

wood.

Full year results 2020

Robin Watson – Chief Executive
David Kemp – CFO

16 March 2021



A robust response in the face of challenge

Decisive action to protect the balance sheet, margins & cashflow

**Strategic broadening
enabling revenue resilience:**

65%

from process & chemicals, renewables
& other energy, built environment

Successful margin protection:

EBITDA **\$630m** at margin of **8.3%**

Improving utilisation & **\$230m**
overhead savings

Significant net debt reduction:

Net debt **\$1.01bn**

down **\$410m** vs. Dec '19

Order book evolution:

Increasing proportion **lower risk, higher
margin consultancy**

Approaching **resolution** on legacy
investigations



Our Strategic Objective

Being a **premium, differentiated** business delivering **exceptional** returns for our clients, our team, our investors, and the communities in which we work.



What we do

World leading consulting and engineering company across **energy** and the **built environment**

Our Purpose

Unlocking **solutions** to the world's most critical **challenges**.



Our Vision

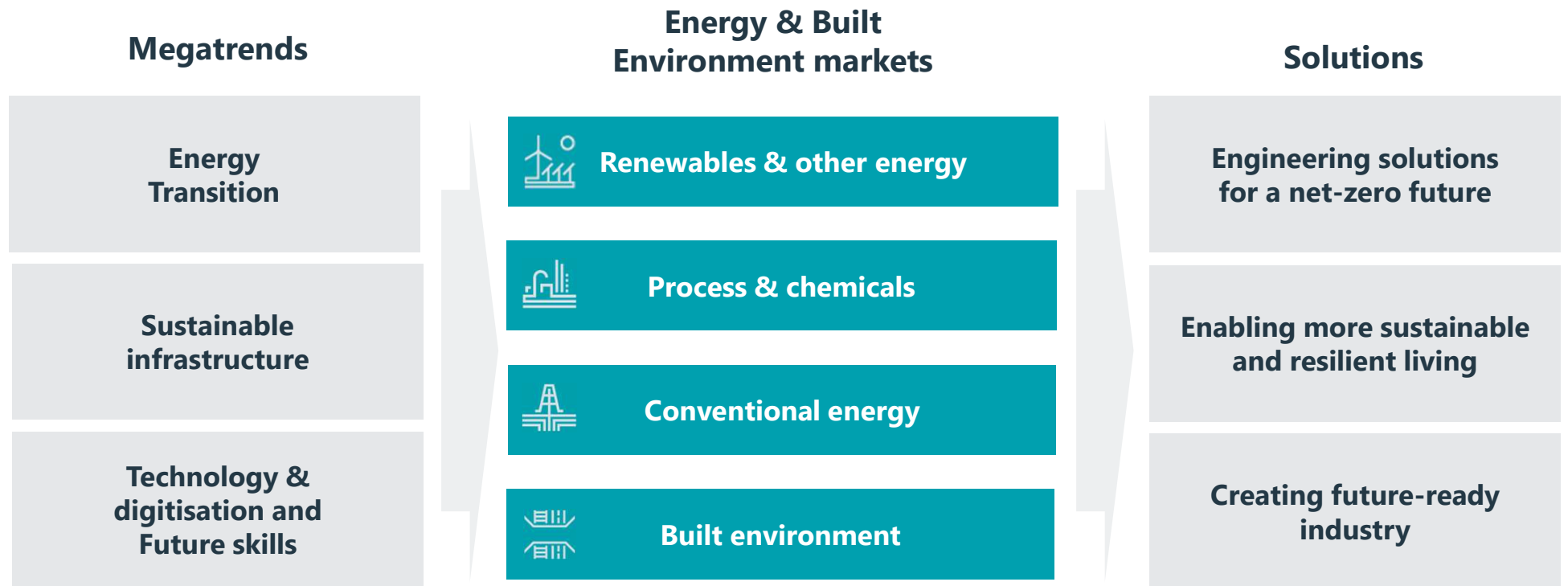
Inspire with ingenuity,
partner with agility,
create new possibilities.

Our Values

Care. Commitment. Courage.

