

WEATHERFORD INTERNATIONAL PLC
MINIMUM SHARE OWNERSHIP GUIDELINES
(Last Amended as of April 5, 2020)

The following Minimum Share Ownership Guidelines (the “Guidelines”) for directors and executive officers of Weatherford International plc, an Irish public limited company (the “Company”) have been adopted by the Compensation Committee of the Board of Directors of the Company (the “Compensation Committee”). The Guidelines have been created to align the directors’ and Executive Officers’ interests and actions with the interests of the Company’s shareholders. The Guidelines are subject to periodic review and modification by the Compensation Committee.

I. Ownership Requirements:

The ownership requirements of these Guidelines are based upon a multiple of base salary, or in the case of directors, annual cash retainer and are as follows:

Chief Executive Officer	6x
Other Executive Officers	3x
Directors with 5 years of service	5x

For purposes of these Guidelines, “Executive Officer” is defined a person designated by the Compensation Committee as an “officer” under (and subject to) the reporting requirements of Section 16 of the Securities Exchange Act of 1934.

II. Measurement:

Compliance with these Guidelines will be measured by the Nominating and Governance Committee (“**NGC Committee**”) annually, using the annual director retainer or Executive Officer salary then in effect, and the closing price of Weatherford common stock on that day.

III. Transition Period:

A transition period of five years will be allowed for new directors and Executive Officers to achieve ownership amounts. Once achieved, ownership at the guideline amount should be maintained as long as such director or Executive Officer is subject to the Guidelines. If there is an increase in ownership requirements for any director or Executive Officer due to an increase in the annual retainer or base salary, respectively, the affected director or Executive Officer will be allowed one year to achieve the incremental guideline amount.

Notwithstanding the foregoing or any other provision of this policy, holding requirements are expected to be fulfilled through equity grants issued by the Company, and at no time will the applicable director or Executive Officer be required to engage in open market transactions to fulfill their holding requirement. To the extent insufficient equity is issued by the Company to allow the applicable director or Executive Officer to meet the

guidelines, such individual will be allowed additional time and grant cycles in order to meet the requirements.

IV. Holdings Covered:

The following holdings will be considered when measuring stock ownership:

- Shares owned individually, shares owned jointly with a spouse, or shares owned separately by a spouse and/or children that share the director's household;
- Share equivalents held in accounts under deferred compensation plans, any retirement plan (including the 401(k) plan and any other suspended plan); and
- Equity based awards not yet fully vested.

Shares of stock that directors or Executive Officers have the right to acquire through the exercise of stock options (whether or not vested) are not included in measuring stock ownership.

V. Exceptions and Relief:

There may be instances where these Guidelines would place a severe hardship on a director or Executive Officer. In such instances, the Compensation Committee will make the final decision as to developing an alternative stock ownership holding requirement for the director or Executive Officer that reflects both the intention of these Guidelines and the personal circumstances of the director or Executive Officer. Examples of personal hardship and severe circumstances which would automatically receive Compensation Committee approval include but are not limited to: medical emergencies of family members, dependent education, and purchase of a primary residence. In such circumstances, any shortfall in Company stock holdings would be required to be made up within three years of the disposition event.

The share ownership guidelines for our named Executive Officers has been reset due to our recent emergence from restructuring. Executive Officers have five years from December 13, 2019 to achieve compliance with the guidelines.

VI. Administration:

The NGC will be responsible for administering, interpreting and monitoring compliance with these Guidelines. During the first quarter of each year the NGC Committee will receive a report from the Company outlining each director's and Executive Officer's Company stock holdings as relates these guidelines and will request each Executive Officer and director to attest to the number of shares held in satisfaction of these Guidelines. This information will be used by the NGC Committee to determine compliance with the Guidelines. The NGC Committee, in its sole discretion, may impose such conditions, restrictions or limitations as the NGC Committee deems necessary or appropriate in order to achieve the purpose of these Guidelines. By way of example and without restricting the generality of the foregoing, the NGC Committee may mandate that a director or Executive Officer retain all or a portion of any shares delivered to the director or Executive Officer through the Company's compensation plans or otherwise restrict the

right to transfer previously owned shares until such participant is in compliance with these Guidelines.