



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer: 976 802 357
Organisasjonsform: Aksjeselskap
Foretaksnavn: WOOD GROUP NORWAY AS
Forretningsadresse: Fokserødveien 12
3241 SANDEFJORD

Regnskapsår

Årsregnskapets periode: 01.01.2023 - 31.12.2023

Konsern

Morselskap i konsern: Nei

Regnskapsregler

Regler for små foretak benyttet: Nei
Benyttet ved utarbeidelsen av årsregnskapet til selskapet: Regnskapslovens alminnelige regler

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Ellis Steven Renforth
Dato for fastsettelse av årsregnskapet: 26.06.2024

Grunnlag for avgivelse

År 2023: Årsregnskapet er elektronisk innlevert
År 2022: Tall er hentet fra elektronisk innlevert årsregnskap fra 2023

Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.

Brønnøysundregistrene, 26.06.2025



Resultatregnskap

Beløp i: NOK	Note	2023	2022
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt	2, 3	3 354 075 000	3 314 139 000
Annen driftsinntekt		4 212 000	3 944 000
Sum inntekter	2	3 358 287 000	3 318 083 000
Kostnader			
Varekostnad	3	2 381 902 000	2 459 935 000
Lønnskostnad	4, 5	726 590 000	635 363 000
Avskrivning	9, 10	18 397 000	17 761 000
Annen driftskostnad	4, 6	116 647 000	81 387 000
Sum kostnader		3 243 536 000	3 194 446 000
Driftsresultat		114 751 000	123 637 000
Finansinntekter og finanskostnader			
Renteinntekt fra foretak i samme konsern		3 807 000	343 000
Annen finansinntekt		11 378 000	3 034 000
Sum finansinntekter		15 185 000	3 377 000
Annen finanskostnad		7 838 000	4 640 000
Sum finanskostnader		7 838 000	4 640 000
Netto finans	7	16 639 000	11 660 000
Ordinært resultat før skattekostnad		131 390 000	135 297 000
Skattekostnad på ordinært resultat	8	27 647 000	16 900 000
Ordinært resultat etter skattekostnad		103 743 000	118 397 000
Årsresultat		103 743 000	118 397 000
Overføringer og disponeringer			
Ordinært utbytte	12	164 648 000	
Overføringer annen egenkapital	12	-60 905 000	118 397 000
Sum overføringer og disponeringer		103 743 000	118 397 000



Balanse

Beløp i: NOK	Note	2023	2022
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Konsesjoner, patenter, lisenser, varemerker	9	3 546 000	2 243 000
Goodwill	9	16 567 000	25 326 000
Sum immaterielle eiendeler		20 113 000	27 569 000
Varige driftsmidler			
Tomter, bygninger og annen fast eiendom	10	1 589 000	589 000
Driftsløsøre, inventar, verktøy, kontormaskiner ol	10	15 653 000	7 307 000
Sum varige driftsmidler	10	17 243 000	7 896 000
Finansielle anleggsmidler			
Investeringer i aksjer og andeler		0	0
Andre fordringer	5, 5	821 000	833 000
Sum finansielle anleggsmidler		821 000	834 000
Sum anleggsmidler		38 177 000	36 298 000
Omløpsmidler			
Varer			
Fordringer			
Kundefordringer	3, 11	492 036 000	345 726 000
Andre fordringer	3	672 932 000	531 992 000
Sum fordringer		1 164 968 000	877 718 000
Bankinnskudd, kontanter og lignende			
Sum bankinnskudd, kontanter og lignende		162 237 000	297 685 000
Sum omløpsmidler		1 327 205 000	1 175 402 000
SUM EIENDELER		1 365 381 000	1 211 700 000

