



INDICES

65. GRI

74. SASB

75. TCFD

77. UNGC COP

78. Independent Accountants' Review Report

81. Details on Our Environmental Data

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

87. About This Report



GRI

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



DISCLOSURES		LOCATION & DATA
GENERAL DISCLOSURES		
2-11	Chair of the highest governance body	The chair is not a senior executive in the organization. Proxy Statement 2025 - Election of Directors section Board of Directors p 55 ; Corporate Governance Principles
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Leadership and Oversight p 12 ; Environment - Our Strategy and Approach p 18 ; Climate: Risks and Opportunities p 32 ; Board of Directors p 55 ; Corporate Governance Principles ; Weatherford Board of Directors' Safety, Environment and Sustainability Committee Charter
2-13	Delegation of responsibility for managing impacts	ESG at Weatherford p 8 ; Environment - Our Strategy and Approach p 18 ; Climate Risks and Opportunities p 32 ; Weatherford Board of Directors' Safety, Environment and Sustainability Committee Charter
2-14; 11.2.4	Role of the highest governance body in sustainability	ESG at Weatherford p 8 ; Environment - Our Strategy and Approach p 18 ; Climate Risks and Opportunities p 32 ; Weatherford Board of Directors' Safety, Environment and Sustainability Committee Charter
2-15	Conflicts of Interest	Proxy Statement 2025 ; Corporate Governance Principles ; Code of Business Conduct - "We Avoid Conflicts of Interest" section; Proxy Statement 2025 - Related Party Transaction section; Weatherford International plc Memorandum and Articles of Association
2-16	Communication of critical concerns	ESG Leadership and Oversight p 12 ; Code of Business Conduct ; Reporting Ethics Concerns p 57 ; Board of Directors p 55
2-17	Collective knowledge of the highest governance body	ESG at Weatherford p 8 ; Proxy Statement 2025 - Item - Election of Directors; Corporate Governance Principles
2-18	Evaluation of the performance of the highest governance body	Board of Directors p 55 ; Proxy Statement 2025 - Item - Election of Directors; Corporate Governance Principles
2-19	Remuneration Policies	Board of Directors p 55 ; ESG Goals and Leadership Compensation p 12 ; Proxy Statement 2025 - Compensation Discussion and Analysis, also Director Compensation
2-20	Process to determine Remuneration	Board of Directors p 55 ; ESG Goals and Leadership Compensation p 12 ; Proxy Statement 2025 - Compensation Discussion and Analysis, also Director Compensatio; Corporate Governance Principles
2-21	Annual total compensation ratio	Proxy Statement 2025 - Pay Ratio
2-22	Statement on sustainable development strategy	Message from our CEO p 3 ; ESG Leadership and Oversight p 12 ; Proxy Statement 2025 - Delivering on Our Commitments
2-23	Policy commitments	Business Conduct, Ethics and Compliance p 56 ; Human Rights Across Our Value Chain p 58 ; Code of Business Conduct ; Conflict Minerals Policy ; Modern Slavery Act & Supply Chains Act
2-24	Embedding policy commitments	ESG Leadership and Oversight p 12 ; Board of Directors p55 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across Our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Code of Business Conduct ; Conflict Minerals Policy ; Modern Slavery Act & Supply Chains Act
2-25	Process to remediate negative impacts	ESG Leadership and Oversight p 12 ; Board of Directors p55 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across Our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Code of Business Conduct ; Conflict Minerals Policy ; Modern Slavery Act & Supply Chains Act ; Corporate Governance Principles



