



MODERN SLAVERY STATEMENT

Financial Year Ending 31 December 2025

This statement (the "Modern Slavery Statement") is made by Weatherford International plc on behalf of itself, its UK subsidiaries (including the main operating entity Weatherford U.K. Limited), and Weatherford Canada Ltd. It is made pursuant to Section 54 of the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2010, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211), and sets out the approach the Company has taken as well as the steps it intends to take in order to prevent modern slavery, human trafficking, forced labour, child labour, and other labour rights violations across our business and supply chains.

Introduction	I
Structure, Operations and Supply Chains	II
Our Mission, Vision and Core Values	III
Governance	IV
Our People	V
Our Modern Slavery and Forced Labor Risk Analysis	VI
Our Policies	VII
Due Diligence and Key Processes	VIII
Training and Awareness	IX
Assessing Effectiveness and Next Steps	X
Approval and Attestation	XI
Appendix	



I. Introduction

At Weatherford, we are dedicated to conducting business in an ethical, socially responsible, and environmentally sustainable manner.

We recognize that modern slavery is a global problem, and we promote a culture of zero tolerance for all forms of modern slavery – including forced and child labor within our own organization, and through our supply chain.

As a global organization operating across diverse geographies, we recognize that the risk of modern slavery may vary across our operations and value chain, requiring a risk-based and proportionate approach.

Modern slavery, which includes forced labor, human trafficking, and other forms of exploitation, has no place in our operations or in our supply chain. We understand our responsibility in addressing these practices and are committed to ensuring that our business activities do not contribute to modern slavery in any form.

Today, we remain focused on improving our efforts to respect, protect, and fulfill the human rights and fundamental freedoms of those working within, or affected by, our business. This statement outlines the steps we have taken to identify and address modern slavery, forced and child labor risks across our operations and supply chain during the financial year ending 31 December 2025, reflecting our ongoing commitment to transparency, accountability, and the protection of human rights.

During 2025, Weatherford also progressed a global human rights saliency assessment to support the continued strengthening of its human rights and modern slavery due diligence framework and to inform future program improvement prioritization and disclosures.

Further information specific to Weatherford Canada Ltd., including its structure, operations, supply chain, and how our global policies and processes apply to Canadian operations, is set out in the Appendix to this statement.

Weatherford is an active participant in the UN Global Compact (UNGC) and strives to uphold its principles of human rights, labor standards, environmental stewardship and anti-corruption in our strategies and operational practices.

WE SUPPORT



II. Structure, Operations and Supply Chains

ABOUT WEATHERFORD

Weatherford International plc is an Irish public limited company registered at 70 Sir John Rogerson's Quay, Dublin 2, Ireland. Our principal address is 2000 St. James Place, Houston, Texas 77056 (hereinafter, "Weatherford," the "Company", "we" "us" and "our").

Weatherford leads the way in innovative energy services by blending proven technologies with modern digitalization. Our mission is to produce energy for today and tomorrow. Collaborating with world-class experts, we help customers optimize resources and unlock the full potential of their assets. Our strategic solutions enhance efficiency, flexibility, and responsibility across energy operations.

With a diverse team of approximately 16,700 employees from over 110 nationalities and operations in 75 countries, we take pride in our global presence and commitment to innovation. By leveraging expertise, embracing technology, and fostering partnerships, Weatherford drives sustainable progress, to meet customer needs and promote responsible practices for a better future. Learn more about us at Weatherford.com.

Our Supply Chain

At Weatherford, we are committed to a responsible and resilient supply chain that emphasizes integrity and continuous improvement. We view our suppliers as fundamental partners in our ability to address modern slavery risk. Our approach includes policies, due diligence and screening, training, and compliance components. The Senior Vice President Supply Chain and Manufacturing leads these efforts.

Today, we have approximately 10,000 active suppliers globally. Our goods and services are sourced from suppliers in all the regions where we operate.



16,700
Employees

110
Nationalities

75
Countries



III. Our Mission, Vision and Core Values

OUR MISSION:

Producing energy for today and tomorrow.

OUR VISION:

As a global leader in energy services, operators trust Weatherford to drive maximum value, streamline operations, and enhance safety. In partnership with our customers, we are committed to producing innovative energy solutions that are environmentally and economically sustainable to drive our industry forward.

OUR CORE VALUES

Our Core Values define who we are and guide how we work — with our colleagues, our customers, and our communities:



PASSION

We are energized by our work and inspired to make a positive impact in our industry, for our customers, across our Company, and in our communities.



ACCOUNTABILITY

We operate with integrity, enable our people and teams to be successful, and are true to our word.



INNOVATION

We are driven to deliver advancements that propel our Company, industry, and customers forward.



VALUE CREATION

We commit to achieving long-term value for all our stakeholders by providing compelling and unique benefits through technology differentiation and operational excellence.

We believe in upholding the principles outlined in the United Nations Global Compact and those in the Universal Declaration of Human Rights.

IV. Governance

At Weatherford, our commitment to responsible governance is grounded in our Core Values, which starts with our Board of Directors, is championed by our Executive Leadership Team, and extends throughout our organization. Our leaders establish clear ethical standards in the workplace, emphasizing the importance of honesty and integrity in all that we do. The Compliance function works closely with key stakeholders across ESG, Legal, and Supply Chain to ensure consistency and alignment across human rights-related disclosures and due diligence processes.

BOARD OF DIRECTORS

Leadership begins with our Board of Directors, which is dedicated to responsible governance and long-term value creation. An independent, non-executive chair leads our Board, and five of our six directors are independent.

