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GRI

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

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



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
GRI 2: General Disclosure 2021			
	2-26	Mechanisms for seeking advice and raising concerns	Sustainability at Weatherford p 4 , Business Conduct, Ethics and Compliance p 49 ; Corporate Governance Principles ; Modern Slavery Act & Supply Chains Act ; Code of Business Conduct
	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 p 84
	2-29	Approach to stakeholder engagement	Stakeholder Engagement p 8
	2-30	Collective bargaining agreements	Collective Bargaining Data p 84
GRI 3: Material Topics 2021			
	3-1	Process to determine material topics	Priority Topics p 8 ; Stakeholder Engagement p 8
	3-2	List of material topics	DMA Results p 92
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 p 92
GHG Emissions			
11.1.2	302-1	Energy consumption within the organization	Climate and Environmental Data p 77
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 p 77
11.1.5	305-1	Direct (Scope 1) GHG Emissions	Climate and Environmental Data p 77
11.1.6	305-2	Energy indirect (Scope 2) GHG Emissions	Climate and Environmental Data p 77
11.1.7	305-3	Other indirect (Scope 3) GHG Emissions	Climate and Environmental Data p 77

GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
GHG Emissions (continued)			
11.1.8	305-4	GHG emissions intensity	Climate and Environmental Data p 77
Reporting on climate adaptation, resilience, and transition			
11.2.2	201-2	Financial implications and other risks and opportunities due to climate change	Form 10-K 2025
11.2.3	305-5	Reduction of GHG Emissions	Climate and Environmental Data p 77
Air Emissions			
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 p 40 ; Customer Health and Safety p 43 ; Safety in Our Products and Services p 43
Biodiversity			
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 p 31
11.4.3	304-2	Significant impacts of activities, products and services on biodiversity Additional sector recommendations	Biodiversity and Ecosystems p 31
11.4.4	304-3	Habitats protected or restored Additional sector recommendations	Biodiversity and Ecosystems p 31



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
Biodiversity (continued)			
11.4.5	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity and Ecosystems p 31
Waste			
11.5.2	306-1	Waste generated and significant waste-related impacts	Resource Management p 29
11.5.3	306-2	Management of significant waste-related impacts	Resource Management p 29
11.5.4	306-3	Waste generated	Waste Generated Data p 78
11.5.5	306-4	Waste diverted from disposal	Waste Generated Data p 78
11.5.6	306-5	Waste directed to disposal	Waste Generated Data p 78
Water and effluents			
11.6.2	303-1	Interactions with water as a shared resource	Water Resources p 28
11.6.3	303-2	Management of water discharge-related impacts	Water Resources p 28
11.6.4	303-3	Water withdrawal	Water Data p 78
11.6.5	303-4	Water discharge	Water Data p 78
11.6.6	303-5	Water consumption	Details on Our Climate and Environmental Data p 85
Reporting on climate adaptation, resilience, and transition			
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
Reporting on climate adaptation, resilience, and transition (continued)			
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.
Asset integrity and critical incident management			
11.8.2	306-3	Significant spills	Health and Safety Data p 79
Occupational health and safety			
11.9.2	403-1	Occupational health and safety management system	Health and Safety at Weatherford p 40 ; RADAR program p 42
11.9.3	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety at Weatherford p 40 ; RADAR program p 42
11.9.4	403-3	Occupational health services	Health and Safety at Weatherford p 40
11.9.5	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety at Weatherford p 40
11.9.6	403-5	Worker training on occupational health and safety	Health and Safety at Weatherford p 40
11.9.7	403-6	Promotion of worker health	Health and Safety at Weatherford p 40 ; 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 p 40 ; Responsibility in Our Supply Chain p 53 ; Customer Health and Safety p 43
11.9.9	403-8	Workers covered by an occupational health and safety management system	Health and Safety at Weatherford p 40



