. Built on a century of experience and conducting business in over 85 countries, our innovative technologies and services are taking energy forward—making it safer, cleaner, and more efficient for people and the planet.

Visit us at [bakerhughes.com](https://www.bakerhughes.com)



Welcome from our Chief Culture and DEI Officer

Nicole Durham

Chief Culture, Diversity, Equity, and Inclusion Officer

Baker Hughes' beautiful tapestry of cultural diversity is reflected in our roughly 55,000 employees conducting business in over 120 countries around the globe. Our steadfast commitment to diversity, equity, and inclusion is not merely part of an effective strategy—it is fundamentally critical to our success. I maintain that the diversity of our people and an unyielding focus on an inclusive culture position us well to continue to drive innovation, operational effectiveness, and strong financial performance as we move through the energy transition.

I am honored to share the 2022 Baker Hughes Diversity, Equity, and Inclusion (DEI) annual report. We invite you to learn more about our people, the Baker Hughes culture, and how we are living the values of diversity, equity, and inclusion every day. This report highlights our strategic goals, key accomplishments, and the stories of our employees who made our successes throughout 2022 possible.

I am immensely proud that Baker Hughes recognizes that culture and DEI go hand-in-hand and affect every aspect of how we perform, collaborate, and ultimately achieve our goals. Embedding DEI in everything we do will allow Baker Hughes to take important steps that benefit our workforce as well as our customers and the communities in which we do business.

I would like to personally thank the entire Baker Hughes organization for the collective efforts that have made our DEI progress possible. As I think about our 2022 journey, I am reminded of an African proverb, "If you want to go fast, go alone. If you want to go far, go together." I am inspired by our teams around the world that recognize that teamwork, resilience, and a positive workplace culture have been instrumental in allowing Baker Hughes to accomplish remarkable things together.

Thank you to the employees, customers, and communities that have enabled our success. Together we are taking energy forward.

Nicole Durham

Inclusion in action

10 ways we harnessed the power of culture to redefine what's possible




People and culture identified as one of six Baker Hughes priorities



Implemented ERG governance and infrastructure



Launched the pronunciation and pronouns feature in Workday



Conducted inclusion survey and introduced inclusion index



Published inaugural DEI Annual Report




Participated in Disability Equality Index®; recognized as a DEI "Best Places to Work for Disability Inclusion™"




Launched DEI Knowledge Center



Expanded Chief DEI Officer's scope to include Culture and DEI



Rolled out Baker Hughes Inclusive Leadership Model



Hosted the inaugural Global ERG Summit

Baker Hughes launches 2022 inclusion survey

As part of our mission to foster an engaged, inclusive culture where everyone feels valued, respected, and heard, Baker Hughes launched an employee inclusion survey in 2022. The objectives of the survey were to:

- Assess the health of our culture
- Understand how employees experience inclusion
- Identify strengths and opportunities
- Create a baseline understanding of our culture

The survey questions were designed to determine employees' sense of belonging, if employees feel valued, if Baker Hughes is exhibiting inclusive behaviors, and if the organization uses equitable people practices. An external survey partner collected responses, ensuring employee confidentiality and data privacy and security.

Feedback from the survey indicates that our employees intend to stay with Baker Hughes, that workplace diversity is important, and that they respect their co-workers. After close review of the results, we have started to increase our level of transparency and openness, equip our leaders to support employee growth and development, and provide leaders with the necessary tools to ensure Baker Hughes continues to be a great place to work.

"Our 2022 inclusion survey provided a safe space and avenue for our employees to share feedback about Baker Hughes' culture. As part of our ongoing mission to provide a culture where individuals can be their authentic selves at work, my goal is to foster a workplace where every employee understands how their role contributes to the company's overarching purpose and goals."



Deanna Jones
Executive Vice President, People, Communications & Transformation

Diversity, Equity, and Inclusion strategic goals



Our commitment

We're shaping the future of the energy industry—and that future belongs to all of us.
 We believe unique ideas and perspectives fuel innovation and our differences make us stronger.
 Together we're taking energy forward.

At Baker Hughes, we value difference across the globe: gender, race, ethnicity, age, gender identity, sexual orientation, ability, cultural background, religion, veteran status, experience, thought, and more.

Diverse workforce

Ensure we have access to and support diverse pipelines of talent and prioritize development and retention

Inclusive culture

Cultivate a culture and environment where everyone feels they belong and can thrive and contribute

Supplier diversity

Support and build strong partnerships with a diverse array of local and global suppliers that share our values

Customer relationships

Bring maximum value to our customers, channels, and local partners, enabling all of us to win, grow, and take energy forward

Community partnerships

Support and be good stewards in the communities where we conduct business



Goal 1

Diverse workforce

Ensure we have access to and support diverse pipelines of talent and prioritize development and retention

Baker Hughes teams find the right fit for women’s workwear

Attracting a diverse workforce requires addressing the unique needs of our employees. Coveralls are essential PPE (personal protective equipment) on the job, but they’re not one size fits all. Workwear traditionally designed for men is often ill-fitting for women and interferes with their ability to work comfortably and safely. Baker Hughes’ OFSE procurement team in Mexico addressed this need by reaching out to the Women’s Network Employee Resource Group to learn more about the unique needs of female employees and then working with a vendor to find more inclusive, gender-specific PPE that provides protection without sacrificing fit and comfort.

Equal safety and protection

Workwear and other PPE should be designed for women equally—not sized down like a long-standing theory that recommends buying one size smaller than a woman would typically wear to accommodate for men’s sizing. This recommendation isn’t ideal given that differences in body size and shape (physiology) may be small, but the proportions can be meaningful.

Women’s Network members explained that when coveralls are too big in the waist, neck, and arms, it can interfere with the use of tools and operation of equipment. Excess fabric in the sleeves can get caught in machinery, presenting a serious hazard for arm and hand safety. And a collar that’s too wide around the neck won’t effectively keep out debris and splatter.

