

John Wood Group PLC (the “Company”)

s.430(2B) statement

Reference is made to the announcement by the Company on 19 February 2025 regarding Arvind Balan’s resignation from his role as Chief Financial Officer and as an Executive Director of the Company with immediate effect (from 19 February 2025).

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Arvind 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

Arvind resigned from his roles as Chief Financial Officer and as an Executive Director on 19 February. Arvind will continue to be an employee until no later than 18 April 2025 during which time he will continue to receive his contractual salary and benefits. Arvind will be paid in lieu of his salary and benefits for the unexpired portion of his notice period, subject to mitigation.

Annual bonus

Consistent with other employees, Arvind will not receive a bonus in respect of the 2024 financial year.

Arvind will be eligible to receive a bonus in respect of the 2025 financial year, subject to performance conditions, to be assessed at the normal time. Any bonus will be pro-rated based on completed months worked in 2025 and will be paid partly in cash and partly in the form of a nil cost award under the DSP at the normal time.

Arvind does not have any outstanding deferred conditional awards of shares under the Annual Bonus Plan.

Share plans

On 19 April 2024, Arvind was granted buy-out awards in the form of Conditional Shares under the Wood Discretionary Share Plan 2023 to compensate him for awards forfeited on leaving his former employer. The awards granted to compensate Arvind for his forfeited 2022 LTIP (1,430,822 shares) and 2023 bonus deferred shares (257,036) will continue to vest on the normal vesting date under the plan rules. These awards were not subject to performance conditions.

The Awards also granted on 19 April 2024 to compensate Arvind for his 2023 LTIP award forfeited on leaving his former employer (1,306,403 shares) and his 2024 Wood LTIP Award (591,226 shares) will vest on the normal vesting dates under the plan rules, subject to the satisfaction of applicable performance conditions at the relevant vesting date and to time pro-rating. A two-year post-vesting holding period will apply to the 2023 and 2024 LTIP awards as normal.

Other

Arvind will receive a contribution of up to £5,500 (excluding VAT) towards legal fees incurred in connection with his departure, the precise amount of which will be based on the fees actually incurred.

Arvind will receive a contribution of up to £60,000 (excluding VAT) towards the cost of outplacement, the precise amount of which will be based on the fees actually incurred.

Further information

Other than the amounts disclosed above, Arvind will not be eligible for any remuneration payments or payments for loss of office.

As a former Executive Director, Arvind will comply with post-employment shareholding requirements outlined in the Company's Directors' Remuneration Policy approved by the shareholders on 11 May 2023. He will be expected to hold shares in respect of the 2023 and 2024 LTIP awards for two years. On 19 April 2027, all requirements will cease and restrictions on his share account will be lifted.

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 Arvind will be included in the Directors' Remuneration Report in the Annual Report and Financial Statements.