



# INDICES

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# GRI

DISCLOSURE		LOCATION AND DATA
<b>General Disclosures</b>		
2-1	Organizational Details	Weatherford International plc (NASDAQ: WFRD) <a href="#">Form 10-K 2022</a> 2000 St James Place, Houston, Texas, United States of America 75 Countries; <a href="#">About Weatherford p 6</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">Form 10-K 2022</a>
2-3	Reporting period, frequency, and contact point	January 1 - December 31, 2022; Annual For Sustainability Program: <a href="mailto:sustainability@weatherford.com">sustainability@weatherford.com</a> For Investors: <a href="mailto:investor.relations@weatherford.com">investor.relations@weatherford.com</a> For Media: <a href="mailto:media@weatherford.com">media@weatherford.com</a>
2-4	Restatements of information	<a href="#">Details on our GHG Emissions - Base Year p 91; Energy and Emissions p 39; Water last paragraph p 45; Managing our Waste last paragraph p 46</a>
2-5	External Assurance	<a href="#">Assurance p 25</a> ; Our 2022 Sustainability Report is not externally assured. We are developing our approach to assurance in consultation with internal assurance and external auditing firms
2-6	Activities, value chain, and other business relationships	<a href="#">Form 10-K 2022</a> ; <a href="#">About Weatherford p 6</a> ; <a href="#">Products and Portfolio Capabilities p 14-18</a>
2-7	Employees	<a href="#">About Weatherford p 6</a> ; <a href="#">Social p 51</a> ; <a href="#">Creating a Diverse, Equitable, and Inclusive Workplace p 56</a> ; <a href="#">Form 10-K 2022</a> Full-time females: North America (NAM) - 528; Latin America (LAM) - 430; Middle East, North Africa & Asia (MENA/ASIA) - 479; Europe, SSA, Russia (EUA/RUS) - 501 Full-time males: NAM - 3,106; LAM - 3,418; MENA/ASIA - 5,548; EUA/RUS - 3,648 Part-time females: NAM - 0; LAM - 0; MENA/ASIA - 1; EUA/RUS - 10 Part-time males: NAM - 10; LAM - 0; MENA/ASIA - 1; EUA/RUS - 9 2021 to 2022 Fluctuation: Female - 110; Male - 441; Other - 8
2-8	Workers who are not employees	<a href="#">Social p 51</a> ; <a href="#">Form 10-K 2022</a>
2-9	Governance structure and composition	<a href="#">Our Approach to ESG p 20-29</a> ; <a href="#">Board of Directors p 70-71</a> <a href="#">Form 10-K 2022</a> - Part 3, Item 10 <a href="#">Proxy Statement 2023</a> - Election of Directors Section <a href="#">Corporate Governance Principles</a>

DISCLOSURE		LOCATION AND DATA
2-10	Nomination and selection of the highest governance body	<a href="#">Proxy Statement 2023</a> - Other information Section <a href="#">Corporate Governance Principles</a>
2-11	Chair of the highest governance body	<a href="#">Proxy Statement 2023</a> - Other information Section; <a href="#">Governance Section - Board of Director - p 70-71</a> <a href="#">Corporate Governance Principles</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Proxy Statement 2023</a> - Other information Section; <a href="#">Governance Section - Board of Director - p 70-71</a> ; <a href="#">ESG Leadership and Oversight p 20-29</a> ; <a href="#">Environment Strategy p 31-37</a> ; <a href="#">Climate Risks and Opportunities p 38-39</a> <a href="#">Corporate Governance Principles</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Our Approach to ESG p 20-29</a> ; <a href="#">Environment Strategy p 31-37</a> ; <a href="#">Climate Risks and Opportunities p 38-39</a>
2-14; 11.2.4	Role of the highest governance body in sustainability	<a href="#">Our Approach to ESG p 20-29</a> ; <a href="#">Environment Strategy p 31-37</a> ; <a href="#">Climate Risks and Opportunities p 38-39</a> ; <a href="#">Board of Directors p 70-71</a>
2-15	Conflicts of Interest	<a href="#">Proxy Statement 2023</a>
2-16	Communication of critical concerns	<a href="#">ESG Leadership and Oversight - p 23-25</a> ; <a href="#">Code of Business Conduct</a> ; <a href="#">Reporting Concerns p 73</a> ; <a href="#">Board of Directors p 71</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Our Approach to ESG p 24</a> ; <a href="#">Form 10-K 2022</a> <a href="#">Proxy Statement 2023</a> - Item - Election of Directors <a href="#">Corporate Governance Principles</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Form 10K 2022</a> <a href="#">Proxy Statement 2023</a> - Item - Election of Directors <a href="#">Corporate Governance Principles</a>
2-19	Remuneration Policies	<a href="#">Board of Directors p 70 - 71</a> ; <a href="#">Proxy Statement - 2023</a> ; <a href="#">ESG Goals and Compensation Philosophy p 26</a>
2-20	Process to determine Remuneration	<a href="#">Board of Directors p 70-71</a> ; <a href="#">ESG Goals and Compensation Philosophy p 26</a> ; <a href="#">Proxy Statement - 2023</a> <a href="#">Corporate Governance Principles</a>
2-21	Annual total compensation ratio	<a href="#">Proxy Statement 2023</a>
2-22	Statement on Sustainable development strategy	<a href="#">Message from our CEO p 2-4</a> <a href="#">ESG Leadership and Oversight p 23-24</a> <a href="#">Proxy Statement 2023</a>
2-23	Policy commitments	<a href="#">Ethics and Compliance p 72-73</a> ; <a href="#">Human Rights p 74</a> <a href="#">Code of Business Conduct</a> <a href="#">Conflicts Minerals Policy</a> <a href="#">Modern Slavery Act &amp; Supply Chains Act</a>



