

Appendix 4E

Year Ended 30 June 2025

Worley Limited
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Results for announcement to the market¹

STATUTORY RESULT

	CONSOLIDATED			
	30 JUNE 2025 \$'M	30 JUNE 2024 \$'M	CHANGE \$'M	CHANGE %
Revenue and other income	11,239	11,808	(569)	(5)
Earnings before interest, tax and amortization (EBITA) ²	823	693	130	19
Profit before income tax expense	646	500	146	29
NPATA attributable to members of Worley Limited ³	475	367	108	29
Profit after income tax expense attributable to members of Worley Limited	409	303	106	35
EBITA margin on aggregated revenue ⁴	6.8%	6.0%	-	0.8pp
EBITA margin (excl gain/loss on disposal group held for sale) on aggregated revenue	6.9%	6.0%	-	0.9pp
Operating cash flow	741	682	59	9

	CONSOLIDATED			
	30 JUNE 2025 CENTS	30 JUNE 2024 CENTS	CHANGE CENTS	CHANGE %
Basic earnings per share	77.6	57.5	20.1	35
Diluted earnings per share	77.1	56.9	20.2	36

UNDERLYING RESULT

There were no one-off items. The prior period underlying result excludes the write-off of the net exposure in relation to historic services provided in Ecuador⁵ and the associated tax impacts. These were the only items that have been excluded from the underlying result for the year ended 30 June 2024. The directors consider underlying result information important in understanding the sustainable performance of the Company by excluding selected one-off significant items and the amortization of acquired intangible assets.

	CONSOLIDATED			
	30 JUNE 2025 \$'M	30 JUNE 2024 \$'M	CHANGE \$'M	CHANGE %
Aggregated revenue	12,050	11,616	434	4
EBITA ²	823	751	72	10
EBITA margin on aggregated revenue ⁴	6.8%	6.5%	-	0.3pp
EBITA margin on aggregated revenue (excl procurement revenue at margin) ⁶	9.2%	7.9%	-	1.3pp
NPATA attributable to members of Worley Limited	475	416	59	14
Operating cash flow	741	682	59	9

	CONSOLIDATED			
	30 JUNE 2025 CENTS	30 JUNE 2024 CENTS	CHANGE CENTS	CHANGE %
Basic earnings per share ⁷	90.2	78.9	11.3	14

¹ Statutory financial information contained within the Appendix 4E has been derived from the 30 June 2025 Annual Report which has been audited by PricewaterhouseCoopers ('PWC'). However, this Appendix 4E has not been audited.

² EBITA is defined as earnings before interest, tax and amortization of intangible assets acquired through business combinations.

³ NPATA is defined as net profit after tax and before amortization of intangible assets acquired through business combinations.

⁴ Aggregated revenue is defined per "Aggregated Revenue Result" section on page 2 of Appendix 4E.

⁵ Per note 8 of the 30 June 2025 Annual Report.

⁶ The Group delivers value to customers by providing engineering and construction expertise. In delivering such services, the Group will procure goods or services and earn margin on the subsequent sale to customers. Procurement at Margin is considered a key value-added service which would not occur without the engineering or construction services. Consequently, EBITA margin on aggregated revenue (excl procurement revenue at margin) is calculated as Underlying EBITA / (Aggregated Revenue less Procurement Revenue at Margin).

⁷ Basic underlying earnings per share are calculated on NPATA basis.

RECONCILIATION OF STATUTORY PROFIT/(LOSS) AFTER INCOME TAX EXPENSE TO UNDERLYING PROFIT AFTER INCOME TAX AND BEFORE AMORTIZATION¹

	CONSOLIDATED	
	30 JUNE 2025 \$'M	30 JUNE 2024 \$'M
Profit after income tax expense attributable to members of Worley Limited	409	303
Write-off of net exposure in relation to historic services provided in Ecuador	-	58
Net tax expense on items excluded from underlying results	-	(9)
Underlying profit after income tax expense attributable to members of Worley Limited	409	352
Amortization of intangible assets acquired through business combinations	86	85
Tax effect on amortization of intangible assets acquired through business combinations	(20)	(21)
Underlying NPATA attributable to members of Worley Limited	475	416

AGGREGATED REVENUE RESULT

Aggregated revenue is defined as statutory revenue and other income plus share of revenue from associates, less procurement revenue at nil margin and interest income. The Directors of Worley Limited believe that this disclosure provides additional information in relation to the financial performance of Worley Limited Group.

	CONSOLIDATED			
	30 JUNE 2025 \$'M	30 JUNE 2024 \$'M	CHANGE \$'M	CHANGE %
Statutory revenue and other income	11,239	11,808	(569)	(5)
Add: share of revenue from associates	1,543	952	591	62
Less: procurement revenue at nil margin	(721)	(1,136)	415	(37)
Revenue excluding procurement revenue at nil margin	12,061	11,624	437	4
Less: interest income	(11)	(8)	3	38
Aggregated revenue	12,050	11,616	434	4
Less: procurement revenue at margin	(3,086)	(2,169)	(917)	42
Aggregated revenue (excluding procurement revenue at margin)	8,964	9,447	(483)	(5)

DIVIDEND

	AMOUNT PER SHARE
Interim dividend (cents per share)	25.0
Proposed final dividend (cents per share)	25.0
Record date for determining entitlement to final dividend	3 September 2025
Date dividend is to be paid	1 October 2025

The directors have resolved to pay a final dividend of 25.0 cents per fully paid ordinary share, including exchangeable shares, unfranked (2024: 25.0 cents per share, unfranked). The Company will make total dividend payments of 50.0 cents per share for the financial year ended 30 June 2025 (2024: 50.0 cents per share, unfranked).

¹ The directors consider underlying profit information important in understanding the ongoing performance of the Company by excluding selected one-off significant items and amortization of acquired intangible assets. During FY2024, the write-off of the net exposure in relation to historic services provided in Ecuador has been excluded from the underlying result.

NET ASSETS PER SHARE

	CONSOLIDATED	
	30 JUNE 2025 \$	30 JUNE 2024 \$
Net assets per share	11.00	10.42
Net tangible liabilities per share ¹	(0.58)	(0.71)

Further information on the results of operations is included in the media release and in the 2025 Annual Financial Report dated 27 August 2025 accompanying this Appendix 4E.

¹ Right of use assets recognized under AASB 16 *Leases* are included in the net tangible liabilities per share calculation as at 30 June 2025 consistent with 30 June 2024.