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
Occupational health and safety (continued)			
11.9.10	403-9	Work-related injuries	Health and Safety Data p 79
11.9.11	403-10	Work-related ill health	Health and Safety Data p 79
Employment practice			
11.10.2	401-1	New employee hires and employee turnover	Employee Data p 80
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 p 35
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 p 80
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 p 84
11.10.9	414-2	Negative social impacts in the supply chain and actions taken	Responsibility in Our Supply Chain p 53 ; Business Conduct Data p 84
Non-discrimination and equal opportunity			
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
Non-discrimination and equal opportunity (continued)			
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 p 80
11.11.5	405-1	Diversity of governance bodies and employees	Employee Data p 80
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.
Forced labor and modern slavery			
11.12.2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Foundation of Ethics and Integrity p 48 ; Business Conduct, Ethics, and Compliance p 49 ; Human Rights Across our Value Chain p 51 ; Responsibility in Our Supply Chain p 53
11.12.3	414-1	New suppliers that were screened using social criteria	See GRI 11.10.8
Freedom of association and collective bargaining			
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 p 36
Economic impacts			
11.14.2	201-1	Direct economic value generated and distributed additional sector recommendations	Form 10-K 2025
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
Economic impacts (continued)			
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	Form 10-K 2025
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.
Local communities			
11.15.2	413-1	Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement p 8 ; Priority Topics p 8 ; Supporting Our Communities p 45
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.
Indigenous peoples			
11.17.2	411-1	Incidents of violations involving rights of indigenous peoples	Priority Topics p 8 ; Investing in Social Interests p 33 ; 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
Indigenous peoples (continued)			
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.
Conflict and security			
11.18.2	410-1	Security personnel trained in human rights policies or procedures	Employee Data p 80
Anti-competitive behavior			
11.19.2	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Form 10-K 2025 - Part 1, Item 3 (Legal Proceedings); Fair Competition p 50
Anti-corruption			
11.20.2	205-1	Operations assessed for risks related to corruption	Form 10-K 2025 - Part 1, Item 1A (Business and Operational Risks); Business Conduct, Ethics, and Compliance p 49 ; Anti-Corruption p 50 ; Responsibility in Our Supply Chain p 53
11.20.3	205-2	Communication and training about anti-corruption policies and procedures	Form 10-K 2025 - Part 1, Item 1A (Business and Operational Risks); Business Conduct, Ethics, and Compliance p 49 ; Anti-Corruption p 50



GRI 11: Oil & Gas Sector 2021	Disclosure Reference	Metric	Location & Data
Anti-corruption (continued)			
11.20.4	205-3	Confirmed incidents of corruption and actions taken	Data not disclosed due to confidentiality restraints.
Payments to governments			
11.21.2	201-1	Direct economic value generated and distributed	Form 10-K 2025
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	Form 10-K 2025
11.21.5	207-2	Tax governance, control, and risk management	Form 10-K 2025
11.21.6	207-3	Stakeholder engagement and management of concerns related to tax	Form 10-K 2025
11.21.7	207-4	Country-by-country reporting additional sector recommendations	Form 10-K 2025
Public policy			
11.22.2	415-1	Political contributions	Political Contributions p 50 ; Code of Business Conduct



ISSB IFRS S1

Reference	Requirements	Location & Data
Governance		
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 p 11
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 p 11
Strategy		
Sustainability-related risks and opportunities		
30(a)	Describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	DMA Results p 92
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 p 8
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 p 8
Business Model and Value Chain		
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 p 92 ; Climate Risk and Opportunities Results p 93
Strategy and decision-making		
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 p 7
33(b)	The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information	Priority Topics p 8 ; DMA Results p 92
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 p 92
Financial position, financial performance and cash flows		
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.
Risk Management		
44(a)	The processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks	Priority Topics p 11
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 p 85
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 p 8
44(a)(v)	How the entity monitors sustainability-related risks	Priority Topics p 8
44(a)(vi)	Whether and how the entity has changed the processes it uses compared with the previous reporting period	Priority Topics p 8



