



# SOCIAL

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- 50. Health and Safety in Our Workforce and Across the Value Chain
- 55. Supporting Our Local Communities

Our Social efforts align with:





# THE WORLD CLASS WEATHERFORD TEAM

Individually, we are impressive. Together, we are unstoppable. We seek out and value the unique perspectives of our world-class team members and foster a collaborative culture where everyone can grow and contribute.

## COMMITMENTS TO OUR EMPLOYEES

Weatherford is committed to creating a safe and inclusive work environment that fosters collaboration, innovation, and professional and personal growth. Our talent management strategy aligns with our dedication to each team member's success:



- Attracting and retaining the best talent in the industry
- Investing in professional and personal development
- Engaging team members through listening, collaboration, and recognition
- Fostering a culture of diversity, equity, and inclusion
- Offering fair compensation and holistic benefits
- Providing a safe and healthy work environment



## 2023 GOALS AND PROGRESS

- Increase Unconscious Bias Training to 100% of target audience this year **ACHIEVED**
- Implementation and deploy of new HCM system globally **ACHIEVED**
- Build a pipeline of internal talent to meet future operational needs **ONGOING**
- Significant increase to external employee training over the previous year **ACHIEVED ONGOING**

## 2024 GOALS

- Launch and embed the Oracle HCM Program
- Align employee development programs with the latest trends and best practices
- Introduce a new mentorship program
- Continue to assess the needs of communities in which we operate to identify positive impact opportunities



# WORKFORCE RECRUITMENT AND RETENTION

At Weatherford, we deeply appreciate the diverse perspectives, backgrounds, and ideas that each member brings to our team. Our global workforce diversity is a source of pride, and we strive to create an inclusive environment where everyone feels welcome and can perform at their best. Our enthusiastic and talented team is part of a community grounded by our Core Values, which drive us to innovate and deliver exceptional solutions to our clients. We celebrate each other’s achievements, foster mutual growth, and perpetually learn from one another’s experiences.

We offer challenging and enriching career paths and opportunities to develop personally and professionally. We believe in providing a healthy balance of structure and flexibility to help employees chart their course and achieve their career goals. Weatherford is an Equal Opportunity Employer, and we make employment decisions without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status, or other characteristics protected by law.

## GLOBAL INTERNSHIP PROGRAM

Our Global Internship Program gives students the opportunity to gain experience in the energy industry and build the skills they will need in business. The 10-week internship was launched in 2021 and offered in the United States and the Middle East in 2023. The program will expand to India, Germany, and the United Kingdom in 2024. Students engage in a hands-on learning experience, receive mentorship and coaching on a defined project scope, and have the opportunity to present to our Executive Leadership Team upon the conclusion of their internship. Participants are in consideration for a full-time position when they graduate college.

## NEXTGEN

Our NextGen program is designed to accelerate the development of defined competencies and skill sets that prepare field engineers for future roles. Participants in this program receive extensive training in both technical and non-technical areas, gain valuable exposure to global operations, and hone their leadership skills. In 2023, we welcomed 460 entry-level engineering professionals, a 67% increase over the prior year. 21% of this cohort are women. We aim to have 430 NextGen participants in 2024 with a continued focus on inclusion of women in the program.



In early 2024, we piloted a field rotation program for women engineers. Two employees from our UAE office spent five weeks at a rig in Australia. The hands-on experience was supported by induction, training, and learning workshops. We hope to extend the program to new locations in the future.





## EMPLOYEE ENGAGEMENT

At Weatherford, we value our exceptional team members and aim to create a positive work environment that supports open communication and encourages career growth. We acknowledge and incentivize employees for their valuable contributions, ensuring our team is aligned with our Company's strategy to foster a shared vision where everyone has the opportunities and resources to excel in their work.

We place great emphasis on providing employees with a platform to voice their opinions and ideas. To promote collaboration and knowledge-sharing within our organization, we regularly communicate with our employees through various mediums, such as videos and podcasts, on topics such as sustainability, financial performance, safety, corporate strategy, and our culture. The One Weatherford App also enables any team member to contribute content and share their unique experiences.

Our Executive Leadership Team recognizes the importance of actively engaging with our One Weatherford team members. They frequently hold town hall meetings, visit our operating locations, listen to feedback, and address concerns to ensure that all team members feel valued and connected to our Company's strategy. For example, HSSE leaders visited facilities around the globe to engage team members on how we can enhance our health and safety practices. We believe these initiatives foster a sense of community and enhance our organizational culture, enabling us to achieve greater success together.

