



SOCIAL

52. Human Capital Management

56. Recruitment and Retention

57. Creating a Diverse, Equitable, and Inclusive Workplace

59. Health and Safety

65. Supporting Our Local Communities

Our Social efforts align with:





HUMAN CAPITAL MANAGEMENT

OUR PEOPLE OUR SUCCESS

Weatherford is committed to creating a diverse and inclusive work environment that fosters the professional and personal growth of its team members through investing in training and development, promoting a culture of cooperation and respect, and acknowledging their contributions.

GOALS AND PROGRESS

2022 Progress	2023 Goals
<ul style="list-style-type: none"> ■ Unconscious Bias Training delivered to 81% of target audience ■ Committed significant investment for new Human Capital Management (HCM) system ■ Succession planning exercise complete for all Executive Roles ■ Diversity tracking in place with a strategic commitment to increase female representation in leadership roles ■ Provided employees with opportunities for training and development 	<ul style="list-style-type: none"> ■ Increase to 100% of target audience this year ■ Implement and deployment of new HCM system globally ■ Build a pipeline of internal talent to meet future operational needs ■ Significant increase in allocation to external employee training over the previous year's budget

Our diverse workforce is essential to our success. When people from different backgrounds come together, they bring with them a wealth of different perspectives and experiences. This diversity of thought is essential to driving innovation and creativity.

We are creating a workplace where everyone feels welcome and valued. We offer a variety of programs and initiatives to support career growth and support, including:

- Our Global Internship Program gives students from the Middle East and the United States the opportunity to gain experience in the energy industry
- Our Leadership Essentials Program provides employees with the skills and knowledge they need to be successful leaders
- Our Employee Resource Groups (ERGs) provide a forum for employees to connect with others who share their same interests and backgrounds

By creating a culture of inclusion and diversity, we can build a stronger and more successful company.

We are committed to the following:

- Attracting, retaining, and developing the best talent in the industry
- Heavily investing in developing our employees' skills and knowledge through training programs
- Fostering a culture of diversity, equity, and inclusion through training, mentoring, and Employee Resource Groups
- Providing a safe and healthy work environment
- Supporting our employees' professional and personal development



COMMITMENTS TO EMPLOYEES

We are dedicated to putting our employees first. We provide employees with growth opportunities, attractive compensation, competitive benefits, and the chance to make direct contributions to our future success. Our commitments to our employees are simple and straightforward:

INDIVIDUAL DEVELOPMENT

We want our employees to succeed, and we are committed to providing them with the training and support they need to thrive



SAFE AND INCLUSIVE PLACE TO WORK

We provide our employees with a safe and inclusive working environment that respects differences and supports their well-being



75
COUNTRIES

COMPETITIVE PAY FOR COMPETITIVE PERFORMANCE

We employ fair employee compensation practices that are aligned with the positive performance of our Company



~18,000
WORLD-CLASS EXPERTS

EMPLOYEE BENEFITS

We offer an array of benefit options to our employees and their families in support of their health and well-being.

Benefit packages vary by country and reflect local requirements and best practices



345
OPERATING LOCATIONS



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



EMPLOYEE ENGAGEMENT

At Weatherford, we take extraordinary pride in the exceptional skills and talents of our team members.

We are committed to establishing a work atmosphere that fosters positivity, encourages transparent communication, and provides avenues for career advancement. We acknowledge and reward our employees for their valuable input and connect our One Weatherford team to our Company's strategy to create a shared sense of direction.

Our Cultural Messaging

In 2022, we involved team members from across the organization in creating our [Company's Mission, Vision, and Core Values](#) through a series of surveys and workshops to ensure the messaging we created was reflective of our One Weatherford team.

Transparent Communications

We place great emphasis on providing employees with a platform to voice their opinions and ideas. Our One Weatherford App is one such mechanism that allows any team member to contribute content. Additionally, we organize regular townhall meetings at the global and local levels, where our Executive Leadership Team engages with employees in an open forum. To promote collaboration and knowledge-sharing within our organization, we regularly communicate with our employees through various mediums, such as videos and podcasts.

Last year, we produced content on topics including sustainability, financial performance, safety, corporate strategy, and our culture. Our Executive Leadership Team recognizes the importance of actively engaging with our One Weatherford team members. They frequently 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. We believe that these initiatives foster a sense of community and enhance our organizational culture, enabling us to achieve greater success together.

EMPLOYEE DEVELOPMENT

Weatherford is committed to creating a culture of continuous learning and growth, and we believe that our education and development programs are an important part of that. We design our programs to foster a growth mindset and provide employees with the tools and resources they need to succeed. We also believe that learning should be more than acquiring knowledge. It should also be about developing skills, gaining experience, and building relationships, and it must be accessible to meet the diverse needs of our employees and address the rapidly evolving work environment. Therefore, we provide a wide range of educational opportunities, experiences, exposure, and tools necessary to expand knowledge and skills.

