WEATHERFORD INTERNATIONAL CORP

BOARD OF DIRECTORS

SAFETY, ENVIRONMENT AND SUSTAINABILITY COMMITTEE CHARTER

Last reviewed and amended November 13, 2026

The Safety, Environment and Sustainability Committee (the "Committee") was established by the Board of Directors (the "Board") of Weatherford International Corp (the "Company") to assist the Board by overseeing and improving the Company's health, safety, security, environmental and sustainability ("HSSE") policies, programs and initiatives.

Purposes

The primary purposes and responsibilities of the Committee are to:

- address global energy challenges sustainably, use scarce natural resources responsibly, and ensure the personal health and safety of each of the Company's employees and other individuals coming under the Company's control at the Company's worksites;
- assist in overseeing, directing and assessing the effectiveness of the Company's HSSE policies, programs and initiatives;
- ensure that such policies, programs and initiatives comply with applicable laws, rules and regulations and that the Company management is monitoring and adhering to the same; and
- provide oversight over Company management in developing and implementing the Company's HSSE policies, programs and initiatives.

Composition and meetings

Membership. The Committee shall consist of no fewer than three members of the Board, including one member who shall be designated by the Board as chairperson of the Committee.

Appointment and removal. The members of the Committee shall be appointed by the Board annually on the recommendation of the Nominating and Governance Committee. Any vacancy on the Committee shall be filled by, and any member of the Committee may be removed and replaced by, an affirmative vote of a majority of the Board in its sole discretion.

Committee meetings; quorum. The Committee shall meet at least four times each year, with such additional meetings as circumstances require, and shall keep minutes of its proceedings. A majority of the Committee's members shall constitute a quorum. All matters will be decided by the affirmative vote of a majority of the members present in person or via teleconference at a meeting duly called and held. The Committee may take action by the unanimous written consent of the members in lieu of a meeting.



Duties and responsibilities

Main duties and responsibilities. The Committee has the following duties and responsibilities:

- review the Company's policies relating to HSSE stewardship and corporate responsibility, including environmental, social and governance ("ESG"), sustainability, socially responsible engagement, security and ethics, and oversee adherence and enforcement of these policies and related programs, procedures and practices;

- oversee the Company's initiatives to promote safety awareness among all employees and monitor safety performance and safety inspections;

- review annually the strategy and resources of the HSSE organization and approve the annual HSSE plan, including processes to ensure compliance with internal policies and goals as well as applicable laws and regulations;

- review periodic updates on significant HSSE and ESG development and social and public policy issues that may materially impact the Company's operations, finances or reputation, along with management's response to such matters;

- review findings related to any significant HSSE incident;

- ensure preparation of and review annually a Sustainability Report, either as a stand-alone report or a component of the Company's annual report on Form 10-K;

- make periodic visits to the Company's facilities and discuss health, safety and environmental issues related to those facilities;

- assist the Board with oversight of the Company's risk-management and security processes in relation to HSSE;

- organize, at a minimum, one annual, specialized presentation to the Board and the Committee of the Company's security policies and processes as it relates to personnel and security at Company owned or operated plants and facilities.

Charter; annual performance review. The Committee will review and reassess the adequacy of this charter at least annually and recommend to the Board any amendments the Committee deems appropriate. The Committee will also evaluate its own performance as a committee on an annual basis and report the results thereof to the full Board.

Other functions. The Committee may perform any other activities consistent with this charter, laws and regulations as the Committee or the Board considers appropriate. The Committee will report to the Board after each meeting of the Committee. The Committee will review and perform any matter delegated to the Committee by the Board.

General

Committee advisers and funding. The Committee shall have the authority, in its sole discretion, to retain and terminate or obtain the advice of independent consultants, legal counsel or other advisers, and the Company shall provide for appropriate funding, as determined by the Committee. The Committee may also rely upon personnel of the Company for advice and studies.

Committee structure. In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a sub-committee of the Committee or request assistance from Company management.

Reliance on others. Nothing in this charter is intended to preclude or impair the protection for good faith reliance by members of the Committee on reports or other information provided by others.

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While the Committee members have the duties and responsibilities set forth in this charter, nothing contained in this charter is intended to create, or should be construed as creating, any responsibility or liability of the Committee members, except to the extent otherwise provided under applicable law.