## HUMAN CAPITAL MANAGEMENT

Weatherford made a significant investment in our technology infrastructure in 2023 by procuring an improved human capital management platform. This initiative will unify our workforce under one Weatherford experience and foster engagement and empowerment through streamlined solutions. With coverage spanning 54 countries and 11 languages, this endeavor is poised to transform how our employees operate on a global scale. Launching in the second half of 2024, this technology encompasses the complete "Hire to Retire" experience includes our contingent workers.

## PAY AND BENEFITS

At Weatherford, we offer competitive compensation package and an array of benefit options to our employees and their families to support their health and well-being. Benefits vary by localized requirements and best practices and include health insurance coverage, income protection plans, a 401(k) savings plan (or similar retirement savings plans in applicable countries), Company-paid holidays, and paid time off for vacation.



### Celebrating Career Milestones

At Weatherford, we celebrate our collective and individual accomplishments. In 2023, we launched the Weatherford Recognition Hub to acknowledge team member contributions. Employees celebrating an anniversary can select a gift from a catalog as a token of our appreciation. Employees can also use the hub to send an e-card to colleagues to spotlight a job well done, recognize them for upholding our Core Values, or celebrate events such as work anniversaries and birthdays.



### CEO Awards Program

We believe in recognizing the dedication, hard work, and commitment of our employees. Weatherford celebrates team members who make an exceptional contribution to our performance and culture through the annual CEO Awards Program.





## PAY EQUITY

Our compensation philosophy of pay-for-performance is the foundation of our approach to rewarding our employees. We are firmly committed to pay equity and to promoting an inclusive environment that provides attractive and accessible opportunities throughout our organization. As a complex and global business, we believe it is imperative that we attract and retain the right talent for Weatherford at all levels and in all functions. We have designed compensation programs and structures intended to pay our employees competitively and equitably based on their skills, years of experience, qualifications, roles, and performance. We also have processes to monitor and support the approval of compensation decisions in the many geographies where we operate. At Weatherford, we believe our pay-for-performance approach, combined with our focus on cultivating an inclusive workforce, will continue to drive the advancement and representation of all dimensions of diversity including, but not limited to, race, ethnicity, and gender.

## FREEDOM OF ASSOCIATION

We adhere 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) and local labor laws wherever applicable. Moreover, we may engage in negotiations and/or form agreements with Workers' Councils in certain regions, such as Europe, and employee forums in areas including Latin America and Australia. We have employees who are members of 47 trade unions, 5 employee forums, or enterprise forums in 18 different countries.

## DEVELOPING OUR TALENT

At Weatherford, we're actively shaping a culture of continuous learning and growth. Our educational and development initiatives are designed to nurture a growth mindset and equip our employees with the knowledge, skills, experiences, and connections that support their success. We provide a wide range of educational opportunities, experiences, exposure, and tools to meet the needs of our employees in a rapidly evolving environment. We performed over 529,000 hours of training in 2023, and on average, our operational employees received at least 24 hours of training.

Our longstanding initiatives have shown success in developing strong leaders throughout the organization. Building on this foundation, we introduced new learning programs in 2023:

- **Project Management** is a two-day course aimed at enhancing our team member's capabilities in this essential skill set.
- **Field Engineer Talent Development Center** for our high-potential field engineers aims to hone leadership qualities and identify opportunities for advancement. It also offers opportunities for emerging talent to participate in strategic local and global projects across the Company.
- **The Leadership Engagement and Acceleration Program (LEAP)** is crafted to empower senior leaders with the opportunity to network while developing strategic thinking skills and identifying potential gaps in their leadership approach. The program includes 360 Self-Assessment, leadership coaching, peer collaboration, topical discussion facilitated by our Executive Leadership, and content on strategic and business mindset. In 2023, 21 of our Geographical Operational Leaders representing 20 countries participated in the LEAP program.

529,000+  
HOURS OF TRAINING



## SUCCESSION PLANNING

Our approach to succession planning for both executive and senior leadership roles ensures that a comprehensive and strategic framework is in place. We have mapped succession plans for all executive positions and over 80 senior leadership roles within our global operations. To align with future operational demands, we actively cultivate a reservoir of internal talent and integrate our learning programs with talent identification and succession planning efforts. This tailored approach ensures that our developmental initiatives enhance skills and identify and prepare future leaders within our organization. As part of this effort, we seek to enhance gender diversity at the leadership level.

