

WEATHERFORD

2024 SUSTAINABILITY REPORT





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A MESSAGE FROM OUR CEO

At Weatherford, sustainability is an integral part of our operations, guiding how we grow and contribute to a better future. As we navigate a rapidly changing world, we recognize our responsibility to lead with purpose, ensuring that the steps we take today lay the foundation for a thriving, sustainable future. This year’s Sustainability Report highlights our strides in further embedding environmental, social, and governance (ESG) considerations across our organization.

CREATING VALUE THROUGH INNOVATION AND RESPONSIBILITY

Our commitment to sustainability is rooted in one fundamental goal—creating long-term value for all stakeholders. Economic growth, environmental stewardship, and social responsibility are not competing priorities; they are interconnected pillars of our success. Every decision we make aligns with this vision, ensuring measurable impact and meaningful progress. This report showcases how we embed sustainability into our strategy and operations, delivering value to customers, employees, investors, and communities.

OUR ROLE IN THE ENERGY TRANSITION

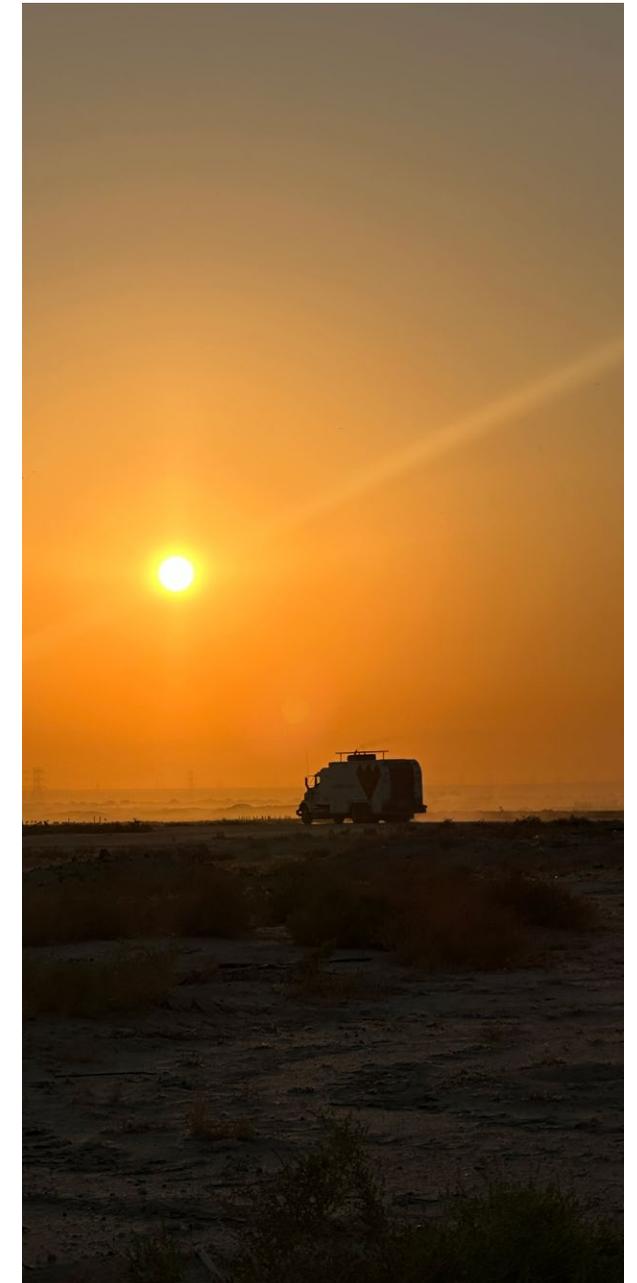
The challenges facing the energy sector require innovative thinking, bold action, and collaboration. We are proud to be at the forefront of this transformation, championing initiatives that drive the energy transition forward while fostering value creation in our core oil and gas operations. Innovation lies at the heart of our approach, empowering us to pioneer solutions that meet today’s demands while safeguarding the needs of future generations.

From advancing clean energy technologies to forging partnerships that address complex global challenges, we remain steadfast in our mission to lead the way. For example, in 2024 Weatherford acquired Datagration, an innovator in unified data integration, analytics, and machine learning. By combining their strengths with our existing capabilities in digital transformation, we have improved digital enablement across the enterprise – creating operating efficiencies and allowing for the integration of disparate emissions data to enhance emissions tracking, reporting, and other related matters for our customers.

DRIVING PROGRESS ACROSS ESG PRIORITIES

In 2024, we made measurable strides in our ESG performance, reinforcing our dedication to transparency, accountability, and impact.

- **Economic Performance:** We introduced our first-ever shareholder return program, including an expected annual dividend of \$1 per share and a \$500 million share repurchase program—a testament to our confidence in Weatherford’s long-term financial strength and stability.
- **Environmental Stewardship:** We reduced Scope 1 and 2 emissions by **35% compared to our 2019 base year**, demonstrating our commitment to continuous improvement and dedication toward becoming Net-Zero by 2050.
- **Social Impact:** We achieved the safest year in Weatherford’s modern history, exemplifying the dedication our team members have towards operational integrity.
- **Governance Excellence:** We strengthened compliance through enhanced oversight, engagement, and training. Key efforts included third-party risk awareness, improved Sales Channel Partner monitoring, joint Ethics and Trade Compliance Pulse Checks, and an expanded training platform.





CELEBRATING THE HEART OF OUR ORGANIZATION

Our people are the driving force behind our success. The passion and expertise of our global team to deliver innovative results and leave a lasting impact inspire me every day. Together, we are building a culture rooted in safety, quality, and integrity—a culture that empowers individuals to reach their full potential and make a difference. Beyond the workplace, our teams are partnering with their communities through volunteering, fundraising, and other forms of engagement. Their unwavering dedication reflects the values that define us as an organization. I am deeply grateful for their contributions and am honored to stand alongside them.

THE ROAD AHEAD

As we reflect on our achievements, we are reminded that the journey toward sustainability is ongoing. Each milestone inspires us to set even higher goals, push boundaries, and drive change. Collaboration remains critical, ensuring that together with our stakeholders, we achieve real, lasting results.

With the full commitment of our leadership team, Board of Directors, and the One Weatherford team, we are positioned to shape the future of our industry. Thank you for being part of this journey. Together, we will drive sustainability, innovation, and shared success.

GIRISH K. SALIGRAM | President and Chief Executive Officer

“We remain committed to continuous improvement, setting even more ambitious targets each year and collaborating with stakeholders to drive positive change.”





BUSINESS OVERVIEW

6. About Weatherford

7. Our Segments

7. 2024 Performance Highlights



ABOUT WEATHERFORD

Weatherford leads 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 19,000 team members 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](https://www.weatherford.com).

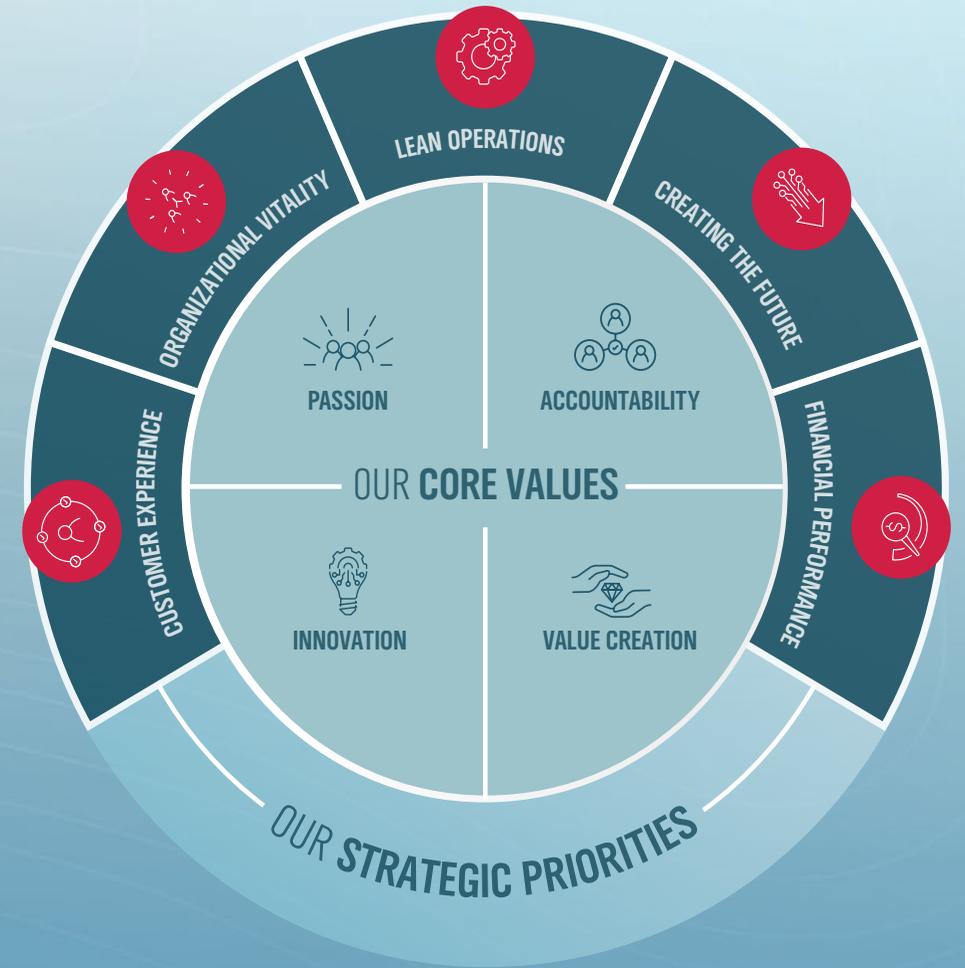
OUR MISSION, VISION, CORE VALUES AND STRATEGIC PRIORITIES

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.



WEATHERFORD ACROSS THE GLOBE



19,000
WORLD-CLASS EXPERTS



75
COUNTRIES



330*
OPERATING LOCATIONS

*Number of operational facilities inventory reflects those referenced in financial reporting or other external disclosures and may differ from Environmental metrics that align with operational control methodology outlined in the GHG Protocol.



OUR SEGMENTS

This structure ensures the Company's focus and business strategy centers around the well life cycle, with the aim of enhancing customer collaboration and unlocking new growth opportunities. Each segment serves both core oil and gas markets as well as emerging energy sectors.

To learn more about our 2024 financial performance, please visit our [Annual Update](#).



DRILLING & EVALUATION



WELL CONSTRUCTION & COMPLETIONS



PRODUCTION & INTERVENTION

2024 PERFORMANCE HIGHLIGHTS



Revenue Growth

- Revenue of \$5,513M (7% YOY Increase)
- International revenue growth of 10% YOY



Operating Income

- Operating Income of \$938M (14% YOY Increase)



Adjusted EBITDA*

- Adj. EBITDA* \$1,382M (17% YOY Increase)
- Adj. EBITDA Margin* 25.1% (197 bps YOY Increase)



Net Income

- Net Income of \$506M (21% YOY Increase)
- THIRD consecutive year of positive net income (9.2% Net Income Margin)
- Highest level since 2008 and first time in over 14 years⁽¹⁾



Cash Flow Generation

- \$792M cash provided by operating activities
- Adj. Free Cash Flow* of \$524M
- Five Consecutive Years of positive Adj. Free Cash Flow*



Introduced Shareholder Return Program

* Adjusted EBITDA, adjusted EBITDA margin, and adjusted free cash flow are non-GAAP financial measures. Please refer to Annex A for more information about these measures, as well as a reconciliation of the non-GAAP financial measures to the most closely related GAAP financial measure.

(1) Highest net income since 2008 excludes the gain from bankruptcy emergence



ESG AT WEATHERFORD

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COMMITMENT TO LONG-TERM SUSTAINABLE SUCCESS

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.



Lowering impacts on the natural world

- Manage our environmental impact
- Integrate sustainability in the operation of our products and services
- Help our customers extract and produce energy more sustainably



Investing in social interests

- Create a positive workplace culture
- Deliver safe and efficient operations
- Contribute to local communities where we operate



Acting with integrity and transparency

- Adopt global leading practices for corporate governance
- Operate ethically across all facets of our work and in unison with our suppliers and customers
- Comply with the laws and regulations everywhere we operate

OUR APPROACH

We hold ourselves accountable for our progress through goals and targets, leadership and stakeholder engagement, policies, and leading practice standards. Weatherford's Operational Excellence and Performance System (OEPS) integrates our management efforts on quality, health, safety, security, environment, and other critical business requirements. We continuously evaluate performance on key environmental, social, and governance (ESG) topics to improve performance in alignment with the Company's strategic goals. To support performance data integration in our operational systems, we launched a Facility Insights and Improvement application in 2024.

WE SUPPORT



SUPPORTING THE PRINCIPLES AND GOALS OF THE UNITED NATIONS

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. Our ESG efforts support many of the United Nations Sustainable Development Goals.





2024 ESG HIGHLIGHTS

ENVIRONMENT

- ✓ **Reduced Scope 1 and 2 emissions by 35%** from 2019 base year
- ✓ Achieved **waste intensity reduction of 31% from base year**
- ✓ Launched an assessment of nature-related impacts guided by the [TNFD LEAP](#) approach
- ✓ Expanded the Better Climate program globally and implemented more than 2.5 million kWh in energy reduction, resulting in a reduction of 1,055 metric tons of CO₂e emissions to date

SOCIAL

- ✓ Launched an enhanced Human Capital Management system
- ✓ **Reduced Total Recordable Incident Rate by 45% from prior year**
- ✓ Global HSE implementation of [IOGP Start Work Checks](#)
- ✓ Surpassed more than \$1 million in funds raised to combat Multiple Sclerosis through the MS 150

GOVERNANCE

- ✓ Launched a new supplier risk management portal
- ✓ Enhanced our Conflict of Interest and Anti-corruption processes
- ✓ Developed a Trade Compliance Champions Network to launch in 2025
- ✓ Further strengthened Cybersecurity Incident Response Plan and Playbook



AWARDS AND RECOGNITION

We are honored to have been recognized at the global, regional, and customer levels for our performance and commitment to safety, sustainability, a positive workplace, and volunteering in the community. Examples of 2024 awards and recognition include:



MSCI ESG A Rating



EcoVadis Silver Medallion Status



Newsweek Most Responsible Companies 2024



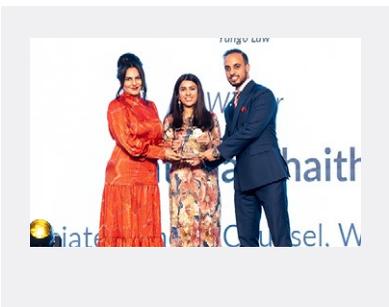
Excellence Awardee Canada's Safest Employers Awards MSA Safety Award for Oil and Gas Employer



Environment Agency Abu Dhabi (EAD) Green Industry Award



Best Elevated Service Quality Award in Well Testing and Best Safety Excellence Award in Saudi Arabia



LexisNexis Women in Law Award for 'General Counsel of the Year, Small Team'



HSE Contractor Awards in Environment and Sustainability for Innovative Well Pad Design, ISP Marmul



Excellent HSE Performance Award, Iraq



UK Energy Awards Energy Partnership of the Year - Weatherford U.K. Ltd and Inenco



Colombia District Secretary of the Environment Recognition for Earth Day Volunteer Efforts



Named an Industry 4.0 Digital Leader by the Abu Dhabi Ministry of Industry and Advanced Technology



ESG LEADERSHIP AND OVERSIGHT

Weatherford has processes for overseeing, managing, and implementing our ESG strategy at all levels of the organization, leading up to our Board of Directors. The Board's [Safety, Environment, and Sustainability \(SES\) Committee](#) oversees our sustainability strategy and assigns responsibility for overseeing specific ESG risks and opportunities to each of the Committees. The Board and its Committees engage with the executive leaders responsible for material topics at least once per quarter.

GOALS AND LEADERSHIP COMPENSATION

We align our strategic priorities and compensation programs to enhance value for all stakeholders.

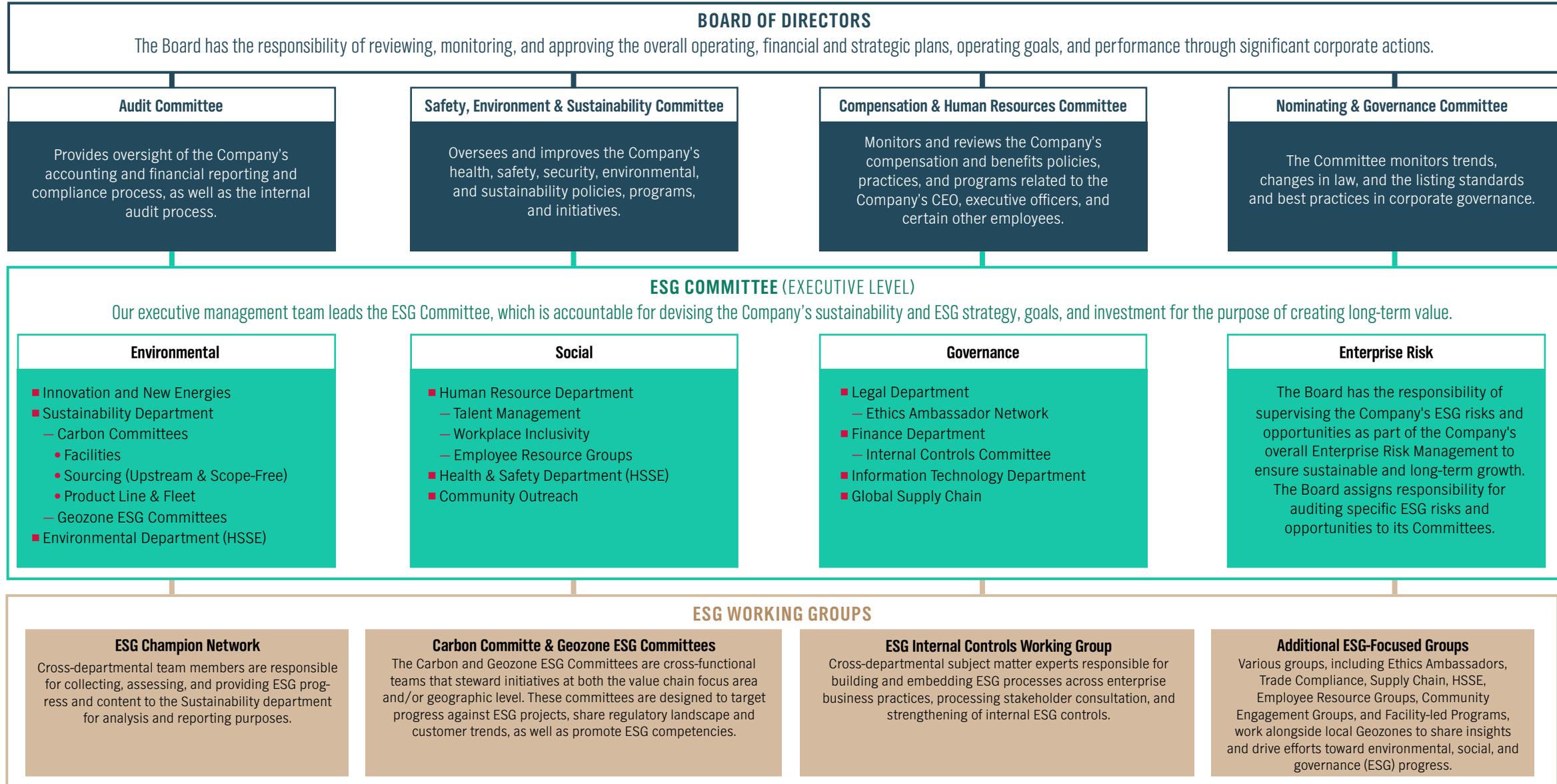
SUSTAINABILITY TEAM

A dedicated team is in place to drive progress toward our sustainability goals. Empowered by the ESG Executive Committee, the team oversees relevant external disclosures and related assurance activities, as well as decarbonization efforts across the organization. In 2024, the team expanded to further resource internal control enhancements, data analytics, regulatory readiness, and supply chain efforts.





ESG GOVERNANCE



INTERNAL & EXTERNAL SHAREHOLDERS



ESG DISCLOSURE AND REPORTING

Weatherford is committed to reporting on our ESG performance transparently and consistently. We are guided by international frameworks and standards, including the Global Reporting Initiative (GRI), the Sustainable Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and the Taskforce on Nature-related Financial Disclosures (TNFD). Details about specific disclosures and alignment to these frameworks are in the Indices section of this report. We also submit annually to CDP (formerly the Carbon Disclosure Project), as well as numerous ESG rating indices and customer driven supplier risk platforms.

A cross-functional ESG Internal Controls Working Group develops, reviews, and approves end-to-end environmental, social, and governance disclosure processes, internal control workflows, and risk and control matrices for our reporting metrics. Our longer-term vision is to align internal controls with the guidance of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), Integrated Control-Integrated Framework (ICIF), and Internal Control over Sustainability Reporting (ICSR).

We aspire to continuously increase disclosures in line with frameworks and standards and to meet expanding regulatory requirements. In 2024, significant action was taken in preparation for forthcoming regulatory requirements, particularly the Corporate Sustainability Reporting Directive (CSRD) issued by the European Financial Reporting Advisory Group (EFRAG). We continue to further our alignment of disclosures with the standards of the International Sustainability Standards Board (ISSB).

Ongoing efforts to prepare for regulatory disclosure landscape include:

- Scoping and expansion of our disclosures to ISSB and CSRD
- Completion of double materiality assessment (DMA)
- Data gap and readiness assessment
- Monitoring best practices and learning from early reporters
- Cross-functional data reviews and validation processes
- Expansion of external assurance on ESG metrics

ASSURANCE

In 2023, we obtained external limited assurance on our Scope 1 and 2 emissions and 2019 base year. For 2024, we expanded our external limited assurance to include additional environmental metrics as well as key social and governance metrics. See the [Independent Assurance Statement](#) for details.

Weatherford also maintains an internal department that provides risk-based objective assurance, advice, and insight across the organization. The team reports to the Weatherford's Audit Committee and administratively to the Chief Financial Officer and supports our governance, risk management, and controls processes.





PRIORITY TOPICS

Priority topics are identified and prioritized through a stakeholder impact analysis for the purposes of this report. A double materiality assessment (DMA) was performed to provide insight into our impacts, risks, and opportunities (IROs) and aid our preparation for regulatory reporting in line with the European Sustainability Reporting Standards (ESRS) and Corporate Sustainability Reporting Directive (CSRD), as well as other international standards.

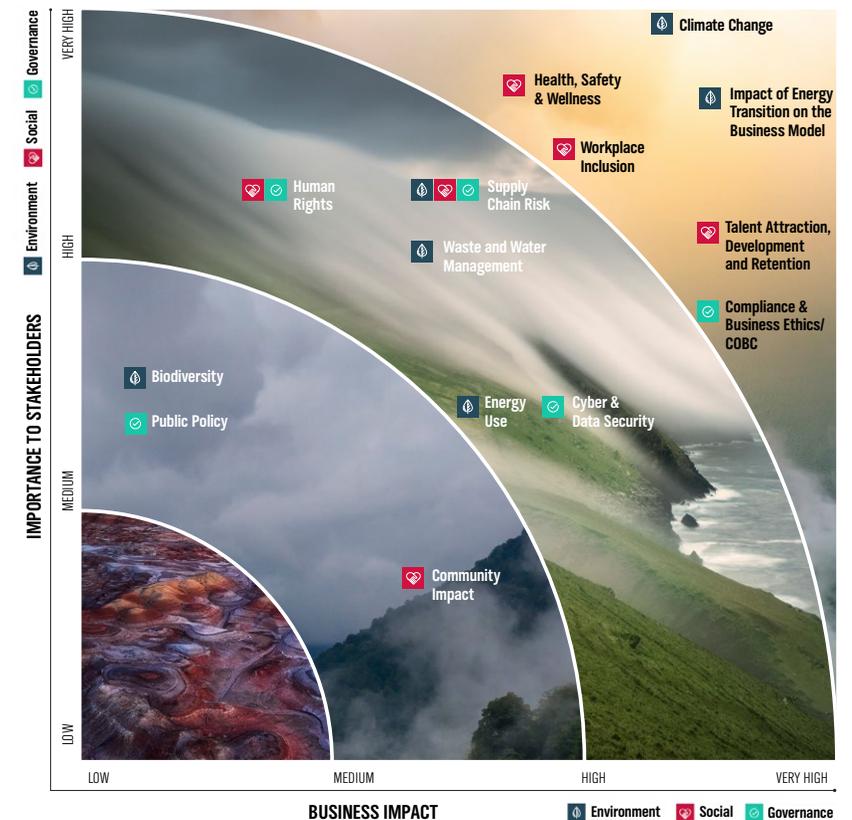
STAKEHOLDER ENGAGEMENT

Weatherford believes that strong relationships are foundational to success. We regularly engage our stakeholders to gather feedback on a range of issues, including ESG matters, to help inform our plans.

- **CUSTOMERS:** We seek to understand our customers' needs, goals, and expectations and gather feedback via meetings, surveys, and focus groups.
- **EMPLOYEES:** We engage employees through town halls, safety meetings, performance reviews, coaching, and development plans to support meaningful and rewarding careers.
- **COMMUNITIES:** We connect with non-profits and community leaders to identify ways to make a positive impact, such as donating time and resources.
- **SUPPLIERS:** We collaborate on sustainability and ethics through surveys, interviews, due diligence, and contract negotiations.
- **INDUSTRY:** We participate in industry conversations through conferences, events, and associations to share knowledge and drive progress.
- **UNIONS AND COLLECTIVE BARGAINING ENTITIES:** We engage with 52 trade unions and 5 employee forums across 16 countries, collaborating directly or through a chamber model.
- **INVESTORS, ANALYSTS, CREDIT RATING AGENCIES, AND BANKING PARTNERS:** We maintain transparency through quarterly calls, meetings, conferences, and disclosures via the [Investor Relations](#) section of our website.