NEXTGEN TRAINING PROGRAM

Our global leadership development program, NextGen, accelerates the development of defined competencies and skillsets to prepare employees for future leadership roles. Participants in this program receive extensive training in both technical and non-technical areas, gain valuable exposure to global operations, and hone their critical leadership skills. NextGen exists as a development pipeline that brings in approximately 250 entry-level technical professionals each year, with goals for increasing participation in 2023.



To further our commitment to employee development, we provide opportunities for cross-training and multi-skilling across different product lines. This approach allows us to cultivate common skillsets, foster greater efficiency, and provide better support throughout the organization. Additionally, it enables us to offer our One Weatherford team more avenues for career advancement by exposing them to a wider range of product lines, thereby unlocking new opportunities for growth and development.

We aim to expand our employees' skillsets through role-specific, competency-based training, and leadership development programs, with a focus on reinforcing our Core Values and strategic priorities. These initiatives serve to reinforce the importance of these values and priorities while enhancing our team's abilities to perform at the highest levels.



JOB ARCHITECTURE

We successfully redesigned and implemented a new job architecture structure in 2022. Our new job architecture provides a clear and consistent global framework for leveling positions across the organization, establishes standard position titling and career paths across the enterprise, and ensures consistent salary banding across all positions. We believe that this well-designed structure will enhance our productivity, efficiency, and employee satisfaction while also attracting and retaining high-quality talent.

LEADERSHIP ESSENTIALS PROGRAM

In 2022, we launched the Leadership Essentials Program, a two-week, in-person program that immerses emerging Weatherford leaders in a foundational leadership training environment. The program offers a mix of instructor-led discussions, small group exercises, self-assessments, team-based activities, case studies, hands-on problem-solving activities, and a personal 100-day Action Plan. The goal of the training is to enable leaders to create work environments that foster diversity of thought, employee engagement, drive performance, and increase employee satisfaction. Attendees ranged in age from 27 to 62, with 33% female representation and 36 countries represented.

SUCCESSION PLANNING

We have recently restructured our succession planning process for executive and senior leadership positions. We have completed the planning process for all executive roles and over 80 senior leadership positions across our global enterprise. To prepare for future operational requirements, we are proactively developing a pool of internal talent. We are committed to taking actions that support the development of our talent and support our succession planning process. Additionally, we are closely tracking female diversity and implementing strategies to increase the representation of women in leadership positions.

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 52 trade unions, employee forums or enterprise forums in 17 different countries. We have no knowledge of any of our operations where the right to freedom of association and collective bargaining may be compromised.



RECRUITMENT AND RETENTION

At Weatherford, we recognize and value the unique perspectives, experiences, and ideas that everyone brings to our team. Our diverse workforce is a source of pride, and we believe that together we are unstoppable. As a leading global energy services company, we partner with customers to optimize their resources and maximize the potential of their assets. Our strategic solutions enhance efficiency, flexibility, and responsibility in all aspects of energy operations, including manufacturing, research and development, service, and training facilities.

Our enthusiastic and talented team is part of a community that is grounded by our Core Values and driven to create innovative solutions for our customers. We celebrate each other's successes, grow together, and constantly learn from each other. At Weatherford, we offer a competitive compensation package and a comprehensive benefits program, including health insurance coverage, income protection plans, a 401(k) savings plan, Company-paid holidays, and paid time off for vacation.

We provide a challenging and enriching career path, offering opportunities for talent rotations that enhance career development. Our structured career paths ensure our team members know what it takes to build their ideal career at Weatherford. We believe in providing a healthy balance of structure and flexibility to help employees chart their own 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.

IMPROVED ONBOARDING



In 2022, we designed a new onboarding program that will launch this year. The program aims to enhance the employee experience from the initial welcome message through various communication channels, policies and practices, a manager resource hub, and tips and tricks libraries to assist new hires in navigating their first days and weeks with the Company. Our goal is to provide a modernized onboarding experience that supports our employees' success and helps them feel confident and informed as they begin their journey with us.

GLOBAL INTERNSHIP PROGRAM

We offer a 10-week internship focused on building future talent, business, and professional skills. The program launched in 2021 and is currently offered in the United States and the Middle East, with plans to expand to additional markets. Students engage in a hands-on learning experience, receive mentorship and coaching, and can present to our Executive Leadership Team upon the conclusion of their internship. Our interns represent a diverse range of ethnic backgrounds, and 69% are women. In 2022, 20% of our interns received letters of offer and joined Weatherford.