- **Our Leadership Essentials Program** immerses emerging Weatherford leaders in a foundational development environment. Through instructor-led discussions, self-assessments, activities, and a personal 100-day Action Plan, the program is designed to accelerate key leadership competencies. 507 frontline leaders participated in 2023. Attendees ranged in age from 26 to 57, with 31% female representation and 39 countries represented.
- **The Executive Development Program** is designed for senior leaders with a focus on advanced strategic thinking and leadership competencies. The program begins with work in partnership with a reputed executive business school. Participants then embark on a CEO-sponsored organizational project. 14 senior leaders participated in this program in 2023.

### Exceptional Leader and Change Acceleration Program

In addition to developing our pipeline from within, the Company also supported community up-skilling efforts. Weatherford is working with the Ministry of Labor in Oman to provide two leadership programs to more than 50 Ministry leaders. We believe this partnership will be instrumental in advancing the goals of Oman Vision 2040 and our dedication to delivering value in our communities of operation.



# CREATING A DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE

## 2023 GOALS AND PROGRESS

- Enable improved DE&I metric tracking through the implementation of a modernized human capital management system **ACHIEVED**
- Continue leveraging DE&I metrics through succession planning, leadership development, and recruitment **ACHIEVED**
- Participation in the UN Global Compact Gender Equality Accelerator program **ACHIEVED**

## 2024 GOALS

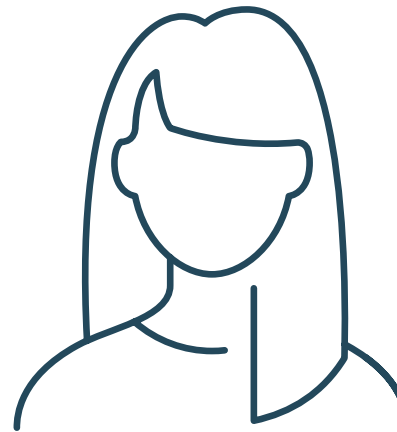
- Launch executive-sponsored DEI Committee
- Launch Saudi Career-Restart Program for women returning to the workforce after maternity leave

## OUR DE&I APPROACH

We believe in creating a culture that embraces diversity, equity, and inclusion, guided by our Core Values. Our DE&I program is a fundamental aspect of our culture, aimed at creating a workplace where all team members feel valued and respected. We provide our employees with a working environment that respects differences and supports their well-being.

The DE&I program is championed by the Executive Leadership Team and cascades down to all employees. Our corporate DE&I team is accountable for the mission, vision, goals, and targets, while our various geographies lead activities and initiatives to meet set goals, including building our pipeline of diverse talent. We have set several objectives across our DE&I program, such as increasing DE&I awareness, building a pipeline of diverse candidates for recruitment, supporting local DE&I efforts, increasing gender representation, and increasing participation in our Employee Resource Groups (ERGs).

Our Code of Business Conduct along with our Diversity and Inclusion Business Practice provide guidance to all Weatherford employees worldwide. We continually evaluate our policies and programs to ensure that we systematically support our diverse communities and promote inclusive behaviors and practices across our Company. We augmented our Sexual Harassment Prevention and Prohibition policy in 2022 and translated it into additional languages in 2023.



**21%** FEMALE/WOMEN HIRED INTO NEXTGEN PROGRAM





## DE&I EVENTS AROUND THE GLOBE

In addition to corporate and Geozone-led DE&I initiatives, Weatherford locations led or engaged in over 50 events and initiatives celebrating the diversity of our team members and supporting inclusion and equality. Events held around the globe included:

- International Women’s Day celebrations
- Cultural diversity and heritage recognition events and communications
- Hiring events featuring accessible jobs for those living with disabilities
- Indigenous Truth and Reconciliation events

### Employee Resource Groups

ERGs provide a forum for employees to connect with others through shared experiences and interests and foster inclusion and understanding among all employees.

- Emerging Professionals Network (EPN)
- Women of Weatherford (WOW)
- EveryONE network, which aims to create a supportive culture of inclusiveness within Weatherford

## UNCONSCIOUS BIAS TRAINING

We offer a range of training programs, including workshops on unconscious bias and inclusive leadership. We also require all employees to undergo computer-based diversity training upon hire. Our unconscious bias awareness training initiative was designed to help leaders recognize and mitigate unconscious biases in the workplace. It is required of all Weatherford leaders with direct reports. Approximately 2,275 leaders, representing 82% of managers with direct reports, participated in the training. Additionally, 640 senior individual contributors attended the training. The program is also offered to managers and supervisors without direct reports. 852 of these individual contributors participated, or 87%.