The Board and its four committees, the Safety, Environment, and Sustainability (SES) Committee, the Audit Committee, the Compensation and Human Resources Committee, and the Nominating and Governance Committee, oversee the Company's sustainability strategy, risks, and opportunities. The SES Committee has primary responsibility for overseeing our sustainability strategy. Each committee retains oversight of specific risks and opportunities relevant to its remit, with findings reported to the full Board.

Our Board of Directors has overall responsibility for ensuring that our framework for addressing modern slavery risks complies with our legal and ethical obligations. Management at all levels is responsible for ensuring those reporting to them understand and comply with the policies and procedures relating to this framework.

HUMAN RIGHTS STEERING COMMITTEE

In 2025, Weatherford launched the Human Rights Steering Committee, fulfilling a commitment made in our 2024 report. The Committee consists of a cross-functional team of stakeholders from across our organization and guides our global human rights risk management strategy, including modern slavery, forced labor, and child labor. It provides oversight of our human rights practices and monitors progress against our commitments. As part of this work, the Committee oversaw the commissioning of a global Human Rights Saliency Assessment during 2025, the findings of which will inform our human rights priorities going forward.

ASSURANCE

Weatherford's Assurance team is an independent, objective audit and advisory function designed to add value and improve Weatherford's operations. The team aligns audit processes across the Company through a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, controls, and governance processes.

ENTERPRISE RISK

Our Enterprise Risk Management (ERM) program is integrated across all functions to identify, manage, mitigate, and reduce material risks throughout our organization. The ERM Committee, which includes members of the Executive Leadership Team, meets quarterly to evaluate changes to our risk environment and mitigation strategies. Annually, senior leadership assesses all tier one risks, prioritizing resources and mitigation efforts.



V. Our People

We believe our people are vital to our long-term success, and we are committed to ensuring our employees are treated with dignity and respect. In line with our Core Values, our policies and procedures are designed to support employee well-being, raise awareness of human rights and foster decent working conditions across the Company and our supply chain.

Our workforce spans the globe, and we strive to create an environment where everyone feels welcome and can perform at their best. We are an Equal Opportunity Employer and make employment decisions without regard to race, color, religion, national or ethnic origin, gender identity or expression, marital status, family status, sexual orientation, age, disability, protected veteran status, or other characteristics protected by law.

EMPLOYEE PERFORMANCE AND PROGRESSION

Weatherford is committed to creating a work environment where every team member can feel safe, included, and supported in their efforts to grow and contribute. Our talent management strategy is designed to align with our commitment to the success of every team member:

- Attracting and retaining the best talent in the industry
- Investing in professional and personal development
- Engaging team members through listening, collaboration, and recognition
- Offering fair compensation and holistic benefits
- Providing a safe and healthy work environment

INTERNATIONAL EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program offers free, confidential support 24/7 to help employees and their families manage mental health, finances, parenting, and other personal challenges. Support is available at no cost through email, online chat, and an online portal, with local providers who understand local practices and speak local languages. Web-based services are available in 27 languages.

EMPLOYEE ENGAGEMENT

At Weatherford, we value the experiences, ideas, and perspectives of our world-class team. To encourage open dialogue across all levels of the Company, we use interactive channels like videos, podcasts, and the One Weatherford App to share insights and give employees the opportunity to contribute their perspectives. Our Executive Team hosts regular global employee town halls, visits field locations, and maintains an open-door policy. We are committed to listening to employee concerns and implementing improvements to enhance areas such as safety and operational procedures.

PAY EQUITY

Our pay-for-performance philosophy guides how we reward employees. We design and regularly review our compensation program to ensure it is competitive, equitable, and reflective of employees' skills, experience, qualifications, roles, and performance. We have monitoring and approval mechanisms in place to safeguard fairness in compensation outcomes.

FREEDOM OF ASSOCIATION

Weatherford respects the right to freedom of association as outlined in the International Labor Organization (ILO) Convention: Freedom of Association and Protection of the Right to Organize (No. 87 of 1948) and local labor laws, wherever applicable. Employees are members of 52 trade unions, five employee forums, and enterprise forums in 16 countries. We may engage in negotiations and/or form agreements with Workers' Councils in certain regions, such as Europe, and employee forums in areas including Latin America and Australia.

Beyond formal bargaining, we maintain regular engagement with union partners to address workplace concerns, maintain open dialogue, and pursue solutions that benefit employees and our business.

OUR HUMAN CAPITAL MANAGEMENT SYSTEM

Weatherford launched an improved human capital management platform in 2024 that spans 70 countries and 11 languages. This initiative streamlines talent management processes and unifies the One Weatherford employee experience. The platform encompasses the complete "Hire to Retire" experience and includes our contingent workers. We continue to expand the system's use with scope enhancements and analyze and apply the improved data.



VI. Our Modern Slavery and Forced Labor Risk Analysis

We are committed to identifying, preventing, and remediating the risks of modern slavery, including forced and child labor in our operations and supply chain, both because we care about our compliance obligations and because it is the right thing to do.

As a global oilfield services provider, Weatherford requires a thoughtful and intentional supply chain strategy and careful contracting with third parties. Although our industry primarily relies on a skilled and specialized workforce, we recognize that there may be instances of modern slavery risk within our global supply chain, particularly within the ancillary services and manufacturing activities that support our business.

Some of these at-risk groups comprise contingency workers, contracted cleaning, catering, and landscaping services, onsite security guards, outsourced manufacturing, and similar forms of outsourced labor, hospitality services (including hotels and restaurants used by our staff), as well as construction and related services associated with the building and maintenance of our facilities.

