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GRI

DISCLOSURES

LOCATION & DATA

GENERAL DISCLOSURES

2-1	Organizational Details	Weatherford International plc (NASDAQ: WFRD) Form 10-K 2023 2000 St James Place, Houston, Texas, United States of America; 75 Countries; About Weatherford p 6
2-2	Entities included in the organization's sustainability reporting	Form 10-K 2023
2-3	Reporting period, frequency, and contact point	January 1 - December 31, 2023; Annual For Sustainability Program: sustainability@weatherford.com ; For Investors: investor.relations@weatherford.com ; For Media: media@weatherford.com
2-4	Restatements of information	Baseline Scope 1 Mobile emissions restated. See Base Year p 84
2-5	External Assurance	Independent Accountants' Review Report p 82
2-6	Activities, value chain, and other business relationships	Form 10-K 2023 ; About Weatherford p 6 ; Product and Portfolio Capabilities p 14 ; Responsibility in Our Supply Chain p 66
2-7	Employees	About Weatherford p 6 ; Social p 43 ; Creating a Diverse, Equitable, and Inclusive Workplace p 48 ; Form 10-K 2023 Full-time Females: ASIA - 274, KSA - 48, MENA - 255, LAM - 531, RUS - 192, EUA - 296, NAM - 547 Full-time Males: ASIA - 1577, KSA - 1096, MENA - 3311, LAM - 3508, RUS - 1847, EUA - 1843, NAM - 3040 Part-time Females: ASIA - 0, KSA - 0, MENA - 0, LAM - 1, RUS - 0, EUA - 9, NAM - 1 Part-time males: ASIA - 1, KSA - 0, MENA - 0, LAM - 19, RUS - 0, EUA - 10, NAM - 0 No significant fluctuations in 2023
2-8	Workers who are not employees	Form 10-K 2023 ; Type of work performed: Field, Workshop, and Office based; Defined as Third-Party Workers; Total: 1,197
2-9	Governance structure and composition	Our Approach to ESG p 20 ; Board of Directors p 59-60 ; Proxy Statement 2023 - Election of Directors Section
2-10	Nomination and selection of the highest governance body	Proxy Statement 2024 - Election of Directors; Corporate Governance Principles ; Sustainability Report - Board of Directors p 59-60



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2-11	Chair of the highest governance body	The chair is not a senior executive in the organization; See Sustainability Report - Board of Directors p 59-60
2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to ESG - Leadership and Oversight p 22 ; Environment - Our Strategy and Approach p 28 ; Climate: Risks and Opportunities p 37 ; Board of Directors p 59-60 ; Corporate Governance Principles
2-13	Delegation of responsibility for managing impacts	Our Approach to ESG p 20 ; Environment - Our Strategy and Approach p 28 ; Climate Risks and Opportunities p 37
2-14; 11.2.4	Role of the highest governance body in sustainability	Our Approach to ESG - Leadership and Oversight p 22
2-15	Conflicts of Interest	Corporate Governance Principles ; Code of Business Conduct - "We Avoid Conflicts of Interest" section Proxy Statement 2024 - Related Party Transaction section; Weatherford International plc Memorandum and Articles of Association
2-16	Communication of critical concerns	ESG Leadership and Oversight p 22 ; Board of Directors p 59-60 ; Reporting Concerns p 62 ; Code of Business Conduct
2-17	Collective knowledge of the highest governance body	Our Approach to ESG p 20 ; Proxy Statement 2023 - Election of Directors; Corporate Governance Principles
2-18	Evaluation of the performance of the highest governance body	Board of Directors p 59-60 ; Proxy Statement 2024 - Election of Directors; Corporate Governance Principles
2-19	Remuneration Policies	ESG Goals and Leadership Compensation p 22 ; Board of Directors p 59-60 ; Proxy Statement 2024 - Compensation Discussion and Analysis
2-20	Process to determine Remuneration	ESG Goals and Leadership Compensation p 22 ; Board of Directors p 59-60 ; Proxy Statement 2024 - Compensation Discussion and Analysis section; Corporate Governance Principles



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2-21	Annual total compensation ratio	Proxy Statement 2024
2-22	Statement on sustainable development strategy	Message from Our CEO p 3 ; ESG Leadership and Oversight p 22 ; Proxy Statement 2024 - Delivering on Our Commitments
2-23	Policy commitments	Business Conduct, Ethics, and Compliance p 61 ; Human Rights in Our Workforce and Value Chain p 63 ; Code of Business Conduct
2-24	Embedding policy commitments	ESG Leadership and Oversight p 22 ; Board of Directors p 59-60 ; Business Conduct, Ethics, and Compliance p 61 ; Human Rights in Our Workforce and Value Chain p 63 ; Responsibility in Our Supply Chain p 66 ; Code of Business Conduct
2-25	Process to remediate negative impacts	ESG Leadership and Oversight p 22 ; Board of Directors p 59-60 ; Business Conduct, Ethics, and Compliance p 61 ; Responsibility in Our Supply Chain p 66 ; Code of Business Conduct
2-26	Mechanisms for seeking advice and raising concerns	Our Approach to ESG p 20 ; Business Conduct, Ethics, and Compliance p 61 ; Corporate Governance Principles
2-27	Compliance with laws and regulations	Form 10-K 2023 - Part 1, Item 3
2-28	Membership Associations	<p>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)</p> <p>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 (IRENA) Asociacion Geotermica Mexicana (AGM) IOGP-International Petroleum Industry Environmental Conservation Association (IPIECA) National Geothermal Association of the Philippines (NGAP) Negros Oriental State University (NORSU), Philippines Offshore Technology Conference Network Payne Institute – Colorado School of Mines Petroleum Services Association of Canada Petroleum Technology Research Centre (PTRC), Canada Project Innerspace [501(c)3 non-profit focused on expanding the use of geothermal energy globally] Rig Automation and Performance Improvement in Drilling (RAPID) Research Consortium Scottish Development International Society of Petroleum Engineers</p>