The new coveralls for women are better proportioned with a tailored fit in the chest and hip areas. The torso is shorter and flares near the waist, which is also cut higher. The coveralls are designed for ease of movement and have utility pockets for gauges and gear. New overalls designed, sized, and styled specifically for women, became available for all Baker Hughes teams beginning January 2023 and are available in a range of sizes.



“Having coveralls designed for women is a positive step in keeping our people safe, meeting the needs of the modern workplace, and ensuring that all employees feel confident, proud, and productive when they’re wearing the Baker Hughes brand.”

Michelle Contreras
Baker Hughes Procurement Specialist



Goal 2

Inclusive culture

Cultivate a culture and environment where everyone feels they belong and can thrive and contribute

Experience AIR, a Baker Hughes All-Inclusive Room that "Inspires by Wonder"

We invite you to experience AIR, an immersive and transformational experience designed to embrace diversity, equity, and inclusion across multiple dimensions and in a business context. Delivered live at Baker Hughes' IET Gas Services Technical Training Academy, AIR is managed as an internal start-up, with the potential of scaling globally to the energy industry.

The concept of AIR was born by four inventive minds who envisioned a more sustainable, diverse, equitable, and inclusive environment where everyone has a story to tell and where everyone is invited to celebrate in the joy of being unique individuals. Designed to "inspire by wonder", session details are intentionally not shared with participants in advance so as not to ruin the experience.

AIR has been delivered to 258 people in 33 sessions throughout 2022 and has addressed topics including cultural diversity, gender identity, inclusion, communication, collaboration, culture, unconscious biases, teaming in VUCA (volatile, uncertain, complex, and ambiguous) environments.

The feedback has been outstanding, and the impact has been widespread. From changing day-to-day working environments, to introducing weekly check-ins on wellbeing, to rethinking common phrases such as "see you later" to a person who is visually impaired, Baker Hughes employees are embracing AIR globally.

AIR is a personal journey, an open door to discover the world from another perspective. It is an immersive celebration of the joy of being unique individuals. We aim to inspire by wonder and collaborate for a more inclusive and sustainable environment.

"Yesterday you gifted me with three fantastic hours experiencing AIR. You have shown how a company can become a better place just by opening a virtual door to the rest of the world ... you bring happiness to the team!"



Alessandro Bresciani
SVP, Climate Technology Solutions
Industrial & Energy Technology (IET)



Community-based learning accessible to all

Our online communities are the cornerstone of making learning personal at Baker Hughes. CORE Values focuses on the leadership behaviors that support our values while CORE Strengths centers on the skills needed to deliver on our organizational strategies and transform our business. JOURNEY was launched in 2022 and is dedicated to people leaders.

These learning communities connect the heads and hearts of all learners in a variety of formats. For example, a campaign on cultural intelligence in JOURNEY included:

- Self-awareness practice with the use of the Culture Map assessment
- Virtual workshops
- Virtual group discussions
- Curated self-paced online content including a mixture of virtual courses, videos, and book summaries
- Assignment submission to demonstrate practical application

This campaign was also relayed in our in-person flagship leadership experience in Dubai and Florence. In 2022, CORE brought together over 5,000 members for a total of ~17,500 learning hours.

"As a new mom, the CORE Community offers me a platform to share and connect back to a global community, while also offering me the opportunity to nourish myself in a relaxed way. I enjoy using lessons from the sessions to grow my inclusive leadership style and sharing the importance of promoting caring for family and work-life harmony."



Lijuan Cao
OFSE APAC Talent Acquisition Manager—IMPACT Talent Development Program and China ERG Committee Operating Leader



Goal 3

Supplier diversity

Support and build strong partnerships with a diverse array of local and global suppliers that share our values

Baker Hughes' commitment to supplier diversity

Baker Hughes's commitment to supplier diversity enables us to be part of a broad global supply chain and to source materials from around the world.

In 2022, we placed an increased focus on governance, program expansion, and automation. Enhanced program governance was established through the creation of a Supplier Diversity Policy as well as through the addition of diverse and inclusive language to sourcing documents, including our terms and conditions and our integrity guide.

Our program expansion to Europe in 2022 enables Baker Hughes to work with over 600 diverse and small business suppliers, giving our Supplier Diversity program a global footprint. The introduction of Supplier Diversity Champions throughout the organization enables us to drive our supplier diversity priorities in new and impactful ways.

The automation of our Supplier Diversity metrics enables us to track our global diverse expenditure with both Tier 1 and Tier 2 vendors. This enhanced dashboard provides long-term stability and stronger forecasting related to our diverse supplier spend and goals.

"I'm proud to work for a company that has prioritized Supplier Diversity as one of its DE&I strategic goals. Our deliberate actions will allow us to build stronger relationships in the communities in which we serve while promoting economic development and viability for all parties involved."



Lynn Buckley
Baker Hughes Supplier Diversity & Business Development Sourcing Leader



Goal 4

Customer relationships

Bring maximum value to our customers, channels, and local partners, enabling all of us to win, grow, and take energy forward

Baker Hughes and Shell: A powerful partnership

As a strategic supplier to many of the world's largest energy and industrial companies, Baker Hughes is passionate about strengthening relationships with our clients by investing in relationships with their employees.

Baker Hughes' collaboration with Shell's LGBTQ+ community has grown progressively since its inception. Each year, Shell organizes events dedicated to LGBTQ+ inclusion, led by the Shell Diversity Chain group. In 2021 and 2022, Baker Hughes was proud to participate by sponsoring a day of events for Shell employees in celebration of International Coming Out Day (ICOD).

International Coming Out Day is an annual LGBTQ+ awareness day observed on October 11 to support anyone coming out of the closet. It is a day dedicated to supporting the LGBTQ+ community and spreading awareness about sexual orientation, gender identity and gender expression. It is also a day to applaud people for their bravery, as well as help create awareness of the struggles and difficulties those in the LGBTQ+ community experience.

Throughout the designated day, Baker Hughes executives participated in panel discussions and group conversations about increasing resilience, managing cultural differences, and the power of allyship.