CEO AWARDS PROGRAM

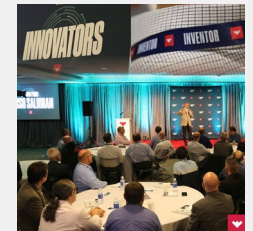
To celebrate and acknowledge the exceptional accomplishments of our team members in the previous year, we initiated a CEO Awards Program in 2022. Leaders across our organization nominated deserving candidates who exhibited outstanding performance, made significant contributions to our Company's growth, and enhanced our organizational culture during the previous year. These awards serve as a testament to the exceptional dedication and hard work of our team members, and we are proud to recognize their achievements through this program.



CELEBRATION OF INNOVATORS

Weatherford held a gathering to recognize and celebrate our Innovators, whose ingenuity and originality embody the spirit of innovation that is central to our Company's identity and business practices.

Their passion and creativity are a driving force behind our ability to serve the needs of our customers and add value to every operation we undertake.





CREATING A DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE

2022 Progress

- In addition to global lead initiatives and communications, Geozones organized more than 30 events focused on promoting Diversity, Equity, and Inclusion (DE&I) across the globe
- Global Internship Program achieved a 69% gender diversity rate

2023 Goals

- **Enable improved DE&I metric tracking through the implementation of a modernized Human Capital Management System**
- **Continue leveraging DE&I metrics through succession planning, leadership development, and recruitment**
- **Participation in UN Global Compact Gender Equality Accelerator program**

Weatherford recognizes the importance of fostering an equitable and inclusive workplace, especially with its diverse workforce of approximately 18,000 team members from 110 nationalities, across approximately 75 countries and 345 operating locations. We believe in cultivating a culture that embraces diversity and inclusion, guided by our Core Values. Our DE&I Program is a fundamental aspect of our culture, aimed at creating a diverse and equitable workplace where all team members feel valued and respected.

The DE&I Program is championed by the Executive Leadership Team and cascades down to all employees, with local geographies taking on the responsibility of growing and sustaining the program. Our corporate DE&I team is accountable for the mission, vision, goals, and targets, while our various geographies lead activities, outreach, initiatives, local programs, and work to meet set targets. Our Code of Business Conduct and Diversity and Inclusion Business Practice provide guidance to all Weatherford employees worldwide.

To support our DE&I practices, 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. 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).

We recognize that change happens when we all make individual efforts collectively. Therefore, 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.

At Weatherford, we are an Equal Opportunity Employer, and employment decisions are made without discrimination based on 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.





EMPLOYEE RESOURCE GROUPS

Weatherford has multiple Employee Resource Groups (ERGs), such as the **Emerging Professionals Network (EPN)**, **Women of Weatherford (WOW)**, and **EveryONE**, that connect people through shared experiences and foster inclusion and understanding among all employees.

In 2022, we focused our efforts across geographies to grow Women of Weatherford and encouraging geozones to add additional ERGs as appropriate, based on local-interests and cultures.

DE&I EVENTS AROUND THE GLOBE

In addition to corporate and Geozone-led DE&I initiatives, Weatherford locations reported over 50 examples of hosting or participating in events or starting initiatives at their facilities. Examples of these events around the globe included:

- International Women's Day events and celebrations;
- Religious dinners and celebrations for employees and families;
- Summer wellbeing surveys and challenges;
- Mental Health Champion training;
- Inclusion-themed sports and game days;
- Breast Cancer Awareness and early detection seminars;
- Yoga events led by WOW members;
- Indigenous landowner — past and present training;
- Indigenous National Truth and Reconciliation events;
- Pride festivals and parades;
- Nationality recognition celebrating the diversity of Weatherford;
- 'Bright Friday' colorful clothing day to promote diversity awareness;
- Accessible jobs for those living with disabilities hiring events;
- Adjusted northern work hours during dark winter months;
- Inclusion-themed paint and reflection events; and
- Motivational DE&I speaker events.

UNCONSCIOUS BIAS TRAINING

As part of our commitment to fostering a culture of DE&I, we launched a three-hour unconscious bias awareness training initiative for all leaders within the organization. The training was led by facilitators and was designed to help leaders recognize and mitigate unconscious biases in the workplace.

Approximately 1,600 leaders, representing 81% of the target audience, participated in the training. Additionally, 640 senior individual contributors also attended the training. By providing this training, Weatherford is further promoting a workplace environment that is fair, equitable, and inclusive for all employees.

WOMEN OF WEATHERFORD (WOW)

Our Women of Weatherford (WOW) ERG is active in all of the Company's Geozone operations around the world. With the support of executive and country leadership, WOW has a clear and concise mission to celebrate female diversity through awareness, social networking, and mentoring. The group currently has four hundred members and is constantly working to engage new members and allies.