We consider third-party contingent labor suppliers in higher-risk jurisdictions to be of heightened risk, particularly when our suppliers may utilize local recruitment agencies, agents, or brokers to source labor personnel for manual work on our behalf.



HUMAN RIGHTS RISK ASSESSMENT METHODOLOGY

Our commitment to understanding human rights risks in our supply chain is supported by a risk-based approach. Human rights risks are reviewed based on multiple factors, including value chain risk analysis, sector risk assessments, country risk assessments, and stakeholder reviews. This multi-factored process allows Weatherford to develop prioritized action plans for potential and actual human rights impacts in our operations and value chain.

We engage a broad range of stakeholders to inform our human rights risk identification and prioritization. This includes employees, through town halls, safety meetings, performance reviews, and coaching; suppliers, through human rights self-assessment questionnaires administered via our Supplier Onboarding platform, due diligence processes, and contract negotiations; industry bodies and associations, through conferences and events; and trade unions and collective bargaining entities, through direct engagement and employee forums across multiple countries. Feedback gathered through these channels helps us identify emerging risks and informs our human rights priorities.

HUMAN RIGHTS SALIENCY ASSESSMENT

In Q3 2025, Weatherford engaged a third-party consultant to conduct a global Human Rights Saliency Assessment across our operations and supply chain. This represented the delivery of a commitment made in our 2024 report. Initial findings from the assessment were received in 2025, and stakeholder engagement on those findings was completed. The final recommendations were received in early 2026 and will inform our human rights action planning and strategy for 2026 and beyond; implementation of program improvement recommendations is already underway.

CHILD LABOR

Weatherford has a zero-tolerance approach to child labor in all forms. We do not employ individuals below the minimum working age in any jurisdiction in which we operate, and we expect all suppliers to comply with applicable minimum age laws. Child labor risk is assessed as part of our supplier due diligence program and is a specific category within our supplier self-assessment questionnaires. Our Human Rights Standard and Supplier Code of Conduct explicitly prohibit prohibited child labor.

Our risk analysis recognizes that child labor risk is concentrated in the ancillary and manufacturing portions of our supply chain, particularly in higher-risk jurisdictions. We continue to monitor and address this risk through our due diligence and supplier engagement processes.

RISK AREA PROGRAM

Our Risk Area Program (RAP) helps identify and manage risks to people, assets, intellectual property, and reputation. All countries where we operate are categorized with a security risk rating based on an internal assessment of our risk exposure and external risk ratings, considering political, physical, and sovereign risks using external intelligence from governments, agencies, and select third-party security ratings.

VII. Our Policies



Our global Compliance Department works alongside our leaders to promote a culture of ethics and integrity throughout our organization. We have a zero-tolerance approach to modern slavery, forced labor, child labor, and human rights violations, and we are committed to acting ethically and with integrity in our business dealings and relationships. These policies apply to all Weatherford entities including Weatherford Canada Ltd. and Weatherford U.K. Limited.

CODE OF BUSINESS CONDUCT

Our [Code of Business Conduct](#) serves as a guide for creating an ethical and accountable workplace. It establishes a standard of behavior for Directors, officers, employees, and third parties. We provide employees with guidance, tools, and training to support ethical business decisions. Training begins during onboarding and continues through periodic refreshers, with additional supplemental training assigned based on role, risk level, or business need. Employees are required to review and acknowledge the Code every two years. Third parties working on our behalf must also acknowledge and adhere to our [Code of Business Conduct](#) and the [Supplier Code of Conduct](#), as applicable.

In 2025, Weatherford launched global Code of Business Conduct acknowledgment and Conflict of Interest recertification campaigns and introduced a compliance mobile app to provide employees with easier access to compliance tools and resources.

Our Code of Business Conduct and related policies, standards, business practices, and procedures emphasize key areas such as:

- Anti-bribery and anti-corruption
- Anti-fraud and anti-money laundering
- Anti-discrimination, anti-harassment, and retaliation
- Conflicts of interest and fair competition
- Data privacy and security
- Gifts and entertainment
- Health, safety, and environment
- Human rights, including prohibition of modern slavery, forced labor and child labor
- Labor rights
- Product quality
- Sustainable procurement
- Conflict minerals
- Dispute Resolution Plan and Rules
- Insider trading

Under our Code of Business Conduct, our employees are expected to:

- Respect people, and treat others fairly, consistently, and with respect for the protection of rights and obligations;
- Understand the human rights issues where they work and follow Weatherford's commitment and policies;
- Comply with applicable laws related to working hours and fair wages;
- Not knowingly do business with anyone who engages in forced labor, human trafficking, child labor, or the exploitation of any;
- Ensure a culture that promotes internationally recognized standards for human rights and zero tolerance for human rights abuses; and
- Remind suppliers of their obligation to comply with our Supplier Code of Conduct, including its human rights provisions.

In 2025, we revised our Gifts and Entertainment and Anti-Corruption policies as part of our ongoing commitment to ethical business conduct.

