



**Helmerich
& Payne**

**INDEXES & DATA
PERFORMANCE DATA**



INDEXES AND DATA

PERFORMANCE DATA

General Data

Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Drilled Distance ¹	Kilometers	19,121	21,086	21,583
Total Employees ²	Number	8,000	7,100	7,000
Total Contract Employees ³	Number	544	723	748
Total Short-service Employees ⁴	Number	1,111	897	778
Number of Wells Drilled ⁵	Number	3,371	3,846	3,824
Total Hours Worked ⁶	Number	15,186,432	16,832,632	15,323,044
Revenue	Thousands USD	2,058,944	2,872,421	2,756,607
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	USD	0	0	0

¹Drilled distance is calculated based on hole depth change in streaming rig data; The data reflects only North America Solutions (NAS); Note, NAS accounted for 88% of the total revenue in FY24.

²Employee data is approximate and as of 9/30 of the corresponding year as published in the 10-K.

³Accounted for on 9/30 of each fiscal year; Includes employee type of consultant or contractor in HRIS; Excludes temp agency worker; expanded in FY23 to include global contract employees.

⁴Field employees with service less than six months accounted for on 9/30 of each fiscal year.

⁵Number of wells drilled disclosed to represent SASB activity metric of 'Number of Active Rig Sites' (EM-SV-000.A).

⁶Total hours worked for all employees.

ENVIRONMENTAL DATA

Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Greenhouse Gas Emissions¹				
Total Scope 1 GHG Emissions	Thousands Metric Tons CO ₂ e	1,080	1,142	1,036
Total Scope 2 GHG Emissions (Location Based)	Thousands Metric Tons CO ₂ e	37.3	43.3	47.2
Total Scope 2 GHG Emissions (Market Based)	Thousands Metric Tons CO ₂ e	-	46.3	57.4
Total Scope 1 & 2 GHG Emissions	Thousands Metric Tons CO ₂ e	1,117	1,186	1,084
Y-o-Y Change Scope 1 GHG Emissions	Percentage (%)	46.8%	5.8%	-9.3%
Y-o-Y Change Scope 2 GHG Emissions	Percentage (%)	496.7%	16.0%	9.0%
Y-o-Y Change Scope 1 & 2 GHG Emissions	Percentage (%)	50.6%	6.2%	-8.6%
Total Scope 1 GHG Emissions Normalized by Drilling Activity ²	Metric tons CO ₂ e per Kilometer Drilled	56.5	54.2	48.0

Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Greenhouse Gas Emissions¹				
Total Scope 1 & 2 GHG Emissions Normalized by Drilling Activity ²	Metric tons CO ₂ e per Kilometer Drilled	58.4	56.2	50.2
Y-o-Y Change Scope 1 GHG Emissions Normalized by Drilling Activity ²	Percentage (%)	2.4%	-4.0%	-11.4%
Y-o-Y Change Scope 1 & 2 GHG Emissions Normalized by Drilling Activity ²	Percentage (%)	5.1%	-3.7%	-10.7%
Scope 1 Emissions intensity	TCO ₂ e/\$1K Revenue	0.52	0.40	0.38
Scope 1 Emissions intensity	TCO ₂ e/Employee	135	161	148
Scope 2 Emissions intensity	TCO ₂ e/\$1K Revenue	0.018	0.015	0.017
Scope 2 Emissions intensity	TCO ₂ e/Employee	4.67	6.10	6.74
Scope 1+2 Emissions intensity	TCO ₂ e/\$1K Revenue	0.54	0.41	0.39
Scope 1+2 Emissions intensity	TCO ₂ e/Employee	140	167	155
Energy Consumption³				
Off-road Equipment Total Fuel Consumed	Gigajoules (GJ)	15,096,906	16,076,839	14,583,126
% of Total Fuel Consumed by Off-road Equipment	Percentage (%)	98.7%	98.9%	98.9%
% of Renewable Fuel Consumed by Off-road Equipment	Percentage (%)	0%	0%	0%
% Renewable of Total Fuel Consumed by Off-road Equipment	Percentage (%)	0%	0%	0%
On-road or Mobile Equipment Total Fuel Consumed	Gigajoules (GJ)	194,668	183,544	164,280
% of Total Fuel Consumed by On-road or Mobile Equipment	Percentage (%)	1.3%	1.1%	1.1%
% of Renewable Fuel Consumed by On-road or Mobile Equipment	Percentage (%)	6.3%	8.8%	8.8%
% Renewable of Total Fuel Consumed by On-road or Mobile Equipment	Percentage (%)	0.1%	0.1%	0.1%
Total Diesel Consumption	Gigajoules (GJ)	14,985,265	15,960,205	14,540,148
Total Gasoline Consumption	Gigajoules (GJ)	159,686	144,764	130,674
Total Ethanol Consumption	Gigajoules (GJ)	12,315	16,085	14,519
Total Natural Gas Consumption	Gigajoules (GJ)	150,204	89,012	75,510
Total Other Gas Consumption	Gigajoules (GJ)	2,878	64,759	1,932
Total Biomass Woodchip Consumption	Gigajoules (GJ)	34	47	46
Total Jet Fuel Consumption	Gigajoules (GJ)	9,785	11,980	9,131
Total Electricity Consumption	Gigajoules (GJ)	325,835	359,591	431,780
% Renewable of Total Fuel Consumed	Percentage (%)	0.1%	0.1%	0.1%
Total Fuel Consumption	Gigajoules (GJ)	15,291,574	16,260,383	14,747,406
Total Energy Consumption	Gigajoules (GJ)	15,646,001	16,646,444	15,203,742
Total Energy Consumption Normalized by Drilling Activity ³	Gigajoules (GJ) per Kilometer Drilled	818	789	704
Y-o-Y Change in Total Energy Consumption Normalized by Drilling Activity ³	Percentage (%)	4.3%	-3.5%	-10.8%
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Percentage (%)	25%	26%	31%
Water				
Percentage water recycled	Percentage (%)	0%	0%	0%



Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Spills				
Total Number of Spills ⁴	Number	3	0	0
Spill Incident Rate ⁵	(Incidents per 200,000 Hours Worked)	0.04	0	0
Volume of Spills	m ³	2.6	0	0
Biodiversity				
Average disturbed acreage per (1) oil and (2) gas well site ⁶	Number	0	0	0

¹ Emissions measured, calculated, or estimated utilizing methods from the GHG Protocol Corporate Standard with emissions factors as defined by the EPA and other sources; Includes all emissions associated with H&P operations as listed by the operational control boundary definition; CO₂e includes all greenhouse gases listed calculated by utilizing equivalency factors as defined by the EPA; Rig engine CO₂e emissions calculated using Original Equipment Manufacturer (OEM) emissions specifications from engine load and/or amount of fuel consumed; Fleet vehicle emissions calculated from fuel purchase data and/or fuel economy estimates for mileage driven; Scope 1 emissions boundaries are as follows: Sources we own, rent for on-site sources, and/or control operationally which are directly related to domestic and internal (land and offshore) drilling solutions; Customers may account for emissions listed as their own.

² Distance drilled for NAS only; NAS revenue accounted for approximately 89% of the total in FY2024.

³ Energy consumption for electricity and fuels derived from same methods used to account for scope 1 and 2 GHG emissions; Energy densities used as defined by the EPA and other sources; Total fuel consumption excludes fuel used in scope 2 emissions inventory; electricity consumption includes energy from district cooling.

⁴ Spills listed are those which H&P was required to report to the necessary government agencies in each state.

⁵ Reportable spill incidents per 200,000 hours worked.

⁶ As a contractor, H&P does not manage the disturbance of land associated with drilling an oil or gas well site.