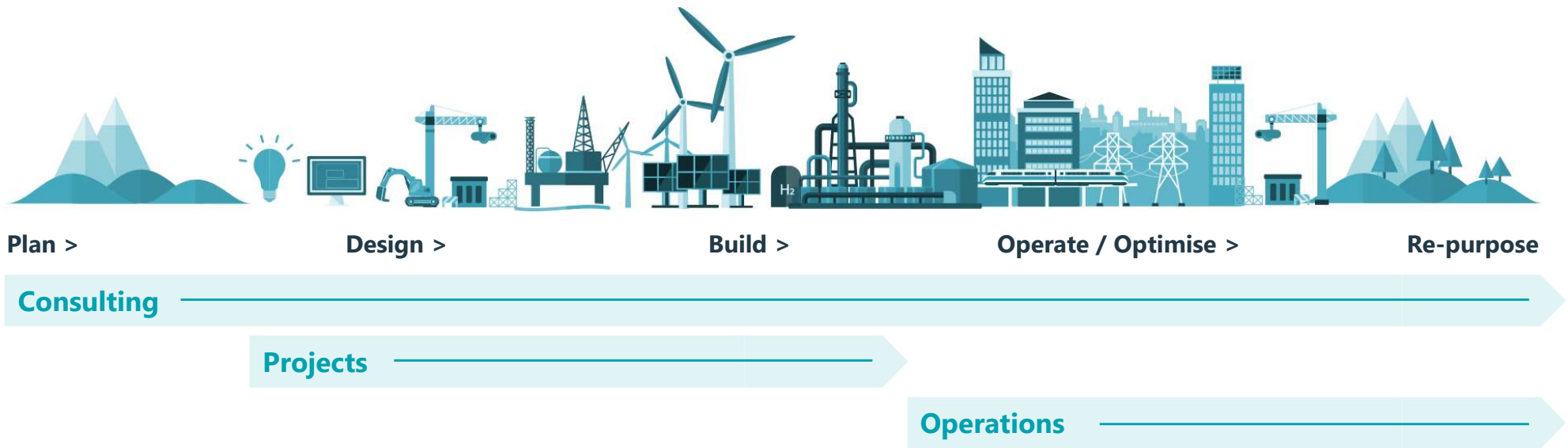


Unlocking Solutions to the critical challenges in Energy and Built Environment



Future Fit: simplifying our market position

Three global business units delivering solutions across the asset life cycle



Financial performance

David Kemp, CFO

Revenue resilience & margin protection

Revenue

\$7.6bn

Like for like¹: ▼ 20.2%

EBITDA

\$630m

Like for like¹: ▼ 22.5%

EBITDA Margin

8.3%

Like for like¹: ▼ 0.3%

Operating profit
(pre exceptional)