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GENERAL DISCLOSURES

2-28	Membership Associations (continued)	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) Offshore Energies UK (OEUK)
2-29	Approach to stakeholder engagement	Stakeholder Engagement p 26
2-30	Collective bargaining agreements	Freedom of Association p 47 ; Trade union/EE Forum members as % of total Company HC: ~17% in 2023, compared to 13% in 2022

MATERIAL TOPICS

3-1	Process to determine material topics	Our Priority Topics p 24 ; Stakeholder Engagement p 26
3-2	List of material topics	Our Priority Topics p 24
3-3; 11.20.1; 11.21.1; Sector 11 Topic Management categories	Management of material topics	Our Priority Topics p 24

ECONOMIC PERFORMANCE

201-1; 11.14.2; 11.21.2	Direct economic value generated and distributed	Form 10-K 2023 see p 2, 7, 26 - 40 (Management's Discussion and Analysis of Financial Condition and Results of Operations Section), 30, 46, and 59; Form 8-K 1 February 2024 p 5
201-2; 11.2.2	Financial implications and other risks and opportunities due to climate change	Form 10-K 2023
201-4; 11.21.3	Financial assistance received from government	Form 10-K 2023



DISCLOSURES		LOCATION & DATA
MARKET PRESENCE		
202-2; 11.11.2; 11.14.3	Proportion of senior management hired from the local community	14%
INDIRECT ECONOMIC IMPACT		
203-1; 11.14.4	Infrastructure investments and services supported	Data not available
203-2; 11.14.5	Significant indirect economic impacts	Form 10-K 2023 ; none noted
PROCUREMENT PRACTICES		
204-1; 11.14.6	Proportion of spending on local suppliers	We allocated 88% of our procurement budget to suppliers local to our significant locations of operation. This commitment to sourcing locally not only supports the economies of the regions where we operate, but also strengthens our relationships with local communities and reduces our environmental footprint through shorter supply chains.
ANTI-CORRUPTION		
205-1; 11.20.2	Operations assessor risks related to corruption	Form 10-K 2023 - Part 1, Item 1A (Business and Operational Risks)
205-2; 11.20.3	Communication and training about anti-corruption policies and procedures	Form 10k 2023 - Part 1, Item 1A (Business and Operational Risks); Anti-corruption p 62 ; Responsibility In Supply Chain p 66 ; 2023: 100% of onboarded employees are required; 100% of Board of Directors as of report publish
205-3; 11.20.4; 11.20.6	Confirmed incidents of corruption and action taken	Responsibility In Supply Chain p 66 ; Anti-corruption p 62 ; Supplier Code of Business Conduct Confirmed incident of corruption - 4 Employees dismissed or disciplined - 0 Public legal cases - 0 All 4 incidents were improper offer for payment to employee by third-party supplier. All offers were refused by employee.
ANTI-COMPETITIVE BEHAVIOR		
206-1; 11.19.2	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Competition p 63 Form 10-K 2023 - Part;1, Item 3 (Legal Proceedings)

DISCLOSURES		LOCATION & DATA
TAX		
207-1; 11.21.4	Approach to tax	Tax p 68 ; Tax Strategy Public Statement
207-2; 11.21.5	Tax governance, control, and risk management	Tax p 68 ; Tax Strategy Public Statement
207-3; 11.21.6	Stakeholder engagement and management of concerns related to tax	Tax Strategy Public Statement ; Form 10-K 2023
207-4; 11.21.7	Country-by-country reporting	Tax Strategy Public Statement ; Form 10-K 2023
ENERGY		
302-1; 11.1.2	Energy consumption within the organization	Climate: Energy and Emissions Management p 32 ; Greenhouse Gas Emissions Summary Tables p 84
302-2; 11.1.3	Energy consumption outside the organization	Data not available
302-3; 11.1.4	Energy intensity	Climate: Energy and Emissions Management p 32 ; Greenhouse Gas Emissions Summary Tables p 84 ; Revenue for respective year: Form 10-K 2023 Types included: Scope 1 & 2
302-4	Reduction of energy consumption	Climate: Energy and Emissions Management p 32 ; Greenhouse Gas Emissions Summary Tables p 84 ; Types included: Scope 1 & 2
WATER AND EFFLUENTS		
303-1; 11.6.2	Interactions with water as a shared resource	Water and Resource Management p 39
303-2; 11.6.3	Management of water discharge-related impacts	N/A: Weatherford does not discharge industrial wastewater. All industrial wastewater is collected, transported, and disposed by third party disposal companies in accordance with the waste management standard.
303-3; 11.6.4	Water withdrawal	Water and Resource Management p 39