DMA PROCESS GUIDING REGULATORY READINESS

- 1 Aligned on a scoring methodology to assess the financial and impact materiality of the ten ESG topics outlined by ESRS
- 2 Developed a process to collect inputs and confirm findings from stakeholders across functions
- 3 Identified potential ESG impacts, risks, and opportunities (IROs) to be assessed
- 4 Developed a rationale for scoring by leveraging Weatherford's Enterprise Risk Management framework, input from 40+ Weatherford subject matter experts, industry standards, peer benchmarking, and customers
- 5 Scored each IRO and assessed against materiality thresholds
- 6 Validated findings of the assessment with key Weatherford stakeholders
- 7 Documented the process and results in preparation for CSRD readiness



LEGEND

	IET	Impact of Energy Transition on the Business Model (incl. Economic Performance)		HSW	Health, Safety, & Wellness
	CC	Climate Change		TLT	Talent Attraction, Development, and Retention
	WW	Waste & Water Management		WI	Workplace Inclusion
	SCR	Supply Chain Risk		HR	Human Rights
	EG	Energy Use		SCR	Supply Chain Risk
	Bi	Biodiversity		CI	Community Impact
	CBE	Compliance & Business Ethics/COBC (incl. Transparency)			
	HR	Human Rights			
	SCR	Supply Chain Risk			
	CDS	Cyber & Data Security			
	LB	Public Policy			

Risk Level: Low Medium High Very High



COMMITMENTS 2025 AND BEYOND

ENVIRONMENT

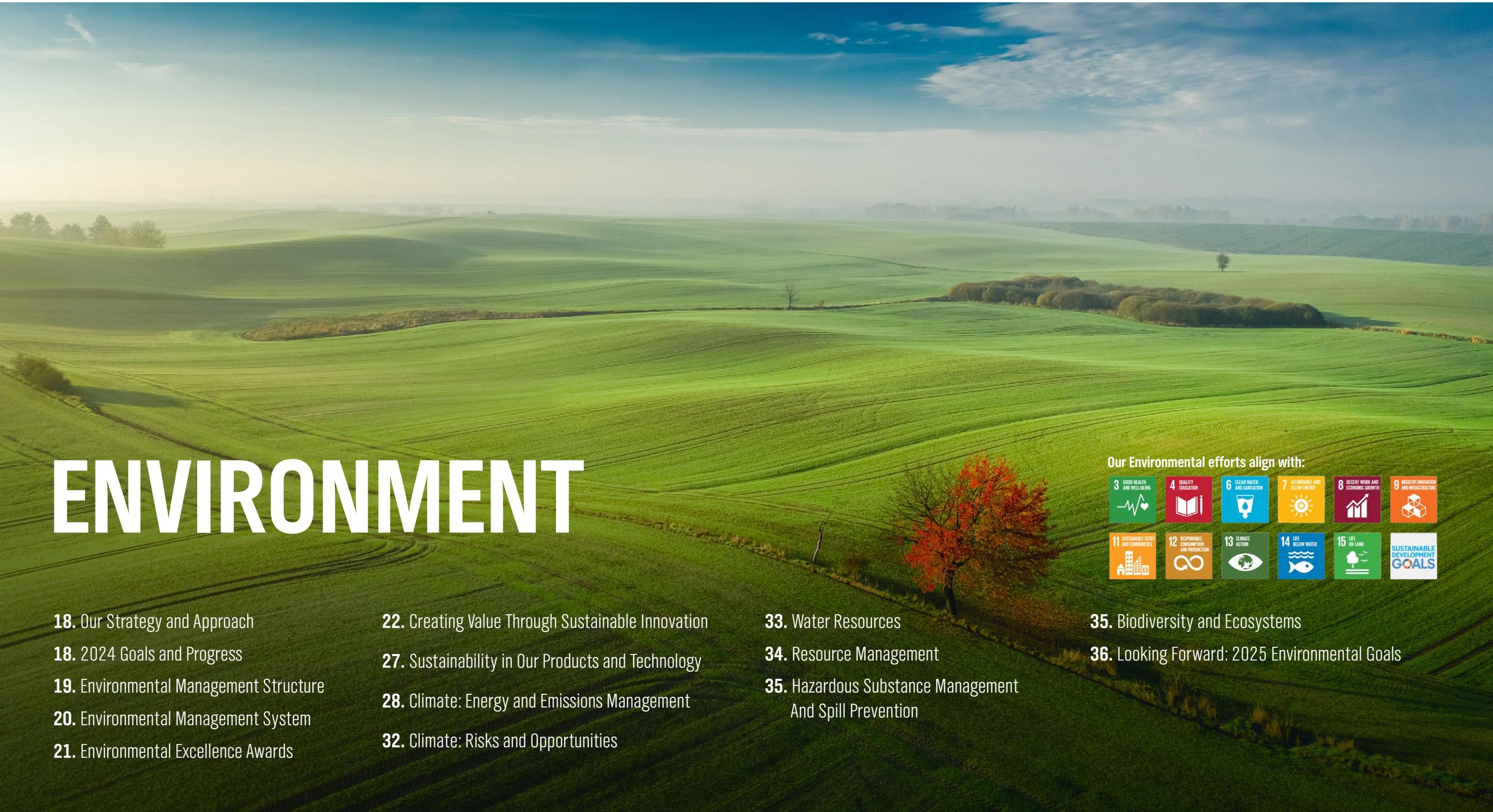
- Implement energy reduction assessments across all strategic global manufacturing locations using the framework from the Better Climate Challenge 
- Integrate [TNFD LEAP](#) into business strategy where appropriate   
- Continue regulatory ESG disclosure readiness efforts across required material metrics  
- Introduce internal qualitative and quantitative sustainability KPIs     
- Maintain 95% completion rate of hazardous substance training for all employees working with hazardous materials.    
- Continue to enhance suite of Sustainability Intelligence Dashboards     

SOCIAL

- Continue to simplify the Quality, Health, Safety, Security, and Environment management system and maintain alignment with American Petroleum Institute and Internal Standards Organization (ISO) 9001, ISO 45001, and ISO 14001 standards   
- Perform further analysis of disclosure topics as they relate to double materiality and/or readiness: Human Rights Across Our Value Chain and Affected Communities     
- Expand Weatherford charitable giving activity  

GOVERNANCE

- Continue regulatory ESG disclosure readiness activities   
- Create an enterprise-wide artificial intelligence (AI) strategy roadmap   
- Expand enhanced supplier management training to targeted employee groups    
- Launch a global Trade Compliance Champion Network    



ENVIRONMENT

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Our Environmental efforts align with:





OUR STRATEGY AND APPROACH

At Weatherford, we are committed to being responsible environmental stewards. In addition to managing risks within our own operations, we deploy advanced technologies, products, and services that help reduce environmental impact, manage risks, and support the transition to a lower-carbon economy and the adoption of renewable energy solutions.



WEATHERFORD ENVIRONMENTAL SUSTAINABILITY STRATEGY

 Integrate sustainability in our products and technologies to support the energy transition

 Reduce energy use and emissions in our operations

 Manage the risks and opportunities associated with climate change

 Manage water, natural resources, and waste

 Protect biodiversity and ecosystems

2024 GOALS AND PROGRESS

 **ACHIEVED**  **ONGOING**

ENVIRONMENTAL MANAGEMENT

-  Simplification of the Environmental Management System and re-alignment with ISO 14001:2015
-  Where applicable, engaged in readiness assessments related to forthcoming regulatory climate disclosures

ENERGY AND EMISSIONS

-  Continued tracking progress against Net-Zero 2050 Roadmap
-  Launched an interactive Facility Insights and Improvement Tracking application
-  Continued progress with the US DOE Better Climate Challenge and globalization of programming
-  Further enhanced business intelligence, automation, and analytics related to emissions tracking

WATER AND RESOURCE MANAGEMENT

-  Expanded review of potential impacts on water-stressed locations
-  Continued to strengthen water and resource management tracking for reporting purposes
-  Waste reduction and expansion of HazMat Self-Assessment Program as part of the 2024 HSSE Strategic Initiatives Plan

BIODIVERSITY AND ECOSYSTEMS

-  Further analysis of biodiversity risk assessments and potential impacts to identify opportunities for program enhancements
-  Introduced the Taskforce on Nature-Related Financial Disclosures (TNFD) Framework into sustainability programming and assessments



ENVIRONMENTAL MANAGEMENT STRUCTURE

Active participation across all levels of Weatherford's organization is critical to the Company's sustainability journey.

BOARD OF DIRECTORS

Weatherford's Board of Directors has established the [Safety, Environment, and Sustainability \(SES\) Committee](#) to support the Board in overseeing and enhancing the Company's policies, programs, and initiatives related to health, safety, security, environment, and sustainability. The SES Committee's primary objectives and responsibilities include:

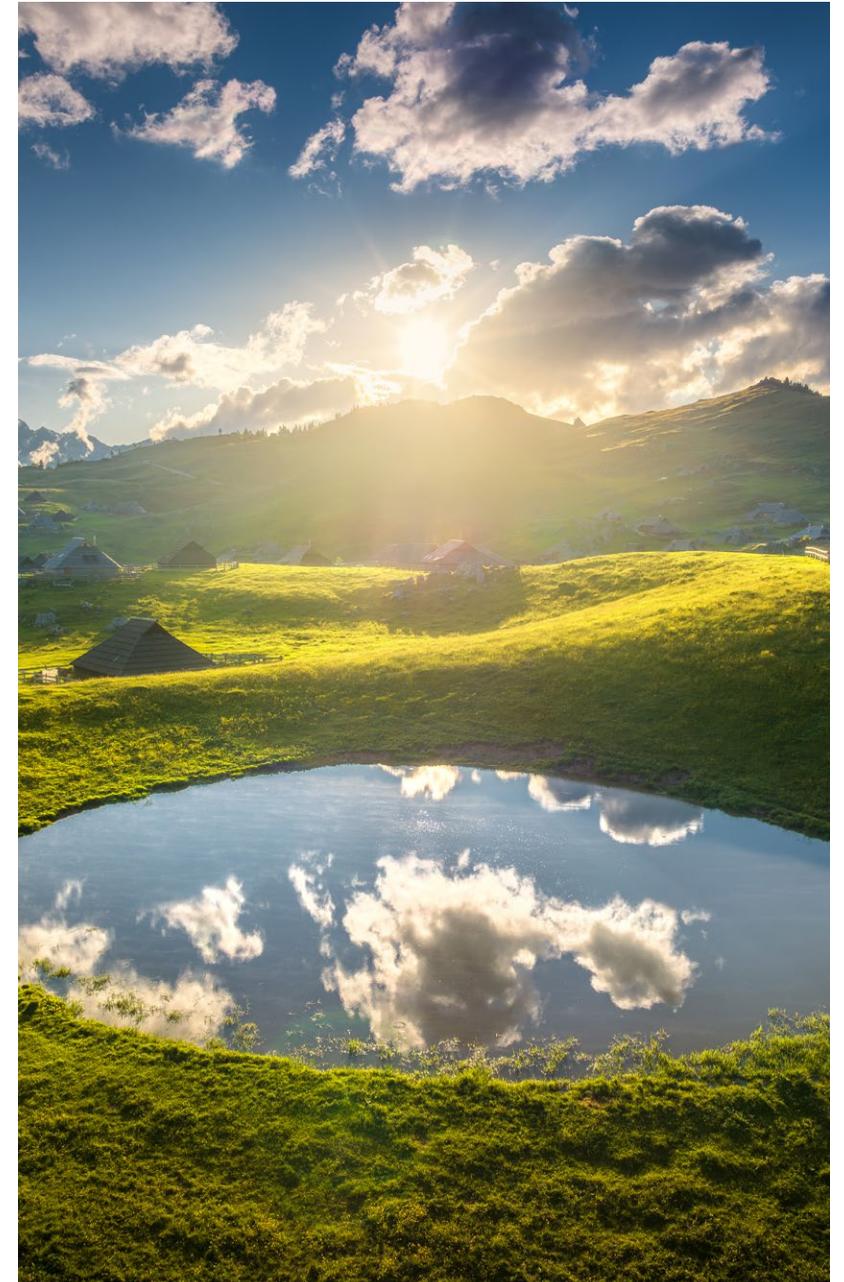
- Addressing ongoing global energy challenges in a sustainable manner
- Oversight of the Company's environmental policies
- Review of quarterly updates on the Company's environmental performance

SUSTAINABILITY TEAM

A dedicated team is in place to drive progress toward our sustainability goals. Empowered by the ESG Executive Committee, the team oversees relevant external disclosures and related assurance activities, as well as decarbonization efforts across the organization. In 2024, the team expanded to further resource internal control enhancements, data analytics, regulatory readiness, and supply chain efforts.

OUR GLOBAL ENVIRONMENTAL NETWORK

Our global Health, Safety, Security, and Environment (HSSE) department is responsible for operational day-to-day environmental activities at our locations and maintenance of our HSSE programming. The global HSSE and Sustainability teams actively partner on climate-related initiatives and other continuous improvement efforts regarding sustainability. Carbon Committees also convene to focus on key aspects of reducing our emissions.





ENVIRONMENTAL MANAGEMENT SYSTEM

Our Operational Excellence and Performance System (OEPS) is the foundation for our global sustainability practice with standards set by organizations such as the [International Organization for Standardization \(ISO\)](#). In 2024, a gap analysis for ISO 14001 requirements was conducted to identify potential areas for improvement.

<p>Energy </p> <p>Managing energy consumption and reducing emissions associated with our operations</p>	<p>Emissions </p> <p>Monitoring, controlling, and reducing emissions to ensure compliance with relevant regulations and industry standards</p>	<p>Water </p> <p>Responsible water usage and conservation, minimizing our impact on this vital resource</p>	<p>Waste </p> <p>Waste management, emphasizing reduction, recycling, and responsible disposal practices to promote circularity</p>
<p>Materials </p> <p>Efficient and sustainable use of materials, as well as the adoption of eco-friendly alternatives</p>	<p>Land Impact </p> <p>Minimizing disruption, protecting natural habitats, and promoting sustainable land use</p>	<p>Biodiversity </p> <p>Preserving and protecting biodiversity, conservation efforts, and minimizing our impact on ecosystems</p>	<p>Chemicals </p> <p>Safe handling storage, and disposal of emphasizing compliance with regulatory requirements and the promotion of environmentally friendly alternatives</p>

We employ a rigorous process to measure our performance and analyze comprehensive environmental data to assess the impact of our programs and initiatives. Global policies, standards, and requirements guide our operations across the dimensions of our sustainability strategy. To drive compliance with Company policies and local regulatory requirements, we have established internal controls and business practices for environmental inspections and audits.

EMBEDDING SUSTAINABILITY IN OUR OPERATIONS

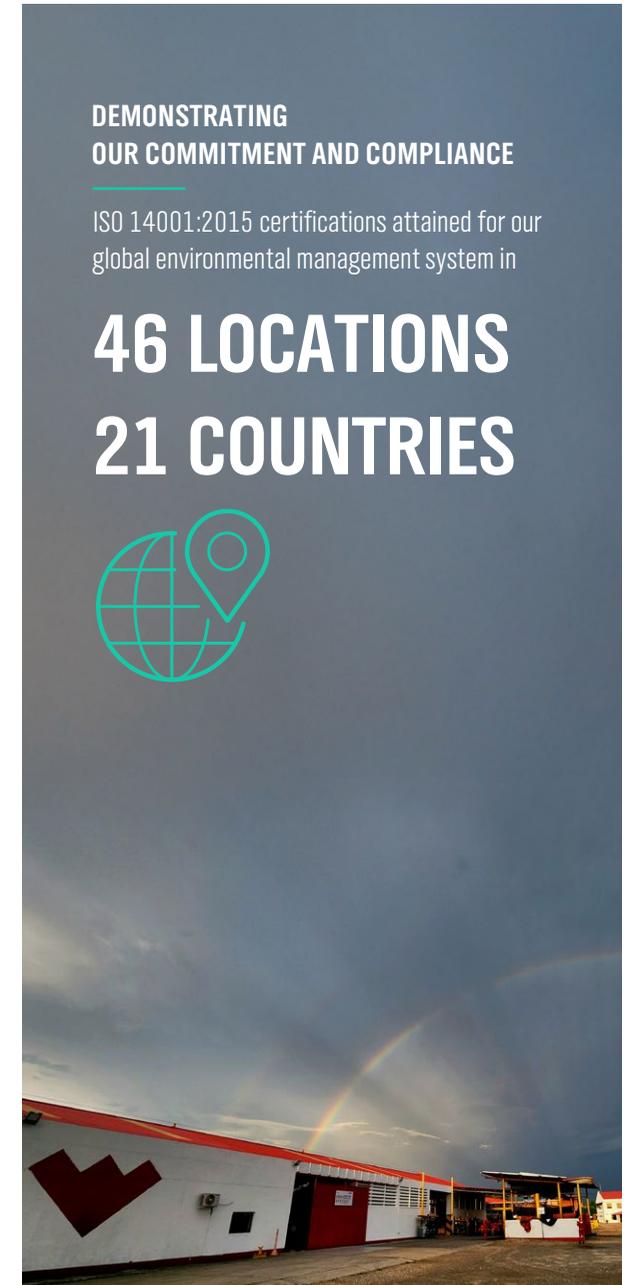
In addition to the enterprise-level management system, Weatherford facilities are required to develop annual Environmental Improvement Plans centered around reducing energy consumption, water usage, waste generation, and the potential for spills. In 2024, we finalized a Facility ESG Improvement Application to consolidate property insights and initiatives across our global location portfolio, in support of delivering better visibility of project quantification and progress, as well as drive action. Our Environmental Data Management, Recordkeeping, and Reporting procedure was updated to support this effort.

We also provide employees with the skills and knowledge needed to uphold our environmental standards through initiatives such as the Weatherford Competency Assurance Program. In addition, awareness programs such as our [Sustainability Hunts](#) encourage employees at every level to take action in managing energy, water, natural resources, and waste.

DEMONSTRATING OUR COMMITMENT AND COMPLIANCE

ISO 14001:2015 certifications attained for our global environmental management system in

46 LOCATIONS 21 COUNTRIES





ENVIRONMENTAL EXCELLENCE AWARDS

Each year, we globally recognize projects that align with our environmental strategies and demonstrate our commitment to sustainable success. More than 150 employees in 18 countries participated in submissions in 2024.

AWARD	NET-ZERO INITIATIVES - ENERGY AND EMISSION REDUCTION	IMPROVED WASTE AND WATER MANAGEMENT	CHEMICAL AND HAZARDOUS MATERIALS MANAGEMENT	BIODIVERSITY AND CONSERVATION WITHIN COMMUNITIES	
	<p>Marmul Lean Drilling Initiative, Integrated Services, Oman</p> <p>Resource optimization and application of lean operation concepts, through introduction of a rig-and-hoist combination method to drill and complete wells. These efficiencies achieved more than 9,500 mT of CO₂e for our client.</p>	<p>Water Desalination & Treatment Project, Iraq</p> <p>Installation of a water treatment and recycling unit to desalinate non-potable water for general use, achieving zero water waste in Q3'24. Overall water withdrawn was reduced by 14% year-over-year, in addition to personnel and logistics efficiencies realized.</p>	<p>Conventional Organic Treatments Replacement, Bogota, Colombia</p> <p>Development and implementation of an eco-friendly alternative in Pressure Pumping operations with the Ecodisp system, a water-based treatment that replaces conventional diesel-xylene and varsol-xylene applications, improving production and well-pressure while significantly reducing chemical use, VOC compounds, equipment carbon footprint, and enhancing safety measures.</p>	<p>Educational Video - A Step Forward: Reviving Biodiversity & Ecosystem of the Desert, India</p> <p>Directed by local team members, the video highlights the positive impact on the environment and community through initiatives like removing invasive plants, planting native trees, drought reduction, waste segregation, recycling, and community education to restore the Thar Desert ecosystem.</p>	
	<p>Rigless Surface Jetpump, Artificial Lift Services, United Arab Emirates</p> <p>Revived well production through surface jetpump application across multiple locations, eliminating the need for diesel-generated power, as well as reduced reliance on nitrogen applications, equating to nearly 300 mT in CO₂e reductions for the client.</p>	<p>From Waste to Resource: Enhancing Effluent Treatment and Re-Use, Brazil</p> <p>Commissioning of an Industrial Wastewater Treatment Plant (IWWTP) and Effluent Treatment Plant (ETP) to treat 35m³ of wastewater daily, recycling it for operations and maintenance. This project eliminated external water and third-party effluent collection.</p>	<p>Oil-based Paint Substitution, Mexico</p> <p>The team implemented a water-based alternative to oil-based paints across multiple locations, reducing VOC emissions.</p>	<p>Native Species Tree Projects That Include Community Outreach and Student Internships, Neuquen, Argentina</p> <p>Through partnerships with local organizations, the team participated in regional park restoration efforts, planting 70 species of native trees from nurseries that offer training and internships to students facing socioeconomic challenges.</p>	
	<p>Better Climate Project - Energy Reduction Initiatives, Huntsville Manufacturing, TX, USA</p> <p>Led energy reduction efforts, identifying over 400 mT of CO₂e (Scope 1 & 2) with nearly 50% of opportunities implemented in 2024.</p>	<p>Nitrogen Cap Drilling (NCD) Technique, Managed Pressure Drilling, Oman</p> <p>Introduced NCD techniques to reduce drilling fluid losses and improve safety, eliminating 100 mT of CO₂e for the client in 2024.</p>	<p>Waste-to-Value Circularity Project, Añelo, Argentina</p> <p>Employees at the location collected plastic and cardboard, transporting it to a local recycling supplier, who transforms and exchanged it for useable goods such as benches and flowerpots. Throughout the year, the team helped to repurpose nearly 10,000kg of cardboard and 5,100kg of plastic.</p>	<p>Dry Blending Initiative, Oman</p> <p>Introduction of cement dry-blending technology for customer applications. This innovation has saved 900m³ of fresh water, reducing chemical consumption by more than 2,500L, as well as realizing process efficiencies and related emission reductions.</p>	<p>Honeybee Project, Germany</p> <p>In partnership with a local beekeeper, the location hosts estimated 50,000 bees that collect nectar from a 3km radius, producing 80kg/300 jars of honey annually. This employee engagement program provides unique, eco-friendly promotional gifts.</p>



CREATING VALUE THROUGH SUSTAINABLE INNOVATION

At Weatherford, transformation begins with people. It is about shifting mindsets—rethinking how we live, work, and interact with our environment. This collective responsibility extends beyond individuals to encompass organizations and communities, fostering a unified effort toward a sustainable future. As a company and a community, Weatherford is dedicated to contributing to the solution through actionable change and innovation. In keeping with our One Weatherford spirit, we are pioneering new energy initiatives including advancements in geothermal, hydrogen extraction and storage, and solutions mining projects.

LEVERAGING EXPERTISE FOR RENEWABLE ENERGY

Weatherford's extensive expertise in traditional energy solutions forms a solid foundation for driving innovation in renewable energy. By leveraging proven technologies and methodologies, we are advancing the accessibility and scalability of sustainable energy. Our focus includes expanding capabilities to support renewable energy development and reliable hydrogen storage with the same precision and efficiency mastered in traditional sectors.

DECAHYDRON

Weatherford entered a greater partnership with Decahydron to pioneer cutting-edge technologies for extracting natural hydrogen and advancing in-situ CO₂ mineralization within ultramafic rock formations. This partnership and early engagement in natural hydrogen extraction and storage represent a strategic diversification effort and align with the broader global shift towards sustainable and renewable energy sources.

Girish Saligram, our President and CEO, stated, "This partnership represents a milestone in Weatherford's commitment to sustainable energy solutions. By leveraging Decahydron's pioneering technologies with our operational strength, we can accelerate the development of Natural Hydrogen and CO₂ mineralization in the MENA region. Together, we're not just advancing innovation in energy, but actively contributing to the region's cleaner energy future."

CLIMATE MITIGATION AND ADAPTATION INNOVATION

Weatherford's sustainability strategy focuses on achieving measurable impacts in critical areas, including climate mitigation and adaptation. We are streamlining our processes to improve efficiency and reduce emissions over time. Simultaneously, we are innovating emissions-lowering technology and adapting existing products and technologies. For example, slot-recovery technologies like Shogun™ and Titan™ enhance hydrocarbon extraction from existing wells and reduce the need for new drilling.



REAL RESULT: Casing-Recovery Solutions

Weatherford and recent acquisition Ardyne combined to create an unprecedented casing-recovery solution with leading technologies pioneered by each company. The solution included casing-cutting and jacking technology from Ardyne, along with Weatherford's shallow-angle QuickCut™ casing-exit system and AccuView® real-time remote support system. The result was an innovative solution that delivered the casing exit in a single trip. Compared to conventional methods, the solution reduced personnel on board by two crew members and saved 27 hours of rig time for a 29% efficiency improvement and 47,000 kg CO₂E⁽¹⁾ approximate emission reduction.

[▶ READ MORE HERE](#)

ADVANCING OUR CAPABILITIES THROUGH STRATEGIC ACQUISITIONS

Our commitment to sustainability is highlighted by strategic acquisitions that enhance our capabilities in operational efficiency, waste reduction, and resource optimization. Recent acquisitions demonstrate our drive to optimize reservoir performance, extend productive well life, and support plug-and-abandonment and slot-recovery technologies. These advancements strengthen our wireline capabilities and reduce environmental impact, enabling more precise and efficient subsurface data acquisition and intervention services that drive operational excellence and sustainable outcomes.



DATAGRATION

Weatherford acquired Datagration in 2024, a leader in data engineering, providing hybrid physics-empirical analysis of operations and financial data, and workflow orchestration. This allows Weatherford to unify its customer experience along the software workflow (both petrotechnical and statistical) to a singular interface.

[▶ READ MORE HERE](#)

(1) Based on standard assumptions for run times, burn rates, and other relevant factors from industry sources, including, but not limited to, API, EPA, and/or GHG Protocol methodology.



DIGITALIZATION AND AUTOMATION

Weatherford's Industrial Intelligence Portfolio bridges the gap between both digital intelligence and physical-world execution. Our goal is to transform industrial performance by delivering insights that drive tangible outcomes, not only in profits and production, but also in securing a more sustainable future.

This industrial intelligence is built on the foundation of a workflow-centric yet technology-agnostic portfolio that coordinates data-driven performance improvements and redefine safety, efficiency, and reliability.

When we channel digital intelligence to drive automation, we decrease field personnel at the rig site, and the cascading benefits of fewer people translate into a reduction of the carbon expended to transport, house, and support the crew. Integrated software enables real-time, lifecycle-data collection for actionable intelligence that optimizes operational efficiency and uses fewer resources.

THE MODERN EDGE



**Supervisory Control and Data Acquisition (SCADA)
& Supervisory Surveillance and Data Acquisition (SSDA)**



Sensors



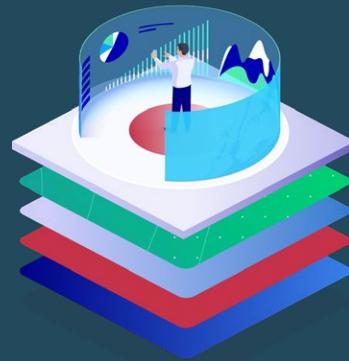
Flow Meters



IoT Sensors

Suite of cutting-edge software enabled hardware integrated with a world-class control system, which is modular to existing infrastructure

UNIFIED DATA MODEL



Allows customers to integrate all facilities data, combine operations and financial analysis, and harmonize multi-asset data

Independent, modular, and context-relevant data model, which supports all API-based applications

SOFTWARE PORTAL



**Weatherford & Third-Party
Embedded Subject Matter Expert**

Weatherford software portal enables customers to use built applications, while retaining data in their own infrastructure, cloud or on premise



SOLUTIONS FOR NEW ENERGY DEMANDS

As global energy demands evolve, we leverage our expertise in traditional energy services to adapt and advance renewable energy solutions. Our end-to-end technologies address the unique challenges of geothermal energy and carbon capture and storage (CCS) while paving the way for future opportunities in hydrogen storage and solutions mining. Read more about our new energy solutions on our [website](#).

GEOHERMAL ENERGY

We have nearly three decades of experience in geothermal energy solutions and expertise in areas such as managed pressure drilling, engineered fluid chemistry, liner systems, and well services, demonstrating our drive for innovation and commitment to advancing sustainable practices. Our specialized solutions and digital tools are designed to withstand the extreme conditions of geothermal reservoirs, optimize operational efficiency, and reduce environmental impact in geothermal projects.

CRITICAL MINERALS

As the demand for alternative energy shifts, the reliance on metals, such as lithium and boron, among others, will also increase. Heightened demand is further challenged by geographical supply, downstream capabilities, environmental requirements, and geopolitical matters. Weatherford recognizes the opportunity to expand our role as an energy services provider and continues to invest in the research and development of technology to responsibly access critical minerals, while addressing the associated environmental, social, and governance challenges.

CARBON CAPTURE AND STORAGE (CCS)

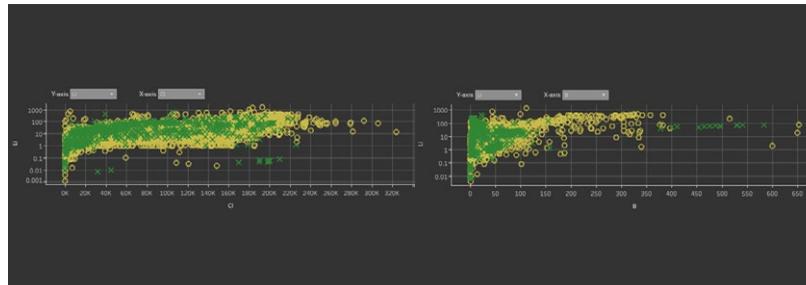
We are committed to advancing sustainable energy by enabling permanent carbon sequestration today and securing reliable hydrogen storage for the future. With energy infrastructure playing a vital role in carbon capture and storage, our digital tools enhance well integrity, optimize injection, and support long-term storage solutions. We also repurpose existing energy infrastructure, including depleted reservoirs, to reduce the need for new infrastructure and its environmental impacts. Measurement, monitoring, and verification (MMV) technologies support long-term storage integrity, help prevent atmospheric impacts, and retain valuable elements for future use.



REAL RESULT: GEOHERMAL DRILLING IN BAVARIA

Weatherford's 17-year partnership with a project management company enabled effective delivery of geothermal drilling projects in Bavaria, Germany. The two teams' combined expertise, management, and coordination delivered the project 15-30% faster than planned, including 45% faster bottomhole assembly pickup and preparation for drilling operations.