### Women of Weatherford (WOW)

WOW is committed to creating a more inclusive workplace for women by providing opportunities for women to grow and develop. WOW has been a focus as we seek to increase gender diversity in our workforce; the group currently has four hundred members across our global operations and is constantly working to engage new members and allies.

WOW is active in all the Company’s Geozone operations worldwide. With the support of executive and country leadership, WOW celebrates women in our workplace through:

- Hosting events and webinars to raise awareness of women’s issues in the workplace
- Providing networking opportunities for women at all levels of the organization
- Mentoring women who are interested in pursuing leadership roles
- Advocating for women’s representation in the workforce

### Advancing Women’s Equality

Weatherford has enrolled in the UN Global Compact Target Gender Equality Accelerator program for 2023. Over the course of nine months, we will engage in facilitated performance analysis, capacity-building workshops, peer-to-peer learning, and multi-stakeholder dialogues. These activities are intended to further our overall DE&I strategy, support ambitious target setting to advance gender balance and women in leadership roles, and develop action plans.





# HEALTH AND SAFETY

We keep the health and safety of our employees at the forefront of our operations. Our commitment to continuous improvement is embedded in the fabric of our Operational Excellence Performance System, which outlines our quality, health, safety, and environmental controls.

## 2023 GOALS AND PROGRESS

- Deployment of the IOGP Life-Saving Rules in early 2023, with continued adoption and system alignment **ACHIEVED**
- Continue In Vehicle Monitoring System (IVMS) and Journey Management program rollout across international operations **ACHIEVED ONGOING**
- Simplification of our health and safety management system, followed by realignment with ISO 45001:2018 **ACHIEVED**
- Focus on procedural discipline, ensuring technical work instructions align with human behavior **ACHIEVED ONGOING**
- Reduce hand and finger injuries through renewing our commitment to hands-free tools and glove selection **ACHIEVED ONGOING**
- Expand HazMat programming coverage and training **ACHIEVED**

## 2024 GOALS

- Further implementation and evaluation of IOGP Start Work Checks in all locations and operations globally
- Standardize global Journey Management and driver qualification process
- Additional process and procedural improvements to reduce hand injuries with proper gloves selection and use of proper hands-free tools
- Validate proper tool use while planning work

## SETTING AND MAINTAINING SAFETY STANDARDS

Our standards and practices comply with all relevant regulatory and legal requirements, as well as with standards set by organizations such as the [American Petroleum Institute](#), the [International Organization for Standardization](#), and the [Occupational Safety and Health Administration](#). We have established robust programs to ensure that our health and safety standards are consistently sustained across all our operations worldwide. We use key performance indicators (KPIs) to promote, measure, and track our progress toward our health and safety goals, and tie metrics back to remuneration accordingly. Critical safety performance KPIs are detailed on our [website](#).

	ISO 4500:2018	ISO 9001:2015 QMS EDITION	API Spec Q1 9th Edition	API Spec Q2 1st or 2nd Edition
<b>Certifications</b>	17	31	17	6
<b>Countries</b>	14	20	11	6

The Health, Safety, Security, and Environment (HSSE) department, led by our Global Vice President of HSSE, and relevant functional stakeholders are responsible for overseeing related programming and tasked with developing, reviewing, and amending relevant programs to ensure compliance with Company, regulatory, customer, and other requirements. This process includes considering customer feedback, industry trends, lessons learned, and best practices. By regularly reviewing and updating our programming, we seek to achieve the highest standards of quality, health, safety, security, and environmental protection.





We encourage a culture of ongoing health and safety focus throughout our entire organization. In addition to our OEPS standards, we have multiple operational safety procedures in place to ensure the safety of our employees and customers. These procedures encompass a range of topics, such as respiratory protection, road safety, and disease prevention. To effectively implement safety procedures, we provide our employees with resources and guidance on standards, policies, training, preventive measures, and corrective actions. By doing so, we seek to ensure that all safety procedures are thoroughly understood and effectively implemented to promote a safe and healthy work environment.

The safety and well-being of our employees are fundamental to the way we operate at Weatherford. We made significant strides in reducing total recordable injuries in 2023 as we continue to target a zero injury rate. This reduction was achieved by our efforts to rigorously investigate each actual and high-potential incident and apply lessons learned in our daily activities, continuous management system and training program.

### 2023 HSSE GLOBAL STRATEGIC INITIATIVES

Our HSSE plan contains eight core elements of focus to help address challenges, minimize exposure, and ensure the safety of our employees and the integrity of our operations. The goal of these initiatives is to reduce both the number of injuries sustained and the severity of injuries that occur.