DISCLOSURES		LOCATION & DATA
WATER AND EFFLUENTS (CONTINUED)		
303-4; 11.6.5	Water discharge	Water and Resource Management p 39 ; Third-Party - 488.82 Megaliters; Groundwater - 0; Surface water - 0; Seawater - 0; Other Water - 0; Water Stress Areas - 0 ; Weatherford does not discharge effluents to bodies of water, effluents are only discharged to third parties (i.e. discharged to municipal sewer systems, or transported to private wastewater treatment plants) and the effluents satisfy all applicable requirements and local regulations for such discharges
303-5; 11.6.6	Water consumption	Total - 488.82 Megaliters; No changes in water storage occurred in 2023
BIODIVERSITY		
304-1; 11.4.2	Operational sites owned, leased, managed in, or adjacent to protected acres and areas of high biodiversity value outside protected areas	Protecting Biodiversity and Ecosystem p 42
304-2; 11.4.3	Significant impacts of activities, products, and services on biodiversity	Protecting Biodiversity and Ecosystem p 42
304-3; 11.4.4	Habitats protected or restored	Protecting Biodiversity and Ecosystem p 42
304-4; 11.4.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Protecting Biodiversity and Ecosystem p 42
EMISSIONS		
305-1; 11.1.5	Direct (scope 1) GHG emissions	Climate: Energy and Emissions Management p 32 ; Greenhouse Gas Emissions Data p 83-85
305-2; 11.1.6	Energy indirect (scope 2) GHG emissions	
305-3; 11.1.7	Other indirect (scope 3) GHG emissions	
305-4; 11.1.8	GHG emissions intensity	
305-5; 11.2.3	Reduction of GHG emissions	
305-6	Emissions of ozone-depleting substances (ODS)	No data available

DISCLOSURES		LOCATION & DATA
EMISSIONS (CONTINUED)		
305-7; 11.3.2	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant emissions	No data available
WASTE		
306-1; 11.5.2	Waste generation and significant waste related impacts	Waste p 40 ; Water and Waste Environmental Data p 86
306-2; 11.5.3	Management of significant waste-related impacts	
306-3; 11.5.4; 11.8.2	Waste generated	
306-4; 11.5.5	Waste diverted from disposal	
306-5; 11.5.6	Waste directed to disposal	
EFFLUENTS AND WASTE		
306-3; 11.8.2	Significant spills	Hazardous Substance Management and Spill Prevention p 41 ; Form 10-K 2023 ; 792 US gallons of Industrial water 528 US gallons of Drilling fluid 264 US gallons of Wellube lubricant 52 US gallons of Brine mixed with traces of Xylene 79 US gallons of oil-based mud 73 US gallons of HW-525 (Water-based hydraulic fluid)
SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	Responsibility in Our Supply Chain p 66 ; 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	Responsibility in Our Supply Chain p 66



DISCLOSURES		LOCATION & DATA
EMPLOYMENT		
401-1; 11.10.2	New employee hires and employee turnover	Social p 43; Recruitment & Retention p 45; Annualized turnover for the enterprise was 11%; M - 11%; F - 10.27% Turnover: Under 17 - 0; 17 - 19 - 2; 20-29 - 381; 30-39 - 794; 40-49 - 496; 50-59 - 196; 60 and Above - 67 Female - 200; Male - 1736 ASIA - 425; EUA - 495; KSA - 416; LAM - 1407; MENA - 988; NAM 1497; RUS - 828 Hires: Under 17 - 0; 17 - 19 - 32; 20-29 - 1287; 30-39 - 1212; 40-49 - 713; 50-59 - 242; 60 and Above - 64 Female - 507; Male - 3042 ASIA - 244; EUA - 232; KSA - 268; LAM - 813; MENA - 629; NAM - 719; RUS - 466
401-2; 11.10.3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Disability, Health, Life, Retirement, Parental Leave; PTO
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.
LABOR / MANAGEMENT RELATIONS		
402-1; 11.7.2; 11.7.4; 11.7.5; 11.7.6; 11.10.5	Minimum notice periods regarding operational changes	Notice periods vary from country to country, as per local laws, and some requirements within union collective bargaining agreements.
OCCUPATIONAL HEALTH AND SAFETY		
403-1; 11.9.2	Occupational health and safety management system	Health and Safety p 50-54 ; RADAR p 52
403-2; 11.9.3	Hazard identification, and incident investigation	Health and Safety p 50-54 ; RADAR p 52
403-3; 11.9.4	Occupational health services	Health and Safety p 50-54
403-4; 11.9.5	Worker participation, consultation, and communication on occupational health and safety	Health and Safety p 50-54
403-5; 11.9.6	Worker training on occupational health and safety	Health and Safety p 50-54