Baker Hughes was honored to celebrate International Coming Out Day with Shell. We are proud of our ongoing partnership, our aligned values, and our mutual commitment to diversity, equity, and inclusion.

"As our industry continues to transform, Baker Hughes is proud to be a strategic partner of Shell, to be collaborating towards a net zero future, and to be working together on DEI."



Sonya Batchelor
VP Brand & Strategic Accounts—Shell, Strategy & Business Development, Baker Hughes



Goal 5

Community partnerships

Support and be good stewards in the communities where we conduct business

Baker Hughes pledges \$1,000,000 to Historically Black Colleges and Universities

In 2022, the Baker Hughes Foundation announced \$1,000,000 in grants to four Historically Black Colleges and Universities (HBCUs) for the 2022-23 academic year, part of the Foundation's long-running mission to promote education and opportunity in the communities where Baker Hughes employees live and work. The funds will help provide financial support for a wide variety of STEM programs, professional certifications, scholarships, and career readiness and curriculum development programs.

The universities participating in the grant program include Prairie View A&M University, North Carolina A&T State University, Southern University A&M College and Texas Southern University. They were selected because of their historic ties to Baker Hughes and its employees and the universities' strong academic programs in science, technology, engineering, business and legal fields. The Baker Hughes Black Employee Network (BEN) has been instrumental in engaging with the partner universities and developing the grant program. The Baker Hughes Foundation also issued a total of \$800,000 in grants to the four universities in 2021.

These grants align with Baker Hughes' strategy of building the energy workforce of the future and promoting a diverse, equitable and inclusive workplace. This donation also supports Baker Hughes' commitment to advancing the United Nations' Sustainable Development Goals (SDGs)—specifically SDG 4 to ensure inclusive and equitable quality education for all.

"We are proud to continue the grant program we initiated with these four universities in 2021. Our first-year contribution provided education access, professional certifications and development opportunities for students and our 2022 grants will continue to facilitate the critical work these universities do to enable future leaders."

Regina Jones
Baker Hughes Chief Legal Officer and member of the Baker Hughes Foundation board of trustees

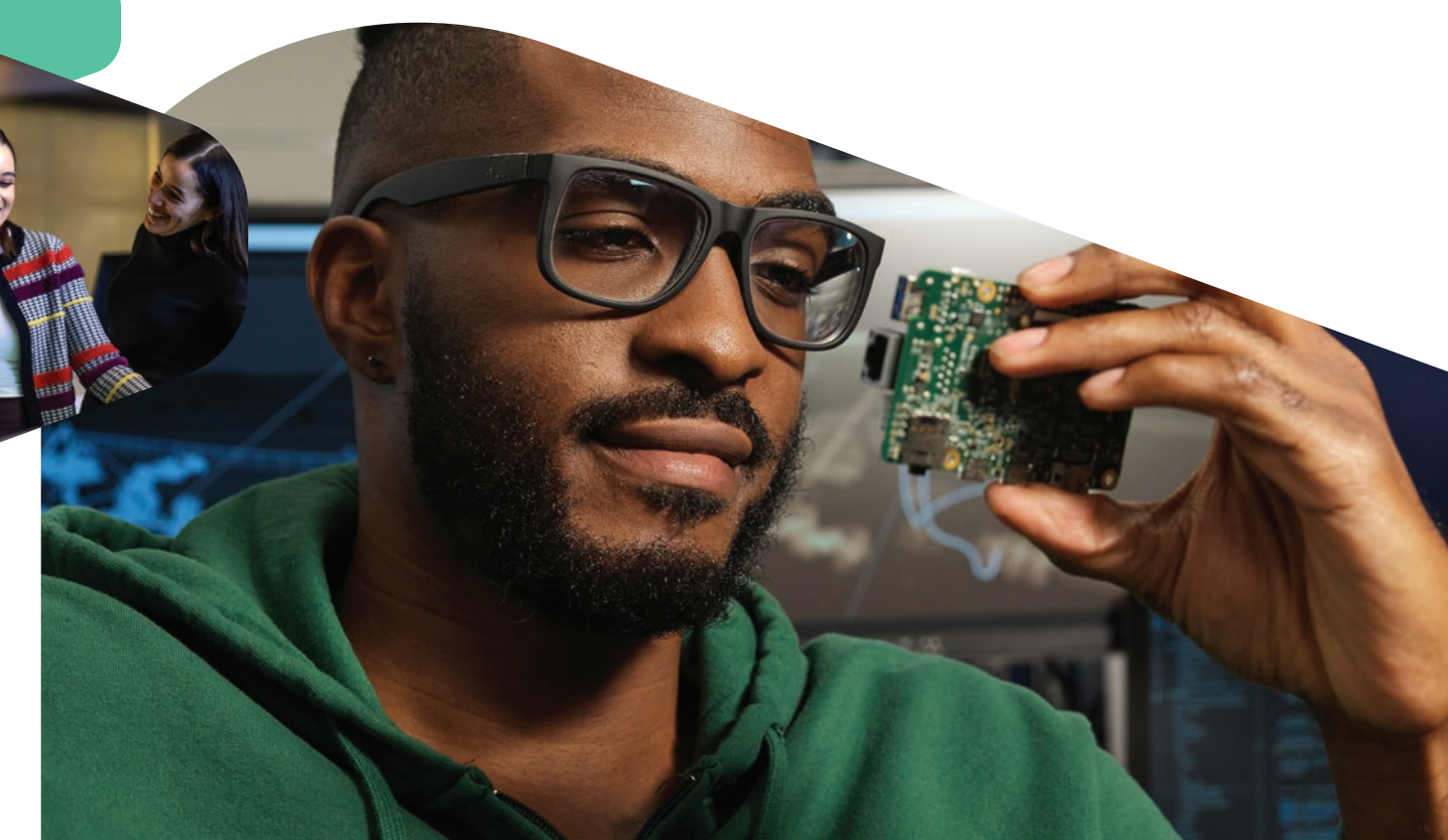


Giving back to the community: the Rainbow Classroom

In September 2022, 22 Baker Hughes volunteers, including Mr. Hu Po, OFSE general manager of the North Asia region, led classroom activities for 350 students and teachers at the Migrant Children's school in the Daxing District, Beijing. The "Rainbow Classroom" project donation ceremony and volunteer activities were huge successes and much appreciated.

