

Modern Slavery Statement

This statement is made by Baker Hughes Company (“Baker Hughes”) pursuant to Section 54, Part 6 of the UK *Modern Slavery Act 2015* and the Australian *Modern Slavery Act 2018* on behalf of its affiliates conducting business in the United Kingdom and Australia and covered by the respective Acts, as listed in Appendix A. The statement is issued for the fiscal year ended December 31, 2025.

Commitment

At Baker Hughes, we consistently endeavor to serve as a role model for high ethical conduct and to promote a culture of responsibility, sustainable development, and respect for human dignity throughout our global operations and value chain. We place integrity first and value the trust of our employees, customers, business partners, suppliers, contractors, vendors and the broader communities we operate in and serve. Compliance with high ethical standards, good business practices, and respect for local laws and regulations is a cornerstone of developing and sustaining this trust.

Consistent with our longstanding principles, we stand firmly against all forms of exploitation including slavery, servitude, forced labor, child labor, and human trafficking (collectively, “modern slavery”). We have and continue to take measures to prevent and detect modern slavery and other human rights abuses in our operations and our supply chain.

Organizational Structure and Operations

Baker Hughes Company is an energy technology company that has a diverse portfolio of equipment and service capabilities that span the energy and industrial value chain. We conduct business in more than 120 countries in regions across the globe including North America, Europe, the Middle East, Asia, North Africa, South America, and Sub-Saharan Africa. The headquarters of Baker Hughes are located in Houston, Texas and London, United Kingdom. Our [2025 Annual Report](#) and our [Corporate Sustainability Report](#) provide more information on the structure and location of our workforce.

Our Operations

Baker Hughes’ business segments, Oilfield Services & Equipment (“OFSE”) and Industrial & Energy Technology (“IET”), are organized based on the nature of our markets and customers and consist of similar products and services.

Our OFSE segment combines products and services for the upstream sector, including well construction, production, integrated well services, and chemicals for midstream transportation and downstream processing with next-generation technology, services, and project-management solutions to reduce the total cost of ownership for our customers. This portfolio includes technology such as subsea trees, manifolds, flexible risers, and advanced control systems. Our IET segment brings rotating equipment, process flow and transmission technologies together with sophisticated hardware technologies and enterprise software and analytics to connect industrial assets, providing customers with data and intelligence to improve operational efficiencies, safety, and security.

Business and Supply Chain

We value diversity, inclusion and belonging, and are committed to fostering a collaborative and responsible environment and helping our global workforce across 120+ countries to succeed and grow with us every day. Baker Hughes’ supply chain is large and diverse and our spend is divided into direct and indirect materials. Direct materials are the components that are incorporated into the products and

services that we sell. The largest categories of direct material purchases are castings, forgings, electronics, and machined parts.

We also buy products and services to support our business operations, which are used to develop or create, but are not incorporated into, our products or services. These products and services are referred to as indirect purchases and range from tools and supplies to telecommunications and professional services.

Governance Framework

Combatting acts of modern slavery and respecting human rights is a shared mission for all who work for and represent Baker Hughes. Our governance framework, together with our [Code of Conduct](#) (“CoC”) and the enabling policies and guidelines, demonstrate our commitment to responsible business practices, high standards of integrity and ethical conduct, compliance with all applicable laws, and respect for the rights and dignity of all people.

The Chairman of the Board & CEO affirms our commitment as part of the UN Global Compact. The Governance & Corporate Responsibility Committee provides Board-level oversight of corporate responsibility.

The Baker Hughes CoC sets forth the expectation that we do what is right for the safety and well-being of our people, customers, communities, and the environment. Moreover, the CoC reaffirms Baker Hughes’ commitment to promote human rights within our supply chain and report concerns regarding suspected human rights violations.

The Baker Hughes [Human Rights Policy](#) is the foundation of our global compliance program against modern slavery and recognizes human rights as a universal obligation that all Baker Hughes employees, business partners, vendors, suppliers, and contractors are expected to uphold. The Policy reinforces the prohibition of slavery, servitude, forced and compulsory labor, human trafficking, and child labor and discrimination or harassment against any employee or applicant based on race, color, religion, national or ethnic origin, sex (including pregnancy), sexual orientation, gender identity or expression, age, disability, veteran status, or other characteristics protected by law. Everyone at Baker Hughes is expected to promptly report any concerns using one of our grievance mechanisms, including our Ombuds process and the Baker Hughes Help Line, which is operated by an independent third party and can support anonymous reporting. We do not tolerate retaliation of any form.

