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DOCUMENT NUMBER	CLASSIFICATION	DOCUMENT LEVEL	REVISION NUMBER	ISSUE DATE	PREPARED BY	APPROVAL
GL-WFT-GCL-L1-07	CONTROLLED	POLICY	A	10/1/2014	LEGAL DEPARTMENT	GENERAL COUNSEL & EXECUTIVE STEERING COMMITTEE

1.0 PURPOSE

WHY do we have this policy?

This policy establishes the enterprise rules and governing principles regarding the prohibition on Insider Trading for worldwide operations of Weatherford. Weatherford International plc is listed on national exchange and publicly discloses information about its operations and business from time to time. Persons inside Weatherford will at times have information regarding Weatherford that has not yet been publicly disclosed and that would materially affect the value of Weatherford's securities. U.S. and other securities laws are designed to protect the integrity of the trading markets by preventing insiders who have material, non-public information about a company from trading in the company's securities on the basis of that information. To promote compliance with securities laws, Weatherford has adopted this policy.

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2.0 SCOPE

WHO must follow this policy?

This Policy shall apply to all Weatherford's employees, directors, officers, consultant, contractors, and third parties working in representation and/or on behalf of Weatherford.

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3.0 ADHERENCE

Adherence to this business practice is required. Violations of this business practice may lead to disciplinary action, up to and including termination for cause.

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4.0 DEFINITIONS

WHAT TERMS must I be familiar with?

INSIDE INFORMATION: includes any material, non-public information, whether “good news” or “bad news,” where:

- There is a substantial likelihood that a reasonable investor could consider the information important in deciding whether to buy or sell Weatherford securities;
- The information, if disclosed, could be viewed by a reasonable investor as having significantly altered the “total mix” of publicly available information about Weatherford; or
- The information, when disclosed, is reasonably likely to affect the trading price of Weatherford securities.

Information may be important for this purpose even if it would not alone affect an investor’s decision and regardless of whether the effect on the market price of the securities would arise in the short term or long term.

If securities transactions ever become the subject of scrutiny, they are likely to be viewed after-the-fact with the benefit of hindsight. Before engaging in any transaction, an insider should carefully consider how a transaction may be construed in the bright light of hindsight.

Inside information is not limited to historical facts, but also may include projections and forecasts. Some (but not all) of the matters which would be considered inside information include:

- earnings forecasts,
- undisclosed past financial results,
- changes in accounting and tax matters,
- possible business acquisitions or dispositions,
- formation of a joint venture or other strategic relationship,
- acquisition or loss of a significant supplier or customer or contract,
- important technology developments,
- cybersecurity incident,
- significant financing developments,
- key personnel or management changes,
- capital market transactions,
- major litigation developments, or
- the content of any forthcoming report or news article that could affect Weatherford’s share price.

Inside information does not exclusively mean information relating to Weatherford, but also information relating to other companies, public or private. If you have any doubt about whether certain information is Inside information, please consult with the Legal Department.

INSIDER: “Insider(s)” are all Weatherford employees, directors, officers, consultants, contractors, and third parties who have access to inside information (including employees with knowledge of financial, legal and transactional information of Weatherford) and who are notified that they have

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been designated as “Insiders” and members of their immediate families and members of their households.

NON-PUBLIC INFORMATION: Information that has not been widely disseminated in a manner making it generally available to investors through major media and/or through a disclosure filing with the U. S. Securities and Exchange Commission (the “SEC”). The circulation of rumors, even if accurate and reported in the media, does not constitute effective public dissemination.

BLACKOUT PERIODS: A scheduled or special period of time when Insiders may not trade Weatherford securities.

Quarterly scheduled blackout periods cover the period when financial information has been compiled but not yet publicly released. The Quarterly Blackout Periods begin at least one day before the availability of the preliminary consolidated financial results of the preceding quarter and end after the market has had sufficient time to absorb the published results (subject to change by the Legal Department).

The Quarterly Blackout Periods are:

- Q1 April 7 through 48 hours after earnings release.
- Q2 July 7 through 48 hours after earnings release.
- Q3 October 7 through 48 hours after earnings release.
- Q4 January 7 through 48 hours after earnings release.

