

# WEATHERFORD

2025 SUSTAINABILITY REPORT





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# A MESSAGE FROM OUR CEO

The global energy landscape continues to evolve at pace. Markets are shifting, technology is advancing rapidly, and geopolitical and economic uncertainty are reshaping operating environments across the world. In this environment, performance depends on focus, resilience, and the ability to execute consistently.

Our Mission, Vision, and Core Values are not aspirational statements; they guide how we operate every day. The One Weatherford team continues to demonstrate accountability and determination, advancing innovation for our customers while strengthening our operational foundation and positioning the Company for sustained, long-term success.

Sustainability at Weatherford is not a parallel agenda. It is embedded in how we run the business. Delivering energy responsibly — today and into the future — requires pragmatic action, measurable progress, and long-term thinking. Our sustainability strategy centers on three fundamentals: reducing our environmental impact, investing in our people and communities, and operating with integrity. This approach strengthens our competitiveness and enhances our ability to create durable value for customers and shareholders alike.

Innovation remains central to our long-term strategy. Guided by our Strategic Priorities, we continue to invest in technologies that drive efficiency, improve performance, and enable more sustainable operations across the energy value chain. In 2025, we advanced automation, digital solutions, and sustainability-driven technologies that help our customers optimize resources and reduce emissions intensity. Within our own operations, we continued to make steady progress to reduce emissions relative to our established baseline and embedding efficiency into how we work.

At the core of this progress is our One Weatherford team. Across our global operations, our employees demonstrate a strong culture of safety, accountability, and collaboration. We strengthened our safety performance this year, reinforcing that how we work is just as important as what we deliver. We continued investing in the growth and capability of our workforce, equipping our teams with the skills needed to perform today and lead into the future. Our longstanding commitments, from upholding human rights to supporting the communities where we operate, remain fundamental to how we conduct business around the world.

As we move into 2026, Weatherford is positioned to build on this momentum. We will continue to execute with discipline, adapt with agility, and invest with purpose. Our culture, grounded in safety, quality, integrity, and sustainability, will guide our decisions and ensure we deliver long-term, sustainable value for our customers, employees, shareholders, and communities.

**Girish K. Saligram**  
President and Chief Executive Officer

## Our Sustainability Strategy:

Reducing our impact on the natural world, investing in social interests, and acting with integrity strengthens our competitiveness and enhances our ability to create durable value for customers and shareholders alike.





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# ABOUT WEATHERFORD

Weatherford leads innovative energy services by blending proven technologies with modern digitalization. We help customers optimize resources and unlock the full potential of their assets with strategic solutions that enhance efficiency, flexibility, and responsibility across energy operations.

## WEATHERFORD ACROSS THE GLOBE

**16,700\***   
WORLD-CLASS EXPERTS

**75**   
COUNTRIES

**310\***   
OPERATING LOCATIONS

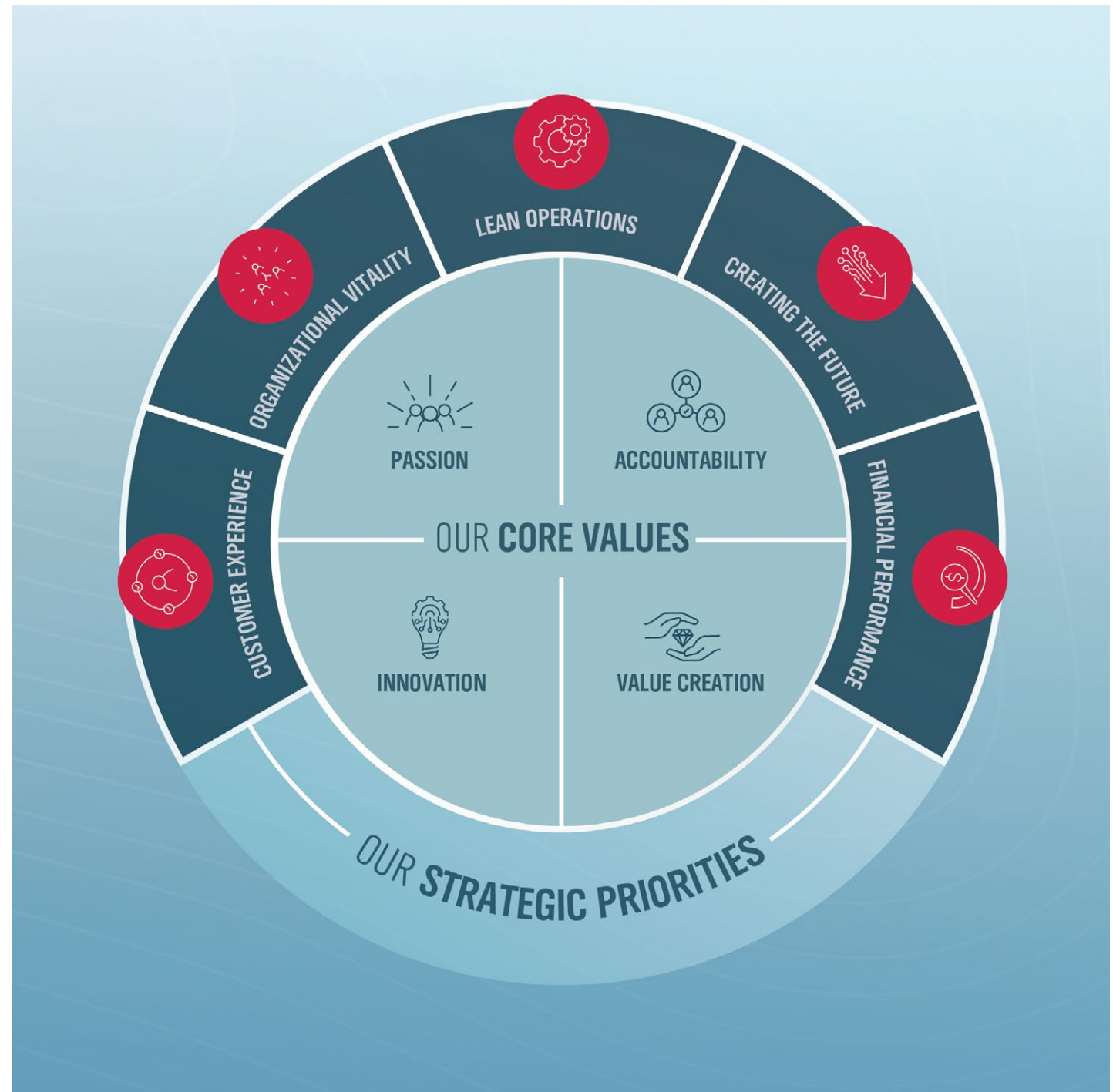
## OUR MISSION, VISION, CORE VALUES, AND STRATEGIC PRIORITIES

### 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.

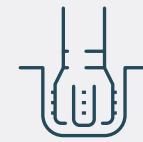


\*The number of operational facilities and headcount reflects those referenced in financial reporting or other external disclosures and may differ from metrics that align with operational control methodology outlined in the GHG Protocol.



# OUR SEGMENTS

Our Company structure aligns our focus and business strategy around the well lifecycle, strengthening collaboration with our customers and creating opportunities for continued growth. Each segment supports both our core oil and gas markets and emerging energy sectors. To learn more about our 2025 financial performance, please visit our [Annual Update](#).



**DRILLING & EVALUATION**



**WELL CONSTRUCTION & COMPLETIONS**



**PRODUCTION & INTERVENTION**

## 2025 PERFORMANCE HIGHLIGHTS



Revenue of **\$4,918M**



### Operating Income

✓ Operating Income of **\$756M**



### Adjusted EBITDA\*

✓ Adj. EBITDA\* of **\$1,067M**

✓ Adj. EBITDA Margin\* of **\$21.7%**



### Net Income

✓ Net Income of **\$431M**

✓ Net Income Margin of **8.8%**



### Cash Flow Generation

✓ **\$676M**  
Provided by Operating Activities

✓ Adj. Free Cash Flow\* of **\$466M**

✓ Adj. Free Cash Flow Conversion\* of **43.7%**



### Balance Sheet

✓ Completed Debt-Restructuring Resulting in Net Leverage\* of **0.42x**

✓ Credit Rating Upgrade from Moody's (Ba2, Positive Outlook), S&P (BB, Stable Outlook), Fitch (BB, Stable Outlook)



### Shareholder Returns

✓ Total Shareholder Return Payout of \$173M Comprising \$72M in Dividends and \$101M in Share Repurchases

✓ 10% Increase in Quarterly Dividend Payout to \$0.275 per Share

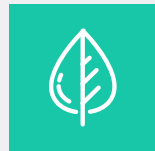
\* Please refer to Annex A GAAP to Non-GAAP for more information.



## OUR APPROACH TO SUSTAINABILITY

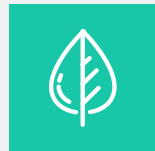
Weatherford is committed to the sustainable, long-term success of our Company, our employees, our communities, and our planet. Our sustainability program is designed to embed sustainability and resilience into our business strategy. Our approach centers on three core principles: lowering impacts on the natural world, investing in social interests, and acting with integrity.

We hold ourselves accountable for our progress through goals and targets, leadership and stakeholder engagement, policies, best practices, and globally recognized standards. Weatherford’s Operational Excellence and Performance System (OEPS) aligns our efforts with other critical business requirements.



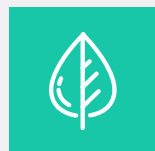
### Lowering impacts on the natural world

- 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



### WE SUPPORT



### Supporting the Principles of the United Nations

Weatherford is an active participant in the United Nations 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 sustainability efforts support many of the United Nations Sustainable Development Goals.

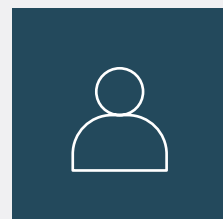


# PRIORITY TOPICS

Priority topics are identified and prioritized through stakeholder impact analysis for the purposes of this report. A double materiality assessment (DMA) was performed in 2024 to provide insight into our impacts, risks, and opportunities (IROs) and aid our preparation for public reporting. In 2025, a cross-functional working group re-assessed these results and confirmed that no significant changes occurred to affect the DMA results. We plan to continue to reassess results annually based on our DMA methodology. Results on our DMA is in the [Indices](#) of this report.

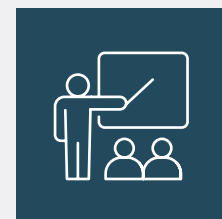
## OUR DMA METHODOLOGY:

- Aligned on a scoring methodology to assess the financial and impact materiality of the ten ESG topics
- Developed and implemented a process to collect inputs and confirm findings from stakeholders across functions
- Identified potential sustainability impacts, risks, and opportunities (IROs) to be assessed
- 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
- Scored each IRO and assessed against materiality thresholds
- Validated findings of the assessment with key Weatherford stakeholders



### CUSTOMERS:

We seek to understand our customers’ needs, goals, and expectations and gather feedback via meetings 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 trade unions and employee forums across multiple 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.



# 2025 SUSTAINABILITY HIGHLIGHTS

- **Achieved ISO 14001 certification** for the environmental management system at 50 locations in 21 countries
- **Achieved 45% decrease** in absolute Scope 1 and 2 location based GHG emissions and 42% decrease in intensity since 2019 base year
- **Expanded** Better Climate Challenge principles from US to encompass global manufacturing
- **Reduced water use** each year since 2019
- **Reduced total waste** by 36% since 2019
- **Implemented** a new Quality and HSSE Management System
- **Achieved the lowest** liquid spill volume in four years
- **Supported employees** with more than 596,000 total training hours
- **Expanded** the Safety 101 program from North America to all global operations
- **Expanded** Weatherford charitable giving activity
- **Launched** a Trade Compliance Champions Network
- **Established** a global Human Rights Steering Committee



# 2025 AWARDS AND RECOGNITION

We are honored to have been recognized for our performance and commitment to safety, sustainability, a positive workplace, and community involvement.



MSCI ESG A Rating



EcoVadis Bronze Medallion Status

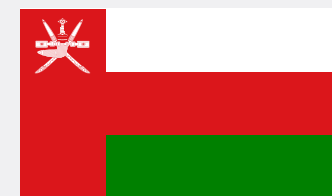
[LEARN MORE](#)



Newsweek Most Responsible Companies 2025



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



Petroleum Development Oman's (PDO) HSE Partnership Award – First Runner Up for Environment & Sustainability (Lean Drilling)



Energy Workforce & Technology Council (EWTC) People and Culture Award



Houston Area Women Center (HAWC) Future Forward Catalyst Award



U.S. Department of Energy Better Practice Award – Better Plants



Weatherford Colombia – Recipient of the Colombia District Secretary of the Environment Recognition for Volunteer Activities and Commitment to Sustainability



Weatherford United Arab Emirates – Recipient of the ADNOC Onshore Business Partners Award for Achieving 100% HSE Excellence, Reflecting a "Zero Harm" Commitment



Recognized by the Society of Petroleum Engineers Aberdeen Section as Inclusivity Champion at the Offshore Achievement Awards



Weatherford Egypt – Awarded Best HSE Performance Contractor Company by Khalda Petroleum Company (Apache JV), in Coordination with the Ministry of Labor



Weatherford Thailand – Recognized by Chevron with the "2025 Business Partner Award (Gold)" for Outstanding HSE Performance



Weatherford Nigeria – Recognized at the 2025 Renaissance Safety Leadership Conference for Excellence in Leadership and Health Initiatives



# SUSTAINABILITY LEADERSHIP AND OVERSIGHT

Weatherford has rigorous processes for overseeing, managing, and implementing our sustainability strategy at all levels of the organization, leading up to our Board of Directors. The Board and its Committees engage with the executive leaders responsible for material topics at least once per quarter. We align our Strategic Priorities and compensation programs to enhance value for all stakeholders.

## Board of Directors and Committees

The Board and its [four committees](#) oversee the Company's sustainability strategy, risks, and opportunities to ensure sustainable long-term growth. The Board's Safety, Environment, and Sustainability (SES) Committee oversees our sustainability strategy. Oversight of specific risks and opportunities is assigned to each committee. These are detailed in the [Acting With Integrity](#) section of this report.

## Executive Level Sustainability Committee

Our executive management team is accountable for devising the strategy, goals, and investment for the purpose of creating long-term value.

### Lowering Our Impact on the Natural World

Innovation and New Energies, Sustainability, Facilities, Sourcing, Product Line, Fleet, and Health & Safety Leaders

### Investing in Social Interests

Human Resource, Health & Safety, and Community Outreach Leaders

### Acting with Integrity

Legal, Finance, Information Technology, and Global Supply Chain Leaders

## Cross-Functional Working Groups

### Sustainability Champion Network

Collects, assesses, and provides progress and content to the sustainability department for analysis and reporting purposes.

### Carbon Committee & Geozone Committees

Steward initiatives at the focus area and/or geographic level to target progress on sustainability goals.

### Sustainability Internal Controls Working Group

Responsible for building and embedding sustainability processes across enterprise business practices and strengthen related internal controls.

### Additional Sustainability-Focused Groups

Ethics Ambassadors, Trade Compliance Champions, Employee Resource Groups, Community Engagement Groups, and others help drive our efforts.



# SUSTAINABILITY DISCLOSURE AND REPORTING

Weatherford is dedicated to reporting our sustainability performance annually, guided by the material topics in our double materiality assessment (DMA), the Global Reporting Initiative (GRI), International Sustainability Standards Board (ISSB), and the UN Global Compact (UNGC). Specific disclosures within these frameworks are provided in the [Indices](#) of this report.

In addition, we submit reports to CDP, rating indices, and customer-driven supplier risk platforms. Our Sustainability Internal Controls Working Group develops, reviews, and approves relevant disclosure processes and controls. Our long-term goal is to align internal controls with the guidance of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), the Internal Control-Integrated Framework (ICIF), and Internal Control over Sustainability Reporting (ICSR).

We continually expand disclosures in accordance with frameworks and standards and to align with anticipated regulatory requirements, such as the Corporate Sustainability Reporting Directive (CSRD) and the USA state-level sustainability requirements. We also continue to further align our disclosures with ISSB standards.

## ASSURANCE

Weatherford obtained independent, third-party limited assurance on our 2025 Scope 1 and 2 emissions and other key sustainability metrics. See the [Independent Accountants' Report Review](#) for details. We also maintain an internal department that provides risk-based objective assurance, advice, and insight across the organization. The team reports to Weatherford's Audit Committee and administratively to the Chief Financial Officer.





## Lowering Impacts on the Natural World

- Deploy energy efficiency training across global operations/manufacturing sites
- Assess waste diversion opportunities at key facilities globally
- Align with all relevant required reporting frameworks
- Implement water efficiency assessments across selected facilities using the Better Plants framework



## Investing in Social Interests

- Continue Leadership Site Engagements
- Complete alignment of Travel Security and Secure Journey Management Standard with ISO 31010
- Elevate employee and community engagement across our global footprint



## Acting with Integrity

- Refresh the double materiality assessment
- Complete value chain assessment in alignment with European Sustainability Reporting Standards (ESRS) requirements
- Complete Human Rights Saliency Assessment to identify priority risks across our operations and supply chain



# LOWERING IMPACTS ON THE NATURAL WORLD

Our Environmental efforts align with:



15. Our Strategy and Approach

15. 2025 Goals and Progress

18. Environmental Excellence Awards

19. Creating Value Through Sustainable Innovation

23. Sustainability in Our Products and Technology

24. Climate: Energy and Emissions Management

27. Climate: Risks and Opportunities

28. Water Resources

29. Resource Management

30. Hazardous Substance Management and Spill Prevention

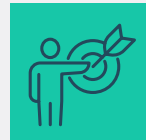
31. Biodiversity and Ecosystems

32. Looking Forward: 2026 Environmental Goals



# OUR STRATEGY AND APPROACH

Weatherford is committed to being a responsible environmental steward in our own operations and through advanced technologies, products, and services that help reduce environmental impact, manage risks, and support the world's energy needs today and tomorrow.



## WEATHERFORD ENVIRONMENTAL SUSTAINABILITY STRATEGY



Integrate sustainability in our products and technologies to support energy innovation



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

## 2025 GOALS AND PROGRESS



-  Implement energy reduction assessments across all strategic global manufacturing locations using the framework from the Better Climate Challenge
-  Integrate TNFD LEAP Assessment Results in business strategy where appropriate
-  Progress CSRD disclosure readiness across required material metrics
-  Implement the Facility Insights and Improvement Application
-  Maintain 93% hazardous substance training completion rate for all employees working with hazardous materials
-  Enhance waste tracking intelligence to support facility decision making



## ENVIRONMENTAL MANAGEMENT STRUCTURE

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

### Board of Directors Oversight

Weatherford's Board of Directors has formed the Safety, Environment, and Sustainability (SES) Committee to support the Board in overseeing and enhancing the Company's policies and initiatives on health, safety, security, environment, and sustainability. The SES Committee reviews performance quarterly.

### Dedicated Sustainability Team

Empowered by the Executive Sustainability Committee, a dedicated team drives progress toward our sustainability goals and oversees decarbonization efforts, relevant external disclosures, and related assurance activities.

### Global Environmental Network

Our global Health, Safety, Security, and Environment (HSSE) department implements daily environmental operations at our locations and maintains our HSSE programs. The global HSSE and Sustainability teams actively collaborate on climate-related projects and other sustainability initiatives. Carbon Committees focus on key areas of emission reduction.

## ENVIRONMENTAL MANAGEMENT SYSTEM

Our Operational Excellence and Performance System (OEPS) is the foundation of our global environmental sustainability practice. Global policies and standards, such as those set by organizations like the International Organization for Standardization (ISO), and Global Reporting Initiative (GRI) guide our operations across the dimensions of our strategy.

### Energy

Managing energy consumption and reducing emissions associated with our operations.

### Emissions

Monitoring, controlling, and reducing emissions to ensure compliance with relevant regulations and industry standards.

### Water

Responsible water usage and conservation, minimizing our impact on this vital resource.

### Waste

Waste management, emphasizing reduction, recycling, and responsible disposal practices to promote circularity.

### Materials

Efficient and sustainable use of materials, as well as the adoption of sustainable alternatives.

### Land Impact

Minimizing disruption, protecting natural habitats, and promoting sustainable land use.

### Biodiversity

Preserving and protecting biodiversity, conservation efforts, and minimizing our impact on ecosystems.

### Chemicals

Safe handling, storage, and disposal, emphasizing compliance with regulatory requirements.



## OPERATIONAL INTEGRATION

Weatherford facilities create annual Environmental Improvement Plans focused on lowering energy use, water consumption, waste, and spill risks. Our Facility Improvement Application gathers data from all our global sites to measure progress. Additionally, initiatives like our [Sustainability Hunts](#) motivate employees at all levels to take action. We equip employees with the skills and knowledge needed to maintain our environmental standards through programs such as the Weatherford Competency Assurance Program.

## MEASUREMENT AND DISCLOSURE

Comprehensive performance measurement helps us analyze environmental data to assess the impact of our programs and initiatives. To drive compliance with Company policies and local regulations, we have established internal controls and business practices for environmental inspections and audits, which were updated in 2025. We also launched remote environmental inspections.

We use internal qualitative and quantitative sustainability performance indicators across our operations. Waste and fleet monitoring metrics were expanded in 2025. We also continued to enhance our suite of sustainability dashboards, expanding to new locations. Our Environmental Data Management, Record keeping, and Reporting procedures support these efforts. We continued our disclosure-readiness efforts on material metrics amid the changing landscape. In 2025, our preparation focused on progress towards alignment with the International Sustainability Standards Board (ISSB) as well as other country and USA state regulatory requirements. We also continued to monitor progress toward final requirements in the Corporate Sustainability Reporting Directive (CSRD) in the European Union and work towards alignment.



Weatherford has attained ISO 14001:2015 certification for our global environmental management system in:

# 50 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 65 projects across 25 countries were submitted in 2025.

AWARD	NET-ZERO INITIATIVES - ENERGY AND EMISSION REDUCTION	IMPROVED WASTE AND WATER MANAGEMENT	CHEMICAL AND HAZARDOUS MATERIALS MANAGEMENT	BIODIVERSITY AND CONSERVATION WITHIN COMMUNITIES
	Promoting a 1.5°C world related to emissions across our value chain.	Promoting improvements in waste and water use resource management and circular economy practices across our value chain.	Promoting improvements in hazardous materials management that enhance safety and minimize impacts on the environment.	Promoting the protection of biodiversity to ensure the survival of plant and animal species, genetic diversity, and natural ecosystems that contribute to the provision of clean water, clean air, food security, and human health.
	FACILITY	PRODUCT LINE		
	<p><b>Iraq power supply for Weatherford base.</b> Power supply to the Weatherford base in Iraq was changed from diesel generators to electrical grid hookup, reducing annual CO<sub>2</sub>e emissions by 4,855 metric tons.</p>	<p><b>Digital Solutions, Production</b> Real-time, edge-based control that reduces power consumption in sucker rod pump systems. This system reduced emissions by 661.2 metric tons of CO<sub>2</sub>e annually in Indonesia.</p>	<p>The team in Saudi Arabia Implemented a process to recycle drilling mud, eliminating 16,800 m<sup>3</sup> of waste and the need for 1,000 truck journeys.</p>	<p>The team in Colombia initiated a project to standardize chemical and non-chemical hazmat inventory to reduce duplicates and overstocking and to increase visibility/control.</p>
	<p><b>UAE, Energy Treasure Hunts have been successfully conducted across UAE facilities</b> These focused, multi-day walkthroughs utilized energy analysis tools to identify immediate, low-cost energy-saving opportunities and drive sustainable operational improvements resulting in annual emissions reductions of 859 metric tons CO<sub>2</sub>e.</p>	<p><b>Digital Solutions</b> Introduction of regenerative energy recovery in pumping units, this system was implemented on jobs in North America, Latin America and Asia Geozones resulting in annual emissions reductions of up to 350 metric tons CO<sub>2</sub>e and noise reduction of 35%.</p>	<p>Refurbish reclaimed CRA tubing from old wells in Kazakhstan so client can reuse them in new wells. This new process saved 1000, tons of raw material, 8,000 litres of diesel and 60,000 litres of water in addition to saving the customer \$21M.</p>	<p>MPD - Managed pressure drilling Mexico team implemented a project to install separator level monitoring systems for both atmospheric and pressurized units to provide early high level detection and prevent spill events in the flare or burner area to reduce the need for manual level monitoring, provide automated alarm notifications and reduce the risk of undesired events.</p>
	<p><b>Energy efficiency projects in Saudi Arabia</b> Identified opportunities including sensor activated LED lights with automatic shutoff and air conditioning timeoff resulting in annual emissions reductions of 1,041 metric tons CO<sub>2</sub>e.</p>	<p><b>ALS</b> Permanent motor application on pumping units to reduce power consumption by 33%, resulting in emissions reduction of 587 metric tons CO<sub>2</sub>e in Egypt.</p>	<p>Reusing supplier packaging by resizing crates at the manufacturing plant in Hongda, China. This eliminates the raw materials required to make approximately 144 crates annually and reduces the volume of waste.</p>	<p>The Colombian Pressure Pumping team identified substitute chemicals through the implementation of a pyridine- and alcohol-free system for stimulation and fracturing treatments in sand control.</p>
				<p>Partnered with the Dammam Municipality in Saudi Arabia to transform a bare area of a public park by planting 100 trees and 350 climate-suitable flowers, connected to irrigation for long-term sustainable greening and community benefit.</p> <p>Implemented greening initiative through large-scale reforestation and urban greening in Colombia, including 10,000 seedlings donated, wetland restoration planting, and public tree distribution.</p>
				<p>The team in Argentina participated in a large-scale San Lorenzo Lagoon cleanup with coordinated teams covering trails, shoreline, and water surface, removing significant waste to preserve local biodiversity.</p>
				<p>Repurposed secondary containment trays into fish tanks for awareness and educational purposes in Singapore.</p>



# CREATING VALUE THROUGH SUSTAINABLE INNOVATION

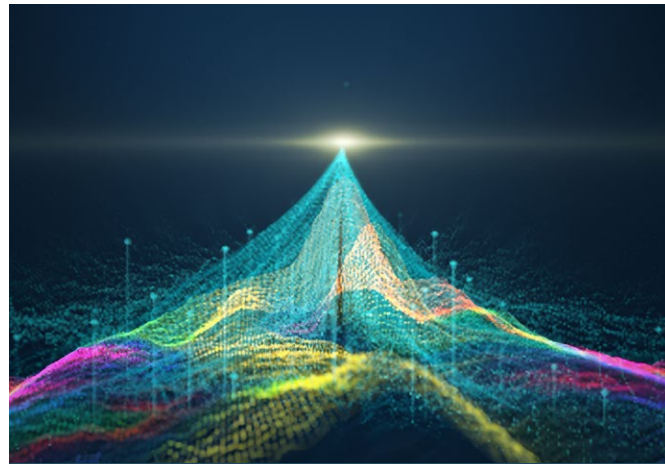
Weatherford is dedicated to supporting our customers and our industry in advancing energy innovation through technology leadership, strategic partnerships, and exceptional performance.

