

John Wood Group plc (the "Company") Long Term Plan delayed vesting

Awards granted under the 2013 Wood Long Term Plan (as amended on 4 March 2020) (the "**2013 LTP**") to persons discharging managerial responsibilities ("**PDMR**"s) of the Company (the "**2021 Awards**" and the "**2022 Awards**"), vested on 24 November 2025, resulting in awards of notional interests in Ordinary Shares of 4 2/7p each in the Company ("**Discretionary Shares**") being released and transferred to those persons for nil consideration in accordance with the rules of the 2013 LTP.

The Company will transfer to the persons set out in the table below, Ordinary Shares of 4 2/7p each ("**Ordinary Shares**") equivalent to the number of Discretionary Shares in their respective discretionary awards, less a number of shares equivalent in value to payroll tax deductions due on the vesting of those awards.

A summary of the transactions is set out below:

Name of PDMR	Number of Discretionary Shares vesting under the 2021 Awards	Number of Discretionary Shares vesting under the 2022 Awards	Reduction in number of Discretionary Shares awarded to cover taxes and duties	Number of Ordinary Shares to be transferred to PDMR
Catherine Liebnitz	-	20,000	10,000	10,000
John Habgood	-	10,000	4,700	5,300
Stephen Nicol	15,000		7,500	7,500

1			
Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	CATHERINE LIEBNITZ	
2			
Reason for the notification			
a)	Position/status	CHIEF HUMAN RESOURCES OFFICER	
b)	Initial notification/Amendment	INITIAL NOTIFICATION	
3			
Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	JOHN WOOD GROUP PLC	
b)	LEI	549300PLY6I10B6S323	
4			
Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the financial instrument, type of instrument	ORDINARY SHARES OF 4 2/7 PENCE EACH	
	Identification code	GB00B5N0P849	
b)	Nature of the transaction	Receipt, for nil consideration, of 10,000 Ordinary shares on the vesting of the 2022 Awards under the 2013 LTP, after deduction of sufficient Discretionary Shares to cover taxes	
c)	Price(s) and volume(s) (Discretionary Award Shares received)		
		Price(s)	Volume(s)
		£NIL	10,000 shares
d)	Aggregated information		
	Aggregated volume	NOT APPLICABLE	
	Aggregated price		
	Aggregated total		

e)	Date of the transaction	2025-11-24
f)	Place of the transaction	OUTSIDE A TRADING VENUE

1 Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	JOHN HABGOOD
2 Reason for the notification		
a)	Position/status	GROUP GENERAL COUNSEL AND COMPANY SECRETARY
b)	Initial notification/Amendment	INITIAL NOTIFICATION
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	JOHN WOOD GROUP PLC
b)	LEI	549300PLY6I10B6S323
4 Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	ORDINARY SHARES OF 4 2/7 PENCE EACH
	Identification code	GB00B5N0P849
b)	Nature of the transaction	Receipt, for nil consideration, of 5,300 Ordinary shares on the vesting of the 2022 Awards under the 2013 LTP, after deduction of sufficient Discretionary Shares to cover taxes
c)	Price(s) and volume(s) (Discretionary Award Shares received)	
		Price(s)
		5,300 shares
d)	Aggregated information	
	Aggregated volume	NOT APPLICABLE
	Aggregated price	
	Aggregated total	
e)	Date of the transaction	2025-11-24
f)	Place of the transaction	OUTSIDE A TRADING VENUE

1 Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	STEPHEN NICOL
2 Reason for the notification		
a)	Position/status	EXECUTIVE PRESIDENT - OPERATIONS
b)	Initial notification/Amendment	INITIAL NOTIFICATION
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	JOHN WOOD GROUP PLC

b)	LEI	549300PLY610B6S323	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	ORDINARY SHARES OF 4 2/7 PENCE EACH	
	Identification code	GB00B5N0P849	
b)	Nature of the transaction	Receipt, for nil consideration, of 5,300 Ordinary shares on the vesting of the 2021 Awards under the 2013 LTP, after deduction of sufficient Discretionary Shares to cover taxes	
c)	Price(s) and volume(s) (Discretionary Award Shares received)		
		Price(s)	Volume(s)
		£NIL	7,500 shares
d)	Aggregated information		
	Aggregated volume	NOT APPLICABLE	
	Aggregated price		
	Aggregated total		
e)	Date of the transaction	2025-11-24	
f)	Place of the transaction	OUTSIDE A TRADING VENUE	

For further information, please contact:

John Wood Group PLC www.woodplc.com

John Habgood, Group General Counsel and Company Secretary +44 (0)7779 974 169

26 November 2025