SOCIAL DATA

Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Health and Safety				
SIF Potential	(Incidents per 200,000 hours worked)	1.22	0.74	0.56
SIF Mitigated	(Incidents per 200,000 hours worked)	0.47	0.40	0.40
SIF Actual	(Incidents per 200,000 hours worked)	0.01	0.01	0.00
Y-o-Y Change in SIF Actual Safety Incidents	(Incidents per 200,000 hours worked)	N/A	-9.8%	-100.0%
FTE Total Recordable Incident Rate (TRIR)	(Incidents per 200,000 hours worked)	2.16	2.00	1.81
Total Recordable Incidents	Number of Incidents	164	168	139
FTE Lost-Time Incident Rate (LTIR)	(Incidents per 200,000 hours worked)	0.57	0.51	0.56
Total Lost-Time Incidents	Number of Incidents	43	43	43
FTE Fatality rate	(Incidents per 200,000 hours worked)	0.01	0.00	0.00
Total Fatalities	Number of Fatalities	1	0	0
FTE Near miss frequency rate (NMFR)	(Incidents per 200,000 hours worked)	2.58	2.88	2.69
FTE Total vehicle incident rate (TVIR)	(Incidents per 200,000 hours worked)	1.00	1.19	0.78
Percentage of all employees and contractors who are covered by internally audited health and safety management system	Percentage (%)	100%	100%	100%

Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Training and Development				
General Training				
New Employee Safety Training for Short Service (SSE) Employees	Hours	15	15	15
Driller 101 Training Participants	Number	454	273	227
Derrickman 101 Training Participants	Number	831	580	276
Motorman 101 Training Participants	Number	709	569	189
Well Control Certification Training ¹	Hours	24	24	24
Well Control Certification Participants ¹	Number	849	797	772
Coach Training Participants	Number	2,319	1,744	1,028
Change Champion Training	Hours	56	55	55
Change Champion Graduates	Number	62	105	129
Rig Floor Automation Training (RFA) - 3 day in person for Rig Crews ²	Number	-	-	218
HSE Recognition and Rewards Granted ³	Number	17,026	25,056	31,535
Environmental Training				
Average Employees in Attendance for Environmental and Emergency Response Trainings ⁴	Number	5,644	5,770	3,313
Spills Prevention Scenarios Training	Number	-	-	4,193
Safety Training				
Minimum Safety Training for Field Employees ⁵	Hours	26	26	26
Minimum Safety Training for Short Service Field Employees (SSE) ^{5,6}	Hours	28	28	28
Ethics and Compliance Training				
Average Hours of Ethics & Compliance Training	Number	1	1.5	1.5
% of overall Ethics & Compliance Training Compliance ⁷	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Anti-Discrimination & Harassment Training ⁷	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Code of Conduct Training ⁷	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Anti-Corruption Training ⁷	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Trade Compliance Training ⁷	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Insider Trading ⁷	Percentage (%)	100%	100%	100%
% of Required Employees who Complete Data Privacy Training ^{3,7}	Percentage (%)	100%	100%	100%
Cybersecurity Training				
Average Number of Employees who Completed the Annual IT Compliance Training Modules ⁸	Number	1,504	1,619	2,122
Retention and Recruitment (Domestic Only)				
Total New Hires	Number	3,034	3,460	2,397
Total New Hires	Percentage (%) of Workforce	37.9%	48.7%	34.2%



Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Diversity and Inclusion⁹				
Gender				
Women Representation of Employees ¹⁰	Percentage (%)	4.4%	4.7%	5.4%
Men Representation of Employees ¹⁰	Percentage (%)	94.2%	95.1%	94.5%
Not Disclosed	Percentage (%)	1.4%	0.2%	0.1%
Women Representation in Corporate Office	Percentage (%)	30.3%	30.8%	29.8%
Men Representation in Corporate Office	Percentage (%)	69.5%	68.9%	69.8%
Women Representation in Senior Management Positions ¹¹	Percentage (%)	20.5%	23.5%	24.7%
Men Representation in Senior Management Positions ¹¹	Percentage (%)	79.5%	76.5%	75.3%
Women Representation in All Management Positions ¹¹	Percentage (%)	5.9%	5.8%	6.5%
Men Representation in All Management Positions ¹¹	Percentage (%)	94.1%	94.2%	93.5%
Race/Ethnicity				
Representation of all employees (%)				
Total U.S. Employees Represented by Minority Groups	Percentage (%)	38.1%	40.0%	40.6%
White	Percentage (%)	59.7%	58.2%	57.7%
Asian	Percentage (%)	0.6%	0.7%	0.9%
Hispanic/Latino	Percentage (%)	26.2%	27.6%	28.6%
Black or African American	Percentage (%)	7.6%	7.9%	7.0%
Other Ethnicities ¹²	Percentage (%)	3.7%	3.8%	4.2%
Not Disclosed	Percentage (%)	2.2%	1.8%	1.7%
Representation in field positions (%)				
Total Field Employees Represented by Minority Groups	Percentage (%)	39.6%	41.8%	42.6%
White	Percentage (%)	58.1%	56.4%	55.8%
Asian	Percentage (%)	0.1%	0.2%	0.2%
Hispanic/Latino	Percentage (%)	28.1%	29.8%	31.2%
Black or African American	Percentage (%)	8.1%	8.5%	7.6%
Other Ethnicities ¹²	Percentage (%)	3.3%	3.3%	3.6%
Not Disclosed	Percentage (%)	2.3%	1.8%	1.7%
Representation in corporate office (%)				
Total Corporate Office Employees Represented by Minority Groups	Percentage (%)	24.0%	24.3%	26.4%
White	Percentage (%)	75.0%	74.4%	71.7%
Asian	Percentage (%)	5.7%	6.0%	6.1%
Hispanic/Latino	Percentage (%)	7.2%	7.9%	9.3%
Black or African American	Percentage (%)	2.7%	2.5%	3.0%
Other Ethnicities ¹²	Percentage (%)	8.3%	7.8%	8.0%
Not Disclosed	Percentage (%)	1.1%	1.3%	1.8%

Metric	Unit	Time Period		
		FY 2022	FY 2023	FY 2024
Representation in senior management positions (%)				
Total Senior Management Employees Represented by Minority Groups	Percentage (%)	15.8%	16.8%	16.8%
White	Percentage (%)	80.7%	79.3%	79.3%
Asian	Percentage (%)	1.9%	2.8%	2.8%
Hispanic/Latino	Percentage (%)	5.4%	5.9%	6.3%
Black or African American	Percentage (%)	0.0%	0.0%	0.0%
Other Ethnicities ¹²	Percentage (%)	8.5%	8.1%	7.7%
Not Disclosed	Percentage (%)	3.5%	3.9%	3.9%
Representation in all management positions (%)				
Total All Management Employees Represented by Minority Groups	Percentage (%)	20.5%	21.6%	22.8%
White	Percentage (%)	77.3%	75.5%	74.0%
Asian	Percentage (%)	0.3%	0.5%	0.6%
Hispanic/Latino	Percentage (%)	15.4%	16.1%	16.4%
Black or African American	Percentage (%)	1.9%	2.0%	2.2%
Other Ethnicities ¹²	Percentage (%)	2.9%	3.0%	3.4%
Not Disclosed	Percentage (%)	2.2%	2.9%	3.2%

¹ For rig managers and drillers required bi-yearly

² New in FY2023, currently ongoing

³ All employees are eligible to receive HSE R&R awards and can be recognized multiple times in a year

⁴ Average employee attendance is represented by average number trainings completed for HAZCOM, HAZWOPER, SPCC and Emergency Response Trainings

⁵ NAS and South America field employees only; Weekly Rig Management Safety Training (RSMT) provided for all field employees which includes various safety and development topics

⁶ SSE defined as less than 6 months experience; Training includes RSMT and New Employee Safety Training

⁷ Training for this topic was assigned to specific employees who work in positions that require it

⁸ IT training completion represents the average number of training modules completed by selected employees across the required annual IT modules; The following breakdowns the module offering count by year - 2020: 12 modules ; 2021: 12 modules ; 2022: 12 modules; 2023: 12 modules; 2024: 12 modules

⁹ Total U.S. workforce unless indicated otherwise

¹⁰ Data may not add up to 100% because of non-response from employees.