DISCLOSURE		LOCATION AND DATA
2-24	Embedding policy commitments	<a href="#">ESG Leadership and Oversight p 23-24</a> ; <a href="#">Board of Directors p 70-71</a> ; <a href="#">Code of Business Conduct p 72-75</a> ; <a href="#">Code of Business Conduct Conflicts Minerals Policy</a> <a href="#">Modern Slavery Act &amp; Supply Chains Act</a>
2-25	Process to remediate negative impacts	<a href="#">ESG Leadership and Oversight p 23-24</a> ; <a href="#">Board of Directors p 70-71</a> ; <a href="#">Code of Business Conduct p 72-75</a> ; <a href="#">Responsibility in Supply Chain p 78-80</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Our Approach to ESG p 21-29</a> , <a href="#">Code of Business Conduct</a> , Ethics Ambassador network, Legal & Compliance Service Portal & Listen Up; <a href="#">Ethics Ambassador network p 73</a> ; <a href="#">Ethics and Compliance p 72-74</a> <a href="#">Corporate Governance Principles</a> <a href="#">Modern Slavery Act &amp; Supply Chains Act</a>
2-27	Compliance with laws and regulations	<a href="#">Form 10-K 2022</a> - Part 1, Item 3
2-28	Membership Associations	American Meteorological Association (AMS) American Petroleum Institute (API) Argentinian Oil and Gas Institute (IAPG) Bundesverband Geothermie (Association of Geothermal Energy) Carbon Capture and Storage Association (CCSA) - UK Clean Air Task Force (CATF) Clean Resource Innovation Network Dubai Supreme Council of Energy Deutsche Wissenschaftliche Gesellschaft für Erdöl, Erdgas und Kohle e.V Energy Workforce and Technology Council Enserva Canada - Human Resources and Health & Safety Council European Geothermal Energy Council (EGEC) Fraunhofer Institute Global Carbon Capture Institute (GCCSI) Global Geothermal Alliance (GGA) Hydrogen Europe Indonesian Geothermal Association (INAGA) International Association of Drilling Contractors (IADC) International Association of Oil & Gas Producers (IOGP) International Energy Forum (IEF) Global Energy Solutions Initiative (GESI) Round Table International Renewable Energy Agency Asociación Geotérmica Mexicana (AGM)IRENA IOGP-International Petroleum Industry Environmental Conservation Association (IPIECA) National Geothermal Association of the Philippines (NGAP) Negros Oriental State University (NORSU), Philippines Offshore Technology Conference network Payne Institute – Colorado School of Mines Petroleum Services Association of Canada Petroleum Technology Research Centre (PTRC), Canada Project Innerspace (501(c)3 non-profit focused on expanding the use of geothermal energy globally)

DISCLOSURE		LOCATION AND DATA
2-28	Membership Associations	Rig Automation and Performance Improvement in Drilling (RAPID) Research Consortium Scottish Development International Society of Petroleum Engineers Stanford Natural Gas Initiative (NGI) Texas Geothermal Energy Alliance (TXGEA) The Cynthia and George Mitchell Foundation The University of Texas at Austin's RAPID and CODA consortia University of Louisiana – Lafayette, USA U.S. Department of Energy (DOE) Geothermal Technologies Office (GTO) Frontier Observatory for Research in Geothermal Energy (FORGE) TU Bergakademie Freiberg Institut für Bohrtechnik und Fluidbergbau Turkish Geothermal Energy Association (Jeotermal Enerji Degerni, JED) United Nations Global Compact Well Construction, Decommissioning and Abandonment (CODA) Research Consortium World Geothermal Congress (WGC)
2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement p 28</a>
2-30	Collective bargaining agreements	<a href="#">Freedom of Association p 55</a> ; Our employees are part of 52 trade unions in 17 countries which we engage either directly or in a chamber model together with other service providers and/or operators. Approximately 18% of our global headcount are unions members or part of employee forums. We operate in several geographies where country legislation does not require employees or unions to disclose union membership
<b>Material Topics</b>		
3-1	Process to determine material topics	<a href="#">Our Priority Topics p 27</a> ; <a href="#">Stakeholder Engagement p 28</a>
3-2	List of material topics	<a href="#">Our Priority Topics p 27</a>
3-3; Sector 11 Topic Management categories	Management of material topics	<a href="#">ESG Performance: Key Highlights and Commitments At-a-Glance p 10</a> ; <a href="#">Our Approach to ESG p 21-29</a> ; <a href="#">Environment p 31-50</a> ; <a href="#">Social p 52-68</a> ; <a href="#">Governance p 71-80</a>
<b>Economic Performance</b>		
201-1; 11.2.2; 11.14.2; 11.21.2	Direct economic value generated and distributed	<a href="#">About Weatherford p 6</a> <a href="#">Form 10-K 2022</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Form 10-K 2022</a>



DISCLOSURE	LOCATION AND DATA
201-4; 11.21.3	Financial assistance received from government <a href="#">Form 10-K 2022</a>
<b>Market Presence</b>	
202-2; 11.11.2; 11.14.3	Proportion of senior management hired from the local community Explicit metrics cannot be effectively reported at this time. Weatherford strives to ensure that senior management roles are filled by individuals that represent the communities in which we operate.
<b>Indirect Economic Impact</b>	
203-1; 11.14.4	Infrastructure investments and services supported Data not available
203-2	Significant indirect economic impacts Data not available
<b>Procurement Practices</b>	
204-1; 11.14.6	Proportion of spending on local suppliers <a href="#">Responsibility in Our Supply Chain p 78-80</a> ; By Geozone/Geography break-down North America 45%; Latin America 20%; Middle East and North Africa 13%; Europe and Africa 10%; Kingdom of Saudi Arabia 7%; Asia 5%; Russia, Turkmenistan, and Kazakhstan 1% Company definition of local: In-country suppliers Company definition of significant locations of operation: countries with 100M+ in revenue
<b>Anti-Corruption</b>	
205-1; 11.20.1	Operations assessor risks related to corruption <a href="#">Form 10k 2022</a> - Part 1, Item 1A (Business and Operational Risks); <a href="#">Ethics and Compliance p 72-74</a> ; <a href="#">Anti-corruption - p 74</a> ; <a href="#">Responsibility In Supply Chain - p 78-80</a> Percentage of net revenue in countries that have 20 lowest rankings in Transparency International's Corruption Perception Index - 0.45%
205-2; 11.20.2	Communication and training about anti-corruption policies and procedures <a href="#">Anti-corruption - p 74</a> <a href="#">Responsibility In Supply Chain - p 78-80</a> 2022: 100% of onboarded employees are required, all employees completion rate for anti-corruption training in 2022 - 96%; 100% of Board of Directors as of report publish
205-3; 11.20.3; 11.20.5; 11.20.6	Confirmed incidents of corruption and action taken <a href="#">Anti-corruption - p 74</a> <a href="#">Responsibility In Supply Chain - p 78-80</a> <a href="#">Form 10-K 2022</a> - Part 1, Item 3 <a href="#">Proxy Statement 2023</a> - Other information Section <a href="#">Supplier Code of Business Conduct</a> Confirmed incident of corruption - 1 incident reported to the Company, no payment was facilitated, and the Company reported to a third party Employees dismissed or disciplined - 1 Contracts terminated/not renewed - 0 Public legal cases - 0

