

Form 603Corporations Act 2001
Section 671B**Notice of initial substantial holder**

To Company Name/ Scheme WORLEY LIMITED

ACN/ ARSN 096 090 158

1. Details of substantial holder (1)

Name L1 Capital Pty Ltd and each of the entities set out in Annexure A

ACN/ ARSN (if applicable) L1 Capital Pty Ltd (125 378 145) and L1 Capital Strategic Equity Management Pty Ltd (648 751 928)

The holder became a substantial holder on 5/06/2025

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

| Class of securities (4) | Number of securities | Person's votes (5) | Voting power (6) |
|-------------------------|----------------------|--------------------|------------------|
| FPO | 27,261,810 | 27,261,810 | 5.15% |

*Based on issued capital of 529,105,527 shares

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

| Holder of relevant interest | Nature of relevant interest (7) | Class and number of securities |
|-----------------------------|---------------------------------|--------------------------------|
| See Annexure A | | |

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

| Holder of relevant interest | Registered Holder of securities | Person entitled to be registered as holder (8) | Class and number of securities |
|-----------------------------|---------------------------------|--|--------------------------------|
| See Annexure A | | | |

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

| Holder of relevant interest | Date of acquisition | Consideration (9) | | Class and number of securities | |
|-----------------------------|---------------------|-------------------|----------|--------------------------------|--|
| | | Cash | Non-cash | | |
| See Annexure B | | | | | |

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

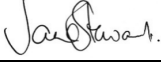
| Name and ACN/ ARSN (if applicable) | Nature of association |
|------------------------------------|-----------------------|
| N/A | |

7. Addresses

The addresses of persons named in this form are as follows:

| Name | Address |
|--|--|
| L1 Capital Pty Ltd | Level 45, 101 Collins Street, Melbourne, VIC, 3000 |
| L1 Strategic Equity Management Pty Ltd | Level 45, 101 Collins Street, Melbourne, VIC, 3000 |

Signature

Print name Jane Stewart Capacity Head of Legal & Compliance
Sign here  Date 10/06/2025

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant
- (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (7) Include details of:
 - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).
- See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
- (9) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

For personal use only

Annexure A

L1 Capital Pty Ltd (ACN 125 378 145) notice of initial substantial holding in Worley Limited
 This is Annexure "A" of 1 page referred to in the Form 603 (Notice of initial substantial holder)

Print Name

Jane Stewart

Capacity

Head of Legal & Compliance

Sign Here

Date

10/06/2025

Details of present relevant interests

| Holder of relevant interest | Registered holder of securities | Persons entitled to be a registered holder | Nature of relevant interest | Class and number of securities | |
|--|--|--|--|--------------------------------|-----|
| L1 Capital Pty Ltd | Morgan Stanley & Co. International PLC | Morgan Stanley & Co. International PLC | Power to (or to control) exercise vote and/or dispose of the securities as discretionary investment managers or advisers of superannuation funds, pooled superannuation trusts, managed investment schemes and investment management agreements. | 4,893,083 | FPO |
| L1 Capital Pty Ltd | Goldman Sachs International | Goldman Sachs International | as above | 4,575,360 | FPO |
| L1 Capital Pty Ltd | Merrill Lynch (Australia) Nominees Pty Ltd | Merrill Lynch (Australia) Nominees Pty Ltd | as above | 4,615,535 | FPO |
| L1 Capital Strategic Equity Management Pty Ltd | Citicorp Nominees Pty Ltd | Citicorp Nominees Pty Ltd | as above | 7,675,292 | FPO |
| L1 Capital Strategic Equity Management Pty Ltd | State Street Australia Limited (SSAL) | State Street Australia Limited (SSAL) | as above | 616,880 | FPO |
| L1 Capital Strategic Equity Management Pty Ltd | JPMorgan Chase Bank, N.A. | JPMorgan Chase Bank, N.A. | as above | 4,885,660 | FPO |

Annexure B

L1 Capital Pty Ltd (ACN 125 378 145) notice of initial substantial holding in Worley Limited

This is Annexure "B" of 1 page referred to in the Form 603 (Notice of initial substantial holder)

Print Name

Jane Stewart

Capacity

Head of Legal & Compliance

Sign Here**Date**

10/06/2025

Changes in relevant interests

| Date of change | Person whose relevant interest changed | Nature of change (6) | Consideration given in relation to change (7) | Class and number of securities affected | | Person's votes affected |
|----------------|--|----------------------|---|---|-----|-------------------------|
| 6/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 5,336.00 | 368 | FPO | 368 |
| 7/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 8,366.55 | 579 | FPO | 579 |
| 10/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ 179,512.35 | 12,423 | FPO | 12,423 |
| 12/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 3,304.00 | 224 | FPO | 224 |
| 17/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 19,476.40 | 1,334 | FPO | 1,334 |
| 19/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ 93,419.88 | 6,492 | FPO | 6,492 |
| 24/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 5,649.84 | 399 | FPO | 399 |
| 25/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 13,347.04 | 952 | FPO | 952 |
| 26/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 6,837.96 | 444 | FPO | 444 |
| 26/02/2025 | L1 Capital Pty Ltd | On-Market Sale | \$ 8,476,692.98 | 546,503 | FPO | 546,503 |
| 27/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ 1,731,262.41 | 111,017 | FPO | 111,017 |
| 27/02/2025 | L1 Capital Pty Ltd | On-Market Sale | \$ 5,007,639.43 | 321,010 | FPO | 321,010 |
| 28/02/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ 81,723.09 | 5,349 | FPO | 5,349 |
| 28/02/2025 | L1 Capital Pty Ltd | On-Market Sale | \$ 143,302.58 | 9,362 | FPO | 9,362 |