## LEVERAGING EXPERTISE FOR RENEWABLE ENERGY SOLUTIONS

Weatherford uses our knowledge, expertise, and technology to deliver reliable energy supply while accelerating lower-carbon solutions. Read more about our new energy solutions on our [website](#).

### GEOTHERMAL ENERGY

With nearly 30 years of experience in geothermal energy solutions, we have expertise in high temperature drilling technologies, engineered fluid chemistry, liner systems, and well services. Our specialized solutions and digital tools are designed to endure the extreme conditions of geothermal reservoirs, improve operational efficiency, and reduce environmental impact in geothermal projects.



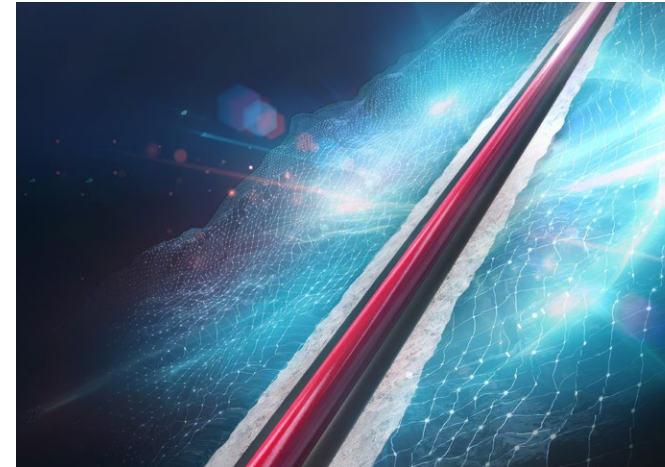
#### DELIVERING GEOTHERMAL WELL IN VIENNA BASIN

Weatherford worked with a customer to drill Austria's first geothermal wells in the Vienna basin. To address multiple challenges, the Magnus® rotary steerable system was chosen to minimize acoustic impact while improving drilling efficiency. The project also deployed the Compact™ Well Shuttle technology for safe, wireline-free logging, enabling high-quality data acquisition and supporting sustainable geothermal development.

[LEARN MORE](#)

### CRITICAL MINERALS

Rising demand for alternative energy is increasing reliance on metals such as lithium and boron. Weatherford sees an opportunity to expand our role as an energy services provider and continues to invest in research and development of technologies to responsibly access critical minerals.



#### LEVERAGING PULSED NEUTRON TECHNOLOGY FOR LITHIUM DETECTION

Using the U.S. Geological Survey Produced Waters Geochemical Database, Weatherford has identified a petrolithium methodology to target mineral recovery from produced water in lithium-rich formations by analyzing proxy-element concentrations and enhancing wellbore circularity. For example, our [Compact Well Shuttle technology](#) was used to develop a petrophysical model for formations that contain lithium brine at remote operations in Salta, Argentina, to optimize our customer's reservoir development and production.

[LEARN MORE](#)

### CARBON CAPTURE AND STORAGE (CCS)

Weatherford engineered optical cable monitoring solutions for a CCS injection well in the Southern North Sea. Our ForeSite® Sense reservoir monitoring system and nFORM data acquisition systems platform were used to deliver real-time, high-quality data for effective injection monitoring and seamless third-party integration. Our solution also provided sustained post-injection surveillance, ensuring continuous well performance and CO<sub>2</sub> storage integrity insights.



#### NEXT-LEVEL CCS PERFORMANCE

Weatherford tailored an optical monitoring solution in the Southern North Sea to provide precise pressure and temperature measurement throughout carbon injection. This solution provided the customer with real-time, accurate, and actionable data to support well performance and CO<sub>2</sub> storage integrity.

[LEARN MORE](#)



## INNOVATING FOR CLIMATE MITIGATION AND ADAPTATION

Weatherford continuously develops new solutions, adapts our existing products and technologies, and streamlines our operational processes to improve efficiency and reduce emissions over time.



Slot-recovery technologies like Shogun™ and Titan™ enhance hydrocarbon extraction from existing wells and reduce the need for new drilling.



The Rotaflex® PowerMag System is the industry's first integration of high volume, long-stroke rod lift with an AC-synchronous permanent magnet motor and the ForeSite® Power Regenerative System, the energy industry's first regenerative variable speed drive. The system enables direct-drive pumping, enhancing production while reducing energy use. At a recent project in New Mexico, this system enabled 37% reduction in energy consumption and improved system efficiency by 17% by capturing and reusing energy during pumping cycles.



Our innovative casing-recovery solution uses leading technologies that deliver casing exit in a single trip. Compared to conventional methods, the solution reduces personnel on board, saves rig time, and achieves emission reduction.

## METHANE EMISSIONS MANAGEMENT

Methane emissions can occur across multiple stages of the well lifecycle. Weatherford supports operators in managing methane emissions through digital tools, operational expertise, and emissions intelligence. Our EcoVisor™ ESG performance platform provides integrated emissions visibility, analytics, and reporting across drilling, completion, and production operations, enabling operators to identify emission drivers, plan mitigation, and enhance compliance and performance outcomes.





## RESPONSIBLE WELL DECOMMISSIONING, PLUG AND SEAL

Without proper remediation, wells can release methane and leach contaminants, contributing to greenhouse gases and threatening water quality and ecosystems. Our technologies and services help operators safely and responsibly decommission wells, while maintaining efficiency and regulatory compliance. For example, our Well Abandonment Solution provides a comprehensive approach to safe well decommissioning and barrier placement.

We focus on long-term barrier performance to prevent leaks, using solutions like our Reclaim™ Thru-Tubing P&A System. Once a well is closed, we isolate surrounding formations to protect ecosystems, plugging and sealing with durable materials to prevent leaks. We also implement technologies and processes to enhance efficiency, such as setting cross-annular plugs from the tubing and reducing contaminated tubing disposal.

## OPTIMIZING WELL PERFORMANCE

Refurbishing existing wells and improving their performance helps operators reduce the land disruption, water usage, and carbon emissions associated with new well exploration and development. For example, Weatherford Trident® and Titan® technologies can unlock hidden energy reserves, extending productive well life and maximizing asset value before final decommissioning.

We monitor, analyze, and optimize production performance at every phase of the well lifecycle through our real-time data collection and advanced analytics. This helps operators 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, supporting operators' efforts toward their environmental targets.



## 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



## OPTIMIZING OPERATIONS WITH DIGITALIZATION AND AUTOMATION

We leverage digitalization and automation to drive performance in production, profits, and sustainability. Our Industrial Intelligence portfolio is a workflow-centered, technology-agnostic platform that aligns data-driven performance improvements to redefine safety, efficiency, and reliability. By leveraging digital intelligence to automate processes, we reduce the number of field personnel needed at the rig site. This benefits safety and reduces the carbon footprint associated with transporting, housing, and supporting the crew. Our integrated software facilitates real-time, lifecycle data collection, turning it into actionable insights that boost operational efficiency while conserving resources.

### THE MODERN EDGE



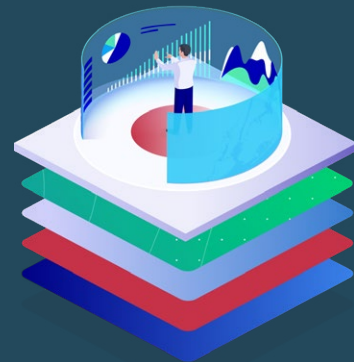
**Supervisory Control and Data Acquisition (SCADA)  
& Supervisory Surveillance and Data  
Acquisition (SSDA)**



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**

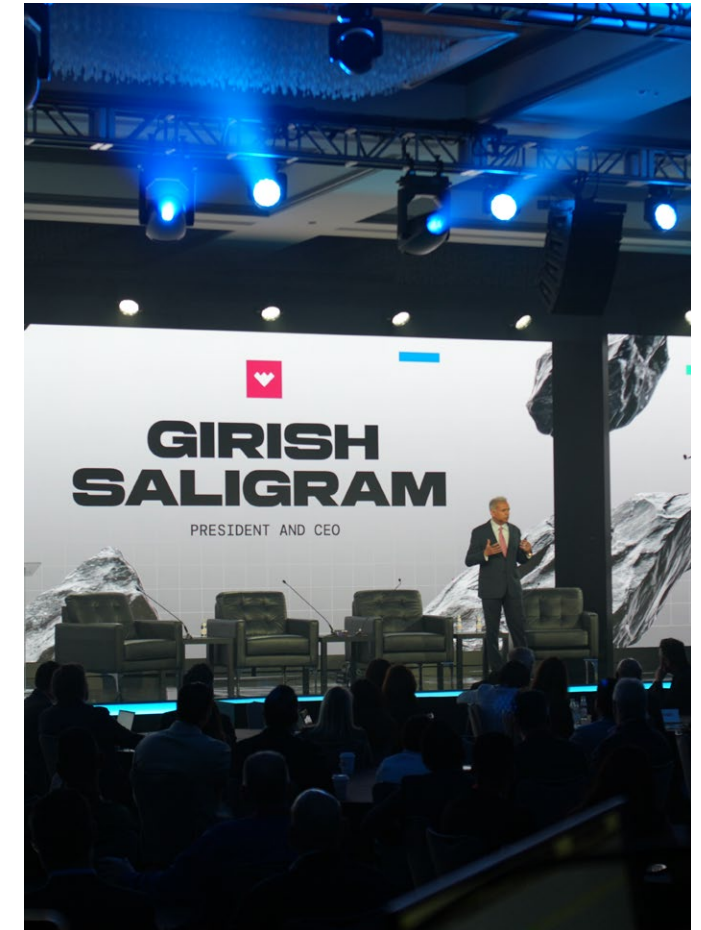
Independent, modular, and context-relevant data model, which supports all API-based applications

### SOFTWARE PORTAL



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

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



### FWRD 2025

Weatherford held our flagship FWRD 2025 Conference to convene energy leaders, technology innovators, and technical experts, exchange insights on digital transformation, and showcase technologies reshaping the life of the well.



## SUSTAINABILITY IN OUR PRODUCTS AND TECHNOLOGY

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	
Pressure Pro <sup>®</sup> system	•		•		•	GT, CCS, H, ME
VICTUS <sup>™</sup> intelligent MPD	•	•	•	•	•	GT, CCS, H, ME
Modus <sup>™</sup> managed pressure wells solution	•	•	•	•	•	GT, CCS, H, ME
Automated well control		•	•	•	•	GT, CCS, H, ME
Magnus <sup>®</sup> RSS	•	•	•	•	•	GT, CCS, H, ME
Heatwave <sup>®</sup> service	•		•	•	•	GT, ME
RipTide <sup>®</sup> RFID reamer			•	•	•	GT, CCS, H, ME
GAPS <sup>®</sup> tool			•		•	GT, ME
Memory Raptor <sup>®</sup> system	•		•	•	•	CCS
SecureView <sup>®</sup> service			•	•	•	P&A, WR
Impact Selector <sup>®</sup> dual advanced kickover tool			•	•	•	
MultiView <sup>™</sup> multi-barrier corrosion logging tool	•	•		•	•	P&A
ProTherma <sup>™</sup> tool			•			GT, WR
Quantum <sup>™</sup> gauge			•			GT, ME
Geothermal depth logger and encoder			•			GT, ME

WELL CONSTRUCTION AND COMPLETION						
ENABLING TECHNOLOGIES	PRIMARY AREA OF IMPROVEMENT IMPACT					APPLICATION*
	WATER	WASTE	ENERGY	EMISSIONS	SAFETY	
VERO <sup>®</sup> automated connection integrity			•	•	•	CCS, H
Weatherford mechanized tubular running services			•	•	•	CCS, P&A, WR
COMPLETE <sup>™</sup> Post-TD optimized solutions			•	•	•	GT, CCS, H, ME
TR1P <sup>™</sup> single-trip completion system	•	•	•	•	•	CCS
Weatherford RFID-enabled technologies			•	•	•	CCS, H
Optibarrier downhole deployment valves			•	•	•	GT, CCS, H, ME
Electric Completions	•	•	•	•	•	CCS, H
ESS <sup>™</sup> expandable sand screens	•	•	•	•	•	CCS, H, GT, ME
Premium gas lift systems	•	•	•	•	•	
Reclaim <sup>™</sup> thru-tubing P&A solution	•	•	•	•	•	P&A
Completions: New energy applications			•	•	•	GT, CCS, H, ME
SecureTrac <sup>™</sup> compact casing shoe system			•		•	
Renaissance <sup>™</sup> systems		•	•	•	•	WR
MARS <sup>™</sup> mature asset rejuvenation by surveillance system	•	•			•	GT, CCS, WR, H, ME
OMNI-CAP & ISO well barriers			•		•	GT, CCS, P&A, H, ME
Optimax <sup>™</sup> well isolation valve	•	•	•	•	•	GT, CCS, H, ME

PRODUCTION AND INTERVENTION						
ENABLING TECHNOLOGIES	PRIMARY AREA OF IMPROVEMENT IMPACT					APPLICATION*
	WATER	WASTE	ENERGY	EMISSIONS	SAFETY	
Permanent magnetic motor (PMM)			•	•	•	GT, ME
Rotaflex <sup>®</sup> long-stroke pumping unit			•	•	•	
COROD <sup>®</sup> continuous rod			•	•	•	
Electric actuated motor valve (EAMV)			•	•	•	
DuraSeal <sup>®</sup> stuffing box		•		•	•	
ForeSite <sup>®</sup> Power regenerative system			•	•	•	GT, ME
TOPS <sup>®</sup> top-intake, packerless downhole separator	•					
Plug & abandonment solutions		•	•	•	•	P&A
AccuView <sup>®</sup> system			•	•	•	GT, CCS, P&A, H, ME
CENTRO <sup>®</sup> software		•	•		•	GT, WR, H, ME
ForeSite <sup>®</sup> production optimization platform						CCS, H, GT, ME
ForeSite <sup>®</sup> Flow multiphase flow measurement			•	•	•	CCS, H, GT, ME
ForeSite <sup>®</sup> Edge IoT-enabled automation			•	•	•	CCS, H, GT, ME
ForeSite <sup>®</sup> Sense reservoir monitoring			•	•	•	CCS, H, GT, ME
CygNet <sup>®</sup> SCADA platform			•	•	•	CCS, H, GT, ME
Amplifrac <sup>™</sup> fluid system	•		•	•	•	
WEL-Hib <sup>™</sup> X inhibitor	•	•	•			
WEL-Sure <sup>™</sup> LCM	•	•			•	WR
TBlockSure <sup>®</sup> diverting agent	•	•			•	GT, ME
Shogun <sup>™</sup> casing-removal system				•	•	P&A
Remote operating barrier valve (ROBV)					•	
AlphaV <sup>™</sup> single-trip, casing-exit system			•	•	•	GT, ME

### \*Energy Transition Offerings Application

GT - Geothermal

CCS - Carbon Capture and Storage

MM - Methane Mitigation

P&amp;A - Plug and Abandonment

H - Hydrogen

WR - Well Rejuvenation

ME - Mineral Extraction

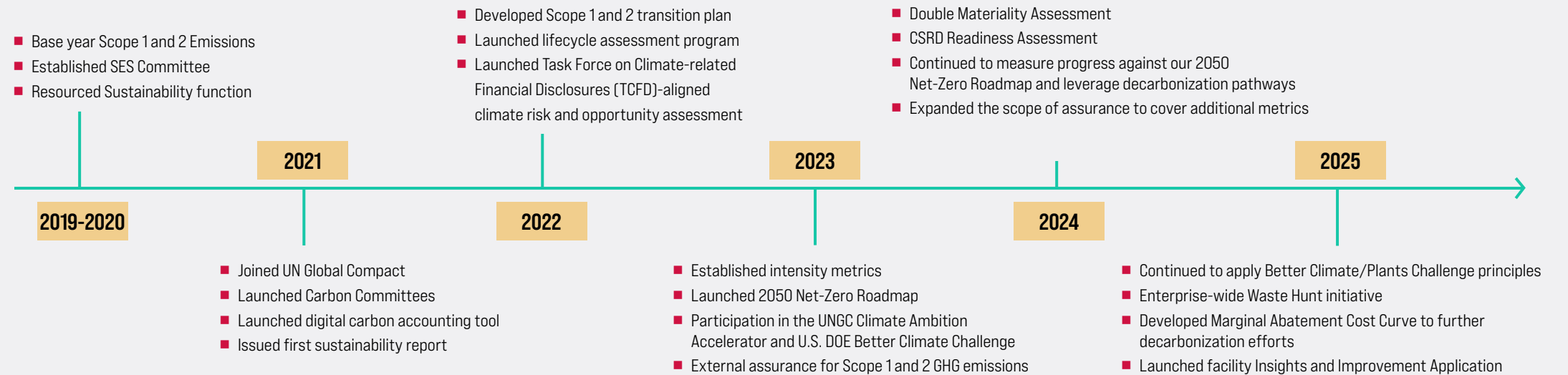


# CLIMATE: ENERGY AND EMISSIONS MANAGEMENT

Weatherford addresses energy efficiency and decarbonization in our facilities, fleet, customer locations, and supply chain. In 2025, we again participated in the United Nations Global Compact Climate Ambition Accelerator and U.S. Department of Energy (DOE) Better Climate Challenge to support our progress.

## OUR NET-ZERO TARGET

We continue to make progress toward our 2050 Net Zero target\* to reduce our Scope 1 and 2 location-based emissions. Energy and emissions reduction projects across our global footprint have achieved a 45% decrease in our absolute Scope 1 and 2 Greenhouse Gas (GHG) CO<sub>2</sub>e emissions since our 2019 base year.



## KEY LEVERS FOR DECARBONIZATION

Electrification and clean/ alternative energy adoption

Energy efficiency projects

Automation and remote operations

Fleet optimization and fuel efficiency

Property footprint optimization

\* This target is a forward-looking statement that involves risks and uncertainties. It is based on current expectations, estimates, and projections, which are subject to change.



## ENERGY AND EMISSIONS REDUCTION

Weatherford’s Carbon Committees identify and champion decarbonization projects at the enterprise level. Their efforts include facility improvement, supply chain opportunities, and the assessment of the environmental impact of our products and technologies. In 2025, we developed Marginal Abatement Cost Curves (MACC) for current and predictive future scenarios to help inform decisions and scale decarbonization opportunities. We also completed a gap analysis in collaboration with the U.S. Department of Energy (DOE) to track our progress against milestones and identify areas of improvement. In addition, we developed a global training module for embedding energy efficiency across facilities, based on our work with the DOE.



We were awarded 2025 Better Project, Better Practice recognition at the 2025 Better Buildings, Better Plants Summit for our Sustainability Intelligence Dashboard and targeted communications that enabled energy and resource savings.

### REDUCING EMISSIONS AT OUR FACILITIES

At the facility level, projects are identified to reduce energy use and GHG emissions and encourage more sustainable behavior in the workplace. Examples of these initiatives include:

- Converting sites to LED lighting, minimizing compressed air leak load, electrifying, optimizing equipment usage patterns, and improving building envelope performance, where feasible
- Participation in the Electric Reliability Council of Texas Demand Response Program to help conserve energy citywide during peak summer months
- Implementation of solar energy in field operation cabins and PL equipment at sites in Colombia
- Optimizing site footprint by consolidating equipment and operations to make better use of available space, leading to reductions in power consumption and improved operational efficiency
- Improved energy efficiency at Abu Dhabi facilities through elimination of conditioned air leakage, compressor staging, reduced compressed air leak load, and idle motor shut offs



### BETTER CLIMATE CHALLENGE

Weatherford continued participating in the U.S. DOE Better Climate Challenge to support reduction of our portfolio GHG emissions (Scope 1 and 2) by at least 50% and energy intensity by 25% (as committed under the Better Plants Challenge) within 10 years of our 2019 base year. As part of our 2025 program efforts, we completed energy reduction assessments across all strategic global manufacturing locations. Results will be used to inform future reduction initiatives.



### BETTER PLANTS CHALLENGE

Weatherford was selected to host an In-Plant training (INPLT) in 2026, focused on water efficiency assessments and training on industrial processes and systems. The technical expertise gained from INPLT helps companies overcome barriers to energy, waste and water management.



## FLEET AND FUEL MANAGEMENT

Fuel consumption is a primary factor in our energy management. Our Energy Management OEPS Standard sets requirements for purchasing energy-efficient equipment, including vehicles. Many of our facilities have electric vehicles, including forklifts, in their fleets and provide charging stations for employees. Our EnergyWise program encourages best practices like reducing idling time, following speed limits, and performing regular maintenance.

## REDUCING EMISSIONS IN CUSTOMER OPERATIONS

Our GHG Emissions Calculator enables Weatherford teams to demonstrate reduction potential by providing customers with estimates of emissions from onshore and offshore rigs, generators, transportation to and from facilities, and more. Calculations are based on citable sources, including the American Petroleum Institute, the Environmental Protection Agency, and the Greenhouse Gas Protocol.

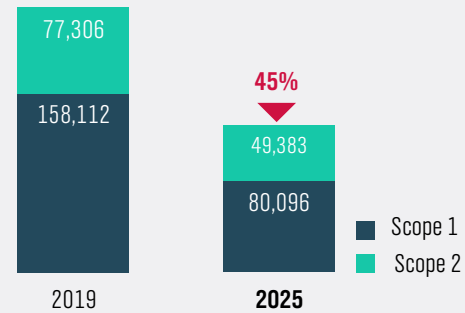
### IDENTIFYING THE CARBON FOOTPRINT OF OUR PRODUCTS

Weatherford is using our lifecycle assessment software to conduct a product carbon and lifecycle analysis of Liner Hangers. The cradle-to-gate assessment uses ISO 14040, 14044, and 14067 standards and covers all stages from raw material sourcing through product delivery to the customer. Results will inform opportunities for sustainability in this product line.

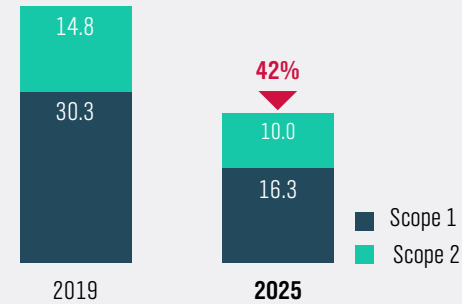
### 2025 SCOPE 1 AND 2 EMISSIONS

Our scope 1 and 2 greenhouse gas emissions have decreased since the 2019 base year, highlighting our dedication to increasing efficiency, enhancing our data inventory, and reducing our overall carbon footprint. The main factors driving the reduction in Scope 1 and 2 emissions in 2025 were fleet optimization in the U.S. and diesel reduction efforts in the Middle East and Latin America. For detailed information on boundaries, methodologies, emission factors, estimations, and uncertainties, please refer to the [Details on our Climate and Environmental Data](#).

Scope 1 and 2 Greenhouse Gas Emissions (mT of CO<sub>2</sub>e)



Scope 1 and 2 Greenhouse Gas Emissions Intensity (mT of CO<sub>2</sub>e/ \$ million revenue)



Since our 2019 base year, Weatherford has achieved:

42% ↓

in Scope 1 and 2 greenhouse gas emissions intensity (mT CO<sub>2</sub>e/\$M Revenue)

45% ↓

in absolute Scope 1 and 2 greenhouse gas CO<sub>2</sub>e emissions

### 2025 SCOPE 3 EMISSIONS

Weatherford collaborates with companies and stakeholders across our value chain to quantify material Scope 3 emissions and contribute to our industry's decarbonization efforts. In 2025, we expanded our Scope 3 emissions inventory to include Use of Sold Products and End-of-Life Treatment of Sold Products (categories 11 and 12).