HUMAN RIGHTS STANDARD

Weatherford is proud to be a signatory to the United Nations Global Compact and is dedicated to upholding our shared commitment to human rights across our operations, including within our workplace and supply chain. Our [Human Rights Standard](#) is further shaped by principles outlined in the United Nations' Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights (VPSHR), and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Key principles include:

- Zero tolerance for slavery, human trafficking, forced labor, or prohibited child labor
- Commitment to non-discrimination and respect
- Right to a safe work environment, free from hazards
- Compliance with legal work-hour requirements in adherence to local laws or applicable collective bargaining agreements
- Encouraging employees and stakeholders to raise concerns through the appropriate channels

SUPPLIER CODE OF CONDUCT

Weatherford's [Supplier Code of Conduct](#) incorporates the requirements outlined in our [Code of Business Conduct](#) and articulates our standards for suppliers, including adherence to relevant laws and regulations. This Code addresses expectations regarding human rights, forced labor, child labor, environmental responsibility, and conflict minerals, among other topics. Suppliers are required to acknowledge the Code as part of the onboarding process and have contractual obligations to comply with it. Specifically in relation to human rights, we expect our suppliers to share our commitments to human rights principles as guided by the Universal Declaration of Human Rights, the VPSHR, and the OECD Guidelines for Multinational Enterprises. Among these obligations, suppliers are expected to:

- Treat employees with dignity and respect without exception;
- Never discriminate in any form, whether based upon gender, race, national or ethnic origin, place of residence, religion, language, sexual orientation, physical ability, veteran, or any other status protected by law;
- Create and maintain an equal opportunity environment based on qualifications, experience and performance;
- Never retaliate in any way against anyone who makes a report in good faith to the company or to competent public authorities regarding concerns about non-compliance with company policy, procedure or applicable law, or about other unethical behavior;
- Never employ forced (work done against a person's will), prison labor, indentured labor (e.g., labor in exchange for resolution of a legal obligation), exploited bonded labor (e.g., labor in exchange for debt relief), or other prohibited labor or engage in any form of modern slavery, including human trafficking;
- Comply with local minimum age laws and never employ prohibited child labor;
- Operate in full compliance with all applicable laws or collective bargaining agreements regarding wage, overtime pay and mandated benefits;
- Maintain a work environment that is free of hazards that may cause accidents and/or injuries and compliant with applicable healthy and safety laws;
- Empower employees to stop work without fear of retaliation if they come across unacceptable health and safety conditions;
- Allow freedom of association (choosing to participate in or not labor unions without fear of retaliation, intimidation or harassment) and promote consultation and cooperation with employees and their representatives in matters of mutual concern (including collective bargaining);
- Respect the right to privacy of employees, customers and other third parties;
- Support all mechanisms to raise a concern and promote organizational justice through effective reporting avenues, prompt resolution of concerns, fair discipline and transparent accountability, no retaliation against anyone, and continuous assessment of the effectiveness of company processes;
- Identify and monitor potential human rights impacts in the industry relating to local communities, security and the environment; and
- Exercise reasonable oversight over third parties performing at the supplier's request to ensure they comply with the above requirements.



SUSTAINABILITY REPORT

At Weatherford, sustainability is not just an initiative; it is an integral part of who we are and what we do. Weatherford is committed to the sustainable, long-term success of our Company, employees, communities, and planet. Our sustainability program aims to achieve this by delivering on three core principles: lowering impacts on the natural world, investing in social interests, and acting with integrity and transparency. Visit [Sustainability | Weatherford International](#) to view our current Sustainability Report with highlights on our strides in further embedding environmental, social, and governance (ESG) considerations across our operations and beyond.

CONFLICT MINERALS POLICY

Weatherford's Conflict Minerals Policy covers materials like coltan, cassiterite, gold, and wolframite, as well as their derivatives, including tantalum, tin, and tungsten. The policy is integrated into our [Supplier Code of Conduct](#) and agreed upon by all suppliers at the time of onboarding.

Our due diligence procedures are consistent with the OECD guidelines. We require chain of custody declarations from suppliers of necessary conflict minerals incorporated obligations under the Dodd-Frank Act and SEC rules and regulations. For additional details, please refer to our [Conflict Minerals Report](#) for the year ended December 31, 2025, which we filed with the SEC in May 2026.

VIII. Due Diligence and Key Processes

SUPPLIER DUE DILIGENCE

We take active steps to ensure human rights are respected in our supply chain. We assess new suppliers for human rights risk through our due diligence process, which includes self-assessment questionnaires, screening, and contractual obligations requiring compliance with our Supplier Code of Conduct and all applicable laws and regulations, including the California Transparency in Supply Chains Act of 2010, the United Kingdom Modern Slavery Act of 2015, the Norwegian Transparency Act, and the Canadian Modern Slavery Act.

Weatherford conducts supplier due diligence to ensure our suppliers operate in accordance with our standards for ethical business practices. We use supplier self-assessment compliance questionnaires to screen direct suppliers, with additional screening for industrial or hazardous waste vendors. Vendor assessments are evaluated by Procurement and Compliance teams and approved by local and global category managers. Due diligence requirements are tailored to consider environmental, social, and governance factors, quality, and relevant third-party certifications such as the International Organization for Standardization (ISO), the American Petroleum Institute (API), and the American Society of Mechanical Engineers (ASME). Our third-party screening platform alerts us to potential security threats, including sanctions and export controls. Ongoing audits and reviews are conducted on performance and compliance standards with suppliers.

To assess potential human rights risks, new suppliers are requested to complete self-assessment questionnaires which include information on modern slavery and child labour concerns, including:

- Policies and Procedures in place to safeguard human rights, including codes of conduct, HR-related policies, and whistleblowing processes
- Risk Assessments and Safety Processes, including an assessment of geographical risk as identified by the Global Rights Index, audit practices, and whistleblowing or other reporting channels
- Employment Practices, including details of pay, verification of minimum statutory wage and overtime, policies on recruitment and hiring fees, age verification of employees, and employee benefits
- Operations, including compliance with applicable human rights laws, training on modern slavery and human trafficking, and measures to monitor their own supply chains
- Supply Chain Management, including supply chain mapping, training, and oversight

Responses to these self-assessment questionnaires which indicate a higher-level of risk are reviewed by the Compliance department as part of the onboarding process.