"As a global energy technology company, we strive to be a responsible corporate citizen across the globe. In 2022, Baker Hughes China successively held and participated in several CSR activities. For the 'Rainbow Classroom' initiative, employees from across our 13 factories and facilities actively participated and donated over 1,500 books to those in need. I am proud of our teams, and we plan to continue this work in our community next year."

CY Cao
Baker Hughes China VP



Global points of progress

North America region

- Baker Hughes is recognized for outstanding supplier diversity
- Houston PCT volunteers plant 500+ pots of vegetation with One Tree Planted
- Extension of insurance coverage for gender transition process (USA)
- Pride At Work Canada Proud Partner (finalized December 2022)
- Baker Hughes has been certified as PAR Committed Level Organization by the Canadian Council for Aboriginal Business
- Indigenous Scholarship Sponsorship through Indspire
- Women's Network Foodbank Drive
- Sponsored the Boys & Girls Club Greater Houston Chapter to provide holiday gifts to underprivileged children

Latin America region

- IET Gas Services leaders and members were invited to "wear the shirt" which means "to be part of something"
- BSC volunteers participated in emergency campaign and distributed food baskets to families affected by disaster in Petropolis
- Pride@Work LATAM hosted a roundtable to celebrate the International Day Against Homophobia, Biphobia and Transphobia (IDAHBT) to continue to reduce discrimination
- Women's Network Team from BSC promoted a meeting with the National Foundation for Fighting Cancer to learn more about breast cancer prevention and how to maintain a healthy lifestyle
- "Vagas Afirmativas" Program to recruit female talent in Brazil

Europe region

- A team of OFSE volunteers joined over 100 organizations as part of the Celebrate Aberdeen with Baker Hughes charity parade
- A new career program, the Sunrise Career Program, was launched in Talamona, Italy, to create a new role in operations in line with our company strategy and to focus on upskilling and promoting diversity
- Baker Hughes Italy Implements Child Sick Leave for Same Sex Couples
- TPS team in Vibo Valencia, Italy, launched the Welding Academy, which provides training programs aimed at developing new professional skills in the technical field
- Druck's Volunteer Committee delivers electric van for Action Homeless
- Multicultural ERG Europe: developing a global mindset
- D&I Group Celle, Germany: clean-up event with local school
- Women's Network and HS&E Poland: Mental Health Awareness

Russia Caspian region

- RCIS Women's Network activities including #BreakTheBias Panel Session and Effective Presentation Tips
- Partnership with Charity fund "Dara" on Social Mentoring Enablement
- Women's Economic Empowerment Conference: Baku female leadership participated through the development of Women's National Business Agenda conference supported by AmCham and USAID in Azerbaijan

Middle East, North Africa, Turkey & India region

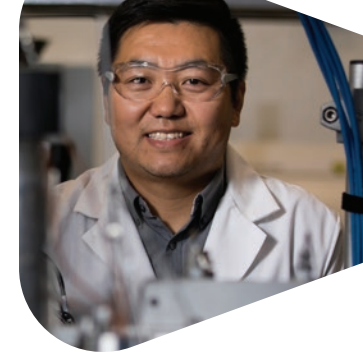
- International Women's Day at LP4Y (India)
- Baker Hughes recognized as the Highly Commended Employer of The Year Championing Inclusion, Diversity & Equality at EGYPS' Global Equality in Energy Awards Ceremony and has received the Most Commended Health Project of The Year Award at the HSE Awards Ceremony
- MENATI team started a cultural change trip organizing a mentoring program with female university students, where Baker Hughes colleagues were involved and designated as mentors
- To celebrate International Charity day, Baker Hughes joined hands with Al Shafallah center that provides exemplary educational and rehabilitative services to persons under 21 years old with mental disability and autism

Sub-Saharan Africa region

- Funding and mentorship support to black-owned new-entrant businesses in order to fast track growth within the energy sector (Equinox Energy & Sebenza Supplies)
- University bursaries for 20 students from previously disadvantaged communities in support of STEM skills
- Funding support and skills training for people living with disabilities for local communities in South Africa
- Women's Empowerment Roundtables across four (Nigeria, South Africa, Angola & Kenya) countries in SSA
- Funding support, skills training and electronic device sponsorship for youth from previously disadvantaged communities in the Olievenhoutbosch and Thembisa communities in Gauteng
- Nigeria Port Harcourt—bursary support for local communities
- Internship program and upskilling for local communities in Kenya
- Support to local faith-based groups Kenya

Asia Pacific & Australia region

- Wear it Purple Day event with bp Pride Group to support LGBTQ+ youth
- Fitness challenges in Japan and Korea
- Volunteers supporting China school programs 'Walking for Love' and 'Rainbow Classrooms'
- Recognized in China for corporate social responsibility
- September charity to support people living with cerebral palsy
- World Autism Understanding Day seminar
- MarchOn Challenge to support Australian Veterans
- PinkWalk event in China for breast cancer awareness
- APAC regional Break The Bias International Women's Day celebrations





Employee Resource Groups driving engagement

Baker Hughes' employee resource groups (ERGs) offer employees personal support, professional development, and a sense of belonging. Our eight ERGs, comprised of over 8,000 members, fuel our culture and support our strategic goals.

Asian Pacific American Forum
Baker Hughes Employee Resource Group

Black Employee Network
Baker Hughes Employee Resource Group

Enabled
Baker Hughes Employee Resource Group

LatinX
Baker Hughes Employee Resource Group

Multicultural
Baker Hughes Employee Resource Group

Pride@Work
Baker Hughes Employee Resource Group

Veterans
Baker Hughes Employee Resource Group

Women's Network
Baker Hughes Employee Resource Group





Asian Pacific American Forum
Baker Hughes Employee Resource Group

APAF recognized by The Alliance with the Corporate Ambassador Award

Baker Hughes has four core values, one of which is “Care”—doing the right thing, always, for our customers, our people, and the environment.