Scope 3 Emissions (mT CO <sub>2</sub> e)	2025
1 – Purchased goods and services	370,335
2 – Capital goods	8,551
3 – Fuel and energy-related activities not included in Scope 1 and 2	48,668
4 – Upstream transportation and distribution	36,633
5 – Waste generated in operations	38,733
6 – Business travel	15,292
7 – Employee commuting	31,613
9 – Downstream transportation and distribution	8,422
11 – Use of sold products	27,184,188*
12 – End-of-life treatment of sold products	124*
15 – Investments	5,124

\* Category 11 and 12 numbers reflect a subset of our sold goods. See the Details on our Climate and Environmental Data for details.



# CLIMATE RISKS AND OPPORTUNITIES

To manage the risks and opportunities associated with climate change, we conduct risk assessments, scenario analyses, financial impact analyses, stakeholder interviews, industry benchmarking, and expert evaluations. The results of our analysis inform decision-making and strategic initiatives aligned with our business goals and climate ambitions. These are integrated into our Financial Planning and Analysis (FP&A) process and Enterprise Risk Management (ERM) framework. Further details on climate risks and opportunities can be found in the [Climate Risks and Opportunities](#) index of this report and our [annual 10-K](#).

## OUR CLIMATE RISK AND OPPORTUNITY ASSESSMENT PROCESS



## UNDERSTANDING CLIMATE RISK AND OPPORTUNITY

### Physical Risks

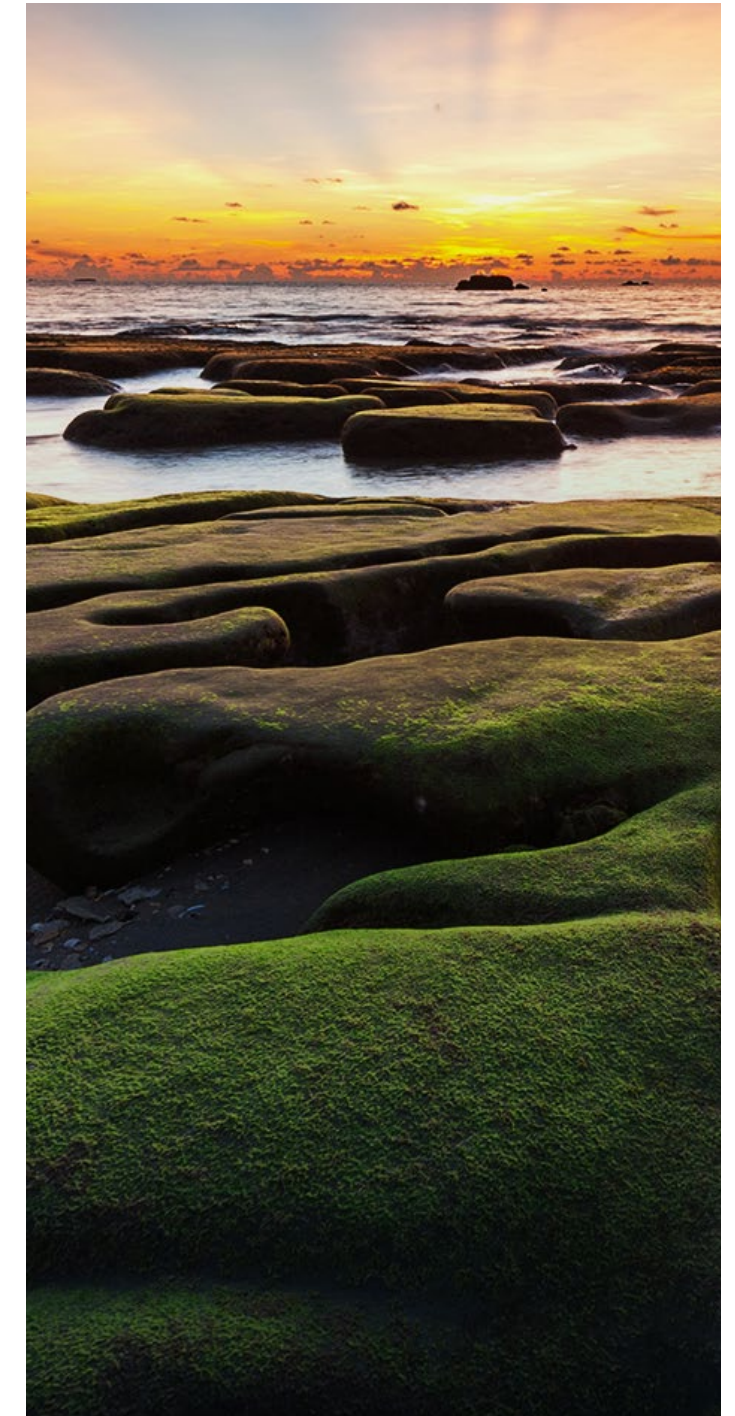
- Quantifying how changes in severe weather patterns, including hurricane frequency and severity, may result in facility and equipment Damages and business interruptions
- Modeling how rising mean temperature may impact Weatherford by reducing worker productivity
- Quantifying impacts to the business as a result of changes in the 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 the correlation between historical ESG scores and financial performance

### Opportunities

- Modeling the opportunity for realized revenue through energy alternatives and lower-emission products and services





# WATER RESOURCES

Weatherford recognizes water as an essential resource and manages our consumption responsibly across our operations and in compliance with laws and regulations. Our Water Management Standard promotes responsible water use throughout the organization. We monitor water withdrawn, set annual internal targets, and seek ways to reduce use through system monitoring and inspections.

## WATER CONSERVATION

Water conservation initiatives are incorporated into our annual business and environmental improvement plans. Targeted efforts such as low-flow fixtures, rainwater reuse and recycling for landscaping and equipment cleaning, water reclamation, employee awareness campaigns, and other initiatives have helped us to lower our water intensity each year since 2019 .

In addition to water conservation in our own operations, we work to innovate water-saving solutions in our products, services, and technologies to help our customers reduce their water use. Please see [Sustainability in Our Products and Technology](#) for examples.

## WATER RISK ASSESSMENTS

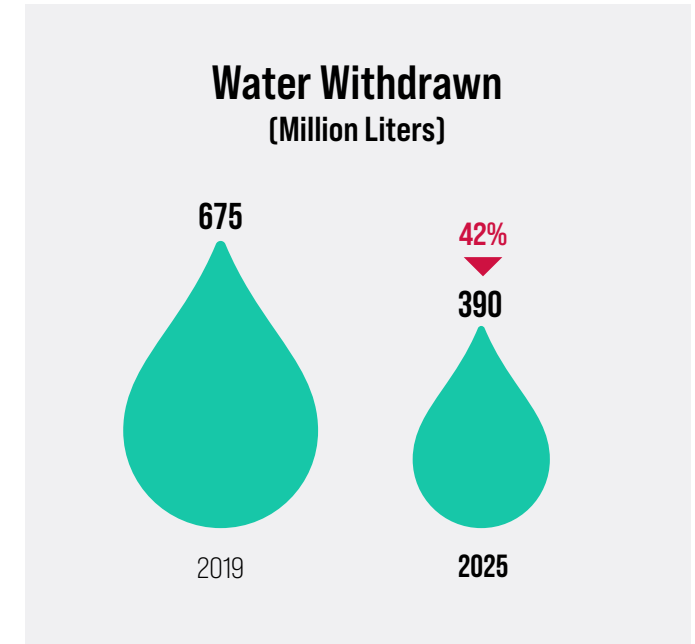
We assess water risk to better understand how our operations might be affected by, or contribute to, water-related risks across our global locations. Indicators such as physical risks, infrastructure challenges, access to clean drinking water and sanitation, and regulatory and reputational risks support our decision-making regarding where and how we operate.

## WATER STRESS

We use the World Resources Institute Aqueduct geospatial tool to assess water stress at our operational sites worldwide. Looking ahead, we will use water-stress information to expand our key performance indicators and enhance water-efficiency training globally.

## WASTEWATER

Our Waste Management Standard outlines our approach to managing wastewater. We conduct monitoring surveys and evaluate water sensitivity at our sites to meet discharge permit requirements.



Water Stress Locations	2025
Low	21%
Low-Medium	18%
Medium-High	25%
High	25%
Extremely High	11%

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



# RESOURCE MANAGEMENT

Weatherford manages materials and resources responsibly across our operations. Our Waste Management Standard details our approach, including well decommissioning, which is described in the [Creating Value Through Sustainable Innovation](#) section of this report.

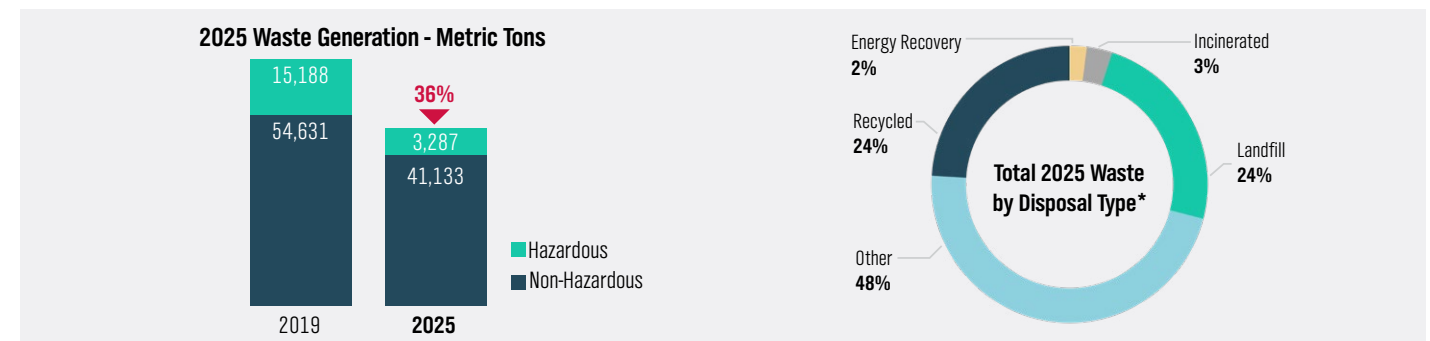
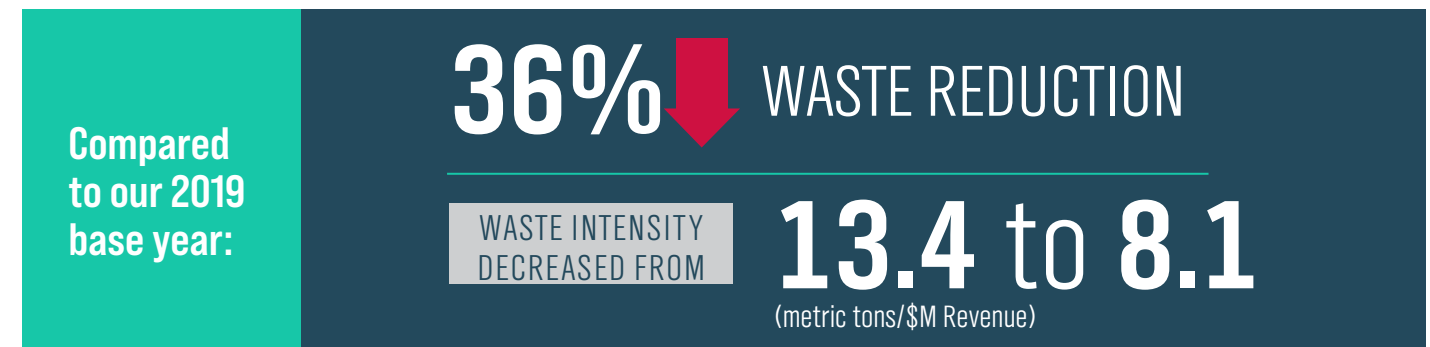
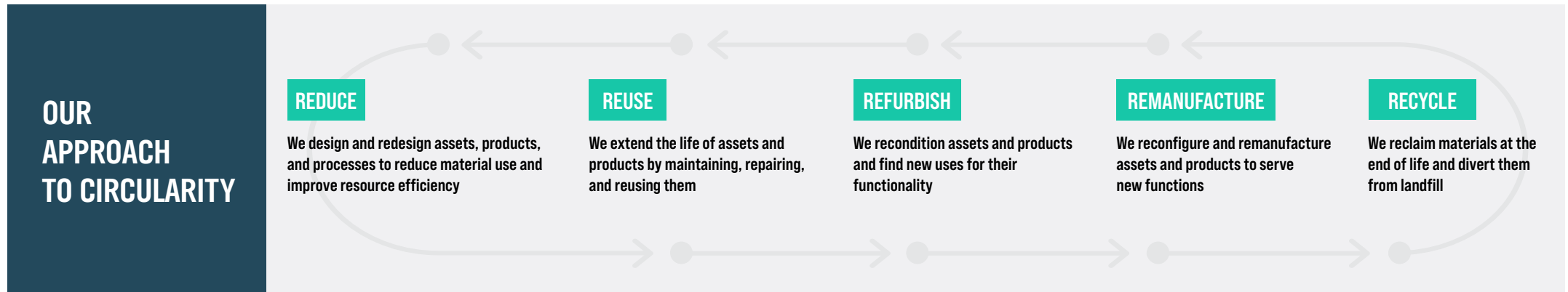
## WASTE GENERATION AND DIVERSION

In 2025, we analyzed our waste with Power BI dashboards launched in 2024. The insights were used to update OEPS waste management policies and procedures and inform internal Geozone-level waste management objectives and tracking mechanisms in 2025. Waste stream analysis also informs 2026 target setting. To promote waste management across our locations, we send monthly communications to all facilities with diversion strategies and created video training on how to upload waste into the system.

## FACILITY WASTE HUNT

Each site identifies initiatives to reduce waste, such as reducing single-use plastics, composting, purchasing in bulk, and recycling electronics. This is an ongoing effort, and in 2025, it was also the focus of our global Sustainability Hunt, where we empower all employees to take meaningful actions to drive real impact. Posters, meeting slides, and tip posts promoted participation. Employees could share their activities on the One Weatherford App and submit ideas via radar cards at their facility or online. A few examples of facility-level initiatives:

- Houston hosted an electronic recycling drive during Earth Month
- A team in Tengiz is refurbishing and reusing reclaimed well tubing
- Colombia used waste as combustion input in cement kilns and enhanced the PPE recycling process for manufacturing into suitcases and other goods
- Canada improved segregation and reuse of blasting grit waste material reduced mixed waste and strengthened environmental compliance
- Composting was expanded, including a partnership at our Houston headquarters to divert food and packaging waste





# HAZARDOUS SUBSTANCE MANAGEMENT AND SPILL PREVENTION

We adhere to strict protocols, controls, and standards to manage hazardous substances and protect people and the environment. These standards encompass handling, storage, identification, procurement, transportation, and maintenance across all locations. Hazardous substances are systematically identified and recorded.

Each site carefully plans its storage and handling procedures, with Spill Preparedness and Response Plans developed and tested annually. Employees are trained in proper protocols, including United Nations Global Harmonization System training on chemical safety, spills, and flammable or corrosive materials. In 2025, we improved storage of flammable materials.

Monthly self-assessments and quarterly certifications of hazardous substances are mandated and require approval from both country and departmental leaders. Awareness campaigns reinforce safety practices.

Compliance and traceability are also supported by a software system that provides global visibility into hazardous materials shipments and ensures adherence to local regulations, including appropriate documentation such as import/export licenses. In 2025, we achieved 93% completion of hazardous substance training among employees working with hazardous materials.

## SPILL PREVENTION AND MITIGATION

Ongoing awareness efforts and global initiatives support a safety culture. In 2025, Weatherford experienced the lowest total liquid spill volume in four years. Global initiatives “Are You Not Contained?” and “Rethinking Our Chemical Footprint” strengthened both preventative and mitigative controls to bolster these results.





# BIODIVERSITY AND ECOSYSTEMS

Weatherford recognizes the value of ecosystems and biodiversity and takes steps to minimize operational impacts on nature. Our OEPS management includes policies and standards to manage and minimize our operations' impact on air, water, and land. These apply to our own operations and third parties working on our behalf.

Potential impacts are assessed and integrated into our Sustainability Intelligence Dashboard tool so our managers around the globe can incorporate this into their daily work. Assessments include:

- 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 data from the International Union of Conservation for Nature (IUNC) Red List of Threatened Species

In 2025, we completed a rigorous analysis using the Taskforce on Nature-Related Financial Disclosures framework (TNFD) LEAP approach. We remain committed to minimizing our impact and will conduct further analysis and additional assessments to drive continuous improvement of our practices.



## OUR APPROACH TO MANAGE IMPACTS ON ECOSYSTEMS

Minimize disturbance from sound, vibration, light, odor, emissions, and other impacts

Use existing infrastructure where reasonably practicable to minimize land clearance

Apply rigorous standards for hazardous materials, chemicals, oils, and waste use, transportation, and storage

Assess environmental risk before acquiring or leasing a site to understand potential impact and develop a mitigation and restoration plan

Remediate and restore land we are vacating to restore it to as near to its pre-operational state as reasonably practicable



## EMPLOYEES CARING FOR THE ENVIRONMENT

Weatherford teams volunteer worldwide to support conservation efforts in our communities.



Our Colombia location donated 10,000 trees to the Casanare Governorate to help restore watersheds and micro-watersheds



The manufacturing team in Abu Dhabi Manufacturing (ADM) celebrated World Environment Day with a clean-up at ADM Yard



Employees in Qatar are reusing hard hats to grow plants



Weatherford's Algeria team planted 500 trees to improve air quality and support employee well-being

# LOOKING FORWARD: 2026 GOALS

- » Deploy energy efficiency training across global operations and manufacturing sites
- » Assess waste diversion opportunities at key facilities globally
- » Align with all relevant required reporting frameworks
- » Implement water efficiency assessments across selected facilities using the Better Plants framework



# INVESTING IN SOCIAL INTERESTS

Our Social efforts align with:



34. The One Weatherford Team

34. 2025 Goals and Progress

35. Workforce Recruitment and Retention

36. Pay, Benefits, and Well-Being

37. Developing Our Team Members

38. The One Weatherford Culture

40. Health and Safety at Weatherford

45. Supporting Our Communities

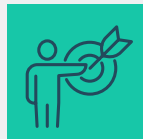
46. Looking Forward: 2026 Goals





# THE ONE WEATHERFORD TEAM

Individually, we are impressive. Together, we are unstoppable. We combine our strengths to overcome challenges and seize opportunities. As a global company, we draw on the diverse experiences and perspectives of our team members around the world to drive innovation and achieve success. Weatherford's talent practices attract, engage, develop, retain, and reward world-class individuals who together form the One Weatherford team.



## OUR TALENT MANAGEMENT STRATEGY

Weatherford is committed to creating a work environment where every team member is supported in their efforts to grow and contribute. Our talent management strategy is designed to fuel the success of every team member and our organization:

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

## 2025 GOALS AND PROGRESS



- ✓** Expand Weatherford charitable giving activity
- ✓** Perform further analysis of disclosure topics as they relate to Double Materiality and disclosure readiness
- >>** 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

\* The headcount reflects that referenced in financial reporting or other external disclosures and may differ from metrics in this report that align with GRI Protocols.



# WORKFORCE RECRUITMENT AND RETENTION

Recruiting and retaining world-class talent remains essential to our ability to grow, innovate, and deliver value to customers. Weatherford offers challenging and rewarding career paths, along with opportunities for personal and professional growth. We are an Equal Opportunity Employer and make all employment decisions in accordance with applicable laws.

## EARLY CAREER TALENT

Our Early Career Program is designed to attract, develop, and retain top emerging talent through structured internships and an entry-level field engineer development plan. This program equips participants with the skills and experiences needed for future success and strengthens our organization's future while providing the next generation of energy industry professionals with skills and experiences they need for future success.



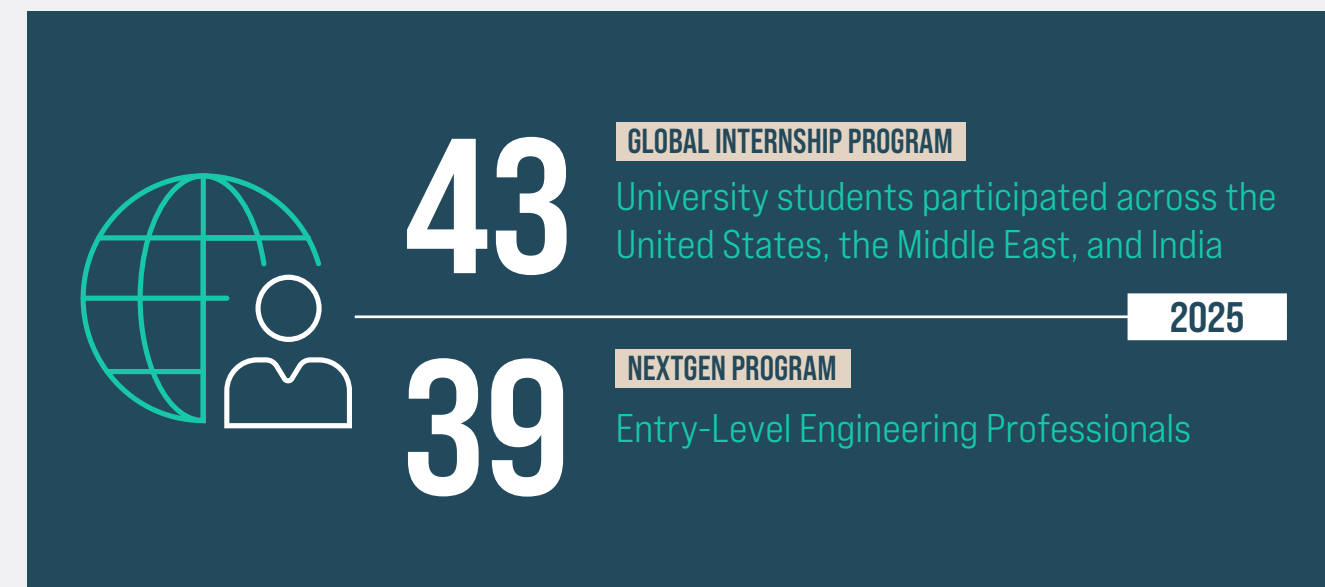
## GLOBAL INTERNSHIP PROGRAM

Our Global Internship Program provides students with mentorship, hands-on project assignments, and opportunities to present their work to senior executives. Participants gain real-world experience and are considered for full-time positions upon graduation.

In 2025, 43 university students participated across the United States, the Middle East, and India. We also partnered with King Fahd University of Petroleum and Minerals (KFUPM) to support their international summer training initiative by bringing students from Saudi Arabia into our U.S. internship program.

## NEXTGEN PROGRAM

Weatherford's NextGen Program accelerates the development of early-career field engineers by equipping them with advanced technical knowledge, operational expertise, and leadership capabilities. This structured approach ensures our engineers are prepared to deliver excellence in the field while driving innovation across the organization. In 2025, Weatherford proudly welcomed 39 entry-level engineering professionals.





# PAY, BENEFITS, AND WELL-BEING

We offer competitive compensation and benefits designed to support the holistic well-being of our employees and their families. Benefits vary across geographies based on local regulations and best practices and may include health insurance, income protection plans, retirement savings plans, Company-paid holidays, and paid vacation time.

## PAY EQUITY

Our pay-for-performance compensation philosophy guides how we reward employees. We design and regularly review our compensation programs to ensure they are competitive, equitable, and reflect each employee’s skills, experience, qualifications, role, and performance. We have monitoring and approval mechanisms in place to safeguard fairness in compensation outcomes.

## FREEDOM OF ASSOCIATION

Weatherford respects the right to freedom of association as outlined in the International Labour Organization Convention (No. 87 of 1948) and applicable local labor laws. 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. Employees are members of 52 trade unions, five employee forums, and enterprise forums in 16 countries.

Beyond formal bargaining, we maintain regular engagement with union partners to address workplace concerns, maintain open dialogue, and pursue solutions that benefit employees and our business. Information on our human rights approach can be found in the [Acting With Integrity](#) section.



## SUPPORTING MENTAL HEALTH AND WELL-BEING

The Employee Assistance Program offers free, confidential support 24/7 to help our employees manage their mental health and well-being with access to online tools, phone and chat counseling, articles, guides, and videos. In 2025, we recognized May as Mental Health Awareness Month and launched an internal Wellness Wednesdays campaign to highlight the comprehensive range of resources available to support mental and physical health, stress management, and overall well-being.



# DEVELOPING OUR TEAM MEMBERS

We are committed to fostering a culture of continuous learning, curiosity, and growth. Our development programs equip employees with the knowledge, skills, and experiences needed to excel in a rapidly evolving industry.

From technical training to building digital skills, our training and development programs are continuously expanding and updating to move our team members and our business forward. For example, new in 2025:

- **Operations Manager Development Program:** A new curriculum designed to upskill operations leaders in people leadership, operational rigor, and ethical and strategic decision-making
- **Leadership Traits Immersion Sessions:** A hands-on, deep-dive workshop required for all employees, offering opportunities to practice and internalize Weatherford's seven Leadership Traits
- **Building Our Digital Literacy Campaign:** A Company-wide initiative to increase digital fluency, AI readiness, and strengthen cloud, data, and emerging technology capabilities

In 2025, Weatherford employees completed

>596,000  
Total Hours of Training

>36 Average Hours of Training Received by Our Operational Employees



## LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING

Weatherford actively cultivates a pool of internal talent through programs that nurture future leaders in our organization as well as succession planning for all executive positions. Leadership programs that strengthen our management pipeline include:

- **Leadership Essentials Program:** A foundational leadership program for first-time and frontline leaders
- **Global Organizational Leadership Development:** A rotational program that aims to attract MBA graduates, strengthen our management pipeline, and leverage new perspectives and innovation

**Weatherford Leadership Traits**  
Weatherford uses seven leadership traits as a guiding framework for every member of our organization. These behaviors are integrated into everything we do, are intended to advance our strategic priorities, and are underpinned by our Core Values and our commitment to safety, quality, and integrity. Starting in 2025, our leadership traits were incorporated into talent selection, interviewing, onboarding, learning and development programs, succession planning, and annual performance management.