WOW accomplishes its mission by:

- 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

WOW is committed to creating a more inclusive workplace for women. By celebrating female diversity and providing opportunities for women to grow and develop, WOW is helping to create a more successful and sustainable Weatherford.

ADVANCING ERGS IN OUR GEOGRAPHIES



Canada recently made strides towards promoting diversity and inclusion within the workplace, adding an Indigenous ERG to support and uplift Indigenous team members and raise the awareness of all employees.

Additionally, the EveryONE network brought together team members and their families to participate in the [Calgary Pride Parade](#), demonstrating their solidarity and support for the LGBTQ+ community.

TARGETING GENDER 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 DE&I strategy, ambitious target setting to advance gender balance, women in leadership roles, and development of action plans.



HEALTH AND SAFETY

Maintaining Health and Safety in the Workplace

At our Company, the health and safety of our employees and contractors are of utmost importance and is a foundational commitment reflected in our Core Values, ensuring our culture is upheld by our never-ending commitment to operating sustainably with safety, quality, and integrity. We have established robust programs to ensure that our health and safety standards are consistently sustained across all our operations worldwide.

While we have made tremendous progress, we must also acknowledge that we have many opportunities to drive further enhancement. While we achieved significantly fewer recordable injuries compared to pre-pandemic years, we did see an increase in 2022 compared to 2021, as activities continued to return to pre-pandemic levels. We take this very seriously, rigorously investigating each actual and high potential incident and applying lessons learned in our daily activities, continuous management system and training program improvements, as well as in our annual health and safety goal setting. Safety continues to be a foundational value, and we have reorganized our Safety function to help drive improvements in our safety culture and reduce incident rates. While we have many goals as a Company, the safety and well-being of our employees will always remain a fundamental value for our operations.

2022 Progress

- Re-organization of our Safety function to place a greater focus on safety in our operations and across our culture
- Significant enhancement to our root cause analysis process and learning from incidents
- Successful implementation of In-Vehicle Monitoring System (IVMS) units in North America (NAM) and Mexico across light/medium/heavy fleet, resulting in a 63% improvement in North American Driver Risk Scores.
- Completed strategy and program mapping for International Association of Oil and Gas Producers' (IOGP) Life-Saving Rules deployment
- Enhancement to improve the safety and security of our employees performing business travel

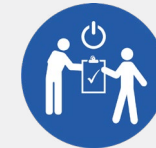
2023 Goals

- **Deployment of the IOGP Life-Saving Rules in early 2023, with continued adoption and system alignment**
- **Continue IVMS and journey management program roll out across International Operations**
- **Simplification of our health and safety management system, followed by realignment with ISO 45001:2018**
- **Focus on Procedural Discipline, ensuring technical work instructions align with human behavior**
- **Reduce hand and finger injuries through renewing our commitment to hands-free tools and glove selection**
- **Expand HazMat programming coverage and training**

We use key performance indicators (KPIs) to promote quality, health, safety, environment, and security throughout our operations. We believe that these indicators enable us to measure and track our progress toward achieving our health and safety goals while encouraging a culture of ongoing health and safety focus throughout our entire organization and tie metrics back to remuneration accordingly. Critical safety performance KPIs are detailed on our [website](#).



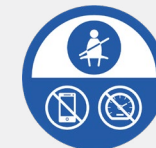
IOGP LIFE-SAVING RULES



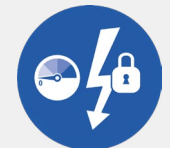
Bypassing Safety Controls



Confined Space



Driving



Energy Isolation



Hot Work



Line of Fire



Safe Mechanical Lifting



Work Authorization



Working at Height



2023 HSSE PLAN

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 as well as the severity of injuries that occur.

HSSE STRATEGIC GLOBAL INITIATIVES



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 begin aligning to BS/ISO 45001 and ISO 14001.



DRIVER AND VEHICLE

Implement SmartDrive and VDIS coupled with a 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

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 with the goal of expanding our security culture, and in doing so reduces risk exposure within our work.



HAZMAT

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



WASTE REDUCTION

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

SAFER BUSINESS TRAVEL



In 2022, we continued to progress our Travel Security Program by enhancing various control measure mechanisms achieved through transitioning to a sole global travel management provider as well as a new travel assistance company for our business travelers. These improvements gave us greater visibility over our travelers, as well as the ability to communicate risks travelers may encounter, ensuring that anyone traveling for Weatherford business stays safe and secure. Visibility to our travelers is key when security incidents happen, and it is our shared duty of care to make sure everyone returns home to their families.



Our commitment to continuous improvement is embedded in the very fabric of our Operational Excellence Performance System (OEPS). It outlines our quality, health, safety, and environmental controls, which are in place to support compliance 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](#).