The Asian Pacific American Forum (APAF) Employee Resource Group has been working closely with the Houston-based nonprofit organization The Alliance, to support its program helping Afghan Allies to settle down in the Houston area, seeing it as a great way to give back to the community.

In its “United We Dine” gala on September 15, 2022, The Alliance recognized Baker Hughes with a Corporate Ambassador award in recognition of the support Baker Hughes provided for The Alliance’s mission of providing a client mentoring program for Afghan Allies including resume writing, job coaching, and interviewing training. Baker Hughes also provided a financial contribution in support of the mission. The Alliance’s mission aims to create opportunities for refugees, immigrants, and underserved residents to achieve their goals for self-sufficiency and improve their quality of life.



The United We Dine gala, organized by The Alliance, was a memorable event spent with people from various backgrounds and ethnicities while enjoying multicultural performances and food from around the world.

The APAF ERG is continually looking forward to opportunities to help people, the environment, and the communities in which we operate.

“It was great to have the efforts of APAF recognized by The Alliance and to see firsthand the tangible impact the APAF team is making in the world. I am confident that the best is yet to come.”



Paul Madero
SVP Production Solutions

ERG contribution

MySkills Foundation—nominated by the Asia Pacific American Forum ERG to support STEM learning for at-risk youth in Malaysia

Accomplishments

- Asian Festivals—Lunar New Year, Ramadan Iftar Dinner & Diwali celebration
- Employee engagement events on Culture Change, Mental Health and Managing Human Capital
- Asian Pacific Heritage Month kickoff by Asian American Congresswoman Young Kim
- Coastal clean-up team event with Renew CRG
- Volunteering at Houston Food Bank and India House Food distribution
- STEM coaching program at Tomball ISD



Black Employee Network
Baker Hughes Employee Resource Group

BEN’s Mentoring Circles

Baker Hughes’ Black Employee Network (BEN) is committed to developing the talent of its members and positioning Baker Hughes as an employer of choice. In 2021, BEN developed Mentoring Circles to help employees widen and strengthen their networking potential, learn from one another in a supportive format, and provide equitable opportunity for involvement and employee-driven growth. After being awarded a 2021 GRIT Award from ALLY Energy, BEN hosted a second round of cohorts in 2022, with plans to continue in 2023 and beyond.

The Mentoring Circles program was created to connect junior and senior leaders of BEN for career-building conversations and 360-degree feedback. Members are aligned by focus area and personal objectives, and each Circle is assigned a senior-level mentor, as well as a facilitator to help guide the conversations. Hard-hitting session topics on both professional and personal issues are discussed in confidence, providing a safe space to learn and grow.



“As a Mentoring Circle Leader, my experience has been phenomenal. Mentoring circles motivate executive business leaders to take on a mentoring role, while uniting and connecting employees across the globe. It’s extremely beneficial to find common ground through unique experiences which contributes to the greater good of the organization.”

Michelle C. Anderson, MPA
Human Resources Business Partner
OFSE-NAO-CIM (PP, WLS, CWI)

ERG contribution

Junior Achievement of Southeast Texas—nominated by the Black Employee Network ERG to fund entrepreneurship and workforce readiness education initiatives in Houston

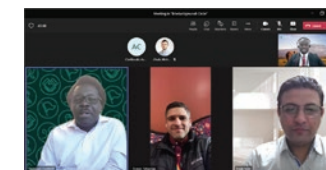
Accomplishments

- Black History Month (US/UK) and Juneteenth
- Award-winning Mentoring Circles program
- Financial Literacy webinars
- Fitness challenges and mindfulness
- \$1M grant to Historically Black Colleges and Universities (HBCUs)
- Partnerships with Black legislators and a UK minority engineering group

“As a member of a BEN Mentoring Circle, I received career growth guidance and support. I valued the opportunity to discuss professional development topics while networking with my colleagues. With my trusted mentor, I continue to discuss blind spots, receive advice related to daily challenges, and increase my self-confidence.”



Jimena Abreu
Digital Technology Director



The success of each Mentoring Circle is driven by the commitment of its members to actively contribute and collaborate. Recurring meetings with additional “pulse check” touchpoints provide a cadence that maintains the momentum to move conversations forward.

The 2022 Mentoring Circles program brought together 99 employees for candid conversations ranging from personal brand and public speaking; to earning sponsorships and career journey considerations; to financial intelligence; and much more. At the conclusion of each Mentoring Circle’s eight-month commitment, members complete a survey and many have expressed gratitude for the trust established within the Circle, and for the ability to give and receive support from fellow members.

The tremendous success of BEN’s Mentoring Circles has inspired other Baker Hughes employee resource groups to model the same approach for professional development and upskilling the company’s workforce.



Baker Hughes recognized as a best place to work for disability inclusion

We are proud to share that in 2022, Baker Hughes received an 80 percent score on the Disability Equality Index® and was recognized as a best place to work for disability inclusion. In addition, our CEO Lorenzo Simonelli signed the CEO commitment letter in partnership with Disability:IN to advance disability inclusion in the workplace.

The Disability Equality Index® was launched in 2015 by Disability:IN and The American Association of People with Disabilities (AAPD) and is acknowledged today as the most robust disability inclusion assessment tool in business.



Baker Hughes promotes connection and belonging, and to achieve our mission, we are committed to disability inclusion for our employees, customers, and suppliers around the world. Our ongoing work includes:

- Working to help ensure that our benefits, recruitment practices, employment practices, and accommodation practices fully consider and include individuals with disabilities
- Executive sponsorship and support for our Employee Resource Groups (ERGs), including the Enabled ERG for employees with disabilities and allies
- Continuing to expand our definitions of diversity to help us better understand and support our employees
- Connecting more diverse-owned businesses (including people with disabilities-owned) through our supplier diversity program
- Engaging with our community and organizations in the disability community

We are proud of the Baker Hughes team for this amazing accomplishment.