#### LIFE-SAVING RULES

Adopt and implement the International Association of Oil Producers Life-Saving Rules and Start Work Checks

#### MANAGEMENT SYSTEM

Update and simplify the HSSE Management system and realign to BS/ISO 45001 and ISO 14001

#### DRIVER AND VEHICLE SAFETY

Further standardize In-Vehicle Monitoring System and Journey Management process as controls to reduce the overall risk of driving

#### PROCEDURAL DISCIPLINE

Focus HSSE observations on the validation of procedure usage and the application of controls required in procedures and technical work instructions

#### HAND AND FINGER SAFETY

Reduce the severity of hand injuries with the selection of proper gloves, and the selection and implementation of proper hands-free tools

#### SECURITY

Build a global security awareness program to expand our security culture and reduce risk exposure within our work

#### HAZMAT

Enhance the HazMat self-assessment program, expanding it to include additional hazardous chemicals and focusing on HazMat training

#### WASTE MANAGEMENT

Minimize, reuse, and recycle solid waste destined for disposal to reduce our over all waste stream and environmental impact



### LIFE-SAVING RULES

In 2023, we completed and implemented the [International Association of Oil and Gas Producers Safety Standard](#) across our operations. Adoption of these global industry standards helps ensure that we use best practices to keep our employees and operations safe.



Bypassing Safety Controls



Confined Space



Driving



Energy Isolation



Hot Work



Line of Fire



Safe Mechanical Lifting



Work Authorization



Working at Height



## COMMITMENT TO INCIDENT PREVENTION

Our workforce remained committed to incident prevention in 2023. More than 400,000 identified hazards, near misses, and peer observations were submitted through our RADAR® program, each of which is an opportunity to improve an at-risk situation or behavior. Additionally, more than 41,000 safety meetings were recorded. To augment these practices and further enhance the ability to report a safety risk, an enhanced RADAR app was developed in 2023 and launched in 2024.

## HEALTH AND SAFETY COMPETENCY

Training is critical to ensuring the safety of our team members. Training and technical competencies are guided by our Induction and Training Standards and managed through our Enterprise Learning Management (ELM) platform and Weatherford Competency Assurance Process (WCAP). Competency Assessors are selected and qualified with rigorous requirements, including training.

**200+** Weatherford offers over 200 unique health and safety-related training courses that are either assigned before work, based on job role or competency, or available on-demand.

- RightStart, our employee induction program, includes mandatory health and safety training for new hires and additional courses for relevant employees. These materials are delivered prior to starting work for all office-based employees and non-office-based employees who work in hazardous environments.
- We mandate that visitors and contractors be provided with induction specific to the hazards and emergency protocols at the location.
- We require facilities to hold formal, mandatory meetings for all employees at least quarterly to cover critical health and safety topics.
- Job-specific training and competency, defined by product line and geography, continue to be supplemented with any additional requirements.
- Learning plans are mapped against individual units of competency and include both mandatory and elective requirements to support an employee's growth. Each plan may consist of a variety of methods, including classroom, computer-based, and on-the-job training, along with resource and reference materials.

## HEALTH AND SAFETY COMPLIANCE AUDITS

We ensure compliance with health and safety regulations by conducting audits on OEPS, regulatory, and customer requirements. Our Audit Standard provides guidance on internal health and safety auditing, including training for lead auditors.



**RADAR**<sup>®</sup>  
Recognise | Approach | Discuss | Agree | Report

**RADAR Program**

We believe a culture of safety begins at the top of the organization. HSSE leaders visited facilities around the globe to engage, learn, and enhance our health and safety practices. A new RADAR scorecard was created for leadership to facilitate self-assessment, and a dashboard was implemented to track performance.



### Safer Business Travel

Our Global Travel Security Program supports workforce safety and security through traveler visibility, the ability to communicate potential risks, and resources to help them navigate risks they may encounter. In 2023, we updated our Travel Security Program through:

- Integration of a robust Travel Security Duty of Care component into our Executive Protection Program, advancing our ability to secure our leadership team
- Enhancement of risk awareness communication, providing timely and relevant information to mitigate travel-related risks
- Streamlining our travel management company for better awareness of our travelers' whereabouts
- Promoting comprehensive resources for safe and informed travel with team members, both through external resources and internally via our Travel Security Portal



### Global Safety Stand Downs

Throughout 2023, Weatherford conducted a series of worldwide stand-downs across all locations to communicate crucial safety messages and expectations to employees. We emphasized the importance of our Five Key Safety Principles at all levels of the Company and stressed the importance of accountability, making it clear that every employee is responsible for safety.