\$214m

▼ 47.9%

AEPS

23.2c

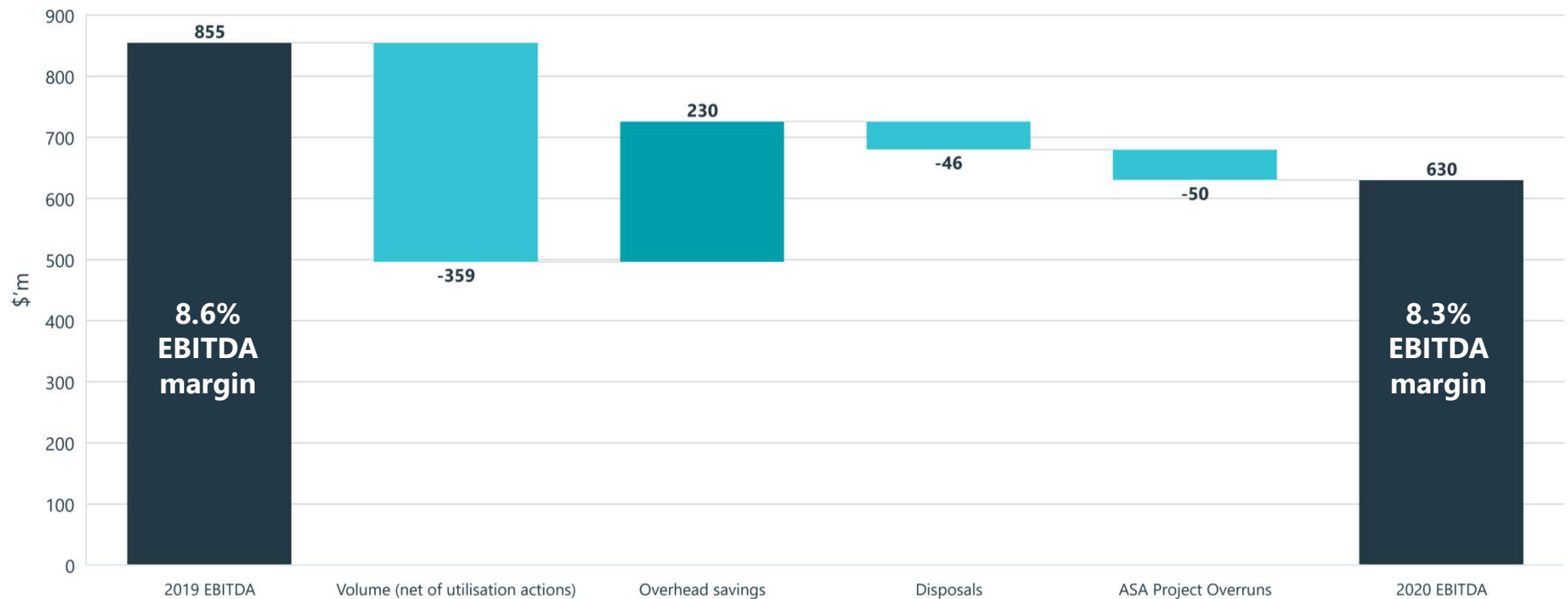
▼ 49.6%

- Strategic end market broadening delivering relative revenue resilience
- Significant reduction in conventional energy partly mitigated by strength in built environment, growth in renewables and relatively robust revenues in process & chemicals
- Successfully protected EBITDA margin at 8.3%
- Flexible model enabling early and decisive action on cost:
 - improved operational utilisation
 - \$230m overhead savings

Significantly improved margins in ASEAAA & TCS offset by reduction in ASA

	2020 (\$m)			2019 (\$m)		
	Revenue	EBITDA	Margin	Revenue	EBITDA	Margin
Asset Solutions Americas	2,902	92	3.2%	3,894	238	6.1%
Asset Solutions EAAA	2,450	319	13.0%	2,960	324	10.9%
Technical Consulting Solutions	1,998	262	13.1%	2,388	267	11.2%
Investment Services*	138	13	9.4%	144	37	25.7%
Central costs/asbestos/other		(70)			(71)	
Like for like	7,488	616	8.2%	9,386	795	8.5%
Disposals (Nuclear, industrial services, TNT.)	76	14		504	60	
Total	7,564	630	8.3%	9,890	855	8.6%

Offsetting impact of lower activity on EBITDA margin



Net debt reduced by \$410m: portfolio optimisation & actions to protect balance sheet

	2020 \$m	2019 \$m	2020 Commentary
Adjusted EBITDA (Ex IFRS 16)	479	704	Excludes IFRS 16 impact
JV EBITDA net of divs & F/x	(24)	(27)	
Provisions	(45)	(216)	Significant reduction as legacy issues resolved, includes insurance receipt
Cash generated pre working capital	410	461	
Working capital movements	(114)	204	Anticipated advance payment unwind of \$277m
Cash generated from operations (pre exceptionals)	296	665	
Exceptional items	(115)	(74)	Includes costs to deliver overhead savings of c\$230m
Cash generated from operations	181	591	
Divestments/ (acquisitions)	455	43	Consideration for nuclear, industrial services and TCT
Capex & intangible assets	(81)	(127)	Reduction in discretionary capex, ERP paused
Free cash flow	555	506	
Tax, interest, dividends and other	(145)	(417)	FY 2019 and interim 2020 dividends suspended, reduced interest & tax payments
Net decrease in net debt	410	89	
Net debt excluding leases	(1,014)	(1,424)	Net debt : EBITDA 2.1x (pre IFRS 16)

Working Capital: outflow driven by unwind of customer advances

	2020 \$m	2019 \$m	Commentary
Receivables	504	200	Lower activity including large EPC contracts rolling off
Payables	(342)	(121)	Impact of lower activity
Advanced payments	(277)	128	Expected unwind of EPC advances and lower EPC awards
Inventory	1	(3)	
Working capital movement	(114)	204	

Strong underlying operating cashflow: focused on reducing temporary headwinds

	2020 \$m	Legacy/ Temporary		2020 Underlying operating cashflow	
Adjusted EBITDA (Ex IFRS 16)	479			479	
JV EBITDA net of divs & F/x	(24)			(24)	
Provisions	(45)	(22)	Legacy projects/disposed businesses & insurance receipt	(67)	c\$30m relates to asbestos
Working capital movements	(114)	277	Anticipated advance payment unwind	163	
Exceptional items	(115)	80	Restructuring/overhead reduction	(35)	c\$21m relates to onerous leases
Cash generated from operations	181			516	

Approaching resolution on legacy investigations

Continued cooperation in 2020 enabling progress towards imminent settlement

- 2019: progressed investigations towards potential settlement in US, Brazil, Scotland



- Provision of \$46m recorded in 2019

- 2020: Progressed remaining investigation in England towards potential settlement



- Further provision of \$151m recorded in 2020

c\$197m settlement : anticipate payment of c\$70m in 2021, remainder over next 3 years