DISCLOSURE	LOCATION AND DATA
<b>Anti-Competitive Behavior</b>	
206-1; 11.19.2	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices <a href="#">Form 10-K 2022</a> - Part 1, Item 3 (Legal Proceedings); <a href="#">Anti-Competition p 74</a>
<b>Tax</b>	
207-1; 11.21.4	Approach to tax <a href="#">Tax p 80</a> <a href="#">Tax Strategy Public Statement</a>
207-2; 11.21.5	Tax governance, control, and risk management <a href="#">Tax p 80</a> <a href="#">Tax Strategy Public Statement</a>
207-3; 11.21.6	Stakeholder engagement and management of concerns related to tax <a href="#">Tax Strategy Public Statement</a> ; <a href="#">Form 10-K 2022</a>
207-4; 11.21.7	Country-by-country reporting <a href="#">Tax Strategy Public Statement</a> ; <a href="#">Form 10-K 2022</a>
<b>Energy</b>	
302-1; 11.1.2	Energy consumption within the organization <a href="#">Energy and Emissions p 39-43</a> <a href="#">Details on our GHG Emissions p 91</a> 2019 - 207.21 MWh/745,956 GJ; 2022 - 133.52 MWh/480,672 GJ
302-2; 11.1.3	Energy consumption outside the organization Data not available
302-3; 11.1.4	Energy intensity <a href="#">Energy and Emissions p 39-43</a> 2019 - 143 GJ/M \$ Revenue; 2022 - 111 GJ/M \$ Revenue <a href="#">Details on our GHG Emissions p 91</a> Revenue for respective year: <a href="#">Form 10-K 2022</a> Types included: Scope 1 & 2
302-4	Reduction of energy consumption <a href="#">Energy and Emissions p 39-43</a> <a href="#">Details on our GHG Emissions p 91</a> Types included: Scope 1 & 2 Reduction from 2019 baseline to 2022 - 73.69 MWh
<b>Water and Effluents</b>	
303-1; 11.6.2	Interactions with water as a shared resource <a href="#">Water and Resource Management p 44 - 49</a>
303-2; 11.6.3	Management of water discharge-related impacts <a href="#">Water and Resource Management p 44 - 49</a>
303-3; 11.6.4	Water withdrawal <a href="#">Water and Resource Management p 44 - 49</a>
303-4; 11.6.5	Water discharge <a href="#">Water and Resource Management p 44 - 49</a>
303-5; 11.6.6	Water consumption <a href="#">Water and Resource Management p 44 - 49</a>



DISCLOSURE		LOCATION AND DATA
<b>Biodiversity</b>		
304-1; 11.4.2	Operational sites owned, leased, managed in, or adjacent to protected area and areas of high biodiversity value outside protected areas	<a href="#">Biodiversity p 49-50</a> <a href="#">Generated under license 35316-43506 from the Integrated Biodiversity Assessment Tool (iBAT) 2023.</a> UNEP-WCMC and IUCN, 2023. Protected Planet: The World Database on Protected Areas (WDPA)[On-line], Cambridge, UK: UNEP-WCMC and IUCN. Available at: <a href="http://www.protectedplanet.net">www.protectedplanet.net</a> - 2023 BirdLife International (on behalf of the KBA Partnership), 2023. Key Biodiversity Areas - 2023 IUCN, 2022. IUCN Red List of Threatened Species - December 2022. IUCN. The IUCN Red List of Threatened Species. Version 2019-3. (2019). <a href="https://www.iucnredlist.org">https://www.iucnredlist.org</a> IUCN. Threats Classification Scheme (Version 3.2). (2019) Strassburg, B.B.N., Iribarrem, A., Beyer, H.L. et al. Global priority areas for ecosystem restoration. Nature 586, 724-729 (2020). <a href="https://doi.org/10.1038/s41586-020-2784-9">https://doi.org/10.1038/s41586-020-2784-9</a>
304-2; 11.4.3	Significant impacts of activities, products, and services on biodiversity	<a href="#">Biodiversity p 49-50</a> <a href="#">Generated under license 35316-43506 from the Integrated Biodiversity Assessment Tool (iBAT) 2023.</a>
304-3; 11.4.4	Habitats protected or restored	<a href="#">Biodiversity p 49-50</a> <a href="#">Generated under license 35316-43506 from the Integrated Biodiversity Assessment Tool (iBAT) 2023.</a>
304-4; 11.4.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Biodiversity p 49-50</a> <a href="#">Generated under license 35316-43506 from the Integrated Biodiversity Assessment Tool (iBAT) 2023.</a>
<b>Emissions</b>		
305-1; 11.1.5	Direct (scope 1) GHG emissions	<a href="#">Energy and Emissions p 39-43;</a> <a href="#">Details on our GHG Emissions p 91</a>
305-2; 11.1.6	Energy indirect (scope 2) GHG emissions	<a href="#">Energy and Emissions p 39-43;</a> <a href="#">Details on our GHG Emissions p 91</a>
305-3; 11.1.7	Other indirect (scope 3) GHG emissions	<a href="#">Energy and Emissions p 39-43;</a> <a href="#">Details on our GHG Emissions p 91</a>

DISCLOSURE		LOCATION AND DATA
305-4; 11.1.8	GHG emissions intensity	<a href="#">Energy and Emissions p 39-43;</a> <a href="#">Details on our GHG Emissions p 91</a>
305-5; 11.2.3	Reduction of GHG emissions	<a href="#">Energy and Emissions p 39-43;</a> <a href="#">Details on our GHG Emissions p 91</a>
305-6	Emissions of ozone-depleting substances (ODS)	<a href="#">Energy and Emissions p 39-43;</a> <a href="#">Details on our GHG Emissions p 91</a>
305-7; 11.3.2	Nitrogen oxides (NO <sub>x</sub> ), sulphur oxides (SO <sub>x</sub> ), and other significant emissions	<a href="#">Energy and Emissions p 39-43;</a> <a href="#">Details on our GHG Emissions p 91</a>
<b>Waste</b>		
306-1; 11.5.2	Waste generation and significant waste related impacts	<a href="#">Managing our Waste p 46-47</a>
306-2; 11.5.3	Management of significant waste-related impacts	<a href="#">Managing our Waste p 46-47</a>
306-3; 11.5.4; 11.8.2	Waste generated	<a href="#">Managing our Waste p 46-47</a>
306-4; 11.5.5	Waste diverted from disposal	<a href="#">Managing our Waste p 46-47</a>
306-5; 11.5.6	Waste directed to disposal	<a href="#">Managing our Waste p 46-47</a>
<b>Effluents and Waste</b>		
306-3	Significant spills	<a href="#">Hazardous Substance Management and Spill Prevention p 48 Form 10-K 2022</a>
<b>Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	<a href="#">Responsibility in Our Supply Chain p 78-80;</a> 100% of new suppliers are screened for environmental criteria. Screening varies depends on the product/service and related risk.
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Responsibility in Our Supply Chain p 78-80</a>



