



John Wood Group PLC
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www.woodplc.com

30 October 2025

To: John Wood Group PLC (“**Wood**” or the “**Company**”) employee representative

We are required by the City Code on Takeovers and Mergers (the “Code”) to make the document referred to in this communication readily available to you. No action is required on your part unless you hold shares in Wood, in which case you will have been sent a separate letter or email about the steps required to be taken by you.

Dear employee representative,

Notification of publication of important documentation in relation to the recommended cash acquisition of Wood by Sidara Limited (an entity controlled by Dar Al-Handasah Consultants Shair and Partners Holdings Ltd (“Sidara”).

On 29 August 2025, the boards of directors of Wood and Sidara announced that they had reached agreement on the terms and conditions of a recommended cash acquisition for the entire issued, and to be issued, ordinary share capital of Wood (the “**Acquisition**”), to be implemented by way of a Court-sanctioned scheme of arrangement under Part 26 of the Companies Act 2006 (the “**Scheme**”).

On 11 September 2025, the scheme document, containing further details of the Acquisition, the Scheme, an explanatory statement in compliance with section 987 of the Companies Act 2006 and notices of the shareholder meetings (the “**Scheme Document**”), was published and posted to Wood Shareholders. The Scheme Document is available to view at, and can be downloaded from, the Company’s website at www.woodplc.com/investors/pages/sidara-proposal-2025.

On 29 October 2025, Wood announced that the Court Meeting and the General Meeting relating to the Scheme had been postponed to provide Wood Shareholders sufficient time following publication of the Audited Accounts and H1 2025 Interim Results to consider and reach a properly informed decision as to the Acquisition. The Court Meeting and the General Meeting will be held at Sir Ian Wood House, Hareness Road, Altens Industrial Estate, Aberdeen AB12 3LE at 3.00 p.m. (U.K. time) and 3.15 p.m. (U.K. time) (or as soon thereafter as the Court Meeting concludes or is adjourned) on 17 November 2025.

Please accept this email as notification that a supplementary circular to the Scheme Document was published today (the “**Supplementary Circular**”) and is available to view at, and can be downloaded from, the Company’s website at www.woodplc.com/investors/pages/sidara-proposal-2025. The Supplementary Circular contains, among other things, additional financial information relating to Wood, a revised expected timetable of principal events, notices of the postponed Court Meeting and General Meeting relating to the Scheme and details of relevant changes to information disclosed in the Scheme Document.

Following publication of the Scheme Document, participants in the Wood Share Plans were sent letters regarding the effect of the Acquisition on their rights under the Wood Share Plans and with the details of the arrangements applicable to them (the “**Non-Rule 15 Letters**”). Copies of the Non-Rule 15 Letters are available to view at, and can be downloaded from, the Company’s website at www.woodplc.com/investors/pages/sidara-proposal-2025. A summary of the effect of the Acquisition on outstanding Awards under the Wood Share Plans is also set out in section 7 of Part II (*Explanatory Statement*) of the Scheme Document. The Supplementary Circular does not change the information set out in the Non-Rule 15 Letters and the Scheme Document and participants in the Wood Share Plans should refer to the Non-Rule 15 Letters and the Scheme Document for further details on how the Acquisition will affect their rights under the Wood Share Plans and any action to be taken.

Certain other documents, announcements and information published in relation to the Acquisition can also be

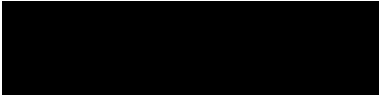
found at the same Company website address referred to above. For the avoidance of doubt, the content of the Company's website is not incorporated into, and does not form part of, this email.

Please note that this email is not a summary of the information and proposals set out in the Supplementary Circular and the Scheme Document and should not be regarded as a substitute for reading the Supplementary Circular and the Scheme Document in full.

Please be aware that addresses, electronic addresses and certain other information provided by you for the receipt of communications from Wood may be provided to Sidara during the offer period as required under Section 4 of Appendix 4 of the Code.

Thank you for taking the time to read through this email, the Supplementary Circular and the Scheme Document.

Yours faithfully,

A solid black rectangular box used to redact the signature of Catherine Liebnitz.

Catherine Liebnitz

Chief Human Resources Officer
John Wood Group PLC

Important notices

The release, publication or distribution of this communication and any accompanying documents (in whole or in part) in or into or from jurisdictions other than the United Kingdom may be restricted by the laws of those jurisdictions and therefore persons into whose possession this communication comes should inform themselves about, and observe, any such restrictions. Failure to comply with any such restrictions may constitute a violation of the securities laws of any such jurisdiction. Further details in relation to overseas shareholders of John Wood Group PLC are set out in the Scheme Document and the Supplementary Circular.