2021 cashflow: provisions, working capital, exceptional items and capex

	FY 20	FY 21	
Provision movements: projects, asbestos and disposed businesses <ul style="list-style-type: none"> • Project related - large number of smaller provisions • Estimated future cost/claims 	\$(45)m	c\$(60)m	<ul style="list-style-type: none"> • Stabilising at significantly lower level than 2019 (\$216m) as legacy issues roll off • 2020 benefitted from insurance proceeds inflow • Asbestos c\$33m in 2021. Long term profile with reducing cash flows
Working Capital	\$(114)m	Neutral/ Modest inflow	<ul style="list-style-type: none"> • Advance payment unwind of \$277m in 2020 not repeating • Maintained focus on working capital management
Exceptional items <ul style="list-style-type: none"> • Integration, overhead savings • Onerous leases • Investigation costs 	\$(115)m	c\$(135)m	<ul style="list-style-type: none"> • Costs to deliver Future Fit program c\$30m • Onerous leases of c\$25m in 2021, reducing to nil by 2024 • Investigations settlement: c\$70m in 2021
Capex & Intangible assets	\$(81)m	c\$(115)m	<ul style="list-style-type: none"> • Resumption of ERP activities • Future Fit: investment in digital & technology

Prioritising balance sheet strength

Sources of cash



Earnings growth

Strong cash generation

Portfolio optimisation



Uses of cash



1) Continued debt reduction: \$410m in 2020

Net debt : EBITDA 2.1x (31 December 2019: 2.0x).

Target leverage pre-IFRS 16 :1.5x EBITDA

\$1.74bn headroom to debt facilities:

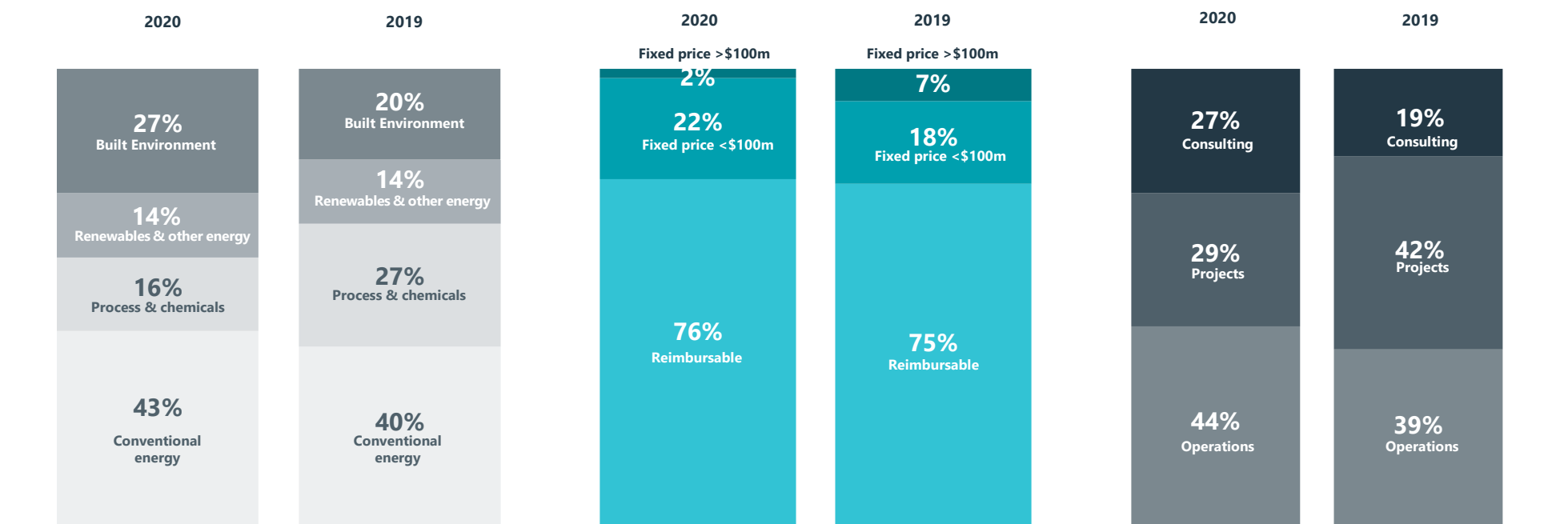
- Debt facilities >\$3bn
- Recently extended RCF to 2023
- Covenants : 3.5x EBITDA