| | | | | | | | |
|------------|---------------------------------------|--------------------|----|--------------|---------|-----|---------|
| 3/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 80,625.60 | 5,280 | FPO | 5,280 |
| 5/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 18,914.88 | 1,292 | FPO | 1,292 |
| 7/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 86,163.44 | 6,017 | FPO | 6,017 |
| 10/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 80,723.16 | 5,598 | FPO | 5,598 |
| 14/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ | 207,012.24 | 14,436 | FPO | 14,436 |
| 17/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 244,989.00 | 16,700 | FPO | 16,700 |
| 18/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 4,887.30 | 330 | FPO | 330 |
| 20/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 3,650.50 | 245 | FPO | 245 |
| 21/03/2025 | L1 Capital Pty Ltd | On-Market Sale | \$ | 9,704,374.98 | 645,312 | FPO | 645,312 |
| 24/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 63,420.30 | 4,245 | FPO | 4,245 |
| 26/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 4,181.92 | 286 | FPO | 286 |
| 26/03/2025 | L1 Capital Pty Ltd | On-Market Sale | \$ | 998,455.20 | 68,574 | FPO | 68,574 |
| 31/03/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 75,402.00 | 5,212 | FPO | 5,212 |
| 31/03/2025 | L1 Capital Pty Ltd | On-Market Sale | \$ | 1,110,740.07 | 76,961 | FPO | 76,961 |
| 2/04/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 86,966.88 | 6,006 | FPO | 6,006 |
| 4/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Purchase | \$ | 30,210.75 | 2,315 | FPO | 2,315 |
| 7/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Purchase | \$ | 11,897.28 | 972 | FPO | 972 |
| 8/04/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 375,206.52 | 31,064 | FPO | 31,064 |
| 9/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Purchase | \$ | 75,234.96 | 6,588 | FPO | 6,588 |
| 11/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Sale | \$ | 68,329.80 | 5,916 | FPO | 5,916 |
| 14/04/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 4,070,874.82 | 340,000 | FPO | 340,000 |
| 15/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Purchase | \$ | 29,100.68 | 2,417 | FPO | 2,417 |
| 16/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Sale | \$ | 216,909.98 | 18,601 | FPO | 18,601 |
| 16/04/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 4,959,764.07 | 422,778 | FPO | 422,778 |
| 17/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Sale | \$ | 28,357.68 | 2,379 | FPO | 2,379 |
| 23/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Purchase | \$ | 1,645,239.72 | 136,161 | FPO | 136,161 |
| 23/04/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 7,219,261.30 | 600,615 | FPO | 600,615 |
| 24/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Purchase | \$ | 2,395,319.27 | 197,199 | FPO | 197,199 |
| 24/04/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 1,259,771.84 | 103,713 | FPO | 103,713 |
| 28/04/2025 | L1 Stagic Equity Management Pty Ltd | On-Market Purchase | \$ | 2,651,896.38 | 217,438 | FPO | 217,438 |

| | | | | | | | |
|------------|---------------------------------------|--------------------|----|---------------|---------|-----|---------|
| 30/04/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 5,024,541.90 | 407,302 | FPO | 407,302 |
| 2/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 3,559.68 | 288 | FPO | 288 |
| 6/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 8,049.08 | 673 | FPO | 673 |
| 7/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 61,876.75 | 5,135 | FPO | 5,135 |
| 8/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 3,022.92 | 243 | FPO | 243 |
| 13/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 9,081.91 | 697 | FPO | 697 |
| 19/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ | 60,909.38 | 4,718 | FPO | 4,718 |
| 19/05/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 679,589.89 | 52,652 | FPO | 52,652 |
| 20/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 3,781.40 | 292 | FPO | 292 |
| 21/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ | 816,164.82 | 62,113 | FPO | 62,113 |
| 23/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 5,147.10 | 399 | FPO | 399 |
| 26/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 3,424.26 | 263 | FPO | 263 |
| 27/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 1,607.04 | 124 | FPO | 124 |
| 28/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ | 582,717.90 | 44,790 | FPO | 44,790 |
| 30/05/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Sale | \$ | 1,333,207.31 | 102,437 | FPO | 102,437 |
| 30/05/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 8,612,087.10 | 662,110 | FPO | 662,110 |
| 4/06/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 10,602.90 | 810 | FPO | 810 |
| 5/06/2025 | L1 Capital Pty Ltd | On-Market Purchase | \$ | 12,060,110.32 | 920,252 | FPO | 920,252 |
| 10/06/2025 | L1 Stategic Equity Management Pty Ltd | On-Market Purchase | \$ | 4,330,183.85 | 327,513 | FPO | 327,513 |