[▶ READ MORE HERE](#)



LEVERAGING PULSED NEUTRON TECHNOLOGY FOR LITHIUM DETECTION

Using U.S. Geological Survey Produced Waters Geochemical Database, Weatherford has identified petrolithium methodology to preferentially target mineral recovery from produced water within lithium-rich formations by determining the concentration of one or more proxy elements such as boron and/or chlorine, which support the modelling of lithium concentration. In addition to enhancing wellbore circularity, this method could facilitate balancing the consumption of lithium supply by developed nations, that currently rely on supply from underdeveloped nations.

[▶ LEARN MORE](#)

USGS National Produced Waters Geochemical Database. Public Domain. [View Media Details](#)



ADVANCING CCS INTEGRITY

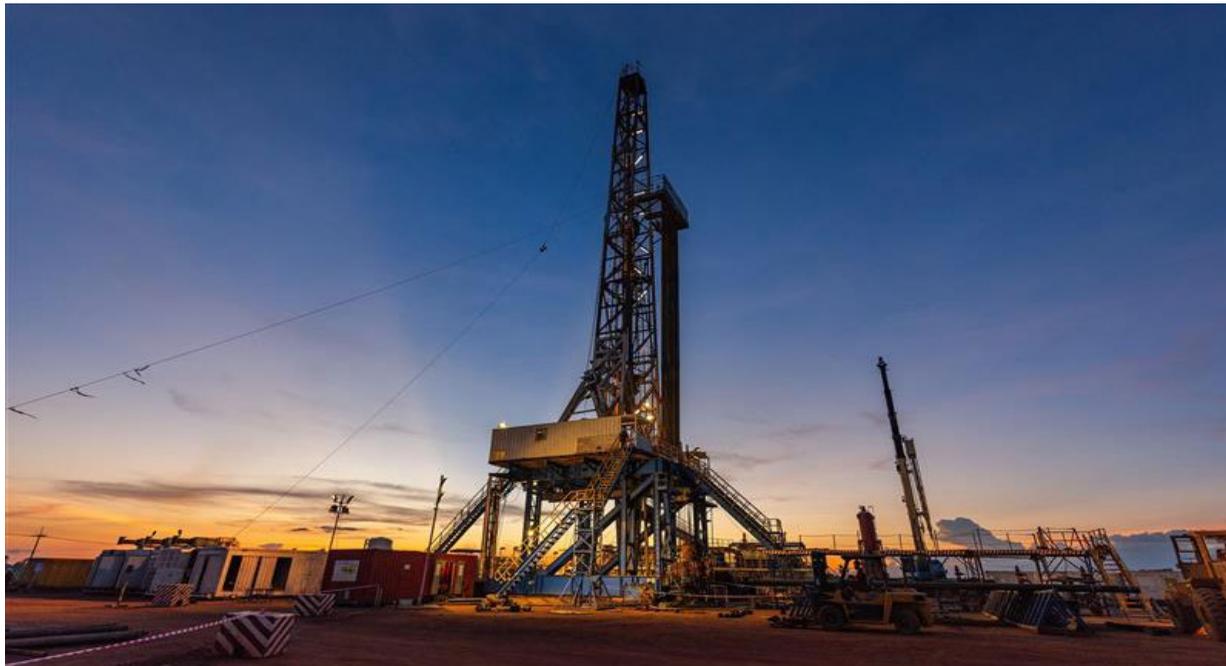
Weatherford Wireline services play a critical role in carbon capture and storage by providing advanced monitoring, logging, and evaluation services to ensure safe and effective CO₂ injection and containment. With capabilities such as reservoir monitoring, leak detection and remediation, formation evaluation, and plug and abandonment support, Wireline services and technologies maintain compliance while mitigating risks, ensuring long-term storage security and integrity.

[▶ READ MORE HERE](#)



OPTIMIZING WELL PERFORMANCE

Our proactive production management approach is built on a continuous cycle of monitoring, analysis, and optimization to maximize production performance at every phase of the well lifecycle. Through our real-time data collection and advanced analytics, operators can maintain peak efficiency and identify and address performance issues before they escalate. Our well performance solution tracks emissions throughout the well lifecycle to enable precise management and reduction strategies and support operators' efforts toward their environmental targets.



INNOVATIONS FOR PERFORMANCE AND SUSTAINABILITY

A customer in Oman engaged Weatherford to develop a Nitrogen Cap Drilling (NCD) technique that had not been used before in the country. The technique reduces water lost into wells by 50% and consequently reduces oil deferral, stimulation, and clean-up processing. Since its initial development in 2021, Weatherford has completed 50 NCD projects for the customer.

[▶ READ MORE HERE](#)

WELL OPTIMIZATION

By refurbishing existing wells and improving the performance of their infrastructure, operators can reduce the land disruption, water usage, and carbon emissions associated with new well exploration and development. For example, fluid chemistry solutions like Amplifrac™ maximize production by optimizing proppant placement and enhancing reservoir contact.

WELL REPAIR AND REFURBISHMENT

Well repair and refurbishment requires a structured and integrated process to optimize performance and longevity. Our solutions focus on the following stages:



DIAGNOSIS

Identifying the root causes of well underperformance through advanced diagnostics and data analysis



PLANNING

Careful preparation to minimize downtime, operational risks, and costs



EXECUTION

Leveraging cutting-edge technologies and streamlined workflows to restore well performance quickly and cost-efficiently



METHANE EMISSIONS MANAGEMENT

Methane emissions occur across various stages of the oil and gas production cycle. During upstream operations, wellheads have the potential to leak methane during the drilling and completion phases, particularly during venting, flaring, or equipment failures. Production equipment such as valves, tanks, and storage facilities, either underground or above ground, may release methane due to inadequate maintenance, leaks, or improper sealing.

Weatherford develops and deploys advanced technologies to address methane emissions. We equip operators with innovative monitoring, reduction, and management solutions, such as improved leak detection and repair (LDAR), vapor recovery systems, and modernized infrastructure.

WELL DECOMMISSIONING

Our advanced technologies and services strive to provide operators with tools for safe and responsible well-decommissioning and abandonment. Well cessation is conducted in a manner that supports environmental protection while maintaining operational efficiency and meeting regulatory requirements.

We focus on long-term barrier performance to prevent future leaks and minimize environmental risks using solutions such as our Reclaim™ Thru-Tubing P&A Solution System. Once a well reaches cessation, we prioritize restoring surrounding formations to preserve the surrounding ecosystem.



REAL RESULT: RECLAIM™ THRU-TUBING

By setting cross-annular plugs from the tubing, the Reclaim solution substantially reduces the time and costs associated with pulling and properly disposing of contaminated tubing. A United States-based oil producer engaged Weatherford to determine a solution to plug and abandon a well drilled initially by an oil producer in 2010. We used the Reclaim plug and abandonment solution to perform a rig-free abandonment operation. The operation was completed in only three days, abandoning the well and isolating the wellbore from potable water sources.

[▶ READ MORE HERE](#)

RESPONSIBLE WELL PLUG AND SEAL

All wells pose environmental risks—including those abandoned without proper sealing or by operators no longer responsible for them. Without appropriate remediation, these wells can release methane into the atmosphere and leach contaminants into groundwater, contributing to greenhouse gas accumulation and jeopardizing water quality and ecosystems.

Weatherford addresses these risks by plugging and sealing wells with durable materials to restore the natural integrity of geological formations and prevent harmful leaks. We also deploy technologies and processes to drive efficiency, such as direct setting of cross-annular plugs from the tubing and minimizing pulling and disposal of contaminated tubing.



FIRMA™ PLUG AND ABANDONMENT

This solution provides a comprehensive approach to safely decommission wells and restore the integrity of natural formations. By utilizing advanced technologies and reliable materials, Firma provides long-term well sealing that supports restoration of the surrounding ecosystem.

[▶ READ MORE HERE](#)



SUSTAINABILITY IN OUR PRODUCTS AND TECHNOLOGY

Balancing the world's traditional energy needs with the pressing energy transition is a complex challenge. Weatherford invests in the sustainability of our products and technologies to conserve resources, mitigate emissions, and grow our new energy capabilities. Learn more about our portfolio capabilities on our [website](#).

DRILLING AND EVALUATION					
ENABLING TECHNOLOGIES	PRIMARY AREA OF IMPROVEMENT IMPACT				APPLICATION*
	WATER/WASTE	ENERGY	EMISSIONS	SAFETY	
CENTRO® Optimization Platform	•	•		•	WR
GAPS® Service		•		•	
HeatWave® Service	•	•	•	•	GT, CCS, MM
Impact Selector® Dual Advanced Kickover Tool		•	•	•	
Integrated Solutions	•		•	•	WR
MultiView™ Multibarrier Corrosion Logging Tool	•		•	•	P&A
Modus™ Managed Pressure Wells Solution	•	•	•	•	GT, CCS, MM
OptiBarrier™ Downhole Deployment Valves	•	•	•	•	GT, CCS
PressurePro® MPD System	•		•	•	GT, CCS
ProTherma™		•			GT, WR
Quantum™ PT Gauge		•			GT
Geothermal Depth Logger & Encoder		•			GT
RipTide® Underreamer		•	•	•	CCS
SecureView® Cement Evaluation		•	•	•	
Wel-Hib™ Inhibitor	•	•			
WEL-Sure™ - Self-degradable LCM	•			•	WR

WELL CONSTRUCTION & COMPLETION					
ENABLING TECHNOLOGIES	PRIMARY AREA OF IMPROVEMENT IMPACT				APPLICATION*
	WATER/WASTE	ENERGY	EMISSIONS	SAFETY	
Compact Casing Shoe System		•		•	MM
COMPLETE™ Post-TD Solution		•	•	•	GT, CCS
Completions: New Energy Portfolio		•	•	•	GT, CCS
ESS® Expandable Sand Screens System	•	•	•	•	CCS
ForeSite® Sense		•			GT, CCS
MARS™ Mature Asset Rejuvenation by Surveillance	•			•	WR
Reclaim™ Thru-Tubing P&A	•	•	•	•	P&A
Remote Operating Barrier Valve (ROBV)				•	
Renaissance®, Inverted Gas Lift, Deep Gas Lift, Foam-lift Capillary Services	•	•	•	•	WR
RFID Completions		•	•	•	MM
TRIP™ Single Trip Completions	•	•	•	•	MM

*Energy Transition Offerings Application

GT - Geothermal

MM - Methane Mitigation

WR - Well Rejuvenation

CCS - Carbon Capture and Storage

P&A - Plug and Abandonment

ME - Mineral Extraction

PRODUCTION & INTERVENTION					
ENABLING TECHNOLOGIES	PRIMARY AREA OF IMPROVEMENT IMPACT				APPLICATION*
	WATER/WASTE	ENERGY	EMISSIONS	SAFETY	
AccuView™ for Remote Operations		•	•	•	GT, CCS, P&A
AlphaV™		•	•	•	
Amplifrac® Fluid	•	•	•	•	
CygNet® SCADA Platform		•	•	•	GT, CCS
Firma™ P&A Solutions		•	•	•	P&A
Foresite® EDGE		•	•	•	
ForeSite® FLOW		•	•	•	
ForeSite® Platform	•	•	•		GT, CCS, P&A, ME
ForeSite® Power Regenerative System		•	•	•	
ForeSite® SENSE		•	•	•	CCS, MM
Permanent Magnet Motor (PMM)		•	•	•	
Rotaflex® Long Stroke Pump		•	•	•	
Shogun® Casing Recovery System			•	•	P&A
TOPS Separator (Turbulent Oil and Particulate)	•				
Trident® Casing Recovery System			•	•	P&A



CLIMATE: ENERGY AND EMISSIONS MANAGEMENT

Weatherford strives to reduce our energy use and emissions. To drive performance, we target efficiency and decarbonization efforts in our facilities, fleet, customer locations, and supply chain.

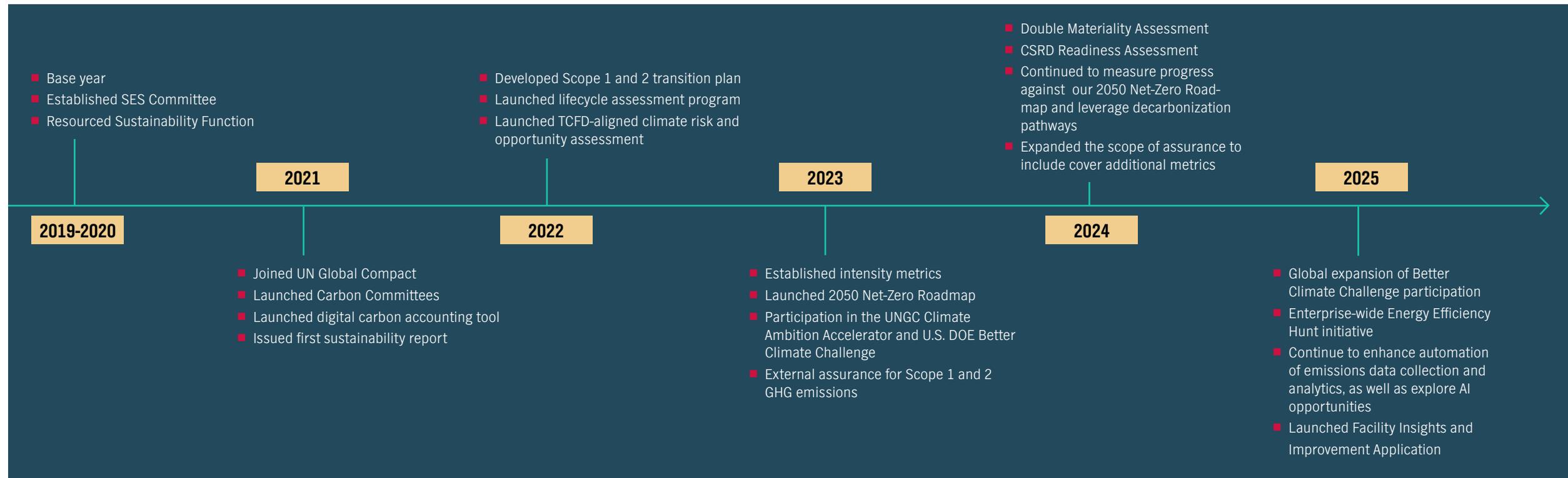
OUR NET-ZERO 2050 AMBITION

Since the 2021 launch of our 2050 Net Zero Ambition for Scope 1 and 2 location-based emissions, we have made progress each year through energy and emissions reduction projects across our global footprint. We are proud to have achieved reductions of 35% in our Scope 1 and 2 Greenhouse Gas (GHG) CO₂e emissions since our 2019 base year.

DECARBONIZATION IN OUR OPERATIONS

Key levers for reducing energy and emissions in our operations include

- Energy conversions, such as diesel-to-grid, or grid-to-solar
- Energy efficiency projects, including the Better Climate Challenge
- Automation and remote operations
- Fleet reduction and electric vehicle conversions
- Property footprint optimization





ENERGY AND EMISSIONS REDUCTION PROJECTS

We deploy Carbon Committees to engage in decarbonization pathway projects at an enterprise level. These voluntary committees include team members from across our footprint and leadership oversight. Projects include quantifying of facility improvement impacts, identifying decarbonization opportunities in the supply chain, and further assessing the environmental impact of our products and technologies. Accomplishments in 2024 include:

- **Measurement Calculation Enhancement:**
In 2024, Weatherford deployed new Life Cycle Assessment software to better identify efficiency opportunities in our products.
- **Market-Based Electricity Reporting:**
In 2024, Weatherford initiated a global effort to determine where we could engage in greener sourcing of electricity with the aim to improve our footprint and strengthen our market-based reporting.
- **Real Estate Productivity:**
An initiative was launched to identify cost reduction projects, leveraging those generated from energy reduction initiatives.

FLEET AND FUEL MANAGEMENT

Fuel is a key driver of energy usage in our operations. Our Energy Management OEPS Standard outlines requirements for procuring energy-efficient equipment, including vehicles. Many of our facilities have electric vehicles (EVs) in their fleet and offer EV charging to employees. In 2024, EV charging stations were added at our corporate headquarters to support the transition to EVs and hybrid vehicles.

Our EnergyWise program promotes best practices such as minimizing idling time, adhering to speed limits, and conducting regular maintenance. We also work closely with third-party logistics companies to optimize delivery routes.



ELECTRIC FORKLIFTS

Weatherford facilities in the United Arab Emirates, Ukraine, and Colombia are replacing diesel forklifts with electric models. We intend to continue electrifying our forklift fleet wherever feasible.



GLOBAL ENERGY EFFICIENCY HUNT

The Sustainability Hunt Program was launched in 2023 by the Facilities Carbon Committee. In 2024, this global employee engagement initiative focused on targeted energy efficiency measures. Each facility was encouraged to take several actions, such as:

- Assess lighting levels, incorporate motion sensors, and replace lights with LED
- Manage compressed air leak load, re-evaluate pressure settings, and consider compressor staging
- Foster workplace behavioral change to turn off machines and motors when not in use, evaluate motor sizing, and consider the installation of variable speed drives
- Set a cadence to conduct facility walkthroughs during non-operational hours to turn off wasted energy end uses
- Check thermostat setpoints, motor sensors, and light timers

In addition to this year's Sustainability Hunt focus on energy efficiency, Weatherford locations identify and implement energy and emission reduction projects across our Geozones as part of annual planning. For example, our facilities continue to target full transition to LED lighting. Our Netherlands base achieved this in 2024, and our Kuwait site is on target to do so in 2025.



CLIMATE AMBITION ACCELERATOR

Weatherford continues to participate in the UN Global Compact Climate Ambition Accelerator program, which supports organizations' progress toward setting science-based emissions reduction targets. Principles from the program are incorporated into our practices and roadmap.



THE BETTER CLIMATE CHALLENGE

Weatherford continued participating in the U.S. Department of Energy (DOE) Better Climate Challenge to reduce portfolio GHG emissions (Scope 1 and 2) by at least 50% and energy intensity by 25% within 10 years of our 2019 base year. This voluntary program enables partner organizations to accelerate energy efficiency and procurement by providing technical assistance, peer-to-peer learning, and sharing of reliable real-world solutions.

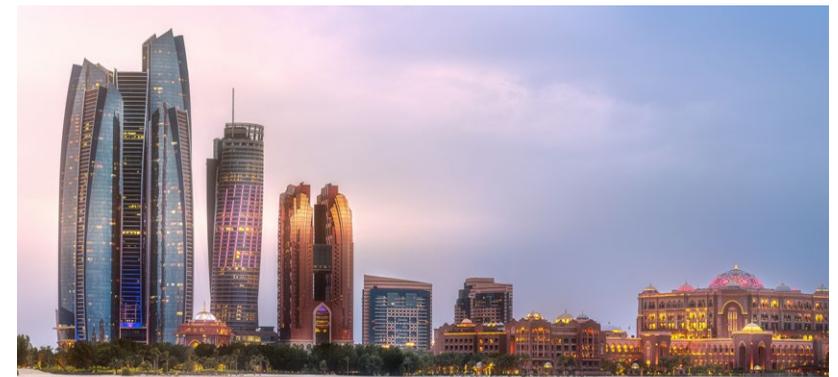
Accomplishments from this year's work in the program include:

- Identified 7.1 million kWh of potential energy reductions and implemented 2.5 million kWh of these reductions
- Identified more than 3,000 mT3 of CO₂e in potential emissions reductions and implemented 1,044 mT3 of these reductions
- Completed energy assessments in eight locations, which included manufacturing and service/operations facilities
- Engaged stakeholders from multiple groups and levels, including leadership and facility personnel from product lines, real estate, HSSE, and operations and maintenance, to encourage participation and hands-on learning and broaden the scope of the assessments to more locations
- Participated in a DOE-led Decarbonization Boot Camp to explore new initiatives
- Developed Company-wide training to expand our learnings from the program to all global locations

Plans for 2025 include exploring on-site renewable energy procurement and generation projects across the U.S. and implementing energy assessments at targeted global manufacturing locations. Read more about the program and our progress on the Department of Energy [website](#).

EMISSIONS IN CUSTOMER OPERATIONS

The Product Line and Fleet Carbon Committee developed a GHG emissions calculator that enables more robust conversations with producers on the impact of efficiency driven field-based decisions. The Calculator enables Weatherford teams to demonstrate GHG emissions reductions that can be achieved with estimates of emissions from onshore and offshore rigs, generators, and transportation to and from facilities, rigs, and more. Calculations are based on citable sources, including the American Petroleum Institute, the Environmental Protection Agency, and the Greenhouse Gas Protocol.



REAL RESULT: AN INDUSTRY FIRST RIGLESS SURFACE JET PUMP

In Abu Dhabi, Weatherford provided a cost-effective yet sustainable solution for a network of wells that were not producing properly due to high flowline backpressures. The operator also targeted a 25% reduction in carbon emissions to support its 2030 net zero goal. Weatherford used innovative surface jet pump technology to reactivate the wells. The energy and pressure did not require any combustible source for the surface jet to function, providing a lower-emission solution that supported the operator's business and sustainability goals.

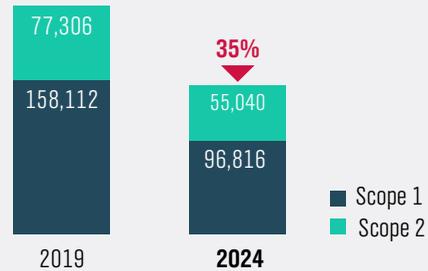
[▶ READ MORE HERE](#)



2024 SCOPE 1 AND SCOPE 2 EMISSIONS

Reductions in our Scope 1 and 2 greenhouse gas emissions since the 2019 base year underscore our commitment to operating more efficiently, improving our data inventory, and minimizing our carbon footprint. A reduction in Scope 1 and 2 emissions in 2024 was primarily driven by diesel and electricity reduction projects in Saudi Arabia, Iraq, and the United States.

Scope 1 and 2 Greenhouse Gas Emissions (mT of CO₂e)*



Scope 1 and 2 Greenhouse Gas Emissions Intensity (mT of CO₂e/ \$ million revenue)*



Since our 2019 base year, Weatherford has achieved:

39% ↓
in Scope 1 and 2 greenhouse gas emissions intensity*
(mT CO₂e/\$M Revenue)

35% ↓
in absolute Scope 1 and 2 greenhouse gas CO₂e emissions*

2024 SCOPE 3 EMISSIONS

We recognize the role we play in reducing Scope 3 emissions as part of our industry's overall strategy. To enhance our ability to manage our emissions, we continue to work with companies and stakeholders across our value chain to quantify material Scope 3 emissions. For detailed information on boundaries, methodologies, emission factors, estimations, and uncertainties, please refer to the [Details on our Environmental Data](#) in the indices of this report.

Scope 3 Emissions (mT CO ₂ e)	2024
1 - Purchased goods and services	582,540
2 - Capital goods	15,835
3 - Fuel and energy-related activities not included in Scope 1 and 2	40,909
4 - Upstream transportation and distribution	57,211
5 - Waste generated in operations	47,109
6 - Business travel	14,969
7 - Employee commuting	20,741
9 - Downstream transportation and distribution	14,280
15 - Investments	9,222

* Please refer to [Details on Our Environmental Data](#) for more information about these measures.

SOLAR ENERGY INSTALLATIONS

Examples of Solar Energy applications installed at facilities across our Geozones in 2024:

Villavicencio, Colombia:
Solar reflectors replaced diesel generators, reducing emissions



Neuquén, Argentina:
Solar lighting system installed now provides 70% of the site's energy

Cairo, Egypt:
Solar-powered lights are being installed in the parking lot

Poltava, Ukraine:
16.5 kilowatts of solar panels were installed at the base

Abu Dhabi, United Arab Emirates:
The facility has approved the installation of solar panels on the roof

Marmul, Oman:
Solar applications were added for security lighting and cameras, site camp caravans, and lighting in the scrap yard



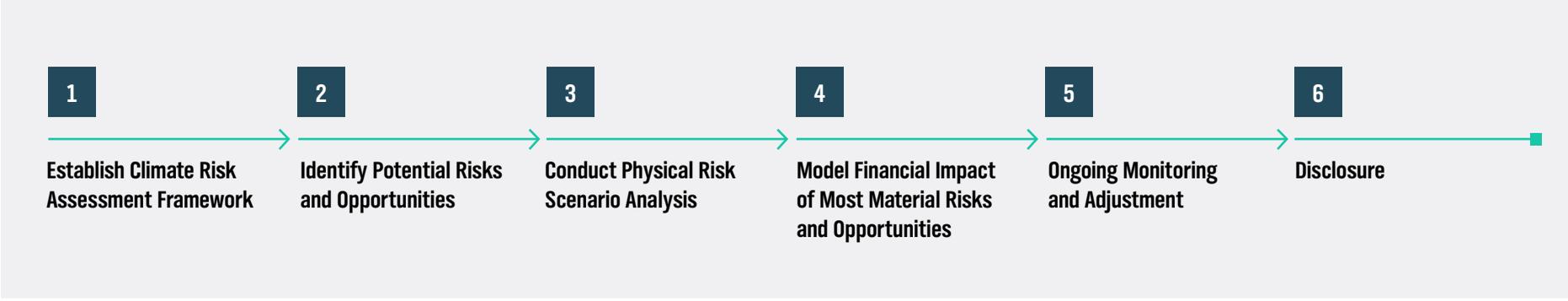
CLIMATE: RISKS AND OPPORTUNITIES

Weatherford is committed to managing and communicating risks and opportunities associated with climate change. Our approach to climate risks and opportunities includes risk assessment, scenario analysis, financial impact analysis, stakeholder interviews, industry benchmarks, and expert evaluation.

We use the results of our assessment and analysis to inform decision-making and strategic initiatives targeted at our business goals and climate ambitions. We continue to take measures to embed the Taskforce on Climate-related Financial Disclosures (TCFD) framework into our Financial Planning and Analysis (FP&A) process, Enterprise Risk Management (ERM) framework, and Double Material Assessment (DMA) efforts.

Further details on climate risks and opportunities can be found in the [TCFD Indices](#) of this report.

OUR CLIMATE RISK AND OPPORTUNITY ASSESSMENT PROCESS



Using results from the qualitative climate risk assessment conducted in 2023, further quantitative analysis was performed on five risks and opportunities in 2024.

Physical Risks

- Quantifying how changes in severe weather patterns, including hurricane frequency and severity, may result in facility and equipment damages and business interruptions
- Modeling how rising mean temperature may impact Weatherford by reducing worker productivity
- Quantifying impacts to the business as a result of changes in frequency and severity of wildfires around the world

Transitional Risks

- Projecting changes in customer preferences for oil and gas and the resulting impact on business in areas such as talent acquisition, insurance costs, and access to capital markets using qualitative impact pathways
- Analysis to show correlation between historical ESG scores and financial performance

Opportunities

- Model the opportunity for realized revenue through energy alternatives and low-emission products and services





WATER RESOURCES

Water is critical for healthy life and ecosystems. Weatherford's Water Management Standard guides the responsible use of water resources across the organization. We monitor water withdrawn, set annual targets, and identify opportunities to reduce use through system monitoring and inspection.

WATER CONSERVATION

In addition to our enterprise standards, Weatherford incorporates water conservation initiatives into our annual business and facility environmental improvement plans. Conservation efforts at our facilities seek to reduce water usage and waste, such as low-flow fixtures, reusing and recycling rainwater for landscaping and equipment washing, water reclamation, employee awareness campaigns, and other projects. Through focused footprint justification projects, risk identification, and mitigation efforts, we continue to reduce our water intensity year over year.

WATER RISK

We evaluate water risk to enhance our understanding of how our operations may impact or be impacted by water-related risks across our locations globally. Indicators such as physical risks, infrastructure challenges, access to clean drinking water and sanitation, and regulatory and reputational risks aid our decision-making regarding where and how we operate.

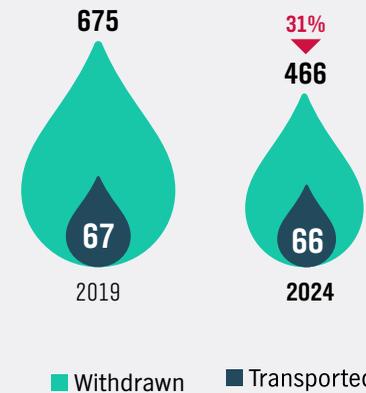
WATER STRESS

We use the [World Resources Institute Aqueduct](#) geospatial tool to identify the water stress of our operational locations globally. While we strive to continually improve our own operational locations, we also recognize that our technology and innovative solutions can foster even larger opportunities for our customers who operate in water-stressed areas. Examples of this innovation can be reviewed in our [Sustainable Solutions Technology Matrix](#).