Supply Chain Management

Baker Hughes is part of a broad global supply chain, and we source materials from many countries around the world. In addition to managing our own corporate responsibility performance, we also have a desire to ensure that the suppliers we work with adhere to high standards. As a major equipment manufacturer and service provider, we have some influence, along with our peer companies, to help raise the standards of our whole industry. We engage with businesses that share our high standards of integrity and compliance and respect for human rights as part of our focus on maintaining an ethical supply chain. The Baker Hughes [Integrity Guide for Suppliers, Contractors and Consultants](#) (“the Guide”) governs all aspects of our relationships with suppliers, contractors, consortium partners and consultants (collectively, “suppliers”).

We require that suppliers adhere to the standards of conduct set out in the Guide and all applicable laws and regulations, including labor laws. Additionally, the Guide places a clear obligation on suppliers (i) not to use forced, prison, or indentured labor, (ii) not to use workers subject to any form of physical, sexual or psychological compulsion, exploitation, or coercion, or to engage in or abet trafficking in persons; and (iii) not to employ workers younger than sixteen (16) years of age or below the applicable minimum age, whichever is higher and not to employ workers younger than eighteen (18) years of age for hazardous or

high-risk work. Our Guide specifically prohibits activities associated with human trafficking, such as withholding passports, charging recruitment fees, and misleading recruitment.

Our Guide also imposes certain affirmative obligations on suppliers, including to: respect human rights of employees and others; reimburse workers for transportation costs at the end of their employment, where they were recruited from outside the country; and provide workers with terms and conditions of employment in a language the worker understands.

The Guide encourages open and direct reporting by suppliers. Our suppliers are encouraged, and in some cases have an affirmative duty, to raise concerns about any actual or potential compliance violation and can do so using our Ombuds process and our Baker Hughes Help Line. These principles and reporting mechanisms are integral to our supply chain management, and we work hard to ensure they are being followed.

Due Diligence and Risk Assessment

Our [Supplier Social Responsibility Program \(“SSRP”\)](#) is intended to set standards and monitor compliance with high standards of Health, Safety and Environment (“HSE”) performance, ethics, compliance, and respect for human rights. We review our direct material suppliers to determine our SSRP applicability through our common supplier onboarding process. We take a risk-based approach to our supply chain auditing program to identify suppliers based on country risks, the supplier’s past performance, and other factors. We look to continuously improve our risk profiling by further identifying additional risk factors, such as process risks, to include in our reviews. Additionally, pre-engagements and on-site periodic assessments follow an “Eyes Always Open” (“EAO”) policy for our teams to be alert to potential violations during any supplier visit.

Direct material suppliers identified as high-risk are subject to audit by our trained auditors. These auditors conduct on-site audits on a one- to five-year basis, using a global questionnaire and risk-weighting metrics. In 2025, we continued to use desktop audits in regions that did not allow travel or that posed health and safety risks for our sourcing auditors. In other areas, we continued on-site supplier audits. All assessment findings from on-site audits are recorded in our automated assessment tracking tool. This tool monitors each assessment finding until it is closed, which occurs only after the supplier provides evidence that all noted findings have been corrected. Our target is to close 90% of red flag audit findings within 90 days. New suppliers will not be issued purchase orders, and existing suppliers’ new purchase orders will be suspended, if findings remain open beyond this timeframe and the supplier has not provided a reasonable explanation. Business relationships will be suspended immediately in the case of serious labor-related findings.

In 2025, we conducted 412 SSRP audits and identified 1661 red flag findings in these audits. Additionally, in 2025 we re-assessed 84% of our suppliers under the SSRP program and rejected 25 suppliers due to inadequate standards of HSE performance, ethics, compliance, and /or respect for human rights.

Additionally, the Baker Hughes Enterprise Security & Risk Management (“ESRM”) team is committed to achieving security excellence, through the security and safety of our people, assets, operations, and reputation while ensuring all business activities are conducted in a manner that avoids adverse impact. ESRM adopts a risk-based methodology to safeguard Baker Hughes’ assets globally, including assessing and mitigating human rights risks when working with public and private security contractors.

Training and Competence Building

Equipping our employees and supply chain partners with the knowledge to remain vigilant and to promptly spot compliance lapses is fundamental in combatting forced labor and other forms of modern slavery. To contribute to this objective, the SSRP provides guidelines for supplier onsite and EAO assessments. We have 107 trained SSRP auditors with the opportunity for all sourcing employees to take human rights training. Each one of our trained employees is empowered to raise concerns they may have on supplier expectations, human rights issues, and on-site due diligence requirements. Sourcing employees at all levels are expected to use the EAO approach and be alert to any conditions that give rise to concerns that suppliers or sub-suppliers are not in compliance with local laws or Baker Hughes' expectations of suppliers.