We enhanced our supplier due diligence programme in 2025 by updating our business review template to include discussions on environmental, social, and governance issues with strategic suppliers.

SUPPLIER RISK MANAGEMENT PROGRAMME

Weatherford's Supplier Risk Management Program automates supplier management from onboarding through continuous monitoring, tiering, risk assessment, and mitigation. In early 2025, we launched a Supplier Self-Registration Portal to streamline registration, consolidate supplier data, and improve risk and compliance visibility. We also introduced the Weatherford Supplier Onboarding Tool to enhance oversight of human rights and other critical topics, along with a pre-qualification step for new vendors.

Potential supply chain risk and disruption are monitored with a third-party software platform, which supports early detection through dynamic insights on environmental, financial, and geopolitical risks. We continue to add and update suppliers to maintain visibility on risks and potential supply chain disruptions. Strategic suppliers are reviewed quarterly, and operational suppliers are reviewed annually.

In 2025, we completed a comprehensive review of the supplier management process, resulting in the release of an enhanced Global Source-to-Pay Policy that redefined criteria for approved suppliers and clarified responsibilities across the procurement lifecycle.

These due diligence processes apply to all Weatherford operations.

SUPPLIER SCREENING

New suppliers are screened prior to onboarding by our Compliance department, using both internal and third-party platforms, to verify the supplier is not a restricted party based on international trade regulatory lists issued by government regulatory agencies worldwide. Certain higher-risk suppliers are also screened for sustainability, ethics and governance risks, including human rights violations.

By signing up to Weatherford's standard terms and conditions, suppliers agree to comply with our Supplier Code of Conduct and applicable anti-slavery and human trafficking laws, including the UK Modern Slavery Act, the California Transparency in Supply Chains Act, the Norwegian Transparency Act, and the Canadian Modern Slavery Act.

SUPPLIER MANAGEMENT TRAINING

Our employee Supplier Management Training covers sourcing strategies, supplier lifecycle management, data management, and third-party risk and compliance management. In 2025, Supplier Management Training was expanded to targeted employee groups, and teams responsible for system actions received specialized training on the new Supplier Portal.



COMPLIANCE PULSE CHECKS

Weatherford conducts annual Compliance Pulse Checks within each Geozone as part of our Compliance Program's monitoring and engagement activities. Pulse Checks are qualitative, discussion-based reviews conducted with functional leadership and site management at selected locations, designed to assess the effectiveness and practical implementation of our compliance controls, identify potential gaps, and reinforce awareness and tone from the top. Pulse Checks serve as an important mechanism for identifying potential human rights and modern slavery risks at the operational level.

ORGANIZATIONAL JUSTICE AND GRIEVANCE MECHANISMS

Providing our stakeholders with a means of raising concerns is essential for us to be able to address any adverse human rights impacts across our operations and supply chain. We recognize the importance of fostering a culture that encourages disclosure of concerns, along with accountability for any breaches and protection of those who reported the concerns in the first place.

Employees have the right and responsibility to report conduct that violates our policies or puts our Company or our stakeholders' well-being, respect for human rights, or reputation at risk.

Channels for employees to report violations include their supervisor, Human Resources, or the General Counsel and Chief Compliance Officer. In addition, our Global Workplace Grievance Business Practice provides guidance to employees, suppliers, and third-party service providers on reporting violations.

Anyone, external or internal, can raise ethical concerns through Weatherford's Listen Up Hotline, our third-party, confidential whistleblowing platform available in over 120 countries.