### Five Key Safety Principles:

1. Following the Standard Operating Procedures
2. Using the Appropriate Tools for Each Task
3. Utilizing Stop Work Authority
4. Understanding the Line of Fire
5. Being Accountable for One's Own Safety and the Safety of Everyone On-site

## INCIDENT RESPONSE AND ROOT CAUSE ANALYSIS

If a health or safety incident occurs, we have policies and protocols for reporting and response, as detailed in our Operational Risk Management policy and procedure standards. Local HSE representatives are notified to coordinate assessment and response, and geography-based, product line, and corporate teams are notified based on the assessment of severity. All incidents are recorded and documented, and further investigations occur as warranted. Corrective action is taken as required, and lessons learned are applied to our programming for continuous improvement. At the beginning of 2023, we relaunched programming and systems for our Corrective, Preventive Action Requests (CPAR) incident investigations with enhancements to better identify root causes, facilitate more effective action, and use knowledge gained to prevent future incidents and near misses.

## DRIVER AND VEHICLE SAFETY

We recognize that driving is one of the most dangerous tasks that we undertake daily, and it is important that we do so with the utmost care. We deploy communications that reinforce core principles for safe driving, including the importance of Journey Management planning, being an active passenger, the dangers of driver fatigue, proper seat belt usage, and prohibiting the use of cell phones while driving for Weatherford.



## HAZARDOUS SUBSTANCES SAFETY

Our Hazardous Substances Standard establishes a framework for ensuring adequate controls are in place for the safe management of hazardous substances in all our locations and operations. Locations must identify and record all hazardous substances and use risk assessment to identify hazards and controls related to substance management. Employees who work with hazardous substances must be trained in specific hazards and controls involved, and Safety Data Sheets (SDS/MSDS) for hazardous materials must be readily available. Hazardous substances must also be included in the Emergency Response Plan, and all personnel handling them must use personal protective equipment in accordance with SDS/MSDS recommendations and the Operational Risk Management Standard.

Management of Change, the process that provides opportunity to identify potential new hazards that could result from changes, must be conducted if a new hazardous material is introduced to a site. Permits must be obtained where regulatory requirements exist. Read more about hazardous substance management in the [Environment section](#) of this report.

## CUSTOMER HEALTH AND SAFETY

We emphasize the safety of our workers, customers, and those affected by our direct operations. Our safety standards meet or exceed requirements and we also follow any additional specifications from customers based on risk assessments or past incidents. We provide safety information to our customers and expect them to follow our on-site requirements.

As part of our commitment to delivering high-quality service, we conduct customer quality surveys and carefully review all feedback received. Any issues raised are thoroughly investigated and recorded using strict protocols and prompt remediation or corrective actions are taken as necessary. Our incident reporting and management processes are equally rigorous at our own facilities and customer locations. To support these efforts, we maintain a range of informational guides, checklists, forms, audits, inspection results, data, and records.

## PRODUCT SAFETY AND QUALITY

To help mitigate risk and bolster reliability, product line technical documents are developed using a three-step process:

- **Risk assessment:** A detailed assessment of the technical instructions for quality, health, safety, and environmental risks, the consequences associated with the risks, and the controls to eliminate or minimize them
- **Technical work instruction:** The creation of a step-by-step list of requirements, with particular attention to the critical risks previously identified
- **Process mapping:** An expansion of those steps that have been deemed critical to quality, health, safety, and the environment

### Safety in Our Products and Services

We consider safety in our products and services from design and development through operation, including:

- Risk Registers and Hazard and Operability Study during concept design
- Field trials and commercialization
- Detailed operating manuals for products we sell
- Stringent safety protocols for our own product and service operations
- In-depth job hazard analysis
- OEPS Management System requirements to facilitate effective planning, operation, risk mitigation, and control of our products and services
- Technical documents on support functions, customer, and site-specific requirements
- Records on compliance with standards, specifications, and customer, regulatory, and other requirements

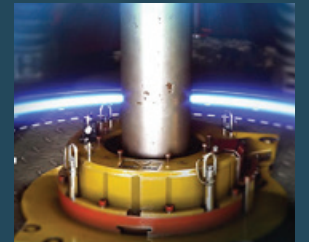
### QatarEnergy Leadership Summit

Weatherford hosted and facilitated the quarterly QatarEnergy LNG D&C Operations Integrity Leadership Summit in 2023 for 82 senior leaders from different organizations, including operators, drilling contractors, and oilfield service companies in Qatar. The summit focused on key safety topics such as dropped objects prevention, frontline leadership, effective planning, and more. Seven of our NextGen engineers were a core part of the planning and execution of the summit, which provided them with exposure to leadership views on the critical topic of safety. QatarEnergy LNG expressed its utmost appreciation to the Weatherford Qatar team for hosting the summit and collaborating to keep personnel safe.



