

HALLIBURTON

REGIONAL COMMUTER EMPLOYMENT AGREEMENT

PRIVATE & CONFIDENTIAL

26 October 2023

Mr. S Mohamed Faizal
Halliburton
UAE

Through: Iqbal Ahmed– HR Business Partner


Dear S Mohamed Faizal,

This Regional Commuter Employment Agreement details the terms and conditions of your employment with Halliburton Worldwide Limited (HWL) and is effective for the period of your employment as a Regional Commuter. The Company reserves the right to second employees to the entity of the assignment location. Upon secondment, and notwithstanding the terms and conditions contained in any agreement ancillary to such secondment, it is confirmed that the terms and conditions of employment as set out in this document remain in place and shall not be amended or replaced by any such secondment.

This Regional Commuter Employment Agreement "Agreement" is contingent upon the Company securing the appropriate legal approvals to employ you from the Governing bodies of your assigned work location.

The primary conditions of which are as follows:

1. **Benefit coverage** – You will be covered by the Company Group Life Plan as per company policy. You will be provided with details of the policy on completion of the applicable enrolment form. The policy covers you for; Personal Accident, Life Insurance (to the amount of 2 times your annual base salary) and Medical Insurance.
2. **Medical Requirements** - You are required to undergo a full pre-employment medical examination carried out by a Company approved doctor and be declared fit for your regional commuter assignment before you are permitted to travel. The Company must receive written confirmation of this from the doctor. You may, in addition, be required to take medical tests specifically prescribed by the country to which you are assigned. The Company may, at any time, require you to submit to a further medical examination and, in the event of serious illness or disability during the period of assignment, you must notify the Company and undergo a medical examination and be declared medically fit to resume work. You hereby declare that any statement made and personal data given by you in connection with any such medical examination is true and accurate and that you have not knowingly withheld any relevant information.
3. **Employment Duties** – You are required to perform the employment duties of the job/title/position specified in Appendix A and other duties that may be reasonably related or incidental to this role. You may also be required to accept any reasonable



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Position related to the Company's activities that are consistent with your training, experience and ability. The performance of your employment duties are subject to and must be in accordance with the Halliburton Code of Business Conduct.

4. **Working Hours** – Actual working hours will be dictated by the norms in the host country and/or the requirements of the PSL or project. Particular work requirements may make it necessary for the Company to change normal hours of work and employees are expected to be amenable to such changes.

5. **Adherence to Local Laws and Culture**

Employees will work in a variety of countries in (and possibly outside of) the Middle East Region. Employees are expected and required to abide by the laws, rules and regulations of the countries where they work or reside. Furthermore, employees have an obligation to respect the culture, traditions and values in the countries where they work or reside. Any act that contravenes the above will result in disciplinary actions, up to and including dismissal. The Employee shall indemnify and hold Company harmless from any costs or expenses, including without limitation attorney's fees, arising out of any violation of such laws, and the Company reserves the right to offset such amounts from the salary or any other amounts due to the Employee. Nothing herein shall require Employee to take any action, or fail to take any action, where such would be prohibited or penalized by the laws of the United States.

6. **Previous Service** - This Regional Commuter Employment Agreement replaces any previous employment agreement with the Company or any of its affiliated or subsidiary companies. Acceptance must be confirmed by signing and returning a copy of the Agreement. Where applicable, any previous service with the Halliburton Group of Companies will be included and the adjusted service date will reflect cumulative service with the Company. The adjusted service date is not connected with any severance or other such entitlements.

7. **Assignment Location** – Your work location (Assignment or Host country) is specified in Appendix A.

8. **Daily Commuter Worksite Allowance** – You may be entitled to a daily commuter worksite allowance. This is payable for days at location only and, if applicable, the rate is confirmed in Appendix A.

9. **Daily Commuter Hardship Allowance** – You may be entitled to a daily commuter hardship allowance. This is payable for days at location only and, if applicable, the rate is confirmed in Appendix A.

10. **Job Ticket Premium** - You may be entitled to a "Job Ticket Premium". This is payable for days when a job ticket is written. If applicable, the rate is confirmed in Appendix A.

11. **Risk Awareness Premium** – A Risk Awareness Premium may be paid at the work location where certain risk factors are prevalent. If applicable, this will be detailed in Appendix A.