If you are in any doubt as regards the contents of this communication, you are recommended to seek your own financial advice immediately from your stockbroker, bank manager, solicitor or other independent adviser authorised under the Financial Services and Markets Act 2000 if you are in the United Kingdom, or from another appropriately authorised independent financial adviser if you are in a territory outside the United Kingdom. If you have sold or otherwise transferred all of your ordinary shares in John Wood Group PLC, please send this communication at once to the purchaser or transferee or to the stockbroker, bank or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee. If you have sold or transferred only part of your holding of ordinary shares in John Wood Group PLC, you should retain this communication and consult the bank, stockbroker or other agent through whom the sale was effected. However, this communication should not be forwarded or transmitted, in whole or in part, into any jurisdiction where to do so would constitute a violation of the relevant laws or regulations of that jurisdiction.

Responsibility statement

The directors of the Company accept responsibility for the information contained in this document relating to the Company. To the best knowledge and belief of the directors of the Company (who have taken all reasonable care to ensure that such is the case), the information contained in this communication (including any expressions of opinion) is in accordance with the facts and does not omit anything likely to affect the import of such information.

Right to request hard copies

You may request a hard copy of the Supplementary Circular or any information incorporated into the Supplementary Circular by reference to another source, free of charge, by contacting Equiniti during business hours on +44 333-207-6535 if calling from the UK (lines are open from 8.30 a.m. to 5.30 p.m., Monday to Friday (excluding public holidays in England and Wales)) or by submitting a request in writing to Equiniti at Equiniti Limited, Aspect House, Spencer Road, Lancing, West Sussex, BN99 6DA stating your name, and the address to which the hard copy should be sent.

Questions you may have

If you have any questions about the Supplementary Circular, please contact Equiniti during business hours (8.30 a.m. to 5.30 p.m.) Monday to Friday (excluding public holidays in England and Wales) on +44 333-207-6535. Please ensure the country code is used if calling from outside the U.K. Calls to this number from outside of the U.K. will be charged at applicable international rates. Different charges may apply to calls made from mobile telephones and calls may be recorded and monitored for security and training purposes. Please note that Equiniti cannot provide advice on the merits of the Scheme, nor give financial, tax, investment or legal advice.

Disclosure requirements of the Code

Under Rule 8.3(a) of the Code, any person who is interested in 1% or more of any class of relevant securities of an offeree company or of any securities exchange offeror (being any offeror other than an offeror in respect of which it has been announced that its offer is, or is likely to be, solely in cash) must make an Opening Position Disclosure following the commencement of the offer period and, if later, following the announcement in which any securities exchange offeror is first identified.

An Opening Position Disclosure must contain details of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s). An Opening Position Disclosure by a person to whom Rule 8.3(a) applies must be made by no later than 3.30 p.m. (U.K. time) on the tenth business day following the commencement of the offer period and, if appropriate, by no later than 3.30 p.m. (U.K. time) on the tenth business day following the announcement in which any securities exchange offeror is first identified. Relevant persons who deal in the relevant securities of the offeree company or of a securities exchange offeror prior to the deadline for making an Opening Position Disclosure must instead make a Dealing Disclosure.

Under Rule 8.3(b) of the Code, any person who is, or becomes, interested in 1% or more of any class of relevant securities of the offeree company or of any securities exchange offeror must make a Dealing Disclosure if the person deals in any relevant securities of the offeree company or of any securities exchange offeror. A Dealing Disclosure must contain details of the dealing concerned and of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror, save to the extent that these details have previously been disclosed under Rule 8. A Dealing Disclosure by a person to whom Rule 8.3(b) applies must be made by no later than 3.30 p.m. (U.K. time) on the business day following the date of the relevant dealing.

If two or more persons act together pursuant to an agreement or understanding, whether formal or informal, to acquire or control an interest in relevant securities of an offeree company or a securities exchange offeror, they will be deemed to be a single person for the purpose of Rule 8.3.

Opening Position Disclosures must also be made by the offeree company and by any offeror and Dealing Disclosures must also be made by the offeree company, by any offeror and by any persons acting in concert with any of them (see Rules 8.1, 8.2 and 8.4).

Details of the offeree and offeror companies in respect of whose relevant securities Opening Position Disclosures and Dealing Disclosures must be made can be found in the Disclosure Table on the Takeover Panel's website at www.thetakeoverpanel.org.uk, including details of the number of relevant securities in issue, when the offer period commenced and when any offeror was first identified. You should contact the Panel's Market Surveillance Unit on +44 (0) 207 638 0129 if you are in any doubt as to whether you are required to make an Opening Position Disclosure or a Dealing Disclosure.