### StringGuard™ Technology Boosts Safety and Operational Efficiency

Key to operational and well integrity is uninterrupted tubular running operations, but errors in oversight can lead to leaking, parted, or dropped strings. The StringGuard spider load-transfer indicator streamlines tubular running operations, maximizes efficiency, and improves rig site safety. This innovative spider load-transfer indicator works in tandem with existing safety interlock systems. It can be adapted to hydraulic spiders to provide an additional layer of security to prevent dropped casing and tubing strings. This innovation has been recognized with the prestigious OTC Asia Spotlight on New Technology award, underscoring its significant contribution to enhancing its impact on safety and reliability in offshore and onshore rig operations.





# SUPPORTING OUR COMMUNITIES

Weatherford is dedicated to being responsible corporate citizens everywhere we operate. This means caring for our communities as well as our business interests. We support our communities through giving from the Weatherford Foundation, corporate sponsorships, and employee volunteerism.



## EMPLOYEES GIVE BACK

Weatherford encourages our workforce to participate in volunteering, fundraising, and charitable engagements in their local communities. These are often stewarded by our Employee Resource Groups or local teams. Activities regularly involve team-building opportunities and occasions to celebrate employee families and engage local customers, authorities, and vendors in our shared vision for strong communities.

We are constantly impressed by the creativity and humility of our employees and commend the time and effort given to our communities. In 2023, employees participated in volunteer projects throughout the year, particularly during Company events like One Weatherford Week and awareness celebrations such as International Women's Day. Many also serve as community leaders on Boards of Directors, local committees, and advocacy projects.

## THE WEATHERFORD FOUNDATION

The Weatherford Foundation, Inc. (the Foundation) is a U.S. 501(c)(3) charitable organization that provides funding to selected non-profit organizations in the U.S., as well as 1:1 matching donations for certain charitable endeavors at select Company-sponsored events. Organizations we support are selected by a cross-section of Weatherford leaders based on the lasting and positive impact they provide on the local community. While the Foundation provides oversight and funding to organizations in the United States, our giving extends globally.

## Community Engagement Pillars

At the core of our culture is the belief in standing by people. We strive to support our neighbors with their needs today and their aspirations for the future. Our community support efforts are focused on driving positive social impact across three key areas:

- Meeting the basic needs of our communities, including providing access to food, clothing, and shelter
- Education to support our future workforce, with a specific emphasis on Science, Technology, Engineering, and Mathematics (STEM)
- Supporting the unique regional and cultural needs of each location where we operate, including efforts to rebuild lives after natural disasters and community-driven initiatives

Examples of our efforts include:

### Basic Needs

- Basic Needs — Local food bank and supply drives, sorting and packing in underserved communities
- Health Programs — Medical research and local children's hospital fundraising, provision of medical equipment, and blood and plasma drives

### Education

- Schools and Children's Programs — Provision of school lunches and toys, environmental education, and children's advocacy efforts
- Youth Programs — Community sports leagues and youth groups donations funding and volunteerism

### Community Initiatives

- Environmental — Community clean-ups, garden and tree planting, projects with recycled materials, reforestation, and water conservation
- Local Services — Services programs in underserved communities, animal shelters, and resources for people with disabilities



## MEETING BASIC NEEDS

In communities around the world, people find themselves unable to meet their basic needs for food, healthcare, and more. At Weatherford, we believe that everyone should have these needs met, and we take action in our global communities to help fill the gap.

### ACCESS TO HEALTHCARE

For the past 12 years, our team has volunteered for the annual Alberta Children's Hospital



Foundation Radiothon, which raises funds to advance children's health in Calgary and its province. In 2023, the event raised \$2.25 million for the Alberta Children's Hospital, Child Health and Wellness Research at the University of Calgary, Alberta Health Services, and local community agencies. In addition, we supported breast cancer awareness programs around the world, including the American Cancer Society's Men Wear Pink campaign.