DISCLOSURE	LOCATION AND DATA
<b>Employment</b>	
401-1; 11.10.2 New employee hires and employee turnover	<a href="#">Social p 52-58/Human Capital Management p 52; Recruitment and Retention p 56</a> Annualized turnover for the enterprise was 15.5%. Hires: Under 17 - 0; 17- 20 - 73; 20-29 - 1070; 30-39 - 1177; 40-49 - 746; 50-59 - 238; 60 and Above - 59 Female - 442; Male - 2921 NAM - 955; LAM - 822; MENA/ASIA - 1,035; EUA/RUS - 551 Turnover: Under 17 - 0; 17 - 20 - 23; 20-29 - 556; 30-39 - 1138; 40-49 - 723; 50-59 - 272; 60 and Above - 130; Other - 1 Female - 325; Male - 2518 NAM - 853; LAM - 548; MENA/ASIA - 770; EUA/RUS - 672
401-2; 11.10.3 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Human Capital Management p 52; Recruitment and Retention p 56</a>
401-3; 11.10.4; 11.11.3 Parental leave	Weatherford's parental leave policies vary to meet country-specific requirements and expectations. Weatherford recently published a maternity leave policy that provides a minimum of 8 weeks paid leave, unless a country has a greater benefit, in which case Weatherford matches the minimum statute. In 2022, the Company increased the US maternity leave benefit from 8 weeks to 12 weeks with pay.
<b>Labor/Management relations</b>	
402-1; 11.7.2; 11.7.4; 11.7.5; 11.7.6; 11.10.5 Minimum notice periods regarding operational changes	Notice periods vary from country to country, as per local laws and some requirements within union collective bargaining agreements.  Facility consolidation was a major area of focus in 2022 and is expected to continue through 2023. Multiple facilities were closed during 2022, with rehabilitation plans put in place primarily in the United States and Europe. The company has no decommissioned off-shore rigs or other structures. Typically properties sold by Weatherford which include buildings or structures are included as part of the sale. Right-sizing our real estate footprint continues to be a major area of focus; \$15M in accruals related to facility exits, demobilization, lease buy-backs, rehabilitation and restoration was recorded.
<b>Occupational Health and Safety</b>	
403-1; 11.9.2 Occupational health and safety management system	<a href="#">Health and Safety p 60-64</a>
403-2; 11.9.3 Hazard identification, and incident investigation	<a href="#">Health and Safety p 60-64</a>

DISCLOSURE	LOCATION AND DATA
403-3; 11.9.4 Occupational health services	<a href="#">Health and Safety p 60-64</a>
403-4; 11.9.5 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and Safety p 60-64</a>
403-5; 11.9.6 Worker training on occupational health and safety	<a href="#">Health and Safety p 60-64; Health and Safety Training and Competency p 63</a> ; >200 Unique Health & Safety training Courses, >65,000 Hours of Health and Safety training per year; 24 hours of training completed by operational employees on average in 2022
403-6; 11.9.7 Promotion of worker health	<a href="#">Health and Safety p 60-64</a>
403-7; 11.9.8 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Health and Safety p 60-64; Responsibility in Supply Chain p 78-80; Customer Health and Safety p 64; Safety in our Products and Service p 64</a>
403-8; 11.9.9 Workers covered by an occupational health and safety management system	<a href="#">Health and Safety p 60-64</a>
403-9; 11.9.10 Work-related injuries	<a href="#">Health and Safety p 60-64; Weatherford Safety Performance Metrics</a> Hours worked: 2019 - 95,502,359; 2020 - 75,952,028; 2021 - 63,131,617; 2022 - 66,107,805 Recordables: 2019 - 124; 2020 - 76; 2021 - 60; 2022 - 75 Lost-time Injuries: 2019 - 21; 2020 - 21; 2021 - 10; 2022 - 16 TRIR (x 200,000): 2019 - 0.26; 2020 - 0.20; 2021 - 0.19; 2022 - 0.24 TRIR (x1,000,000): 2019 - 1.30; 2020 - 1.01; 2021 - 0.96; 2022 - 1.13
403-10; 11.9.11 Work-related ill health	<a href="#">Health and Safety p 60-64</a> <a href="#">Weatherford Safety Performance Metrics</a>
<b>Training and Education</b>	
404-1; 11.7.2; 11.10.6; 11.11.4 Average hours of training per year per employee	<a href="#">Recruitment and Retention p 56-58; Training and Competency p 63</a> Average hours training annually in 2022 not including on-the-job training and competency: 24.54; per Male - 26.35; per Female 19.31 Average hours by employee group: Management - 21; Corporate Functions - 9; Geozone Operations - 28; Global Product Lines - 11; Manufacturing - 8; R&D - 11



DISCLOSURE	LOCATION AND DATA
404-2; 11.7.3; 11.10.7 Programs for upgrading employees skills and transition assistance programs	<p>Our NextGen program provides field engineers with opportunities for advancement. It consists of multi-day training courses focused on key industry-relevant topics with the goal of preparing them for career progression. This program includes an introduction to petroleum, health and safety basics, as well as courses on business acumen and communication skills. Participants receive practical skills training and feedback through group challenges and controlled field scenarios. The NextGen program has been highly successful, with 355 field engineers progressing in 2022.</p> <p>The NextGen program requires 16 Business critical projects be delivered in 10-weeks. Representation from 18 senior leaders as mentors from a diverse functional expertise/discipline; 69% female seats filled; veteran recruits; 20% interns accepted a full-time and/or contract role, post-program.</p> <p>Our Leadership Essentials Program is a modular-based content that provides new and current supervisors and managers with a toolkit of practical communication and employee development tools that reduce conflict, improve employee performance, and enhance team effectiveness. Leaders build stronger business acumen, learn to deliver clear direction, coach employees, and provide effective feedback. The goal of the training is to enable leaders to create work environments that foster diversity of thought, employee engagement, drive performance, and increase employee satisfaction.</p> <p>284 frontline leaders participated, across all WFRD; 95% program attendance/classroom utilization; 36 countries represented; Organizational Mix: 57% - Operations, 43% - Functions; Gender Diversity: 33% female, 67% male; Company Experience: 2 to 32 years</p>
404-3 Percentage of employees receiving regular performance and career development reviews	98% of employees completed Performance Appraisals in 2022, which include discussions on performance management, career goals, and alignment to Company objectives.
<b>Diversity and Equal Opportunity</b>	
405-1; 11.11.5 Diversity of governance bodies and employees	<a href="#">Board Diversity p 71</a> ; 20% Female, 20% African American or Black, 20% Asian Note: The Board of Directors Matrix and diversity disclosures align with the Nasdaq Board Diversity Rule; Proxy Statement 2023
405-2; 11.11.6 Ratio of basic salary and remuneration of women to men	<a href="#">Proxy Statement 2023</a>