DISCLOSURES		LOCATION & DATA
OCCUPATIONAL HEALTH AND SAFETY (CONTINUED)		
403-6; 11.9.7	Promotion of worker health	Health and Safety p 50-54 ; Employees voluntarily enroll in health coverage and may see any healthcare provider of his/her choosing. They have access to a benefits enrollment guide that explains the coverage options and has a window of time (determined by regulatory compliance) to make their elections. Once enrolled, the employees are provided with insurance ID cards, which they may present to their healthcare providers to file claims. This is inclusive of medical, dental and vision services. Minimal essential information is shared between the Company and the insurance carriers to ensure HIPAA regulatory compliance is maintained in the treatment and payment of healthcare. Internal access to employee information is also limited to the Benefits team.
403-7; 11.9.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety p 50-54 ; Responsibility in Our Supply Chain p 66 ; Customer Health and Safety p 54 ; Health, Safety, and Environment (HSE) functions are strategically placed across all Weatherford operations. They minimize workplace hazards and risks through clear communication, risk elimination, adherence to standards, and setting KPIs. Leadership site engagements by executives and risk assessments by product line leadership and HSE are key components. Each location assesses and mitigates health risks, adhering to local regulations.
403-8; 11.9.9	Workers covered by an occupational health and safety management system	Health and Safety p 50-54
403-9; 11.9.10	Work-related injuries	Health and Safety p 50-54 ; Weatherford Safety Performance Metrics Hours worked: 2023 - 68,069,970 Recordables: 2023 - 75 Lost-time Injuries: 2023 - 20 TRIR (x 200,000): 2023 - 0.22 TRIR (x1,000,000): 2023 - 1.10



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OCCUPATIONAL HEALTH AND SAFETY (CONTINUED)

403-10; 11.9.11	Work-related ill health	Health and Safety p 50-54 ; Weatherford Safety Performance Metrics
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TRAINING AND EDUCATION

404-1; 11.7.2; 11.10.6; 11.11.4	Average hours of training per year per employee	Recruitment and Retention p 45 ; Developing Our Talent p 47 ; Average hours training annually in 2023 not including on-the-job training and competency: Full-time - 28.23; per Male - 28.76; per Female 24.09 Average hours by employee category: Contract - 11.68; Full-time - 28.23; Short-service - 29.72
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404-2; 11.7.3; 11.10.7	Programs for upgrading employees skills and transition assistance programs	On a continued commitment to develop our key talent bench-strength from frontline through senior leadership audience. Programs and content are targeted to the various tiers of the organization, allowing for a structured development pathway and applied learning relevant to their roles. <ul style="list-style-type: none"> • Early Career - Internship Program for Functions NextGen Field Engineer Program Technical Career Paths • Frontline Management - Leadership Essentials Program Business Acumen • Mid to Senior Management - Leadership Excellence and Acceleration Program (LEAP) Talent Dev Centre Project Management • Leadership - Executive Development Program
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404-3	Percentage of employees receiving regular performance and career development reviews	98% of employees completed Performance Appraisals in 2023, which include discussions on performance management, career goals, and alignment to Company objectives.
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DIVERSITY AND EQUAL OPPORTUNITY

405-1; 11.11.5	Diversity of governance bodies and employees	Board Diversity p 59 ; 16% Female, 16% African American or Black, 16% Asian Note: The Board of Directors Matrix and diversity disclosures align with the Nasdaq Board Diversity Rule; Proxy Statement 2024
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405-2; 11.11.6	Ratio of basic salary and remuneration of women to men	Proxy Statement 2024
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NON-DISCRIMINATION

406-1; 11.11.7	Incidents of discrimination and corrective actions taken	A review of Weatherford's Listen Up Ethics Hotline data reveals that there were 25 reported incidents of discrimination during the 2023 reporting period. Note that this includes only those incidents raised via the Hotline or referred to the Hotline response/investigative team. It does not include any formal discrimination claims that may have been filed with external legal tribunals or local authorities. All incidents of discrimination reported via Weatherford's Listen Up Ethics Hotline are reviewed by the Associate General Counsel for Global Investigations and are assigned out for investigation or referred to the relevant local HR personnel. Thus, all 25 reported incidents have been reviewed or are under review. 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, 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. In some instances, external parties are alleged to be responsible for acts of discrimination, in which case the scope of the Company's investigation may be limited; the Company nevertheless endeavors, where appropriate, to report the alleged conduct to the implicated person's employer for further investigation/resolution and to encourage that appropriate remediation/disciplinary action be taken. In all cases in which a Company employee is implicated, the Company investigates the matter to conclusion (or refers the case onward to the relevant local HR personnel) and takes all remediation/disciplinary actions deemed appropriate to ensure the incidents are no longer subject to action. Of the 25 incidents reported in 2023, 25 are subject to no further action, and none remains under active investigation.
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FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1; 11.13.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Company does not engage in campaigning for trade union membership on behalf of unions. However, Weatherford adheres to the principle of Freedom of Association as set forth in the International Labor Organization (ILO) Convention: Freedom of Association and Protection of the Right to Organize (No. 87 of 1948), as well as compliance with local laws. Freedom of Association p 47
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DISCLOSURES

LOCATION & DATA

FORCED OR COMPULSORY AND CHILD LABOR

408-1; 409-1; 11.12.2	Operations and suppliers at significant risk for incidents of child, forced or compulsory labor	Our Foundation of Ethics and Integrity in Our Business Conduct p 59 ; Business Conduct, Ethics, and Compliance p 61 ; Human Rights in Our Workforce p 63 ; Responsibility in Our Supply Chain p 66 : Weatherford conducts employee training on our Code of Business Conduct and the related policies thereunder, including our Human Rights Standard. This is done through an online interactive training tool with attendance deemed compulsory and participation monitored. Additionally, our Geozone Compliance Counsels conduct live training at least every two years (either virtually or in-person) throughout their Geozones. This is done as targeted training, with some employees participating as regularly as is deemed appropriate for their role. Topics include our prohibition of forced/child labor, our expectation of fair treatment and non-retaliation, modern slavery risks internally and in our supply chain and the need for a safe work environment for all personnel.
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SECURITY

