

29 August 2022

ASX release

WORLEY LIMITED (ASX: WOR)

Adjustments to CEO remuneration arrangements

Worley announces that it will increase our CEO's fixed pay to the amount of USD1,400,000 (AUD1,940,000¹) effective 1 October 2022. Mr Chris Ashton's fixed pay was benchmarked against other ASX and global comparators.

The increase to our CEO's fixed pay reflects Mr Ashton's leadership in positioning Worley for the future as a leader in global sustainability services for the energy, chemicals and resources sectors, demonstrated performance in the role since his appointment on 24 February 2020 and stewarding the business through challenging times.

Mr Ashton will remain located in the USA, which is close to our major customers and significant market opportunities, but the Board will continue to monitor his location to best serve Worley's business requirements.

The material terms of the CEO employment contract were previously announced on 3 February 2020 and remain unchanged.

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

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About Worley: Worley is a global company headquartered in Australia and our purpose is delivering a more sustainable world. Worley is a leading global provider of professional project and asset services in the energy, chemicals and resources sectors. As a knowledge-based service provider, we use our knowledge and capabilities to support our customers to reduce their emissions and move towards a low carbon future.

Worley Limited is listed on the Australian Securities Exchange (ASX: WOR).

Foreign exchange¹ The fixed pay is converted at the FY2022 12 month average exchange rate.