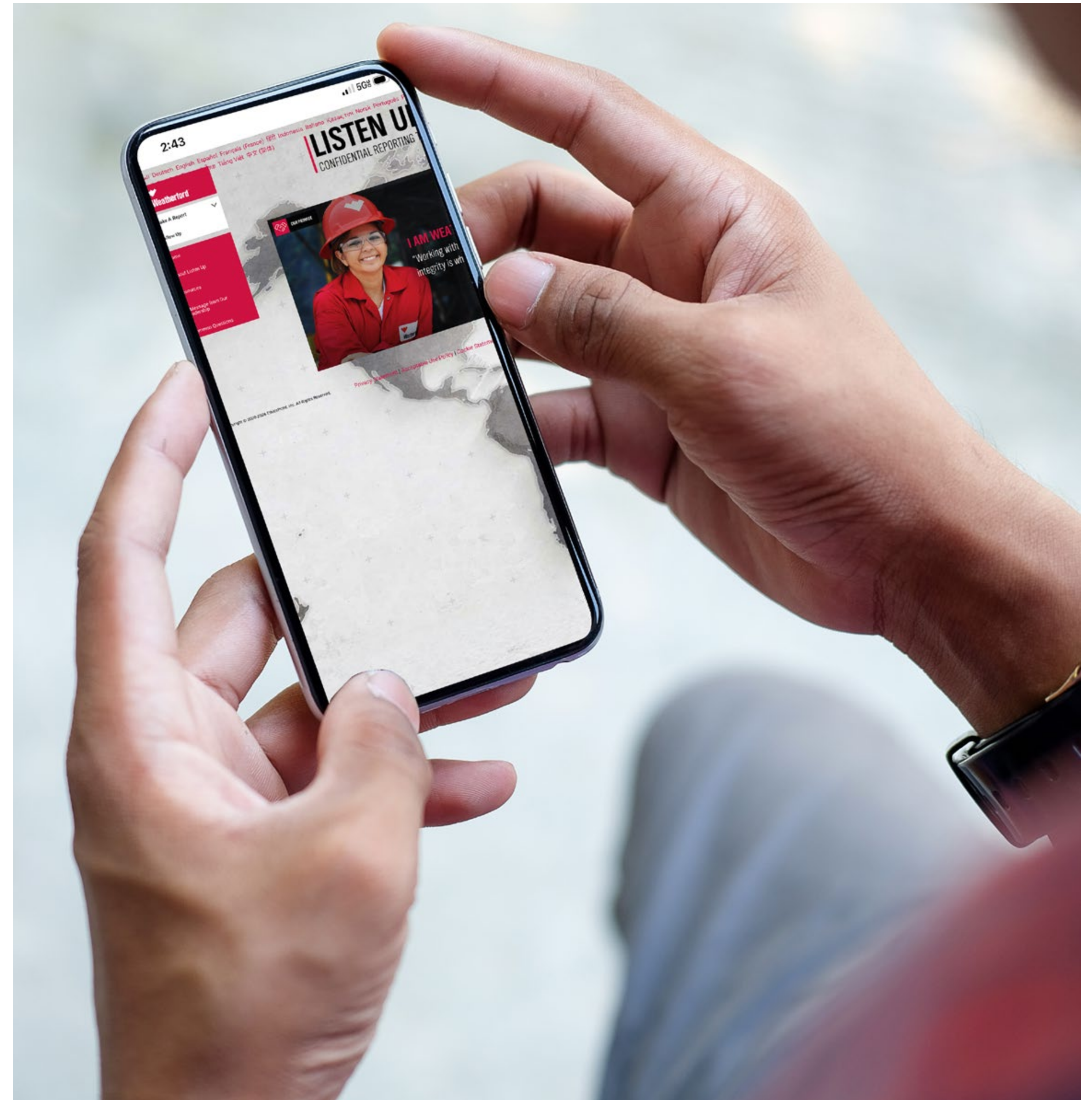
Concerns may be reported to the hotline via telephone or internet in multiple languages, 24 hours a day, 7 days a week, and may be reported anonymously if desired. Our hotline specifically includes a Human Rights category for reporting, and modern slavery related sub-categories, including "child/forced labor" and "slavery/human trafficking."

Reports are promptly reviewed, and appropriate corrective actions are taken.

Weatherford is committed to providing a safe reporting environment and will not tolerate retaliation against anyone who discloses actual or suspected ethics and regulatory violations in good faith. All allegations of policy breaches are investigated, and the Audit Committee has independent oversight over significant matters through the General Counsel and Chief Compliance Officer.

During the financial year ending December 31, 2025, our Listen Up reporting system received no modern slavery-related concerns globally, including in our Canadian operations. We continue to monitor and encourage reporting through this and other available channels.

We promote our Listen Up hotline through promotional materials at Weatherford facilities and through Compliance and management communications and trainings throughout the enterprise.



IX. Training and Raising Awareness

We believe education is key to raise awareness of key topics such as human rights and modern slavery to employees and third parties. Currently, all Weatherford employees are required to acknowledge the Code of Business Conduct and the Human Rights Standard and to participate in Code of Business Conduct training.

In 2025, Weatherford employees completed more than 596,000 total training hours, with operational employees averaging more than 36 hours of training each. Our online training platform provides robust content and local-language offerings integrated with Weatherford's Human Capital Management system, offering targeted training on compliance topics including the Code of Conduct, conflicts of interest, anti harassment content relevant to ethical conduct, respectful workplace expectations, modern slavery and human rights and speak up mechanisms.

In addition to online training, live instructor led ethics and compliance training sessions were delivered in 2025 at selected locations based on identified risk factors, operational needs and insights from Compliance Pulse Checks, reinforcing practical understanding of grievance mechanisms, escalation pathways, and ethical conduct expectations.

New programs introduced in 2025 include the Operations Manager Development Program, designed to upskill operations leaders in ethical and strategic decision-making, and Leadership Traits Immersion Sessions, a hands-on workshop required for all employees covering Weatherford's seven Leadership Traits, which are now embedded in talent selection, onboarding, and performance management processes.

>596,000 **Total Hours of Training**

>36 **Average Hours of Training Received by Our Operational Employees**

As in past years, Weatherford recognized International Anti-Corruption Day and Human Rights Day on December 9, 2025, by posting content to its social media channels that underscored Weatherford's commitment to anti-corruption and human rights initiatives.

ETHICS AMBASSADOR NETWORK

The Ethics Ambassador Network promotes a culture of ethics and integrity worldwide. A new cohort of over 150 Ethics Ambassadors from 36 countries began their term in 2025, advancing global initiatives on human rights, fraud prevention, and anti-bribery and anti-corruption. Ethics Ambassadors serve as a valuable resource to raise awareness of key topics, including human rights and modern slavery, and serve two-year terms.

In 2025, we also launched a Trade Compliance Champion Network with 80 champions across 34 countries, serving as local contacts to help create awareness of compliance matters, including trade, ethics, and human rights, further strengthening our culture of compliance across the organization.