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12. **Operating Day Rate Premium** – You may be entitled to an Operating Day Rate for days spent at location. If applicable, the rate is confirmed in Appendix A.
13. **Monthly Billing Premium** – You may be entitled to a Monthly Billing Premium for days spent at location. If applicable, the rate is confirmed in Appendix A.
14. **Payment** – All monies shall be paid monthly in United States Dollars direct to your designated bank account. It is a condition of employment that you have or make arrangements to open a bank account to which you can be paid in U.S. Dollars. You will be paid from the Dubai Pay Centre by the last calendar day of each month.
15. **Food and Accommodation** – You will be provided with food, or a discretionary company established per diem, accommodation and transportation as required in connection with Company business while in the host country. The Company has no responsibility for your expenses whilst you are on field break.
16. **Rotational Field Break** – You will be entitled to schedule periods of rotational leave for field break. This will be determined by Operations Management and may vary according to operational requirements. Your usual rotation schedule will be detailed in Appendix A of this Regional Commuter Employment Agreement.
17. **Travel Arrangements** – The Company will designate the means and route of your travel to and from the host country and will pay for the cost of such travel as per the business unit policy. Travel arrangements must be booked through the Halliburton Travel Department or a Company designated travel representative. Arrangements will be in accordance with specified most economic rates and routes.
18. **Change of details** – Employees must immediately inform their Manager and their local host country Human Resources Representative should any of the following details change:
 - o Contact address and telephone number
 - o Name, address and telephone number of the person to be contacted in case of an emergency.
 - o Business, professional or other educational qualifications
 - o Residency status or citizenship, i.e. US green card holder
 - o Any medical reason that may affect the employee's ability to perform the work required.
19. **Modifications** – The company may make modifications to this Employment Agreement including Agreement terms and rates, and all changes will be confirmed in writing. The Company reserves the right to modify or amend the Regional Commuter Assignment Policy without prior notice or approval of the employee.
20. **Retirement** – The normal retirement age for employees is age 60 years. Continued employment over the age of 60 years is contingent upon securing the appropriate medical clearance and legal approvals.
21. **Termination** – The Company reserves the right to terminate this Employment Agreement for any legal reason, including but not limited to lack of work, prevailing market conditions or change of business strategy. In these instances, the employee will be eligible to receive applicable notice and benefits in accordance with the Regional Commuter Assignment Policy. Furthermore, the Company is permitted to terminate this

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Agreement for cause with immediate effect as set forth in the Commuter Assignment Policy (section 12), the applicable Employee Handbook, or if an employee has committed an act of gross misconduct, or if performance is poor enough to warrant dismissal. Fifteen (15) calendar days notice in writing is required by either party to terminate employment except in the case of termination for "cause" or non completion of probationary period when no notice is required. The Company reserves the right to agree to shorten the stipulated notice period or to pay cash in lieu of notice at management discretion. The notice period can run concurrently with any accrued rotation leave. Upon termination of this Employment Agreement for any reason whatsoever, you shall be entitled to salary and any other payments of benefits provided herein or by Company policy only to the day of termination.

EMPLOYEE ACCEPTANCE

I, THE UNDERSIGNED, CONFIRM THAT I UNDERSTAND AND AGREE TO ALL OF THE TERMS AND CONDITIONS IN THIS DOCUMENT AND TO THE COMPENSATION ELEMENTS AS DETAILED IN APPENDIX A OF THIS REGIONAL COMMUTER EMPLOYMENT AGREEMENT. I FURTHER AGREE THAT THE TERMS AND CONDITIONS TOGETHER WITH THE PREVAILING REGIONAL COMMUTER ASSIGNMENT POLICY CONSTITUTE THE ENTIRE AGREEMENT WITH THE COMPANY.

I DECLARE THAT ALL STATEMENTS MADE AND PERSONAL DATA GIVEN IN CONNECTION WITH THIS EMPLOYMENT ARE TRUE AND ACCURATE.

Signed: S. Faizal
(employee signature)

Date: 26/10/2023

Employee Name: S. MOHAMED FAIZAL
(state in capital letters)

Signature of
Human Resources Representative:


Iqbal Ahmed
Human Resources Business Partner, Sr

EMPLOYEE NOTES:

- ❖ PLEASE SIGN AND RETURN ONE COPY OF THIS AGREEMENT AND KEEP A COPY FOR YOUR REFERENCE.
- ❖ INITIAL EACH PAGE AND SIGN AND DATE PAGES 4, & 6.