	ISO 45001:2018	ISO 9001:2015 QMS Edition	API Spec Q1 9 th Edition	API Spec Q2 1 st or 2 nd Edition
Certifications	17	27	17	6
Countries	14	18	11	6

The Health, Safety, Security, and Environment (HSSE) department and relevant stakeholders are responsible for overseeing related programming at designated intervals and are 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 can ensure that we are meeting the highest standards of quality, health, safety, security, and environmental protection. This approach allows us to remain adaptable and responsive to evolving customer needs and changing regulatory landscapes while also promoting a culture of continuous improvement across our organization.

Our belief is that by utilizing these indicators, we can effectively measure and monitor our advancements toward meeting our health and safety objectives. Moreover, this approach encourages a culture of ongoing improvement throughout our entire organization.

Alongside 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 health and safety topics, such as respiratory protection, road safety, and disease prevention. To effectively implement these safety procedures, we provide our employees with resources and guidance on standards, policies, training, preventive measures, and corrective actions. By doing so, we ensure that all safety procedures are thoroughly understood and effectively implemented to promote a safe and healthy work environment.

USING TECHNOLOGY TO CORRECT AT-RISK DRIVER BEHAVIORS



North American operations realized a 63% improvement in Driver Risk Score from the previous reporting period. In Vehicle Monitoring, tracking, and trending provided the opportunity to correct 1,082 of at-risk driver behaviors that could have led to an incident.

COMMITMENT TO INCIDENT PREVENTION

Our workforce remained committed to incident prevention in 2022. More than 320,000 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 370,000 safety meetings were recorded.



>320,000
RADAR Cards

>370,000
Safety Meetings Recorded



GLOBAL SAFETY STAND DOWNS Throughout 2022, Weatherford conducted a series of worldwide stand-downs across all locations to communicate crucial safety messages to employees. We are continuing to reinforce these messages throughout 2023 by conducting further stand-downs and communicating with employees regularly.

Five Key Safety Principles:

We emphasized the importance of recommitting to the following safety principles at all levels of the Company. We also stressed the importance of accountability, making it clear that every employee is responsible for safety. Specific expectations for both employees and management were outlined to support these 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



Driver and Vehicle Safety:

We recognize that driving is one of the most dangerous tasks that we undertake daily. It is important that we do so with the utmost care so each of us returns home to our loved ones safely at the end of every day. Our messaging reinforced 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.

HAZARDOUS SUBSTANCES MANAGEMENT

Effective risk management is fundamental to all our activities and the way we perform them. It ensures that we identify, evaluate, and mitigate any quality, health, safety, or environmental risks associated with our operational activities. The risk management processes and tools are outlined in our Operational Risk Guidelines. These guidelines aim to prevent failures in the risk management process that may lead to incidents. The critical elements of this process are:

- Identifying hazards
- Implementing appropriate controls
- Reassessing the environment and operations for changes
- Taking appropriate action if necessary

ENHANCEMENTS TO ROOT CAUSE ANALYSIS PROGRAMMING

In 2022, we made significant improvements to our programming and systems for root cause analysis in our Corrective, Preventive Action Requests (CPAR) incident investigations. These enhancements are designed to better identify root causes and facilitate more effective action closures.

Launched in the first quarter of 2023, these improvements will allow us to prioritize more time on incidents with higher consequences and deepen our understanding of lessons learned to prevent the recurrence of incidents and near misses.

By leveraging these improved systems, we can enhance our incident investigation process and take proactive steps to mitigate risks and prevent incidents from occurring in the future.



Our Hazardous Substances Standard establishes a framework for ensuring that 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 which gives employers a chance to identify potential new hazards that could result from these changes, must be conducted if a new hazardous material is introduced to a site, and permits must be obtained where regulatory requirements exist.



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 health and safety internal auditing, including training for lead auditors.

HEALTH AND SAFETY TRAINING AND COMPETENCY

At Weatherford, we recognize that training is a key step in ensuring that our workforce can complete their duties competently and safely. Weatherford possesses 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. **We perform over 65,000 hours of this training per year. On average, our operational employees received at least 24 hours of training in 2022.**

RightStart, our employee induction program, includes health and safety education materials to ensure the safety of our employees. These materials are delivered prior to starting work for all office-based employees and non-office-based employees who work in hazardous environments. The program includes mandatory safety training for new hires and additional courses for relevant employees. Our RightStart educational program is designed to instill and reinforce a culture of safety, define expectations of individual performance, and implement controls to minimize health and safety risks for employees. We also 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 is defined by product line and geography and continues to be supplemented

with any additional requirements as required over time. Training and technical competencies are managed through our Enterprise Learning Management (ELM) platform and Weatherford Competency Assurance Process (WCAP). We recognize the need to provide trained and qualified personnel to work safely and effectively. Learning plans are mapped against individual units of competency and include both mandatory and elective requirements to support an employee's growth toward competency. The plans identify the most effective and efficient way for an employee to become competent in their respective role, including:

- Defined classroom training (both mandatory and elective)
- Defined computer-based training (CBT) (both mandatory and elective)
- On-the-Job (OTJ) training guides
- Virtual training (webcast/memocast)
- Reference materials and other suggested/recommended reading

Competency Assessors are selected and qualified against rigorous requirements, including technical expertise, training completion, competency in the units they are assessing, non-Short Services Employee (SSE) status, and completion of a Qualified Assessor course.