“It’s always exciting to talk about what it is like to be the Enabled leader for Latin America! Baker Hughes opened the doors to me as a person with a disability, and shows employees the importance of representation and creating a welcoming space for everyone.”



Regina Garcia
Logistic Analyst

ERG contribution

Easter Seals Greater Houston—nominated by the Enabled ERG to support people with disabilities and their families in Houston

Accomplishments

- Baker Hughes recognized as a Best Place to Work for Disability Inclusion by Disability:IN
- CEO Lorenzo Simonelli signed commitment with Disability:IN to advance disability inclusion at Baker Hughes
- Virtual Kiltwalk to support the Grampian MS Therapy Centre
- Enabled MENATI Kids Series about juvenile diabetes
- Celebrated Autism Awareness Month with external guest speaker from Autism Society of America to discuss Neurodiversity in the Workplace
- Celebrated International Day of Persons with Disabilities with a panel discussion on disability inclusion at Baker Hughes



Our LatinX Hispanic Heritage Month celebration

Our LatinX ERG community is a rich combination of language, culture, educational backgrounds, and experiences. Every year in September, LatinX has a month-long Hispanic Heritage Month celebration where our members volunteer to showcase their countries, cultures, and Baker Hughes’ business within those countries.

Our employees take a virtual Hispanic cultural voyage, in the form of road trip, cruise, treasure hunt, or time travel adventure. Travelers may use their creativity to build their own avatars to participate in interactive games and quests. At each place visited, we explore the rich diversity of our LatinX heritage, challenge our knowledge, and earn souvenirs to personalize our avatar. The month is also filled with global virtual events to enable everyone to join in the fun: panel discussions, conversations with Hispanic representatives, career workshops, charades, trivia, Zumba classes, and more.

LatinX also encourages our community to share what Hispanic Heritage Month means to them. This helps bring awareness to the celebration and to diversity in our workplace. We have been privileged to have full support from Baker Hughes leaders participating in this celebratory month.

There is so much talent, creativity, and passion put into these events by so many volunteers from our LatinX community. It is truly a month of cultural enrichment and fun where all are invited to join and be an active participant in our familia.

“The LatinX ERG ‘Familia’ is a welcoming community that puts a spotlight on Latin culture and does a brilliant job of representing all Latin employees at Baker Hughes. We have tremendous opportunities to give back to the community using the energy and the experience of our group with Baker Hughes’ total support.”



Vitor Matos
Sales Manager—Proposals

ERG contribution

Un TECHO Para Mi País—nominated by the LatinX ERG to provide housing and sanitation solutions for families in the Caribbean and Latin America

Accomplishments

- Hispanic Heritage Month
- Launch of Mentorship@LatinX
- LatinX Run4Education Event
- Quarterly Speaker Series
- Houston Foodbank Volunteer Event
- Managing Your Brand for Promotability Workshop



Developing a Global Mindset Workshop

During 2022, the Baker Hughes Multicultural ERG partnered once again with external expert Richard Cook, founder of Global Excellence, for a second session of the Developing a Global Mindset workshop.

In this one hour session, 300 participants joined from 30 different countries and learned about the “direct and indirect communication” dimension as we explored cultural preconceptions and how to build cross cultural awareness.

The session started with a self-calibration on cultural effectiveness, which helped participants to understand how our values and preferences come from our dominant culture and why it's so important to be curious and respectful of others.

This session received tremendously positive feedback. In 2023, we will continue the Developing a Global Mindset series, as we continue raising awareness on cultural differences, aiming at working in a more inclusive results-driven environment.



“It is a pleasure to organize global educational events that raise the importance of understanding our cultural differences to drive team performance and results.”

Sonia Narvaez
HR Partner Enterprise Customer Solutions and Incubators

“As a sponsor of the Multicultural ERG, I believe in the importance of having a global mindset. By promoting cross-cultural understanding and encouraging open dialogue, we can enrich workplace culture and better serve our customers around the world. With the team’s leadership and commitment, I am confident that we will create an even more diverse, equitable, and inclusive workplace for all employees to promote understanding and collaboration across all cultures and backgrounds.”



Zaher Ibrahim
VP, Europe, Middle East & Africa



Pride@Work’s LGBTQ+ STEM Day Celebration

In November 2022, Baker Hughes hosted a LGBTQ+ STEM Day Celebration to raise awareness of the importance of inclusivity in the fields of science, technology, engineering, and mathematics (STEM). A collaboration between Baker Hughes, DOW, and InterEngineering, it aimed to showcase and celebrate the work and lives of LGBTQ+ people in STEM, as well as discuss the many barriers that still exist in their chosen fields. The initiative was a Baker Hughes-facilitated, online broadcast open to all employees and associates of the participating organizations.

A panel of LGBTQ+ professionals shared experiences and offered insights into the challenges faced by LGBTQ+ people in STEM. Sexual orientation and gender identity are not often discussed in these fields, and people often hide their identity while in college and at work, frequently causing serious consequences for mental health, well-being, and career advancement. It's important to have a strong community of colleagues, allies, and fellow LGBTQ+ people who can provide support, guidance, and mentorship. Associations such as InterEngineering are valuable resources, as they offer networking opportunities, career development resources, and advocacy.

The event was a wonderful opportunity to bring together LGBTQ+ professionals and allies to foster a sense of community. The collaboration between Baker Hughes, DOW, and InterEngineering was inspiring, as it showed the power of coming together to create positive change. The event was extremely well-attended, both in person and online, and the enthusiasm was evident in the questions and comments.

“Our LGBTQ+ STEM Day Celebration was a powerful reminder of the importance of building a culture of inclusion and respect in a safe workplace for everyone. It was an honor to be a part of such an inspiring event, and I look forward to future initiatives as they play a crucial role in raising awareness, building community, and empowering LGBTQ+ people in STEM.”