Reference	Requirements	Metric/Location of Data
Risk Management (continued)		
44(b)	The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities	Priority Topics p 8
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 p 8
Metrics and Targets		
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 p 8
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 p 67
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 p 75
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 p 85
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 p 67
51(a)	The metric used to set the target and to monitor progress towards reaching the target	ISSB IFRS S2 p 67
51(b)	The specific quantitative or qualitative target the entity has set or is required to meet	ISSB IFRS S2 p 67
51(c)	The period over which the target applies	ISSB IFRS S2 p 67
51(d)	The base period from which progress is measured	ISSB IFRS S2 p 67
51(e)	Any milestones and interim targets	ISSB IFRS S2 p 67
51(f)	Performance against each target and an analysis of trends or changes in the entity's performance	ISSB IFRS S2 p 67
51(g)	Any revisions to the target and an explanation for those revisions	ISSB IFRS S2 p 67
General Requirements		
Identifying sustainability-related risks and opportunities		
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 p 72
Identifying applicable disclosure requirements		
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 p 72
Disclosure of information about sources of guidance		
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 p 72
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 p 72



ISSB IFRS S2

Reference	Requirements	Metric/Location of Data
Governance		
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 p 11
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 p 11
Strategy		
8	Climate-related risks and opportunities	Climate: Risks and Opportunities p 27
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 p 93
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 p 27
Climate-related risks and opportunities		
10(a)	Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Climate: Risks and Opportunities p 27
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 p 93
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 p 93
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 p 93
Business Model and Value Chain		
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 p 93
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.
Strategy and decision-making		
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 p 19
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 p 19



Reference	Requirements	Metric/Location of Data
Strategy and decision-making (continued)		
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 p 19
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 p 25
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 p 14
Financial position, financial performance and cash flows		
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
Climate resilience		
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 p 27
22(a)(ii)	The significant areas of uncertainty considered in the entity's assessment of its climate resilience	Climate: Risks & Opportunities p 27
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 p 27
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
Climate resilience (continued)		
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.
Risk Management		
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 p 93 ; DMA Results p 92
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 p 93 ; DMA Results p 92
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 p 93
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 p 92
25(a)(v)	How the entity monitors climate-related risks; and	Priority Topics p 8
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 p 8
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 p 11
Metrics and Targets		
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
Climate-related metrics		
29(a)(i)(1)	Scope 1 greenhouse gas emissions	Climate and Environmental Data p 77
29(a)(i)(2)	Scope 2 greenhouse gas emissions	Climate and Environmental Data p 77
29(a)(i)(3)	Scope 3 greenhouse gas emissions	Climate and Environmental Data p 77
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 p 85
29(a)(iv)(1)	Scope 1 and scope 2 greenhouse gas emissions disaggregated by consolidated accounting group	Climate and Environmental Data p 77
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 p 77
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 p 85
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 p 77
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 p 93
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 p 93
29(d)	Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities	Climate Risks & Opportunities Results p 93
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 p 72



Reference	Requirements	Metric/Location of Data
Climate-related targets		
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 p 24
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 p 14
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 ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₆ , 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 p 85
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 p 85
36(e)(ii)	Which third-party scheme(s) will verify or certify the carbon credits;	Details on Climate and Environmental Data p 85
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 p 85
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
Emission reduction services and fuels management		
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 p 8
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
Water Management Services		
EM-SV-140a.1	Total volume of water handled in operations	Water and Waste Data p 78
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 p 8
Chemicals Management		
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 p 8
Ecological Impact Management		
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 p 8
Workforce Health & Safety		
EM-SV-320a.1(1)	Total recordable incident rate (TRIR)	Health and Safety Data p 79
EM-SV-320a.1(2)	Fatality rate	Health and Safety Data p 79
EM-SV-320a.1(3)	Near miss frequency rate (NMFR)	Health and Safety Data p 79