Our Induction and Training Standard outlines requirements SSEs that have yet to complete enterprise and product line-specific core training, inclusive of health and safety requirements. The standard also prescribes requirements for visible identification, supervision, mentorship, working alone, and the number of SSEs per work crew based on size and risks. Additionally, the standard mandates that visitors and contractors be provided with a location induction specific to the hazards and emergency protocols at the location.

AZERBAIJAN MILESTONE

We are proud to announce that our team in Azerbaijan achieved a new milestone of 12 years without lost-time incidents. This incredible milestone was achieved with consistent hard work and dedication to our safety principles and procedures.



Azerbaijan Team

>65,000 Hours
of Health and Safety Training per Year

24 Hours
of training was completed by Our Operational Employees on Average in 2022



INCIDENT RESPONSE

If a health or safety incident occurs, we have policies and protocols in place for reporting and response, as detailed in our Operational Risk Management policy and procedure standards. Local HSSE 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.

CUSTOMER HEALTH AND SAFETY

In addition to the protection of our own workforce, our OEPS requirements encompass the safety and well-being of our customers and those who may be impacted by our operations on their worksites through the incorporation of standards, policies, and procedures covering customer health and safety. Our programming is designed to meet or exceed customer and local jurisdictional requirements; however, we recognize there will be instances where we must adhere to enhanced requirements at some customer projects and locations. We recognize that these requirements are often in response to risk assessments or incident lessons learned, and we strive to ensure we meet both our expectations as well as theirs. We provide information about safety procedures and our on-site requirements to our customers, as well as visitors, and expect the same adherence at our locations.

To gauge our service delivery, we conduct customer quality surveys and review their feedback. Any issues raised are diligently investigated and recorded using strict protocols, and we implement remediation or corrective measures promptly, as needed. Reporting and management of incidents at customer locations are handled with the same level of rigor as at a Company location and communicated to our customers in a timely and transparent manner.

SAFETY IN OUR PRODUCTS AND SERVICES

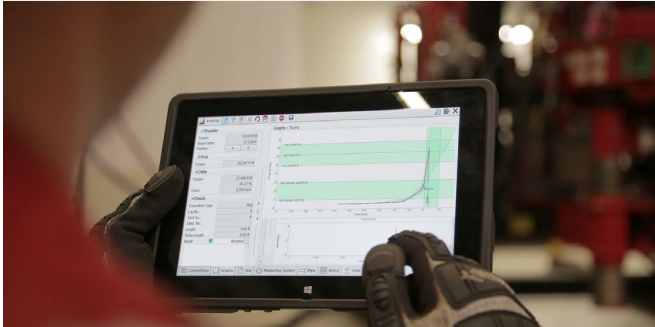
Safety is paramount in the design, development, and operational phases of our product and services. It begins with early stage considerations such as Risk Registers and Hazard and Operability Study (HAZOPs) during the concept design stage. This focus on safety continues during field trials, and commercialization. This is further demonstrated through our robust operating manuals for the products we sell. Additionally, our own product and service operations adhere to stringent safety protocols. Prior to in-depth job hazard analysis, our **OEPS Management System** details the requirements for our product lines to facilitate effective planning, operation, risk mitigation, and control of our products and services. Product line documentation must clearly describe how to perform a specific task, such as operating a piece of equipment, manufacturing a part, or repairing a tool. Technical documents also cover support functions, customer, and site-specific requirements.

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(s):** The creation of a step-by-step list of requirements, with special attention to the critical risks previously identified
- **Process map:** An expansion of those steps that have been deemed critical to quality, health, safety, and the environment

Records and evidence demonstrate compliance with OEPS standards, engineering specifications, customer-stated requirements, regulatory requirements, and other applicable requirements. These documents include informational guides, checklists, forms, audits and inspection results, data, and records.

SOLOIST™ PRODUCT LINE IMPROVES CUSTOMER SAFETY



The Soloist™ torque-turn monitoring solution is designed to streamline customer operations and improve safety when running tubing or casing in a well. With our solution, a single person can monitor torque and turn data remotely, allowing for cross-functional work on the rig floor and freeing up personnel to focus on other critical tasks.