### OUR LEADERSHIP TRAITS



FUNCTIONAL EXPERTISE



TRANSFORMATIVE THINKING



COLLABORATION



COMMUNICATION



HUMILITY



SIMPLIFICATION



CURIOSITY



# THE ONE WEATHERFORD CULTURE

More than a decade ago, we created the moniker “One Weatherford” to reflect the collective strength, unique diversity, and sincere passion of our global team. Today, One Weatherford continues to represent our shared commitment to creating a workplace where everyone feels welcome, valued, and able to grow and contribute. Our culture is upheld by our continuous commitment to operating sustainably with safety, quality, and integrity.



## EMPLOYEE ENGAGEMENT

At Weatherford, we value the experiences, ideas, and perspectives of our team members. To encourage open dialogue across all levels of the Company, we use interactive channels like the One Weatherford App to share insights and give employees the opportunity to contribute their perspectives. Our Executive Team hosts regular global employee town halls and podcasts, visits field locations, and maintains an open-door policy. Feedback gathered through these touchpoints drives improvements to our operations and helps foster innovation.



## RECOGNITION FOR INNOVATION

Innovation is at the heart of everything we do. We encourage all employees to continue developing new ideas that push the boundaries of technology, efficiency, and performance. In 2025, we held our annual Inventor Recognition Ceremony to honor employees who received patents in 2024. We also presented the Karsten Heidecke Innovation and Impact Award, recognizing exceptional achievement in innovation and its impactful application within the past 12 months.



## 50 YEARS OF INNOVATION

In 2025, we celebrated five decades of Weatherford innovation, achievement, and teamwork in Italy and Nigeria. A special leadership video message honored the employees who helped shape these milestones and reinforced the pride we share in our global legacy.



## ONE WEATHERFORD WEEK

One Weatherford Week is our annual global employee celebration, where we come together to highlight our One Weatherford culture and celebrate the people who make our achievements possible. It includes activities such as employee appreciation events, interactive sessions on company culture, and community engagement projects.





## CREATING A CULTURE OF BELONGING

At Weatherford, we consider an inclusive workplace essential to our long-term success and our ability to innovate for customers around the world. Our Executive Team champions this commitment and reinforces it through mission, vision, goals, and performance expectations that are cascaded throughout the organization. Our teams around the world bring this commitment to life through initiatives tailored to their geographies, including efforts to build a broad pipeline of qualified talent. To equip leaders and employees with the skills needed to foster inclusion, we provide training on recognizing and mitigating unconscious bias and require leaders with direct reports to participate in our Inclusive Leadership Program.

Our locations also engage in local initiatives to foster belonging. For example, Weatherford Argentina was recognized at the Convention on the Rights of Persons with Disabilities for adherence to the INCLINE EU program, a labor inclusion initiative promoted by the Government of the Province of Neuquén that supports training and job placement for people with disabilities.



### WOMEN'S GLOBAL LEADERSHIP CONFERENCE

The Women's Global Leadership Conference in Energy brings together industry leaders to explore solutions to critical environmental, economic, and workforce challenges while fostering meaningful connections with professionals and experts.

This year, Weatherford executives participated in panels on 'Owning Your Success,' where they shared how to take ownership of one's achievements, blending personal reflections with broader discussions on leadership, growth, and success. Video recordings were distributed to employees throughout the organization.



For example, the Women of Weatherford (WOW) ERG continues to be a catalyst for engagement and impact. In 2025, WOW hosted local fundraising and awareness activities during Breast Cancer Awareness Month:

- A Mobile Mammogram Screening Van in Houston
- Participation in the United in Pink Walk in Qatar supporting Naseem Medical
- A 5K run in Trinidad to benefit breast cancer research



## EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) create space for employees to connect through shared experiences, interests, and allyship. Our ERGs are open to all employees and play an important role in strengthening belonging, supporting professional growth, and building community across regions.



# HEALTH AND SAFETY AT WEATHERFORD

The health and safety of our employees, customers, and those impacted by our operations remain paramount. Our systems and processes are designed to protect our people, ensure quality, and uphold our rigorous safety standards.

## OUR GLOBAL HSSE SYSTEM

Weatherford's health, safety, and environmental standards support safe practices across all global operations and compliance with regulatory requirements. Our Operational Excellence Performance System (OEPS) establishes controls for quality, health, safety, and environmental performance and provides guidance on standards, training, and corrective actions. The HSSE department, led by our Global Vice President, oversees these efforts.

We apply standards and earn certifications from the [American Petroleum Institute](#), [the International Organization for Standardization](#) (ISO), [the Occupational Safety and Health Administration](#) (OSHA), and other regulatory authorities everywhere we operate. Key performance indicators (KPIs) are used to measure our efforts and are linked to relevant team members' compensation. These are available on our [website](#).

In 2025, we continued implementing a revised Quality and HSSE Management System that aligns with API Q1/Q2, ISO 9001, ISO 45001, and ISO 14001 standards, enhancing the consistency and effectiveness of our practices. We aim for 100% completion in 2026.



## LIFE-SAVING RULES

Weatherford aligns with the [International Association of Oil & Gas Producers](#) (IOGP) Safety Standards to guide safe and reliable operations. We have used the nine IOGP Life-saving Rules for three years to promote best practice and keep our operations safe. In 2025, we also adopted the IOGP Process Safety Fundamentals (PSFs) to strengthen our ability to prevent high-severity incidents such as fires, explosions, and hazardous releases.

The PSFs are now integrated into our OEPS, and we actively encourage employees, especially those on the front lines, to speak up and act when they identify unsafe conditions or behaviors. The Life-Saving Rules and Process Safety Fundamentals are two components of our comprehensive framework to prevent incidents and uphold a culture of proactive risk management.

## ISO AND API CERTIFICATIONS

	ISO 14001	ISO 45001:2023	ISO 9001:2015 QMS EDITION	API Spec Q1	API Spec Q2
<b>Certifications</b>	50	55	70	17	7
<b>Countries</b>	21	21	27	11	7



## 2026 HSSE GLOBAL STRATEGIC INITIATIVES

Each year, Weatherford targets strategic initiatives to create continuous improvement and progress on our health and safety goals. The eight elements of our 2026 plan aim to minimize exposure, address challenges, foster employee safety, and elevate the integrity of our operations.



### Education

Implement Safety 301 for Managers to educate managers on the HSSE expectations outlined in DEPS and prepare them to deliver Safety 201 to supervisors.



### Human and Organizational Performance

Introduce Human and Organizational Performance principles, train leaders on foundational concepts, and establish learning teams to drive collaboration and continuous improvement.



### Driver and Vehicle

Continue global implementation of fatigue in vehicle monitoring system (IVMS) and a standardized global journey management and driver qualification processes to reduce driving risks.



### Safety Fundamentals

Adopt IOGP Process Safety Fundamentals to enhance operational safety and reinforce each fundamental through monthly education topics.



### Business Continuity

Educate operational leaders in conducting Business Impact Analysis (BIA), strengthening organizational resilience by implementing proactive measures to ensure continuity of critical operations and minimizing disruption impact.



### Facility Infrastructure

Evaluate all test booths and racking for compliance with internal and regulatory requirements and retrofit or replace non-compliant infrastructure as needed.



### Hazardous Materials

Enhance the HazMat self-assessment program, improve accountability and traceability, implement HazMat Zero Tolerance Rules, and maintain active licenses to ensure business continuity.



### Leadership

Promote leadership development by fostering organizational leadership traits, driving reductions in Incident-Free Days (IFD), and continuing Leadership Site Engagements (LSEs) to enhance safety and collaboration.



## ASSESSMENTS AND AUDITS

Weatherford conducts audits consistent with OEPS, regulatory requirements, and customer expectations. Our Audit Standard guides internal reviews and training for lead auditors. On-site audit teams, comprised of site managers and HSSE and Product Line staff, perform self-assessments every three years, while all locations hold weekly environmental reviews.

HSSE observations and Leadership Site Engagements evaluate the application of procedures in practice. In 2025, global leaders surpassed our goal of 225 Leadership Site Engagements using our new mobile app that evaluates adherence to instructions and deviations from standards.

## RADAR PROGRAM

Our RADAR program plays a critical role in identifying hazards before they result in incidents. In 2025, we revitalized the program and released a new, easier-to-use version of our RADAR app with expanded hazard categories. The enhancements support faster, more consistent reporting across kiosks, mobile devices, and computers. To date, the program has captured more than 534,850 potential hazards and peer observations, each contributing to improved safety behaviors and reduced risk.

## INCIDENT RESPONSE AND ANALYSIS

Our incident management process outlines how we respond to injuries or safety incidents. Local HSSE representatives are notified to coordinate assessment and response. Geography-based, product line, and corporate teams are informed based on the severity. All incidents are documented, and further investigations are conducted as necessary. Corrective actions are implemented when needed. We perform root cause analysis to improve our standards and programs. Incident-Free Days (IFD) were introduced as a key performance indicator and showed a positive upward trend throughout 2025.

## EMPLOYEE HEALTH AND SAFETY TRAINING AND AWARENESS

We offer more than 85 health and safety courses through our human capital management platform and Competency Assurance Process. All new hires completed mandatory RightStart training, and employees receive job and geography-specific instruction as needed. Facilities hold safety meetings for all personnel at least quarterly, and Safety Stand Downs reinforce our expectations and key safety principles.



Safety 101, our global HSSE onboarding program, introduces employees to the core principles of health, safety, security, and environmental performance. Originally launched in North America, the program expanded globally in 2025 to provide consistent foundational training for all new team members.



## CUSTOMER HEALTH AND SAFETY

In addition to our own standards and any regulatory requirements, we follow any supplementary customer specifications based on risk assessments or past incidents. We provide safety information to our customers, establish on-site requirements, and investigate all reported incidents using consistent documentation and corrective action protocols. Guides, checklists, inspection results, and incident records support our efforts.

## SAFETY IN OUR PRODUCTS AND SERVICES

We consider safety in the products and services we sell, from design and development through operation, maintenance, and end-of-life. Our OEPS Management System has requirements for planning, operation, risk mitigation, and control of our products and services.

Best practices we employ include:

- Assessment of quality, health, safety, and environmental risks, potential consequences, and controls to eliminate or minimize them
- Detailed operating manuals and technical documents on support functions, customer, and site-specific requirements
- Field trials
- Hazard and operability studies during concept design
- Use of Risk Registers
- Job hazard analysis
- Records of compliance with standards, specifications, and customer, regulatory, and other requirements
- Stringent safety protocols



### PRESSURE SAFETY COMMITTEE

In 2025, we formed a Pressure Safety Committee to enhance pressure control standards, safety protocols, and testing procedures as part of a broader Pressure Safety initiative. Phase One involved evaluating pressure test bays against OEPS standards, conducting gap analyses, identifying improvements, and planning upgrades. Dashboards and competency modules support ongoing visibility and skill development. Phase Two will focus on fostering consistent practices across all operations.

## HAZARDOUS SUBSTANCE SAFETY

Our Hazardous Substances Standard details how locations manage hazardous materials, including identification, controls, and permits. Safety Data Sheets (SDS) are accessible, and hazardous substances are incorporated into each site's Emergency Response Plans.

Employees working with hazardous substances receive training on specific hazards and controls and are required to wear personal protective equipment as recommended in the SDS and in line with the Personal Protective Equipment Procedure.

In 2025, we strengthened the Hazardous Materials Self-Assessment Program and enhanced hazardous substance tracking and traceability. The updated self-assessment questionnaire and reporting platform enable more frequent reviews and improved identification of priority areas. Self-assessments undergo quarterly certification with Geozone leadership. We also advanced digital innovation by integrating AI technologies in OEPS Online, translations, procedural writing, and cameras that can identify safety issues.





## DRIVER AND VEHICLE SAFETY

Weatherford's Electronic Driver Management System enhances our ability to monitor driver qualifications and compliance with required standards, while supporting ongoing driver safety communication. In 2025, we expanded our global rollout of fatigue monitoring through an in-vehicle system. Additional program improvements include standardized journey management practices and improved driver qualification processes. We also participated in beta testing of an AI-powered, video-based safety and fleet intelligence system designed to detect risks, enhance driver coaching, and integrate with other fleet management data.

## BUSINESS TRAVEL SAFETY

Our Global Travel Security Program promotes safe travel through real-time traveler visibility and proactive risk communication. Our Travel Security Portal and external partners provide resources for journey planning and support. We also have an application that enables mass communication during emergencies and provides destination-specific emergency services information. In 2025, we further aligned our Travel Security and Secure Journey Management Standard with ISO 31010, following assessments initiated the prior year. Completion of this effort is planned for 2026.





# SUPPORTING OUR COMMUNITIES

Weatherford cares about communities in which we serve and operate. Our Company and our One Weatherford team members give back everywhere we work. We are deeply committed to being responsible corporate citizens and to contributing to our local communities through the Weatherford Foundation, corporate sponsorships, and employee volunteerism.

## THE WEATHERFORD FOUNDATION

The Weatherford Foundation, Inc. (the Foundation) is a U.S. 501(c)(3) charitable organization that provides funding to selected non-profits in the U.S., as well as 1:1 matching donations for select Company-sponsored events. In addition to the Foundation’s philanthropic donations in the United States, our giving also extends internationally.

## EMPLOYEES GIVE BACK

Our employees actively volunteer, fundraise, and support charitable initiatives in the communities where we live and work. Many of these efforts are championed by our Employee Resource Groups and local teams, bringing together employees, their families, local customers, authorities, and vendors in a shared commitment to building stronger, more resilient communities.

## BASIC NEEDS

In 2025, we demonstrated our commitment to community well-being by supporting initiatives that address essential needs.



At our Houston office, employees volunteered at blood drives, supported Houston Food Bank operations, and collected donations of hygiene kits, clothing, food, and more for victims of the Kerr County flood in Texas. Teams in Latin America are conducting a Children’s Eyewear Campaign to provide free lenses to kids in need of them.

## COMMUNITY ENGAGEMENT

At the core of our culture is the belief in standing by people. We work to meet immediate needs while helping create pathways for a stronger future. Our community support efforts are focused on 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

## EDUCATION

Weatherford aims to support youth in STEM education through global and local initiatives.



Weatherford’s Worldwide Initiative Supporting Education (WISE) program advances global STEM education for youth through events, industry exposure, internships, and guided immersion tours of our state-of-the-art facilities. For example, our Saudi team welcomed 45 students from the Society of Petrophysicists and Well Log Analysts chapter at KFUPM for a workshop combining technical presentations with a cutting-edge wireline technology tour.



## COMMUNITY-BASED INITIATIVES

We donate funds, resources, and talent where they're needed locally. For example, Weatherford Oman conducted a school bus driving safety workshop, and team members in Neuquén partnered with local authorities to clean up the San Lorenzo Lagoon.



### WEATHERFORD WALKS

The 12th annual Weatherford Walks raised an outstanding \$500,000 to benefit our charitable partners and support the life-changing services they provide for our community: [Houston Area Women's Center](#), [PTSD Foundation of America](#), [Small Steps Nurturing Center](#), and [Child Advocates](#).



### RIDE AND DRIVE TO CURE MS

Every year, the One Weatherford team comes together to raise funds and awareness for Multiple Sclerosis (MS) through events like the MS Charity Golf Classic and Texas MS 150 Ride, and employee donations. This year's MS 150 participation raised \$233,741, a 37% increase over prior year. To date, we have proudly contributed \$1.2 million to the National MS Society.

## LOOKING FORWARD: 2026 GOALS

- » Continue Leadership Site Engagements
- » Complete alignment of Travel Security and Secure Journey Management Standard with ISO 31010
- » Elevate employee and community engagement across our global footprint



# ACTING WITH INTEGRITY

Our Governance efforts align with:



48. Our Foundation of Ethics and Integrity

48. 2025 Goals and Progress

49. Business Conduct, Ethics, and Compliance

51. Human Rights Across Our Value Chain

52. Enterprise Risk Management

53. Responsibility in Our Supply Chain

55. Cybersecurity and Data Privacy

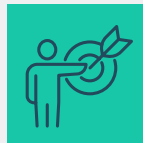
57. Artificial Intelligence

57. Looking Forward: 2026 Goals



# OUR FOUNDATION OF ETHICS AND INTEGRITY

Weatherford integrates global principles of good governance in every aspect of our business. Our commitment to ethical behavior and business integrity begins with our Board of Directors, is championed by our Executive Team, and is present throughout our organization.



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

- Corporate governance best practices, including our Board of Directors
- 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

## 2025 GOALS AND PROGRESS

✓ ACHIEVED  
>> ONGOING

- >> Continue regulatory sustainability 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

## BOARD OF DIRECTORS AND COMMITTEES

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 oversees board member selection, considering factors such as independence, perspectives, and experience to create a composition of backgrounds and expertise. We consider qualified candidates of different genders, ethnicities, and citizenships. Details on qualifications and the nomination process are outlined in our [Corporate Governance Principles](#).

### BOARD OF DIRECTORS COMMITTEES

Board committees retain oversight of material topics. Charters for each Board Committee are available in the [Corporate Documents](#) section of our Company website. A summary of the members, primary responsibilities, and number of meetings held in 2025 for each Committee may be reviewed in our annual [Proxy Statement](#).

#### The Audit Committee

Financial, compliance, and cybersecurity matters

#### The Compensation and Human Resources Committee

Talent attraction, retention, compensation, and succession planning

#### The Nominating and Governance Committee

Corporate governance, annual evaluation of the Board and its Committees, and director nominations

#### The Safety, Environment and Sustainability Committee

Health, safety, security, and environmental stewardship



# BUSINESS CONDUCT, ETHICS, AND COMPLIANCE

Weatherford has high expectations for ethical business conduct and sets clear standards, including 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 and practices and reports its findings to the entire Board.

## CODE OF BUSINESS CONDUCT

Our Code of Business Conduct acts as a guide for ethical behavior across all our business activities. This includes our Board of Directors and officers. Employees are required to review and acknowledge the Code of Business Conduct during onboarding and every two years thereafter. We provide employees with guidance and tools to support ethical business decisions and offer additional training on a risk basis. Third parties working on our behalf must also acknowledge and adhere to our Code of Business Conduct and the Supplier Code of Conduct, as applicable.

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

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

Policies are reviewed regularly and updated as needed. In 2025, we revised our Gifts and Entertainment and Anti-Corruption policies.



## ETHICS AND COMPLIANCE RESOURCES

To support every employee in upholding our commitment to ethics and integrity, we provide resources and training. Our Legal and Compliance Service Portal offers information, programming, forms and approvals, and other compliance services. We expanded the Ethics and Trade Compliance Pulse Checks initiative launched in 2024 to assess compliance program effectiveness while strengthening engagement and visibility. Regular communication helps our employees recognize potential compliance risks and ethical issues and respond appropriately.

In 2025, we launched global Code of Business Conduct acknowledgement and Conflict of Interest recertification campaigns to drive awareness of and commitment to ethical behavior. We also released a compliance mobile app that provides easier access to compliance tools and resources.

## ETHICS AMBASSADORS

The Ethics Ambassador Network at Weatherford promotes a culture of ethics and integrity worldwide. A new cohort of over 150 Ethics Ambassadors from 36 countries began their term in 2025, advancing global initiatives on human rights, fraud, and anti-bribery and corruption. A model developed at the 2024 Latin America summit was prepared for rollout in other Geozones.



## CONFLICT OF INTEREST

Weatherford's Conflict of Interest policy is designed to promote the identification, disclosure, and avoidance of situations where personal interests could improperly affect business decisions. Automated, risk-based processes and standardized mitigation plans support compliance and accurate, up-to-date records. In 2025, we launched a global recertification campaign to reinforce understanding and adherence to the policy across the Company.

## 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 training as part of our RightStart onboarding process and through regular re-certification training.

## FAIR COMPETITION

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

## TAX CONTROLS AND COMPLIANCE

Weatherford's global [tax control framework](#) supports compliance with relevant laws where we operate and the payment of appropriate taxes. The Executive Team and Audit Committee oversee tax policies, while the Chief Accounting Officer, Vice President of Finance, and Vice President of Tax set global standards and policies and ensure the timely completion of processes. We report tax risks and exposures to the Audit Committee quarterly, and the Chief Financial Officer receives a quarterly tax representation letter. Relevant employees receive tax compliance training.

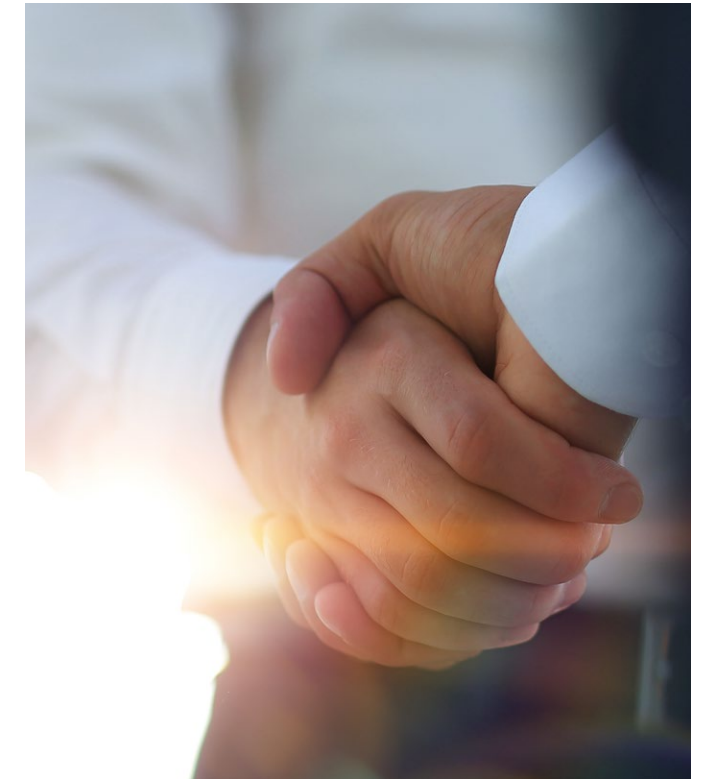
## POLITICAL CONTRIBUTIONS

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

## REPORTING 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. Reporting options include contacting their supervisor, Human Resources, Legal and Compliance personnel. In addition, [Weatherford's Listen Up Hotline](#) is a confidential third-party platform available in over 120 countries for reporting ethical concerns by anyone, internal or external. Our Global Workplace Grievance Business Practice offers guidance on reporting violations to employees, suppliers, and third-party service providers.

Reports are promptly reviewed and investigated as warranted, and suitable corrective measures are implemented. Weatherford prohibits retaliation against anyone who discloses actual or suspected ethics and regulatory violations in good faith. The Audit Committee provides independent oversight over significant matters through the General Counsel and Chief Compliance Officer.



### TRADE COMPLIANCE CHAMPIONS

A Trade Compliance Champions Network launched in 2025 with 80 champions in 34 countries. These employee champions serve as a local contact to help create awareness of trade compliance and keep the trade compliance team updated on potential concerns. In the inaugural year, champions supported campaigns on sanctions, tariffs, and incoterms, among other trade compliance topics.



# HUMAN RIGHTS ACROSS OUR VALUE CHAIN

We are committed to upholding human rights everywhere we do business, including in our workplace and supply chain. We are a proud signatory to the [United Nations Global Compact](#), and our [Human Rights Standard](#) is 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](#).

Weatherford's human rights principles include:

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

## 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 managers completed these requirements in 2025. All internal security teams complete VPSHR certification.



## HUMAN RIGHTS RISK MANAGEMENT

In 2025, we advanced our global Human Rights Risk Management program with a Human Rights Steering Committee, a group of cross-functional leaders that guides our strategy and provides oversight of our human rights practices. We also received the first findings of our global Human Rights Saliency Assessment, which will strengthen our ability to identify priority risks across our operations and supply chain. Additional analysis continues into 2026. More information on supplier due diligence is available in the [Responsibility in Our Supply Chain](#) section.



# ENTERPRISE RISK MANAGEMENT

Our Enterprise Risk Management (ERM) program is integrated across all functions to identify, manage, mitigate, and reduce material risks throughout our organization. The program is managed by our Assurance department, which facilitates management's oversight of all enterprise-wide risks. The Board and its Committees are responsible for understanding and supervising these efforts as detailed in our annual [Proxy Statement](#).

Weatherford's ERM Committee includes members of the Executive Leadership Team who meet quarterly to evaluate changes to our risk environment and mitigation strategies. Annually, we perform an enterprise risk assessment in which senior leadership assesses all Tier One risks, prioritizing resources and mitigation efforts for the following year and identifying any emerging risks. Each risk is presented to the responsible Committee or the Board at least once during the year.

Our Operational Risk Management Standard outlines criteria for annual risk assessment for all Weatherford locations and product and service lines. We implement Business Impact Analysis Guidance as part of our Business Continuity Management System, improving our ability to manage operational disruptions. We also integrate climate risks into our program using the Task Force on Climate-related Financial Disclosures (TCFD) framework. For more information, please see the [TCFD index](#).