DISCLOSURES

LOCATION & DATA

GENERAL DISCLOSURES

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

MATERIAL TOPICS

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



DISCLOSURES

LOCATION & DATA

ECONOMIC PERFORMANCE

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

MARKET PRESENCE

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

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

PROCUREMENT PRACTICES

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

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



DISCLOSURES

LOCATION & DATA

ANTI-COMPETITIVE BEHAVIOR

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

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

ENERGY

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

WATER AND EFFLUENTS

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



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

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



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

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



DISCLOSURES		LOCATION & DATA
TRAINING AND EDUCATION		
404-1; 11.7.2; 11.10.6; 11.11.4	Average hours of training per year per employee	Workforce Recruitment and Retention p 39 ; Developing Our Talent p 41 ; Average hours training annually in 2024 not including on-the-job training and competency: Total: 25.48 Male: 23.62; Female: 25.32; Average hours by employee category: Contract - 11.97; Short-Service: 52.77; Full-time: 23.9; Demographic breakdowns include non-Russia entities only
404-2; 11.7.3; 11.10.7	Programs for upgrading employees skills and transition assistance programs	On a continued commitment to develop our key talent bench-strength from frontline through senior leadership audience, programs and content are targeted to the various tiers of the organization, allowing for a structured development pathway and applied learning relevant to their roles.
404-3	Percentage of employees receiving regular performance and career development reviews	98% of employees received Performance Appraisals in 2024, which include discussions on performance management, career goals, and alignment to Company objectives.
DIVERSITY AND EQUAL OPPORTUNITY		
405-1; 11.11.5	Diversity of governance bodies and employees	Board Diversity p 55 ; 16.67% Female, 16.67% African American or Black, 16.67% Asian
405-2; 11.11.6	Ratio of basic salary and remuneration of women to men	Not Reported
NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	Data not disclosed due to confidentiality restraints.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1; 11.13.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association p 41 ; Weatherford adheres to the principle of Freedom of Association as set forth in the International Labor Organization (ILO) Convention: Freedom of Association and Protection of the Right to Organize (No. 87 of 1948), as well as compliance with local laws.
CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Foundation of Ethics and Integrity p 54 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Weatherford's Code of Conduct and Human Rights Standard outline our intentions to respect human rights always, including our commitment to never employ prohibited child labor within our organization, and to follow local laws regarding minimum age, employment, working hours and wages. Our employees are empowered to report suspected violations of these principles to HR, Compliance, or through our third-party ethics and reporting hotline 'Listen Up'. All allegations are investigated.
FORCED OR COMPULSORY LABOR		
409-1; 11.12.2	Operations and suppliers at significant risk for incidents of child, forced or compulsory labor	Our Foundation of Ethics and Integrity p 54 ; Business Conduct, Ethics, and Compliance p 56 ; Human Rights Across our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; Code of Business Conduct
SECURITY		
410-1; 11.18.2	Security personnel trained in human rights policies or procedures	Enterprise Risk Management p 59 ; Supporting Our Communities p 50 ; Human Rights Across Our Value Chain p 58 ; Responsibility in Our Supply Chain p 60 ; 100% of security personnel completed the ISO05 accredited Voluntary Principles on Security and Human Rights VPSHR manager course.



DISCLOSURES		LOCATION & DATA
RIGHTS OF INDIGENOUS PEOPLE		
411-1; 11.17.2; 11.17.3; 11.17.4	Incidents of violations involving rights of indigenous peoples	Priority Topics p 15 ; Social p 37 ; Number of incidents: 0; The Company received no reports in 2024 via its Listen Up/whistleblower hotline reporting violations involving rights of indigenous peoples. Accordingly, there are no incidents for which status updates are available.
LOCAL COMMUNITIES		
413-1; 11.15.2	Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement p 15 ; Priority Topics p 15 ; Supporting Our Communities p 50
413-2; 11.15.3; 11.15.4	Operations with significant actual and potential negative impacts on local communities	Stakeholder Engagement p 15 ; Priority Topics p 15 ; Supporting Our Communities p 50 ; Health and Safety at Weatherford p 44 ; The company is not aware any local community grievances or any situations against WFRD of involuntary settlement.
SUPPLIER SOCIAL ASSESSMENT		
414-1; 11.10.8; 11.12.3	New suppliers that were screened using social criteria	Responsibility in Our Supply Chain p 60 ; 100% of new suppliers are screened for social criteria related to human rights, business code of conduct, supplier diversity, occupational health and safety, child labor, and forced or compulsory labor. Data includes non-Russia entities only.
414-2; 11.10.9	Negative social impacts in the supply chain and actions taken	Responsibility in Our Supply Chain p 60 ; 0 - We had zero suppliers identified with significant actual or potential negative social impacts.
PUBLIC POLICY		
415-1; 11.2.4; 11.22.2	Political contribution report	Political Contributions p 57 ; Code of Business Conduct ; Funds contributed to political parties, leaders, or candidates using Weatherford funds or on Company's behalf - \$0