410-1; 11.18.2	Security personnel trained in human rights policies or procedures	Enterprise Risk Management p 64 ; Supporting our Local Communities p 55 ; Human Rights in Our Workforce p 63 ; Responsibility in Our Supply Chain p 66 100% 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 acknowledgment of the VPSHR code in security vendor contracts.
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RIGHTS OF INDIGENOUS PEOPLE

411-1; 11.17.2; 11.17.3; 11.17.4	Incidents of violations involving rights of indigenous peoples	Our Priority Topics p 24 ; Social p 43 ; The Company received no reports in 2023 via its Listen Up/whistleblower hotline reporting violations involving rights of indigenous peoples. Accordingly, there are no incidents for which status updates are available
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LOCAL COMMUNITIES

413-1; 11.15.2	Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement p 26 ; Our Priority Topics p 24 ; Supporting Our Local Communities p 55 The Company is not aware any local community grievances or any situations against WFRD of involuntary settlement.
413-2; 11.15.3; 11.15.4	Operations with significant actual and potential negative impacts on local communities	Stakeholder Engagement p 26 ; Our Priority Topics p 24 ; Supporting Our Local Communities p 55 The Company is not aware any local community grievances or any situations against WFRD of involuntary settlement.

SUPPLIER SOCIAL ASSESSMENT

414-1; 11.10.8; 11.12.3	New suppliers that were screened using social criteria	Responsibility in Our Supply Chain p 66 ; 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	Responsibility in Our Supply Chain p 66 0 - We did not identify any suppliers with significant actual or potential negative social impacts requiring improvements. While we maintain stringent standards throughout our supply chain, our commitment to ongoing dialogue and collaboration with suppliers ensures that any potential concerns are addressed promptly and effectively, thereby minimizing the likelihood of negative social impacts.

PUBLIC POLICY

415-1; 11.2.4; 11.22.2	Political contribution report	Political Contributions p 68 ; Code of Business Conduct ; Funds contributed to political parties, leaders, or candidates using Weatherford funds or on Company's behalf - \$0
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CUSTOMER HEALTH AND SAFETY

416-1; 11.3.3	Assessment of the health and safety impacts of product and service categories	Health and Safety p 50 ; Customer Health and Safety p 54 ; Safety in Our Products and Services p 54
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CUSTOMER PRIVACY

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cyber Security p 65 ; 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.
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SASB

TOPIC	CODE	ACCOUNTING METRIC	REFERENCE
OIL AND GAS SERVICES			
Emission reduction services and fuels management	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in (1) on-road-equipment and vehicles and (2) off-road equipment	Data not available
Emission reduction services and fuels management	EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Message from our CEO p 3 ; Sustainable Innovation p 12 ; Environment p 27
Emission reduction services and fuels management	EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Data not available
Water Management Services	EM-SV-140a.1	(1) Total volume of fresh water handled in operations; (2) percentage recycled	Fresh - 488.82 Megaliters; Recycled - Data Not Available; Water and Resource Management p 39
Water Management Services	EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	Water and Resource Management p 39
Chemicals Management	EM-SV-150a.1	Volume of hydraulic fracturing fluid used, percentage hazardous	Standard not applicable
Chemicals Management	EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities and impacts	Hazardous Substances Management and Spill Prevention p 41 ; Health and Safety p 50
Ecological Impact Management	EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	Standard not applicable
Ecological Impact Management	EM-SV-160a.2	Discussion on strategy or plan to address risks and opportunities related to ecological impacts from core activities	Biodiversity p 42
Workforce Health & Safety	EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full time employees, (b) contract employees, and (c) short-service employees	"TRIR (Employee) - 0.22 NMFR (Employee) - 16.48 TVIR 0.54 Avg hrs of HSE training (Employee) - 5.11 Avg hrs of HSE training (Contract) - 2.55 Avg hrs of HSE training (Short-Service) - 3.71"
Workforce Health & Safety	EM-SV-320a.2	Description of management systems used to integrate to a culture of safety throughout the value chain and project lifecycles	Hazardous Substances Management and Spill Prevention p 41 ; Health and Safety p 50 ; Responsibility in Our Supply Chain p 66 ; Customer Health and Safety p 54 ; Safety in our Products and Services p 54
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	0.62%
Business Ethics & Payment Transparency	EM-SV-510a.2	Description of management systems used for prevention of corruption and bribery throughout the value chain	Ethics & Compliance p 61 ; Code of Business Conduct
Management of the Legal & Regulatory Environment	EM-SV-530a.1	Discussion of corporate position related to government regulation and/or policy proposals that address environmental and social factors affecting the industry	Code of Business Conduct ; Conflicts Minerals Policy ; Modern Slavery Act & Supply Chains Act
Critical Incident Risk Management	EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Quantifying Climate Risk and Opportunity p 37 ; Hazardous Substances Safety p 54 ; Health and Safety p 50 ; Enterprise Risk Management p 64
Business Activities	EM-SV.000.A	Number of active rig sites	Standard not applicable
Business Activities	EM-SV.000.B	Number of active rig sites	Standard not applicable
Business Activities	EM-SV.000.C	Number of active rig sites	Standard not applicable
Business Activities	EM-SV.000.D	Total number of hours worked by all employees	68,069,970



