

# **Baker Hughes Company**

## **Governance & Corporate Responsibility Committee Charter**

### **Purpose**

The Governance & Corporate Responsibility Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Baker Hughes Company (the “**Company**”), is created by the Board to discharge the responsibilities set forth in, and shall have the authority and membership and operate according to the procedures provided in this charter.

The purpose of the Committee shall be to assist the Board in identifying qualified individuals to become Board members, in determining the size and composition of the Board and its committees, in monitoring a process to assess Board effectiveness, in reviewing and implementing the Company’s Governance Principles, in monitoring and overseeing risks related to the Company’s governance structure and processes and risks arising from related party transactions, and in overseeing the Company’s positions on corporate social responsibilities and public issues of significance which affect investors and other key stakeholders.

### **Composition**

The Committee shall consist of at least three directors. Members of the Committee and a Chair shall be appointed by the Board upon the recommendation of the Committee and may be removed by the Board in its discretion. All members of the Committee shall be independent directors under Nasdaq’s listing requirements and the Company’s independence guidelines, as set forth in the Company’s Governance Principles.

### **Authority and Delegation**

The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate.

The Committee shall have the authority to retain any search firm engaged to assist in identifying director candidates, and to retain outside counsel and any other advisors as the committee may deem appropriate in its sole discretion. The Committee shall have sole authority to approve related fees and retention terms.

### **Meeting and Minutes**

The Committee will meet at least two times a year in such places as it deems necessary to fulfill its responsibilities. All meetings of the Committee will be held pursuant to the bylaws of the Company with regard to notice and waiver thereof and quorum and voting requirements, and written minutes of each meeting will be duly filed in the Company records.

### **Specific Duties**

The purpose of the Committee shall be to assist the Board in identifying qualified individuals to become Board members, in determining the size and composition of the Board and its committees, in monitoring a process to assess Board effectiveness, in reviewing and

implementing the Company's Governance Principles, in monitoring and overseeing risks related to the Company's governance structure and processes and risks arising from related party transactions, and in overseeing the Company's positions on corporate social responsibilities and public issues of significance which affect investors and other key stakeholders.

In furtherance of its purpose, the Committee shall have the following authority and responsibilities, in addition to any other responsibilities which may be assigned from time to time by the Board:

1. *Director Nomination.* To lead the search for individuals qualified to become members of the Board and to select director nominees to be presented for shareholder approval at the annual meeting and to consider potential director nominees properly recommended by shareholders. The Committee shall also recommend to the Board nominations for any vacancies that may arise on the Board prior to the annual meeting.
2. *Director Qualification.* To develop, and to recommend to the Board for its approval, qualifications for director candidates, and to review these qualifications with the Board periodically. The Company requires that the initial pool of candidates identified to be considered for any Board vacancy include persons reflecting a diversity of race, ethnicity and gender.
3. *Committee Structure.* To review the Board's committee structure and to recommend to the Board for its approval directors to serve as members of each committee and as committee chairs. The Committee shall review and recommend committee slates annually and shall recommend additional committee members to fill vacancies as needed.
4. *Corporate Governance Principles.* To review the Company's Corporate Governance Principles on an annual basis, or more frequently if appropriate, and recommend changes to the Board for its consideration and approval as necessary.
5. *Related Person Transactions Policy.* To review and approve or ratify, in accordance with the Company's Governance Principles and Related Person Transactions Policy, any transaction between the Company and a related person which is required to be disclosed under the rules of the Securities and Exchange Commission. For purposes of this requirement, the terms "transaction" and "related person" have the meaning contained in Item 404 of Regulation S-K.
6. *Conflicts of Interest.* To resolve any conflicts of interest involving a director, the Chief Executive Officer or any executive officer reporting directly to the Chief Executive Officer.
7. *Social Responsibility.* To review the Company's actions in furtherance of its corporate social responsibility, including considering the impact of Company procedures and processes on employees, shareholders, citizens and communities.
8. *Legislation & Regulation Trends.* To review key trends in legislation, regulation, litigation and public debate around the world in order to determine whether the Company should consider additional corporate social responsibility actions.

9. *Risk Management.* To monitor, identify and discuss with management the risks, if any, relating to the Company's public policy initiatives and corporate governance structure and practices.
10. *Public Policy/Government Relations.* To consider the manner in which the Company conducts its public policy and government relations activities, including policies and guidelines regarding political contributions by the Company and lobbying activities.
11. *Political Contributions.* To review, at least annually, the Company's policies and practices related to political and campaign contributions, contributions to trade associations and other tax-exempt and similar organizations that may engage in political activity and reports on the Company's political spending and lobbying activities.
12. *Charitable Support.* To review, at least annually, the Company's support of charitable, educational and business organizations.
13. *Environmental, Health, and Safety.* To monitor the Company's environmental, health and safety compliance and related risks, including through an annual review of the Company's operations and facility safety matters.
14. *Corporate Responsibility Program.* To monitor and discuss with management the Company's policies, programs and practices regarding corporate responsibility and sustainability and review on an annual basis the Corporate Responsibility or similar report published by the Company.
15. *Annual Performance Evaluation.* The Committee shall report its actions and any recommendations to the Board after each Committee meeting and shall conduct an annual performance evaluation of the Committee.
16. *Director Education.* The Committee shall review with management at least annually the new director onboarding process and continuing education plans as described in the Governance Principles. The Committee shall also review with management at least annually the onboarding process and continuing education plans for any new lead independent director of the Board or any new committee chair of the Board's committees.
17. *Charter Review.* The Committee shall review at least annually the adequacy of this charter and recommend any proposed changes to the Board for approval.

The Committee, in carrying out its responsibilities, believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances.

Approved by the Board of Directors on July 27, 2023.