The safest period for trading in Weatherford’s securities, assuming no other blackout restrictions, is generally the first ten business days following the end of a Quarterly Blackout Period.

Special Blackout Periods are imposed by the Legal Department from time to time because of developments known to Weatherford and not yet disclosed to the public. If this happens, the Legal Department will notify persons subject to the Special Blackout Period of when the period begins and ends.

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5.0 POLICY STATEMENT

FOLLOW the rules.

5.1 No trading on inside information.

You may not buy or sell Weatherford securities, or direct someone else to buy or sell them for you, when you are aware of inside information. You also may not trade in another company's securities if you are in possession of any such material, non-public information regarding that company.

5.2 No disclosure of inside information.

Inside information shall not be disclosed, for any reason, to any person other than Weatherford directors, executive officers and employees who need to know the information in order to fulfill their duties or outside third parties under contract with Weatherford with whom you interact in the course of your employment or provision of services and who need to know the information in order to fulfill their contractual duties. Among other purposes, this is to ensure compliance with Regulation FD under the Exchange Act regarding the use of confidential information and selective disclosure to third parties. The Legal Department will also assess the necessity of the execution of a confidentiality agreement with persons inside or outside Weatherford.

Confidential, sensitive or non-public information shall not be disclosed to anyone outside of Weatherford regardless of your view as to its materiality. No disclosure may be made without following standard procedures. Communications on behalf of Weatherford with the media, securities analysts, investors and prospective investors must be made only by specifically designated Weatherford representatives. Unless you have been expressly authorized to make such communications, any inquiry relating to Weatherford from the media, a securities analyst or an investor or prospective investor, you should decline to comment and refer the inquiry to Investor Relations.

You may not pass on inside information to any person who does not need to know it, regardless of the reason and regardless of the medium through which you release the information, you have impermissibly disclosed inside information in violation of this Policy, and perhaps in violation of federal securities laws. "Tips" and recommendations to third parties based on inside information are clearly in violation of this Policy and U.S. federal securities laws. The motive or purpose for your release of the inside information is irrelevant; even if you don't receive any financial or other benefits in exchange for the information, your disclosure is impermissible. Also, any manner of passing on information constitutes a "disclosure," including (but not limited to) discussions, e-mails, text messages, and other forms of electronic communication like posts or comments to social networking sites or blogs.

Disclosures made to any person (other than persons who need to know the information in order to fulfill their legal or contractual duties) are impermissible. You may not, therefore, disclose inside information to friends, family, co-workers, stock brokers, or anyone else, until the information has been disclosed publicly and the public has had at least two full business days to react to it. Even what you consider to be a brief or inconsequential mention of the inside information to a close friend or family member may result in significant consequences to you and to Weatherford.

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- Inadvertent disclosure of inside information may violate this Policy. You should not discuss inside information even with those to whom you are entitled to disclose, due to the risk that you will be overheard (such as in an airport or on an airplane, in a restaurant, including a dining facility on Weatherford property, or elevators, including in Weatherford offices) or that written or electronic materials including inside information may be seen by others..
- 5.3 No use of inside information for personal gain.
- Non-public information gained in the course of your employment cannot be used for personal gain, including providing inside information to third parties in exchange for a consulting fee.
- 5.4 No trading during Blackout Periods by Insiders.
- Directors, officers and certain employees who have access to inside information and who are notified that they have been designated as “Insiders” shall not buy or sell Weatherford securities (which includes the exercise of options and shares held under a 401(k) Plan and changes to any ESPP Plan elections) during the Blackout Periods, regardless of whether or not the Insider actually has inside information at the time.
- 5.5 **Insiders must pre-clear trades of Weatherford shares.**
- Insiders must pre-clear trading orders with the Legal Department even outside a Blackout Period. If you are an Insider (and you will be told if you are), even outside of a Blackout Period you must pre-clear any trade order before you submit the order to a broker. To do so, send an e-mail not more than five trading days before the anticipated order to the Legal Department (LegalWeatherford@weatherford.com) stating that you wish to buy or sell Weatherford securities and confirming that you do not have inside information. If you receive a response of “no objection”, you may place the order within the next five trading days. Weatherford’s failure to object to a trade is never authorization to trade if you have inside information and will not relieve you of your obligations under this Policy or law for trading on the basis of inside information. Weatherford’s failure to object is also never an endorsement or recommendation of any trade.
- 5.6 Directors and Section 16 Officers must notify the Legal Department following any ownership changes.
- Directors and Section 16 Officers must comply with reporting obligations under U.S. securities laws. Pursuant to U.S. securities laws, a Form 4, which reports changes in your ownership, must be filed with the SEC within two business days following the conclusion of most transactions in Weatherford securities. To ensure the timely preparation and filing of all required reports regarding any transaction in Weatherford securities, if you are a director or Section 16 Officer of Weatherford, you must report any transaction in Weatherford securities immediately, but within one trading day after the conclusion of any trades at the latest. This requirement is in addition to the requirement to obtain pre-clearance of any proposed trades pursuant to this Policy.
- 5.7 **Pre-Clear any Rule 10b5-1 Trading Plans.**