DISCLOSURE	LOCATION AND DATA
<b>Non-Discrimination</b>	
406-1; 11.11.7 Incidents of discrimination and corrective actions taken	<p>A review of Weatherford's Ethics Hotline data reveals that there were 26 reported incidents of discrimination in 2020, 18 in 2021, and 19 in 2022. All reported incidents are reviewed by the Assistant General Counsel for Global Investigations and are assigned out for investigation. Thus, all 63 reported incidents have been reviewed or are under review.</p> <p>It must be noted that not all reported incidents of discrimination can be substantiated, so remediation and/or disciplinary action may not be necessary/appropriate for all reported incidents. Even in cases where discrimination is not substantiated, the Company may nevertheless impose disciplinary action (termination, demotion/transfer, written warnings, verbal warning/counseling) and/or other remediation action (coaching/training) for otherwise unsatisfactory behavior that does not align with the Company's expectations. With those caveats, we provide the following data:</p> <ul style="list-style-type: none"> <li>- For 2020, the Company recommended and implemented Remediation Action with regard to 13 of the reported incidents.</li> <li>- For 2021, the Company recommended and implemented Remediation Action with regard to 11 of the reported incidents.</li> <li>- For 2022, the Company recommended and implemented Remediation Action with regard to 14 of the reported incidents.</li> </ul> <p>Among the remediation actions were terminations of Weatherford employees and issuance of verbal warnings/counseling, coaching and/or training. All 63 of the reported incidents have been investigated and resolved; none of the 63 incidents remain open/subject to action.</p>
<b>Freedom of Association and Collective Bargaining</b>	
407-1; 11.13.2 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Freedom of Association p 55</a> , Weatherford had over 3100 employees participate in 52 different trade unions, employee forums, or enterprise forums across 17 countries in 2022.
<b>Forced or Compulsory and Child Labor</b>	
410-1; 11.18.2 Security personnel trained in human rights policies or procedures	<a href="#">Risk Area Program and Risk Management p 25</a> ; <a href="#">Supporting our Communities p 65</a> ; <a href="#">Human Rights p 75</a> ; <a href="#">Responsibility in Supply Chain p 78-80</a> 100% of security personnel completed the ISO05 accredited Voluntary Principles on Security and Human Rights VPSHR manager course in 2022. In 2023, the Security function is enhancing acknowledgement of the VPSHR code in security vendor contracts.



DISCLOSURE		LOCATION AND DATA
<b>Rights of Indigenous People</b>		
411-1; 11.17.2; 11.17.3; 11.17.4	Incidents of violations involving rights of indigenous peoples	<a href="#">Our Priority Topics p 27; Social Disclosures p 51-68</a> Our Canadian Operations is engaging with several indigenous bands locally to create partnerships to support upcoming indigenous recruitment events and sustainable economic activity.
<b>Local Communities</b>		
413-1; 11.15.2	Operations with local community engagement, impact assessments, and development programs	<a href="#">Stakeholder Engagement p 28; Priority Topics p 27; Supporting Our Local Communities p 65</a>
413-2; 11.15.3; 11.15.4	Operations with significant actual and potential negative impacts on local communities	<a href="#">Stakeholder Engagement p 28; Priority Topics p 27; Supporting Our Local Communities p 65; Health and Safety p 60-64</a> The company is not aware any local community grievances or any situations against WFRD of involuntary settlement.
<b>Supplier Social Assessment</b>		
414-1; 11.10.8; 11.12.3	New suppliers that were screened using social criteria	<a href="#">Responsibility in Our Supply Chain p 78-80;</a> 100% of new suppliers are screened for social criteria related to human rights, business code of conduct, supplier diversity, occupational health and safety, child labor, and forced or compulsory labor.
414-2; 11.10.9	Negative social impacts in the supply chain and actions taken	<a href="#">Responsibility in Our Supply Chain p 78-80</a>
<b>Public Policy</b>		
415-1; 11.2.4; 11.22.2	Political contribution report	<a href="#">Political Contributions p 80; Code of Business Conduct</a> Funds contributed to political parties, leaders, or candidates using Weatherford funds or on Company's behalf - \$0
<b>Customer Health and Safety</b>		
416-1; 11.3.3	Assessment of the health and safety impacts of product and service categories	<a href="#">Health and Safety p 60-64; Customer Health and Safety p 64; Safety in Our Products and Services p 64; Product and Technology Matrix p 19</a>
<b>Customer Privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Data Privacy and Cybersecurity - p 76-77</a> The Company has no knowledge of substantiated complaints received concerning breaches of customer privacy, customer data leaks, thefts, or losses of customer data from outside parties or regulatory bodies.