COMPLIANCE APP

We actively encourage human rights awareness through communications, discussions, and safety moments across our global operations. In 2025, we launched a compliance mobile app, giving all employees easier access to compliance tools, resources, training materials, and reporting channels, including our Human Rights Standard and Code of Business Conduct, directly from their mobile devices. The app supports our ongoing commitment to making human rights awareness accessible and visible to every member of our team, wherever they work.

X. Assessing Effectiveness and Next Steps



We recognize the importance of reviewing our existing mechanisms to assess the effectiveness of our current policies and processes, and we are taking steps every year to enhance and improve our knowledge of our organizational impact on human rights, including modern slavery risks.

The following actions were taken across Weatherford's global operations during the financial year ending 31 December 2025.

- Launched the Human Rights Steering Committee, a cross-functional body to guide our global human rights risk management strategy and provide ongoing oversight
- Engaged a third-party consultant to conduct a global Human Rights Saliency Assessment; received initial findings in 2025 and completed stakeholder engagement on those findings
- Launched the Supplier Self-Registration Portal and Weatherford Supplier Onboarding Tool, improving oversight of human rights and compliance risks in our supply chain
- Completed a comprehensive review of the supplier management process, releasing an enhanced Global Source-to-Pay Policy
- Enhanced our supplier due diligence program by updating business review templates to incorporate ESG discussions with strategic suppliers
- Expanded Supplier Management Training to targeted employee groups and provided specialized training on the new Supplier Portal
- Launched a global Code of Business Conduct acknowledgment and Conflict of Interest recertification campaign
- Released a compliance mobile app to improve employee access to compliance tools and resources
- Continued to implement a revised Quality and HSSE Management System aligning with API Q1/Q2, ISO 9001, ISO 45001, and ISO 14001 standards
- Completed mandatory human rights training and policy acknowledgments for all security personnel managers. All internal security teams maintain certification on Voluntary Principles on Security and Human Rights (VPSHR).
- Launched a Trade Compliance Champion Network

Looking ahead to 2026, Weatherford intends to focus on the following priorities:

- Update the Human Rights Standard and Supplier Code of Conduct to reflect global best practices
- Review and incorporate the final findings and recommendations of the Human Rights Saliency Assessment into our human rights strategy and action plans to strengthen risk prioritization and enhance ongoing due diligence across our operations and value chain
- Migrate existing suppliers into the Supplier Onboarding Portal to enable automated human rights screening across the full supplier base
- Embed cross-functional governance of human rights risk, including clear ownership and accountability at the functional and geozone level
- Strengthen contracting controls by embedding human rights clauses into contracts based on supplier risk classification, with automated checks to identify deviations or omissions
- Expand Compliance Pulse Checks to incorporate human rights due diligence controls across supplier onboarding, sourcing governance, subcontractor engagement, recruitment practices, grievance handling, and anti-retaliation safeguards
- Continue to expand supplier monitoring using our third-party Supply Chain Risk Management software
- Strengthening governance through the Human Rights Steering Committee
- Continuing to raise awareness of human rights, including modern slavery, with our workforce through training and policy engagement, including the development of enhanced, role-specific training materials for key functions, including Procurement, HR, HSE, Security, Internal Audit, and Operations
- Ethics Ambassadors will receive dedicated human rights training to deepen their knowledge and empower them to cascade awareness to their local teams, strengthening grassroots human rights engagement across our global operations
- Refresh the double materiality assessment
- Complete value chain assessment in alignment with European Sustainability Reporting Standards (ESRS) requirements
- Continuing to align disclosures across jurisdictions to support consistency and transparency in reporting
- Aim for 100% completion of the revised Quality and HSSE Management System implementation

XI. Approval and Attestation

This statement applies to Weatherford International plc and its UK subsidiaries, including the main operating entity Weatherford U.K. Limited, and is made pursuant to section 54(1) of the Modern Slavery Act 2015, the California Transparency in Supply Chains Act of the United States and , the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211), pursuant to our enterprise sustainability objectives and constitutes Weatherford’s slavery and human trafficking statement for the financial year 31 ending 2025.

This statement, including its appendix has been approved by the Board of Directors of Weatherford International plc as the governing body of the controlling entity, on behalf of itself and all entities included in this consolidated report, being Weatherford International plc, Weatherford U.K. Limited, and Weatherford Canada Ltd., in accordance with the requirements of each applicable reporting jurisdiction including section 11 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

I confirm that I have the legal authority to bind Weatherford International plc and the entities listed above.



GIRISH K. SALIGRAM
President and Chief Executive Officer



In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211), Weatherford Canada Ltd.’s board approval and officer attestation are set out in the Appendix to this statement.

It should be noted that Weatherford currently has similar reporting obligations with regards to human rights and modern slavery in the United Kingdom, the United States, Canada, and Norway. This consolidated statement addresses Weatherford’s obligations under the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending 31 December 2025. A statement addressing Norway’s Transparency Act obligations can be found on our website.

NOTES FOR INVESTORS

In addition to statements of historical fact, this Report contains projections and forward-looking statements. These forward-looking statements are generally identified by the words “goal,” “commit,” “believe,” “expect,” “aim,” “plan,” “will,” “should,” “intend,” and similar expressions and their negatives, although not all forward-looking statements contain these identifying words. These forward-looking statements, and all statements other than those of historical fact, are based upon the current beliefs of Weatherford’s management; while believed to be reasonable, and made in good faith, such statements are subject to significant risks, assumptions, and uncertainties. These risks and uncertainties are more fully described in Weatherford’s reports and registration statements filed with the Securities and Exchange Commission. Any forward-looking statements speak only as of the date on which such statement is made, and the Company does not undertake, and expressly disclaims, any obligation to correct or update any forward-looking statement, whether as a result of new information, future events or otherwise, except as required by applicable law, and we caution you not to rely on them unduly. Forward-looking statements are aspirational and we do not guarantee or promise that goals or targets will be achieved.

