# WEATHERFORD INTERNATIONAL CORP

## MINIMUM SHARE OWNERSHIP GUIDELINES

Amended and restated as of November 13, 2026

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The following Minimum Share Ownership Guidelines (the "Guidelines") for directors and Executive Officers (as defined below) of Weatherford International Corp, a Delaware Corporation (the "Company") have been adopted by the Compensation & Human Resources Committee (the "Compensation Committee") of the Board of Directors (the "Board") of the Company. The Guidelines have been created to align the directors' and Executive Officers' interests and actions with the interests of the Company's shareholders. The Guidelines are subject to periodic review and modification by the Compensation Committee.

### I. Ownership Requirements:

The ownership requirements of these Guidelines are based upon a multiple of base salary, or in the case of directors, annual cash retainer and are as follows:

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| Chief Executive Officer | 10x |
| Other Executive Officers | 5x |
| Directors | 8x |

For purposes of these Guidelines, "Executive Officer" is defined as a person designated by the Compensation Committee as an "officer" under (and subject to) the reporting requirements of Section 16 of the Securities Exchange Act of 1934.

### II. Measurement:

Compliance with these Guidelines will be reviewed by the Compensation Committee annually, using the annual director retainer (including fees for service on standing committees of the Board, but not special committee fees) or Executive Officer salary then in effect.

An individual's holdings will be valued using the following prices:

- For time-based restricted share units, the greater of (i) the most recent closing price of Weatherford ordinary shares on the date of measurement, or (ii) the grant date fair value of the restricted share units calculated in accordance with FASB ASC 718; and

- For ordinary shares, the greater of (i) the most recent closing price of Weatherford ordinary shares on the date of measurement, or (ii) the closing price on the date of vesting or acquisition.

### III. Transition Period:

A transition period of five years will be allowed for new directors and Executive Officers to achieve ownership levels. Once achieved, ownership at the guideline level should be maintained as long as such director or Executive Officer is subject to the Guidelines. If there is an increase in dollar

value of the ownership guidelines for any director or Executive Officer due to an increase in the annual retainer or base salary, respectively, the affected director or Executive Officer will be allowed one year to achieve the incremental guideline amount.

Notwithstanding the foregoing or any other provision of this policy, the Guidelines are expected to be fulfilled through equity grants issued by the Company. So long as a director or Executive Officer has not sold any compensatory equity other than to satisfy payroll and/or income taxes, no such director or Executive Officer will be required to purchase shares in the open market to fulfill their ownership guideline. To the extent insufficient equity is issued by the Company to allow the applicable director or Executive Officer to meet the Guidelines, such individual will be allowed additional time and grant cycles in order to meet the requirements.

## IV. Shareholdings Covered:

The following holdings will be considered when measuring share ownership:

- shares owned individually, shares owned jointly with a spouse or shares owned separately by a spouse and/or children that share the Executive Officer's/director's household
- share equivalents held in accounts under deferred compensation plans or any retirement plan (including the 401(k) plan and any other suspended plan)
- time-based restricted share units, whether or not vested

Shares that directors or Executive Officers have the right to acquire through the exercise of options (whether or not vested) and unvested/unearned performance share units are not included in measuring share ownership.

## V. Exceptions and Relief:

There may be instances where these Guidelines would place a severe hardship on a director or Executive Officer. In such instances, the Compensation Committee will make the final decision as to developing an alternative share ownership holding requirement for the director or Executive Officer that reflects both the intention of these Guidelines and the personal circumstances of the director or Executive Officer. Examples of personal hardship and severe circumstances that might receive Committee approval include but are not limited to: medical emergencies of family members, dependent education and purchase of a primary residence. In such circumstances, any shortfall in Company shareholdings would be required to be made up within three years of the disposition event.

Compliance with these Guidelines for our directors and Executive Officers is five years from the latter of (1) January 4, 2021 or (2) the date of Executive Officer's appointment or director's initial election or appointment.

## VI. Administration:

The Compensation Committee is responsible for administering, interpreting and monitoring compliance with these Guidelines. During the fourth quarter of each year, the Compensation Committee will receive a report from the Company outlining each director's and Executive Officer's share holdings as calculated under these Guidelines. This information will be used by the Compensation Committee to review compliance with the Guidelines. The Compensation

Committee, in its sole discretion, may impose such conditions, restrictions or limitations as the Compensation Committee deems necessary or appropriate in order to achieve the purpose of these Guidelines. By way of example and without limiting the generality of the foregoing, the Compensation Committee may mandate that a director or Executive Officer retain all or a portion of any shares delivered to the director or Executive Officer through the Company's compensation plans, or otherwise restrict the right to transfer shares until such participant is in compliance with these Guidelines.

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