WASTEWATER

Our Waste Management Standard outlines our approach to managing wastewater. To meet discharge permit requirements, we conduct monitoring surveys for wastewater and assess water sensitivity at our locations, while abiding by all applicable laws and regulations.

Water Withdrawn (Million Liters)



Water Stress Locations	2024
Low	21%
Low-Medium	21%
Medium-High	25%
High	23%
Extremely High	10%

WRI Water Aqueduct geospatial tool utilized to analyze water risks for each country/location.

WATER DESALINIZATION PROJECT

In Iraq, Weatherford is tackling critical water scarcity by implementing a water treatment and recycling unit to desalinate non-potable water for general use. The facility implements other water conservation efforts, which materially contributed to reduced water usage of 14% over prior year at this location.

WORLD WATER DAY

As part of World Water Day 2024, an awareness campaign was conducted in several countries, focusing on the theme "Water for Peace." The campaign highlighted water as a human right, intrinsic to all aspects of life.

ALGERIA DRIP IRRIGATION SYSTEM

Our Algeria facility has implemented an efficient irrigation system that involves placing tubing with emitters alongside plants. This system delivers water slowly through drip irrigation directly to the root zone, optimizing water usage and significantly improving plant productivity. By maintaining water usage within an optimal range, the initiative has led to substantial water savings.

EFFLUENT TREATMENT PLANT

Weatherford Brazil launched an effluent treatment plant in 2024. The treatment process involves a comprehensive system that collects sanitary effluent, separates solids and liquids, and applies treatments to remove contaminants. The facility now treats 100% of the sewage generated, significantly enhancing efficiency and reducing costs. Plans are underway to reuse the treated water for permissible purposes.



RESOURCE MANAGEMENT

We aim to reduce consumption, reuse, and recycle materials in line with our Waste Management Standard. Initiatives include reducing single-use plastics, composting, bulk supply purchases, and recycling electronics. Unique projects were also implemented across our facilities in 2024.

CIRCULARITY IN OUR PORTFOLIO

REDUCE

We design and redesign assets, products, and processes to use less materials and increase resource efficiency.

The Weatherford AlphaST™ Openhole Sidetrack modular system increases operator flexibility, eliminates multiple trips, and avoids multiple cement-sidetrack attempts.

REUSE

We extend the life of assets and products by maintaining, repairing, and reusing them.

The Weatherford Continuous Improvement Culture is streamlining workflows and reducing waste in Repair and Maintenance to achieve a sustainable competitive advantage in Competency, Quality, Delivery and Cost for our Customers.

REFURBISH

We recondition assets and products and find new uses for their functionality.

Weatherford Trident® and Titan® technologies can reach hidden energy reserves to extend productive well life and maximize asset value before final decommissioning.

REMANUFACTURE

We reconfigure and remanufacture assets and product to serve new functions.

Weatherford rotary steerable system and directional drilling engineers deliver precise wellbore placement, from vertical wells to extended-reach laterals.

RECYCLE

We reclaim materials at the end of life and divert them from landfill.

Weatherford's ForeSite® Power Regenerative System is the industry's first regenerative variable-speed drive for rod-lift systems, recycling and optimizing power to cut operating costs and reduce carbon emissions.

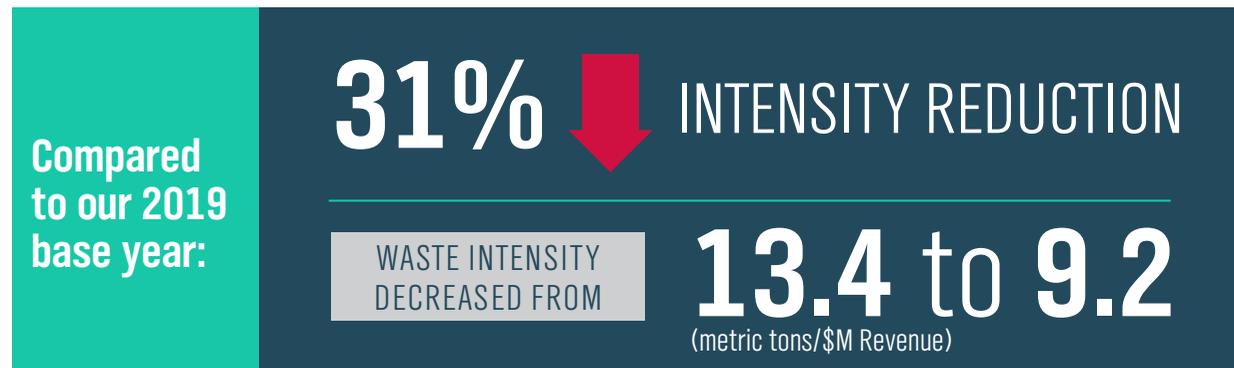


CIRCULAR PLASTIC AND CARDBOARD

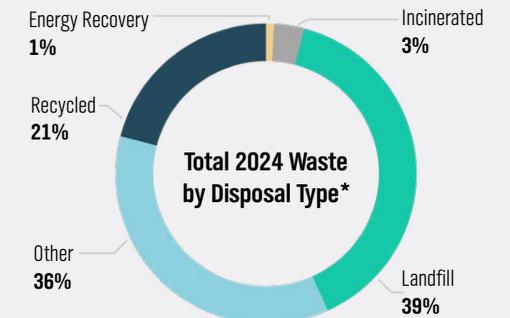
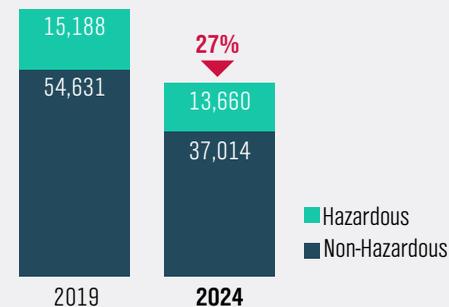
The Weatherford facility in Neuquén, Argentina, collects cardboard and plastic in their waste stream and delivers it to a recycling supplier in return for recycled products made from these materials. From January to November 2024, nearly a metric ton of cardboard and more than half a metric ton of plastic were recycled.

WASTE GENERATION AND DIVERSION

In 2024, our operations generated 50,674 metric tons of waste. This represents a 27% decrease in total waste in comparison to 69,819 metric tons in our 2019 Base Year. Waste data collection methodology was improved in 2024, with enhancements to digital tracking, traceability, quality assurance, estimation methods, as well as end-user training. These efforts, as well as inclusion of four acquisitions, and an overall increase in business activity based on annual revenue, account for a slight increase in total waste for 2024 compared to 2023. Waste intensity improved from 13.4 in 2019 to 9.2 metric tons per million dollars revenue in 2024. We continue to improve waste data collection and reporting, launching Power BI dashboards in 2024 to develop reduction targets in each Geozone for 2025.



2024 Waste Generation - Metric Tons



* Waste for 2019 was restated. Please refer to [Water and Waste Environmental Data](#) for more information about these measures.



HAZARDOUS SUBSTANCE MANAGEMENT AND SPILL PREVENTION

We follow various protocols, controls, processes, and standards for managing hazardous substances to protect people and the environment. Controls and standards cover the handling, storage, identification, procurement, transportation, and maintenance of hazardous substances. Hazardous substances are identified and recorded in systems at all operating locations. Each location carefully plans their storage, handling, transportation, and management. Additionally, Spill Preparedness and Response Plans (SPRP) are developed and tested annually.

Employees receive training on the proper protocols for handling hazardous substances. This learning content was enhanced in 2024, including new UN Global Harmonization System Training on chemical safety tags, spills, and corrosive or flammable materials. Monthly self-assessment and quarterly certification of hazardous substances are required with approval at the country level and from each Geozone and department leader. We also conduct awareness campaigns to keep safety at the forefront of our operations. More information on our health and safety practices is available in the [Health and Safety](#) section of this report.

FLUID SENSORS

The Weatherford fluids plant in Paraíso, Mexico, installed 34 new fluid level sensors in vertical tanks and metal dams to better manage the handling of drilling fluids and avoid possible overflows. The sensors transmit visualizations of the fluid level and live-time personnel notifications if an established limit is exceeded, enabling immediate action.

BIODIVERSITY AND ECOSYSTEMS

Biodiversity and thriving ecosystems are critical for life on the planet. Our OEPS management includes policies and standards for managing and minimizing our operations' impact on air, water, and land. These apply to all employees and third parties conducting business on our behalf.

OUR APPROACH TO MANAGING IMPACTS TO ECOSYSTEMS

- Avoid impacting environmentally sensitive areas and focus new facilities in developed areas as is reasonably practicable
- Use existing infrastructure as is reasonably practicable to minimize land clearance
- Assess environmental risk before acquiring or leasing a site to understand potential impact and develop a mitigation and restoration plan
- Minimize disturbance from sound, vibration, light, odor, emissions, and other impacts
- Apply rigorous standards for hazardous materials, chemicals, oils, and waste use, transportation, and storage
- Remediate and restore land we are vacating to restore it to as near to its pre-operational state as reasonably practicable

We review the potential impacts of our operations on ecosystems globally using best practices, including the Integrated Biodiversity Assessment Tool (IBAT). Our nature-related assessment includes consideration of:

- Proximity of our locations to the [United Nations Educational, Scientific, and Cultural Organization \(UNESCO\) Natural World Heritage Sites](#) and protected or key biodiversity areas
- Habitats of vulnerable and endangered species near our operational sites using the [International Union of Conservation for Nature \(IUNC\) Red List of Threatened Species](#)

This data is integrated into our Sustainability Intelligence Dashboard tool so our managers around the globe can incorporate this into their daily work.

Building on this, in 2024, we launched a more rigorous analysis using the Taskforce on Nature-Related Financial Disclosures framework (TNFD). Its [“LEAP” approach](#) enables an integrated assessment of an organization's nature-related dependencies, impacts, risks, and opportunities. We intend to use the results to enhance our approach to nature-related issues, identify program opportunities, and further develop TNFD-aligned disclosures.

THE LEAP APPROACH

L Locate your interface with nature

E Evaluate your dependencies and impacts on nature

A Assess your nature-related risks and opportunities

P Prepare to respond to nature-related risks and opportunities and to report on your material nature-related issues



CONSERVING NATURE IN OUR COMMUNITIES

Weatherford employees volunteer worldwide to support conservation efforts in our communities. The Supporting Our Communities section of this report provides additional examples.



Weatherford Beach Clean Up Day brought employees and children from a local school together to remove trash from the local shoreline in Muscat, Oman.



Our United Arab Emirates tree initiative continues to blossom, with more trees planted at the Weatherford Training and Technology Center.



Weatherford employees and their families in Pakistan held a trail cleaning and tree planting event.



Several Weatherford executives, including our CEO, joined the Qatar team to plant trees to celebrate World Environment Day.



50,000 pollinating honeybees are hosted in our Langenhagen, Germany facility.

CREATING AWARENESS OF NATURE

Weatherford employees in India are getting creative to raise awareness about the importance of protecting nature. Teams created short films to inspire understanding of the vital connection between healthy ecosystems and human well-being.

- In Mumbai, India, "Save Animals, Save Earth" highlights wildlife and biodiversity conservation through a conversation between a tigress and her cub.
- In Barmer, India, "A Step Forward: Reviving Biodiversity and Ecosystems of the Desert" addresses environmental challenges posed by the invasive species Prosopis Juliflora, a thorny plant introduced in the 1930s that threatens local vegetation and biodiversity in the Great Indian Desert.

LOOKING FORWARD: 2025 ENVIRONMENT GOALS

- >> Implement energy reduction assessments across all strategic global manufacturing locations using the framework from the Better Climate Challenge 
- >> Integration of TNFD LEAP in business strategy where appropriate     
- >> CSRD Disclosure readiness across required material metrics  
- >> Implementation of the Facility Insights and Improvement Application     
- >> Maintain 95% complete rate for hazardous substance training for all employees working with hazardous materials    
- >> Enhance waste tracking intelligence to support facility decision making     



SOCIAL

38. The World-Class Weatherford Team

38. 2024 Goals and Progress

39. Workforce Recruitment and Retention

43. Creating an Inclusive Workplace

44. Health and Safety At Weatherford

50. Supporting Our Communities

52. Looking Forward: 2025 Social Goals

Our Social efforts align with:



SUSTAINABLE DEVELOPMENT GOALS



THE WORLD-CLASS WEATHERFORD TEAM

More than a decade ago, we created the moniker ‘One Weatherford’ to reflect our global team's collective strength, unique diversity, and sincere passion. As a multinational company, we draw on the diverse experiences and perspectives of our team members around the world to fuel innovation and achieve success. Individually, we are impressive. Together, we are unstoppable, combining our strengths to overcome challenges and seize opportunities.



OUR TALENT MANAGEMENT STRATEGY

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:

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

2024 GOALS AND PROGRESS

WORKFORCE

- ✓ Launched a new Human Capital Management Platform
- ✓ Aligned employee development programs with the latest trends and best practices
- ✓ Introduced a new mentorship program

WORKPLACE INCLUSION

- ✓ Welcomed 329 entry-level engineering professionals, including 25% women
- ✓ Launched Saudi Career-Restart Program for women returning to the workforce after parental leave

COMMUNITY

- Continued to assess the needs of communities in which we operate to identify positive impact opportunities

HEALTH AND SAFETY

- ✓ Further implementation and evaluation of [IOGP Start Work Checks](#) in all locations and operations globally
- ✓ Standardized global Journey Management and driver qualification process
- ✓ Additional process and procedural improvements to reduce hand injuries with proper gloves selection and use of proper hands-free tools

OUR HUMAN CAPITAL MANAGEMENT SYSTEM

Weatherford launched an improved Human Capital Management (HCM) platform in 2024 that spans 63 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. Cross-functional collaboration was critical this year to connect, test, and launch the system for talent acquisition, talent management, and Total Rewards, among other key purposes. We continue to expand the system's use with scope enhancements and analyze and apply the improved data.



WORKFORCE RECRUITMENT AND RETENTION

Weatherford offers challenging and enriching career paths, as well as personal and professional development opportunities. Recruiting top talent is critical to our aspirations to grow our business and drive innovation in the energy industry. 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 in accordance with applicable laws.

GLOBAL INTERNSHIP PROGRAM

Our Global Internship Program allows students to gain experience in the energy industry and build career skills. The 10-week program has expanded since its launch in 2021 and is now offered in the United States, Middle East, India, Germany, and the United Kingdom. Students engage in a hands-on learning experience, receive mentorship and coaching through an assigned project, and have the opportunity to present to our executives. Participants are in consideration for a full-time position when they graduate college.

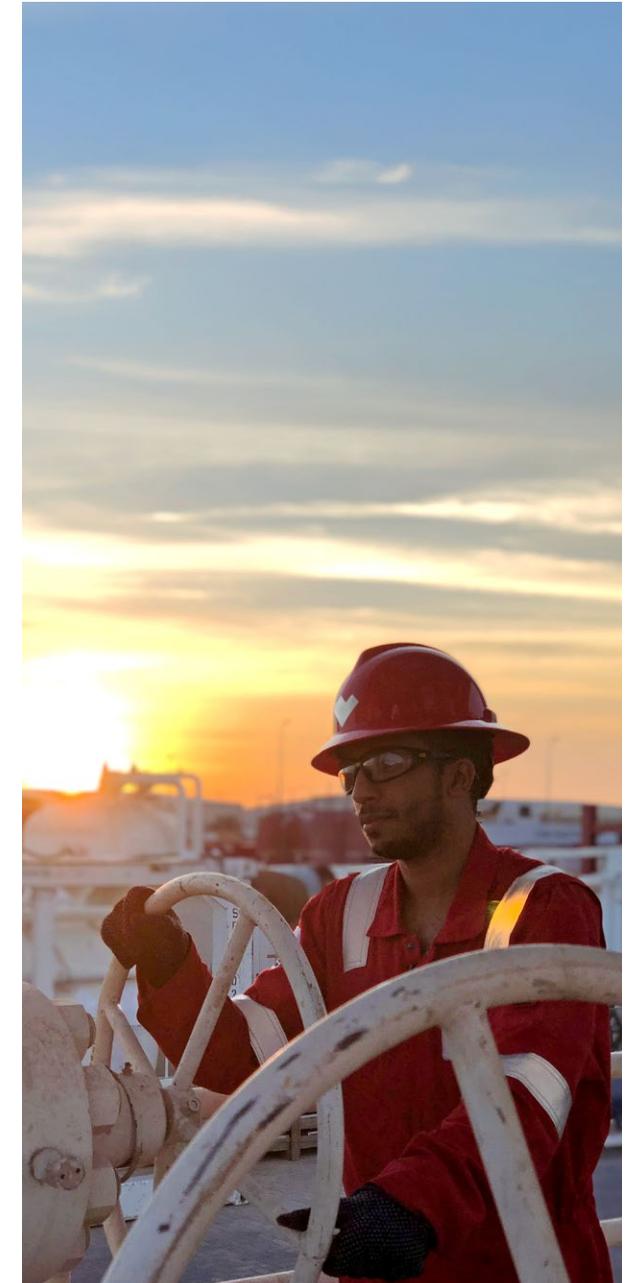
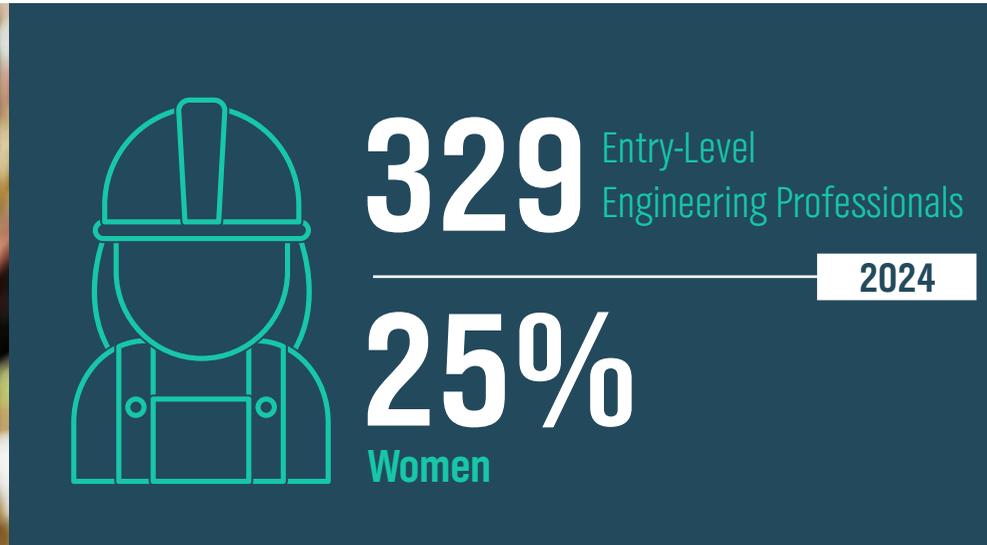
NEXTGEN

Our NextGen program is designed to accelerate field engineer development and prepare them for future roles. Participants receive training in technical and non-technical skills and gain valuable exposure to global operations. In 2024, we welcomed 329 entry-level engineering professionals, including 25% women.



INTERNATIONAL INTERNSHIPS

In partnership with Saudi Aramco and the King Fahd University of Petroleum and Minerals, Weatherford provided 10-week international assignments. Saudi National students worked in our locations in Kuala Lumpur, Abu Dhabi, and Dubai and received mentorship from Weatherford leaders.





EMPLOYEE ENGAGEMENT

At Weatherford, we celebrate diverse perspectives, encourage open dialogue, and value the unique insights of our world-class team. We support meaningful connections across our teams through interactive channels like videos, podcasts, and the One Weatherford App. These platforms enable knowledge sharing on vital topics, including corporate strategy, sustainability, financial achievements, safety initiatives, development opportunities, and Company culture. Employees can also share their insights and experiences in the channels.

Our Executive Team prioritizes direct engagement with employees by hosting regular town halls and podcasts, visiting field locations, and maintaining an open-door policy. We are committed to listening to employee concerns and implementing improvements to enhance areas such as safety and operational procedures.



CELEBRATING EMPLOYEES WITH 40+ YEARS OF EXPERIENCE

During One Weatherford Week, our annual cultural celebration, we honored employees who have dedicated 40 or more years of service to our Company. This special milestone spotlighted their invaluable contributions and positive impact over the decades. We shared heartfelt stories that highlighted their journeys, showcasing the legacy they have built within our organization.



PAY AND BENEFITS

At Weatherford, we offer competitive compensation and benefits to support the health and well-being of our employees and their families. Benefits vary according to local requirements and best practices and include health insurance coverage, income protection plans, a 401(k) savings plan or similar retirement savings plans in applicable countries, Company-paid holidays, and paid vacation time.

PAY EQUITY

Our compensation philosophy of pay-for-performance is the foundation of our approach to rewarding our employees. We have designed compensation programs and structures to pay our employees competitively and equitably based on their skills, years of experience, qualifications, roles, and performance. We also have processes to monitor and support the approval of compensation decisions in our many geographies.



INTERNATIONAL EMPLOYEE ASSISTANCE PROGRAM

In 2024, we expanded our Employee Assistance Program to all global employees and their families. The program contains resources on topics such as stress, mental health, finances, and parenting. Employees can access Information and support at no cost via email, online chat, and an online portal.

Program assets are confidential and available 24 hours a day, 7 days a week, 365 days a year. Local providers understand local practices and speak local languages, and web-based services are available in 27 languages.



FREEDOM OF ASSOCIATION

We adhere to the principle of 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. Moreover, 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. We have employees who are members of 52 trade unions, five employee forums, or enterprise forums in 16 countries.

We actively collaborate with our union partners beyond formal negotiations to address employee-related concerns in a proactive and constructive manner. Regular meetings outside of bargaining sessions allow us to engage in open dialogue, share perspectives, and work together on solutions that benefit both employees and the business. Whether it is improving workplace conditions, streamlining processes, or addressing day-to-day challenges, our approach is centered on partnership and mutual problem-solving.

DEVELOPING OUR TALENT

At Weatherford, we are actively shaping a culture of continuous learning and growth. Our development initiatives are designed to nurture a growth mindset and equip our employees with the knowledge, skills, experiences, and connections that support their success. We provide a wide range of educational opportunities to meet the needs of our employees in a rapidly evolving environment. In 2024, more than 198,000 hours of training were conducted, and our operational employees received an average of more than 25 hours of training.

Our longstanding initiatives have shown success in developing strong leaders throughout the organization. Examples of development programs include:

- **Mentoring Program:**
Launched in 2024, this new program creates meaningful connections and provides valuable insights for mentees and mentors, contributing to individual and organizational success. A new mentoring technology platform streamlines scheduling, communication, and tracking to facilitate effective mentorship experiences.
- **Project Management Program:**
A seven-day boot camp is available for project managers working on strategic projects. The program also prepares participants for the Project Management Professional (PMP)[®] certification exam.
- **HR Business Partner Competency Development:**
Our Human Resources Business Partners participate in a third-party professional development program, which equips them with skills to adapt to changing business needs. The program includes a competency assessment, individual development plan, lecture attendance, and access to educational resources.

>198,000
Hours of Training Conducted

>25 Average Hours of Training Received by Our Operational Employees

EMBEDDING NEW ENERGY INTO TRAINING PROGRAMS



As we continue to enhance our training offerings, we have integrated education on new energy topics, such as carbon capture and storage, geothermal, and plug and abandonment, into our product line training. Our technical training instructors demonstrate how our products support new energy solutions to equip our team members with the knowledge to address emerging energy challenges.





SUCCESSION PLANNING

Weatherford has a comprehensive succession planning approach for executive and senior leadership roles. We actively cultivate a reservoir of internal talent and integrate our learning programs with talent identification and succession planning efforts to support the development of future leaders in our organization. Succession plans have been mapped for all executive positions and over 80 senior leadership roles in our global operations.

Leadership programs include:

- **Leadership Essentials Program:**

An immersive leadership development program for first-time and frontline leaders with instructor-led discussions, self-assessments, activities, and a personal 100-day Action Plan. 346 leaders participated in 2024, including 14% women and representation from 40 countries.

- **Global Organizational Leadership Development (GOLD):**

GOLD is a rotational program launched in 2024 that aims to attract MBA graduates to Weatherford, strengthen our mid- and senior-level management pipeline, promote critical reasoning and business judgment, and leverage new perspectives and innovation.

- **Executive Development Program:**

A multi-week blended learning experience for senior leaders focusing on advanced strategic thinking, innovation, and leadership competencies. The program begins with work in partnership with a reputed executive business school. Participants are then divided into teams and collaborate on CEO-sponsored organizational projects.





CREATING AN INCLUSIVE WORKPLACE

With employees around the world, we consider an inclusive workplace vital to our success and our ability to drive meaningful innovation for our customers. Our Executive Team champions our commitment to an inclusive workplace, which cascades to all employees. This includes our mission, vision, goals, and targets, while our various geographies lead activities and initiatives designed to meet these goals, including building a broad pipeline of qualified talent.

Employee training programs help our team members recognize and mitigate unconscious biases in the workplace. Leaders with direct reports also attend our Inclusive Leadership Program to equip them with skills to foster inclusion in their teams.



EMPLOYEE RESOURCE GROUPS

Our commitment to an inclusive work environment is demonstrated through our employee resource groups (ERGs). These forum welcome all employees to connect with others through shared experiences, interests, and allyship.

For example, the Women of Weatherford (WOW) ERG has played a pivotal role in fostering a sense of community. WOW members organize global employee engagement events, including local International Women’s Day celebrations, fundraising and awareness activities during Breast Cancer Awareness Month, and internal charitable events and 5K runs. These initiatives create opportunities for networking, fellowship, and knowledge sharing. They also create an environment that supports professional development, leadership, and growth. Moving forward, we are committed to expanding opportunities for our employees to engage, connect, and collaborate through our ERGs, further enriching our culture of inclusivity.



WOMEN’S GLOBAL LEADERSHIP CONFERENCE

The Women's Global Leadership Conference in Energy is a prestigious event that serves as a platform for addressing key environmental, economic, and human capital issues while fostering valuable connections among professionals and experts. In 2024, Kristin Ruzicka, Executive Vice President CHRO and Sustainability, participated in a panel on "Uncommon Careers." She shared valuable lessons from her unique career journey and offered insights on advancing professionally, supporting teams as a leader, and guiding others through their career paths. Weatherford was proud to sponsor the attendance of students from local high schools, including Westfield and the Young Women’s College Preparatory Academy, providing them the opportunity to learn from industry leaders at this impactful event.



CAREER RESTART PROGRAM

In Saudi Arabia, we launched a dynamic 12-week career restart initiative designed for women with 6-10 years of experience who had taken a career break or were seeking to transition into a new field. The program provided participants with structured training, mentorship, and continuous support as well as the opportunity to secure a full-time position upon completion. The pilot received enthusiastic feedback from participants, and we are excited to explore opportunities to expand the program into other Geozones in 2025.



HEALTH AND SAFETY AT WEATHERFORD

The health and safety of our workers, customers, and those affected by our direct operations are paramount at Weatherford. Our Operational Excellence Performance System (OEPS) supports this commitment, which outlines our quality, health, safety, and environmental controls. To effectively implement safety procedures, we provide our employees with resources and guidance on standards, policies, training, preventive measures, and corrective actions.

SAFETY STANDARDS AND PROGRAMS

Weatherford establishes health and safety standards and programs to support consistently safe practices across all our operations worldwide and compliance with all relevant regulatory and legal requirements. We apply standards and receive certifications from organizations such as the American Petroleum Institute, the International Organization for Standardization, and the Occupational Safety and Health Administration. The Health, Safety, Security, and Environment (HSSE) department, led by our Global Vice President of HSSE, and relevant functional stakeholders oversee these efforts. Key performance indicators (KPIs) promote, measure, and track our progress toward our health and safety goals and are considered in the compensation of relevant team members. These KPIs are detailed on our [website](#).



OUR GLOBAL HSSE SYSTEM

A revised and simplified Quality and HSSE management system began rolling out in 2024. The system will implement global procedures that fulfill the requirements of API Q1/Q2, ISO 9001, ISO 45001, and ISO 14001. Implementation of this comprehensive system will continue through 2026.

ISO/API CERTIFICATIONS

	ISO 45001:2023	ISO 9001:2015 QMS EDITION	API Spec Q1	API Spec Q2
Certifications	46	38	17	6
Countries	21	26	12	6



2025 HSSE GLOBAL STRATEGIC INITIATIVES

Our 2025 HSSE plan contains nine core elements of focus to help address challenges, minimize exposure, and promote the safety of our employees and the integrity of our operations. Each year, targeted initiatives create continuous improvement and progress on our health and safety goals.