Jean-Christophe Rigo
Staff Software Engineer



ERG contribution

An anonymous contribution has been made to a non-profit organization nominated by the Multicultural ERG

Accomplishments

- Developing a Global Mindset
- Multicultural Your UNESCO Old But Gold Closing Event
- Iftar dinner in Houston
- Virtual trip around Italy

ERG contribution

Trevor Project—nominated by the Pride@Work ERG to expand LGBTQ crisis counseling and community awareness around suicide prevention across the United States

Accomplishments

- Pride Month celebrations
- International Day Against Homophobia, Biphobia, Intersexism, and Transphobia (IDAHOBIT) Day Event
- International Coming Out Day
- Lesbian and Transgender Visibility Day Events
- LGBTQ+ in STEM Event
- World Autism Understanding Day Event



Baker Hughes' Veterans ERG celebrates Veterans Day

The Veterans ERG hosted U.S. Rep. August Pfluger (R-TX-11) for a wide-ranging discussion in honor of Veterans Day. Congressman Pfluger represents the 11th Congressional District of Texas, which includes the cities of San Angelo, Llano, Brownwood, Granbury, Midland, Odessa, and much of the Permian Basin. Recently elected to his second term, Rep. Pfluger is a graduate of the US Air Force Academy and served as a fighter pilot for almost two decades, as well as in the Pentagon and at NATO.

Toby Begnaud, OFSE SVP Sales & Commercial at Baker Hughes, led a discussion on topics ranging from the transition from military to civilian life, to the unique skillsets that veterans bring to the workforce to the importance of the oil and gas industry, to America's national security.

Congressman Pfluger spoke about his own transition to civilian life and how well skills taught in the military translate to the corporate world, adding that "military people are uniquely situated for leadership roles." He views himself as an advocate for veterans and the military in Congress and believes that energy is the most important aspect of national security today. He encouraged the group to "be proud as you're working for Baker Hughes, be proud of what you do and how you supply energy not only to our country, but allow us to supply it to our partners and our allies."

"Engaging with Congressman Pfluger was refreshing, and his commitment to the industry and understanding of the value Baker Hughes delivers was impressive. As a veteran himself, he understands the opportunity to engage the veteran talent pool and what they can bring to our industry."



Toby Begnaud
OFSE SVP Sales & Commercial



Baker Hughes' Women's Network strengthens connections



2022 was a year focused on reuniting with purpose and strengthening connections. The Baker Hughes Women's Network created programming that brought local teams together through mentorship and outreach programs, while maintaining the global community created during the global pandemic.

Conversations with Baker Hughes Leadership helped members to draw connections between the energy transition, our company's strategic vision and strategy, available wellbeing resources, training materials for self-education, and the role played by diversity, equity, and inclusion in our workplace. External speakers helped us to better manage our careers, achieve financial independence, achieve work-life integration, and adapt the hybrid workplace we all live in.

The network reconnected with the communities we live in and the future workforce through mentoring outreach programs and innovation workshops. The program participants and volunteers came out with

a better understanding of their careers and how they can make a difference in the energy trilemma. These outreach programs also resulted in the EGYPS award for Diversity & Inclusion as a highly commended employer in MENAT and a Ministry of Science & ICT award for the WISSET mentoring program in Korea.

For the second year in a row, the Women's Network's #BreakTheBias campaign and educational programming in celebration of International Women's Day and Women's History Month overtook LinkedIn, with thousands of participants participating in the initiative—including the executive leadership team, external speakers and mentees, and the expanded entire ERG network. Each person committed to being a part of breaking the bias, creating a world free of bias, stereotypes, and discrimination. A world that is diverse, equitable, and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality. Collectively we can all #BreakTheBias.

"Our Women's Network is more than a resource group. It is a community that comes together to learn, support each other, grow together and see how we can impact the world through collaboration and creative energy solutions. We believe that every person has a unique and valuable perspective, and the Women's Network is just one platform for us to celebrate our diversity."



Kara Byrne
Valves Commercial Leader, North America Industrial & Energy Technology (IET)

ERG contribution

Folds of Honor Foundation—nominated by the Veterans ERG to provide educational scholarships to the families of United States armed forces members who have fallen or been disabled while on active duty

Accomplishments

- Memorial Day
- Veterans Day and Remembrance Day
- Folds of Honor Veterans Golf Tournament
- Panametrics raises funds for local community in annual Veterans' event
- Panametrics Veterans help raise valuable funds for 'Operation Delta Dog' charity

ERG contribution

GiGi's Playhouse—nominated by the Woman's Network ERG to support therapeutic, educational, and career-training programs for individuals with Down Syndrome across the United States and Mexico

Accomplishments

- Women's History Month
- International Women's Day
- International Women in Engineering Day
- Mentoring sessions and webinars
- Personal Financial Literacy Series
- Community STEM outreach and engagements

Future of Work Project and impact on DEI

The project's main mission was to be inclusive and to reflect the uniqueness and diversity of Baker Hughes' employees. Through involvement with our design studio and four different trade associations for people with disabilities (visual, auditory, intellectual, and motor), we implemented a "Design for All" approach.

Elements such as gender-free toilets, rainbow benches, pedotactile pavement, inclusive design, breastfeeding room, pink parking lot, etc., are indicative of Baker Hughes' unyielding commitment to fostering an inclusive culture.



The idea for the Future of Work project was born in Italy during the pandemic. While keeping our employees safe, we also began to think about the type of work experience we wanted to offer our employees upon their return to the office.

We started by collecting feedback, interviewing the leadership team, engaging with employees in a variety of ways, and by organizing a pilot project which aimed to test the new ways of working in various functions of the company. The analysis also factored in the expectations of Millennials and Gen Zers that we contacted through universities.

