

News release

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Board changes

18 November 2025

Board changes

John Wood Group PLC ("**Wood**", the "**Company**" or the "**Group**") announces Board changes following the successful shareholder vote relating to the acquisition of Wood by Sidara Limited, an entity controlled by Dar Al-Handasah Consultants Shair and Partners Holdings Ltd ("**Sidara**").

Further to the announcement on 15 October 2025 that Ken Gilmartin would step down from his position as Group Chief Executive Officer ("**CEO**") and Director of the Board following the shareholder vote, this is effective as of today.

Iain Torrens, currently the Group's interim Chief Financial Officer ("**CFO**"), takes on the role of Group CEO with immediate effect. The Company is in the process of finalising the recruitment of a new CFO and Iain Torrens will continue to serve as interim CFO until a successor is appointed.

Following the successful shareholder vote, Adrian Marsh, Chair of the Audit, Risk & Ethics Committee, and Brenda Reichelderfer, Chair of the Remuneration Committee, have elected to tender their resignations. The Board has accepted these resignations and Adrian Marsh and Brenda Reichelderfer will step down as Non-Executive Directors with immediate effect. Nigel Mills has been appointed Chair of the Remuneration Committee and Paul O'Donnell has been appointed Chair of the Audit, Risk & Ethics Committee.

Roy Franklin, Chair of Wood's Board, said:

"We are pleased to see Iain now appointed as Wood's new CEO and, on behalf of Wood's Board, I would like to thank Ken, Adrian and Brenda for their support and wish them well for the future."

Iain Torrens, Wood's CEO and interim CFO, said:

"I am excited to become Wood's CEO today and to lead our talented workforce around the world as we move closer to the acquisition by Sidara. As I look ahead, our focus is on delivering for our clients, driving performance and supporting our exceptional global team from a position of greater financial stability."

The terms of Ken Gilmartin's departure will be disclosed in accordance with section 430(2B) of the Companies Act 2006 in due course.

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The person responsible for arranging the release of this announcement on behalf of Wood is John Habgood, Group General Counsel and Company Secretary.

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