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ASX release

Worley announces organisational changes to drive major project and program delivery globally

Worley Limited (ASX: WOR) ("Worley") will streamline its global operations to capitalise on significant growth opportunities in major Energy, Chemicals, and Resources (ECR) projects. This will enhance the company's ability to deliver end-to-end project and program outcomes across its global footprint.

These changes build on Worley's strong track record in project delivery, helping customers achieve their capital investment goals. They are in line with the company's strategy to strengthen market leadership and expand across the full ECR value chain from early specialist consulting through to full project implementation, particularly for complex projects.

To ensure the company can realise this opportunity, two portfolio adjustments will take effect from 1 July 2025 within the Group Executive Team.

Mark Trueman, currently Group President of Worley's Americas business, has been appointed to a new global role of Group President, Major Projects and Programs. This role will be responsible for the pursuit, winning and delivery of some of Worley's biggest projects and customer programs, including projects such as Venture Global's CP2 LNG plant in Louisiana, Ma'aden's Phosphate 3 Phase 1 Project in the Kingdom of Saudi Arabia and programs such as Oxy's Direct Air Capture program. A global team including specialists with major project expertise will deliver these and other large-scale, complex projects (noting Worley's risk appetite will remain unchanged and will not include the pursuit of Lump Sum Turnkey contracts.) This structure is designed to grow the business, driving excellence in project and program delivery for our most significant undertakings, ensuring the best possible economic outcomes for both Worley and our customers.

Mark Brantley, currently Group President for EMEA APAC, has been appointed to the new role of Group President, Global Operations. Mark's portfolio will cover all Worley operations globally, excluding Major Projects and Programs, and Technology Solutions that continues to report to Laura Leonard. This simpler, more streamlined business will place greater focus on meeting customers' global needs. It will drive growth through expansion into new markets, deepening customer relationships, and consistent execution across a diverse project portfolio. Full project implementation will be a focus for Global Operations also, meeting customer needs across the entire life-cycle of their assets.

Worley's established Global Integrated Delivery centres in India and Bogota, as well as digital initiatives to utilise generative Artificial Intelligence, will play increasing roles, integrated into all relevant aspects of project delivery.



Worley's CEO Chris Ashton said about the changes "Our customers are undertaking some of the biggest and most complex energy, chemicals and resources projects in the world, spanning traditional, transitional and sustainable work. Worley is leveraging its strength across all of these markets, bringing together specialist capability for full implementation of major, complex projects and programs, from concept to completion. These span years and collectively represent billions of dollars of invested capital."

"Global Operations brings the opportunity to streamline and strengthen our support for customers across the depth and breadth of their needs wherever they are in the world. All operations are underpinned by our extensive global talent pool," he said.

Worley will hold its Investor Day tomorrow where the Group Executive will present an update on the company strategy and immediate priorities. The presentations will be webcast live and accessible via our website.

Authorised for release by Nuala O'Leary, Group Company Secretary.

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About Worley: Worley is a leading global professional services company of energy, chemicals and resources experts. We partner with customers to deliver projects and create value over the life of their assets. We're bridging two worlds, moving towards more sustainable energy sources, while helping to provide the energy, chemicals and resources needed now.

Worley Limited is headquartered in Australia and listed on the Australian Securities Exchange (ASX: WOR).