## WEATHERFORD'S RISK AREA PROGRAM

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

The program also outlines supplementary assessments, activities, remedial actions, and oversight roles. We train security staff, perform due diligence on third-party security providers, document risk ratings and management activities, and conduct reviews at least quarterly. We regularly evaluate the effectiveness of our security system, including compliance with the VPSHR. Our program is continuously enhanced based on risk assessments, threat registers, conflict analyses, incident investigations, audit findings, performance review findings, and external risks.



# 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 Senior Vice President of Supply Chain and Manufacturing leads these efforts.

## SUPPLIER CODE OF CONDUCT

Weatherford's Supplier Code of Conduct reflects the requirements in our Code of Business Conduct and sets 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. Suppliers are required to acknowledge the Code as part of the onboarding process and have contractual obligations to comply with it.

## SUPPLIER DUE DILIGENCE

Weatherford conducts supplier due diligence to ensure our suppliers operate in accordance with our standards for ethical business practices. We use supplier self-assessment compliance questionnaires to screen direct suppliers, with additional screening for industrial or hazardous waste vendors.

Vendor assessments are evaluated by Procurement and Compliance teams and approved by local and global category managers. Due diligence requirements are tailored to consider environmental, social, and governance factors, quality, and relevant third-party certifications such as [the International Organization for Standardization \(ISO\)](#), [the American Petroleum Institute \(API\)](#), and the [American Society of Mechanical Engineers \(ASME\)](#). Our third-party screening platform alerts us to potential security threats, including sanctions and export controls. Ongoing audits and reviews are conducted on performance and compliance standards with suppliers.

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

## SUPPLIER MANAGEMENT TRAINING

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

## SUPPLIER RISK MANAGEMENT PROGRAM

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

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

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



## QUALITY STANDARDS

We monitor our suppliers to ensure their products and services meet our quality standards. Re-evaluations occur regularly based on risk, with remediation plans developed for deficiencies. Audits of manufacturing capabilities and quality systems follow industry standards, such as those of the American Petroleum Institute (API).

## HUMAN RIGHTS IN THE SUPPLY CHAIN

Weatherford works to comply with regulatory requirements in our areas of operation, including the [UK Modern Slavery Act](#), the California Transparency in Supply Chains Act, the [Norwegian Transparency Act](#), the [Canadian Modern Slavery Act](#). We conduct human rights due diligence and supervise suppliers for human rights-related concerns. New suppliers are evaluated for human rights risk through self-assessment questionnaires and screening. If a human rights issue is identified in our supply chain, we engage in remediation, training, ongoing improvement, and/or future monitoring to address it 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, including:

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



### CONFLICT MINERALS

Our Conflict Minerals Policy is integrated into our Supplier Code of Conduct and covers materials such as coltan, cassiterite, wolframite, gold, tantalum, tin, and tungsten. We conduct due diligence in accordance with Organization for Economic Co-operation and Development (OECD) guidelines. This includes requesting chain-of-custody declarations from certain suppliers, in accordance with our obligations under the Dodd-Frank Act and SEC rules and regulations. For more details, please refer to our Conflict Minerals Report for the year ending December 31, 2025, which we expect to file with the SEC in May 2026.

## EVALUATING HUMAN RIGHTS RISK IN OUR SUPPLY CHAIN

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





# CYBERSECURITY AND DATA PRIVACY

Weatherford manages data privacy and cybersecurity through policies and procedures that oversee our infrastructure and data. We regularly evaluate and improve our technical controls and security measures to identify emerging risks and enhance our defenses, adapting to the rapidly changing technological environment.

## 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 are designed to align with international best practices used in our industry, such as the Cyber Security Framework from the [National Institute of Standards and Technology](#) (NIST). 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 of results.

Suppliers also complete security questionnaires and submit documentation through our centralized supplier management portal, enabling standardized risk evaluation, ongoing monitoring, and periodic reassessments. This structured approach helps reduce fraudulent requests and mitigate cybersecurity risks throughout the engagement lifecycle.

We believe our approach to cybersecurity is reasonable and continuously updated based on new threats. However, the rapidly evolving nature of cybersecurity incidents means our controls may not prevent all future incidents or attacks. Weatherford's Cybersecurity Incident Response Plan guides our management of information security incidents. 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.





## DATA PRIVACY

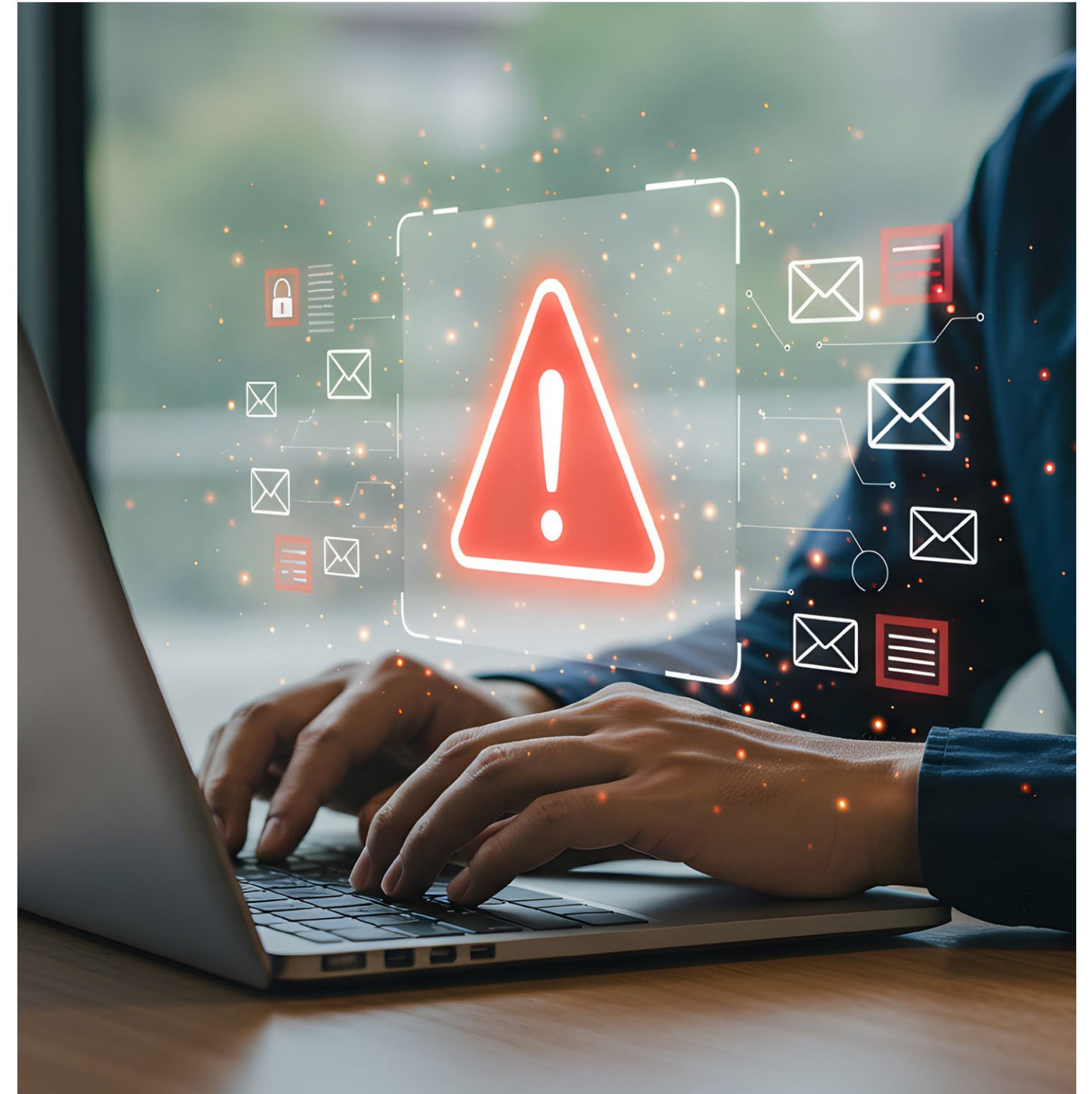
Weatherford's Privacy Business Practice outlines our approach to protecting data privacy and security. All employees and affiliates are expected to follow these standards. Our Data Privacy Notices, covering employees, third parties, and candidates, promote transparency in collecting and managing personal information, in line with applicable laws and best practices. Supporting policies such as the Record Retention Policy, Record Information Management Standard, and Third Party Confidential Information Policy reinforce our Business Practice and Data Privacy Notices.

## INTELLECTUAL PROPERTY PROTECTION

Weatherford safeguards its intellectual property through a comprehensive framework designed to protect innovation and proprietary knowledge. This includes securing patents and trademarks for key technologies and brands, implementing contractual protections, and maintaining clear confidentiality and non-disclosure requirements. These measures are supported by internal policies, governance controls, and compliance processes that help prevent unauthorized use, disclosure, or misappropriation of intellectual property, enabling Weatherford to protect competitive advantage while collaborating across our value chain.

## EMPLOYEE TRAINING AND AWARENESS

Weatherford provides multilingual training sessions and conducts awareness campaigns to equip employees with the knowledge and tools necessary to protect Company, employee, customer, and supplier data. Cybersecurity training is part of onboarding, and refresher courses are taken annually. Ongoing training and awareness campaigns reinforce the importance of data privacy and cybersecurity, including simulated phishing campaigns. Employees are encouraged to report cybersecurity threats, data privacy incidents, or any other concerns. Through targeted training programs and hands-on simulations, employees gain advanced skills to identify and respond to phishing attempts and other email-based threats. For example, we added an Outlook feature with a button that allows employees to quickly and easily report phishing and spam emails.





# ARTIFICIAL INTELLIGENCE

As the adoption of artificial intelligence (AI) increases broadly, we commit to deploy it strategically and scale responsibly. In 2025, we advanced our enterprise AI strategy to enhance operational efficiency, strengthen decision-making, and support innovation. Our efforts leveraged fit for risk governance and generative AI policies to build scalable platforms and reusable capabilities. We are committed to scaling AI with clear guardrails, robust governance and human involvement to scale innovation responsibly, including adherence to data protection, intellectual property safeguards, and ethical standards.

We launched the AI Impact Hub, a centralized resource providing employees with tools, guidance, and training to incorporate AI into their work and expanded our suite of agents.

We built several new AI solutions and embedded them into core workflows, including agents that review Material Test Reports, cross-reference parts and reduce inventory, classify spend, and simplify bidding. Employees participated in Copilot training to streamline desk work and collaboration across the Microsoft Suite.



## LOOKING FORWARD: 2026 GOALS

- » Refresh the double materiality assessment
- » Complete value chain assessment in alignment with European Sustainability Reporting Standards (ESRS) requirements
- » Complete Human Rights Saliency Assessment to identify priority risks across our operations and supply chain



# INDICES

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59. GRI

65. ISSB IFRS S1

67. ISSB IFRS S2

72. ISSB SASB

73. TCFD

74. UNGC COP

75. Independent Accountants' Review Report

77. Data Tables

85. Details on our Climate and Environmental Data

90. Details on our Social Data

92. DMA Results

93. Climate Risks and Opportunities

94. Annex

95. About This Report



## GRI

GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>GRI 2: General Disclosure 2021</b>			
	2-1	Organizational Details	Weatherford International plc (NASDAQ: WFRD) <a href="#">Form 10-K 2025</a> 2000 St James Place, Houston, Texas, United States of America; <a href="#">About Weatherford p 5</a>
	2-2	Entities included in the organization's sustainability reporting	The entities included in our consolidated financial statements aligns with those used in our Sustainability reporting
	2-3	Reporting period, frequency, and contact point	January 1 - December 31, 2025; Annual For Sustainability Program: <a href="mailto:sustainability@weatherford.com">sustainability@weatherford.com</a> For Investors: <a href="mailto:investor.relations@weatherford.com">investor.relations@weatherford.com</a> For Media: <a href="mailto:media@weatherford.com">media@weatherford.com</a>
	2-4	Restatements of information	Details on our Climate and Environmental Data <a href="#">p 85</a>
	2-5	External Assurance	See the Independent Accountants' Review Report <a href="#">p 75</a> for the metrics assured and more detailed information on external assurance.
	2-6	Activities, value chain, and other business relationships	<a href="#">Form 10-K 2025</a> ; <a href="#">About Weatherford p 5</a> ; <a href="#">Creating Value Through Sustainable Innovation p 19</a> ; <a href="#">Responsibility in our Supply Chain p 53</a>
	2-7	Employees	<a href="#">About Weatherford p 5</a> ; <a href="#">Investing in Social Interests p 33</a> ; <a href="#">The One Weatherford Culture p 38</a> ; <a href="#">Form 10-K 2025</a> ; <a href="#">Employee Data p 80</a>
	2-8	Workers who are not employees	<a href="#">Investing in Social Interests p 33</a>
	2-9	Governance structure and composition	<a href="#">Sustainability at Weatherford p 4</a> ; <a href="#">Sustainability Leadership and Oversight p 11</a> ; <a href="#">Proxy Statement 2026 - Election of Directors Section</a> ; <a href="#">Corporate Governance Principles</a>
	2-10	Nomination and selection of the highest governance body	<a href="#">Proxy Statement 2026 - Election of Directors Section</a> ; <a href="#">Corporate Governance Principles</a> ; <a href="#">Amended and Restated Memorandum and Articles of the Company</a> ; <a href="#">Sustainability Leadership and Oversight p 11</a>
	2-11	Chair of the highest governance body	The chair is not a senior executive in the organization. <a href="#">Proxy Statement 2026 - Election of Directors Section</a> ; <a href="#">Board of Directors p 48</a> ; <a href="#">Corporate Governance Principles</a>
	2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Lowering Impacts on the Natural World - Our Strategy and Approach p 15</a> ; <a href="#">Climate: Risks and Opportunities p 27</a> ; <a href="#">Sustainability Leadership and Oversight p 11</a> ; <a href="#">Corporate Governance Principles</a> ; <a href="#">Safety, Environment and Sustainability Committee Charter</a>
	2-13	Delegation of responsibility for managing impacts	<a href="#">Sustainability at Weatherford p 4</a> ; <a href="#">Lowering Impacts on the Natural World - Our Strategy and Approach p 15</a> ; <a href="#">Climate Risks and Opportunities p 27</a> ; <a href="#">Safety, Environment and Sustainability Committee Charter</a>

GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>GRI 2: General Disclosure 2021</b>			
11.2.4	2-14	Role of the highest governance body in sustainability	<a href="#">Sustainability at Weatherford p 4</a> ; <a href="#">Lowering Impacts on the Natural World - Our Strategy and Approach p 15</a> ; <a href="#">Climate: Risks and Opportunities p 27</a> ; <a href="#">Safety, Environment and Sustainability Committee Charter</a>
	2-15	Conflicts of Interest	<a href="#">Corporate Governance Principles</a> ; <a href="#">Code of Business Conduct - "We Avoid Conflicts of Interest" section</a> ; <a href="#">Proxy Statement 2026</a> ; <a href="#">Proxy Statement 2026 - Related Party Transaction section</a> ; <a href="#">Amended and Restated Memorandum and Articles of Association</a>
	2-16	Communication of critical concerns	<a href="#">Sustainability Leadership and Oversight p 11</a> ; <a href="#">Reporting Concerns p 50</a> ; <a href="#">Board of Directors and Committees p 48</a> ; <a href="#">Code of Business Conduct</a>
	2-17	Collective knowledge of the highest governance body	<a href="#">Sustainability at Weatherford p 4</a> ; <a href="#">Proxy Statement 2026 - Item - Election of Directors</a> ; <a href="#">Corporate Governance Principles</a> ; <a href="#">Safety, Environment and Sustainability Committee Charter</a>
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Board of Directors and Committees p 48</a> ; <a href="#">Proxy Statement 2026 - Item - Election of Directors</a> ; <a href="#">Corporate Governance Principles</a> ; <a href="#">Safety, Environment and Sustainability Committee Charter</a>
	2-19	Remuneration Policies	<a href="#">Sustainability Leadership and Oversight p 11</a> ; <a href="#">Proxy Statement 2026 - Compensation Discussion and Analysis</a>
	2-20	Process to determine Remuneration	<a href="#">Board of Directors and Committees p 48</a> ; <a href="#">Proxy Statement 2026 - Compensation Discussion and Analysis</a> ; <a href="#">Corporate Governance Principles</a>
	2-21	Annual total compensation ratio	<a href="#">Weatherford reports in accordance with SEC requirements</a> ; <a href="#">Proxy Statement 2026 - Pay Ratio</a>
	2-22	Statement on Sustainable development strategy	<a href="#">Message from our CEO p 3</a> ; <a href="#">Sustainability Leadership and Oversight p 11</a> ; <a href="#">Proxy Statement 2026 - Delivering on Our Commitments</a>
	2-23	Policy commitments	<a href="#">Business Conduct, Ethics and Compliance p 49</a> ; <a href="#">Human Rights Across Our Value Chain p 51</a> ; <a href="#">Code of Business Conduct</a> ; <a href="#">Conflict Minerals Policy</a> ; <a href="#">Modern Slavery Act &amp; Supply Chains Act</a>
	2-24	Embedding policy commitments	<a href="#">Sustainability Leadership and Oversight p 11</a> ; <a href="#">Business Conduct, Ethics, and Compliance p 49</a> ; <a href="#">Human Rights Across Our Value Chain p 51</a> ; <a href="#">Responsibility in Our Supply Chain p 53</a> ; <a href="#">Code of Business Conduct</a> ; <a href="#">Conflict Minerals Policy</a> ; <a href="#">Modern Slavery Act &amp; Supply Chains Act</a>
	2-25	Process to remediate negative impacts	<a href="#">Sustainability Leadership and Oversight p 11</a> ; <a href="#">Board of Directors and Committees p 48</a> ; <a href="#">Business Conduct, Ethics, and Compliance p 49</a> ; <a href="#">Human Rights Across Our Value Chain p 51</a> ; <a href="#">Responsibility in Our Supply Chain p 53</a> ; <a href="#">Code of Business Conduct</a> ; <a href="#">Conflict Minerals Policy</a> ; <a href="#">Modern Slavery Act &amp; Supply Chains Act</a> ; <a href="#">Corporate Governance Principles</a>



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>GRI 2: General Disclosure 2021</b>			
	2-26	Mechanisms for seeking advice and raising concerns	Sustainability at Weatherford <a href="#">p 4</a> , Business Conduct, Ethics and Compliance <a href="#">p 49</a> ; <a href="#">Corporate Governance Principles</a> ; <a href="#">Modern Slavery Act &amp; Supply Chains Act</a> ; <a href="#">Code of Business Conduct</a>
	2-27	Compliance with laws and regulations	The Company is not aware of any instances of non-compliance with laws and regulations.
	2-28	Membership Associations	Membership Association Data <a href="#">p 84</a>
	2-29	Approach to stakeholder engagement	Stakeholder Engagement <a href="#">p 8</a>
	2-30	Collective bargaining agreements	Collective Bargaining Data <a href="#">p 84</a>
<b>GRI 3: Material Topics 2021</b>			
	3-1	Process to determine material topics	Priority Topics <a href="#">p 8</a> ; Stakeholder Engagement <a href="#">p 8</a>
	3-2	List of material topics	DMA Results <a href="#">p 92</a>
11.1.1, 11.2.1, 11.3.1, 11.4.1, 11.5.1, 11.6.1, 11.7.1, 11.8.1, 11.9.1, 11.10.1, 11.11.1, 11.12.1, 11.13.1, 11.14.1, 11.15.1, 11.16.1, 11.17.1, 11.18.1, 11.19.1, 11.20.1, 11.21.1, 11.22.1	3-3	Management of material topics	DMA Results <a href="#">p 92</a>
<b>GHG Emissions</b>			
11.1.2	302-1	Energy consumption within the organization	Climate and Environmental Data <a href="#">p 77</a>
11.1.3	302-2	Energy consumption outside of the organization	Data not available
11.1.4	302-3	Energy intensity	Climate and Environmental Data <a href="#">p 77</a>
11.1.5	305-1	Direct (Scope 1) GHG Emissions	Climate and Environmental Data <a href="#">p 77</a>
11.1.6	305-2	Energy indirect (Scope 2) GHG Emissions	Climate and Environmental Data <a href="#">p 77</a>
11.1.7	305-3	Other indirect (Scope 3) GHG Emissions	Climate and Environmental Data <a href="#">p 77</a>

GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>GHG Emissions (continued)</b>			
11.1.8	305-4	GHG emissions intensity	Climate and Environmental Data <a href="#">p 77</a>
<b>Reporting on climate adaptation, resilience, and transition</b>			
11.2.2	201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Form 10-K 2025</a>
11.2.3	305-5	Reduction of GHG Emissions	Climate and Environmental Data <a href="#">p 77</a>
<b>Air Emissions</b>			
11.3.2	305-7	Nitrogen oxides (NO), sulfur oxides (SO ), and other significant air emissions	Data not available
11.3.3	416-1	Assessment of the health and safety impacts of product and service categories	Health and Safety at Weatherford <a href="#">p 40</a> ; Customer Health and Safety <a href="#">p 43</a> ; Safety in Our Products and Services <a href="#">p 43</a>
<b>Biodiversity</b>			
11.4.2	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Ecosystems <a href="#">p 31</a>
11.4.3	304-2	Significant impacts of activities, products and services on biodiversity Additional sector recommendations	Biodiversity and Ecosystems <a href="#">p 31</a>
11.4.4	304-3	Habitats protected or restored Additional sector recommendations	Biodiversity and Ecosystems <a href="#">p 31</a>



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>Biodiversity (continued)</b>			
11.4.5	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity and Ecosystems <a href="#">p 31</a>
<b>Waste</b>			
11.5.2	306-1	Waste generated and significant waste-related impacts	Resource Management <a href="#">p 29</a>
11.5.3	306-2	Management of significant waste-related impacts	Resource Management <a href="#">p 29</a>
11.5.4	306-3	Waste generated	Waste Generated Data <a href="#">p 78</a>
11.5.5	306-4	Waste diverted from disposal	Waste Generated Data <a href="#">p 78</a>
11.5.6	306-5	Waste directed to disposal	Waste Generated Data <a href="#">p 78</a>
<b>Water and effluents</b>			
11.6.2	303-1	Interactions with water as a shared resource	Water Resources <a href="#">p 28</a>
11.6.3	303-2	Management of water discharge-related impacts	Water Resources <a href="#">p 28</a>
11.6.4	303-3	Water withdrawal	Water Data <a href="#">p 78</a>
11.6.5	303-4	Water discharge	Water Data <a href="#">p 78</a>
11.6.6	303-5	Water consumption	Details on Our Climate and Environmental Data <a href="#">p 85</a>
<b>Reporting on climate adaptation, resilience, and transition</b>			
11.7.2	402-1	Minimum notice periods regarding operational changes	Notice periods vary from country to country, as per local laws and specific provisions within applicable union collective bargaining agreements

GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>Reporting on climate adaptation, resilience, and transition (continued)</b>			
11.7.3	404-2	Programs for upgrading employee 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.
<b>Asset integrity and critical incident management</b>			
11.8.2	306-3	Significant spills	Health and Safety Data <a href="#">p 79</a>
<b>Occupational health and safety</b>			
11.9.2	403-1	Occupational health and safety management system	Health and Safety at Weatherford <a href="#">p 40</a> ; RADAR program <a href="#">p 42</a>
11.9.3	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety at Weatherford <a href="#">p 40</a> ; RADAR program <a href="#">p 42</a>
11.9.4	403-3	Occupational health services	Health and Safety at Weatherford <a href="#">p 40</a>
11.9.5	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety at Weatherford <a href="#">p 40</a>
11.9.6	403-5	Worker training on occupational health and safety	Health and Safety at Weatherford <a href="#">p 40</a>
11.9.7	403-6	Promotion of worker health	Health and Safety at Weatherford <a href="#">p 40</a> ; Employees voluntarily enroll in health coverage and may see any healthcare provider of his/her choosing.
11.9.8	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety at Weatherford <a href="#">p 40</a> ; Responsibility in Our Supply Chain <a href="#">p 53</a> ; Customer Health and Safety <a href="#">p 43</a>
11.9.9	403-8	Workers covered by an occupational health and safety management system	Health and Safety at Weatherford <a href="#">p 40</a>



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>Occupational health and safety (continued)</b>			
11.9.10	403-9	Work-related injuries	Health and Safety Data <a href="#">p 79</a>
11.9.11	403-10	Work-related ill health	Health and Safety Data <a href="#">p 79</a>
<b>Employment practice</b>			
11.10.2	401-1	New employee hires and employee turnover	Employee Data <a href="#">p 80</a>
11.10.3	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce Recruitment and Retention <a href="#">p 35</a>
11.10.4	401-3	Parental leave	Weatherford's parental leave policies vary to meet country-specific requirements and expectations.
11.10.5	402-1	Minimum notice periods regarding operational changes	See GRI 11.7.2
11.10.6	404-1	Average hours of training per year per employee	Employee Data <a href="#">p 80</a>
11.10.7	404-2	Programs for upgrading employee skills and transition assistance programs	See GRI 11.7.3
11.10.8	414-1	New suppliers that were screened using social criteria	Business Conduct Data <a href="#">p 84</a>
11.10.9	414-2	Negative social impacts in the supply chain and actions taken	Responsibility in Our Supply Chain <a href="#">p 53</a> ; Business Conduct Data <a href="#">p 84</a>
<b>Non-discrimination and equal opportunity</b>			
11.11.2	202-2	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.

GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>Non-discrimination and equal opportunity (continued)</b>			
11.11.3	401-3	Parental leave	Weatherford's parental leave policies vary to meet country-specific requirements and expectations.
11.11.4	404-1	Average hours of training per year per employee	Employee Data <a href="#">p 80</a>
11.11.5	405-1	Diversity of governance bodies and employees	Employee Data <a href="#">p 80</a>
11.11.6	405-2	Ratio of basic salary and remuneration	Data not available
11.11.7	406-1	Incidents of discrimination and corrective actions taken	Data not disclosed due to confidentiality restraints.
<b>Forced labor and modern slavery</b>			
11.12.2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Foundation of Ethics and Integrity <a href="#">p 48</a> ; Business Conduct, Ethics, and Compliance <a href="#">p 49</a> ; Human Rights Across our Value Chain <a href="#">p 51</a> ; Responsibility in Our Supply Chain <a href="#">p 53</a>
11.12.3	414-1	New suppliers that were screened using social criteria	See GRI 11.10.8
<b>Freedom of association and collective bargaining</b>			
11.13.2	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association <a href="#">p 36</a>
<b>Economic impacts</b>			
11.14.2	201-1	Direct economic value generated and distributed additional sector recommendations	<a href="#">Form 10-K 2025</a>
11.14.3	202-2	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.



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>Economic impacts (continued)</b>			
11.14.4	203-1	Infrastructure investments and services supported 11.14.4	Data not available
11.14.5	203-2	Significant indirect economic impacts	<a href="#">Form 10-K 2025</a>
11.14.6	204-1	Proportion of spending on local suppliers	86% of our procurement activity has a localized footprint to support our key operational areas.
<b>Local communities</b>			
11.15.2	413-1	Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement <a href="#">p 8</a> ; Priority Topics <a href="#">p 8</a> ; Supporting Our Communities <a href="#">p 45</a>
11.15.4		Report the number and type of grievances from local communities identified	The company is not aware of any local community grievances or any situations against WFRD of involuntary settlement.
<b>Indigenous peoples</b>			
11.17.2	411-1	Incidents of violations involving rights of indigenous peoples	Priority Topics <a href="#">p 8</a> ; Investing in Social Interests <a href="#">p 33</a> ; Number of incidents: 0; The Company received no reports in 2025 via its Listen Up/whistleblower hotline reporting violations involving rights of indigenous peoples. Accordingly, there are no incidents for which status updates are available.
11.17.3		List the locations of operations where indigenous peoples are present or affected by activities of the organization.	Data not available

GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>Indigenous peoples (continued)</b>			
11.17.4		Report if the organization has been involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities.	Weatherford has not been involved in any FPIC process related to indigenous peoples.
<b>Conflict and security</b>			
11.18.2	410-1	Security personnel trained in human rights policies or procedures	Employee Data <a href="#">p 80</a>
<b>Anti-competitive behavior</b>			
11.19.2	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Form 10-K 2025</a> - Part 1, Item 3 (Legal Proceedings); Fair Competition <a href="#">p 50</a>
<b>Anti-corruption</b>			
11.20.2	205-1	Operations assessed for risks related to corruption	<a href="#">Form 10-K 2025</a> - Part 1, Item 1A (Business and Operational Risks); Business Conduct, Ethics, and Compliance <a href="#">p 49</a> ; Anti-Corruption <a href="#">p 50</a> ; Responsibility in Our Supply Chain <a href="#">p 53</a>
11.20.3	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Form 10-K 2025</a> - Part 1, Item 1A (Business and Operational Risks); Business Conduct, Ethics, and Compliance <a href="#">p 49</a> ; Anti-Corruption <a href="#">p 50</a>



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
<b>Anti-corruption (continued)</b>			
11.20.4	205-3	Confirmed incidents of corruption and actions taken	Data not disclosed due to confidentiality restraints.
<b>Payments to governments</b>			
11.21.2	201-1	Direct economic value generated and distributed	<a href="#">Form 10-K 2025</a>
11.21.3	201-4	Financial assistance received from government	None noted in Form 10-K 2025.
11.21.4	207-1	Approach to tax	<a href="#">Form 10-K 2025</a>
11.21.5	207-2	Tax governance, control, and risk management	<a href="#">Form 10-K 2025</a>
11.21.6	207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Form 10-K 2025</a>
11.21.7	207-4	Country-by-country reporting additional sector recommendations	<a href="#">Form 10-K 2025</a>
<b>Public policy</b>			
11.22.2	415-1	Political contributions	Political Contributions <a href="#">p 50</a> ; <a href="#">Code of Business Conduct</a>



# ISSB IFRS S1

Reference	Requirements	Location & Data
<b>Governance</b>		
27(a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities.	Sustainability Leadership and Oversight <a href="#">p 11</a>
27(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities	Sustainability Leadership and Oversight <a href="#">p 11</a>
<b>Strategy</b>		
<b>Sustainability-related risks and opportunities</b>		
30(a)	Describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	DMA Results <a href="#">p 92</a>
30(b)	Specify the time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur; and	Priority Topics <a href="#">p 8</a>
30(c)	Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	Priority Topics <a href="#">p 8</a>
<b>Business Model and Value Chain</b>		
32(a)	A description of the current and anticipated effects of sustainability related risks and opportunities on the entity's business model and value chain	DMA Results <a href="#">p 92</a> ; Climate Risk and Opportunities Results <a href="#">p 93</a>
<b>Strategy and decision-making</b>		
33(a)	How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making	Our Approach to Sustainability <a href="#">p 7</a>
33(b)	The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information	Priority Topics <a href="#">p 8</a> ; DMA Results <a href="#">p 92</a>
33(c)	Trade-offs between sustainability-related risks and opportunities that the entity considered (for example, in making a decision on the location of new operations, an entity might have considered Details on our Climate and Environmental Data impacts of those operations and the employment opportunities they would create in a community)	DMA Results <a href="#">p 92</a>
<b>Financial position, financial performance and cash flows</b>		
35(a)	How sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	There are no known impacts to Weatherford's financial position related to sustainability-related risks and opportunities.
35(b)	The sustainability-related risks and opportunities identified in paragraph 35(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements	No expected material adjustments.
<b>Risk Management</b>		
44(a)	The processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks	Priority Topics <a href="#">p 11</a>
44(a)(i)	The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes)	Details on our Climate and Environmental Data <a href="#">p 85</a>
44(a)(ii)	Whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks	Scenario analysis was used for climate and water related risks and opportunities.
44(a)(iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria)	
44(a)(iv)	Whether and how the entity prioritises sustainability-related risks relative to other types of risk	Priority Topics <a href="#">p 8</a>
44(a)(v)	How the entity monitors sustainability-related risks	Priority Topics <a href="#">p 8</a>
44(a)(vi)	Whether and how the entity has changed the processes it uses compared with the previous reporting period	Priority Topics <a href="#">p 8</a>



Reference	Requirements	Metric/Location of Data
<b>Risk Management (continued)</b>		
44(b)	The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities	Priority Topics <a href="#">p 8</a>
44(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process	Priority Topics <a href="#">p 8</a>
<b>Metrics and Targets</b>		
46(a)	Metrics required by an applicable IFRS Sustainability Disclosure Standard	
46(b)(i)	Metrics the entity uses to measure and monitor: that sustainability-related risk or opportunity	Priority Topics <a href="#">p 8</a>
46(b)(ii)	Metrics the entity uses to measure and monitor: its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation	ISSB IFRS S2 <a href="#">p 67</a>
50(a)	How the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source	Metrics are defined by IFRS S1, IFRS S2, and SASB O&G.
50(b)	Whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green—or RAG—status)	See the Climate & Environment, Workforce, Health & Safety, and Business Conduct Figures
50(c)	Whether the metric is validated by a third party and, if so, which party	Independent Accountants' Review Report <a href="#">p 75</a>
50(d)	The method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made	Details on our Climate and Environmental Data <a href="#">p 85</a>
51	An entity shall disclose information about the targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation. For each target, the entity shall disclose:	ISSB IFRS S2 <a href="#">p 67</a>
51(a)	The metric used to set the target and to monitor progress towards reaching the target	ISSB IFRS S2 <a href="#">p 67</a>
51(b)	The specific quantitative or qualitative target the entity has set or is required to meet	ISSB IFRS S2 <a href="#">p 67</a>
51(c)	The period over which the target applies	ISSB IFRS S2 <a href="#">p 67</a>
51(d)	The base period from which progress is measured	ISSB IFRS S2 <a href="#">p 67</a>
51(e)	Any milestones and interim targets	ISSB IFRS S2 <a href="#">p 67</a>
51(f)	Performance against each target and an analysis of trends or changes in the entity's performance	ISSB IFRS S2 <a href="#">p 67</a>
51(g)	Any revisions to the target and an explanation for those revisions	ISSB IFRS S2 <a href="#">p 67</a>
<b>General Requirements</b>		
<b>Identifying sustainability-related risks and opportunities</b>		
55(a)	An entity shall refer to and consider the applicability of the disclosure topics in the SASB Standards. An entity might conclude that the disclosure topics in the SASB Standards are not applicable in the entity's circumstances	ISSB SASB <a href="#">p 72</a>
<b>Identifying applicable disclosure requirements</b>		
58(a)	Identifying applicable disclosure requirements: An entity shall refer to and consider the applicability of the metrics associated with the disclosure topics included in the SASB Standards. An entity might conclude that the metrics specified in the SASB Standards are not applicable in the entity's circumstances	ISSB SASB <a href="#">p 72</a>
<b>Disclosure of information about sources of guidance</b>		
59(a)	The specific standards, pronouncements, industry practice and other sources of guidance that the entity has applied in preparing its sustainability-related financial disclosures, including, if applicable, identifying the disclosure topics in the SASB Standards	ISSB SASB <a href="#">p 72</a>
59(b)	The industry(s) specified in the IFRS Sustainability Disclosure Standards, the SASB Standards or other sources of guidance relating to a particular industry(s) that the entity has applied in preparing its sustainability-related financial disclosures, including in identifying applicable metrics	ISSB SASB <a href="#">p 72</a>



# ISSB IFRS S2

Reference	Requirements	Metric/Location of Data
<b>Governance</b>		
6(a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Sustainability Leadership and Oversight <a href="#">p 11</a>
6(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Sustainability Leadership and Oversight <a href="#">p 11</a>
<b>Strategy</b>		
8	Climate-related risks and opportunities	Climate: Risks and Opportunities <a href="#">p 27</a>
9(a)	The climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects (see paragraphs 10–12)	See para 10
9(b)	The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain (see paragraph 13)	Climate Risks and Opportunities Results <a href="#">p 93</a>
9(c)	The effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan (see paragraph 14)	See para 14
9(d)	The effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning (see paragraphs 15–21); and	See para 15-21
9(e)	The climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities (see paragraph 22)	Climate: Risks and Opportunities <a href="#">p 27</a>
<b>Climate-related risks and opportunities</b>		
10(a)	Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Climate: Risks and Opportunities <a href="#">p 27</a>
10(b)	Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk	Climate Risks and Opportunities Results <a href="#">p 93</a>
10(c)	Specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term— the effects of each climate-related risk and opportunity could reasonably be expected to occur	Climate Risks and Opportunities Results <a href="#">p 93</a>
10(d)	Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	Climate Risks and Opportunities Results <a href="#">p 93</a>
<b>Business Model and Value Chain</b>		
13(a)	A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain;	Climate Risks and Opportunities Results <a href="#">p 93</a>
13(b)	And a description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Weatherford is concentrated in geographical areas that contained operating facilities relevant to climate-related risks and opportunities.
<b>Strategy and decision-making</b>		
14(a)	Information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.	Weatherford has a climate transition plan which aligns with the IPCC 1.5°C threshold.
14(a)(i)	Specifically, the entity shall disclose information about current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments)	Creating Value Through Sustainable Innovation <a href="#">p 19</a>
14(a)(ii)	Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications)	Creating Value Through Sustainable Innovation <a href="#">p 19</a>



Reference	Requirements	Metric/Location of Data
<b>Strategy and decision-making (continued)</b>		
14(a)(iii)	Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains)	Creating Value Through Sustainable Innovation <a href="#">p 19</a>
14(a)(iv)	Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies	Energy and Emissions Reductions <a href="#">p 25</a>
14(a)(v)	How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described in accordance with paragraphs 33–36	See 33-36
14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).	Lowering Impacts on Natural World <a href="#">p 14</a>
<b>Financial position, financial performance and cash flows</b>		
16(a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	There are no known impacts to Weatherford's financial position related to climate-related risks and opportunities.
16(b)	The climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements	No expected material adjustments
<b>Climate resilience</b>		
22(a)	The entity's assessment of its climate resilience as at the reporting date, which shall enable users of general purpose financial reports to understand:	
22(a)(i)	The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis;	Climate: Risks & Opportunities <a href="#">p 27</a>
22(a)(ii)	The significant areas of uncertainty considered in the entity's assessment of its climate resilience	Climate: Risks & Opportunities <a href="#">p 27</a>
22(a)(iii)	The entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term	Climate: Risks & Opportunities <a href="#">p 27</a>
22(b)	How and when the climate-related scenario analysis was carried out, including:	
22(b)(i)(1)	Which climate-related scenarios the entity used for the analysis and the sources of those scenarios;	Physical climate scenarios RCP 2.6 and SSP5
22(b)(i)(2)	Whether the analysis included a diverse range of climate-related scenarios;	Yes, diverse range
22(b)(i)(3)	Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	Yes, both climate-related transition risks and climate-related physical risks
22(b)(i)(4)	Whether the entity used, among its scenarios, a climate related scenario aligned with the latest international agreement on climate change;	Yes, it is aligned with the latest international agreement on climate
22(b)(i)(2)	Whether the analysis included a diverse range of climate-related scenarios;	Qualitative
22(b)(i)(3)	Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	Qualitative
22(b)(i)(4)	Whether the entity used, among its scenarios, a climaterelated scenario aligned with the latest international agreement on climate change;	Qualitative
22(b)(i)(5)	Why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;	The models were selected based on data quality and peer reviews
22(b)(i)(6)	The time horizons the entity used in the analysis; and	Short, Medium, Long
22(b)(i)(7)	What scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis);	The coverage of the analysis is organizational-wide



Reference	Requirements	Metric/Location of Data
<b>Climate resilience (continued)</b>		
22(b)(ii)	The key assumptions the entity made in the analysis, including assumptions about: (1) Climate-related policies in the jurisdictions in which the entity operates; (2) Macroeconomic trends; (3) National- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources); (4) Energy usage and mix; and (5) Developments in technology; and	Assumptions, uncertainties and constraints are consistent w/ those listed within the IPCC report
22(b)(iii)	The reporting period in which the climate-related scenario analysis was carried out (see paragraph B18)	2023
23	In preparing disclosures to meet the requirements in paragraphs 13–22, an entity shall refer to and consider the applicability of cross-industry metric categories, as described in paragraph 29, and industry-based metrics associated with disclosure topics defined in the Industry-based Guidance on Implementing IFRS S2 as described in paragraph 32.	These are considered by Weatherford.
<b>Risk Management</b>		
25	To achieve this objective, an entity shall disclose information about:	
25(a)	The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:	Climate Risks and Opportunities Results <a href="#">p 93</a> ; DMA Results <a href="#">p 92</a>
25(a)(i)	The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);	Climate Risks and Opportunities Results <a href="#">p 93</a> ; DMA Results <a href="#">p 92</a>
25(a)(ii)	Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;	Weatherford uses the climate-related scenario analysis to inform its climate-related risks as stated in the Climate Risks and Opportunities Results <a href="#">p 93</a>
25(a)(iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	Weatherford considers the following qualitative and quantitative factors such as domestic growth, globalizing markets, speed of change and other macro and microeconomical driving forces
25(a)(iv)	Whether and how the entity prioritises climate-related risks relative to other types of risk	DMA Results <a href="#">p 92</a>
25(a)(v)	How the entity monitors climate-related risks; and	Priority Topics <a href="#">p 8</a>
25(a)(vi)	Whether and how the entity has changed the processes it uses compared with the previous reporting period;	Weatherford used the climate-related scenario analysis to create a foundational strategy and approach towards managing climate-related risks and opportunities. This information was used a basis for the annually assessed Double Materiality Assessment. The DMA has since deepened our strategy and approach towards managing climate-related risks and opportunities
25(b)	The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and	Priority Topics <a href="#">p 8</a>
25(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process	Sustainability Leadership and Oversight <a href="#">p 11</a>
<b>Metrics and Targets</b>		
28(a)	Information relevant to the cross-industry metric categories (see paragraphs 29–31);	See para 29 - 30
28(b)	Industry-based metrics that are associated with particular business models, activities or other common features that characterise participation in an industry (see paragraph 32); and	See para 32
28(c)	Targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets (see paragraphs 33–37)	See para 33 -37



Reference	Requirements	Metric/Location of Data
<b>Climate-related metrics</b>		
29(a)(i)(1)	Scope 1 greenhouse gas emissions	Climate and Environmental Data <a href="#">p 77</a>
29(a)(i)(2)	Scope 2 greenhouse gas emissions	Climate and Environmental Data <a href="#">p 77</a>
29(a)(i)(3)	Scope 3 greenhouse gas emissions	Climate and Environmental Data <a href="#">p 77</a>
29(a)(ii)	Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions	Weatherford measures its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)
29(a)(iii)	Disclose the approach it uses to measure its greenhouse gas emissions	Details on Climate and Environmental Data <a href="#">p 85</a>
29(a)(iv)(1)	Scope 1 and scope 2 greenhouse gas emissions disaggregated by consolidated accounting group	Climate and Environmental Data <a href="#">p 77</a>
29(a)(iv)(2)	Scope 1 and scope 2 greenhouse gas emissions disaggregated by other investees excluded from 29(a)(iv)(1)	Climate and Environmental Data <a href="#">p 77</a>
29(a)(v)	Disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions	Details on Climate and Environmental Data <a href="#">p 85</a>
29(a)(vi)(1)	The categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)	Climate and Environmental Data <a href="#">p 77</a>
29(a)(vi)(2)	Additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance	Not applicable
29(b)	Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks	Climate Risks & Opportunities Results <a href="#">p 93</a>
29(c)	Climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks	Climate Risks & Opportunities Results <a href="#">p 93</a>
29(d)	Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities	Climate Risks & Opportunities Results <a href="#">p 93</a>
29(e)	Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	Not applicable
29(f)	Internal carbon prices	Not applicable
29(f)(i)	An explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and	Not applicable
29(f)(ii)	The price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;	Not applicable
29(g)	Remuneration	
29(g)(i)	A description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)); and	See GRI 2-19 Remuneration Policies and GRI 2-20 Process to determine remuneration
29(g)(ii)	The percentage of executive management remuneration recognised in the current period that is linked to climate related considerations	See GRI 11.11.6, 405-2
32	An entity shall disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the entity discloses, the entity shall refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the Industry-based Guidance on Implementing IFRS S2.	ISSB SASB <a href="#">p 72</a>



Reference	Requirements	Metric/Location of Data
<b>Climate-related targets</b>		
33(a)	The metric used to set the target (see paragraphs B66–B67);	Scope 1 & 2 location-based emissions
33(b)	The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Net-zero GHG emissions
33(c)	The part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region);	Entity in its entirety
33(d)	The period over which the target applies;	2019 - 2050
33(e)	The base period from which progress is measured;	2019
33(f)	Any milestones and interim targets;	Not disclosed
33(g)	If the target is quantitative, whether it is an absolute target or an intensity target; and	Absolute target
33(h)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target	Weatherford utilized the International Panel of Climate Change (IPCC) Fifth Assessment (AR5) to calculate Scope 1, and 2 GHG emissions
34	An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	Climate: Energy and Emissions Management <a href="#">p 24</a>
34(a)	Whether the target and the methodology for setting the target has been validated by a third party;	Not validated by a third-party
34(b)	The entity's processes for reviewing the target	Reviewed by ESG Committee
34(c)	The metrics used to monitor progress towards reaching the target; and	Scope 1 and Scope 2 GHG emissions
34(d)	Any revisions to the target and an explanation for those revisions.	No revisions to the target have been made
35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.	Lowering Impacts on the Natural World <a href="#">p 14</a>
36	For each greenhouse gas emissions target disclosed in accordance with paragraphs 33–35, an entity shall disclose:	
36(a)	Which greenhouse gases are covered by the target.	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>6</sub> , and Unspecified GHGs
36(b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	Scope 1 and 2 GHG emissions are covered by target
36(c)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target (see paragraphs B68–B69).	Net-zero GHG target
36(e)	The entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the entity shall disclose information including, and with reference to paragraphs B70–B71:	Details on Climate and Environmental Data <a href="#">p 85</a>
36(e)(i)	The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	Details on Climate and Environmental Data <a href="#">p 85</a>
36(e)(ii)	Which third-party scheme(s) will verify or certify the carbon credits;	Details on Climate and Environmental Data <a href="#">p 85</a>
36(e)(iii)	The type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	Details on Climate and Environmental Data <a href="#">p 85</a>
37	In identifying and disclosing the metrics used to set and monitor progress towards reaching a target described in paragraphs 33–34, an entity shall refer to and consider the applicability of cross-industry metrics (see paragraph 29) and industry-based metrics (see paragraph 32), including those described in an applicable IFRS Sustainability Disclosure Standard, or metrics that otherwise satisfy the requirements in IFRS S1	The Company considers the applicability of cross-industry metrics and industry-based metrics



# ISSB SASB

Code	Metric	Location & Data
<b>Emission reduction services and fuels management</b>		
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in on-road equipment and vehicles	Data not disclosed
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in off-road equipment	Data not disclosed
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Priority Topics <a href="#">p 8</a>
EM-SV-110a.3	Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions	Data not disclosed
<b>Water Management Services</b>		
EM-SV-140a.1	Total volume of water handled in operations	Water and Waste Data <a href="#">p 78</a>
EM-SV-140a.1	Total volume of water percentage recycled	Data not disclosed
EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	Priority Topics <a href="#">p 8</a>
<b>Chemicals Management</b>		
EM-SV-150a.1(1)	Volume of hydraulic fracturing fluid used	Standard is not applicable based on Weatherford's operations.
EM-SV-150a.1(2)	Percentage hazardous	Standard is not applicable based on Weatherford's operations
EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities and impacts	Priority Topics <a href="#">p 8</a>
<b>Ecological Impact Management</b>		
EM-SV-160a.1(1)	Average disturbed land area per oil	Standard is not applicable based on Weatherford's operations
EM-SV-160a.1(2)	Average disturbed land area per gas well site	Standard is not applicable based on Weatherford's operations
EM-SV-160a.2	Discussion on strategy or plan to address risks and opportunities related to ecological impacts from core activities	Priority Topics <a href="#">p 8</a>
<b>Workforce Health &amp; Safety</b>		
EM-SV-320a.1(1)	Total recordable incident rate (TRIR)	Health and Safety Data <a href="#">p 79</a>
EM-SV-320a.1(2)	Fatality rate	Health and Safety Data <a href="#">p 79</a>
EM-SV-320a.1(3)	Near miss frequency rate (NMFR)	Health and Safety Data <a href="#">p 79</a>

Code	Metric	Metric/Location of Data
<b>Workforce Health &amp; Safety (continued)</b>		
EM-SV-320a.1(4)(b)	Average hours of health, safety, and emergency response training for direct employees	Health and Safety Data <a href="#">p 79</a>
EM-SV-320a.1(4)(b)	Average hours of health, safety, and emergency response training for contract employees	Health and Safety Data <a href="#">p 79</a>
EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Hazardous Substance Management and Spill Prevention <a href="#">p 30</a> ; Health and Safety at Weatherford <a href="#">p 40</a>
EM-SV-320a.3	Number of road accidents and incidents	Health and Safety Data <a href="#">p 79</a>
<b>Business Ethics &amp; Payment Transparency</b>		
EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Business Ethics & Payments Transparency Data <a href="#">p 84</a>
EM-SV-510a.2	Description of management systems used for prevention of corruption and bribery throughout the value chain	Business Conduct, Ethics, and Compliance <a href="#">p 49</a> ; Anti-Corruption <a href="#">p 50</a> ; Code of Business Conduct
<b>Management of the Legal &amp; Regulatory Environment</b>		
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	Conflicts Minerals Policy; Modern Slavery Act & Supply Chains Act; Code of Business Conduct
<b>Critical Incident Risk Management</b>		
EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Climate: Risks and Opportunities <a href="#">p 27</a> ; Hazardous Substance Management and Spill Prevention <a href="#">p 30</a> ; Health and Safety at Weatherford <a href="#">p 40</a> ; Enterprise Risk Management <a href="#">p 52</a>
<b>Business Activities</b>		
EM-SV-000.A	Number of active rig sites	Standard is not applicable based on Weatherford's operations
EM-SV-000.B	Number of active well sites	Standard is not applicable based on Weatherford's operations
EM-SV-000.C	Total amount of drilling performed	Standard is not applicable based on Weatherford's operations
EM-SV-000.D	Total number of hours worked by all employees	Employee Data <a href="#">p 80</a>