HSSE EDUCATION

Implementing Safety 101 globally

HSSE MANAGEMENT SYSTEM

Continue the multi-year endeavor to simplify the HSSE Management System

DRIVER AND VEHICLE

Continue the global implementation of the SmartDrive camera-based In-Vehicle Monitoring System

PROCEDURAL DISCIPLINE

Utilize Leadership Site Engagements to evaluate procedure usage and the suitability of the procedure as written compared to how the work is performed

INCIDENT-FREE DAYS

Increase Incident-Free Days

WORK PLANNING

Validate proper tool use while planning work such as Job Hazard Analysis, Pre-Job Meetings, Toolbox Talks, Permit to Work, and Energy Isolation

HAZARDOUS MATERIALS

Improve the HazMat self-assessment program and improve the Hazardous Substances Accountancy and Traceability

BUSINESS CONTINUITY FOUNDATION

Educating operational leaders in conducting Business Impact Analysis and strengthening organizational resilience by implementing proactive measures to ensure continuity of critical operations and minimize disruption impact

TECHNOLOGY

Leverage AI technologies such as AI cameras and other AI technology, where possible



HEALTH AND SAFETY COMPLIANCE ASSESSMENTS AND AUDITS

We conduct audits based on OEPS, regulatory, and customer requirements. Our Audit Standard provides guidance on internal health and safety auditing, including training for lead auditors. In addition, an on-site audit team consisting of HSSE staff, the facility/site manager, and/or representatives from Product Line management conduct a self-site assessment every three years. Weatherford procedures also require a weekly environmental review at each location.

INCIDENT RESPONSE

Our incident management procedure details the response to an injury or safety incident. Local HSSE representatives are notified to coordinate assessment and response. Geography-based, product line, and corporate teams are notified based on severity. All incidents are recorded and documented, and further investigations occur as warranted. Corrective action is taken as required. Root cause analysis is conducted to improve our standards and programs as applicable.

REDUCING INJURY

We encourage a culture of ongoing health and safety focus throughout our organization and continue to make strides toward reducing total recordable injuries, with a target of zero.

2024 TOTAL RECORDABLE INJURY RATE AND LOST TIME INCIDENT RATE



■ Lost Time Incident Rate (LTIR)

■ Total Recordable Incident Rate (TRIR)

2024
Total Recordable Injury Rate

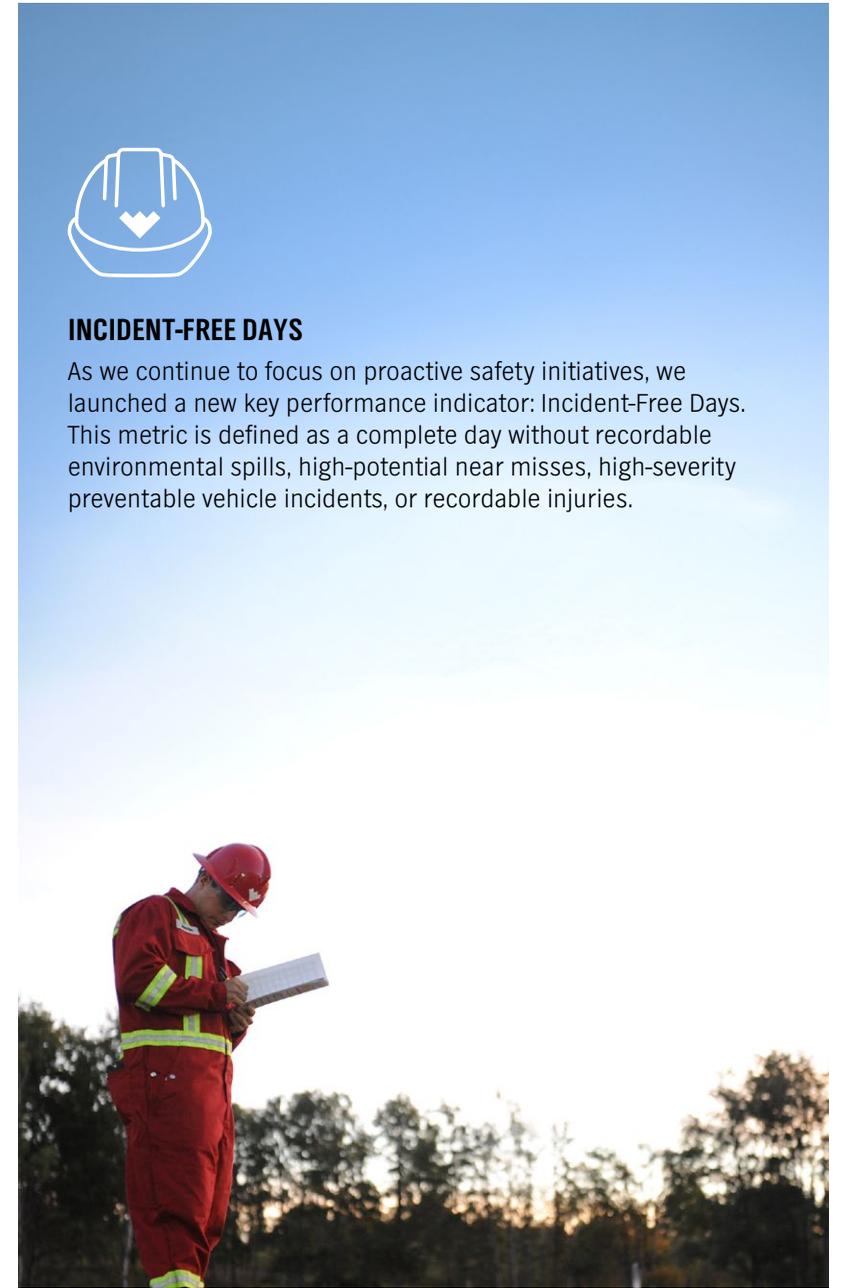
45%

Due to an intensive safety best practice awareness and education initiative across global locations



INCIDENT-FREE DAYS

As we continue to focus on proactive safety initiatives, we launched a new key performance indicator: Incident-Free Days. This metric is defined as a complete day without recordable environmental spills, high-potential near misses, high-severity preventable vehicle incidents, or recordable injuries.





RADAR PROGRAM

Our RADAR program is an intervention process that helps mitigate hazards before they cause an incident. Participation in our global program has identified more than 517,000 hazards, near misses, and peer safety observations. Each provides us with the opportunity to improve an at-risk situation or behavior and prevent injury. Program enhancements in 2024 include the launch of a RADAR app and the transition from paper cards to kiosks, mobile devices, and computers to increase the ease of reporting.



R
A
D
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R

Recognize an at-risk situation

Approach the situation safely with an inquisitive and open mind

Discuss the situation openly

Agree to a safe path forward

Report observations so others can learn from what has occurred

LIFE-SAVING RULES

We use the [International Association of Oil and Gas Producers \(IOGP\) Safety Standard](#) throughout our operations to help ensure that we follow best practices and keep our operations safe.



Bypassing Safety Controls



Confined Space



Driving



Energy Isolation



Hot Work



Line of Fire



Safe Mechanical Lifting



Work Authorization



Working at Height

GLOBAL SAFETY STAND DOWNS

We conduct Safety Stand Downs to communicate crucial safety messages and expectations to employees, including our Five Key Safety Principles.

FIVE KEY EMPLOYEE SAFETY PRINCIPLES

1

Following the Standard Operating Procedures

2

Using the Appropriate Tools for Each Task

3

Utilizing Stop Work Authority

4

Understanding the Line of Fire

5

Being Accountable for One's Own Safety and the Safety of Everyone On-site

SHARING IOGP BEST PRACTICE



Weatherford Kuwait leaders and the HSSE team were invited to the Kuwait Oil Company HSE Best Practices Expo. The team demonstrated the Kuwait Mechanical Lifting verification tool, which uses a QR code to easily access equipment and personnel qualifications and certification, an IOGP Safe Mechanical Lifting best practice.



PROMOTING HEALTH AND SAFETY COMPETENCY

Weatherford offers over 200 unique health and safety-related training courses that are either assigned before work, based on job role or competency, or available on-demand. Employee safety training is guided by our Induction and Training Standard and managed through our Human Capital Management (HCM) platform and Weatherford Competency Assurance Process.

RightStart, our employee induction program, includes mandatory health and safety training for new hires. Job-specific training and competency, defined by product line and geography, continue to be supplemented with any additional requirements. In addition, facilities hold mandatory meetings for all employees at least quarterly to cover critical health and safety topics. We also mandate that visitors and contractors be provided with orientation specific to the hazards and emergency protocols at the location.

DRIVER AND VEHICLE SAFETY

We reinforced our driver and vehicle safety program by launching a new Electronic Driver Management System in 2024. This system, integrated with our HCM system, enhances our ability to manage and track driver adherence to our required standards and qualifications. We also provide resources and regularly communicate with employees about driver safety topics.

BUSINESS TRAVEL SAFETY

Our Global Travel Security Program supports workforce safety and security through traveler visibility, the ability to communicate potential risks, and resources to help them navigate risks they may encounter. Risk awareness communication and comprehensive resources for safe, informed travel are provided to team members through external partners and our Travel Security Portal.

In 2024, we continued to update the program, including:

- Improving travel risk assessment for business travel in higher-risk regions, providing immediate visibility and tiered approval control measures
- Sharing travel impact intelligence and global disruption data to enable pre-travel planning of safe and secure routes
- Enhancing visibility through tools and travel alerts from third-party intelligence providers
- New GPS tracking services with daily check-ins for inexperienced travelers and those in high-risk locations
- Strengthening internal approval mechanisms for travel planning

We also advanced our safety program with a new application that offers mass communication in an emergency and traveler destination emergency services assistance. In 2024, we began assessing our Travel Security and Secure Journey Management Standard against ISO 31010, and alignment is planned for 2025.

HAZARDOUS SUBSTANCES SAFETY

Our Hazardous Substances Standard establishes a framework for maintaining adequate controls in all our locations and operations, including obtaining permits where required. Locations must identify and record all hazardous substances and use risk assessment to identify hazards and controls related to substance management. A detailed process must be followed if a new hazardous material is introduced to a site.

Employees who work with hazardous substances are trained in specific hazards and controls involved, and Safety Data Sheets (SDS) for hazardous materials must be readily available. Hazardous substances are included in Emergency Response Plans, and all personnel handling them must use personal protective equipment in accordance with SDS recommendations, as well as the Operational Risk Management Standard. Read more about hazardous substance management in the Environment section of this report.





CUSTOMER HEALTH AND SAFETY

In addition to our own standards and any regulatory requirements, we follow any additional customer specifications based on risk assessments or past incidents. We provide safety information to our customers and set on-site requirements.

Any incidents or concerns reported by customers are thoroughly investigated and recorded using rigorous protocols, whether they occur at our facilities or customer locations. Prompt remediation or corrective actions are taken as necessary. We maintain informational guides, checklists, forms, audits, inspection results, data, and records to support these efforts.



TAKING ACTION FOR CUSTOMER SAFETY

North Oil Company recognized three Weatherford team members for using Stop Work Authority intervention on the Qatar Wireline rig site when they observed unsafe acts. Injury was prevented due to their actions.

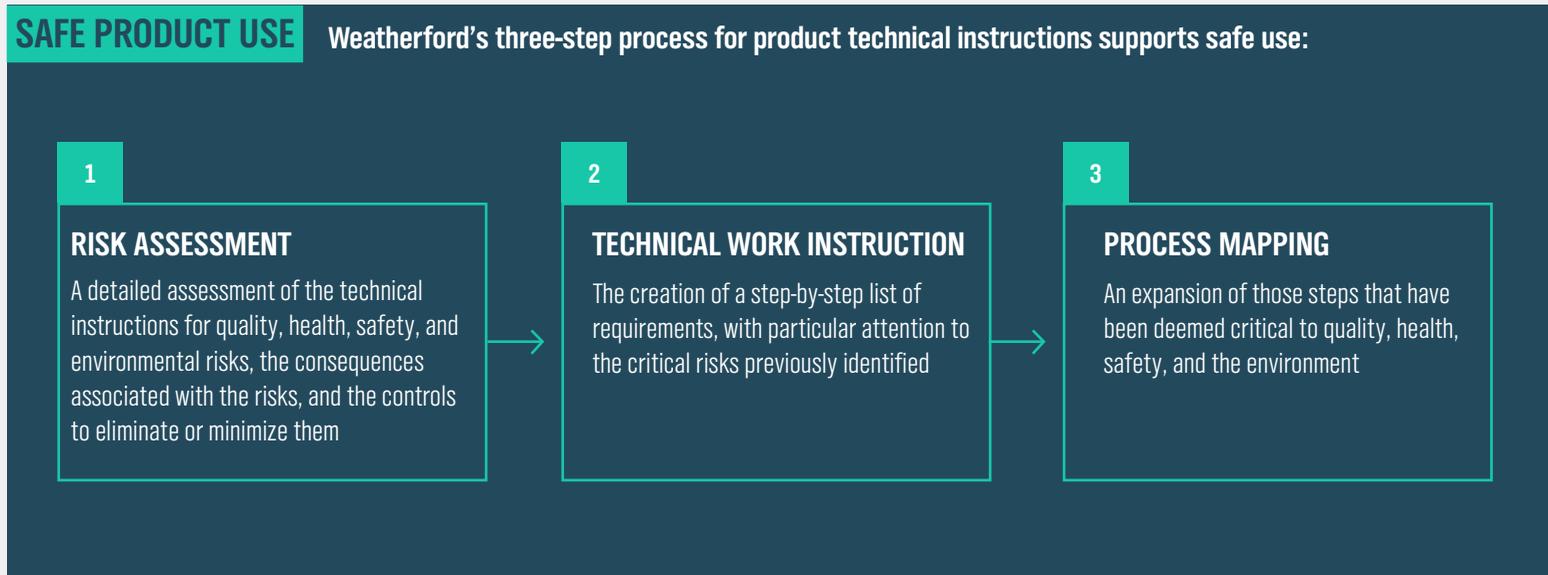
SAFETY IN OUR PRODUCTS AND SERVICES

We consider safety in our products and services from design and development through operation, maintenance, and end-of-life activities, including:

- OEPS Management System requirements to facilitate effective planning, operation, risk mitigation, and control of our products and services
- Risk Registers, as well as Hazard and Operability Studies during concept design
- Field trials and commercialization
- Detailed operating manuals for products we sell
- Stringent safety protocols for our own product and service operations
- In-depth job hazard analysis
- Technical documents on support functions, customer, and site-specific requirements
- Records on compliance with standards, specifications, and customer, regulatory, and other requirements

SAFE PRODUCT USE

Weatherford's three-step process for product technical instructions supports safe use:





SUPPORTING OUR COMMUNITIES

At Weatherford, we are deeply committed to being responsible corporate citizens in every community we operate. This dedication goes beyond just our business interests – it encompasses a genuine care for the well-being of the communities we serve. Through the Weatherford Foundation, corporate sponsorships, and employee volunteerism, we actively contribute to the growth and vitality of local communities.

THE WEATHERFORD FOUNDATION

The Weatherford Foundation, Inc. (the Foundation) is a U.S. 501(c)(3) charitable organization that provides funding to selected non-profit organizations in the U.S., as well as 1:1 matching donations for certain charitable endeavors at select Company-sponsored events. A cross-section of Weatherford leaders selects organizations we support based on their lasting and positive impact on the local community. While the Foundation provides oversight and funding to organizations in the United States, our giving extends globally.

EMPOWERING EMPLOYEES TO GIVE BACK

Our employees are passionate about giving back to their local communities, and we encourage them to engage in volunteering, fundraising, and charitable activities to make a meaningful impact. Our Employee Resource Groups or local teams often lead these initiatives. They are designed to provide team-building opportunities while celebrating our employees' families and engaging local customers, authorities, and vendors in our shared vision for stronger, more resilient communities.

We are continually inspired by the creativity, dedication, and humility our employees bring to these efforts each year. In 2024, employees participated in numerous volunteer projects, particularly during key company events such as One Weatherford Week and special awareness celebrations like International Women's Day. Many of our employees also contribute as community leaders by serving on boards of directors and local committees.

COMMUNITY ENGAGEMENT

At the core of our culture is the belief in standing by people. We strive to support our neighbors with their needs today and their aspirations for the future. Our community support efforts are focused on driving positive social impact across three key areas:



Basic Needs

Meeting the basic needs of our communities, including providing access to food, clothing, shelter, and health services



Education

Education to support our future workforce, with a specific emphasis on Science, Technology, Engineering, and Mathematics (STEM)



Community Initiatives

Supporting the unique regional and cultural needs of each location where we operate, including efforts to rebuild lives after natural disasters and community-driven initiatives





MEETING BASIC NEEDS

In communities worldwide, many people struggle to meet their basic needs for food, healthcare, and more. We take steps to help bridge the gap and make a positive impact.

CREATING A NEIGHBORHOOD STORE

Weatherford employees assembled kits to support students pursuing vocational education at the Centro de Atención Múltiple No. 10 in Comalcalco, Tabasco, Mexico. In addition to this effort, Weatherford partnered with Cresce A.C. to donate materials for constructing a neighborhood store at this multi-purpose care center, providing resources for over 140 community members.



CHILDREN'S HOSPITAL RADIOTHONS

For more than a decade, our team has volunteered for the annual Alberta Children's Hospital Foundation and Stollery Children's Hospital Foundation Radiothons, which raise funds to advance children's health in facilities across Canada, including Calgary and Edmonton. In 2024, Weatherford raised more than \$38K during our power-hour volunteer sessions to support critical medical and supportive care for children and families in need.



BRINGING SMILES AND RESOURCES TO CHILDREN

Our team in Indonesia donated books and toys to a local orphanage to ensure the children in their care had access to educational and fun activities. In addition, at a leadership event in Houston, our top 200 leaders assembled 75 bicycles to donate to organizations in the community that support underserved children, such as Child Advocates and the Houston Area Women's Center.



EDUCATING THE FUTURE WORKFORCE

Our Worldwide Initiative Supporting Education (WISE) program is a global youth education initiative focused on providing hands-on education opportunities to students interested in STEM through:

- Experiential events
- Introductions to industry professionals
- Internships
- Guided immersion tours through our state-of-the-art facilities

WEATHERFORD WISE

We were proud to host students from the Sam Houston State University Engineering Technology at our Huntsville manufacturing facility. During their visit, students toured the plant floor, gained an understanding of Weatherford's critical role in the energy industry, and took part in hands-on STEM activities.



YOUNG ADIPEC

We were honored to host high school students from ADNOC Schools for a tour of our Abu Dhabi Manufacturing plant as part of their [Young ADIPEC](#) experience. During the visit, the students had the opportunity to explore wireline production services, discover various types of drill pipes, and learn about the essential tools and equipment used in oil drilling. They also gained insights into health and safety regulations within the energy industry. Young ADIPEC is dedicated to inspiring the changemakers of tomorrow by empowering students to collaborate, unite around shared goals, and play a pivotal role in shaping a more inclusive and progressive energy future. We are a longtime supporter of this valuable initiative.



COMMUNITY-BASED INITIATIVES

We are dedicated to strengthening the communities in which we live and work. We support local needs by providing funds and donating time, resources, and talent to make a sustaining impact.

WEATHERFORD WALKS

At our 11th annual Weatherford Walks event, we proudly raised \$500,000 for the second consecutive year, supporting the life-changing services provided by our Houston charitable partners. Since 2014, the event has raised nearly \$4 million for the Houston community.



Scan to view our video to learn more

RIDE AND DRIVE FOR A CURE FOR MS

In 2024, we reached a \$1 million lifetime fundraising milestone for the MS Society. Each year, our One Weatherford Team unites to raise funds and awareness through events like the MS Charity Golf Classic and Texas MS 150 Ride.



Scan to view our video to learn more



SUPPORTING CHILDREN WITH CANCER

Our Oman team visited a local children's cancer hospital, bringing gifts and support to young patients, offering comfort and encouragement.



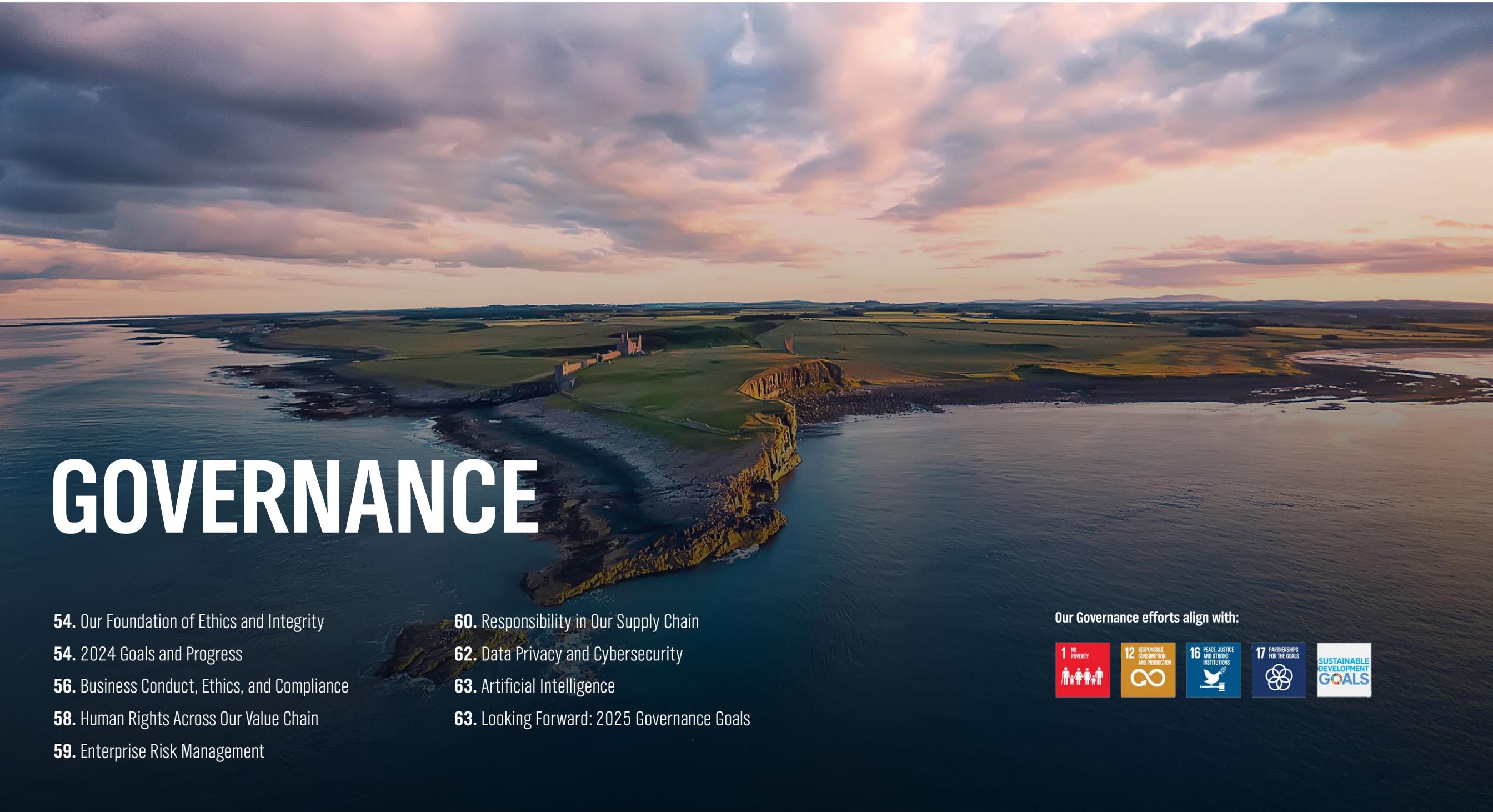
LOOKING FORWARD: 2025 SOCIAL GOALS

- >> Expand Weatherford charitable giving activity  
- >> Perform further analysis of disclosure topics as they relate to Double Materiality and/or readiness: Human Rights across our value chain and Affected Communities     
- >> Implement a streamlined Quality, Health, Safety, Security, and Environment management system to fulfill American Petroleum Institute and Internal Standards Organization ISO 9001, ISO 45001, and ISO 14001 standards by the end of 2026   

TREE PLANTING FOR THE ENVIRONMENT

Team members from our Ploiești facility in Romania planted 700 trees, contributing to the enhancement of green space for the benefit of the community.





GOVERNANCE

54. Our Foundation of Ethics and Integrity

54. 2024 Goals and Progress

56. Business Conduct, Ethics, and Compliance

58. Human Rights Across Our Value Chain

59. Enterprise Risk Management

60. Responsibility in Our Supply Chain

62. Data Privacy and Cybersecurity

63. Artificial Intelligence

63. Looking Forward: 2025 Governance Goals

Our Governance efforts align with:





OUR FOUNDATION OF ETHICS AND INTEGRITY

Integrity is the foundation of our Core Values, corporate culture, and dedication to responsible governance. This commitment begins with our Board of Directors, is championed by our Executive Team, and present in every part of our organization.



To support our commitment to ethics and integrity, we outline our expectations and develop policies and programs that focus on key areas of responsible governance:



Corporate governance best practices, including our Board of Directors



A Code of Business Conduct and related policies



Compliance with all applicable laws and regulations across our global footprint



Commitment to human rights across our value chain



Comprehensive enterprise risk management



Practicing responsibility in our supply chain



Protection for data privacy and security

2024 GOALS AND PROGRESS

ACHIEVED

ONGOING

- Further strengthened Cybersecurity Incident Response Plan and Playbook
- Evaluated use cases for artificial intelligence
- Increased training on third-party management and risk
- Increased secure data transfer solutions
- Integrated supplier risk management into the supplier portal
- Go-live of automated self-service supplier portal





BOARD OF DIRECTORS

Weatherford’s Board of Directors is dedicated to responsible, long-term value creation. An independent, non-executive chair leads our Board, and five of our six directors are independent.

The Nominating and Governance Committee considers Board composition and selects members with consideration of various aspects such as independence, perspectives, backgrounds, and experience. The Committee looks for Board members who are experts in relevant fields like finance, exploration and production, environment, technology, mergers and acquisitions, and oilfield services, among others. We consider qualified candidates across different genders, ethnicities, and countries of citizenship in our search for potential Directors. You can find the qualifications and nomination process for Board membership in our [Corporate Governance Principles](#).

BOARD OF DIRECTORS COMMITTEE

COMMITTEE COMPOSITION	AC	CHRC	NGC	SESC
Steven Beringhause				
Benjamin C. Duster IV				
Neal P. Goldman				
Jacqueline C. (Jackie) Mutschler				
Girish K. Saligram				
Charles M. (Chuck) Sledge				

Chair Member

The Audit Committee (AC)

Oversees financial and compliance risk and cybersecurity. It works with management to assess risks and ensure the effectiveness of risk management policies and meets regularly with those responsible for day-to-day risk management, including assurance, compliance, internal controls, and the Code of Business Conduct.

The Compensation and Human Resources Committee (CHRC)

Considers risks related to talent attraction and retention. They also review our compensation plans and practices to prevent excessive risk-taking, promote behaviors that support sustainable value creation, and Minimum Share Ownership guidelines compliance.

The Nominating and Governance Committee (NGC)

Oversees the risk associated with corporate governance policies and practices, including Corporate Governance Principles, and Minimum Share Ownership Guidelines compliance. They also review the annual evaluation of the Board, Board Committees, and Minimum Share Ownership Guidelines compliance and consider the results for Committee service and rotation recommendations.

The Safety, Environment and Sustainability Committee (SESC)

Oversees policies and practices promoting stewardship and safety performance. They make suggestions to management to resolve quality, health, safety, and environmental concerns with the goal of reducing risks in these areas.

(AC)
Audit
Committee

(CHRC)
Compensation and
Human Resources Committee

(NGC)
Nominating and
Governance Committee

(SESC)
Safety, Environment and
Sustainability Committee

Charters for each of our Board Committees may be found in the [Corporate Documents](#) section of our Company website. Additionally, a summary of the members, primary responsibilities, and number of meetings held in 2024 for each Committee may be reviewed in the Our Board and Our Board Committees section of our [2025 Proxy Statement](#).