TCFD

TCFD RECOMMENDATION

DISCLOSURE REFERENCE

GOVERNANCE

Describe the board's oversight of climate-related risk and opportunities [Our Approach to ESG p 20](#); [Leadership and Oversight p 22](#); [ESG Governance p 23](#); Climate: [Risks and Opportunity p 37](#); [Board of Directors p 59-60](#)

Describe management's role in assessing and managing climate-related risks and opportunities [Message from our CEO p 3](#); [Our Approach to ESG p 20](#); [Leadership and Oversight p 22](#); [ESG Governance p 23](#); Climate: [Risks and Opportunity p 37](#); [Board of Directors p 59-60](#)

STRATEGY

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term Climate: [Risks and Opportunity p 37](#)

Describe the impact of climate-related risks and opportunities on the organizations business, strategy, and financial planning Climate: [Risks and Opportunity p 37](#)

RISK MANAGEMENT

Describe the organization's processes for identifying and assessing climate-related risks. Climate: [Risks and Opportunity p 37](#)

Describe the organization's processes for managing climate-related risks. Climate: [Risks and Opportunity p 37](#); [Environment p 27](#)

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. Climate: [Risks and Opportunity p 37](#); [Our Approach to ESG p 20](#)

METRICS AND TARGETS

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. Climate: [Risks and Opportunity p 37](#); [Environment p 27](#); [Indices \(Disclosures 302-308\) p 74-75](#); [Details on Our Environmental Data p 83-86](#)

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. Climate: [Risks and Opportunity p 37](#); Climate: [Energy and Emissions p 32](#); [Indices \(Disclosures 302-308\) p 74-75](#); [Details on Our Environmental Data p 83-86](#)

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. Climate: [Risks and Opportunity p 37](#); [Environment p 27](#); [Details on Our Environmental Data p 83-86](#)



UNGC COP

#	DESCRIPTION	DISCLOSURE
GENERAL DISCLOSURES		
1	Period Covered by Communication on Progress	January - December 2023
2	Statement of Continued Support by the Chief Executive Officer	p 3 ; p 25
HUMAN RIGHTS		
3	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	p 59-63
	Principle 2: Make sure that they are not complicit in human rights abuses.	p 59-63 ; p 66
LABOUR		
4	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	p 47 GRI 2-30
	Principle 4: the elimination of all forms of forced and compulsory labour;	p 59-63 ; p 66
	Principle 5: the effective abolition of child labour;	p 59-63 ; p 66
	Principle 6: the elimination of discrimination in respect of employment and occupation	p 44-49
ENVIRONMENT		
5	Principle 7: Businesses should support a precautionary approach to environmental challenges;	p 20 ; p 28 ; p 37 ; p 69
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	p 27-42
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	p 12-19
ANTI-CORRUPTION		
6	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	p 61-62
MEASUREMENT OF OUTCOMES		
	ESG Performance: Key Highlights & Commitment at-a-Glance	p 10
	GRI Index	p 70
	SASB Index	p 79
	TCFD Index	p 80



INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors
Weatherford International plc

REPORT ON SCOPE 1 AND SCOPE 2 EMISSIONS AND RELATED DISCLOSURES IN WEATHERFORD INTERNATIONAL PLC'S 2023 SUSTAINABILITY REPORT

Conclusion

We have reviewed whether Weatherford International plc's (the Company) Scope 1 and Scope 2 emissions and related disclosures, insofar and solely as they relate to Scope 1 and Scope 2 emissions, (the Subject Matter) appearing on pages 83-85 of the Company's 2023 Sustainability Report (the Report) for the years ended December 31, 2023 and 2019 have been prepared in accordance with the reporting criteria set forth in the Basis of Presentation disclosure on page 83 (the Criteria).

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter for the years ended December 31, 2023, and 2019 in order for it to be prepared in accordance with the Criteria.

Our conclusion on the Subject Matter does not extend to any other information that accompanies or contains the 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 the AT-C sections 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.

Emphasis of Matter

As described in the GHG Emissions Base Year disclosure within the Subject Matter, the Company recalculated its Scope 1 emissions for 2019 due to revisions to its mobile combustion methodology.

Our conclusion is not modified in respect of this matter.

Responsibilities for the Subject Matter

Management of the Company is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Subject Matter such that it is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the Subject Matter and appropriately referring to or describing the criteria used; and
- preparing the Subject Matter in accordance with the Criteria.

Inherent Limitations in Preparing the Subject Matter

As described in the Estimation Uncertainties disclosure within the Subject Matter, the preparation of the Scope 1 and Scope 2 emissions is subject to estimation uncertainties resulting from the limitations inherent in the methodologies used to calculate energy and emissions for the subset of facilities and activities where actual use data is not available. The selection by the Company's management of these different, but acceptable, measurement techniques could have resulted in materially different measurements.

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 Subject Matter in order for it to be prepared in accordance with the Criteria; and
- express a conclusion on the 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 Subject Matter and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, we performed procedures that consisted primarily of:

- inquiring of management to obtain an understanding of the methodologies and inputs used in preparing the Subject Matter;
- evaluating management's application of the methodologies;
- inspecting a selection of supporting documentation for activity data;
- performing analytical procedures;
- considering the appropriateness of emission factors used and estimates;
- recalculating a selection of the underlying subject matter; and
- comparing the disclosures in the Report about the Subject Matter to the underlying methodologies, inputs, estimates and assumptions reviewed.