SASB

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



TCFD

TCFD RECOMMENDATION	DISCLOSURE REFERENCE
GOVERNANCE	
Describe the board's oversight of climate-related risk and opportunities	ESG at Weatherford p 8 ; ESG Leadership and Oversight p 12 ; ESG Governance p 13 ; Climate: Risks and Opportunities p 32 ; Board of Directors p 55 ; Form 10-K 2024 - see p 9-11, 18
Describe management's role in assessing and managing climate-related risks and opportunities	Message from our CEO p3 ; ESG at Weatherford p 8 ; ESG Leadership and Oversight p 12 ; ESG Governance p 13 ; Climate: Risks and Opportunities p 32 ; Board of Directors p 55 ; Form 10-K 2024 - see p 9-11, 18
STRATEGY	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	Climate: Risks and Opportunities p 32 ; TCFD IRO Indices p 75
Describe the impact of climate-related risks and opportunities on the organizations business, strategy, and financial planning	Climate: Risks and Opportunities p 32 ; TCFD IRO Indices p 75 ; Form 10-K 2024 - see p 9-11, 18
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate: Risks and Opportunities p 32 ; TCFD IRO Indices p 75
RISK MANAGEMENT	
Describe the organization's processes for identifying and assessing climate-related risks.	Climate: Risks and Opportunities p 32 ; TCFD IRO Indices p 75
Describe the organization's processes for managing climate-related risks.	Climate: Risks and Opportunities p 32 ; Environment p 17 ; TCFD IRO Indices p 75
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate: Risks and Opportunities p 32 ; ESG at Weatherford p 8 ; TCFD IRO Indices p 75
METRICS AND TARGETS	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment p 17 ; Climate: Risks and Opportunities p 32 ; Indices p 70-71 (Disclosures 302-308); Details on our Environmental Data p 81 ; TCFD IRO Indices p 75
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Climate: Risks and Opportunities p 32 ; Climate: Energy and Emissions Management p 28 ; Indices p 70-71 (Disclosures 302-308); Details on our Environmental Data p 81
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environment p 17 ; Climate: Risks and Opportunities p 32 ; Details on our Environmental Data p 81



CLIMATE RISKS AND OPPORTUNITIES

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

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

TYPE	CLIMATE-RELATED OPPORTUNITIES
RESOURCE EFFICIENCY	<ul style="list-style-type: none">Reduce emissions through leaner field operations and energy-efficient transportation fleetTransition to regionally located suppliersUse of recyclingInvest in efficiencies in buildings that Weatherford will operate in the long termReduce water usage and consumption
ENERGY SOURCE	<ul style="list-style-type: none">Transition to renewable energyUse of supportive energy policy incentives Use of low emissions technologyUse of carbon pricingPurchasing PPAs or RECsInvestigate opportunities to partner with local companies to use/install renewable energy
PRODUCTS AND SERVICES	<ul style="list-style-type: none">Development or expansion of low-emission products and servicesDevelopment of new products or services through R&D and innovationContinue enhancing emission-reducing service offerings
MARKETS	<ul style="list-style-type: none">Access to new markets, including CCS and low-emission products and servicesEligibility for tax credits and incentives
RESILIENCE	<ul style="list-style-type: none">Resource substitution or diversificationAlternative energy sources and use of renewable energy



UNGC COP

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



LRQA Independent Assurance Statement

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

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

Terms of Engagement

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

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

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

¹. <http://www.ghgprotocol.org/>



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

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

LRQA’s Opinion

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

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

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

LRQA’s Approach

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

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

LRQA’s Standards, Competence and Independence

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

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



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

Signed

Dated: 22 May 2025

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

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

Scope	Quantity	Unit
Scope 1 GHG emissions ¹	96,816	mt CO ₂ e
Scope 2 GHG emissions (Location-based) ²	55,040	mt CO ₂ e
Scope 2 GHG emissions (Market-based) ²	54,323	mt CO ₂ e
Scope 3 Category 1: Purchased Goods & Services	582,540	mt CO ₂ e
Scope 3 Category 2: Capital Goods	15,835	mt CO ₂ e
Scope 3 Category 3: Fuel and Energy Related Activities	40,909	mt CO ₂ e
Scope 3 Category 4: Upstream Transportation & Distribution	57,211	mt CO ₂ e
Scope 3 Category 5: Waste Generated in Operations	47,109	mt CO ₂ e
Scope 3 Category 6: Business Travel	14,969	mt CO ₂ e
Scope 3 Category 7: Employee Commuting	20,741	mt CO ₂ e
Scope 3 Category 9: Downstream Transportation and Distribution ³	14,280	mt CO ₂ e
Scope 3 Category 15: Investments	9,222	mt CO ₂ e
Scope 1 Intensity	17.6	mt CO ₂ e / \$M Rev ⁴
Scope 2 Location-based Intensity	10.0	mt CO ₂ e / \$M Rev
Scope 2 Market-based Intensity	9.9	mt CO ₂ e / \$M Rev
Scope 1 & 2 Energy Intensity	99.5	MWh / \$M Rev
Total Energy Consumed (Scope 1 and Scope 2)	548,658	MWh
Note 1: Scope 1 emissions excluded fugitive HFCs due to a lack of data.		
Note 2: Scope 2, Location-based and Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015		
Note 3: Scope 3 Category 9 Downstream Transportation & Distribution only includes emissions when Weatherford rebilled customers for shipping		
Note 4: Based on revenue \$5,513 Million as reported in Weatherford’s 10-K; this figure was not verified by LRQA		