# SASB

TOPIC	CODE	ACCOUNTING METRIC	REFERENCE
<b>Oil &amp; Gas Services</b>			
Emission reduction services and fuels management	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in (1) on-road-equipment and vehicles and (2) off-road equipment	Data not available
Emission reduction services and fuels management	EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	<a href="#">Message from our CEO p 2</a> ; <a href="#">Sustainable Innovation p 12</a> ; <a href="#">Environment p 31-39</a>
Emission reduction services and fuels management	EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Data not available
Water Management Services	EM-SV-140a.1	(1) Total volume of fresh water handled in operations; (2) percentage recycled	As related the Company's facilities only: <a href="#">Water and Effluents p 44</a>
Water Management Services	EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	<a href="#">Water and Effluents p 44</a>
Chemicals Management	EM-SV-150a.1	Volume of hydraulic fracturing fluid used, percentage hazardous	Data not available
Chemicals Management	EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities and impacts	<a href="#">Hazardous Substances Management and Spill Prevention p 48</a> ; <a href="#">Health and Safety p 59</a>
Ecological Impact Management	EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	Standard not applicable
Ecological Impact Management	EM-SV-160a.2	Discussion on strategy or plan to address risks and opportunities related to ecological impacts from core activities	<a href="#">Biodiversity p 49</a>
Workforce Health & Safety	EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) near miss frequency rate (NMFR), (3) total vehicle incident rate (TVIR), and (4) average hours of health,safety, and emergency response training	TRIR 0.24 NMFR 15.79 TVIR 0.49 Avg hrs of HSE training 24hr by operational ee
Workforce Health & Safety	EM-SV-320a.2	Description of management systems used to integrate to a culture of safety throughout the value chain and project lifecycles	<a href="#">Health and Safety p 59</a> ; <a href="#">Hazardous Substances p 48</a> ; <a href="#">Responsibility in Supply Chain p 78-80</a> ; <a href="#">Customer Health and Safety p 64</a> ; <a href="#">Safety in our Products and Service p 64</a>
Business Ethics & Payment Transparency	EM-SV-510a.1	Amount of net revenue in countries that have 20 lowest rankings in Transparency International's Corruption Perception Index	0.45%
Business Ethics & Payment Transparency	EM-SV-510a.2	Description of management systems used for prevention of corruption and bribery throughout the value chain	<a href="#">Governance - Ethics and Compliance - Anti-Corruption p 70-79</a>
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	<a href="#">Code of Business Conduct</a> <a href="#">Conflicts Minerals Policy</a> <a href="#">Modern Slavery Act &amp; Supply Chains Act</a>
Critical Incident Risk Management	EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	<a href="#">Risk Management p 25</a> ; <a href="#">Hazardous Substances Management p 48</a> ; <a href="#">Health and Safety p 59-64</a>
Business Activities	EM-SV.000.A	Number of active rig sites	Standard not applicable
Business Activities	EM-SV.000.B	Number of active well sites	Standard not applicable
Business Activities	EM-SV.000.C	Total amount of drilling performed	Standard not applicable
Business Activities	EM-SV.000.D	Total number of hours worked by all employees	66,107,805



# TCFD

TCFD RECOMMENDATION	DISCLOSURE REFERENCE
<b>Governance</b>	
Describe the board's oversight of climate-related risk and opportunities	<a href="#">Our Approach to ESG, Environmental Sustainability Organizational Structure p 32</a> and <a href="#">Leadership and Oversight p 23</a> ; <a href="#">Climate Risk and Opportunities p 38</a> ; <a href="#">Board of Directors p 70</a>
Describe management's role in assessing and managing climate-related risks and opportunities	<a href="#">Message from our CEO p 2</a> ; <a href="#">Our Approach to ESG, Environmental Sustainability Organizational Structure p 32</a> and <a href="#">Leadership and Oversight p 23</a> ; <a href="#">Climate Risk and Opportunities p 38</a> ; <a href="#">Board of Directors p 70</a>
<b>Strategy</b>	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	<a href="#">Climate Risk and Opportunities p 38</a>
Describe the impact of climate-related risks and opportunities on the organizations business, strategy, and financial planning	<a href="#">Climate Risk and Opportunities p 38</a>
<b>Risk Management</b>	
Describe the organization's processes for identifying and assessing climate-related risks.	<a href="#">Climate Risk and Opportunities p 38</a>
Describe the organization's processes for managing climate-related risks.	<a href="#">Climate Risk and Opportunities p 38</a> ; <a href="#">Environment p 30-50</a>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<a href="#">Climate Risk and Opportunities p 38</a> , <a href="#">Our Approach to ESG p 21-29</a>
<b>Metrics and Targets</b>	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<a href="#">Environment p 30-50</a> ; <a href="#">Climate Risk and Opportunities p 38</a> ; <a href="#">Indices p 81</a> (Disclosures 302-308); <a href="#">Details on our GHG Emissions p 91</a>
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<a href="#">Climate Risk and Opportunities p 38</a> ; <a href="#">Energy and Emissions p 39-43</a> ; <a href="#">Indices p 81</a> (Disclosures 302-308); <a href="#">Details on our GHG Emissions p 91</a>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Climate Risk and Opportunities p 38</a> ; <a href="#">Environment p 30-50</a> ; <a href="#">Details on our GHG Emissions p 91</a>

# UNGC

#	DESCRIPTION	DISCLOSURE
<b>General Disclosures</b>		
1	Period Covered by Communication on Progress	January - December 2022
2	Statement of Continued Support by the Chief Executive Officer	<a href="#">p 2</a> ; <a href="#">29</a>
<b>Human Rights</b>		
3	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	<a href="#">p 70-75</a>
	Principle 2: Make sure that they are not complicit in human rights abuses.	<a href="#">p 70-75</a> ; <a href="#">78-80</a>
<b>Labour</b>		
4	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<a href="#">p 55</a> ; <a href="#">p 83</a> (Disclosure 2-30)
	Principle 4: the elimination of all forms of forced and compulsory labour;	<a href="#">p 70</a> ; <a href="#">72</a> ; <a href="#">75</a> ; <a href="#">78</a>
	Principle 5: the effective abolition of child labour; and	<a href="#">p 70</a> ; <a href="#">72</a> ; <a href="#">75</a> ; <a href="#">78</a>
	Principle 6: the elimination of discrimination in respect of employment and occupation.	<a href="#">p 52-58</a>
<b>Environment</b>		
5	Principle 7: Businesses should support a precautionary approach to environmental challenges;	<a href="#">p 20</a> ; <a href="#">31</a> ; <a href="#">38</a> ; <a href="#">81</a>
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	<a href="#">p 30-50</a>
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	<a href="#">p 12-19</a>
<b>Anti-Corruption</b>		
6	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<a href="#">p 72-75</a>
<b>Measurement of Outcomes</b>		
	ESG Performance: Key Highlights and Commitment At-a-Glance	<a href="#">p 10</a>
	GRI Index	<a href="#">p 82</a>
	SASB Index	<a href="#">p 89</a>
	TCFD Index	<a href="#">p 90</a>



# DETAILS ON OUR GHG EMISSIONS

The Details on our Greenhouse Gas (GHG) Emissions have been prepared based on a calendar reporting year 2022, from January 1, 2022, through December 31, 2022, corresponding to the Company's fiscal year. Since the Corporate Responsibility report includes recalculations to the 2019 base year emissions, the Statements and Notes on GHG emissions also include emissions data from a calendar reporting year 2019, from January 1, 2019, through December 31, 2019, corresponding to the Company's fiscal year. The Statements and Notes on GHG Emissions do not include 2020 or 2021 emissions data since recalculated GHG emissions data for all years between the base year and the reporting year is optional, as noted in the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition.