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SEC Rule 10b5-1 defines when a purchase or sale constitutes trading “on the basis of” material non-public information and provides certain affirmative defenses to a claim of insider trading if a person demonstrates an adopted written plan for trading securities, before becoming aware of the inside information, specifying amounts, prices and dates for the “trading” plan actions or a formula for setting such amounts, prices and dates, and the purchase or sale was pursuant to the plan (a purchase or sale is not pursuant to a plan if the person who made the plan altered or deviated from it).

Weatherford permits you to adopt Rule 10b5-1 complying plans. However, such plans must be pre-cleared with the Legal Department before adoption. A plan may not be amended or terminated during a Blackout Period or when the person is aware of material non-public information.

Adopted and executed Rule 10b5-1 plans must be provided to the Legal Department within one trading day after the execution of the plan. In addition, if you are a director or Section 16 Officer, you must also notify the Legal Department within one trading day after the completion of any transactions under the plan.

5.8 Do Not Hedge or Engage in “Short” Sales.

Insiders and members of their immediate families and members of their households may not trade in options, warrants, puts and calls or similar instruments on Weatherford securities or sell Weatherford securities “short.” Short sales are defined as sales of securities that are not then owned, including a “sale against the box,” defined as a sale with a delayed delivery.

5.9 Do Not Pledge your Weatherford Securities as Margin.

Securities held in a margin account may be sold by the broker without the customer’s consent if the customer fails to meet a margin call. Securities pledged as collateral for a loan may be sold in foreclosure if the borrower defaults on the loan. Immediate families and members of their households may not hold Weatherford securities in an account subject to a margin call or pledge Weatherford securities as collateral for a loan. An exception may be granted when a person wishes to pledge Weatherford securities for a loan (not including margin debt) and clearly demonstrates the financial capacity to repay the loan without resort to the pledged securities. If you wish to pledge Weatherford securities as collateral for a loan, you must submit a request for approval to the Legal Department (LegalWeatherford@weatherford.com) at least two weeks prior to the proposed execution of documents evidencing the proposed pledge.

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6.0 RESPONSIBILITIES

HOW does this apply to me?

The **FINANCE AND LEGAL**, under the direction of the **GENERAL COUNSEL**, must implement, monitor and enforce this policy within their respective areas.

The **LEGAL DEPARTMENT** to maintain this policy.

6.1 REQUIREMENTS

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7.0 REFERENCES

ASK for help.

If you have any questions regarding the policy, please email LegalWeatherford@weatherford.com .

Penalties for violations are severe and may include:

- Criminal fines and imprisonment;
- Judgment in favor of a damaged investor for any profits made from trading on the information and possible payment of damages;
- Court injunction;
- Administrative sanction;
- Civil monetary penalties of up to three times the amount of profit gained, or loss avoided; and
- Appropriate disciplinary action, which may include termination of employment and/or forfeiture of unvested equity awards.

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8.0 DOCUMENT CHANGE RECORD

Revision Number	Effective Date	Responsible	Parts Affected	Change Description
000	06 JUL 2018	Enterprise Policy Steering Committee	All	This document replaces Policy Regarding Use of Insider Information and Insider Trading dated 3/13/18
A	27 JAN 2020	General Counsel & Executive Steering Committee	All	New Template, Document loaded to Arbortext/Windchill

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