Code	Metric	Metric/Location of Data
Workforce Health & Safety (continued)		
EM-SV-320a.1(4)(b)	Average hours of health, safety, and emergency response training for direct employees	Health and Safety Data p 79
EM-SV-320a.1(4)(b)	Average hours of health, safety, and emergency response training for contract employees	Health and Safety Data p 79
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 p 30 ; Health and Safety at Weatherford p 40
EM-SV-320a.3	Number of road accidents and incidents	Health and Safety Data p 79
Business Ethics & Payment Transparency		
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 p 84
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 49 ; Anti-Corruption p 50 ; 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	Conflicts Minerals Policy; Modern Slavery Act & Supply Chains Act; Code of Business Conduct
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 27 ; Hazardous Substance Management and Spill Prevention p 30 ; Health and Safety at Weatherford p 40 ; Enterprise Risk Management p 52
Business Activities		
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 p 80



TCFD

Reference	TCFD Recommendation	Location & Data
Governance		
a)	Describe the board's oversight of climate-related risk and opportunities	See ISSB IFRS S2 p 67 , Acting with Integrity p 47
b)	Describe management's role in assessing and managing climate-related risks and opportunities	See IFRS S2 p 67 , Acting with Integrity p 47
Strategy		
a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	See ISSB IFRS S2 p 67 , Climate Risks and Opportunities p 27 , DMA Results p 92 , Climate Risks and Opportunities Results p 93
b)	Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	See ISSB IFRS S2 p 67 , Climate Risks and Opportunities p 27 , DMA Results p 92 , Climate Risks and Opportunities Results p 93
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 p 67 , Climate Risks and Opportunities p 27 , DMA Results p 92 , Climate Risks and Opportunities Results p 93
Risk Management		
a)	Describe the organization's processes for identifying and assessing climate-related risks.	See ISSB IFRS S2 p 67 , Climate Risks and Opportunities p 27 , DMA Results p 92 , Climate Risks and Opportunities Results p 93
b)	Describe the organization's processes for managing climate-related risks.	See ISSB IFRS S2 p 67 , Climate Risks and Opportunities p 27 , DMA Results p 92 , Climate Risks and Opportunities Results p 93
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 p 67 , Climate Risks and Opportunities p 27 , DMA Results p 92 , Climate Risks and Opportunities Results p 93
Metrics and Targets		
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 p 67 , Climate Risks and Opportunities p 27 , Enterprise Risk Management p 52 , Details on our Climate and Environmental Data p 85
b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	See ISSB IFRS S2 p 67 , Climate: Energy & Emissions Management p 24 , Climate Risks and Opportunities p 27 , Enterprise Risk Management p 52 , Details on our Climate and Environmental Data p 85
c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See ISSB IFRS S2 p 67 , Our Strategy and Approach p 15 , Climate: Energy & Emissions Management p 24 , Climate Risks and Opportunities p 27 , Enterprise Risk Management p 52 , Details on our Climate and Environmental Data p 85



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



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*	2025	Related Reporting Frameworks	
			ISSB*	GRI
Scope 1 GHG Emissions (MT CO₂e)				
Gross Scope 1 GHG emissions	158,112	80,096	•	•
Scope 2 GHG Emissions (MT CO₂e)				
Gross location-based Scope 2 GHG emissions	77,306	49,383	•	•
Gross market-based Scope 2 GHG emissions	77,497	48,786	•	•
Scope 1 + Scope 2 GHG Emissions (MT CO₂e)				
Scope 1 + Scope 2 location-based GHG emissions	235,418	129,479		•
Scope 1 + Scope 2 market-based GHG emissions	235,609	128,882		•
GHG Emissions Intensity (MT CO₂e per \$M Revenue)				
GHG emissions intensity (location-based)	14.8	10.0		•
GHG emissions intensity (market-based)	14.9	9.9		•
Scope 1 and 2 Intensity (MT CO₂e per \$M Revenue)				
GHG emissions intensity	45.1	26.3		•
Energy				
Total energy consumption (MWh)	912,558	472,520		•
Energy intensity (MWh per \$M Revenue)	175.0	96.1		•
Scope 1, Scope 2 location-based and Scope 3 GHG Breakdown (MT CO₂e)				
CO ₂		27,609,884	•	•
CH ₄		81,261	•	•
N ₂ O		101,287	•	•
HFCs		4,404	•	•
PFCs		804	•	•
SF ₆		910	•	•
NF ₆		68	•	•
Unspecified GHGs (CO ₂ , CH ₄ , N ₂ O)		64,863	•	•