¹¹ Management level definitions were standardized for 2020; Best equivalent positions including Director, Vice President and President were used for 2018-2019 data

¹² Includes two or more races, American Indian or Alaska Native and Native Hawaiian or Pacific Islander



GOVERNANCE DATA

Metric	Unit	Time Period		
		FY 2022 ²	2023 ²	Sept. 30, 2024 ²
Board Composition				
Board of Directors average age	Number	66	66	67
Board of Directors average tenure	Number	13	13	14
Board of Director gender representation	Percentage (%)	17%	18%	18%
Board of Director diversity representation ¹	Percentage (%)	17%	18%	18%
# of independent directors	Number	10	9	9

¹Based on ethnic and racial categories used in Institutional Shareholder Services' (ISS) database. See ISS Procedures and Policies (Non-Compensation), Frequently Asked Questions, updated July 25, 2023.

²Data based on figure as of proxy date. In some cases, the FY 2023 data will not be available until the 2024 proxy is published.

GOAL PERFORMANCE DATA

H&P Goals	Year	Metric	Progress
30% reduction in net CO ₂ e per distance drilled by the end of 2030 with a 2018 baseline	-	Net CO ₂ e per distance drilled (%)	Ongoing Achievement
2024 ACTIVELY C.A.R.E.™ Goal: Maintain or Reduce the Amount of GHG Emissions per Drilled Distance in 2024 as compared to 2023	2024	GHG emissions per drilled distance (%)	Complete
2024 ACTIVELY C.A.R.E.™ Goal: Maintain or Reduce the Amount of GHG Emissions per Drilled Distance in 2025 as compared to 2024	2025	GHG emissions per drilled distance (%)	New Goal
2024 ACTIVELY C.A.R.E.™ Goal: Reduce the rate of SIF potential (non-mitigated) incidents involving a LifeBelt breakdown by 10% with a stretch goal of 15%	2024	Unmitigated SIF Incidents Involving LifeBelt Breakdown (%)	Complete
2025 ACTIVELY C.A.R.E.™ Goal: Achieve 5% reduction in non-mitigation SIF events involving LifeBelt breakdowns	2025	SIF Potential Incidents Involving LifeBelt Breakdown (%)	New Goal

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Task Force On Climate-related Financial Disclosures		
TCFD Core Elements	Recommended Disclosures	Disclosures
Governance	a. Describe the organization's governance around climate-related risks and opportunities.	Sustainability Oversight Environment > Environmental Management > Environmental Oversight Management and Governance Environment > Climate Strategy and Assessment > Climate Risk Management and Governance Governance > Risk Management
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability Oversight Environment > Environmental Management > Environmental Oversight Management and Governance Environment > Climate Strategy and Assessment > Climate Risk Management and Governance Governance > Risk Management
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Environment > Climate Strategy and Assessment > Climate-related Risks and Opportunities 10-K > Page 30
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Environment > Climate Strategy and Assessment > Climate-related Risks and Opportunities
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Environment > Climate Strategy and Assessment > Strategy and Resiliency Assessment
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks.	Sustainability Oversight Environment > Environmental Management Environment > Climate Strategy and Assessment > Climate-related Risks and Opportunities Environment > Climate Strategy and Assessment > Climate-related Risks and Opportunities Environment > Climate Strategy and Assessment > Climate Risk Management and Governance Governance > Risk Management
	b. Describe the organization's processes for managing climate-related risks.	Sustainability Oversight Environment > Environmental Management Environment > Climate Strategy and Assessment > Risk Mitigation and Opportunity Capitalization Governance > Risk Management
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustainability Oversight Environment > Environmental Management Environment > Climate Strategy and Assessment > Risk Mitigation and Opportunity Capitalization Governance > Risk Management
Metrics & Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment > Climate Strategy and Assessment > Environmental Metrics and Targets Indexes and Data > Performance Data > Environmental Data
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Indexes and Data > Performance Data > Environmental Data
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environment > Environmental Goals Indexes and Data > Performance Data > Environmental Data Indexes and Data > Performance Data > Goal Performance Data