For credibility and accountability, we utilize multiple external standards and methodologies set by reputable organizations such as:

- IEA, November 2018: International Energy Agency World Energy Outlook 2018
- IPCC, 2007: Climate Change 2007 — Synthesis Report — Contribution of Working Groups I, II, and III to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change
- WRI/WBCSD GHG Protocol, 2015: Corporate Accounting and Reporting Standard
- WRI/WBCSD GHG Protocol, 2011: Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- US EPA, 2018: Emissions & Generation Resource Integrated Database (eGRID)

## GHG REPORTING ORGANIZATIONAL BOUNDARIES

The Company has selected the control approach and operational control as the organizational boundary. We include emissions from operations across our wholly owned companies and subsidiaries over which we have operational control and exclude minority-owned joint ventures not operated by the Company. Our consolidation approach is also operational.

**Global Warming Potential (GWP)** — The Company utilized IPCC Fourth Assessment Report (AR4) for our emissions accounting

Calculation Methodologies and Emission Factor sets are as follows:

SCOPE/CATEGORY	RESPONSE	EMISSION FACTOR SET
Scope 1	Fuel-Based	IPCC 2006 Guidelines for National Greenhouse Gas Inventories, 2019 Refinement; Lower Heating Value/Gross Calorific Value selected; UK Defra — Conversion Factors 2022 for all Propane & Natural Gas
Scope 2	Location-Based	IEA (IEA) International Electricity Factors (2020), UK DEFRA — Conversion Factors (2020), US EPA — eGRID 2020 Sub Region
Scope 3 — Category 1 Purchased Goods & Services	Spend-Based — based on supplier NAICS codes	US EPA — EEIO Factors
Scope 3 — Category 4 Upstream Transportation & Logistics	Spend-Based — based on supplier NAICS codes	US EPA — EEIO Factors
Scope 3 — Category 5 Waste	Waste-Type Specific, including waste category, sub-category, and treatment method	UK DEFRA — Conversion Factors 2021
Scope 3 — Category 6 Business Travel	Commercial Air — Distance-Based Rail Travel — Distance-Based where know, Spend-based:Industry for all others Rental Car — Spend-Based Ride-Share & Person mileage reimbursement — Spend-Based Taxi — Distance-based if known, Spend-Based:Industry for all others	Distance-Based: US EPA — Emission Factor Hub 2020  Spend-Based — US EPA - EEIO Factors
Scope 3 — Category 7 Employee Commuting	Distance-Based, based on aggregated annual employee commuter survey results	US EPA — Emission Factor Hub 2020



## GREENHOUSE GAS EMISSIONS SUMMARY TABLES

SCOPE 1 & 2 EMISSIONS (mT CO <sub>2</sub> e)	2019	2022
Total Scope 1 Emissions	171,801	105,268
Total Scope 2 Indirect Emissions – Location Based	77,306	53,888
<b>Total Scope 1 and 2 emissions</b>	<b>249,107</b>	<b>159,156</b>

SCOPE 1 & 2 INTENSITY (mT CO <sub>2</sub> e per \$M Revenue)	2019	2022
Scope 1	32.9	24.3
Scope 2	14.8	12.4
<b>Total Scope 1 and 2</b>	<b>47.7</b>	<b>36.7</b>

SCOPE 3 EMISSIONS (mT CO <sub>2</sub> e) – CATEGORY	2022 BASELINE
1 – Purchased goods and services	460,077
4 – Upstream transportation and distribution	59,931
5 – Waste generated in operations	30,559
6 – Business travel	13,641
7 – Employee commuting	29,721
9 – Downstream transportation and distribution	14,679

FOOTPRINT BREAKDOWN BY GHG (mT CO <sub>2</sub> e) – ALL SCOPES REPORTED	2022
CO <sub>2</sub>	696,618
CH <sub>4</sub>	53,655
N <sub>2</sub> O	4,702
Other GHGs (PFC, HFC, SF <sub>6</sub> , NF <sub>3</sub> )	12,789

## SCOPE 1 AND 2 OPERATIONAL BOUNDARIES

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

Scope 2 includes emissions from the purchase of electricity, heat, steam, and cooling, consumed on-site at our owned and long-term leased facilities.

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

While the Company sources both renewable and non-renewable energy, a market-based approach has not yet been applied to Scope 2 emissions, additionally, renewable energy certificates (RECs), and energy attribute certificates (EACs) have not been applied against the emission totals.

## 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 accordance with the GHG Protocol's "same-year/all-year" approach, the Company has recalculated emissions for the 2019 baseline year based on an increase in activity coverage from 70% of revenue in 2021, to more than 90% of revenue in 2022. Additionally, improvements in accounting methodology for Scope 1 and 2 emissions was implement in 2022, including a review of financial transaction records from 2019 through to 2022 for all purchases as described in our Scope 1 and 2 Operational Boundaries statement within this section of the report. This also includes improvements in data quality and estimation methods across both scopes.

For Scope 3 emissions, the Company has reported 2022 as a baseline, however, should efforts to calculate 2019 data be successful, the Company intends to harmonize baselines across Scope 1, 2, and 3.

## ESTIMATION UNCERTAINTIES

The Company obtains energy use data from across our global operations for the calculation of our GHG inventory in accordance with the GHG Protocol. There are, however, estimation uncertainties resulting from the limitations inherent in the methodologies used to calculate energy and emissions for the subset of facilities and activities where actual use data is not available. Estimations are tracked within emissions accounting ledgers and the selection of these acceptable measurement techniques could result in materially different measurements.



## GREENHOUSE GASES COVERED

Emissions data is provided in metric tonnes (mT) for each GHG separately. GHG emissions disclosed include the following greenhouse gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), nitrogen trifluoride (NF<sub>3</sub>), and sulfur hexafluoride (SF<sub>6</sub>). The 'Other' line item within the Footprint Breakdown by GHG table on the previous page is a consolidation of HFCs, PFCs, NF<sub>3</sub>, and SF<sub>6</sub>, emissions from Scope 3 spend-based calculations for Categories 1, 4, 6, and 9.