BUSINESS CONDUCT, ETHICS, AND COMPLIANCE

We set clear business conduct standards and emphasize the importance of honesty, integrity, and adherence to laws and regulations everywhere we do business. Our General Counsel and Chief Compliance Officer leads our compliance efforts, and the Board’s Audit Committee periodically reviews our policies, procedures, and programs, reporting the results of their review to the entire Board.

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 offer employees guidance and tools to support ethical business decisions and require that all employees review and acknowledge the Code of Business Conduct during onboarding and every two years thereafter. Training is provided on a risk basis. We also expect third parties working on our behalf to acknowledge and adhere to our [Code of Business Conduct](#) and the [Supplier Code of Conduct](#), as applicable.

Our Code of Business Conduct and related policies, standards, business practices, and procedures embody our commitment to ethical business conduct, with emphasis on key areas such as:

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

ETHICS AMBASSADOR NETWORK

The Ethics Ambassador Network at Weatherford is a cross-functional team that fosters a culture of ethics and integrity across our operations. Ethics Ambassadors are selected to serve two-year terms based on their demonstrated commitment to ethical conduct and integrity in their daily activities. In the last year, this dedicated group supported campaigns for human rights, anti-bribery, and anti-corruption. In 2024, the Latin America cohort of Ethics Ambassadors held an inaugural summit in Mexico that offered two days of programming, including a training session attended by over 1,000 employees. The event will serve as a model to be deployed in other Geozones in 2025. A new cohort will begin their term in 2025. More than 200 employees have applied.

Our Ethics
Ambassadors
Have Grown to

100+ PEOPLE

40+ COUNTRIES



COMPLIANCE RESOURCES

It is essential that every employee upholds our commitment to ethics and integrity. To support our team members and keep our principles at the forefront, we provide access to our Legal and Compliance Service Portal, which was expanded in 2024. The portal offers valuable resources, including legal and compliance programming, process forms and approvals, and compliance services.

Additionally, we regularly distribute targeted communications on various ethics and compliance topics to all global employees. These communications include scenarios, tips, and resources to help our employees recognize and respond appropriately to potential compliance risks and ethical issues.



CONFLICT OF INTEREST

Weatherford’s Conflict of Interest policy supports identifying, disclosing, and avoiding situations where personal interests could improperly influence business decisions. The policy aims to maintain integrity, transparency, and trust in corporate governance and operations. In 2024, the reporting process was automated, streamlined, and enhanced with risk-based categorization of disclosures. Standard mitigation plans support a consistent approach across the organization. Easier access to submissions and updates ensures an accurate and transparent record of disclosures.



REPORTING ETHICS CONCERNS

Employees have the right and responsibility to report conduct that violates our policies or puts our Company or our stakeholders' well-being, sustainability, 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. 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.

PROGRAM INITIATIVES AND ENHANCEMENTS

As part of our efforts to continuously improve our compliance program, we made several enhancements in 2024, including:

- Improved awareness and oversight of third-party risk through a global intermediary awareness campaign supported by the Ethics Ambassador Network
- Improvements to our approval and monitoring processes for Sales Channel Partners
- Launching joint Ethics and Trade Compliance Pulse Checks to assess compliance program effectiveness across a sample of Weatherford locations while strengthening compliance engagement and visibility
- Deploying a new online training platform that provides expanded content resources. The platform integrates with our Human Capital Management system and offers localized languages options to enhance accessibility and understanding of key compliance topics
- Establishing our first Sub-Saharan Africa-based Compliance Counsel

As appropriate, our compliance policies, including the Anti-Corruption and Conflict of Interest Business Practices, will be updated in 2025 to codify enhancements made to our processes.

ANTI-CORRUPTION

Weatherford prohibits bribery or any exchange of value, directly or indirectly, that could sway or appear to sway our actions or the actions of others. We comply with anti-bribery and anti-corruption laws in every location where we conduct business. Our zero tolerance for bribery and corruption extends to all directors, officers, employees, and third parties working on our behalf. Agreements with third parties include anti-bribery provisions and mandate their compliance with all applicable laws, such as the U.S. Foreign Corrupt Practices Act and other relevant international laws. All employees are required to participate in anti-corruption and anti-competition training as part of our RightStart onboarding process and through regular re-certification training.

POLITICAL CONTRIBUTIONS

Our [Code of Business Conduct](#) prohibits contributions to political parties, leaders, or candidates using Weatherford funds or on the Company's behalf.

FAIR COMPETITION

We firmly believe in a fair and equitable marketplace and adhere to laws governing fair competition, antitrust issues, monopolies, and cartels. Our commitment and practices are outlined in our Antitrust and Fair Competition Standard, which all relevant employees are required to read and acknowledge.

TAX

At Weatherford, we are dedicated to complying with the tax laws of each jurisdiction where we operate and paying appropriate taxes. Our global tax control framework encompasses all aspects of the tax operating cycle, including tax planning, accounting, compliance, and audits.

To enhance our internal controls over tax, we have a matrix responsibility structure within our controllers and tax organizations. The Executive Team and [Audit Committee](#) oversee tax policies and procedures, while the Chief Accounting Officer, Vice President of Finance, and Vice President of Tax establish global standards, issue policies, and ensure process completion within established time-lines. To manage tax risks and exposures, we report them quarterly to the Audit Committee, and the Chief Financial Officer receives a quarterly tax representation letter.

Relevant employees receive tax compliance training. Our [Tax Statement](#) provides further details on our commitment to tax compliance.

TRADE COMPLIANCE CHAMPIONS

A new Trade Compliance Champions Network will launch in 2025 to help create greater local awareness of trade compliance and keep the Trade Compliance team updated on potential issues or concerns at the local or Geozone level. Modeled after our successful Ethics Ambassador program, our Champions will serve as the first point of contact for local employees in their area or function.



HUMAN RIGHTS ACROSS OUR VALUE CHAIN

Weatherford is proud to be a signatory to the United Nations Global Compact and dedicated to upholding our shared commitment to human rights everywhere we do business, including in 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. Respect for human rights is included in our Code of Business Conduct and Supplier Code of Conduct.

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
- Adherence to human rights expectations outlined in our Codes of Conduct for Business and Suppliers
- Encouraging employees and stakeholders to raise concerns through the appropriate channels

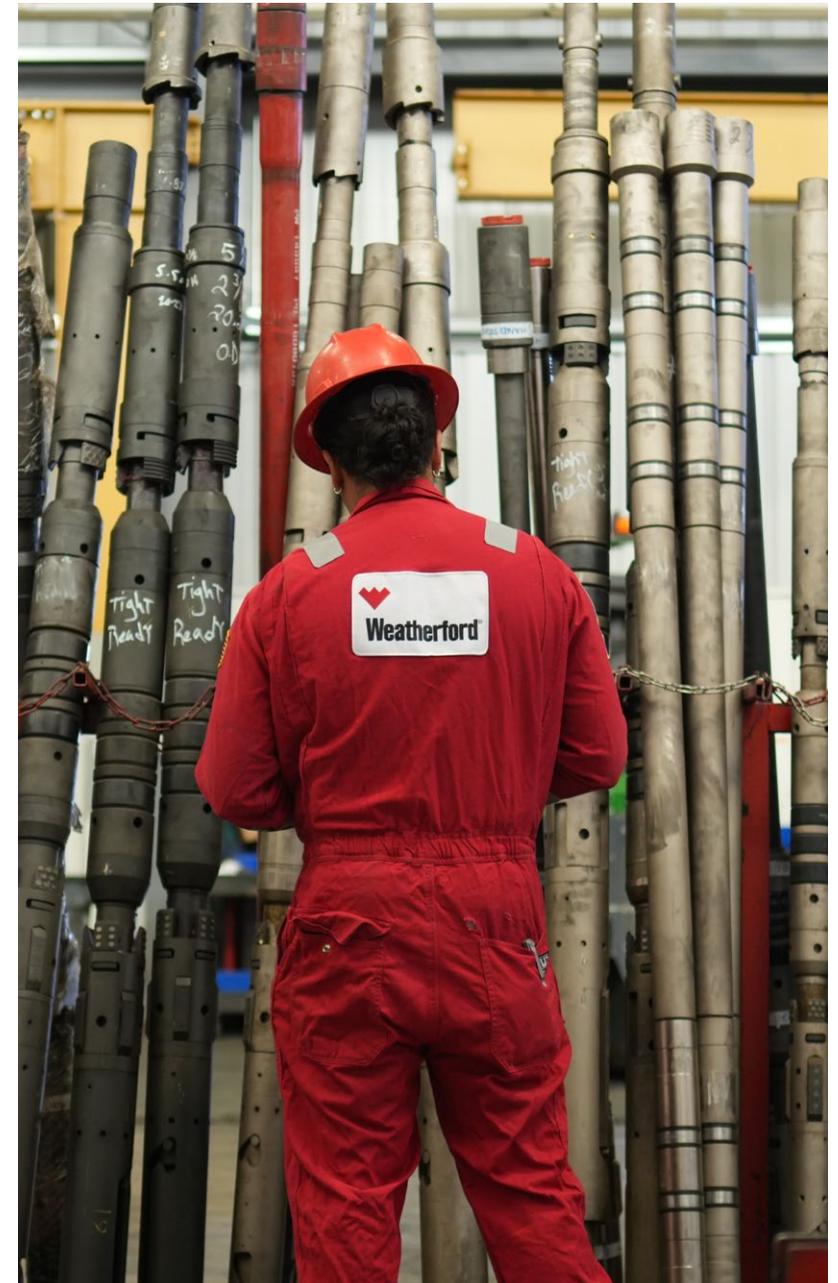
SECURITY PERSONNEL

Human rights-related training and policy acknowledgments are mandatory for all security personnel as part of our Weatherford Competency Assurance Program. All security personnel completed these requirements in 2024. All internal security teams complete VPSHR certification.



FURTHERING PROGRESS ON HUMAN RIGHTS

In 2024, we enhanced our global approach to human rights risk management by developing a Human Rights strategy to address evolving regulatory landscape. We plan to launch a Human Rights committee in 2025 that will consist of a cross-functional team of stakeholders from across our organization. We further plan to conduct a global human rights saliency assessment in 2025. For more information about our approach to these topics, see the section [Human Rights in our Supply Chain](#).





ENTERPRISE RISK MANAGEMENT

Weatherford's Enterprise Risk Management (ERM) program is designed to identify and assess material risks, evaluate their potential impact on the organization, and establish measures to mitigate them. Senior management is responsible for oversight of enterprise risk through the ERM program. It is the Board's responsibility to comprehend and supervise the Company's risk management program. To ensure effective oversight, the Board has delegated the responsibility of overseeing risks within their areas of competence and responsibility to its standing Committees. This is further described in our [2025 Proxy Statement](#).

We conduct an annual enterprise risk assessment to evaluate critical risks and their mitigation. Our Operational Risk Management Standard outlines the risk assessment criteria for all Weatherford locations and product and service lines. The ERM Committee, comprising our Executive Team members and representatives from Manufacturing, Product Lines, and multiple Geozones, meets periodically to assess organizational risks and mitigation efforts. The ERM Committee oversees management's mitigation activities for each top-tier risk. It presents quarterly to the Board or its Committees, ensuring that a report on each risk is given at least once annually.

We also integrate climate risks into our program using the Task Force on Climate-related Financial Disclosures (TCFD) framework. For more information, please read the [Climate: Risks and Opportunities](#) section and [TCFD](#) appendix in this report.

WEATHERFORD'S RISK AREA PROGRAM

Our Risk Area Program (RAP) mandates that all countries in which we operate be categorized with a security risk rating of "high," "medium," or "low," determined by an internal evaluation of our risk exposure in that region and external risk ratings. This evaluation considers political, physical, and sovereign risks in accordance with external intelligence from governments and agencies, as well as select third-party security risk ratings. Our organizational security programs and procedures support identifying and managing risks to individuals, assets, intellectual property, and reputation.

The program also outlines supplementary assessments, activities, remedial measures, and roles and responsibilities for oversight. We train our internal security employees and conduct due diligence assessments for third-party security services. Country risk ratings and risk management activities are recorded and audited, and reviews are conducted at least quarterly. To ensure the effectiveness of this program, we regularly assess our security management system, including alignment with the Voluntary Principles on Security and Human Rights. Our program is continuously enhanced based on risk assessments, threat registers, conflict analysis, internal performance trends, incident investigations, audits, program performance review findings, and any emerging external risks.

You can read more about our approach to [human rights](#) and [supply chain management](#) in this report.





RESPONSIBILITY IN OUR SUPPLY CHAIN

At Weatherford, we are committed to a responsible and resilient supply chain that emphasizes integrity and continuous improvement. Our approach includes policies, due diligence and screening, training, and compliance. The Executive Vice President of Customer Delivery leads these efforts.

SUPPLIER CODE OF CONDUCT

Weatherford's [Supplier Code of Conduct](#) includes the requirements in our [Code of Business Conduct](#) and articulates our standards for suppliers, including adherence to relevant laws and regulations. It outlines expectations regarding human rights, forced labor, environmental responsibility, and conflict minerals, among other topics. Compliance with these policies is required for all our suppliers, and acknowledgment is part of the onboarding process.

SUPPLIER DUE DILIGENCE

In addition to the [Supplier Code of Conduct](#) and related contractual provisions, we conduct supplier due diligence through screening, self-assessment surveys, third-party data sources, training assessment, and monitoring to ensure that our suppliers operate in accordance with our commitment to ethical business practices.

Supplier screening and due diligence requirements are customized based on risk profiles that consider environmental, social, and governance factors, quality, and relevant certifications from third parties, 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.

We also use supplier self-assessment compliance questionnaires to screen direct suppliers and perform additional screening for industrial and hazardous waste vendors. Sub-optimal responses are flagged and undergo further review. After a comprehensive review by Procurement and Compliance teams, vendors are approved by local and global category managers. Ongoing audits are conducted on performance and compliance standards with tier-one suppliers in the strategic or vital importance categories.

Our Supplier Risk Management Program automates the supplier management process, from information gathering and onboarding to continuous monitoring, tiering, risk assessment, compliance, control, and mitigation. Significant enhancements to the program in 2024 include a new supplier onboarding and risk management platform, which increases our ability to manage supplier risk and drive spend efficiency. The supplier self-registration portal, developed for launch in early 2025, streamlines registration processes, consolidates supplier information, and enhances risk management and compliance capabilities.

SUPPLIER MANAGEMENT TRAINING

Our employee Supplier Management Training covers sourcing strategies, supplier lifecycle management, and data management, among other topics. Employees are also trained in third-party risk and compliance management. In 2024, this training was enhanced with tier-specific approaches. We will continue to expand training to target employee groups in 2025.

SUPPLIER SPEND OVERVIEW

In 2024, we implemented new tiering to our supplier management strategy.



ENHANCING SUPPLIER MANAGEMENT

Weatherford enhanced our supply chain management systems in 2024 by deploying a third-party software service for monitoring, identifying, assessing, and mitigating supply chain risk and disruption. It offers dynamic insights, providing early risk detection and risk scorecards that include multiple risk indicators. Suppliers are reviewed for multiple environmental, financial, and geopolitical risks. Strategic suppliers are reviewed quarterly using appropriate risk methods, and operational suppliers are reviewed annually. New suppliers are screened for environmental and regulatory compliance using a variety of tools to ensure adherence to relevant standards.



HUMAN RIGHTS IN OUR SUPPLY CHAIN

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 and the United Kingdom Modern Slavery Act of 2015.

We conduct human rights due diligence and supervise suppliers for human rights-related concerns. If a human rights issue is identified in our supply chain, we engage in remediation, training, ongoing improvement, and/or future monitoring efforts to address the issue as appropriate.

PROHIBITION OF MODERN SLAVERY

We take proactive measures to assess and manage the risk of modern slavery in supply chain, including forced and compulsory labor used by our suppliers, such as:

- Third-party due diligence and evaluation
- Training and awareness
- Policy acknowledgment and contract provision
- Monitoring and remediation of any concerns raised

QUALITY STANDARDS

We engage and monitor our suppliers to ensure products and services they provide meet our rigorous quality standards. Suppliers are re-evaluated at regular intervals based on risk and remediation plans are developed to address deficiencies. Audits of manufacturing capabilities and quality management system effectiveness align with industry standards, such as those of the American Petroleum Institute.

ENVIRONMENTAL SUSTAINABILITY IN OUR SUPPLY CHAIN

Our commitment to environmental responsibility extends to our suppliers, and we expect them to comply with all Weatherford's policies, standards, and applicable regulations. Direct suppliers complete a Supplier Business Questionnaire regarding our environmental expectations, including but not limited to:

- Environmental policies, management systems, and protocols regarding energy, emissions, water, waste, materials, and vendor management
- Alignment to standards such as ISO 14001:2015
- Permits where required

For more information on our environmental sustainability practices, including our efforts to reduce emissions in our supply chain, see the [energy and emissions](#) section of this report.



CONFLICT MINERALS

Weatherford's policies and practices support responsibly sourcing materials from companies. As a result, we have implemented a [Conflict Minerals Policy](#) that includes materials like coltan, cassiterite, gold, and wolframite and their derivatives, such as tantalum, tin, and tungsten. The policy is included in our [Supplier Code of Conduct](#) and agreed upon by all suppliers at the time of onboarding. Our due diligence procedures are consistent with the [Organization for Economic Co-operation and Development \(OECD\)](#) guidelines. We seek chain of custody declarations from suppliers of necessary conflict minerals incorporated into Weatherford-manufactured products in accordance with our related 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, 2024, to be filed with the SEC in May 2025.



DATA PRIVACY AND CYBERSECURITY

Weatherford takes a comprehensive approach to managing data privacy and cybersecurity with policies and procedures that guide how we manage our infrastructure and data. Through continuous evaluation and enhancement of our technical controls and security measures, we actively identify emerging risks and implement improvements to strengthen our security posture and evolve our defensive capabilities ahead of emerging threats.

CYBERSECURITY

Information security is an integral part of Weatherford's ERM program. We employ a risk-based approach to protecting, detecting, and responding rapidly to threats. Our cybersecurity risk assessments follow National Institute of Standards and Technology (NIST) guidelines and are performed by third-party experts. Additionally, we assess our systems through penetration tests, tabletop exercises, and regular internal and external audits.

Cybersecurity approval is a key factor in approving a new third-party product or platform. Before approval, Weatherford personnel perform risk assessments and validate security controls through a checklist review and interview process. Third parties are often asked to provide additional documentation on security architecture, certifications, and assessment results.

We believe our approach to cybersecurity is reasonable and continuously update it based on new threats. However, the rapidly evolving nature of cybersecurity incidents means our controls may not be sufficient to prevent future incidents or attacks. To mitigate this ever-present danger, we implement compensating controls to isolate and limit damages.

DATA PRIVACY

[Weatherford's Privacy Business Practice](#) outlines our approach to protecting data privacy and security. All Weatherford entities and personnel are expected to follow these guidelines. Our Data Privacy Notices, including our Employee, Third-Party, and Candidate Data Privacy Notices, provide transparency in Weatherford's collection and processing of personal information in compliance with relevant laws and information management best practices. Additional policies, including our Record Retention Policy, Record Information Management Standard, and Third-Party Confidential Information Policy, complement our Business Practice and Data Privacy Notices.

EMPOWERING DATA SECURITY PRACTICES

Weatherford offers multilingual training sessions and conducts awareness campaigns to provide employees with the knowledge and tools to safeguard Company, employee, customer, and supplier data. Cybersecurity training occurs during onboarding, and refresher courses are taken annually. Ongoing training and awareness campaigns reinforce the importance of data privacy and cybersecurity and include simulated phishing campaigns. Employees are encouraged to report on cybersecurity threats, data privacy incidents, or any other concerns.

Through targeted training programs and hands-on simulations, employees are equipped with advanced skills to detect and respond to phishing attempts and other email-based threats. Because of this, we have avoided some of the most notable security breaches of 2024 that adversely affected networks of other industry leaders.



CYBERINCIDENT RESPONSE

Weatherford's Cybersecurity Incident Response Plan and Playbook guide our management of information security incidents and potential personal data breaches. The plan is designed to limit damage, reduce recovery time and organizational costs, ensure compliance with legal and contractual obligations, and minimize further risks to personal and other Weatherford information. In 2024, updates were completed to streamline response processes, enhance cross-functional communication between information security teams and key stakeholders, and add specific scenario protocols.



ARTIFICIAL INTELLIGENCE

We leverage cutting-edge technology to enhance our operations and help drive innovation. As the adoption of artificial intelligence (AI) increases broadly, we aim to employ it strategically and responsibly. In 2024, we launched our enterprise AI strategy, advancing solutions while upholding generative AI policies to protect our data and IP. In 2025, we will execute on various use cases, yielding both short-term and long-term benefits.

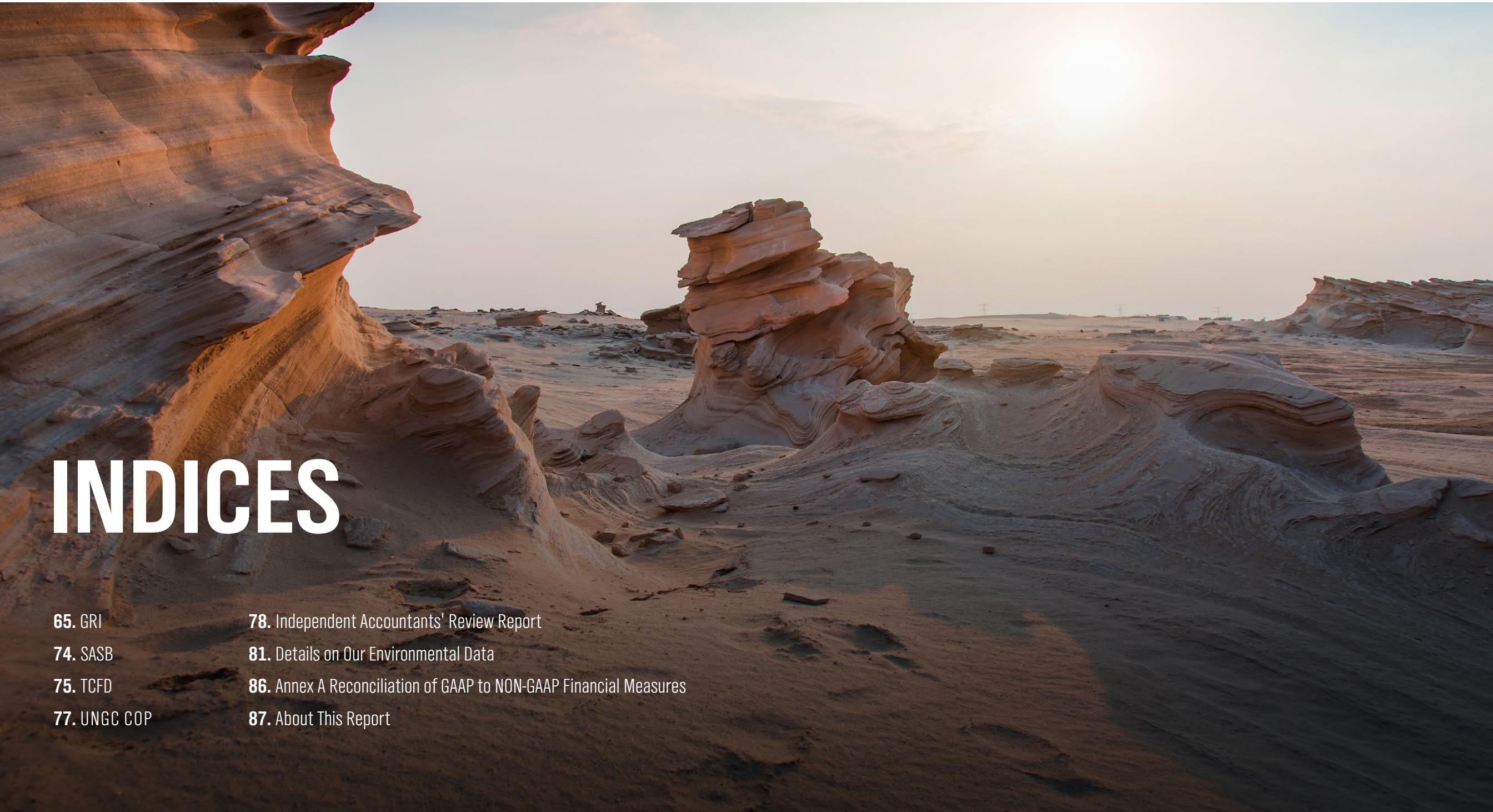
In 2024, we introduced two new internal AI solutions for employees:

- **WISE AI Search:** Enhances search for information about Weatherford products and services across the Weatherford Interactive Support Engine (WISE) database
- **General AI Assistant:** A secure environment for employee inquiries that helps maintain the confidentiality and integrity of Company information

LOOKING FORWARD: 2025 GOVERNANCE GOALS

- Continue regulatory ESG disclosure readiness activities   
- Execute enterprise AI strategy and develop robust AI Governance Model   
- Expand supplier management training to target employee groups    
- Launch a Trade Compliance Champion Network    





INDICES

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81. Details on Our Environmental Data

86. Annex A Reconciliation of GAAP to NON-GAAP Financial Measures

87. About This Report



GRI

DISCLOSURES LOCATION & DATA

GENERAL DISCLOSURES

2-1	Organizational Details	Weatherford International plc (NASDAQ: WFRD) Form 10-K 2024 2000 St James Place, Houston, Texas, United States of America; 75 Countries; About Weatherford p 6
2-2	Entities included in the organization's sustainability reporting	Form 10-K 2024
2-3	Reporting period, frequency, and contact point	January 1 - December 31, 2024; Annual; May 6, 2025 For Sustainability Program: sustainability@weatherford.com For Investors: investor.relations@weatherford.com For Media: media@weatherford.com
2-4	Restatements of information	2019 Waste Generated was restated, see Details on our Environmental Data p 81
2-5	External Assurance	Assurance p 14 ; Independent Accountant's Review Report p 78 ; LRQA Independent Assurance Statement
2-6	Activities, value chain, and other business relationships	Form 10-K 2024 ; About Weatherford p 6 ; Solutions for new Energy Demands p 24 ; Responsibility in our Supply Chain p 60
2-7	Employees	About Weatherford p 6 ; Social p 37 ; Creating an Inclusive Workplace p 43 ; Form 10-K 2024 Full-time males: North America - 2,940; Middle East/North Africa/Asia - 6,095; Latin America - 3,186; Europe/Sub-Saharan Africa/Russia - 3,986 Full-time females: North America - 558; Middle East/North Africa/Asia - 612; Latin America - 537; Europe/Sub-Saharan Africa/Russia - 494 Part-time males: North America - 19; Middle East/North Africa/Asia - 2; Latin America - 1; Europe/Sub-Saharan Africa/Russia - 13 Part-time females: North America - 1; Middle East/North Africa/Asia - 7; Latin America - 0; Europe/Sub-Saharan Africa/Russia - 8
2-8	Workers who are not employees	Social p 37 ; Form 10-K 2024 ; Defined as Third-Party Workers; Type of Work Performed: Field, Workshop and Office based; Total: 3,236
2-9	Governance structure and composition	ESG at Weatherford p 8 ; Board of Directors p 55 ; Proxy Statement 2025 - Election of Directors Section; Corporate Governance Principles
2-10	Nomination and selection of the highest governance body	Proxy Statement 2025 - Election of Directors; Corporate Governance Principles ; Board of Directors p 55