This innovative solution enhances efficiency and reduces costs by reducing the number of personnel required for torque monitoring and simplifying remote viewing. Additionally, it allows for improved safety by reducing the number of people on the rig floor during critical operations. Overall, the Soloist™ solution provides a valuable tool for enhancing rig performance, improving safety, and reducing costs.

[READ MORE ►](#)



SUPPORTING OUR LOCAL COMMUNITIES

Our commitment to supporting people extends far beyond our workplace. At the core of our culture is the belief in standing by our employees, neighbors, and communities. We are dedicated to being responsible corporate citizens and strive to support the areas where we operate. Our community support is achieved through our Weatherford Foundation contributions, sponsorships, volunteerism, and the implementation of our Health, Safety, Security, and Environment (HSSE) department programs across all our operations. We take great pride in donating our time and resources to non-profit organizations, which aligns with our goal of creating a positive impact in the areas where we live and work.

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 and supporting families
- **Education to support our future workforce**, with a specific emphasis on Science, Technology, Engineering, and Mathematics (STEM) through our Weatherford Worldwide Initiative Supporting Education (Weatherford WISE) Program
- **Supporting the unique regional and cultural needs** of each location where we operate, including efforts to rebuild lives after natural disasters as well as community-driven initiatives that create a positive impact

Weatherford encourages our workforce to transparently identify and participate in meaningful and impactful volunteering, fundraising and/or charitable engagements within their local communities. These are often stewarded by our Employee Resource Groups, local leadership, departments and/or individuals; and provide team-building opportunities, as well as occasions to celebrate employee families and even engage local customers, authorities, and vendors in giving back to the communities where we operate and live. Some example engagement themes from around the world in 2022 include:

- **Environmental** — Community clean-ups, garden building, tree planting, ecological walks, projects carried out with recycled materials, reforestation, cleaning of parks, beaches, and water sources, as well as conservation of flora and fauna
- **Schools and Children's Programs** — Provision of school lunches, toys, and environmental education to students; Supporting life-saving court-appointed advocacy efforts for abused and neglected children
- **Youth Programs** — Supporting community sports leagues and youth groups through donations and volunteering
- **Basic Needs** — Local food bank drives and facility sorting/packing, and supply drives and deliveries to nurseries, orphanages, seniors on fixed-income, single parents, and those in under-served communities
- **Health Programs** — Local children's hospital fundraising radiothons, support for the provision of medical equipment, blood/plasma drives, fundraising for medical causes and research





- **Indigenous Groups** — Supporting Indigenous youth services
- **Animal Shelters** — Providing shelter and guide dog support
- **Agricultural** — Supporting the provision of tools to strengthen local agricultural production and clean water supply
- **Other** — Miscellaneous volunteering for boards and causes to support the communities in which we operate

We are constantly impressed by the creativity and humility of our employees and commend the time and effort that was given back, serving the communities that we are proud to be a part of. We encourage you to continue reading to learn more about specific examples from each of our Geozones.

MEETING BASIC NEEDS

We understand that corporate sustainability starts with a company's value system principles-based approach to doing business. This includes operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights and labor, as well as the other principles outlined by the UN Global Compact that we are members of. Weatherford recognizes that this also expands beyond the community members that we employ, but also into addressing the basic human needs of people within our communities. Details of our human capital programming and the many charitable and volunteering engagements detailed throughout this section highlight our commitment to ensuring basic needs are met within our communities.

For the past 11 years in Calgary, our team has volunteered for the annual Alberta Children's Hospital Foundation Radiothon. In 2022, employees supported the event virtually, which helped raise \$2.25 million in total. The foundation serves as the primary charitable fundraiser for the Alberta Children's Hospital and Child Health & Wellness Research at the University of Calgary and partners with Alberta Health Services and agencies in our community to support child health advancements across our city and province. We are proud to do our part and support our community in this worthwhile effort.



In Mexico, our teams participated in volunteering events to clean up local beaches in order to protect the environment and its inhabitants. We are committed to making a positive difference in the communities in which we live and work.



In Ciudad del Carmen, Mexico, our colleagues celebrated World Environment Day by cleaning the "Bivalbos" beach, collecting a total of 2,310 kg of waste.

In preparation for winter in Scotland, employees collected donations of food and essential supplies to support Aberdeen Cyrenians, an organization that provides care and support for vulnerable people and anyone experiencing homelessness or at risk of losing their home through poverty. Across the world, we are committed to helping our neighbors in times of need.



Employees in the UK held a drive to collect food and essential supplies.