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, TX
August 6, 2024





DETAILS ON OUR ENVIRONMENTAL DATA

The Details on our Environmental data have been prepared based on a calendar reporting year for 2019, from January 1, 2019 through December 31, 2019, and for calendar reporting year 2023, from January 1, 2023 through December 31, 2023, corresponding to the Company's fiscal years.

GREENHOUSE GAS (GHG) EMISSIONS DATA

Basis of Presentation

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

GHG Organizational Boundary[†]

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

Operational Boundaries[†]

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

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

Scope 2 location-based includes emissions from the purchase of electricity, heat, steam, and cooling, consumed on-site at our owned and long-term leased facilities within our organizational boundary. While the Company sources both renewable and non-renewable energy, a market-based method has not yet been applied to Scope 2 emissions, as such, renewable energy certificates (RECs), and energy attribute certificates (EACs) have not been applied against the emission totals.

The reported Scope 3 categories have been expanded from prior year 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 other relevant scope 3 activities.

[†] Denotes information, insofar as it relates to Scope 1 or Scope 2 GHG emissions, was subject of independent accountants' limited assurance. [See Independent Accountants' Review Report on page 82.](#)



Greenhouse Gas Emissions Summary Tables

SCOPE 1 AND 2 EMISSIONS (mT CO ₂ e)	2019	2023
Scope 1	158,112 [†]	116,153 [†]
Scope 2 - Location Based	77,306 [†]	63,050 [†]
Total Scope 1 and 2 Emissions[†]	235,418	179,203

SCOPE 1 AND 2 INTENSITY (mT CO ₂ e per \$M Revenue)	2019	2023
Scope 1	30.3	22.62
Scope 2 - Location Based	14.8	12.28
Total Scope 1 and 2 Intensity	45.2	34.9

SCOPE 3 EMISSIONS (mT CO ₂ e) BY CATEGORY	2023
1 - Purchased goods and services	595,578
2 - Capital goods	13,844
3 - Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2	46,348
4 - Upstream transportation and distribution	55,552
5 - Waste generated in operations	26,984
6 - Business travel	20,942
7 - Employee commuting	38,902
9 - Downstream transportation and distribution	16,827
15 - Investments	140,474

FOOTPRINT BREAKDOWN BY GHG (mT CO ₂ e)	2023
<small>ALL SCOPES REPORTED</small>	
CO ₂	886,732
CH ₄	164,156
N ₂ O	16,069
HFCs	9,375
PFCs	1,153
SF ₆	1,486
NF ₃	110
Other GHGs (CO ₂ , CH ₄ , N ₂ O)	55,573

ENERGY CONSUMPTION (MWh)	2019	2023
Scope 1	683,083	484,734
Scope 2	229,475	179,286
Scope 1 & 2 Energy Consumption	912,558	664,020
Total Scope 1 & 2 Energy Consumption per \$M Revenue	175.0	129.3

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. In 2023, the Company recalculated our Scope 1 emissions for 2019 due to revisions to our mobile combustion methodology. See Calculation Methodologies on the next page. Reported 2019 emissions presented reflect these adjustments.

Estimation Uncertainties[†]

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

Greenhouse Gases Covered[†]

Emissions data is provided in metric tons for each GHG separately in CO₂e. 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 of Scope 1 or 2 emissions for the Company. Scope 3 emissions include all 7 greenhouse gases disclosed, and gases listed as Other GHGs is a mix of gases that could not be clearly segregated out due to the nature of the Emission Factor used. Emission Factors sets across all reported scopes are described in the Calculation Methodologies and Emission Factor Sets table within this section.

Scope 1 and 2 Intensity

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

Offsets

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

Global Warming Potential (GWP)[†]

The Company utilized the International Panel of Climate Change (IPCC) Fourth Assessment (AR4) to calculate Scope 1 and 2 GHG emissions. For Scope 3, the Company utilized IPCC AR4 except when published emission factors use the Fifth Assessment (AR5).

[†] Denotes information, insofar as it relates to Scope 1 or Scope 2 GHG emissions, was subject of independent accountants' limited assurance. [See Independent Accountants' Review Report on page 82.](#)



Calculation Methodologies and Emission Factor Sets are as follows:

Scope / Category	Calculation Method	Global Warming Potential Set	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</p> <p>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.</p> <p>For 2023, 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>	All years – IPCC Fourth Assessment Report (AR4)	<p>2019:</p> <p>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>2023:</p> <p>Stationary: IPCC 2006 Guidelines for National Greenhouse Gas Inventories, 2019 Refinement, UK Defra – Conversion Factors 2023, US EPA – Emission Factor Hub 2023</p> <p>Mobile: US EPA – Emission Factor Hub 2023</p>
Scope 2 [†]	<p>Location-Based</p> <p>Where electricity usage data was unknown, estimations were made based on historical data for that facility or similar facility within the geographic region. For 2019, data was omitted for a small number of facilities. The impact is immaterial.</p>	All years - IPCC Fourth Assessment Report (AR4)	<p>2019: US EPA – eGrid 2020, IEA International Electricity Factors (2022), UK Defra – Conversion Factors 2022</p> <p>2023: US EPA – eGrid 2021, IEA International Electricity Factors (2022), UK Defra – Conversion Factors 2022</p>
Scope 3 – Category 1 Purchased Goods & Services	Spend-Based: Industry – based on supplier NAICS codes	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 – Category 2 Capital Goods	<p>Spend-Based: Industry – based on supplier NAICS codes</p> <p>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.</p>	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 – Category 3 Fuel and Energy Related Activities	Average-Data Based: Consumption	IPCC Fifth Assessment Report (AR5)	UK DEFRA - Conversion Factors 2023, IEA 2023 / UK DEFRA 2023
Scope 3 – Category 4 Upstream Transportation & Logistics	Spend-Based: Industry – based on supplier NAICS codes	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 – Category 5 Waste	Waste-Type Specific	IPCC Fourth Assessment Report (AR4)	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>	IPCC Fourth Assessment Report (AR4)	US EPA – Emission Factor Hub 2023, US EPA - EEIO Factors v1.0
Scope 3 – Category 7 Employee Commuting	Distance-Based, based on aggregated annual employee commuter survey results	IPCC Fourth Assessment Report (AR4)	UK DEFRA - Conversion Factors 2023
Scope 3 – Category 9 Downstream Transportation & Logistics	Spend-Based: Industry – based on supplier NAICS codes	IPCC Fifth Assessment Report (AR5)	US EPA - EEIO Factors 2.0.1-411 AR5
Scope 3 – Category 15 Investments	Average-Data Based	IPCC Fifth Assessment Report (AR5)	Exiobase - Monetary 3.8.2

[†] Denotes information, insofar as it relates to Scope 1 or Scope 2 GHG emissions, was subject of independent accountants' limited assurance. [See Independent Accountants' Review Report on page 82.](#)



WATER AND WASTE ENVIRONMENTAL DATA

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

Environmental Data Summary Tables

WASTE AND WATER	2019	2023
Water Withdrawn (Million Litres)	675	489
Waste Generated (Metric Tons)	59,435	37,270
Transported Effluents (Million Liters)	67	47

Organizational Boundaries

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

Water and Waste Base Year

The Company has established 2019 as the base year for water and waste metrics consistent with Scope 1 and 2 GHG emissions. For waste, 2019 data was restated to include more countries and aligned with the same year/all year approach. For water, 2023 data was enhanced to include remaining countries, but the 2019 data could not be obtained for 4 facilities equating to an estimated 5% of the total water withdrawn. Transported Effluents for 2019 was restated with an updated definition and now includes rainwater and septic system sewage.

Estimation Uncertainties

The Company obtains water and waste use data from across our global operations for the calculation of our waste and water management metrics in line with our OEPS Waste Management and OEPS Water Management Standards. However, there are estimation uncertainties resulting from the limitations inherent in the data collection methodologies where actual use data is not available.

For water, estimations are calculated based on historical data for the related facility and tracked within the water ledgers. The selection of these acceptable measurement techniques could result in materially different measurements. For waste, estimations are not used due to variability of waste streams not allowing for a consistent approach to estimation.



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. Below, we describe why we believe each non-GAAP measure provides useful information to investors as well as the calculation and comparable GAAP measure.

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

Adjusted EBITDA margin is 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 margin should be considered in addition to, but not as a substitute for consolidated net income margin and should be viewed in addition to the Company's reported results prepared in accordance with GAAP.

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

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

	Year Ended			
	12/31/23		12/31/22	
Net Income Attributable to Weatherford	\$417		\$26	
Net Income Attributable to Noncontrolling Interests	32		25	
Interest Expense, Net of Interest Income of \$59 and \$31	123		179	
Loss on Blue Chip Swap Securities	57		—	
Loss on Extinguishment of Debt and Bond Redemption Premium	5		5	
Income Tax Provision	57		87	
Other Expense, Net	129		90	
Operating Income	820		412	
Depreciation and Amortization	327		349	
Other Charges	4		31	
Share-Based Compensation	35		25	
Adjusted EBITDA	\$1,186		\$817	
Revenues	\$5,135		\$4,331	
Net Income Margin	8.1%		0.6%	
Adjusted EBITDA Margin	23.1%		18.9%	
Net Income Variance YoY	1,503.8%			
Adjusted EBITDA Variance YoY	45.2%			
Net Income Margins Variance YoY	752 bps			
Adjusted EBITDA Margins Variance YoY	423 bps			
Adjusted Free Cash Flow	Year Ended			
	12/31/23	12/31/22	12/31/21	12/31/20
Net Cash Provided by Operating Activities	\$832	\$349	\$322	\$210
Capital Expenditures for Property, Plant and Equipment	(209)	(132)	(85)	(154)
Proceeds from Disposition of Assets	28	82	41	22
Adjusted Free Cash Flow	\$651	\$299	\$278	\$78



ABOUT THIS REPORT

Weatherford International plc, (“Weatherford,” the “Company,” “we,” “us,” and “our”) is publishing this Sustainability Report (the “Report”) to provide an overview of our Company’s operations related to environmental, social, and governance (“ESG”) topics. This Report covers the calendar year 2023; however, some information is provided for prior years and other exceptions are noted in the Report. Our inaugural report covered calendar year 2021, and we continue to release this Report annually.

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

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

For Sustainability Program: sustainability@weatherford.com

For Investors: investor.relations@weatherford.com

For Media: media@weatherford.com

FORWARD DISCLAIMER

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