2) Dividend

No dividend payments for FY 2020

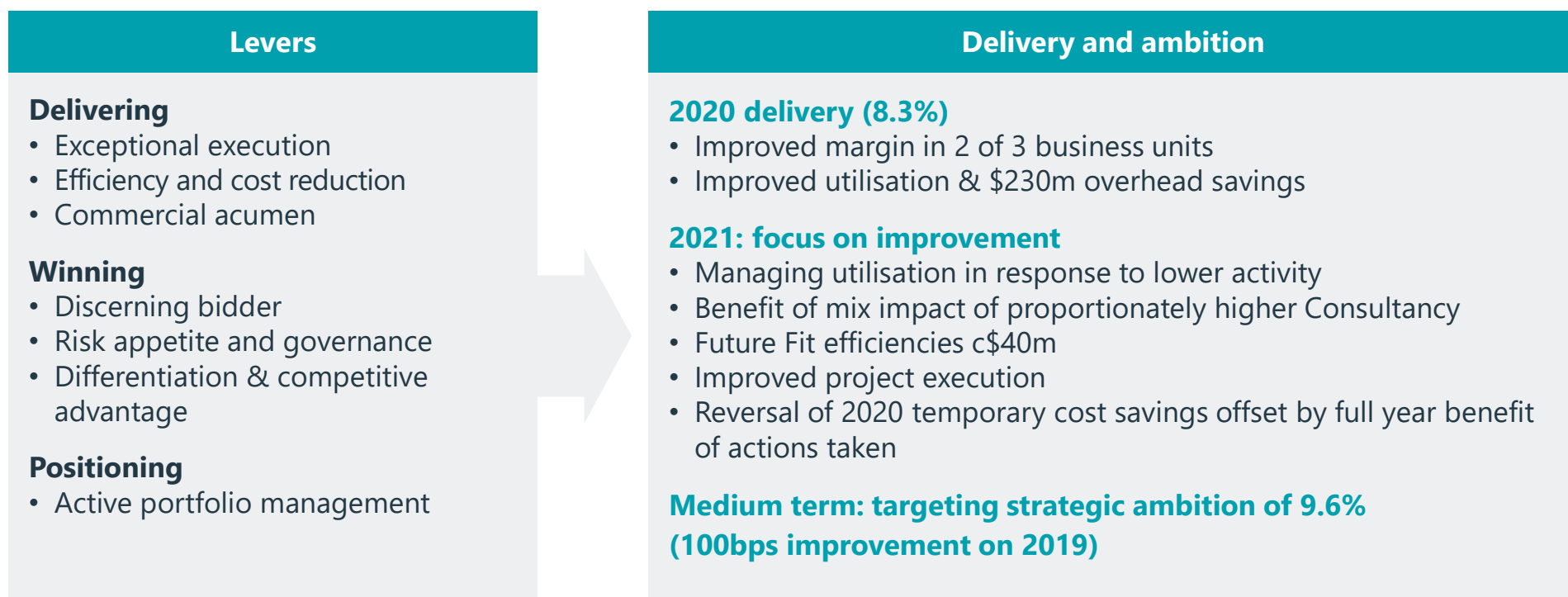
Decision to resume dependent on assessment of longer-term impact of Covid and improved end market stability

Strategic positioning evident in order book evolution



December 2020 order book: \$6.5bn (2019: \$7.9bn)
Improved momentum in awards in Q4 2020 and Q1 2021

Margin improvement strategy: delivery in 2020 aligned with medium term ambition



FY 2021 financial reporting: operating model optimisation

3 Global Business Units		Consulting	Projects	Operations
2020 Financial metrics		Revenue: \$1.8bn EBITDA: \$224m Margin: 12.3%	Revenue \$3.6bn EBITDA: \$208m Margin: 5.8%	Revenue \$2.0bn EBITDA: \$254m Margin: 12.5%
Revenues by end market	Renewables & other energy	18%	38%	9%
	Process & chemicals	5%	37%	12%
	Conventional energy	15%	20%	76%
	Built environment	62%	5%	3%

FY 2021: focus on improving margins and cash generation

Continued market challenges leading to lower activity

- Order book of \$6.5bn down 17%
- Lower activity in Projects: larger scopes rolling off not replaced
- Strength in Consulting (Built Environment) and Operations (Process & Chemicals)

Continued focus on EBITDA margin improvement and cashflow

- Impact of lower activity mitigated by utilisation focus, benefits of improved business mix, Future Fit efficiencies and improved project execution
- Cash generation: focus on working capital unwind of customer advances not repeating

Financial summary

Early actions to reduce cost, protect the balance sheet & generate strong cashflow

- Breadth of exposure across Energy and Built Environment markets delivering revenue resilience, down 20% like for like
- Successful protection of EBITDA margin at 8.3% (2019: 8.6%)
- Significant reduction in net debt of \$410m to \$1.01bn (Net debt: EBITDA 2.1x)
- FY 2021:
 - Growth in Consulting and Operations more than offset by lower activity in Projects as larger EPC work rolls off
 - Continued focus on EBITDA margin improvement and cashflow

A sustainable investment proposition: Future Fit

Robin Watson, Chief Executive

Wood's commitment to ethics and compliance

Tone from the Top set by Board and ELT:

- Engagement on critical importance of E&C programme – including CEO-led Code of Conduct
- Safety Assurance and Business Ethics Committee constitutes three independent directors with CEO attendance
- Use of sales agents prohibited unless required under law

Risk based E&C programme:

- Anti Bribery & Corruption (ABAC) risk assessment and improvement programme
- Multi-layered training and communications programme
- Trade compliance risk assessment