### SUPPLY DRIVES

In our locations around the globe, employees participate in various drives to fill essential needs. For example, our team in Aberdeen donated food, pet supplies, toiletries, clothing and bedding to the Aberdeen Cyrenians as part of their annual harvest/winter campaign. And in the U.S. we supported toy drives for underrepresented youth.



### CAPES FOR KIDS

Basic needs include items that create comfort and joy, which all people deserve. For example, our top 200 leaders took time out during a leadership event to participate in making superhero capes for children battling cancer and other serious illnesses. More than 450 capes were donated to children receiving support from Sunshine Kids and Ronald McDonald House Houston. The local DE&I Committee in our Mexico location also organized the donation of toys for children at CRIT Altamira, a foundation dedicated to supporting children and adolescents with disabilities, cancer, and autism.



## EDUCATING THE FUTURE WORKFORCE

Weatherford WISE is Weatherford's global youth education initiative focused on providing hands-on education opportunities to students interested in STEM through:

- Experiential events
- Introductions to industry professionals
- Internships
- Guided immersion tours through our state-of-the-art facilities

### INSPIRING THE NEXT GENERATION OF ENERGY LEADERS

For the past decade, Weatherford has proudly sponsored Young ADIPEC, which provides high school students the opportunity to engage with industry leaders and explore future career opportunities. We again welcomed students to our Abu Dhabi Manufacturing facility for a tour of our operations and a meeting with leaders to discuss the importance of the future of energy.

### FOSTERING LITERACY

Let's Read is an annual initiative of the United Way to foster a love for books and reading in marginalized communities in India. Local Weatherford employees volunteered at the event, which featured mini-libraries, reading sessions, and teacher training. Children participating also received five books to take home.



## COMMUNITY-BASED INITIATIVES

Weatherford believes that strengthening communities involves actively engaging in local needs. Each year, we provide funds, time, and talent to address the unique needs of the communities where we operate.

*it comes from the* 

### WEATHERFORD WALKS

Weatherford Walks, one of our signature annual corporate charity events, is an opportunity for employees, their families, our partners, and customers to come together to make a difference in our Houston community.

Participants typically gather and walk one mile, followed by a donation ceremony and a family day with music, games, and lunch. Voluntary monetary donations are matched by the Weatherford Foundation up to \$150,000. At the 10th anniversary event in 2023, participants raised a grand total of \$500,000. You can learn more about the event in this [video](#).

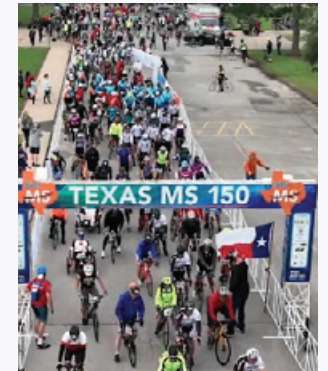


#### 2023 Weatherford Walks supported the meaningful work of four non-profit organizations:

- The [Houston Area Women's Center](#) helps individuals affected by domestic and sexual violence in their efforts to move their lives forward
- [Camp Hope](#) provides peer support, mentoring services, and housing for veterans and their families who have combat-related post-traumatic stress disorder
- [Small Steps Nurturing Center](#) is dedicated to the social, emotional, physical, intellectual, and spiritual growth of economically at-risk children and their families
- [Child Advocates](#) recruits, trains, and supports volunteers who help abused and neglected children exit foster care to a safe, permanent home

### RIDE AND DRIVE FOR A CURE FOR MS

Each year, our team comes together to fundraise for a cure for Multiple Sclerosis (MS) through the Texas MS 150 Ride and Weatherford Charity Golf Tournament. In 2023, we raised over \$160,000 for ground-breaking research, treatments, and essential support for families through our 20th MS 150 ride and 7th golf tournament. In 2024, our ride team increased their fundraising goal to \$200,000 and achieved a lifetime total of \$1,000,000 for the cause. Hear #whyWFRDrives stories about the journey from employees, partners, and friends in this [video](#).



### PROVIDING LOCAL AID

Our support extends into communities all over the world. The following are a few examples of how our Weatherford team gives back.

- Team members in Oman participate in the ongoing national initiative to plant ten million wild trees in the region.
- In Songkhla, Thailand, we are allying around a school in need of better facilities. The team is rebuilding the playground, repairing the canteen and washing area, restoring the gardens, and painting school walls.
- We provided support for humanitarian relief efforts in 2023, including Save the Children Ukraine, which delivers essential aid to children and their families impacted by the conflict with immediate assistance, and UNHCR, which provides immediate assistance to families affected by the earthquakes in Turkey and Syria.