Across North America, employees worked together to provide meals to families facing food insecurity and donate essential supplies. For example, our team in the Midcon area of the United States volunteered for the Weekend Backpack Program with the Regional Food Bank of Oklahoma to help feed 4,500 children. In Odessa, the team produced nearly 1,000 30-lb boxes of food for the West Texas Food Bank.



Odessa Area: Weatherford employees and their families helped to build 520 30lb boxes of food for the West Texas Food Bank.



EDUCATING THE FUTURE WORKFORCE

Weatherford WISE is Weatherford's global youth education initiative. The program provides educational, hands-on opportunities to students interested in STEM by introducing them to industry professionals, offering internships, providing guided tours through our state-of-the-art facilities and events, and more within the communities we operate.

For the past ten years, Weatherford has proudly sponsored Young ADIPEC, which provides high school students the opportunity to engage with industry leaders and explore future career opportunities. In 2022, we were excited to welcome students to our Abu Dhabi Manufacturing facility for a tour of our operations. Students also visited our exhibit at ADIPEC, where Girish Saligram and other members of the Weatherford team addressed them and discussed the importance of inspiring the next generation of energy leaders through this program. We are firmly committed to investing in the education of youth in the areas in which we operate.



Young ADIPEC Students meeting with leaders at the Weatherford stand at ADIPEC 2023.

In Villahermosa, Mexico, an environmental education class was given to 40 children from the Anacleto Canabal elementary school. The students participated actively, and at the end of the class they planted two trees on the school grounds. The day concluded with a potluck organized by Weatherford.



Weatherford employees and students participating in an environmental education opportunity in Villahermosa, Mexico.

SUPPORTING REGIONAL AND CULTURAL NEEDS

Supporting Humanitarian Efforts

We are committed to supporting our employees and communities in times of need. Our deepest sympathies go out to all those impacted by the ongoing crisis in Ukraine and we sincerely hope that peace is restored soon to spare further hardship. To support humanitarian relief efforts in the region, Weatherford and its employees raised money to support Save the Children Ukraine, which delivers essential aid to children and their families impacted by the conflict with immediate assistance, such as food, water, hygiene kits, psychosocial support, and financial support.

In February 2023, Türkiye and Syria were devastated by the impact of two consecutive earthquakes that sent shockwaves across hundreds of miles. To support relief efforts in the region, Weatherford supported the UNHCR, the UN Refugee Agency, which provided blankets, emergency shelter, lifesaving aid, and medicine to families.

Supporting the Arts Community

While reviewing our facility footprint, our team in the UK identified a location in Aberdeen, Scotland that could be better utilized and collaborated with a local charitable initiative. We entered into a lease with [OuterSpaces](#), an organization that commissions commercial property to provide space free of charge for artists, art collectives, and art organizations.





SUPPORTING REGIONAL AND CULTURAL NEEDS (CONT.)

The Weatherford Foundation

The Weatherford Foundation, Inc. (the Foundation) is a U.S. 501(c)(3) charitable organization that supports and facilitates funding of selected non-profit organizations in the U.S., as well as providing matching donations to further increase the impact of certain charitable endeavors. The Foundation has the discretion to provide a 1:1 match of funds raised (up to a specified limit) 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 to the local community. While the Foundation provides oversight and funding to organizations in the United States, our giving extends globally.



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, Texas, community by raising funds for non-profit partners.

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. For the 9th annual event in 2022, the walk was held in person for the first time in two years at the Houston Zoo. Participants raised \$402,764, which was split equally among our four charitable partners. You can learn more about the event in this [video](#). Since its inception in 2014, Weatherford Walks has raised nearly \$3 million for the Houston community.

For 2022, our Weatherford Walks charity recipients included the following 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 provide a voice for children in foster care; As Harris County’s Court Appointed Special Advocates (CASA) program, they provide lifesaving advocacy that helps abused and neglected children exit foster care to a safe, permanent home as quickly as possible

9th
Annual Weatherford Walks

660+
Miles Walked

\$403K
Raised

Texas MS 150 Ride and 6th Annual Weatherford Charity Golf Tournament

Each year, our team comes together to fundraise for a cure for Multiple Sclerosis (MS) through the Texas MS 150 Ride. In 2022, we raised more than \$80,000 to contribute to ground-breaking research, treatments, and essential support for families through the MS 150 ride activities and our 6th Annual Weatherford Charity Golf Tournament. Both events drew significant support from participants and volunteers who are committed to helping find a cure for MS. In 2023, our ride team increased their fundraising goal to \$100,000. Our employees, partners, and friends' personal motivation to support the ride and golf events is truly moving. You can hear stories about the journey and [#whyWFRDrides](#) in this [video](#).



Team Weatherford preparing for the Texas MS150 Ride/ Players and volunteers gather to celebrate the 6th Annual Charity Golf Classic