BALANSE - EGENKAPITAL OG GJELD



Balanse

Beløp i: NOK	Note	2023	2022
Egenkapital			
Innskutt egenkapital			
Aksjekapital	12, 13	1 200 000	1 200 000
Overkurs	12	42 210 000	42 210 000
Sum innskutt egenkapital		43 410 000	43 410 000
Opptjent egenkapital			
Annen egenkapital	12	114 251 000	175 156 000
Sum opptjent egenkapital		114 251 000	175 156 000
Sum egenkapital		157 661 000	218 566 000
Gjeld			
Langsiktig gjeld			
Utsatt skatt	8	35 475 000	14 846 000
Sum avsetninger for forpliktelser		35 475 000	14 846 000
Annen langsiktig gjeld			
Gjeld til kredittinstitusjoner		3 168 000	0
Sum annen langsiktig gjeld		3 168 000	0
Sum langsiktig gjeld		38 643 000	14 846 000
Kortsiktig gjeld			
Leverandørgjeld	3	353 042 000	370 553 000
Betalbar skatt	8	7 018 000	0
Skyldige offentlige avgifter	14	53 671 000	46 753 000
Annen kortsiktig gjeld	3, 15	590 698 000	560 982 000
Sum kortsiktig gjeld		1 169 077 000	978 288 000
Sum gjeld		1 207 721 000	993 134 000
SUM EGENKAPITAL OG GJELD		1 365 381 000	1 211 700 000



Brønnøysundregistrene

ÅRSREGNSKAP FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

Journalnummer: 2024 595439

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Brønnøysundregistrene, 08.07.2024



Organisasjonsnr: 976 802 357
WOOD GROUP NORWAY AS

RESULTATREGNSKAP

Beløp i: NOK	Note	2023	2022
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt		3 354 075 000	3 314 139 000
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Organisasjonsnr: 976 802 357
WOOD GROUP NORWAY AS

BALANSE

Beløp i: NOK **Note** **2023** **2022**

BALANSE - EIENDELER

Anleggsmidler

Immaterielle eiendeler

Konsesjoner, patenter, lisenser, varemerker	9	3 546 000	2 243 000
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Varige driftsmidler

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Driftsløsøre, inventar, verktøy, kontormaskiner ol	10	15 653 000	7 307 000
Sum varige driftsmidler	10	17 243 000	7 896 000

Finansielle anleggsmidler

Investeringer i aksjer og andeler		0	0
Andre fordringer	5, 5	821 000	833 000
Sum finansielle anleggsmidler		821 000	834 000

Sum anleggsmidler **38 177 000** **36 298 000**

Omløpsmidler

Varer

Fordringer

Kundefordringer	3, 11	492 036 000	345 726 000
Andre fordringer	3	672 932 000	531 992 000
Sum fordringer		1 164 968 000	877 718 000

Bankinnskudd, kontanter og lignende

Sum bankinnskudd, kontanter og lignende		162 237 000	297 685 000
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Sum omløpsmidler **1 327 205 000** **1 175 402 000**

SUM EIENDELER **1 365 381 000** **1 211 700 000**

BALANSE - EGENKAPITAL OG GJELD

Egenkapital

Innskutt egenkapital

Aksjekapital	12, 13	1 200 000	1 200 000
Overkurs	12	42 210 000	42 210 000



Sum innskutt egenkapital		43 410 000	43 410 000
Opptjent egenkapital			
Annen egenkapital	12	114 251 000	175 156 000
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Gjeld			
Langsiktig gjeld			
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Sum avsetninger for forpliktelser		35 475 000	14 846 000
Annen langsiktig gjeld			
Gjeld til kredittinstitusjoner		3 168 000	0
Sum annen langsiktig gjeld		3 168 000	0
Sum langsiktig gjeld		38 643 000	14 846 000
Kortsiktig gjeld			
Leverandørgjeld	3	353 042 000	370 553 000
Betalbar skatt	8	7 018 000	0
Skyldige offentlige avgifter	14	53 671 000	46 753 000
Annen kortsiktig gjeld	3, 15	590 698 000	560 982 000
Sum kortsiktig gjeld		1 169 077 000	978 288 000
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SUM EGENKAPITAL OG GJELD		1 365 381 000	1 211 700 000



Organisasjonsnr: 976 802 357
WOOD GROUP NORWAY AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

Note
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Antall aksjer og aksjeeiere

<u>Aksjeklasse</u>	<u>Ant. aksjer</u>	<u>Pålydende</u>	<u>Bokført verdi</u>
Ordinary shares	10000000.00	0.12	1200000.00
<u>Aksjeeiere - fritekst</u>	<u>Antall</u>	<u>Eierandel</u>	<u>Aksjeklasse</u>
Wood Group Investments Limited	10000000.00	100.00%	Ordinary shares
<u>Sum</u>	<u>Sum antall</u>	<u>Sum eierandel</u>	
	10000000.00	100.00%	