Continuous improvement mindset including

- External assessments and employee surveys

Areas of focus:

- Continue to drive culture and the first line of defence model down through the company
- Build on policies with process and guidance
- Develop overall E&C Programme maturity

Our medium-term strategic priorities



Levered to structural growth in **Energy Transition** and **Sustainable Infrastructure**



Sector/geographic tactics aligned with trends: **speciality chemicals and built environment expansion**



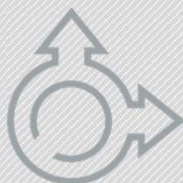
Targeting margin improvement to accelerate growth

OPTIMISE & STANDARDISE

Service delivery model to achieve Exceptional Execution

RATIONALISE PORTFOLIO

Refine operating model, **dispose** non core assets, **Invest in** consulting platform



Technology differentiation through internal R&D, strategic partnerships and scalable solutions

Risk



Reward

Focus on Margin:
PMC/EPCM
contract types preferred



Deliver shareholder value

Accelerating our strategy: Future Fit

Enabling our strategic medium-term margin target of 9.6%

3

Simplifying our market position.

Three global business units:

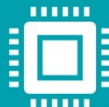
- **Consulting**
- **Projects**
- **Operations**

Green-to-green lifecycle of solutions across **Energy & the Built Environment**



Transforming our operating model.

- First-class operational discipline and **predictable execution outcomes**
- Superior **financial performance**
- **Leaner, faster, lower carbon** enterprise



Digitalising the way we work.

- **Digital solutions** that transform delivery
- **Technology** to deliver efficiencies
- Commercialising **innovation for competitive edge**



Accelerating future skills development.

- **Talent planning & development**
- **High performance** culture
- **Reimagining work** and workplaces
- **Inclusive & diverse** workforce

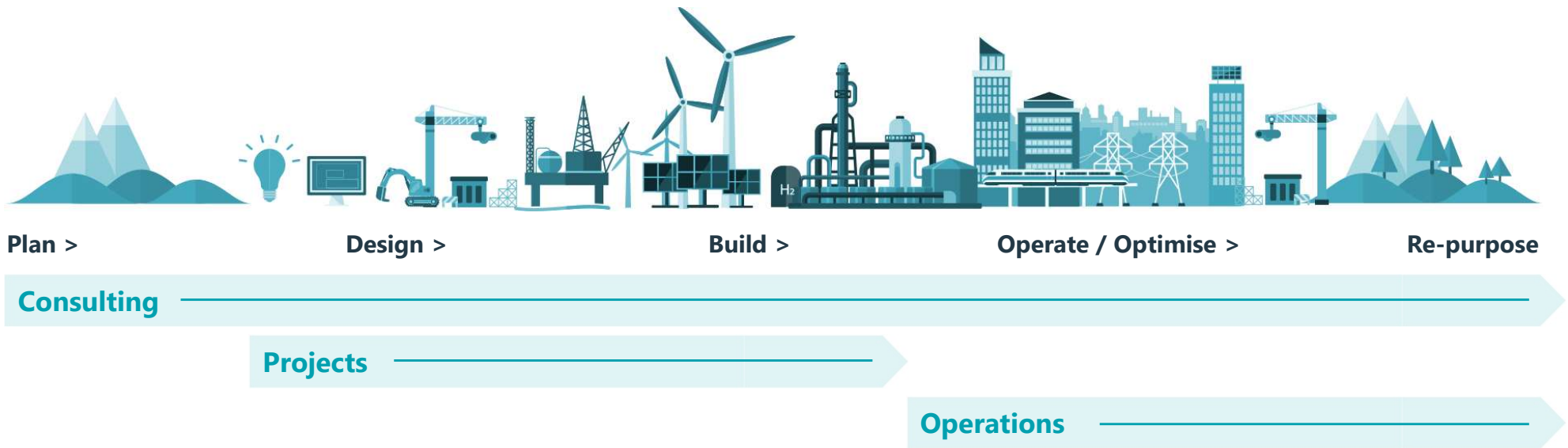


Unlocking growth.

- Amplified **organic growth**
- Precision focus on **solutions & capabilities** to win
- **Sustainable value** in non-oil and gas markets

Simplifying our market position: organisational design aligned to asset lifecycle

Wood's business follows a **lifecycle of solutions** where our consulting practice leverages our expertise in designing, planning and optimising any facility, asset or infrastructure through to our rich experience in building, operating and re-purposing.



Simplifying our market position: delivering value from the creation of Consulting

Premium margin delivery and order book growth through the creation of our **Consulting** business unit

c\$1.8bn

Revenue

12.3%

Margin

170bps improvement
in 2020

c20%

Growth in order
book

c\$1.5tn

Infrastructure gap

Strategic focus:

Building a diverse, differentiated,
and agile consulting brand

Connecting our Global
Technical Expert Network

Evolving & deploying
digital delivery model

Digitalising the way we work

Digital Factory

Critical talent development and partnerships to incubate and embed digital capability and solutions in Wood.