In addition, we distribute our CoC to all Baker Hughes employees and make the CoC accessible to the broader public on our website. However, we recognize that simply having the CoC is not a substitute for good judgment and cannot cover every conceivable situation. Accordingly, we issue regular communications and administer training, awareness raising and competence building programs to educate our employees and certified auditors on compliance matters, including on topics of modern slavery, forced labor and other human rights abuses. We train our certified auditors conducting on-site assessments to identify, prevent, mitigate, and take prompt corrective action to address compliance issues.

Stakeholder Engagement

We acknowledge that combatting modern slavery and other human rights abuses is a challenge, and tackling it requires innovation and cross-sector collaboration. We engage with a wide range of partners, including civil society groups, trade unions, educational institutions, peer businesses and international organisations to contribute to the eradication of all forms of forced labor, and the tangible realization of human rights around the world. Our work is supported by the Baker Hughes Foundation, which has continued to work with like-minded organizations and community members to advance educational and sustainability goals in service of helping address modern slavery. Additionally, as a participant of the [UN Global Compact](#), we remain committed to communicating progress toward the Ten Principles on human rights, labor, environment, and anti-corruption and partnering across sectors to advance sustainable development priorities.

Consultation

Baker Hughes operates and is managed as an integrated group with overarching policies, systems and processes that are designed to be applied and implemented consistently across business segments and regions. The reporting entities listed below prepared this Statement in consultation with the teams that globally collaborate to identify, assess and mitigate modern slavery risks, including Sourcing Compliance, Legal Sustainability, Legal Operations, and Compliance. Further, the reporting entities listed below consulted the relevant entities owned or controlled by them for purposes of preparing this Statement.

Assessing Effectiveness

We review the effectiveness of the steps taken to identify, assess and mitigate modern slavery risks by:

- Investigating complaints and grievances received through our reporting mechanism described below; and
- Taking onboard feedback received from the stakeholder engagement described above.

We are committed to the ongoing process of assessing the effectiveness of our actions to identify and mitigate modern slavery risks in our operations and supply chain. We continue to build upon our frameworks and processes to ensure continuous improvement of our effectiveness assessment methods, specifically with respect to human rights training and the recording, tracking and monitoring of human rights grievances.

Vision Ahead

We are determined to lead by example and work to fulfill our [Corporate Responsibility](#) through our commitment to protecting and promoting human rights in our operations, supply chain, and the communities we operate in and serve. We strive actively to uphold the rights of vulnerable and marginalized groups and to improve and refine our processes in preventing, detecting, and remediating unethical business practices, particularly in parts of the world where locally acceptable labor standards may not align with Baker Hughes' expectations.

Reporting

We encourage our employees, suppliers and stakeholders to speak up, without retribution, about any concerns regarding human rights and modern slavery in our operations or supply chain. As detailed in our Guide and on our website, anyone can submit a report as follows:

Online:

- reportconcerns.bakerhughes.com
- <https://mobile.reportconcerns.bakerhughes.com> (for cellphones and tablets)
- <https://www.bakerhughes.com/contact-us> (Baker Hughes intranet – select “Report a concern”)

Telephone:

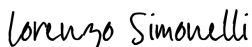
The Help Line is staffed by an external provider and available 24/7 in multiple languages (anonymous reporting available). Within the United States, call toll-free at **1-800-288-8475**. Additional telephone numbers and dialing instructions for other countries are online at reportconcerns.bakerhughes.com.

We are committed to investigating reports in an appropriately robust and timely manner.

Approval

This statement was approved by the Board of Directors of the Baker Hughes Company, as the parent company of the entities listed in Appendix A below, on April 22, 2026.

DocuSigned by:



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Lorenzo Simonelli

Chairman of the Board and CEO of Baker Hughes Company

Appendix A: Reporting Entities

The following are the reporting entities covered by this joint Modern Slavery Statement for the United Kingdom and Australia.

United Kingdom

Altus Intervention Limited
Baker Hughes Energy Technology UK Limited
Baker Hughes International Limited

Baker Hughes Limited
Druck Limited

Australia

Baker Hughes Australia Pty Ltd
Baker Hughes Group Australia Pty Ltd

Baker Hughes Services Australia Pty Ltd