DISCLOSURES

LOCATION & DATA

GENERAL DISCLOSURES

2-11	Chair of the highest governance body	The chair is not a senior executive in the organization. Proxy Statement 2025 - Election of Directors section Board of Directors p 55 ; Corporate Governance Principles
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Leadership and Oversight p 12 ; Environment - Our Strategy and Approach p 18 ; Climate: Risks and Opportunities p 32 ; Board of Directors p 55 ; Corporate Governance Principles ; Weatherford Board of Directors' Safety, Environment and Sustainability Committee Charter
2-13	Delegation of responsibility for managing impacts	ESG at Weatherford p 8 ; Environment - Our Strategy and Approach p 18 ; Climate Risks and Opportunities p 32 ; Weatherford Board of Directors' Safety, Environment and Sustainability Committee Charter
2-14; 11.2.4	Role of the highest governance body in sustainability	ESG at Weatherford p 8 ; Environment - Our Strategy and Approach p 18 ; Climate Risks and Opportunities p 32 ; Weatherford Board of Directors' Safety, Environment and Sustainability Committee Charter
2-15	Conflicts of Interest	Proxy Statement 2025 ; Corporate Governance Principles ; Code of Business Conduct - "We Avoid Conflicts of Interest" section; Proxy Statement 2025 - Related Party Transaction section; Weatherford International plc Memorandum and Articles of Association
2-16	Communication of critical concerns	ESG Leadership and Oversight p 12 ; Code of Business Conduct ; Reporting Ethics Concerns p 57 ; Board of Directors p 55
2-17	Collective knowledge of the highest governance body	ESG at Weatherford p 8 ; Proxy Statement 2025 - Item - Election of Directors; Corporate Governance Principles
2-18	Evaluation of the performance of the highest governance body	Board of Directors p 55 ; Proxy Statement 2025 - Item - Election of Directors; Corporate Governance Principles
2-19	Remuneration Policies	Board of Directors p 55 ; ESG Goals and Leadership Compensation p 12 ; Proxy Statement 2025 - Compensation Discussion and Analysis, also Director Compensation
2-20	Process to determine Remuneration	Board of Directors p 55 ; ESG Goals and Leadership Compensation p 12 ; Proxy Statement 2025 - Compensation Discussion and Analysis, also Director Compensation; Corporate Governance Principles
2-21	Annual total compensation ratio	Proxy Statement 2025 - Pay Ratio
2-22	Statement on sustainable development strategy	Message from our CEO p 3 ; ESG Leadership and Oversight p 12 ; Proxy Statement 2025 - Delivering on Our Commitments
2-23	Policy commitments	Business Conduct, Ethics and Compliance p 56 ; Human Rights Across Our Value Chain p 58 ; Code of Business Conduct ; Conflict Minerals Policy ; Modern Slavery Act & Supply Chains Act
2-24	Embedding policy commitments	ESG Leadership and Oversight p 12 ; Board of Directors p 55 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across Our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Code of Business Conduct ; Conflict Minerals Policy ; Modern Slavery Act & Supply Chains Act
2-25	Process to remediate negative impacts	ESG Leadership and Oversight p 12 ; Board of Directors p 55 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across Our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Code of Business Conduct ; Conflict Minerals Policy ; Modern Slavery Act & Supply Chains Act ; Corporate Governance Principles



DISCLOSURES

LOCATION & DATA

GENERAL DISCLOSURES

2-26	Mechanisms for seeking advice and raising concerns	ESG at Weatherford p 8 ; Business Conduct, Ethics and Compliance p 56 ; Corporate Governance Principles ; Modern Slavery Act & Supply Chains Act ; Code of Business Conduct	
2-27	Compliance with laws and regulations	Form 10-K 2024 - Part 1, Item 3	
2-28	Membership Associations	American Meteorological Association (AMS) American Petroleum Institute (API) Argentinian Oil and Gas Institute (IAPG) Bundesverband Geothermie (Association of Geothermal Energy) Carbon Capture and Storage Association (CCSA) - UK Clean Air Task Force (CATF) Clean Resource Innovation Network Dubai Supreme Council of Energy Deutsche Wissenschaftliche Gesellschaft für Erdöl, Erdgas und Kohle e.V Energy Workforce and Technology Council Enserva Canada - Human Resources and Health & Safety Council European Geothermal Energy Council (EGEC) Fraunhofer Institute Global Carbon Capture Institute (GCCSI) Global Geothermal Alliance (GGA) Hydrogen Europe Indonesian Geothermal Association (INAGA) International Association of Drilling Contractors (IADC) International Association of Oil & Gas Producers (IOGP) International Energy Forum (IEF) Global Energy Solutions Initiative (GESI) Round Table	International Renewable Energy Agency (Asociación Geotérmica Mexicana (AGM) IRENA) IOGP-International Petroleum Industry Environmental Conservation Association (IPIECA) National Geothermal Association of the Philippines (NGAP) Negros Oriental State University (NORSU), Philippines Offshore Technology Conference network Payne Institute - Colorado School of Mines Petroleum Services Association of Canada Petroleum Technology Research Centre (PTRC), Canada Project Innerspace (501(c)3 non-profit focused on expanding the use of geothermal energy globally) Rig Automation and Performance Improvement in Drilling (RAPID) Research Consortium Scottish Development International Society of Petroleum Engineers Society of Petroleum Engineers Stanford NaturalTexas Geothermal Energy Alliance (TXGEA) The Cynthia and George Mitchell Foundation The University of Texas at Austin's RAPID and CODA consortia University of Louisiana - Lafayette, USA U.S. Department of Energy (DOE) Geothermal Technologies Office (GTO) Frontier Observatory for Research in Geothermal Energy (FORGE) TU Bergakademie Freiberg Institut für Bohrtechnik und Fluidbergbau Turkish Geothermal Energy Association (Jeotermal Enerji Degerni, JED) United Nations Global Compact Well Construction, Decommissioning and Abandonment (CODA) Research Consortium
2-29	Approach to stakeholder engagement	Stakeholder Engagement p 15	
2-30	Collective bargaining agreements	Freedom of Association p 41 Trade union/EE Forum members as % of total Company Headcount: 13%	

MATERIAL TOPICS

3-1	Process to determine material topics	Priority Topics p 15 ; Stakeholder Engagement p 15	
3-2	List of material topics	Priority Topics p 15	
3-3; Sector 11 Topic	Management of material topics	Priority Topics p 15 ; Political Contributions p 57 ; Code of Business Conduct	



DISCLOSURES

LOCATION & DATA

ECONOMIC PERFORMANCE

201-1; 11.2.2; 11.14.2; 11.21.2	Direct economic value generated and distributed	Form 10-K 2024 see p 7-8, 25-40 (Management's Discussion and Analysis of Financial Condition and Results of Operations Section), and Footnote 3 to our Consolidated Financial Statements p 62
201-2	Financial implications and other risks and opportunities due to climate change	Form 10-K 2024 see p 9-11 and 18

MARKET PRESENCE

202-2; 11.11.2; 11.14.3	Proportion of senior management hired from the local community	Explicit metrics cannot be effectively reported at this time. Weatherford strives to ensure that senior management roles are filled by individuals that represent the communities in which we operate.
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INDIRECT ECONOMIC IMPACT

203-1; 11.14.4	Infrastructure investments and services supported	Data not available
203-2; 11.14.5	Significant indirect economic impacts	Form 10-K 2024

PROCUREMENT PRACTICES

204-1; 11.14.6	Proportion of spending on local suppliers	We dedicated 83% of our procurement budget to suppliers located near our key operational areas. Our focus on local sourcing not only bolsters the economies of the regions where we operate, but also fosters stronger ties with local communities and minimizes our environmental impact by shortening our supply chain footprint. Definition of 'significant locations of operation': Defined by Geozone Geographical definition of 'local': Defined by country
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ANTI-CORRUPTION

205-1; 11.20.2	Operations assessor risks related to corruption	Form 10-K 2024 - Part 1, Item 1A (Business and Operational Risks); Business Conduct, Ethics, and Compliance p 56 ; Anti-Corruption p 57 ; Responsibility in Our Supply Chain p 60
205-2; 11.20.3	Communication and training about anti-corruption policies and procedures	Form 10-K 2024 - Part 1, Item 1A (Business and Operational Risks); Anti-Corruption p 57 ; Responsibility in Our Supply Chain p 60 2024: 100% of onboarded employees are required; 100% of Board of Directors as of report publish
11.20.5	Sector Standard - Contract Transparency	Sustainability Report - Responsibility in Our Supply Chain p 60 ; Code of Business Conduct
11.20.6	Sector Standard - Beneficial Owners	2025 Proxy Statement contains information on share ownership of (i) Directors and Executive Officers; and (ii) certain shareholders who may be deemed to beneficially own 5% or more of our outstanding ordinary shares as of April 10, 2025.
205-3; 11.20.4; 11.20.6	Confirmed incidents of corruption and action taken	Data not disclosed due to confidentiality restraints.



DISCLOSURES

LOCATION & DATA

ANTI-COMPETITIVE BEHAVIOR

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Form 10-K 2024 - Part 1, Item 3 (Legal Proceedings); Fair Competition p 57
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TAX

207-1; 11.21.4	Approach to tax	Tax p 57; Tax Strategy Public Statement
207-2; 11.21.5	Tax governance, control, and risk management	Tax p 57; Tax Strategy Public Statement
207-3; 11.21.6	Stakeholder engagement and management of concerns related to tax	Tax Strategy Public Statement; Form 10-K 2024 - see p 28, 40-41, 76-79
207-4; 11.21.7	Country-by-country reporting	Tax Strategy Public Statement; Form 10-K 2024 - see p 28, 40-41, 76-79

ENERGY

302-1; 11.1.2	Energy consumption within the organization	Climate: Energy and Emissions Management p 28; Greenhouse Gas Emissions Summary Tables p 81
302-2; 11.1.3	Energy consumption outside the organization	Data not available
302-3; 11.1.4	Energy intensity	Climate: Energy and Emissions Management p 28; Greenhouse Gas Emissions Summary Tables p 81 ; Revenue for respective year: Form 10-K 2024 ; Types included: Scope 1 & 2
302-4	Reduction of energy consumption	Climate: Energy and Emissions Management p 28; Greenhouse Gas Emissions Summary Tables p 81 ; Types included: Scope 1 & 2

WATER AND EFFLUENTS

303-1; 11.6.2	Interactions with water as a shared resource	Water Resources p 33
303-2; 11.6.3	Management of water discharge-related impacts	N/A: Weatherford does not discharge industrial wastewater. All industrial wastewater is collected, transported, and disposed by third party disposal companies in accordance with the waste management standard.
303-3; 11.6.4	Water withdrawal	Water Resources p 33
303-4; 11.6.5	Water discharge	Water Resources p 33



DISCLOSURES		LOCATION & DATA
BIODIVERSITY		
304-1; 11.4.2	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Biodiversity p 35
304-2; 11.4.3	Significant impacts of activities, products, and services on biodiversity	Biodiversity p 35
304-3; 11.4.4	Habitats protected or restored	Biodiversity p 35
304-4; 11.4.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity p 35
EMISSIONS		
305-1; 11.1.5	Direct (scope 1) GHG emissions	Climate: Energy and Emissions Management p 28; Details on our Environmental Data 81
305-2; 11.1.6	Energy indirect (scope 2) GHG emissions	
305-3; 11.1.7	Other indirect (scope 3) GHG emissions	
305-4; 11.1.8	GHG emissions intensity	
305-5; 11.2.3	Reduction of GHG emissions	
305-6	Emissions of ozone-depleting substances (ODS)	
305-7; 11.3.2	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant emissions	No Data Available

DISCLOSURES		LOCATION & DATA
WASTE		
306-1; 11.5.2	Waste generation and significant waste related impacts	Resource Management p 34; Water and Waste Environmental Data p 85
306-2; 11.5.3	Management of significant waste-related impacts	
306-3; 11.5.4;	Waste generated	
306-4; 11.5.5	Waste diverted from disposal	
306-5; 11.5.6	Waste directed to disposal	
EFFLUENTS AND WASTE		
306-3; 11.8.2	Significant spills	Hazardous Substance Management and Spill Prevention p 35; Form 10-K 2024; Total number of Significant Spills: 0 Definition of 'significant spill': one that results in legal or financial repercussions, requires extensive remediation, impacts environmental resources, attracts media or community action, or damages customer and environmental reputation.
SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	Responsibility in Our Supply Chain p 60; 100% of new suppliers are screened for environmental criteria. Screening varies depends on the product/service and related risk. Data includes non-Russia entities only.
308-2	Negative environmental impacts in the supply chain and actions taken	Responsibility in Our Supply Chain p 60



DISCLOSURES		LOCATION & DATA
EMPLOYMENT		
401-1; 11.10.2	New employee hires and employee turnover	Social p 37 ; Workforce Recruitment and Retention p 39 ; Annualized voluntary turnover for the enterprise was 8.9% Hires: Under 30 - 964; 30-50 - 1,577; Over 50 - 267 Males - 2,145; Females - 359; Not Declared - 304 North America - 532; Middle East/North Africa/Asia - 936; Latin America - 453; Europe/Sub-Sahara Africa/Russia - 887 Voluntary Turnover: Under 30 - 360; 30-50 - 1,033; Over 50 - 245 Males - 1,424; Females - 195; Not Declared - 19 North America - 395; Middle East/North Africa/Asia - 515; Latin America - 214; Europe/Sub-Sahara Africa/Russia - 514
401-2; 11.10.3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Human Capital Management System (HCM) p 38 ; Workforce Recruitment and Retention p 39
401-3; 11.10.4; 11.11.3	Parental leave	Weatherford's parental leave policies vary to meet country-specific requirements and expectations. Weatherford recently published a maternity leave policy that provides a minimum of 8 weeks paid leave, unless a country has a greater benefit, in which case Weatherford matches the minimum statute.
LABOR / MANAGEMENT RELATIONS		
402-1; 11.7.2; 11.7.4; 11.7.5; 11.7.6; 11.10.5	Minimum notice periods regarding operational changes	Notice periods vary from country to country, as per local laws and some requirements within union collective bargaining agreements.
OCCUPATIONAL HEALTH AND SAFETY		
403-1; 11.9.2	Occupational health and safety management system	Health and Safety at Weatherford p 44 ; RADAR p 47
403-2; 11.9.3	Hazard identification, and incident investigation	Health and Safety at Weatherford p 44 ; RADAR p 47
403-3; 11.9.4	Occupational health services	Health and Safety at Weatherford p 44
403-4; 11.9.5	Worker participation, consultation, and communication on occupational health and safety	Health and Safety at Weatherford p 44
403-5; 11.9.6	Worker training on occupational health and safety	Health and Safety at Weatherford p 44

DISCLOSURES		LOCATION & DATA
OCCUPATIONAL HEALTH AND SAFETY (CONTINUED)		
403-6; 11.9.7	Promotion of worker health	Health and Safety at Weatherford p 44 ; Employees voluntarily enroll in health coverage and may see any healthcare provider of his/her choosing.
403-7; 11.9.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety at Weatherford p 44 ; Responsibility in Our Supply Chain p 60 ; Customer Health and Safety p 49 ; Health, Safety, and Environment (HSE) functions are strategically placed across all Weatherford operations. They minimize workplace hazards and risks through clear communication, risk elimination, adherence to standards, and setting KPIs. Leadership site engagements by executives and risk assessments by product line leadership and HSE are key components. Each location assesses and mitigates health risks, adhering to local regulations.
403-8; 11.9.9	Workers covered by an occupational health and safety management system	Health and Safety at Weatherford p 44
403-9; 11.9.10	Work-related injuries	Health and Safety at Weatherford p 44 ; Weatherford Safety Performance Metrics ; Hours worked: 71,457,567 Recordables: 42 LTIR: (x200,000): 0.02 LTIR: (x1,000,000): 0.11 Lost-time Injuries: 8 TRIR (x 200,000): 0.12 TRIR (x1,000,000): 0.59
403-10; 11.9.11	Work-related ill health	Health and Safety at Weatherford p 44 ; Weatherford Safety Performance Metrics ; Number of cases of work-related ill health: 0; Number of fatalities resulting from work-related ill health: 0



DISCLOSURES

LOCATION & DATA

TRAINING AND EDUCATION

404-1; 11.7.2; 11.10.6; 11.11.4	Average hours of training per year per employee	Workforce Recruitment and Retention p 39 ; Developing Our Talent p 41 ; Average hours training annually in 2024 not including on-the-job training and competency: Total: 25.48 Male: 23.62; Female: 25.32; Average hours by employee category: Contract - 11.97; Short-Service: 52.77; Full-time: 23.9; Demographic breakdowns include non-Russia entities only
404-2; 11.7.3; 11.10.7	Programs for upgrading employees skills and transition assistance programs	On a continued commitment to develop our key talent bench-strength from frontline through senior leadership audience, programs and content are targeted to the various tiers of the organization, allowing for a structured development pathway and applied learning relevant to their roles.
404-3	Percentage of employees receiving regular performance and career development reviews	98% of employees received Performance Appraisals in 2024, which include discussions on performance management, career goals, and alignment to Company objectives.

DIVERSITY AND EQUAL OPPORTUNITY

405-1; 11.11.5	Diversity of governance bodies and employees	Board Diversity p 55 ; 16.67% Female, 16.67% African American or Black, 16.67% Asian
405-2; 11.11.6	Ratio of basic salary and remuneration of women to men	Not Reported

NON-DISCRIMINATION

406-1	Incidents of discrimination and corrective actions taken	Data not disclosed due to confidentiality restraints.
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FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1; 11.13.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association p 41 ; Weatherford adheres to the principle of Freedom of Association as set forth in the International Labor Organization (ILO) Convention: Freedom of Association and Protection of the Right to Organize (No. 87 of 1948), as well as compliance with local laws.
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CHILD LABOR

408-1	Operations and suppliers at significant risk for incidents of child labor	Our Foundation of Ethics and Integrity p 54 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Weatherford's Code of Conduct and Human Rights Standard outline our intentions to respect human rights always, including our commitment to never employ prohibited child labor within our organization, and to follow local laws regarding minimum age, employment, working hours and wages. Our employees are empowered to report suspected violations of these principles to HR, Compliance, or through our third-party ethics and reporting hotline 'Listen Up'. All allegations are investigated.
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FORCED OR COMPULSORY LABOR

409-1; 11.12.2	Operations and suppliers at significant risk for incidents of child, forced or compulsory labor	Our Foundation of Ethics and Integrity p 54 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Code of Business Conduct
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SECURITY

410-1; 11.18.2	Security personnel trained in human rights policies or procedures	Enterprise Risk Management p 59 ; Supporting Our Communities p 50 ; Human Rights Across Our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; 100% of security personnel completed the ISO05 accredited Voluntary Principles on Security and Human Rights VPSHR manager course.
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DISCLOSURES

LOCATION & DATA

RIGHTS OF INDIGENOUS PEOPLE

411-1; 11.17.2; 11.17.3; 11.17.4	Incidents of violations involving rights of indigenous peoples	Priority Topics p 15 ; Social p 37 ; Number of incidents: 0; The Company received no reports in 2024 via its Listen Up/whistleblower hotline reporting violations involving rights of indigenous peoples. Accordingly, there are no incidents for which status updates are available.
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LOCAL COMMUNITIES

413-1; 11.15.2	Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement p 15 ; Priority Topics p 15 ; Supporting Our Communities p 50
413-2; 11.15.3; 11.15.4	Operations with significant actual and potential negative impacts on local communities	Stakeholder Engagement p 15 ; Priority Topics p 15 ; Supporting Our Communities p 50 ; Health and Safety at Weatherford p 44 ; The company is not aware any local community grievances or any situations against WFRD of involuntary settlement.

SUPPLIER SOCIAL ASSESSMENT

414-1; 11.10.8; 11.12.3	New suppliers that were screened using social criteria	Responsibility in Our Supply Chain p 60 ; 100% of new suppliers are screened for social criteria related to human rights, business code of conduct, supplier diversity, occupational health and safety, child labor, and forced or compulsory labor. Data includes non-Russia entities only.
414-2; 11.10.9	Negative social impacts in the supply chain and actions taken	Responsibility in Our Supply Chain p 60 ; 0 - We had zero suppliers identified with significant actual or potential negative social impacts.

PUBLIC POLICY

415-1; 11.2.4; 11.22.2	Political contribution report	Political Contributions p 57 ; Code of Business Conduct ; Funds contributed to political parties, leaders, or candidates using Weatherford funds or on Company's behalf - \$0
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SASB

TOPIC	CODE	ACCOUNTING METRIC	REFERENCE
OIL AND GAS SERVICES			
Emission reduction services and fuels management	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in (1) on-road-equipment and vehicles and (2) off-road equipment	Data not available
Emission reduction services and fuels management	EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Message from our CEO p 3 ; Creating Value Through Sustainable Innovation p 22 ; Environment p 17
Emission reduction services and fuels management	EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Data not available
Water Management Services	EM-SV-140a.1	(1) Total volume of fresh water handled in operations; (2) percentage recycled	Fresh: 488.82; Recycled: Data Not Available; Water Resources p 33 ; Resource Management p 34
Water Management Services	EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	Water Resources p 33 ; Resource Management p 34
Chemicals Management	EM-SV-150a.1	Volume of hydraulic fracturing fluid used, percentage hazardous	Standard not applicable
Chemicals Management	EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities and impacts	Hazardous Substance Management and Spill Prevention p 35 ; Health and Safety at Weatherford p 44
Ecological Impact Management	EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	Standard not applicable
Ecological Impact Management	EM-SV-160a.2	Discussion on strategy or plan to address risks and opportunities related to ecological impacts from core activities	Biodiversity p 35
Workforce Health & Safety	EM-SV-320a.1	Total recordable incident rate (TRIR) Near miss frequency rate (NMFR) Average hours of health, safety, and emergency response training	TRIR = 0.12 NMFR = 17.87 Avg Hrs of HSE Training: Short-Service - 5.60; Contract - 4.42; Employee - 4.58
Workforce Health & Safety	EM-SV-320a.2	Description of management systems used to integrate to a culture of safety throughout the value chain and project lifecycles	Hazardous Substance Management and Spill Prevention p 35 ; Health and Safety at Weatherford p 44 ; Responsibility in Our Supply Chain p 60 ; Customer Health and Safety p 49 ; Safety in our Products and Services p 49
Business Ethics & Payment Transparency	EM-SV-510a.1	Amount of net revenue in countries that have 20 lowest rankings in Transparency International's Corruption Perception Index	0.71%
Business Ethics & Payment Transparency	EM-SV-510a.2	Description of management systems used for prevention of corruption and bribery throughout the value chain	Business Conduct, Ethics, and Compliance p 56 ; Anti-Corruption p 57 ; Code of Business Conduct
Management of the Legal & Regulatory Environment	EM-SV-530a.1	Discussion of corporate position related to government regulation and/or policy proposals that address environmental and social factors affecting the industry	Code of Business Conduct ; Conflict Minerals Policy ; Modern Slavery Act & Supply Chains Act
Critical Incident Risk Management	EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Climate: Risks and Opportunities p 32 ; Hazardous Substance Management and Spill Prevention p 35 ; Health and Safety at Weatherford p 44 ; Enterprise Risk Management p 59
Business Activities	EM-SV.000.A	Number of active rig sites	Standard not applicable
Business Activities	EM-SV.000.B	Number of active well sites	Standard not applicable
Business Activities	EM-SV.000.C	Total amount of drilling performed	Standard not applicable
Business Activities	EM-SV.000.D	Total number of hours worked by all employees	71,457,567



TCFD

TCFD RECOMMENDATION DISCLOSURE REFERENCE

GOVERNANCE

Describe the board's oversight of climate-related risk and opportunities [ESG at Weatherford p 8](#); [ESG Leadership and Oversight p 12](#); [ESG Governance p 13](#); [Climate: Risks and Opportunities p 32](#); [Board of Directors p 55](#); [Form 10-K 2024 - see p 9-11, 18](#)

Describe management's role in assessing and managing climate-related risks and opportunities [Message from our CEO p3](#); [ESG at Weatherford p 8](#); [ESG Leadership and Oversight p 12](#); [ESG Governance p 13](#); [Climate: Risks and Opportunities p 32](#); [Board of Directors p 55](#); [Form 10-K 2024 - see p 9-11, 18](#)

STRATEGY

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term [Climate: Risks and Opportunities p 32](#); [TCFD IRO Indices p 75](#)

Describe the impact of climate-related risks and opportunities on the organizations business, strategy, and financial planning [Climate: Risks and Opportunities p 32](#); [TCFD IRO Indices p 75](#); [Form 10-K 2024 - see p 9-11, 18](#)

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. [Climate: Risks and Opportunities p 32](#); [TCFD IRO Indices p 75](#)

RISK MANAGEMENT

Describe the organization's processes for identifying and assessing climate-related risks. [Climate: Risks and Opportunities p 32](#); [TCFD IRO Indices p 75](#)

Describe the organization's processes for managing climate-related risks. [Climate: Risks and Opportunities p 32](#); [Environment p 17](#); [TCFD IRO Indices p 75](#)

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. [Climate: Risks and Opportunities p 32](#); [ESG at Weatherford p 8](#); [TCFD IRO Indices p 75](#)

METRICS AND TARGETS

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. [Environment p 17](#); [Climate: Risks and Opportunities p 32](#); [Indices p 70-71 \(Disclosures 302-308\)](#); [Details on our Environmental Data p 81](#); [TCFD IRO Indices p 75](#)

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. [Climate: Risks and Opportunities p 32](#); [Climate: Energy and Emissions Management p 28](#); [Indices p 70-71 \(Disclosures 302-308\)](#); [Details on our Environmental Data p 81](#)

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. [Environment p 17](#); [Climate: Risks and Opportunities p 32](#); [Details on our Environmental Data p 81](#)



CLIMATE RISKS AND OPPORTUNITIES

Our assessment considered physical and transition climate risks across short (0-5 years), medium (6-10 years), and long (11-30 years) time horizons across two scenarios, one with low emissions (IPCC SSP1-2.6) and one with high emissions (IPCC SSP5-8.5).