GHG Breakdown (MT CO ₂ e)(Continued)	2025	Related Reporting Frameworks	
		ISSB*	GRI
Total reported scope 3 GHG emissions	27,734,002	•	•
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*	•	•
Category 12. End-of-life treatment of sold products	124*	•	•
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).
 *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
Total Waste Generated	44,420		•
Hazardous Waste Diverted from Disposal	756		•
Recycling	626*		•
Other recovery operation	130*		•
Hazardous Waste Directed to Disposal	2,531		•
Incineration without energy recovery	83*		•
Incineration with energy recovery	89*		•
Landfill	104*		•
Other disposal operation	2,255*		•
Non-hazardous Waste Diverted from Disposal	9,910		•
Recycling	6,839*		•
Other recovery operation	3,071*		•
Non-hazardous Waste Directed to Disposal	31,223		•
Incineration without energy recovery	1,076*		•
Incineration with energy recovery	708*		•
Landfill	10,531*		•
Other disposal operation	18,908*		•

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.



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+	•	
Average Hours of Health, Safety, and Emergency Response Training			
Temporary employees	15.48	•	
Full-time employees	15.03	•	
Contract employees	13.07	•	

Work-Related Ill Health	2025	Related Reporting Frameworks	
		ISSB*	GRI
For All Employees			
The number of fatalities as a result of work-related ill health;	0		•
The number of cases of recordable work-related ill health;	0		•
For All Workers Who are Not Employees			
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
For All Employees			
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	•	•
For All Workers Who are Not Employees			
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	
		ISSB*	GRI
Headcount by Gender			
Total employees	16,501		•
Male	14,267		•
Female	1,960		•
Not declared	274		•
Headcount by Geozones			
Total employees	16,501		•
Latin America	2,616		•
Europe / Sub-Saharan Africa	2,185		•
Middle East / North Africa	3,421		•
Asia	1,908		•
Kingdom of Saudi Arabia	1,136		•
North America	3,012		•
Russia	2,223		•
Total Number of Hours Worked by All Employees			
All employees	66,839,689	•	•
Employees	66,049,407	•	•
Workers who are not employees	790,282	•	•
New Employee Hires and Employee Turnover			
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%		•

Information on Employees and Governance Bodies	Female	Male	Not Declared	Related Reporting Frameworks	
				ISSB*	GRI
All Employees	1,960	14,267	274		•
Permanent	1,935	14,219	266		•
Temporary	25	48	8		•
Full-time	1,925	14,192	273		•
Part-time	35	75	1		•
Governance Bodies					
Board of Directors	17%	83%			•

Diversity of Governance Bodies and Employees	2025	Related Reporting Frameworks	
		ISSB*	GRI
Female	16.67%		•
African American or Black	16.67%		•
Asian	16.67%		•



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									•	

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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			•

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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			•

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BUSINESS CONDUCT DATA

	2025	Related Reporting Frameworks	
		ISSB*	GRI
Collective Bargaining			
The percentage of total employees covered by collective bargaining agreements	11%		•
Business Ethics & Payments Transparency			
Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	\$24,930,676+	•	
Incidents of Discrimination and Other Human Rights Incidents			
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%+		•
Training and Skills Development			
Percentage of employees that participated in regular performance and career development reviews	100%		
Average Number of Training Hours per Employee			
Total	36.88		•
Male	37.37		•
Female	30.98		•
Short-term	36.98		•
Long-term	36.88		•
Membership Associations			
Weatherford listed membership associations*	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		•