Digital Talent

Partnerships

Internal digital delivery

Technology enabled service delivery to drive efficiency & reduce risk

Connected Worker

Automation

Connected Build

Utilisation

Digital Twin

Sustainability solutions

Systems Integration

External digital solutions

Innovative products and services that differentiate

Transforming our Operating Model

Developing a framework for operational excellence to achieve predictable **performance**. Creating efficiency and value that drives collaboration, learning, **improvement** and **innovation**.



- Project governance
- Project delivery
- Consistent operational performance
- Project management competency



- Project planning and execution
- Operations assurance
- Supply chain efficiencies
- A culture of continuous improvement



- Commercial innovation
- Client partnerships that unlock value creation
- Internally digitally enabled
- Externally digitally differentiated

Unlocking Growth: in Energy



Carbon Capture & Storage

145+

CCS studies

30+

years experience

**Removing 4m
Tons of CO2**

through flaring reduction



Solar

500-1000+

projects supported

13

years of advisory work

35GW+

of solar PV projects

World leading

guidelines for renewables,
including IFC solar guidebook



Wind

> 120GW

total capacity supported

20%

of global wind power

685+

projects (135+ offshore)



Hydrogen

120+

hydrogen units licensed
and designed

60+ years experience

**World leading 100%
green hydrogen project**

Pioneering:

Bio-hydrogen development
Modular hydrogen units for a
range of capacities

Unlocking Growth: in the built environment



Future-ready industry

#1

International design firm*

10,000

weather sensors monitored and 13,000 unique forecast products daily for industrial operations

16 million tons

of radioactive tailings waste transported and disposed



Cleaner, protected environments

5,000+

remediation projects managed every year

4000 acres

of marshland restored in one of the largest, most complex coastal restorations in the eastern US

1st

Canada-wide wetland map and inventory system



Critical infrastructure

600

dams in North America evaluated for safety

3000+ km

overhead conductor replaced for the UK electricity grid in the last 5 years

1500+ km

water network essential maintenance for Australian utilities



Thriving cities

250,000 miles

of river modelled and mapped flood hazards in the US





200+ rail

planning and design projects completed annually












2,000+ miles

of roadway planning and design in North America

Established markets with growth opportunities

	Markets	%	Market themes	Wood near term themes
Energy	 Renewables & other energy	c25%	<ul style="list-style-type: none"> Capital investment in renewables power generation to remain strong Global investment due to acceleration of oil major's low carbon strategies Longer term growth driven by net zero commitments and government support, potential for carbon pricing to accelerate 	<ul style="list-style-type: none"> Resilience in renewables Continuing momentum in UK CCS & hydrogen concept/pre-Feed scopes
	 Process & chemicals	c20%	<ul style="list-style-type: none"> Specialist chemicals and speciality life sciences relatively resilient longer term Uncertainty near term but improving longer term as deferred investments proceed 	<ul style="list-style-type: none"> Reducing activity in Projects as large contracts e.g. YCI & GCGV roll off Resilience in life science markets : expansions for vaccine development / supply chain resiliency
	 Conventional energy	c35%	<ul style="list-style-type: none"> Outlook dependent on rate of global recovery in global demand In upstream asset optimisation enabled by digital & technology to be a key focus Duty holder/asset management opportunities as new independent operators enter the market 	<ul style="list-style-type: none"> Momentum in modification and optimisation awards driving robust Operations activity Projects activity to remain subdued; upstream limited to smaller, early-stage scopes, midstream investment constraints
Built environment	 Built environment	c20%	<ul style="list-style-type: none"> Potential for significant growth from fiscal stimulus measures adopted in response to COVID-19 Longer term demand supported by changing attitudes to infrastructure spending to provide climate and economic resilience 	<ul style="list-style-type: none"> Activity levels to remain strong Growth in demand for smart/resilient infrastructure Some short term constraints in transport capex as passenger levels remain low

Committed to measurable sustainability targets

Delivering our purpose	Developing an inclusive & diverse workforce	Managing our environmental impact	Embedding fair working practices	Positively impacting communities
  	 	  	 	
<p>Consistently ranked in the Top Quartile ESG investment ratings within our sector by 2025.</p>	<p>Improve gender balance: 40% female representation in senior leadership roles by 2030.</p>	<p>Reduce Wood's carbon emissions by 40% by 2030 on our journey to 'net zero'</p>	<p>100% of Wood labour suppliers sign up and comply with the Building Responsibly Principles by 2025.</p>	<p>Contribute \$10 million to our global causes by giving our time, energy, resources and funding by 2030.</p>
<p>Doubling client support aligned to energy transition and sustainable infrastructure, by 2030</p>	<p>Educate and inspire 100% of our colleagues to be inclusive every day by 2021</p>	<p>Ensure all Wood offices are single use plastic free by 2025.</p>	<p>100% of our suppliers have Building Responsibly Principles embedded into their supply chains by 2030.</p>	