In addition, historical, current, and forward-looking ESG statements may be based on standards that continue to evolve; while these are based on expectations and assumptions believed to be reasonable at the time of preparation, they should not be considered guarantees. We may also rely on third-party information in certain of our disclosures, which involves certain important risks. For example, third-party information may change over time as methodologies and data availability and quality continue to evolve. These factors, as well as any inaccuracies in the third-party information we use, may including in our estimates or assumptions, may cause results to differ materially, and adversely, from statements, estimates, and beliefs made by us or third parties. Moreover, while we engage in certain verification and audit activities to assess the accuracy of third-party information, including by a review of third-party activities, these may not be exhaustive and we may not be able to identify material flaws or failings with such information or performance.

Additionally, while we may discuss or describe various risks in this report, some of which may be significant, the inclusion of such statements is not an indication that these contents are necessarily material for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” or similar such words in this document in relation to those statements or in other materials that we may release from time to time in connection with the matters discussed herein.

APPENDIX:

Weatherford Canada LTD

STRUCTURE AND OPERATIONS

Weatherford Canada Ltd. (“Weatherford Canada”) is an Alberta Corporation registered at 2500-10220 103 Ave NW, Edmonton, with its principal place of business at 700, 700 9th Avenue SW, Calgary, T2P 3V4. Weatherford Canada is a subsidiary of Weatherford Worldwide Holdings GmbH, which itself is a subsidiary of Weatherford International plc.

Weatherford Canada employs approximately 606 employees in Canada and is a leading provider of oilfield equipment and services in the Canadian energy sector. Pursuant to section 9(a) of the Canadian Modern Slavery Act, Weatherford Canada Ltd. meets the definition of an entity that produces, sells, or distributes goods in Canada and abroad, and imports into Canada goods produced outside of Canada.

SUPPLY CHAIN

In the financial year ending December 31, 2025, Weatherford Canada procured approximately \$150.09 million USD of goods and services, including intercompany procurement from other Weatherford entities, sourced primarily from suppliers in North America, Europe, and Asia.

Like other Weatherford entities, Weatherford Canada relies on third-party contingent labor for certain services including contracted cleaning, catering, landscaping, and security guard services, which represent areas of heightened human rights risk within our Canadian operations.

POLICIES

The policies described in Section VII of this statement, including the Code of Business Conduct, Human Rights Standard, and Supplier Code of Conduct, apply to all Weatherford entities including Weatherford Canada Ltd. and are implemented across Canadian operations. All Canadian employees are required to acknowledge the Code of Business Conduct and complete related training.

SUPPLY CHAIN DUE DILIGENCE

The due diligence processes described in Section VIII of this statement apply to Weatherford Canada Ltd.’s operations. New Canadian suppliers are onboarded and screened through the Supplier Self-Registration Portal and Supplier Risk Management Program, with human rights self-assessment questionnaires required as part of the onboarding process. Existing Canadian suppliers remain in the legacy system and are being incorporated into the new platform on a risk-based approach as part of the ongoing global roll-out.

FORCED LABOUR AND CHILD LABOUR RISK IN CANADIAN OPERATIONS

The risk factors described in Section VI of this statement apply to Weatherford Canada Ltd.’s operations. The same categories of contingent labor, including contracted cleaning, catering, landscaping, security guards, and outsourced manufacturing, are present in Canadian operations and represent areas of heightened risk where third-party labor suppliers may utilise recruitment agencies, agents, or brokers to source personnel.

TRAINING

Canadian employees participate in the same online training platform described in Section IX of this statement, with access to training content in applicable languages. Code of Business Conduct acknowledgement and human rights training requirements apply equally to Weatherford Canada Ltd. employees.

ASSESSING EFFECTIVENESS

The actions taken during the financial year ending 31 December 2025, as described in Section X of this statement, were implemented across Weatherford’s global operations including Weatherford Canada Ltd. During 2025, our Listen Up reporting system received no modern slavery-related concerns in Canadian operations. In accordance with the requirements of S-211, we confirm that based on our due diligence efforts and monitoring systems, we have not identified any instances of forced labor or prohibited child labor in our activities and supply chains, nor any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced or child labor. Accordingly, no remediation measures were required during the reporting period.

CANADIAN FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

This Statement, including its appendix is made on behalf of Weatherford Canada Ltd. and addresses the period from 1 January 2025 to 31 December 2025. Weatherford Canada Ltd. meets the definition of a reporting entity under section 9(a) of the Canadian Modern Slavery Act as an entity that produces, sells, or distributes goods in Canada and abroad and imports into Canada goods produced outside of Canada.

This Statement, including its appendix has been approved by the Board of Directors of Weatherford Canada Ltd. for the financial year ending 31 December 2025, by virtue of a resolution in lieu of a meeting dated 31st May, 2026.

In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the statement, including the Appendix for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report, including the Appendix is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above, and have the authority to bind Weatherford Canada Ltd.

This declaration and approval has been made on behalf of the board of directors of Weatherford Canada Ltd., in accordance with section 11(4)(b)(ii) of the Canadian Modern Slavery Act.



PAMELA M. WEBB

Vice President, Director, and Assistant Secretary of Weatherford Canada Ltd.

I have the authority to bind Weatherford Canada Ltd