As described in the Scope 1 and 2 Operational Boundaries section, additional effort to implement robust methods to calculate emissions related to fugitive emissions from such areas as refrigerants, and fire suppressions systems, therefore additional data on the remaining GHGs within the protocol are not yet fully reported. Emission Factors sets are described in the Calculation Methodologies and Emission Factor Sets table within this section.

## GHG INTENSITY

CO<sub>2</sub>e intensity included in this report includes total Scope 1 and 2 emissions (mt) per each million dollars revenue in the respective year. These are represented in the Scope 1 and 2 Intensity table within this section.

## 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.





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

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

Adjusted EBITDA is a non-GAAP financial measure, and represents earnings before interest, taxes, depreciation, and amortization and excludes, among other items, restructuring charges, share-based compensation expense, as well as other charges and credits.

Management believes consolidated Adjusted EBITDA and consolidated Adjusted EBITDA margin are useful to assess and understand normalized operating performance and trends. Consolidated Adjusted EBITDA and consolidated Adjusted EBITDA margin should be considered in addition to, but not as a substitute for consolidated net income and consolidated net income margin and should be viewed in addition to the Company’s reported results prepared in accordance with GAAP.

Adjusted 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 ratio is a non-GAAP measure and represents net debt (total short and long-term debt less cash and cash equivalents and restricted cash) divided by consolidated adjusted EBITDA for the trailing 12 months. Management believes the net leverage ratio is useful to understand our ability to repay and service our debt and should be considered in addition to, but not as a substitute for 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  
Net Income (Loss) to Adjusted EBITDA  
(Unaudited)  
(In Millions)

	Year Ended	
	12/31/22	12/31/21
<b>Net Income (Loss) Attributable to Weatherford</b>	\$ 26	\$ (450)
Net Income Attributable to Noncontrolling Interests	25	21
Interest Expense, Net	179	260
Loss on Extinguishment of Debt and Bond Redemption Premium	5	170
Income Tax Provision	87	86
Depreciation and Amortization	349	440
Other (Credits) Charges	9	(10)
Restructuring Charges	22	—
Share-Based Compensation	25	25
Other Expense, Net	90	29
<b>Adjusted EBITDA</b>	\$ 817	\$ 571
Revenues	\$ 4,331	\$ 3,645
Net Income (Loss) Attributable to Weatherford as a % of Revenues (“Net Income Margins”)	0.6 %	(12.3) %
Adjusted EBITDA as a % of Revenues (“Adjusted EBITDA Margins”)	18.9 %	15.7 %
Net Income Margins basis point improvement 2022 compared to 2021	1,290 bps	
Adjusted EBITDA Margins basis point improvement 2022 compared to 2021	320 bps	

Weatherford International plc  
Reconciliation of GAAP to Non-GAAP Financial Measures  
Net Income (Loss) to Adjusted EBITDA  
(Unaudited)  
(In Millions)

	Year Ended	
	12/31/22	12/31/20
<b>Net Income (Loss) Attributable to Weatherford</b>	\$ 26	\$(1,921)
Net Income Attributable to Noncontrolling Interests	25	22
Interest Expense, Net	179	251
Loss on Extinguishment of Debt and Bond Redemption Premium	5	15
Income Tax Provision	87	85
Depreciation and Amortization	349	503
Other (Credits) Charges	9	1,236
Restructuring Charges	22	206
Share-Based Compensation	25	—
Other Expense, Net	90	62
<b>Adjusted EBITDA</b>	\$ 817	\$ 459
Revenues	\$4,331	\$ 3,685
Net Income (Loss) Attributable to Weatherford as a % of Revenues (“Net Income Margins”)	0.6%	(52.1)%
Adjusted EBITDA as a % of Revenues (“Adjusted EBITDA Margins”)	18.9%	12.5%
Net Income Margins basis point improvement 2022 compared to 2020	5,270 bps	
Adjusted EBITDA Margins basis point improvement 2022 compared to 2020 Non-GAAP Results	640 bps	

Weatherford International plc  
Reconciliation of GAAP to Non-GAAP Financial Measures  
Net Debt/Net Income to Net Debt/Adjusted EBITDA (Net Leverage)  
(Unaudited) – (In Millions)

Components of Net Debt	Years Ended	
	12/31/22	12/31/21
Short-term Borrowings and Current Portion of Long-term Debt	\$ 45	\$ 12
Long-term Debt	2,203	2,416
Less: Cash and Cash Equivalents	910	951
Less: Restricted Cash	202	162
<b>Net Debt</b>	\$1,136	\$1,315
Net income attributable to Weatherford for the trailing 12 mos.	\$ 26	\$(450)
<b>Adjusted EBITDA for the trailing 12 mos.</b>	\$ 817	\$ 571
Net Debt/Net Income Attributable to Weatherford	43.7x	(2.9)x
<b>Net Debt/Adjusted EBITDA (Net Leverage)</b>	1.4x	2.3x

Weatherford International plc  
Reconciliation of GAAP to Non-GAAP Financial Measures  
Cash Flows from Operating Activities to Adjusted Free Cash Flow  
(Unaudited)  
(In Millions)

Adjusted Free Cash Flow	Years Ended		
	12/31/22	12/31/21	12/31/20
Cash Flows Provided by Operating Activities	\$ 349	\$322	\$ 210
Capital Expenditures for Property, Plant and Equipment	(132)	(85)	(154)
Proceeds from Disposition of Assets	82	41	22
<b>Adjusted Free Cash Flow</b>	\$ 299	\$278	\$ 78



# ABOUT THIS REPORT

Weatherford International plc, (“Weatherford,” the “Company,” “we,” “us” and “our”) is publishing this Sustainability Report (the “Report”) to provide an overview of our Company’s operations related to environmental, social, and governance (“ESG”) topics. This Report covers the calendar year 2022; however, some information is provided for prior years and other exceptions are noted in the Report. While we have included information from all our wholly-owned subsidiaries worldwide, some data may be limited to specific geographies or entities where we maintain operational control, which we include throughout the report. Our inaugural report covered calendar year 2021, and we intend to release this Report annually.

We have noted any significant changes in scope and boundaries throughout the Report that may vary from our previously reported data. External assurance is limited to our financial data, which has been certified in our 2022 Annual Report on SEC Form 10-K for the period ending December 31, 2022. 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 LOOKING STATEMENT DISCLAIMER

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