Targets embedded in leadership team bonus scheme & long-term incentive plans

A future focused business with an accelerating strategy

2020: a robust response in the face of challenge

- Strategic broadening across Energy and Built Environment markets benefitting revenue resilience
- Decisive actions to protect the balance sheet, margins and cashflow

Accelerating strategy in 2021

- Continued market challenges leading to lower activity in 2021. Focused on margin improvement and cashflow
- Order book evolving towards lower risk, higher margin consulting activities
- Differentiated sustainability leadership: committed to measurable targets
- Future fit programme to accelerate strategy: transforming our operating model and unlocking medium term margin aspiration

Appendices

New and old BU analysis

2020							2019					
	ASA	ASEAAA	TCS	Investment Services	Central costs	Total	ASA	ASEAAA	TCS	Investment Services	Central costs	Total
Revenue:												
Renewables & other energy	1,204	96	562	88		1,950	1,009	549	835	69		2,462
Process & chemicals	859	716	88			1,663	1,197	935	139			2,271
Conventional energy	805	1,431	265			2,501	1,688	1,664	411			3,763
Built environment	34	219	1,146	51		1,450			1,394			1,394
	2,902	2,462	2,061	139		7,564	3,894	3,148	2,779	69		9,890
EBITDA	92	327	268	13	(70)	630	238	353	300	36	(72)	855
EBITDA margin	3.2%	13.3%	13.0%	9.2%		8.3%	6.1%	11.2%	10.8%	52.2%		8.6%
2020							2019					
	Consulting	Projects	Operations	Investment Services	Central costs	Total	Consulting	Projects	Operations	Investment Services	Central costs	Total
Revenue:												
Renewables & other energy	324	1,358	180	88		1,950	505	1,107	781	69		2,462
Process & chemicals	88	1,321	254			1,663	139	2,081	51			2,271
Conventional energy	265	700	1,536			2,501	411	1,261	2,091			3,763
Built environment	1,146	190	63	51		1,450	1,394	-	-			1,394
	1,823	3,569	2,033	139		7,564	2,449	4,449	2,923	69		9,890
EBITDA	224	208	254	13	(69)	630	261	277	353	36	(72)	855
EBITDA margin	12.3%	5.8%	12.5%	9.4%		8.3%	10.6%	6.2%	12.1%	52.2%		8.6%

Cashflow reconciliation: pre/post leases and IFRS 16

	FY 2020 \$m	Leases	Post-Leases	
Adjusted EBITDA	479	151	630	IFRS 16 : \$151m operating lease rentals
JV EBITDA /divs/other	(24)	(8)	(32)	
Provisions	(45)	-	(45)	
Cash generated pre working capital	410	144	554	
Working capital movements	(114)	-	(114)	
Exceptional items	(115)	21	(94)	Onerous lease adjustment relating to IFRS 16
Cash generated from operations	181	165	346	
Divestments/ (acquisitions)	455	-	455	
Capex & intangible assets	(81)	-	(81)	
Free cash flow	555	165	720	
New leases	-	(147)	(147)	New leases signed in the period & interest expense
Tax, interest, dividends and other	(145)	24	(121)	
Net decrease in net debt	410	42	452	
Opening net debt	(1,424)	(583)	(2,007)	
Closing net debt	(1,014)	(541)	(1,555)	

Balance sheet review

	FY 2020 \$m	FY 2019 \$m	Commentary
Goodwill and intangible assets	6,216	6,299	Includes \$4.4bn relating to AFW. Reduction due to disposals of nuclear and industrial services businesses and amortisation of intangible assets
Right of use assets	409	412	
Other non-current assets	831	965	
Trade and other receivables	1,699	2,306	Inflow from reduced activities including large EPC contracts rolling off
Net held for sale assets and liabilities	-	413	Reduction due to sale of nuclear and industrial services businesses, YKK and other JV interest
Trade and other payables	(2,020)	(2,620)	Reduction in gross amounts due to customers as a result of a major contract in ASA unwinding and impact of reduced activity
Net debt excluding leases	(1,014)	(1,424)	Reduction benefitting from disposal proceeds and actions to ensure balance sheet strength
Lease liabilities	(541)	(583)	Includes c\$21m of leases previously classified as finance leases.
Provisions	(943)	(792)	Increased provision for regulatory settlements , reduced legacy provisions, offset by insurance receipt
Other net liabilities	(464)	(552)	
Net assets	4,173	4,424	