# TCFD

Reference	TCFD Recommendation	Location & Data
<b>Governance</b>		
a)	Describe the board's oversight of climate-related risk and opportunities	See ISSB IFRS S2 <a href="#">p 67</a> , Acting with Integrity <a href="#">p 47</a>
b)	Describe management's role in assessing and managing climate-related risks and opportunities	See IFRS S2 <a href="#">p 67</a> , Acting with Integrity <a href="#">p 47</a>
<b>Strategy</b>		
a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	See ISSB IFRS S2 <a href="#">p 67</a> , Climate Risks and Opportunities <a href="#">p 27</a> , DMA Results <a href="#">p 92</a> , Climate Risks and Opportunities Results <a href="#">p 93</a>
b)	Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	See ISSB IFRS S2 <a href="#">p 67</a> , Climate Risks and Opportunities <a href="#">p 27</a> , DMA Results <a href="#">p 92</a> , Climate Risks and Opportunities Results <a href="#">p 93</a>
c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	See ISSB IFRS S2 <a href="#">p 67</a> , Climate Risks and Opportunities <a href="#">p 27</a> , DMA Results <a href="#">p 92</a> , Climate Risks and Opportunities Results <a href="#">p 93</a>
<b>Risk Management</b>		
a)	Describe the organization's processes for identifying and assessing climate-related risks.	See ISSB IFRS S2 <a href="#">p 67</a> , Climate Risks and Opportunities <a href="#">p 27</a> , DMA Results <a href="#">p 92</a> , Climate Risks and Opportunities Results <a href="#">p 93</a>
b)	Describe the organization's processes for managing climate-related risks.	See ISSB IFRS S2 <a href="#">p 67</a> , Climate Risks and Opportunities <a href="#">p 27</a> , DMA Results <a href="#">p 92</a> , Climate Risks and Opportunities Results <a href="#">p 93</a>
c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	See ISSB IFRS S2 <a href="#">p 67</a> , Climate Risks and Opportunities <a href="#">p 27</a> , DMA Results <a href="#">p 92</a> , Climate Risks and Opportunities Results <a href="#">p 93</a>
<b>Metrics and Targets</b>		
a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See ISSB IFRS S2 <a href="#">p 67</a> , Climate Risks and Opportunities <a href="#">p 27</a> , Enterprise Risk Management <a href="#">p 52</a> , Details on our Climate and Environmental Data <a href="#">p 85</a>
b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	See ISSB IFRS S2 <a href="#">p 67</a> , Climate: Energy & Emissions Management <a href="#">p 24</a> , Climate Risks and Opportunities <a href="#">p 27</a> , Enterprise Risk Management <a href="#">p 52</a> , Details on our Climate and Environmental Data <a href="#">p 85</a>
c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See ISSB IFRS S2 <a href="#">p 67</a> , Our Strategy and Approach <a href="#">p 15</a> , Climate: Energy & Emissions Management <a href="#">p 24</a> , Climate Risks and Opportunities <a href="#">p 27</a> , Enterprise Risk Management <a href="#">p 52</a> , Details on our Climate and Environmental Data <a href="#">p 85</a>



# UNGC COP

#	DESCRIPTION	DISCLOSURE
<b>GENERAL DISCLOSURES</b>		
1	Period Covered by Communication on Progress	January - December 2025
2	Statement of Continued Support by the Chief Executive Officer	<a href="#">p 3</a> ; <a href="#">p 12</a>
<b>HUMAN RIGHTS</b>		
3	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	<a href="#">p 48-51</a>
	Principle 2: Make sure that they are not complicit in human rights abuses.	<a href="#">p 48-51</a> ; <a href="#">p 53-54</a>
<b>LABOUR</b>		
4	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<a href="#">p 36</a> ; <a href="#">p 59</a> (GRI 2-30)
	Principle 4: the elimination of all forms of forced and compulsory labour;	<a href="#">p 48-51</a> ; <a href="#">p 53-54</a>
	Principle 5: the effective abolition of child labour;	<a href="#">p 48-51</a> ; <a href="#">p 53-54</a>
	Principle 6: the elimination of discrimination in respect of employment and occupation	<a href="#">p 34-38</a>
<b>ENVIRONMENT</b>		
5	Principle 7: Businesses should support a precautionary approach to environmental challenges;	<a href="#">p 4</a> ; <a href="#">p 15</a> ; <a href="#">p 27</a> ; <a href="#">p 58</a>
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	<a href="#">p 14-32</a>
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	<a href="#">p 19-23</a>
<b>ANTI-CORRUPTION</b>		
6	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<a href="#">p 49-50</a>
<b>MEASUREMENT OF OUTCOMES</b>		
	ESG Performance: Key Highlights & Commitment at-a-Glance	<a href="#">p 9</a>
	GRI Index	<a href="#">p 59</a>
	ISSB SASB Index	<a href="#">p 72</a>
	TCFD Index	<a href="#">p 73</a>



# INDEPENDENT ACCOUNTANTS' REVIEW REPORT



KPMG LLP  
811 Main Street  
Houston, TX 77002

## Independent Accountants' Review Report

To the Board of Directors and Management of Weatherford International plc:

### Report on the 2025 Climate and Environmental Data and Social Data

#### *Conclusion*

We have reviewed whether the Climate and Environmental Data (including water and waste data) for the year ended December 31, 2025 and Social Data (including employee and business conduct data) as of and for the year ended December 31, 2025, and respective details and methodology sections, of Weatherford International plc (the Company) included on pages 77 to 91 of the Company's 2025 Sustainability Report (the 2025 Subject Matter), have been prepared in accordance with the basis of presentation notes on pages 85, 89 and 90 (the Criteria).

Based on our review, we are not aware of any material modifications that should be made to the 2025 Subject Matter in order for it to be prepared in accordance with the Criteria.

Our conclusion on the 2025 Subject Matter does not extend to any other information that accompanies or contains the 2025 Subject Matter and our report.

#### *Basis for conclusion*

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in the versions of AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*, that are applicable as of the date of our review. We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements related to the engagement. We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

#### *Other matters*

The GHG scope 2 emissions (market-based), GHG emissions intensities, energy consumption and energy intensity for the year ended December 31, 2019 were not subject to our review. In addition, select data as of and for the year ended December 31, 2025 (indicated with the symbol \*) were not subject to our review. Accordingly, we do not express a conclusion or provide any assurance on such information.

We previously reviewed the GHG scope 1 and scope 2 emissions (location-based) for the year ended December 31, 2019 and our report dated August 6, 2024 included an unmodified conclusion.

Our conclusion is not modified in respect of these matters.

#### *Responsibilities for the 2025 Subject Matter*

Management of the Company is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the 2025 Subject Matter such that it is free from material misstatement, whether due to fraud or error;



- selecting or developing suitable criteria for preparing the 2025 Subject Matter and appropriately referring to or describing the criteria used; and
- preparing the 2025 Subject Matter in accordance with the Criteria.

*Inherent limitations in preparing the 2025 Subject Matter*

As described in the Estimations Uncertainties in the Details on Our Climate and Environmental Data, emissions data are subject to measurement uncertainties resulting from the limitations inherent in the nature and the methods used for determining such data. The selection by the Company's management of different but acceptable measurement techniques could have resulted in materially different measurements.

*Our responsibilities*

The attestation standards established by the American Institute of Certified Public Accountants require us to:

- plan and perform the review to obtain limited assurance about whether any material modifications should be made to the 2025 Subject Matter in order for it to be prepared in accordance with the Criteria; and
- express a conclusion on the 2025 Subject Matter based on our review.

*Summary of the work we performed as the basis for our conclusion*

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the 2025 Subject Matter and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- inquiring of management to obtain an understanding of the methodologies and inputs used in preparing the 2025 Subject Matter;
- evaluating management's application of the methodologies;
- considering the appropriateness of estimates;
- inspecting a selection of supporting records;
- recalculating the 2025 Subject Matter based on the Criteria; and
- evaluating the overall presentation of the 2025 Subject Matter.

The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter information is prepared in accordance with the criteria, in all material respects, in order to express an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed.

**KPMG LLP**

Houston, Texas  
May 11, 2026



# CLIMATE AND ENVIRONMENTAL DATA

Climate Data	2019 <sup>+</sup>	2025	Related Reporting Frameworks	
			ISSB <sup>+</sup>	GRI
<b>Scope 1 GHG Emissions (MT CO<sub>2</sub>e)</b>				
Gross Scope 1 GHG emissions	158,112	80,096	•	•
<b>Scope 2 GHG Emissions (MT CO<sub>2</sub>e)</b>				
Gross location-based Scope 2 GHG emissions	77,306	49,383	•	•
Gross market-based Scope 2 GHG emissions	77,497	48,786	•	•
<b>Scope 1 + Scope 2 GHG Emissions (MT CO<sub>2</sub>e)</b>				
Scope 1 + Scope 2 location-based GHG emissions	235,418	129,479		•
Scope 1 + Scope 2 market-based GHG emissions	235,609	128,882		•
<b>GHG Emissions Intensity (MT CO<sub>2</sub>e per \$M Revenue)</b>				
GHG emissions intensity (location-based)	14.8	10.0		•
GHG emissions intensity (market-based)	14.9	9.9		•
<b>Scope 1 and 2 Intensity (MT CO<sub>2</sub>e per \$M Revenue)</b>				
GHG emissions intensity	45.1	26.3		•
<b>Energy</b>				
Total energy consumption (MWh)	912,558	472,520		•
Energy intensity (MWh per \$M Revenue)	175.0	96.1		•
<b>Scope 1, Scope 2 location-based and Scope 3 GHG Breakdown (MT CO<sub>2</sub>e)</b>				
CO <sub>2</sub>		27,609,884	•	•
CH <sub>4</sub>		81,261	•	•
N <sub>2</sub> O		101,287	•	•
HFCs		4,404	•	•
PFCs		804	•	•
SF <sub>6</sub>		910	•	•
NF <sub>6</sub>		68	•	•
Unspecified GHGs (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O)		64,863	•	•

GHG Breakdown (MT CO <sub>2</sub> e)(Continued)	2025	Related Reporting Frameworks	
		ISSB <sup>+</sup>	GRI
<b>Total reported scope 3 GHG emissions</b>	<b>27,734,002</b>	•	•
Category 1: Purchased Goods & Services	370,335	•	•
Category 2: Capital Goods	8,551	•	•
Category 3: Fuel and Energy Related Activities	34,987	•	•
Category 4: Upstream Transportation & Distribution	36,633	•	•
Category 5: Waste Generated in Operations	38,733	•	•
Category 6: Business Travel	15,292	•	•
Category 7: Employee Commuting	31,613	•	•
Category 9: Downstream Transportation and Distribution	8,422	•	•
Category 11. Use of sold products	27,184,188 <sup>*</sup>	•	•
Category 12. End-of-life treatment of sold products	124 <sup>*</sup>	•	•
Category 15: Investments	5,124	•	•

The accompanying Details and Methodologies sections are an integral part of this data. The highlighted ISSB disclosures correspond to select disclosures in IFRS Sustainability Disclosure Standards published by the International Sustainability Standards Board (ISSB).  
<sup>\*</sup>Outside the scope of the current assurance engagement, including the related details and methodologies. Data for 2019 Scope 1 and 2 location based was subject to external assurance in a prior year.



# WATER AND WASTE DATA

Water (Million Liters - ML)	2025	Related Reporting Frameworks	
		ISSB*	GRI
Total water withdrawn	390		•
Total water discharge	390		•

Waste Generated (Metric Tons - mT)	2025	Related Reporting Frameworks	
		ISSB*	GRI
<b>Total Waste Generated</b>	44,420		•
<b>Hazardous Waste Diverted from Disposal</b>	756		•
Recycling	626*		•
Other recovery operation	130*		•
<b>Hazardous Waste Directed to Disposal</b>	2,531		•
Incineration without energy recovery	83*		•
Incineration with energy recovery	89*		•
Landfill	104*		•
Other disposal operation	2,255*		•
<b>Non-hazardous Waste Diverted from Disposal</b>	9,910		•
Recycling	6,839*		•
Other recovery operation	3,071*		•
<b>Non-hazardous Waste Directed to Disposal</b>	31,223		•
Incineration without energy recovery	1,076*		•
Incineration with energy recovery	708*		•
Landfill	10,531*		•
Other disposal operation	18,908*		•

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\*Outside the scope of the current assurance engagement, including the related details and methodologies.



# SOCIAL DATA

Health and Safety Data	2025	Related Reporting Frameworks	
		ISSB*	GRI
Total number of recorded significant spills	0		•
Total volume of significant spills (US Gal)	0		•
Total recordable incident (TRIR) (x 200,000)	0.14	•	
Lost time incident rate (LTIR) (x 200,000)	0.05		
Fatality rate	0.00	•	•
Near miss frequency rate (NMFR)	0.55+	•	
Number of road accidents and incidents	41+	•	
<b>Average Hours of Health, Safety, and Emergency Response Training</b>			
Temporary employees	15.48	•	
Full-time employees	15.03	•	
Contract employees	13.07	•	

Work-Related Ill Health	2025	Related Reporting Frameworks	
		ISSB*	GRI
<b>For All Employees</b>			
The number of fatalities as a result of work-related ill health;	0		•
The number of cases of recordable work-related ill health;	0		•
<b>For All Workers Who are Not Employees</b>			
The number of fatalities as a result of work-related ill health	0		•
The number of cases of recordable work-related ill health	0		•

Work-Related Injuries	2025	Related Reporting Frameworks	
		ISSB*	GRI
<b>For All Employees</b>			
The number of fatalities as a result of work-related injury	1		•
The rate of fatalities as a result of work-related injury	0.00		•
The number of high-consequence work-related injuries (excluding fatalities)	1+		•
The rate of high-consequence work-related injuries (excluding fatalities)	0.00+		•
The number of recordable work-related injuries	47		•
Total number of hours worked by all employees	Employee Data p 80	•	•
<b>For All Workers Who are Not Employees</b>			
The number of fatalities as a result of work-related injury	0		•
The rate of fatalities as a result of work-related injury	0.00		•
The number of high-consequence work-related injuries (excluding fatalities)	0+		•
The rate of high-consequence work-related injuries (excluding fatalities)	0.00+		•
The number of recordable work-related injuries	10		•
Total number of hours worked by all workers who are not employees	Employee Data p 80	•	•



# EMPLOYEE DATA

Characteristics of Employees	2025	Related Reporting Frameworks		Information on Employees and Governance Bodies	Female	Male	Not Declared	Related Reporting Frameworks	
		ISSB*	GRI					ISSB*	GRI
<b>Headcount by Gender</b>									
Total employees	16,501		•	All Employees	1,960	14,267	274		•
Male	14,267		•	Permanent	1,935	14,219	266		•
Female	1,960		•	Temporary	25	48	8		•
Not declared	274		•	Full-time	1,925	14,192	273		•
<b>Headcount by Geozones</b>									
Total employees	16,501		•	Part-time	35	75	1		•
Latin America	2,616		•	<b>Governance Bodies</b>					
Europe / Sub-Saharan Africa	2,185		•	Board of Directors	17%	83%			•
Middle East / North Africa	3,421		•	<b>Diversity of Governance Bodies and Employees</b>					
Asia	1,908		•				2025	ISSB*	GRI
Kingdom of Saudi Arabia	1,136		•	Female			16.67%		•
North America	3,012		•	African American or Black			16.67%		•
Russia	2,223		•	Asian			16.67%		•
<b>Total Number of Hours Worked by All Employees</b>									
All employees	66,839,689		•						
Employees	66,049,407		•						
Workers who are not employees	790,282		•						
<b>New Employee Hires and Employee Turnover</b>									
Total number of new employee hires during the reporting period	1,724		•						
Total rate of new employee hires during the reporting period	9.8%		•						
The total number of employees who have left WFRD during the reporting period	3,489		•						
The rate of employee turnover in the reporting period	19.8%		•						



Employee Distribution		All Employees				Full-Time Employees		Part-Time Employees		Related Reporting Frameworks	
		Under 30	30-50	over 50	Not Disclosed			ISSB*	GRI		
All Geozones	Male	1,348	8,626	2,210	2,083	14,192	75			•	
	Female	338	1,129	307	186	1,925	35			•	
	Not Declared	76	148	20	30	273	1			•	
Latin America	Male	239	1,677	223	4	2,143				•	
	Female	96	261	25		382				•	
	Not Declared	30	55	4	2	91				•	
Europe / Sub-Saharan Africa	Male	174	1,119	521	7	1,806	15			•	
	Female	35	197	70	2	293	11			•	
	Not Declared	16	29	2	13	60				•	
Middle East / North Africa	Male	317	2,349	419	14	3,082	17			•	
	Female	104	158	16	2	257	23			•	
	Not Declared	11	21	3	7	41	1			•	
Asia	Male	208	1,146	189	11	1,554				•	
	Female	62	199	15	4	280				•	
	Not Declared	18	38	10	8	74				•	
Kingdom of Saudi Arabia	Male	183	814	88	2	1,087				•	
	Female	14	35			49				•	
	Not Declared									•	
North America	Male	227	1,521	770		2,475	43			•	
	Female	27	279	181		486	1			•	
	Not Declared	1	5	1		7				•	
Russia	Male				2,045	2,045				•	
	Female				178	178				•	
	Not Declared									•	

The accompanying Details and Methodologies sections are an integral part of this data. The highlighted ISSB disclosures correspond to select disclosures in IFRS Sustainability Disclosure Standards published by the International Sustainability Standards Board (ISSB).  
 \*Outside the scope of the current assurance engagement, including the related details and methodologies.



New Employee Hires		Rate of New Employees Hires				Total Number of New Employee Hires				Related Reporting Frameworks	
		Under 30	30-50	over 50	Not Disclosed	Under 30	30-50	over 50	Not Disclosed	ISSB*	GRI
All Geozones	Male	14.3%	5.0%	2.9%	15.6%	207	465	73	320		•
	Female	16.6%	6.0%	5.1%	10.4%	60	73	17	20		•
	Not Declared					144	258	31	56		•
Latin America	Male	11.0%	3.2%	1.7%		32	66	5	3		•
	Female	3.3%	1.9%	0.0%		4	6	0			•
	Not Declared					39	66	5	22		•
Europe / Sub-Saharan Africa	Male	6.5%	3.5%	0.9%		12	40	5	2		•
	Female	9.0%	4.4%	2.7%		3	9	2	1		•
	Not Declared					24	41	3	17		•
Middle East / North Africa	Male	17.8%	4.4%	1.6%		55	105	7	14		•
	Female	29.7%	7.9%	0.0%		29	13	0	2		•
	Not Declared					36	58	7	7		•
Asia	Male	11.0%	4.9%	2.4%		24	58	5	4		•
	Female	17.6%	8.5%	0.0%		11	17	0	4		•
	Not Declared					25	58	10	8		•
Kingdom of Saudi Arabia	Male	8.9%	2.8%	1.0%		17	24	1			•
	Female	20.0%	5.5%			3	2	0			•
	Not Declared					13	18		2		•
North America	Male	26.6%	10.6%	5.7%		67	172	50			•
	Female	32.3%	8.8%	7.6%		10	26	15			•
	Not Declared					7	17	6			•
Russia	Male				14.7%				297		•
	Female				7.3%				13		•
	All Genders					87	196	27			•

The accompanying Details and Methodologies sections are an integral part of this data. The highlighted ISSB disclosures correspond to select disclosures in IFRS Sustainability Disclosure Standards published by the International Sustainability Standards Board (ISSB).  
 \*Outside the scope of the current assurance engagement, including the related details and methodologies.



Employee Turnover		Rate of Employee Turnover				Total Number of Employee Turnover				Related Reporting Frameworks	
		Under 30	30-50	over 50	Not Disclosed	Under 30	30-50	over 50	Not Disclosed	ISSB*	GRI
All Geozones	Male	29.4%	17.6%	26.8%	12.7%	425	1,630	667	261		•
	Female	31.9%	21.3%	23.5%	8.9%	115	258	79	17		•
	Not Declared					6	27	1	3		•
Latin America	Male	38.9%	27.2%	36.6%		113	566	107	11		•
	Female	40.3%	31.5%	29.5%		49	97	9	1		•
	Not Declared					2	5		2		•
Europe / Sub-Saharan Africa	Male	26.3%	12.9%	21.0%		49	149	120			•
	Female	20.9%	17.5%	17.7%		7	36	13			•
	Not Declared						7		1		•
Middle East / North Africa	Male	20.0%	11.6%	19.1%		62	278	85	3		•
	Female	24.6%	17.6%	11.8%		24	29	2			•
	Not Declared						3	1			•
Asia	Male	22.0%	12.6%	22.2%		48	149	46	2		•
	Female	24.0%	14.4%	22.9%		15	29	4	1		•
	Not Declared					2	8				•
Kingdom of Saudi Arabia	Male	22.4%	13.0%	33.2%		43	111	34			•
	Female	26.7%	21.9%			4	8	0			•
	Not Declared					2	2				•
North America	Male	43.7%	23.3%	31.5%		110	377	275	1		•
	Female	51.6%	20.0%	25.8%		16	59	51			•
	Not Declared						2				•
Russia	Male				12.1%				244		•
	Female				8.4%				15		•
	All Genders	16.6%	10.4%	14.2%		49	167	43			•

The accompanying Details and Methodologies sections are an integral part of this data. The highlighted ISSB disclosures correspond to select disclosures in IFRS Sustainability Disclosure Standards published by the International Sustainability Standards Board (ISSB).  
 \*Outside the scope of the current assurance engagement, including the related details and methodologies.



# BUSINESS CONDUCT DATA

	2025	Related Reporting Frameworks	
		ISSB*	GRI
<b>Collective Bargaining</b>			
The percentage of total employees covered by collective bargaining agreements	11%		•
<b>Business Ethics &amp; Payments Transparency</b>			
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	\$24,930,676 <sup>+</sup>	•	
<b>Incidents of Discrimination and Other Human Rights Incidents</b>			
Security personnel trained in human rights policies or procedures	100%		•
New suppliers that were screened using social criteria	85%		•
Negative social impacts in the supply chain and actions taken	0% <sup>+</sup>		•
<b>Training and Skills Development</b>			
Percentage of employees that participated in regular performance and career development reviews	100%		
<b>Average Number of Training Hours per Employee</b>			
Total	36.88		•
Male	37.37		•
Female	30.98		•
Short-term	36.98		•
Long-term	36.88		•
<b>Membership Associations</b>			
Weatherford listed membership associations <sup>+</sup>	Energy Workforce and Technology Council (EWTC) American Petroleum Institute (API) Bi-Lateral Chamber of Commerce International Association of Drilling Contractors (IADC) Texas Taxpayers and Research Association (TTARA) CDP		•

The accompanying Details and Methodologies sections are an integral part of this data. The highlighted ISSB disclosures correspond to select disclosures in IFRS Sustainability Disclosure Standards published by the International Sustainability Standards Board (ISSB).  
<sup>+</sup>Outside the scope of the current assurance engagement, including the related details and methodologies.



# DETAILS ON OUR CLIMATE AND ENVIRONMENTAL DATA

The following environmental data details have been prepared based on a calendar reporting year for 2025, from January 1, 2025 through December 31, 2025, corresponding to the Company's fiscal years. The climate data was prepared based on a calendar reporting year for 2019, from January 1, 2019 through December 31, 2019, and for calendar reporting year 2025, from January 1, 2025 through December 31, 2025, corresponding to the Company's fiscal years.

## CLIMATE DATA

### BASIS OF PRESENTATION

Greenhouse Gas (GHG) emissions have been prepared in accordance with the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard, Revised Edition; and Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard. The reported energy metrics were identified and calculated following the guidance in the Global Reporting Initiative (GRI) 302 Energy 2016 (302-1(e), 303-3(a)).

### ORGANIZATIONAL BOUNDARY

The Company utilizes the Control Approach (operational control) 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. We exclude minority-owned joint ventures not operated by the Company.

### OPERATIONAL BOUNDARY

The Company captures Scope 1 and Scope 2 GHG emission data within the organizational boundaries. This includes owned and leased facilities within our organizational boundary.

### SCOPE 1 ACTIVITY SOURCES

Scope 1 emissions include mobile and stationary combustion of fuels on-site such as 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 field operations.

Scope 1 data is collected from invoices, external systems, and country-specific systems. Scope 1 emissions include purchased industrial gases. Fugitive emissions such as refrigerants and fire suppression systems are not yet included in our inventory.

### SCOPE 2 ACTIVITY SOURCES

Scope 2 emissions includes purchased electricity, heat, steam, and cooling, at facilities within our organizational boundary. Data is collected from invoices, external systems, and country-specific systems.



### SCOPE 3 ACTIVITY SOURCES

The reported Scope 3 categories have been expanded from prior years and 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 relevant scope 3 activities.

- **Upstream Scope 3 activities**

Upstream Scope 3 emissions include indirect emissions associated with activities occurring outside of Weatherford’s operations, such as Category 1 Purchased Goods and Services, Category 2 Capital Goods, Category 3 Fuel and Energy Related Activities (not included in Scope 1 or Scope 2), Category 4 Upstream Transportation and Distribution, Category 5 Waste Generated in Operations, Category 6 Business Travel, and Category 7 Employee Commuting and Teleworking. Reported upstream categories reflect relevance to the Company’s value chain and data availability, as described in the Scope 3 calculation methodologies in this Appendix.

