

John Wood Group PLC (the “Company”)

s.430(2B) statement

Reference is made to the announcements by the Company on 15 October 2025 and 18 November 2025 regarding Ken Gilmartin standing down as Chief Executive Officer and as a director of the Company on 18 November 2025.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Ken are set out below. These arrangements comply with the Company’s Directors’ Remuneration Policy, which was approved by shareholders on 11 May 2023.

Salary and benefits

Ken stepped down as Chief Executive Officer and as a director on 18 November 2025 and will continue to be an employee until 31 December 2025, during which time he will continue to receive his contractual salary and benefits. After 31 December 2025, Ken will be paid in lieu of his salary for the unexpired portion of his notice period, subject to mitigation. He will continue to receive medical insurance until 15 October 2026 unless he commences alternative employment providing such benefits earlier.

Annual bonus

Ken will be eligible to receive a bonus in respect of the 2025 financial year, subject to time pro-rating based on completed months worked in that year. The amount of any bonus will be subject to the satisfaction of performance criteria and will be determined by the Remuneration Committee on the normal timetable. In accordance with the Directors’ Remuneration Policy and the rules of the Annual Bonus Plan (“ABP”), 75% of any bonus awarded will be paid in cash on the normal bonus payment date and 25% of any bonus awarded will be subject to deferral into a conditional award of shares for two years.

Ken’s outstanding deferred conditional awards of shares under the ABP will vest in accordance with the rules of the ABP. Awards will remain subject to malus and clawback provisions in line with the Directors’ Remuneration Policy.

Share plans

Ken’s outstanding unvested conditional awards granted under the John Wood Group PLC Long-Term Plan (“LTP”) and Discretionary Share Plan (“DSP”) will vest in accordance with the relevant rules, subject to the satisfaction of applicable

performance conditions and time pro-rating to the date of termination where applicable. A two-year post-vesting holding period will apply as normal. Awards will remain subject to malus and clawback provisions in line with the Directors' Remuneration Policy.

Ken will retain his matching share awards under the Wood Employee Share Plan, which will continue and vest on the date of termination of his employment.

Other

Ken will receive contributions of:

- up to £8,000 (plus VAT) towards legal fees incurred in connection with his departure;
- up to £75,000 (inclusive of VAT) towards the cost of outplacement;
- up to £20,000 (plus any applicable taxes) towards the cost of relocation to the United States; and
- reasonable costs incurred with preparing tax returns for the 2025 and 2026 tax years.

The precise amount of each contribution will be based on the expenses or fees actually incurred.

As a former Executive Director, Ken will comply with post-employment shareholding requirements outlined in the Directors' Remuneration Policy. The policy requires him to hold the number of shares in the Company equal in value to 250% of salary immediately before the termination of his employment or, if lower, 100% of the shares in the Company which he holds immediately before the termination of his employment.

Any arrangements for vesting and holding periods applicable to Ken's awards under the ABP, LTP and DSP set out in this statement are subject to any arrangements that may apply to awards under the ABP, LTP and DSP granted to certain Company employees if a court sanctions the offer by Sidara Limited to acquire the entire issued and to be issued share capital of the Company by way of scheme of arrangement (the "Acquisition"). These proposed arrangements are summarised in the scheme document related to the Acquisition dated 11 September 2025, which is available on the Company's website.

Further information

Other than the amounts disclosed above, Ken will not be eligible for any remuneration payments or payments for loss of office. In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until its next Directors' Remuneration Report is made available. The relevant remuneration details relating to Ken will be included in

the Directors' Remuneration Report in the Annual Report and Financial Statements for the year ended 31 December 2025.