TYPE	CLIMATE-RELATED RISK
PHYSICAL RISK	ACUTE
	<ul style="list-style-type: none"> Increased severity of hurricanes leading to damage of facilities in vulnerable geographies that can result in business interruptions Extreme events such as floods, wind, storms, wildfires, etc., causing business interruptions & direct damage to facilities Extreme variability in weather patterns results in disruptions in the global supply chain Decreased insurance policy limits/availability on property for weather-related peril coverage
	CHRONIC
	<ul style="list-style-type: none"> Increased incidences of drought or water shortages in geographies where Weatherford operates Rising mean temperature impacts operations through increased risk of heat waves, causing heat stress in field workers Sea level rise impacts operations on coastlines due to increased flooding Sea level rise impacts supply chain ports
TRANSITION RISK	POLICY AND LEGAL
	<ul style="list-style-type: none"> Difficulty adhering to advancements in emissions disclosure requirements Increased exposure to litigation related to Weatherford's impact on the climate The implementation of a carbon tax in countries where Weatherford primarily operates Financial penalties due to not adhering to updated climate mandates Regulations requiring operations changes and/or installation of new technology Litigation related to the inability to comply with globally evolving and emerging regulation
	TECHNOLOGY
	<ul style="list-style-type: none"> Failed implementation of future climate-based or emissions-reducing technology resulting in significant financial loss Competitor's investment in R&D and innovation could lead to rapid development of low emissions processes, tools, or products, leading to stranded assets for Weatherford Costs to implement lower emissions, renewable energy, or carbon capture technologies at Weatherford's facilities & in operations could put a strain on Company margins
	MARKET
	<ul style="list-style-type: none"> Shifting regulations and consumer preferences may lead to increased costs of raw materials Buying and contracting preferences may shift toward more climate-focused solutions and products Forecasts made by research agencies and services to dictate the strategy of the Oil & Gas sector may prove to be untrue
	REPUTATION
	<ul style="list-style-type: none"> Shift in consumer preferences and increased stakeholder concerns impacting oil and gas Inability or difficulty recruiting new and top talent based on sector stigmatization Increased stigmatization of the sector as a result of increased climate awareness Inability to achieve Net Zero by 2050 target Increased stakeholder concern and negative feedback can negatively affect investor pipeline

TYPE	CLIMATE-RELATED OPPORTUNITIES
RESOURCE EFFICIENCY	<ul style="list-style-type: none"> Reduce emissions through leaner field operations and energy-efficient transportation fleet Transition to regionally located suppliers Use of recycling Invest in efficiencies in buildings that Weatherford will operate in the long term Reduce water usage and consumption
ENERGY SOURCE	<ul style="list-style-type: none"> Transition to renewable energy Use of supportive energy policy incentives Use of low emissions technology Use of carbon pricing Purchasing PPAs or RECs Investigate opportunities to partner with local companies to use/install renewable energy
PRODUCTS AND SERVICES	<ul style="list-style-type: none"> Development or expansion of low-emission products and services Development of new products or services through R&D and innovation Continue enhancing emission-reducing service offerings
MARKETS	<ul style="list-style-type: none"> Access to new markets, including CCS and low-emission products and services Eligibility for tax credits and incentives
RESILIENCE	<ul style="list-style-type: none"> Resource substitution or diversification Alternative energy sources and use of renewable energy



UNGC COP

#	DESCRIPTION	DISCLOSURE
GENERAL DISCLOSURES		
1	Period Covered by Communication on Progress	January - December 2024
2	Statement of Continued Support by the Chief Executive Officer	p 3 ; p 14
HUMAN RIGHTS		
3	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: Make sure that they are not complicit in human rights abuses.	p 54-58 p 54-58 ; p 60-61
LABOUR		
4	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; Principle 6: the elimination of discrimination in respect of employment and occupation	p 41 ; p 67 (GRI 2-30) p 54-58 ; p 60-61 p 54-58 ; p 60-61 p 38-43
ENVIRONMENT		
5	Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.	p 8 ; p 18 ; p 32 ; p 64 p 17-36 p 22-27
ANTI-CORRUPTION		
6	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	p 56-57
MEASUREMENT OF OUTCOMES		
	ESG Performance: Key Highlights & Commitment at-a-Glance	p 10
	GRI Index	p 65
	SASB Index	p 74
	TCFD Index	p 75



LRQA Independent Assurance Statement

Relating to Weatherford's ESG Assertions for the Calendar Year 2024

This Assurance Statement has been prepared for Weatherford U.S., L.P. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Weatherford U.S., L.P. (Weatherford) to provide independent assurance of its greenhouse gas (GHG) emissions, environmental data, social, and safety metrics ("the Inventory") for the calendar year 2024 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Weatherford's global operations and activities from January 1 to December 31, 2024, and specifically the following requirements:

- Verifying conformance with:
 - Weatherford's reporting methodologies for the selected datasets; and
 - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data¹.
- Reviewing whether the Inventory has taken into consideration
 - The GHG Protocol Scope 3 Accounting and Reporting Standard; and
 - Global Reporting Initiative (GRI).
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions
 - Scope 3 GHG emissions verified by LRQA consist of:
 - Category 1: Purchased Goods & Services
 - Category 2: Capital Goods
 - Category 3: Fuel and Energy Related Activities
 - Category 4: Upstream Transportation & Distribution
 - Category 5: Waste Generated in Operations
 - Category 6: Business Travel
 - Category 7: Employee Commuting
 - Category 9: Downstream Transportation and Distribution
 - Category 15: Investments
 - GHG Emissions and Energy metrics
 - Water
 - Water Withdrawal and Discharge
 - Waste
 - Total Waste Generated
 - Hazardous and Non-Hazardous Waste
 - Social Indicators
 - Hires and Voluntary Turnover
 - Number of Employees
 - Diversity of Governance Bodies
 - Employee Training
 - Collective bargaining agreements
 - Percentage of employees receiving regular performance and career development reviews
 - Security personnel trained in human rights policies or procedures
 - New suppliers that were screened using social criteria
 - Safety Indicators
 - Hours worked
 - Recordable and Lost-time injuries
 - Total Recordable Injury Rate
 - Lost Time Injury Rate

¹: <http://www.ghgprotocol.org/>



- Additional Safety Indicators
 - Fatality Rate
 - Number of cases of work-related ill health
- Number of fatalities resulting from work-related ill health
- Total number of Significant Spills

LRQA's responsibility is only to Weatherford. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Weatherford's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of Weatherford.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Weatherford has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing relevant employees of the organization responsible for managing GHG emissions, environmental, safety, and social data and records;
- assessing Weatherford's data management systems to confirm they are designed to prevent significant errors, omissions or misstatements in the Inventory by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions environmental, safety, and social data and records at an aggregated level for the calendar 2024; and
- confirming that Weatherford has documented their base year and conditions for base year recalculation for their GHG emissions inventory and performed the necessary analysis to determine whether a base year recalculation is necessary. Weatherford determined that the conditions requiring base year recalculation have not been met and base year adjustment is not necessary at this time.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity audit – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

² The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification audits is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 22 May 2025

Joycelyn Swamidoss
LRQA Lead Verifier
On behalf of LRQA
2500 CityWest Blvd, Ste 150 Houston, TX 77042
LRQA reference: UQA00002648 / 7247076 & 7397460

Table 1. Summary of Weatherford's GHG and Energy Data for CY 2024:

Scope	Quantity	Unit
Scope 1 GHG emissions ¹	96,816	mt CO ₂ e
Scope 2 GHG emissions (Location-based) ²	55,040	mt CO ₂ e
Scope 2 GHG emissions (Market-based) ²	54,323	mt CO ₂ e
Scope 3 Category 1: Purchased Goods & Services	582,540	mt CO ₂ e
Scope 3 Category 2: Capital Goods	15,835	mt CO ₂ e
Scope 3 Category 3: Fuel and Energy Related Activities	40,909	mt CO ₂ e
Scope 3 Category 4: Upstream Transportation & Distribution	57,211	mt CO ₂ e
Scope 3 Category 5: Waste Generated in Operations	47,109	mt CO ₂ e
Scope 3 Category 6: Business Travel	14,969	mt CO ₂ e
Scope 3 Category 7: Employee Commuting	20,741	mt CO ₂ e
Scope 3 Category 9: Downstream Transportation and Distribution ³	14,280	mt CO ₂ e
Scope 3 Category 15: Investments	9,222	mt CO ₂ e
Scope 1 Intensity	17.6	mt CO ₂ e / \$M Rev ⁴
Scope 2 Location-based Intensity	10.0	mt CO ₂ e / \$M Rev
Scope 2 Market-based Intensity	9.9	mt CO ₂ e / \$M Rev
Scope 1 & 2 Energy Intensity	99.5	MWh / \$M Rev
Total Energy Consumed (Scope 1 and Scope 2)	548,658	MWh

Note 1: Scope 1 emissions excluded fugitive HFCs due to a lack of data.

Note 2: Scope 2, Location-based and Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015

Note 3: Scope 3 Category 9 Downstream Transportation & Distribution only includes emissions when Weatherford rebilled customers for shipping

Note 4: Based on revenue \$5,513 Million as reported in Weatherford's 10-K; this figure was not verified by LRQA

**Table 2. Summary of Weatherford's Key GHG Data for CY 2024:**

GHG Emissions ¹	CO ₂ ²	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Unspecified CO ₂ e ²	Unit
Location-based	733,229	127,114	13,181	8,173	1,081	1,204	118	70,571	mt CO ₂ e

Note 1: Greenhouse gases covered by the Kyoto Protocol; volumes do not include Global Warming Potentials.

Note 2: Unspecified CO₂e stems from Scope 3 emissions factors which cannot be broken into specific GHGs.

Table 3. Summary of Weatherford's Key Environmental Indicators for CY 2024:

Environmental Data	Quantity	Unit
Water Withdrawal	466	Million liters
Water Discharge ¹	466	Million liters
Total Waste Generated	50,674	mt
Hazardous Waste	13,660	mt
Non-Hazardous Waste	37,014	mt
Waste Diverted from Disposal	11,062	mt
Waste Directed to Disposal	39,612	mt

Note 1: Water discharged is assumed to be the same as water withdrawn.

Table 4.1. Summary of Weatherford's Social Indicators for CY 2024:

Hires and Voluntary Turnover by Gender				
Gender	Hires	Voluntary Turnover		
Male	2,145	1,424		
Female	359	195		
Not Declared	304	19		
Hires and Voluntary Turnover by Age Group				
Level	< 30 Years	30-50 Years	> 50 Years	
Hires	964	1,577	267	
Voluntary Turnover	360	1,033	245	
Hires and Voluntary Turnover by Region				
	North America	Middle East, North Africa and Asia	Latin America	Europe, Sub-Saharan Africa and Russia
Hires	532	936	453	887
Voluntary Turnover	395	515	214	514
Voluntary Turnover Rate				
Annualized Voluntary Turnover Rate ¹			8.9%	

Note 1: Voluntary Turnover Rate is calculated by total voluntary turnover divided by the total headcount for the year

**Table 4.2. Summary of Weatherford's Key Social Indicators for CY 2024:**

Total Number of Employees				
Type and Gender	North America	Middle East, North Africa and Asia	Latin America	Europe, Sub-Sahara Africa and Russia
Full-time Males	2,940	6,095	3,186	3,986
Full-time Females	558	612	537	494
Part-time Males	19	2	1	13
Part-time Females	1	7	0	8
Diversity of Governance Bodies by Gender and Race				
Female	African American or Black	Asian	Unit	
16.67	16.67	16.67	%	
Average Number of Hours of Employee Training by Employment Type ¹				
Type of Training	Short-Service Employee	Full-time Employee	Contractor	
Total Average Hours of Health, Safety, and Emergency Response Training	5.60	4.58	4.42	
Total Average Hours of Training ²	52.77	23.90	11.97	
Average Number of Hours of Employee Training by Gender ³				
Indicator	Male ¹	Female ¹	Total	
Average hours training annually	23.62	25.32	25.48	
Additional Key Social Indicators				
Indicator	Quantity	Unit		
Collective bargaining agreements ³	13	%		
Percentage of employees receiving regular performance and career development reviews ⁴	98	%		
Security personnel trained in human rights policies or procedures ⁵	100	%		
New suppliers that were screened using social criteria ⁶	100	%		
<p>Note 1: Training hours reported do not include employees in Russia</p> <p>Note 2: Training hours do not include on-the-job training</p> <p>Note 3: Percentage is calculated by including the total Trade union/EE Forum members as % of total Company Headcount excluding Russia</p> <p>Note 4: Data includes discussions on performance management, career goals, and alignment to Company objectives</p> <p>Note 5: Data records the completion of ISO05 accredited Voluntary Principles on Security and Human Rights VPSHR manager course</p> <p>Note 6: Data includes non-Russia entities only where new suppliers are screened for social criteria related to human rights, business code of conduct, supplier diversity, occupational health and safety, child labor, and forced or compulsory labor.</p>				

**Table 5. Summary of Weatherford's Safety Indicators for CY 2024:**

Safety Indicators	Quantity
Hours worked	71,457,567
Recordable injuries	42
Lost-time injuries	8
Total Recordable Injury Rate (x 200,000)	0.12
Total Recordable Injury Rate (x1,000,000)	0.59
Lost Time Injury Rate (x 200,000)	0.02
Lost Time Injury Rate (x1,000,000)	0.11
Fatality Rate	0
Number of cases of work-related ill health	0
Number of fatalities resulting from work-related ill health	0
Total number of Significant Spills ¹	0
<p>Note 1: Weatherford's definition of 'significant spill': One that results in legal or financial repercussions, requires extensive remediation, impacts environmental resources, attracts media or community action, or damages customer and environmental reputation.</p>	

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DETAILS ON OUR ENVIRONMENTAL DATA

The Details on our Environmental data have been prepared based on a calendar reporting year for 2019, from January 1, 2019 through December 31, 2019, and for calendar reporting year 2024, from January 1, 2024 through December 31, 2024, corresponding to the Company's fiscal years.

GREENHOUSE GAS (GHG) EMISSIONS DATA

Basis of Presentation

GHG emissions have been prepared using the identification and calculation criteria within WRI/WSCSD GHG Protocol: A Corporate Accounting and Reporting Standard, Revised Edition; Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard; and, to the extent presented, Scope 3 emissions were identified and calculated using Corporate Value Chain (Scope 3), Accounting and Reporting Standard (collectively, the GHG Protocol).

GHG Organizational Boundary

The Company utilizes the operational control approach as its organizational boundary, accounting for emissions from operations across our wholly and majority owned companies and subsidiaries over which we have the full authority to introduce and implement operating policies.

Operational Boundaries

The Company includes Scope 1 emissions from the combustion of fuels on-site at facilities, including natural gas, gasoline, diesel, distillate, kerosene, propane, residual fuel oil, and industrial gases. Scope 1 also includes offsite activities related to transportation in our Company fleet, long-term leased Company fleet, and purchased fuels utilized by our equipment in field operations.

While our Scope 1 emissions include purchased industrial gases, fugitive emissions from the release of GHG compounds related to refrigerants, and fire suppression systems are not yet included, as robust methods to calculate these are not yet available.

Scope 2 location-based includes emissions from the purchase of electricity, heat, steam, and cooling, consumed on-site at our owned and long-term leased facilities within our organizational boundary. Where the Company has verified renewable sources, a market-based method has been applied.

The reported Scope 3 categories include all relevant categories for which we can obtain available data at this time. We are continuing to expand our processes to quantify emissions for other relevant Scope 3 activities.

Greenhouse Gas Emissions Summary Tables

SCOPE 1 AND 2 EMISSIONS (mT CO ₂ e)	2019	2024
Total Scope 1 Emissions	158,112	96,816
Total Scope 2 Indirect Emissions – Location Based	77,306	55,040
Total Scope 2 Indirect Emissions – Market Based	77,497	54,323
Total Scope 1 and 2 Location Based	235,418	151,856

SCOPE 1 AND 2 INTENSITY (mT CO ₂ e per \$M Revenue)	2019	2024
Scope 1	30.3	17.6
Scope 2 - Location Based	14.8	10.0
Scope 2 – Market Based	14.9	9.9
Total Scope 1 and 2 Location Based	45.2	27.5

SCOPE 3 EMISSIONS (mT CO ₂ e) BY CATEGORY	2024
1 – Purchased goods and services	582,540
2 – Capital goods	15,835
3 – Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2	40,909
4 – Upstream transportation and distribution	57,211
5 – Waste generated in operations	47,109
6 – Business travel	14,969
7 – Employee commuting	20,741
9 – Downstream transportation and distribution	14,280
15 – Investments	9,222

FOOTPRINT BREAKDOWN BY GHG (mT CO ₂ e) ALL SCOPES REPORTED	2024
CO ₂	733,229
CH ₄	127,114
N ₂ O	13,181
HFCs	8,173
PFCs	1,081
SF ₆	1,204
NF ₃	118
Unspecified GHGs (CO ₂ , CH ₄ , N ₂ O)	70,571

ENERGY CONSUMPTION (MWh)	2019	2024
Scope 1	683,083	407,268
Scope 2	229,475	141,390
Scope 1 & 2 Energy Consumption	912,558	548,658
Total Scope 1 & 2 Energy Consumption per \$M Revenue	175.0	99.5



GHG Emissions Base Year

The Company has established 2019 as the base year for Scope 1 and 2 emissions as it best represents pre-COVID-19 pandemic operations, post Company restructuring in 2019. The Company has established a policy to recalculate Scope 1 or Scope 2 base year emissions if there is an adjustment such as acquisition, divestiture, or change in the calculation methodology that exceeds a 5% significance threshold per year per scope, individually or in aggregate.

Estimation Uncertainties

The Company obtains energy use data, to the extent available, from across our global operations for the calculation of our GHG inventory using methods of the GHG Protocol. However, there are estimation uncertainties resulting from the limitations inherent in the methodologies used to calculate energy and emissions for the subset of facilities and activities where actual use data is not available. The selection by the Company's management of these different, but acceptable, measurement techniques could have resulted in materially different measurements.

Greenhouse Gases Covered

Emissions data is provided in metric tons for each GHG separately in Co₂e. Scope 1, 2, and 3 emissions include all 7 greenhouse gases disclosed, and gases listed as Unspecified GHGs is a mix of gases that could not be clearly segregated out due to the nature of the Emission Factor used. Emission Factors sets across all reported scopes are described in the Calculation Methodologies and Emission Factor Sets table within this section.

Scope 1 and 2 Intensity

CO₂e intensity included in this report includes total Scope 1 and 2 emissions in metric tons per each million dollars revenue in the respective year as disclosed in the [Company's Form 10-K Filings](#)

Offsets

The Company strategy continues to be centered on exhausting carbon reduction pathways for our carbon footprint prior to considering carbon offsets. No offsets are included in this report.

Global Warming Potential (GWP)

The Company utilized the International Panel of Climate Change (IPCC) Fifth Assessment (AR5) to calculate Scope 1, 2, and 3 emissions.



Calculation Methodologies and Emission Factor Sets are as follows:

Scope / Category	Calculation Method	Global Warming Potential Set	Emission Factor Set
Scope 1	<p>Stationary: Fuel-Based: Fuel Type</p> <p>The Company assumes purchased data is representative of consumption data and therefore stationary combustion is calculated on the quantity of fuel purchased. Where actual data is unknown, activity data is estimated based on averages of similar facilities with known fuel data</p> <p>Mobile: Fuel-Based: Fuel Type For 2019, global fleet vehicle data and US fuel data was obtained. When fuel data was not available, consumption was estimated based on US fuel averages of similar vehicles. For 2024, global fleet vehicle data and global fuel data was obtained. When fuel data was not available, consumption was estimated based on global fuel averages of similar vehicles.</p>	<p>2019: IPCC Fourth Assessment Report (AR4)</p> <p>2024: IPCC Fifth Assessment Report (AR5)</p>	<p>2019: Stationary: IPCC 2006 Guidelines for National Greenhouse Gas Inventories, 2019 Refinement, UK Defra – Conversion Factors 2022, US EPA – Emission Factor Hub 2022</p> <p>Mobile: US EPA – Emission Factor Hub 2022</p> <p>2024: Stationary: IPCC 2006 Guidelines for National Greenhouse Gas Inventories, 2019 Refinement, UK Defra – Conversion Factors 2023, US EPA – Emission Factor Hub 2023</p> <p>Mobile: US EPA – Emission Factor Hub 2023</p>
Scope 2	<p>Location-Based Where electricity usage data was unknown, estimations were made based on historical data for that facility or similar facility within the geographic region. For 2019, data was omitted for a small number of facilities. The impact is immaterial.</p> <p>Market-Based Location data and emission factors were used anywhere I-REC or PPA agreements could not be verified.</p>	<p>2019: IPCC Fourth Assessment Report (AR4)</p> <p>2024: IPCC Fifth Assessment Report (AR5)</p>	<p>2019: US EPA – eGrid 2020, IEA International Electricity Factors (2022), UK Defra – Conversion Factors 2022</p> <p>2024: US EPA – eGrid 2021, IEA International Electricity Factors (2022), UK Defra – Conversion Factors 2022</p>
Scope 3 – Category 1 Purchased Goods & Services	Spend-Based: Industry – based on supplier NAICS codes	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 – Category 2 Capital Goods	<p>Spend-Based: Industry – based on supplier NAICS codes Based on supplier NAICS codes. Data represents direct purchase capital goods extracted from our primary ERP system.</p> <p>Remaining capital goods are sourced from internal manufacturing and captured in Category 1 Purchased Goods & Services</p>	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 – Category 3 Fuel and Energy Related Activities	Average-Data Based: Consumption	IPCC Fifth Assessment Report (AR5)	UK DEFRA - Conversion Factors 2023, IEA 2023 / UK DEFRA 2023
Scope 3 – Category 4 Upstream Transportation & Logistics	Spend-Based: Industry – based on supplier NAICS codes	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 – Category 5 Waste	<p>Waste-Type Specific</p> <p>Wherever possible, 2024 factors were used. Where 2024 was not available, 2021 factors were used.</p>	IPCC Fourth Assessment Report (AR5)	UK DEFRA – Conversion Factors 2021, UK DEFRA – Conversion Factors 2024



Calculation Methodologies and Emission Factor Sets are as follows:

Scope / Category	Calculation Method	Global Warming Potential Set	Emission Factor Set
Scope 3 - Category 6 Business Travel	Commercial Air: Distance-Based Rail Travel & Taxi: Distance-Based where known, Spend-based: Industry for all others Rental Car & Ride-Share & Personal mileage Reimbursement: Spend-Based: Industry	IPCC Fifth Assessment Report (AR5)	US EPA - Emission Factor Hub 2023, US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 - Category 7 Employee Commuting	Distance-Based, based on aggregated annual employee commuter survey results	IPCC Fifth Assessment Report (AR5)	UK DEFRA - Conversion Factors 2023
Scope 3 - Category 8 Upstream Leased Assets	Not Applicable - Over 99% of emissions from the operation of leased assets are included in Scope 1 and 2, or Scope 3 Category 11.		
Scope 3 - Category 9 Downstream Transportation & Logistics	Spend-Based: Industry - based on NAICS codes Inclusive of transportation paid by the Company or billed to the customer.	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 - Category 10 Processing of sold products	Not Applicable - Company's revenues for sold products are from finished goods. Service/rentals are covered in other scopes.		
11 - Use of sold products	Not Yet Reported - The Company continues to focus on expanding reporting		
12 - End of life treatment of sold products	Not Yet Reported - The Company continues to focus on expanding reporting		
Scope 3 - Category 13 Downstream Leased Assets	Not Applicable - This category is excluded as currently there is not a material amount of leased properties, and leased (product) assets will be reported in Category 11. This category will be considered for future reporting.		
Scope 3 - Category 14 Franchises	Not Applicable - This category is excluded as the Company does not operate any franchises.		
Scope 3 - Category 15 Investments	Average-Data Based	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5



WATER AND WASTE ENVIRONMENTAL DATA

The reported water and waste metrics were identified and calculated in accordance with applicable standards and guidance from the Global Reporting Initiative (GRI) Standard, and in alignment with Weatherford's OEPS Waste Management and Water Management standards.

Organizational Boundaries

The Company follows the same boundaries for waste and water as Scope 1 and 2 GHG Emissions.

Water and Waste Base Year

The Company has established 2019 as the base year for water and waste metrics consistent with Scope 1 and 2 GHG emissions. For water the 2019 data could not be obtained for 4 facilities equating to an estimated 5% of the total water withdrawn. For waste, 2019 waste generated data was restated to include enhanced data from 1 facility in Saudi Arabia in alignment with the same year/all year approach.

Estimation Uncertainties

The Company obtains water and waste use data from across our global operations for the calculation of our waste and water management metrics in line with our OEPS Waste Management and OEPS Water Management Standards. However, there are estimation uncertainties resulting from the limitations inherent in the data collection methodologies where actual use data is not available. The selection by the Company's management of these different, but acceptable, measurement techniques could have resulted in materially different measurements.

Waste Intensity

Waste intensity included in this report includes total waste generated in metric tons per each million dollars revenue in the respective year as disclosed in the [Company's Form 10-K Filings](#).

Environmental Data Summary Tables

WASTE GENERATED WEIGHT IN METRIC TONS (MT)	2019	2024	WATER VOLUME IN MILLION LITERS (ML)	2019	2024
Hazardous	15,188	13,660	Water Withdrawn	675	466
Non-Hazardous	54,631	37,014	Water Discharged	675	466
Total Generated Waste	69,819	50,674	Transported Effluents	67	66
Waste Diverted from Disposal	29,707	11,062			
Waste Disposal	40,112	39,612			
Total Generated Waste Intensity (mT per \$M Revenue)	13.4	9.2			

Waste and Water Calculation Methodologies

Metric	Data Elements	Calculation Method
Waste Generated	Hazardous Non-Hazardous Total Generated Waste	Total waste generated is the sum of weight of all hazardous and non-hazardous waste generated by the company.
Waste diverted from disposal	Incineration (with energy recovery) Recycling Other recovery operations Total Waste Diverted from Disposal	Waste categories are tracked according to Weatherford's Waste Management System and further summarized to be in line with standard Emissions categorization to align with Scope 3 Category 5 reporting. Total waste diverted is a sum of all incineration with energy recovery, recycling, and other recovery operations categories.
Waste directed to disposal	Incineration (without energy recovery) Landfilling Other disposal operations Total Waste Directed to Disposal	Waste categories are tracked according to Weatherford's Waste Management System and further summarized to be in line with standard Emissions categorization to align with Scope 3 Category 5 reporting. Total Waste directed to disposal is a sum of all incineration without energy recovery, landfilling, and other disposal operations that cannot be clearly identified as recovery.
Water	Water Withdrawn Water Discharged	Water withdrawn is the total amount of water reported from utilities including any estimations. Water discharged is assumed to be the same as water withdrawn.
Transported Effluents	Transported Effluents	Weatherford does not discharge effluents to bodies of water, effluents are only discharged to third parties (i.e. discharged to municipal sewer systems, or transported to private wastewater treatment plants) and the effluents satisfy all applicable requirements and local regulations for such discharges



ANNEX A – RECONCILIATION OF GAAP TO NON-GAAP FINANCIAL MEASURES

We report our financial results in accordance with U.S. generally accepted accounting principles (GAAP). However, our management believes that certain non-GAAP financial measures and ratios (as defined under the SEC's Regulation G and Item 10(e) of Regulation S-K) may provide users of this financial information additional meaningful comparisons between current results and results of prior periods and comparisons with peer companies. Below, we describe why we believe each non-GAAP measure provides useful information to investors as well as the calculation and comparable GAAP measure.

Adjusted EBITDA is a non-GAAP financial measure, and represents earnings before interest, taxes, depreciation, and amortization and excludes, among other items, restructuring charges, share-based compensation expense, as well as other charges and credits. Management believes consolidated Adjusted EBITDA and consolidated Adjusted EBITDA margin are useful to assess and understand normalized operating performance and trends. Consolidated Adjusted EBITDA and consolidated Adjusted EBITDA margin should be considered in addition to, but not as a substitute for consolidated net income and consolidated net income margin and should be viewed in addition to the Company's reported results prepared in accordance with GAAP.

Adjusted EBITDA margin is a non-GAAP measure that is calculated by dividing consolidated adjusted EBITDA by consolidated revenues. Management believes adjusted EBITDA margin is useful to assess and understand normalized operating performance and trends. Adjusted EBITDA should be considered in addition to, but not as a substitute for consolidated net income margin and should be viewed in addition to the Company's reported results prepared in accordance with GAAP.

Adjusted Free Cash Flow is a non-GAAP measure and represents cash flows provided by (used in) operating activities, less capital expenditures plus proceeds from the disposition of assets. Management believes Adjusted Free Cash Flow is useful to understand our performance at generating cash and demonstrates our discipline around the use of cash. Adjusted Free Cash Flow should be considered in addition to, but not as a substitute for cash flows provided by operating activities and should be viewed in addition to the Company's reported results prepared in accordance with GAAP.

Weatherford International plc Reconciliation of GAAP to Non-GAAP Financial Measures (Unaudited) (In Millions, Except Margin in Percentages)

	Year Ended				
	12/31/24		12/31/23		
Net Income Attributable to Weatherford	\$506		\$417		
Net Income Attributable to Noncontrolling Interests	44		32		
Interest Expense, Net of Interest Income of \$56 and \$59	102		123		
Loss on Blue Chip Swap Securities	10		57		
Income Tax Provision	189		57		
Other Expense, Net	87		134		
Operating Income	938		820		
Depreciation and Amortization	343		327		
Other Charges	56		4		
Share-Based Compensation	45		35		
Adjusted EBITDA	\$1,382		\$1,186		
Revenues	\$5,513		\$5,135		
Net Income Margin	9.2%		8.1%		
Adjusted EBITDA Margin	25.1%		23.1%		
Net Income Variance YoY	21.3%				
Adjusted EBITDA Variance YoY	16.5%				
Net Income Margins Variance YoY	106 bps				
Adjusted EBITDA Margins Variance YoY	197 bps				
	Year Ended				
Adjusted Free Cash Flow	12/31/24	12/31/23	12/31/22	12/31/21	12/31/20
Net Cash Provided by Operating Activities	\$792	\$832	\$349	\$322	\$210
Capital Expenditures for Property, Plant and Equipment	(299)	(209)	(132)	(85)	(154)
Proceeds from Disposition of Assets	31	28	82	41	22
Adjusted Free Cash Flow	\$524	\$651	\$299	\$278	\$78



ABOUT THIS REPORT

Weatherford International plc, (“Weatherford,” the “Company,” “we,” “us,” and “our”) is publishing this Sustainability Report (the “Report”) to provide an overview of our Company’s operations related to environmental, social, and governance (“ESG”) topics. This Report covers the calendar year 2024; however, some information is provided for prior years and other exceptions are noted in the Report. Our inaugural report covered calendar year 2021, and we continue to release this Report annually.

We have noted any significant changes in scope and boundaries throughout the Report that may vary from our previously reported data. This Report has been reviewed by the Safety, Environment and Sustainability Committee of our Board of Directors (the “Board”), and has been reviewed and approved by our Chief Executive Officer (“CEO”).

For additional information regarding this report and its contents, please contact:

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FORWARD DISCLAIMER

This Report contains projections and forward-looking statements. These forward-looking statements are generally identified by the words “believe,” “project,” “expect,” “anticipate,” “estimate,” “outlook,” “intend,” “strategy,” “plan,” “guidance,” “may,” “should,” “could,” “will,” “would,” “will be,” “will continue,” “will likely result,” and similar expressions, although not all forward-looking statements contain these identifying words. These forward-looking statements are only predictions based upon the current beliefs of Weatherford’s management and 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 undertakes no 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.