- **Downstream Scope 3 activities**

Downstream Scope 3 emissions include indirect emissions associated with activities occurring after Weatherford’s products or services are delivered, including Category 9 Downstream Transportation and Distribution, Category 11 the Use of Sold Products, Category 12 End of life Treatment of Sold Products, and Category 15 Investments. Category 11 and 12 currently captures powered items and will continue to be expanded in future years as additional data is available.

- **Category applicability and exclusions**

Scope 3 categories are evaluated individually for applicability. Categories may be reported as not applicable where activities are not relevant or emissions are determined to be immaterial. Due to data availability limitations, the Company does not include spend from Russia in the Scope 3 Category 1, 2, 4 and 9 boundaries.

- **Data sources and estimation**

Scope 3 emissions are calculated using activity data from internal systems, third party data sources, and external emission factor databases, as described in the calculation methodologies. Where actual activity data is unavailable, estimation approaches consistent with applicable standards may be applied. The basis and limitations of such estimations are disclosed within the relevant methodology sections.

### 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.

### GREENHOUSE GASES COVERED

Emissions data is provided in metric tons for each GHG separately in CO<sub>2</sub>e. GHG Scope 1 and 2 emissions disclosed include the following greenhouse gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O). The other greenhouse gases have been omitted as they are not material sources, or reliable data is not available.

Scope 3 emissions include all seven greenhouse gases disclosed, and gases listed as Unspecified GHG’s is a mix of gases that could not be clearly segregated out due to the nature of the emission factor used. Emission factors set across all reported scopes are described in the Calculation Methodologies and Emission Factor Sets table within this section.

### 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. When actual data is unavailable, the Company estimates consumption using actual current year data. Emissions data presented is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements.

### SCOPE 1 AND 2 INTENSITY

GHG emissions intensity includes total Scope 1 and 2 GHG 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, Scope 2, and Scope 3 categories, except where a spend based calculation method was used, then the IPCC Sixth Assessment (AR6) was used. The IPCC Fourth Assessment (AR4) was used for the 2019 reporting year.



## CALCULATION METHODOLOGIES AND EMISSION FACTOR SETS ARE AS FOLLOWS:

Scope / Category	Calculation Method	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 2025, 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: 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>2025: Stationary: IPCC 2006 Guidelines for National Greenhouse Gas Inventories, 2019 Refinement, UK DEFRA – Conversion Factors 2024, US EPA – Emission Factor Hub 2024</p> <p>Mobile: US EPA – Emission Factor Hub 2024</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.</p> <p>Market-Based Location based data and emission factors were used anywhere I-REC or PPA agreements could not be verified.</p>	<p>2019: US EPA – eGrid 2020, IEA International Electricity Factors (2022), UK Defra – Conversion Factors 2022</p> <p>2025: US EPA – eGRID 2023 Sub Region (Publication Year 2025), IEA International Electricity Factors 2024 (2022 Grid Year), UK Defra – Conversion Factors 2024</p>
Scope 3 – Category 1 Purchased Goods & Services	Spend-Based: Industry Based on supplier NAICS codes	US EPA - EEIO Factors 2.3 AR6
Scope 3 – Category 2 Capital Goods	Spend-Based: Industry Based on supplier NAICS codes. Data represents direct purchase capital goods extracted from our primary ERP system. Remaining capital goods are sourced from internal manufacturing and captured in Category 1 Purchased Goods & Services	US EPA - EEIO Factors 2.3 AR6
Scope 3 – Category 3 Fuel and Energy Related Activities	Average-Data Based: Consumption	UK DEFRA - Conversion Factors 2024, IEA 2024 / UK DEFRA 2024
Scope 3 – Category 4 Upstream Transportation & Logistics	Spend-Based: Industry Based on supplier NAICS codes	US EPA - EEIO Factors 2.3 AR6
Scope 3 – Category 5 Waste	<p>Waste-Type Specific</p> <p>The process of which the Company consolidates waste for Scope 3, Category 5 is consistent with the approach used for other waste reporting. See Waste and Water Data for more details.</p>	UK DEFRA – Conversion Factors 2024, UK DEFRA – Conversion Factors 2021
Scope 3 – Category 6 Business Travel	<p>Commercial Air: Distance-Based</p> <p>Rail Travel &amp; Taxi: Distance-Based where known, Spend-based: Industry for all others</p> <p>Rental Car &amp; Ride-Share &amp; Personal mileage reimbursement: Spend-Based: Industry</p>	US EPA – Emission Factor Hub 2024, US EPA - EEIO Factors 2.3 AR6
Scope 3 – Category 7 Employee Commuting and Teleworking	Distance-based, based on aggregated annual employee commuter and telework survey results. Estimations extrapolated are based on survey results.	UK DEFRA - Conversion Factors 2024



Scope / Category	Calculation Method	Emission Factor Set
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 supplier NAICS codes	US EPA - EEIO Factors 2.3 AR6
Scope 3 – Category 10 Processing of sold products	Not Applicable - Company's revenues for sold products are from finished goods. Service and rentals are covered in other categories.	
Scope 3 – Category 11	Direct Use Phase Based on sold, powered items and excludes goods that were sold as part of a business divestiture.	UK DEFRA - Conversion Factors 2025
Scope 3 – Category 12	Waste-Type-Specific Based on disposal type of sold, powered items and excludes goods that were sold as part of a business divestiture.	UK DEFRA - Conversion Factors 2025
Scope 3 – Category 13 Downstream Leased Assets	Not Applicable - This category is excluded and will be considered in future reporting. Leased (product) assets will be reported within Category 11. Currently no material leased properties.	
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	US EPA - EEIO Factors 2.5 AR5



## WATER AND WASTE DATA

### BASIS OF PRESENTATION

The reported water and waste metrics were calculated and prepared following the guidance of Global Reporting Initiative (GRI) Standards GRI 303 Water and Effluents 2018 (303-3(a), 303-3(d), 303-4(a), 303-4(e)). GRI 306 Waste 2020 (306-3, 306-4 (b)-(b)(iii), 306-4(c)-(c)(iii), 306-4(e), 306-5 (a)-(c), 306-5(e)).

### ORGANIZATIONAL BOUNDARY

The Company utilizes the Control Approach (operational control) as its organizational boundary, accounting for data from operations across our wholly and majority owned companies and subsidiaries over which we have the full authority to introduce and implement operating policies. We exclude minority-owned joint ventures not operated by the Company.

### OPERATIONAL BOUNDARY

The Company captures water and waste data within the organizational boundaries. This includes owned and leased facilities within our organizational boundary.

### WATER ACTIVITY DATA

Water metrics include water withdrawn and discharged during the reporting year. Water withdrawn represents total water obtained from utilities or other sources. Since direct discharge data is not available, water discharged is assumed to be equivalent to water withdrawn. Water data volumes are provided in million liters (ML). Water data is captured through invoices, external systems, and country-specific systems.

### WASTE ACTIVITY DATA

Waste metrics include hazardous and non hazardous waste generated from during the reporting year. Waste data is captured at the facility level and reflects waste generated in operations that is either diverted from disposal or directed to disposal. Waste data weights are provided in metric tons (MT). Waste data is captured through internal systems utilizing waste manifest information.

### WATER AND WASTE BASE YEAR

The Company has established 2019 as the base year for water and waste metrics. For water, the 2019 data could not be obtained for 4 facilities equating to an estimated 5% of the total water withdrawn.

### ESTIMATION UNCERTAINTIES

The Company obtains water and waste use data, to the extent available, from across our global operations for the calculation of our waste and water management metrics using methods in line with GRI. When actual data for the reporting period is partially unavailable, the Company estimates consumption using available actual data from the same reporting year. Waste and water data presented are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements.

## 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	Recycling; Other recovery operations; Total waste diverted from disposal	Total waste diverted is a sum of all recycling, and other recovery operations categories.
Waste directed to disposal	Incineration (without energy recovery); Incineration (with energy recovery); Landfilling; Other disposal operations; Total waste directed to disposal	Total waste directed to disposal is a sum of all incineration without energy recovery, incineration with energy recovery, landfilling, and other disposal operations.
Water	Water Withdrawn; Water Discharged	Water withdrawn is reported from consolidated water utility invoices during the reporting year. Due to the limited information provided within the activity data sources, water consumed is assumed to be 0. Therefore, water discharged volumes are equated to water withdrawn volumes



# DETAILS ON OUR SOCIAL DATA

The following details have been prepared based on a calendar reporting year 2025, as of and for the period ending December 31, 2025, corresponding to the Company's fiscal years.

## BASIS OF PRESENTATION

The reported social metrics are calculated and prepared following the guidance of Global Reporting Initiative (GRI) Standards. The following standards are GRI General Disclosures 2021: 2-7 Membership associations (2-7 (a), 2-7(i)-(ii), 2-7(iv)(v), 2-7(c)-(d)), GRI General Disclosures 2021: 2-28 Membership association, GRI General Disclosures 2021: 2-30 Collective bargaining agreements (2-30(a)), GRI 306 Effluents and Waste 2016 (306-3), GRI 401 Employment 2016 (401-1), GRI 403 Occupational Health and Safety 2018 (403-9(a)-(b), 403-9 (e)-(g), 403-10(a)-(b), 403-10(d)-(e)), GRI 404 Training and Education 2016 (404-1), GRI 405-1 Diversity and Equal Opportunity 2016 (405-1(a)(i), 405-1(a)(iii), 405-1(b)(i)-(ii)), GRI 410 Security practices 2016 (410-1(a)), and GRI 414 Supplier Social Assessment 2016 (414-1, 414-2(b)). Lost Time Incident Rates follow the guidance in OSHA standards.

## REPORTING BOUNDARY

The Company reports social data from operations for which it has control over, using the Control Approach (operational control). We exclude minority-owned joint ventures not operated by the Company.

Note on Russia: Due to data availability limitations, the Company does not report Russia employee, new hire and turnover characteristics by both gender and age group. The Company excludes Russia from the collective bargaining, employee performance development, and supplier screening metrics.

## OPERATIONAL BOUNDARY

The Social data reported includes information on Health and Safety (HSE), the Company's employees, and business conduct.

## HEALTH & SAFETY DATA

Health and safety metrics include incidents arising out of or in the course of work activities during the reporting year.

All HSE data includes contingent workers. Incident data is captured through internal health, safety, and environmental reporting systems and is classified in accordance with Weatherford's OEPS Health and Safety standards. Workers who are not employees (i.e., contingent workers) metrics are defined as those who perform work for the Company but are

not in an employment relationship with the Company. Training metrics include health, safety, emergency response, and professional development training completed during the reporting year. Training data is sourced from internal learning management and Health, Safety, Security and Environment (HSSE) systems.

Lost Time Incident Rates are reported according to management's criteria as per Occupational Safety and Health Administration (OSHA) standards of qualifying incidents and utilizing the OSHA specific calculation methodology.

## EMPLOYEE DATA

Employees include individuals on the Company's payroll, excluding employees on leave as of year-end. Gender information is specified by the individual employee. Demographic disclosures are derived from human resources systems. The category "not disclosed" captures information on employees that were not disclosed by the individual or if the information was noted as incorrect within the system. These individuals are excluded from the aggregated percentage calculations. Employees are classified as full-time or part-time based on local employment contracts and human resources system classifications.

Total number of hours worked by all employees and workers who are not employees is reported as an estimate based on the standard shift length and rotational schedule for the employee base. The estimate considers both salaried and non-salaried standard working hours.

## BUSINESS CONDUCT DATA

The Business Conduct disclosures cover Weatherford's global operations and employees during the reporting period. Metrics within this boundary capture employees covered by collective bargaining agreements; participation in performance and career development reviews; employee training hours; security personnel trained in human rights policies; new suppliers screened against social criteria; and identified negative social impacts within the supply chain. Data reflects activities under Weatherford's operational control and, where applicable, extends to suppliers and security providers engaged through Weatherford-managed processes.

All new suppliers are screened for social criteria related to human rights, business code of conduct, supplier diversity, Occupational Health, Safety & Environment, child labor, and forced or compulsory labor.



## ESTIMATION UNCERTAINTIES

The Company obtains employee and safety data, to the extent available, from across our global operations for the calculation of our social and safety management metrics using methods in line with the GRI. When actual data is unavailable, the Company may estimate using actual current year data or other standard, acceptable assumptions. Social data presented is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements.

## SOCIAL CALCULATION METHODOLOGIES

Metric	Data Elements	Calculation Method
Headcount	Full time; Part time	Calculated as the total number of active full time and part time employees headcount on payroll as of year-end.
Total number of employees by type and gender by region	Employment type; Gender; Region	Calculated as full and part-time employee counts grouped by employment type and gender within each region, based on the in-scope employee population.
New employee hires	Employees hired	Calculated as the total number of full and part-time employees with a hire date during the reporting year.
Hires by gender, age group, and region	Gender; Age group; Region	Calculated as new hire counts during the reporting year, grouped by gender, age group, and region.
Employee Turnover (total)	Employee separations	Calculated as the total number of employees with both a voluntary and non-voluntary separation date during the reporting year.
Employee turnover (count) by gender, age group, and region	Employee separations by gender, age group, region	Calculated as the number of voluntary and non-voluntary separations during the reporting year, grouped by gender, age group, and region.
Employee turnover rate	Employee separations; Headcount	Calculated as employee separations divided by year-end employee headcount.
Total number of hours worked by all Employees	Hours fore employees hours for workers who are not employees	Calculation for employees and workers who are not employees conducted using headcount times a standard estimate for hours that provides a consistent and reasonable estimate of hours worked per employee.
Recordable injuries (count)	Recordable injuries	Reported as the total number of recordable injuries during the reporting year for employees and workers who are not employees.
Lost-time injuries (count)	Lost-time injuries	Reported as the total number of lost-time injuries during the reporting year for employees and workers who are not employees.

Metric	Data Elements	Calculation Method
Safety indicator rates (Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR))	TRIR; LTIR; Hours worked	Calculated as (number of incidents × 200,000) divided by the total hours worked for employees and workers who are not employees.
Fatalities (count)	Fatalities	Reported as an absolute count for the reporting year.
Near misses (count) / Near Miss Frequency Rate (NMFR)	Near misses; Hours worked	Near misses reported as an absolute count. NMFR calculated using near misses relative to total hours worked.
Road incidents (count)	Road incidents	Reported as an absolute count for the reporting year.
Average hours of health, safety, and emergency response training	Training hours; Employees trained	Calculated as total HSE/emergency training hours divided by count of individuals trained in each worker category, grouped by employment type and gender.
Average hours of employee training by employment type and gender	Training hours; Employment type; Gender	Calculated as total training hours divided by count of individuals trained, grouped by employment type and gender.
Percentage of employees receiving regular performance and career development reviews	Employees receiving reviews; Total employees	Calculated as employees receiving regular performance/career reviews divided by total employees.
Work related ill health	Employees; Workers who are not employees	Reported as the total number of occupational illness cases during the reporting year.
Work related injuries	Employees; Workers who are not employees	Reported as the total number of injury cases during the reporting year.
Collective bargaining coverage	Covered employees; Total employees	Calculated as employees covered by collective bargaining agreements divided by total employees.
Diversity of governance bodies by gender and race	Gender; Race	Calculated as governance body counts and/or percentages grouped by gender and race.
Security personnel trained in human rights/procedures	Security personnel trained; Total security personnel	Calculated as number of security personnel managers who have completed training and hold an active training certificate as of year-end divided by total number of security personnel managers. Training certificates remain active for 2 years upon certification.
New suppliers screened using social criteria	New suppliers screened; Total new suppliers	Calculated as new suppliers screened using social criteria divided by total new suppliers.
Incidents of discrimination and other human rights incidents	Substantiated incidents	Reported as the total number of substantiated incidents recorded during the reporting year.
Training and skills development	Participation; Training hours	Reported as total participation and/or total training hours completed during the reporting year.
Average number of training hours per employee	Training hours; Average headcount employee	Calculated as total training hours divided by average employee headcount.
Significant spills	Spill incidents	Reported as the total number of significant spill incidents during the reporting year



# DOUBLE MATERIALITY ASSESSMENT (DMA) RESULTS

Topic		Impact, Risk, Opportunity	Upstream of Weatherford	Weatherford Operations	Downstream of Weatherford	Short term, 0-1 year	Medium term, 1-5 years	Long term, 5+ years	
Environment	Climate Change	Climate Change Adaptation	Negative Impact		•		•	•	
		Climate Change Adaptation	Financial Risk	•	•	•		•	
		Climate Change Mitigation	Financial Opportunity		•			•	
		Energy Transition	Financial Opportunity		•	•		•	
	Pollution	Pollution of water	Negative Impact		•	•		•	
		Pollution of soil	Negative Impact		•	•		•	
	Water and Marine Resources	Water	Negative Impact	•	•		•	•	
	Circular Economy	Waste	Positive Impact		•		•	•	•
		Decommissioning	Positive Impact		•	•		•	•
		Resource inflows, including resource use	Financial Risk	•	•			•	•
Resource outflows related to products and services		Financial Opportunity		•			•	•	
Decommissioning		Financial Opportunity		•	•		•	•	
Social	Own Workforce	Working Conditions	Negative Impact		•	•	•	•	
		Equal treatment and opportunities for all	Positive Impact		•		•		
		Other work-related rights	Negative Impact		•		•		
		Working Conditions	Financial Risk		•		•		
	Workers in the Value Chain	Working conditions	Negative Impact	•			•		
		Other work-related rights	Negative Impact	•			•		
		Working Conditions	Financial Risk	•			•		
	Consumers and end users	Cybersecurity	Negative Impact	•	•	•	•		
		Personal safety of consumers and/or end-users	Financial Opportunity		•	•	•	•	
		Cybersecurity	Financial Risk		•		•	•	
Intellectual property rights		Financial Risk		•		•	•		
Governance	Business Ethics	Management of the legal and regulatory environment	Negative Impact		•	•	•	•	
		Corruption and bribery	Negative Impact		•	•	•		
		Corporate culture	Negative Impact		•		•		
		Management of the legal and regulatory environment	Financial Risk		•	•	•	•	
		Management of relationships with suppliers including payment practices	Financial Opportunity	•	•	•	•		
		Corruption and bribery	Financial Risk		•	•	•	•	
		Corporate Culture	Financial Risk		•		•	•	



# CLIMATE RISK AND OPPORTUNITIES RESULTS

The following table describe results from the Weatherford Climate Risk and Opportunity Assessment. Our assessment considered physical and transition climate risk factors 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	TYPE	CLIMATE-RELATED OPPORTUNITIES
PHYSICAL RISK	<b>ACUTE</b> <ul style="list-style-type: none"> <li>Increased severity of hurricanes leading to damage of facilities in vulnerable geographies that can result in business interruptions</li> <li>Extreme events such as floods, wind, storms, wildfires, etc., causing business interruptions &amp; direct damage to facilities</li> </ul>	RESOURCE EFFICIENCY	<ul style="list-style-type: none"> <li>Reduce emissions through leaner field operations and energy-efficient transportation fleet</li> <li>Transition to regionally located suppliers</li> <li>Use of recycling</li> <li>Invest in efficiencies in buildings that Weatherford will operate in the long term</li> <li>Reduce water usage and consumption</li> </ul>
	<b>CHRONIC</b> <ul style="list-style-type: none"> <li>Increased incidences of drought or water shortages in geographies where Weatherford operates</li> <li>Rising mean temperature impacts operations through increased risk of heat waves, causing heat stress in field workers</li> </ul>		<ul style="list-style-type: none"> <li>Extreme variability in weather patterns results in disruptions in the global supply chain</li> <li>Decreased insurance policy limits/availability on property for weather-related peril coverage</li> <li>Sea level rise impacts operations on coastlines due to increased flooding</li> <li>Sea level rise impacts supply chain ports</li> </ul>
TRANSITION RISK	<b>POLICY AND LEGAL</b> <ul style="list-style-type: none"> <li>Difficulty adhering to advancements in emissions disclosure requirements</li> <li>Increased exposure to litigation related to Weatherford's impact on the climate</li> <li>The implementation of a carbon tax in countries where Weatherford primarily operates</li> </ul>	ENERGY SOURCE	<ul style="list-style-type: none"> <li>Transition to renewable energy</li> <li>Use of supportive energy policy incentives</li> <li>Use of carbon pricing</li> <li>Purchasing PPAs or RECs</li> <li>Investigate opportunities to partner with local companies to use/ install renewable energy</li> </ul>
	<b>TECHNOLOGY</b> <ul style="list-style-type: none"> <li>Failed implementation of future climate-based or emissions-reducing technology resulting in significant financial loss</li> <li>Competitor's investment in R&amp;D and innovation could lead to rapid development of low emissions processes, tools, or products, leading to stranded assets for Weatherford</li> <li>Costs to implement lower emissions, renewable energy, or carbon capture technologies at Weatherford's facilities &amp; in operations could put a strain on Company margins</li> </ul>		<ul style="list-style-type: none"> <li>Development or expansion of low-emission products and services</li> <li>Development of new products or services through R&amp;D and innovation</li> <li>Continue enhancing emission-reducing service offerings</li> </ul>
	<b>MARKET</b> <ul style="list-style-type: none"> <li>Shifting regulations and consumer preferences may lead to increased costs of raw materials</li> <li>Buying and contracting preferences may shift toward more climate-focused solutions and products</li> <li>Forecasts made by research agencies and services to dictate the strategy of the Oil &amp; Gas sector may prove to be untrue</li> </ul>		<ul style="list-style-type: none"> <li>Access to new markets, including CCS and low-emission products and services</li> <li>Eligibility for tax credits and incentives</li> </ul>
	<b>REPUTATION</b> <ul style="list-style-type: none"> <li>Shift in consumer preferences and increased stakeholder concerns impacting oil and gas</li> <li>Inability or difficulty recruiting new and top talent based on sector stigmatization</li> <li>Increased stigmatization of the sector as a result of increased climate awareness</li> </ul>		<ul style="list-style-type: none"> <li>Resource substitution or diversification</li> <li>Alternative energy sources and use of renewable energy</li> </ul>
	<ul style="list-style-type: none"> <li>Inability to achieve Net Zero by 2050 target</li> <li>Increased stakeholder concern and negative feedback can negatively affect investor pipeline</li> </ul>		
		PRODUCTS AND SERVICES	
		MARKETS	
		RESILIENCE	



# ANNEX A GAAP TO NON-GAAP

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 (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. The non-GAAP amounts shown in the following tables should not be considered as substitutes for results reported in accordance with GAAP but should be viewed in addition to the Company's reported results prepared in accordance with GAAP. 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 is useful to assess and understand normalized operating performance and trends. Consolidated Adjusted EBITDA should be considered in addition to, but not as a substitute for, consolidated net income 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. Net Leverage is a non-GAAP measure which is calculated by taking net debt divided by adjusted EBITDA for the trailing 12 months. Management believes the net leverage is useful to understand our ability to repay and service our debt. Net leverage should be considered in addition to, but not as a substitute for the individual components of above defined net debt divided by consolidated net income attributable to Weatherford 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	
	12/31/25	12/31/24
<b>Net Income Attributable to Weatherford</b>	<b>431</b>	<b>506</b>
Net Income Attributable to Noncontrolling Interests	26	44
Interest Expense, Net of Interest Income of \$46 and \$56	91	102
Loss on Extinguishment of Debt and Bond Redemption Premium	39	9
Loss on Blue Chip Swap Securities	2	10
Income Tax Provision	97	189
Other Expense, Net	70	78
<b>Operating Income</b>	<b>756</b>	<b>938</b>
Depreciation and Amortization	267	343
Gain on sale of business	(70)	0
Restructuring Charges	58	42
Other Charges	18	14
Share-Based Compensation	38	45
<b>Adjusted EBITDA</b>	<b>1067</b>	<b>1382</b>
<b>Revenues</b>	<b>4918</b>	<b>5513</b>
<b>Net Income Margin</b>	<b>8.8%</b>	<b>9.2%</b>
<b>Adjusted EBITDA Margin</b>	<b>21.7%</b>	<b>25.1%</b>
<b>Net Income Variance YoY</b>	<b>(14.8%)</b>	
<b>Adjusted EBITDA Variance YoY</b>	<b>(22.8%)</b>	
<b>Net Income Margins Variance YoY</b>	<b>(41) bps</b>	
<b>Adjusted EBITDA Margins Variance YoY</b>	<b>(337) bps</b>	

Adjusted Free Cash Flow	Year Ended					
	12/31/2025	12/31/24	12/31/23	12/31/22	12/31/21	12/31/20
<b>Net Cash Provided by Operating Activities</b>	<b>676</b>	<b>792</b>	<b>832</b>	<b>349</b>	<b>322</b>	<b>210</b>
Capital Expenditures for Property, Plant and Equipment	(226)	(299)	(209)	(132)	(85)	(154)
Proceeds from Disposition of Assets	16	31	28	82	41	22
Adjusted Free Cash Flow	466	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 sustainability topics. This Report covers the calendar year 2025; however, some information is included for previous years, and other exceptions are noted in the Report. Our inaugural report covered the calendar year 2021, and we continue to publish this Report annually. We have noted any significant changes in scope and boundaries throughout the Report that may differ 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 statements are generally identified by words such as “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 include these words. These 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 described more fully in Weatherford’s reports and registration statements filed with the Securities and Exchange Commission. Any forward-looking statements speak only as of the date they are made, and the Company undertakes no obligation to correct or update any such statements, whether as a result of new information, future events or otherwise, except as required by applicable law. We caution you not to rely on them unduly.