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

GHG Emissions ¹	CO ₂ ²	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Unspecified CO ₂ e ²	Unit
Location-based	733,229	127,114	13,181	8,173	1,081	1,204	118	70,571	mt CO ₂ e
Note 1: Greenhouse gases covered by the Kyoto Protocol; volumes do not include Global Warming Potentials.									
Note 2: Unspecified CO ₂ e stems from Scope 3 emissions factors which cannot be broken into specific GHGs.									

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

Environmental Data	Quantity	Unit
Water Withdrawal	466	Million liters
Water Discharge ¹	466	Million liters
Total Waste Generated	50,674	mt
Hazardous Waste	13,660	mt
Non-Hazardous Waste	37,014	mt
Waste Diverted from Disposal	11,062	mt
Waste Directed to Disposal	39,612	mt
Note 1: Water discharged is assumed to be the same as water withdrawn.		

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

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



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

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



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

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

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DETAILS ON OUR ENVIRONMENTAL DATA

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

GREENHOUSE GAS (GHG) EMISSIONS DATA

Basis of Presentation

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

GHG Organizational Boundary

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

Operational Boundaries

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

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

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

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

Greenhouse Gas Emissions Summary Tables

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

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

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

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

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



GHG Emissions Base Year

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

Estimation Uncertainties

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

Greenhouse Gases Covered

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

Scope 1 and 2 Intensity

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

Offsets

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

Global Warming Potential (GWP)

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



Calculation Methodologies and Emission Factor Sets are as follows:

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



Calculation Methodologies and Emission Factor Sets are as follows:

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



WATER AND WASTE ENVIRONMENTAL DATA

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

Organizational Boundaries

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

Water and Waste Base Year

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

Estimation Uncertainties

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

Waste Intensity

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

Environmental Data Summary Tables

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

Waste and Water Calculation Methodologies

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



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

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

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

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

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

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

	Year Ended	
	12/31/24	12/31/23
Net Income Attributable to Weatherford	\$506	\$417
Net Income Attributable to Noncontrolling Interests	44	32
Interest Expense, Net of Interest Income of \$56 and \$59	102	123
Loss on Blue Chip Swap Securities	10	57
Income Tax Provision	189	57
Other Expense, Net	87	134
Operating Income	938	820
Depreciation and Amortization	343	327
Other Charges	56	4
Share-Based Compensation	45	35
Adjusted EBITDA	\$1,382	\$1,186
Revenues	\$5,513	\$5,135
Net Income Margin	9.2%	8.1%
Adjusted EBITDA Margin	25.1%	23.1%
Net Income Variance YoY	21.3%	
Adjusted EBITDA Variance YoY	16.5%	
Net Income Margins Variance YoY	106 bps	
Adjusted EBITDA Margins Variance YoY	197 bps	

	Year Ended				
	12/31/24	12/31/23	12/31/22	12/31/21	12/31/20
Adjusted Free Cash Flow					
Net Cash Provided by Operating Activities	\$792	\$832	\$349	\$322	\$210
Capital Expenditures for Property, Plant and Equipment	(299)	(209)	(132)	(85)	(154)
Proceeds from Disposition of Assets	31	28	82	41	22
Adjusted Free Cash Flow	\$524	\$651	\$299	\$278	\$78



ABOUT THIS REPORT

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

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

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

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FORWARD DISCLAIMER

This Report contains projections and forward-looking statements. These forward-looking statements are generally identified by the words “believe,” “project,” “expect,” “anticipate,” “estimate,” “outlook,” “intend,” “strategy,” “plan,” “guidance,” “may,” “should,” “could,” “will,” “would,” “will be,” “will continue,” “will likely result,” and similar expressions, although not all forward-looking statements contain these identifying words. These forward-looking statements are only predictions based upon the current beliefs of Weatherford’s management and are subject to significant risks, assumptions, and uncertainties. These risks and uncertainties are more fully described in Weatherford’s reports and registration statements filed with the Securities and Exchange Commission. Any forward-looking statements speak only as of the date on which such statement is made, and the Company undertakes no obligation to correct or update any forward-looking statement, whether as a result of new information, future events or otherwise, except as required by applicable law, and we caution you not to rely on them unduly.