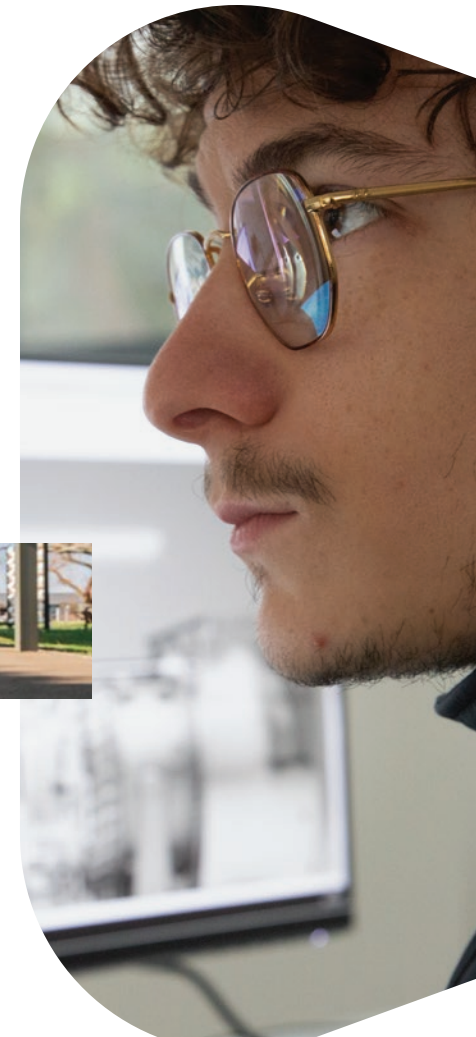
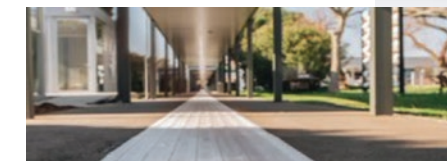
Based on the data and insight collected, we incorporated the below design principles to guide our project.

Dynamics in the office

- Employees to work from the office when necessary to carry out certain collaboration and/or social activities
- The elimination of assigned desks and offices
- An increase in social areas and meeting rooms
- Improved acoustics and furniture

External areas

- Introduced the concept of outside meeting areas
- Increased space for informal social interactions
- Campus to become more visible and identifiable externally
- Campus to become a hub for the local community (schools, institutions, etc.)

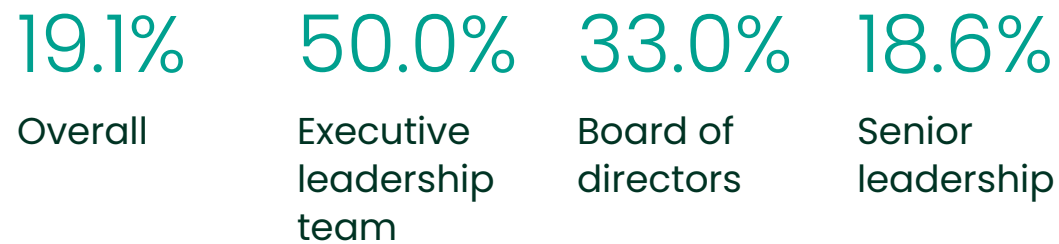


Baker Hughes by the numbers

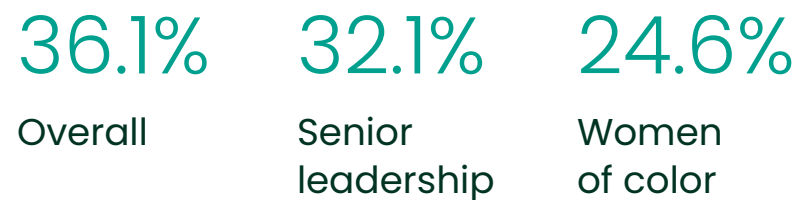


Diverse workforce

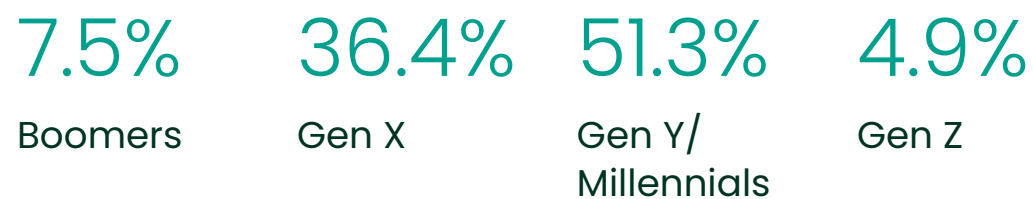
Women in our workforce



People of color in the US



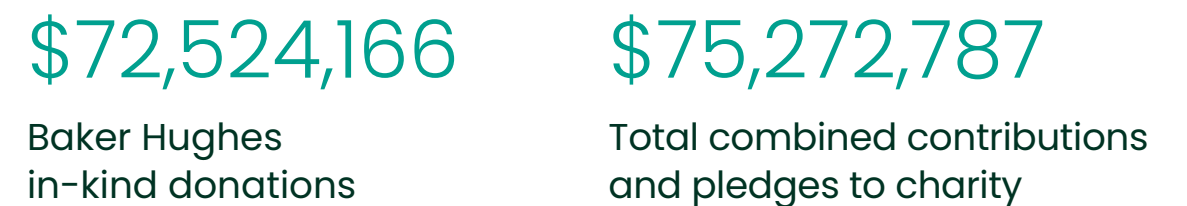
Our workforce by age



Supplier diversity



Community contributions



Celebrating our successes

Thank you to the entire Baker Hughes organization. Your collective efforts made our DEI progress possible.



Recognized by Forbes as one of the world's Top Female-Friendly Companies



11 ALLY Energy GRIT Awards including Best Energy Workplace and Lorenzo Simonelli's Lifetime Achievement Award



Recognized by Disability:IN as a Best Place to Work for Disability Inclusion (80% score on Disability Equality Index®)



The Alliance Corporate Ambassador Award



Diversity Woman Magazine Elite 100



IKTVA "Best in Supplier Development" Excellence Award



OEUK Award Equality, Diversity & Inclusion Winner



Douglas County's "Giving Back Award"



2022 Houston Business Journal: Outstanding Supplier Diversity award



Egypt Petroleum Show (EGYPS): Highly Commended Employer of the Year Championing DEI



2022 HMSDC Hybrid Business Expo: Supplier Diversity Accountability Champion



Received Brandon Hall Group Excellence Award for Best Use of Social/ Collaborative Learning