SUSTAINABILITY ACCOUNTING STANDARDS BOARD

Sustainability Accounting Standards Board (SASB) - Accounting Metrics		
SASB Code	Accounting Metric	Disclosure
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	Indexes and Data > Performance Data > Environmental Data
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Environment > Environmental Management Environment > Climate Strategy and Assessment
EM-SV-110a.3	Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions	Indexes and Data > Performance Data > Environmental Data
EM-SV-140.1	(1) Total volume of fresh water handled in operations, (2) percentage recycled	Indexes and Data > Performance Data > Environmental Data
EM-SV-140.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts	Environment > Environmental Management > Water Management
EM-SV-150a.1	(1)Volume of hydraulic fracturing fluid used, (2) percentage hazardous	Environment > Environmental Management > Waste Management
EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	N/A: H&P's operations do not include hydraulic fracturing, and therefore H&P does not use hydraulic fracturing fluid.
EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	N/A: Management of disturbed acreage per oil and gas well site is outside of H&P's operational control.
EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Environment > Environmental Management > Biodiversity Management Environment > Climate Strategy and Assessment
EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees, and (b) contract employees	Indexes and Data > Performance Data > Social Data
EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Employees > Health and Safety Environment > Environmental Management > Processes and HSE Policy
EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Indexes and Data > Performance Data > Social Data
EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Governance > Ethics and Compliance Employees > Workforce Development
EM-SV-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	10-K > Business > Government Regulations (Pages 17-18)
EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Governance > Risk Management Environment > Environmental Management > Processes and HSE Policy

Sustainability Accounting Standards Board (SASB) - Activity Metrics			
SASB Code	Activity Metric	Disclosure Type Required	Disclosure
EM-SV-000.A	Number of active rig sites	Quantitative	10-K > Page 9
EM-SV-000.B	Number of active well sites	Quantitative	N/A: The number of active well sites is not relevant to H&P's operational control.
EM-SV-000.C	Total amount of drilling performed	Quantitative	Indexes and Data > Performance Data > Environmental Data
EM-SV-000.D	Total number of hours worked by all employees	Quantitative	Indexes and Data > Performance Data > General Data

GLOBAL REPORTING INITIATIVE

Helmerich & Payne has reported the information cited in this GRI content index for the period September 30th 2023 to September 30th 2024 with reference to the GRI Standards.

GRI 1 Used: GRI 1 Foundation 2021

GLOBAL REPORTING INITIATIVE CONTENT INDEX - GENERAL DISCLOSURE 2021

Global Reporting Initiative (GRI) Index			
General Disclosures	Metric / Discussion Item	Disclosure	
2-1	General Disclosures 2021	Organizational details	10-K Intro > About Helmerich & Payne
2-2	General Disclosures 2021	Entities included in the organization's sustainability reporting	Intro > About this Report
2-3	General Disclosures 2021	Reporting period, frequency and contact point	Intro > About this Report
2-4	General Disclosures 2021	Restatements of information	Appendix > Performance Data
2-5	General Disclosures 2021	External assurance	Appendix > Independent Accountants' Review Report
2-6	General Disclosures 2021	Activities, value chain and other business relationships	10-K > Pages 6-7 Intro > About Helmerich & Payne Suppliers
2-7	General Disclosures 2021	Employees	Intro > Company Profile Indexes and Data > Performance Data > General Data
2-8	General Disclosures 2021	Workers who are not employees	Indexes and Data > Performance Data > General Data
2-9	General Disclosures 2021	Governance structure and composition	Proxy > Page 5
2-10	General Disclosures 2021	Nomination and selection of the highest governance body	Governance > Corporate Governance > Board Committees Proxy > Page 17
2-11	General Disclosures 2021	Chair of the highest governance body	Governance > Corporate Governance > Board Committees Proxy > Page 26
2-12	General Disclosures 2021	Role of the highest governance body in overseeing the management of impacts	Governance > Corporate Governance > Board Committees Environment > Climate Strategy and Assessment > Climate Risk Management & Governance Proxy > Page 12-14
2-13	General Disclosures 2021	Delegation of responsibility for managing impacts	Sustainability Oversight Environment > Climate Strategy and Assessment