

Safety and Sustainability Committee

JOHN WOOD GROUP PLC

Approved by the Board on 19 August 2025

1. Purpose and Powers

The Safety and Sustainability, Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of John Wood Group PLC (the “Company”) to: (1) Provide oversight and review with management and the Board on safety and sustainability issues affecting the Company and liaise, as appropriate, with other committees of the Board regarding such issues, risks, metrics and related best practices; and (2) assist the Board in fulfilling its oversight of the Company responsibilities to design, implement and maintain an effective safety and sustainability framework.

2. Membership

The members of the Committee shall be appointed by the Board, on the recommendation of the Nomination Committee and in consultation with the Chair of the Committee and shall consist of not less than two members of the Board. Each member shall serve at the discretion of the Board and for such term or terms as the Board shall determine.

The Board shall appoint a non-executive director as Chair of the Committee. In the absence of the Committee Chair and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting.

The Company Secretary, or their nominee, will be secretary to the Committee.

The members of the Committee shall be listed each year in the Annual Report.

3. Meetings

The Committee will meet as often as the members shall determine to be necessary or appropriate but at least four times during each year. Meetings of the Committee shall be called by the secretary at the request of the Chair of the Committee or any of its members.

The quorum for Committee meetings shall be two.

The Committee Chair will establish the agenda for the Committee meeting. In the event the Committee meeting is convened by someone other than the Committee Chair, then the agenda for such Committee meeting will be established in consultation with the chair for such meeting.

The Secretary shall maintain the minutes of meetings of the Committee and circulate the minutes to all members of the Board.

Audio and/or video recording of the Committee meetings or proceedings of the Committee are prohibited.

Non-executive directors, who are not members of the Committee, may attend Committee meetings. Other Board members, members of management and other persons may attend Committee meetings at the invitation of the Committee.

4. Reporting

The Committee Chair shall report to the Board on its proceedings after each meeting on all matters within the Committee’s duties and responsibilities and shall make whatever recommendations to the Board it deems appropriate on any area within its remit.

The Committee Chair should make themselves available at the Annual General Meeting of the Company to respond to any shareholders questions on the Committees activities and responsibilities.

The Committee shall oversee and review an annual sustainability report, which will form part of the Company's annual report.

The Committee shall compile a report of its activities to be included in the Company's annual report, including identification of any external advisers.

5. Responsibilities

The Committee's responsibilities are to review the risks, opportunities, strategies, policies, performance and disclosures of the Group in relation to safety and sustainability, and to make recommendations to the Board regarding effectiveness.

The Committee may also provide insights and recommendations to the Board on compliance with relevant regulations and international standards affecting safety and sustainability performance.

The Committee shall perform such other duties and responsibilities as may be assigned to it, from time to time, by the Board, and/or the Chair of the Board.

For the purposes of this Charter, sustainability is construed widely and covers environmental, social and governance (ESG), including climate transition plans and climate risk mitigation.

The Committee will, on behalf of the Board:

Safety

1. Oversee and review Group strategies, policies, and procedures in relation to occupational health and safety.
2. Oversee and review Group level safety goals, targets and key performance indicators and monitor against same.
3. Review and evaluate effectiveness of management's Quarterly Business Reports (QBR) on Group health and safety performance.
4. Receive and monitor reports as appropriate on forthcoming legislation, regulations and emerging best practices of clients, competitors, or leading companies in other sectors in relation to health and safety.
5. Annually monitor and review Group compliance with regulations, the effectiveness of external reporting of health and safety performance with stakeholders.
6. Review and make recommendations to the Board concerning any Fatality or Permanent Impairment (FPI) or other significant health and safety incident in the Company Group.
7. While the Committee will rely primarily on reporting provided by management, members of the Committee may, where practicable, participate in a programme of site visits. Site visits may be physical site, virtual site or other forms of site leadership engagement. The purpose of site visits is to deepen members' understanding of health and safety issues and demonstrating leadership.

Sustainability

1. Oversee and review Group risks, opportunities, strategies, policies and procedures in relation to sustainability.
2. Oversee and review Group level sustainability goals, targets and key performance indicators and monitor against same.
3. Review and evaluate effectiveness of Quarterly Business Reports (QBR) on Group sustainability performance.
4. Receive and monitor reports as appropriate on forthcoming legislation, regulations and emerging best practices of clients, competitors, or leading companies in other sectors in relation to sustainability.
5. Annually monitor and review compliance with regulations and standards the effectiveness of external reporting of sustainability and ESG performance with stakeholders.
6. Working in conjunction with the Remuneration Committee and providing advice regarding appropriate ESG-related performance objectives and incentives in relation to the Group's remuneration policy, to ensure that ESG matters are appropriately considered when setting the overall remuneration policy.

6. Authority

The Committee is authorised by the Board to:

- obtain any information, it requires from any employee of the Group in order to perform its duties.
- obtain external professional services, funded by the Company, on any matters it considers appropriate to its Charter and invite such advisors to attend meetings as it deems necessary.
- call any Group director, officer, or employee to attend a meeting of the Committee as and when required.

7. Review

The Board will annually review the membership and charter of the Committee to determine its adequacy for current circumstances. The Committee may recommend to the Board amendments to the Charter to alter the responsibilities, functions, or memberships of the Committee.

The Committee shall ensure that a periodic evaluation of the Committee's own performance is carried out.