

26 March 2025

## ASX release

### Chief Financial Officer gives notice of retirement from Worley

**Worley Limited (ASX: WOR)** ("Worley") announces that Tiernan O'Rourke will step down as Chief Financial Officer effective 30 June 2025. Tiernan is retiring from full-time work in ASX listed companies after a long and successful career culminating in nearly four years of dedicated service to Worley. Tiernan intends to take on advisory and consulting activities in the private sector.

Worley's Chief Executive Officer, Chris Ashton, said "It's been an absolute pleasure to work alongside Tiernan since he joined the Worley team and see his decades of experience benefit the business in areas such as capital management, financial process improvements and talent development to name a few. I wish him well as he transitions away from the CFO role."

Justine Travers has been appointed to the position of Chief Financial Officer (CFO) effective 1 July 2025. Based in Australia, Justine is currently the Deputy CFO.

Justine's experience includes senior finance and operational leadership roles, with the finance leadership roles focussed on capital and financial management, strategy and policy. Prior to joining Worley, Justine worked at Newcrest Mining. Justine brings an in-depth understanding of public company reporting requirements and capital structure and has a strong understanding of the Worley business.

Tiernan will remain with Worley until 26 September 2025 to support Justine as she transitions into her new role.

Worley's Chief Executive Officer, Chris Ashton, said "I am pleased to welcome Justine as the CFO of our global organisation. She will join Worley's group executive team and I look forward to her continued contribution as we steward Worley towards delivering a more sustainable world."

Authorized for release by Nuala O'Leary, Group Company Secretary.

For further information, please contact:

**Kylie Ramsden**

Group Director Investor Relations  
Ph: +61 412 340 850  
[investor.relations@worley.com](mailto:investor.relations@worley.com)  
[www.worley.com](http://www.worley.com)

**Janelle Carrigan**

Media Relations  
Ph: +61 403 939 920  
[media.relations@worley.com](mailto:media.relations@worley.com)  
[www.worley.com](http://www.worley.com)

**About Worley:** Worley is a leading global professional services company of energy, chemicals and resources experts. We partner with customers to deliver projects and create value over the life of their assets. We're bridging two worlds, moving towards more sustainable energy sources, while helping to provide the energy, chemicals and resources needed now.

Worley Limited is headquartered in Australia and listed on the Australian Securities Exchange (ASX: WOR).