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*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 CO₂e. GHG Scope 1 and 2 emissions disclosed include the following greenhouse gases: carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). 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 & Taxi: Distance-Based where known, Spend-based: Industry for all others</p> <p>Rental Car & Ride-Share & 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	ACUTE <ul style="list-style-type: none"> Increased severity of hurricanes leading to damage of facilities in vulnerable geographies that can result in business interruptions Extreme events such as floods, wind, storms, wildfires, etc., causing business interruptions & direct damage to facilities 	RESOURCE EFFICIENCY	<ul style="list-style-type: none"> Reduce emissions through leaner field operations and energy-efficient transportation fleet Transition to regionally located suppliers Use of recycling Invest in efficiencies in buildings that Weatherford will operate in the long term Reduce water usage and consumption 			
	CHRONIC <ul style="list-style-type: none"> Increased incidences of drought or water shortages in geographies where Weatherford operates Rising mean temperature impacts operations through increased risk of heat waves, causing heat stress in field workers 		<ul style="list-style-type: none"> Extreme variability in weather patterns results in disruptions in the global supply chain Decreased insurance policy limits/availability on property for weather-related peril coverage Sea level rise impacts operations on coastlines due to increased flooding Sea level rise impacts supply chain ports 			
TRANSITION RISK	POLICY AND LEGAL <ul style="list-style-type: none"> Difficulty adhering to advancements in emissions disclosure requirements Increased exposure to litigation related to Weatherford's impact on the climate The implementation of a carbon tax in countries where Weatherford primarily operates 	ENERGY SOURCE	<ul style="list-style-type: none"> Transition to renewable energy Use of supportive energy policy incentives Use of carbon pricing Purchasing PPAs or RECs Investigate opportunities to partner with local companies to use/ install renewable energy 			
	TECHNOLOGY <ul style="list-style-type: none"> Failed implementation of future climate-based or emissions-reducing technology resulting in significant financial loss Competitor's investment in R&D and innovation could lead to rapid development of low emissions processes, tools, or products, leading to stranded assets for Weatherford Costs to implement lower emissions, renewable energy, or carbon capture technologies at Weatherford's facilities & in operations could put a strain on Company margins 		PRODUCTS AND SERVICES	<ul style="list-style-type: none"> Development or expansion of low-emission products and services Development of new products or services through R&D and innovation Continue enhancing emission-reducing service offerings 		
	MARKET <ul style="list-style-type: none"> Shifting regulations and consumer preferences may lead to increased costs of raw materials Buying and contracting preferences may shift toward more climate-focused solutions and products Forecasts made by research agencies and services to dictate the strategy of the Oil & Gas sector may prove to be untrue 			MARKETS	<ul style="list-style-type: none"> Access to new markets, including CCS and low-emission products and services Eligibility for tax credits and incentives 	
	REPUTATION <ul style="list-style-type: none"> Shift in consumer preferences and increased stakeholder concerns impacting oil and gas Inability or difficulty recruiting new and top talent based on sector stigmatization Increased stigmatization of the sector as a result of increased climate awareness 				RESILIENCE	<ul style="list-style-type: none"> Resource substitution or diversification Alternative energy sources and use of renewable energy
	<ul style="list-style-type: none"> Financial penalties due to not adhering to updated climate mandates Regulations requiring operations changes and/or installation of new technology Litigation related to the inability to comply with globally evolving and emerging regulation 					<ul style="list-style-type: none"> Inability to achieve Net Zero by 2050 target Increased stakeholder concern and negative feedback can negatively affect investor pipeline



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
Net Income Attributable to Weatherford	431	506
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
Operating Income	756	938
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
Adjusted EBITDA	1067	1382
Revenues	4918	5513
Net Income Margin	8.8%	9.2%
Adjusted EBITDA Margin	21.7%	25.1%
Net Income Variance YoY	(14.8%)	
Adjusted EBITDA Variance YoY	(22.8%)	
Net Income Margins Variance YoY	(41) bps	
Adjusted EBITDA Margins Variance YoY	(337) bps	

Adjusted Free Cash Flow	Year Ended					
	12/31/2025	12/31/24	12/31/23	12/31/22	12/31/21	12/31/20
Net Cash Provided by Operating Activities	676	792	832	349	322	210
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.