The entity is part of the consolidated accounts for John Wood Group PLC, whose address is: Sir Ian Wood House, Hareness Road, Altens Industrial Estate, Aberdeen AB12 3LE, Scotland, UK. The consolidated accounts can be obtained from: www.woodplc.com

Note
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Lønn og ytelser

<u>Lønn</u>	<u>Årets</u>	<u>Fjorårets</u>
	575424803000	509323312000
	.00	.00
<u>Arbeidsgiveravgift</u>	<u>Årets</u>	<u>Fjorårets</u>
	93621380000.	78327857000.
	00	00
<u>Pensjonskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	43597980000.	35914427000.
	00	00
<u>Andre ytelser</u>	<u>Årets</u>	<u>Fjorårets</u>
	13945616000.	11797023000.
	00	00
<u>Sum lønnskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	726589779000	635362619000
	.00	.00

Ytelser til daglig leder

Note



Ytelser til andre ledende personer

<u>Ledende person</u>	<u>Lønn</u>	<u>Pensj.forpl.</u>	<u>Andre godtgj.</u>
General Manager	3335727000.0	100572000.00	68013000.00
	0		
<u>Sum ytelse andre led.pers.</u>	<u>Lønn</u>	<u>Pensj.forpl.</u>	<u>Andre godtgj.</u>
	3335727000.0	100572000.00	68013000.00
	0		

Remuneration is not paid to the Board. All directors are employed in the Group and receive remuneration in the form of regular salary. The company is not obliged to pay the CEO or chairman of the board to give special consideration upon termination or change of employment / directorship. The company has signed Wood Group Annual Bonus Plan (ABP) and Long-Term Incentive Plan (LTIP) facing Senior Vice President up to 40% (ABP) and 59% (LTIP). The company has not adopted arrangements for share-based compensation, profit sharing, option programs or special bonus program to pay the CEO or chairman of the board.

Note

Ytelser til revisjon

<u>Revisjon</u>	<u>Årets</u>	<u>Fjorårets</u>
	1539418000.0	1131215000.0
	0	0
<u>Sum godtgjørelse til revisor</u>	<u>Årets</u>	<u>Fjorårets</u>
	1539418000.0	1131215000.0
	0	0

Note

Antall årsverk i regnskapsåret

Virksomheten har hatt følgende antall årsverk:
0.00

Note

7

Konsern, tilknyttet selskap og datterselskap

Tilknyttet selskap/datterselskap

Virksomheten inngår i konsolideringen til morselskapets konsernregnsk.: Nei

Datterselskap er utelatt fra konsolideringen: Nei



Wood Group Norway AS

Annual report 2023

Board of directors' report

Annual accounts

- Income statement**
- Balance sheet**
- Cash flow statement**
- Notes**

Auditor's report



Wood Group Norway AS

Income statement

Amounts in NOK thousands

	Note	2023	2022
Revenue			
Sales revenue	2, 3	3 354 075	3 314 139
Other operating income		4 212	3 944
Total revenue	2	<u>3 358 287</u>	<u>3 318 083</u>
Operating expenses			
Cost of goods sold	3	2 381 902	2 459 934
Payroll expenses	4, 5	726 590	635 362
Depreciation and amortization	9, 10	18 397	17 761
Other operating expenses	4, 6	116 646	81 389
Total operating expenses		<u>3 243 535</u>	<u>3 194 446</u>
Operating result		<u>114 752</u>	<u>123 637</u>
Financial income and expenses			
Income from investments	7	5 394	11 992
Interest income from group companies		3 807	343
Other financial income		11 377	3 034
Net currency gain(-)/loss(+)		-3 898	-931
Other financial expenses		7 838	4 640
Net financial items		<u>16 638</u>	<u>11 660</u>
Result before tax		<u>131 390</u>	<u>135 297</u>
Tax on result	8	<u>27 647</u>	<u>16 900</u>
Net profit for the year		<u>103 743</u>	<u>118 397</u>
Allocated as follows			
Proposed dividends	12	164 648	0
Transferred to other equity	12	<u>-60 905</u>	<u>118 397</u>
Total allocations		<u>103 743</u>	<u>118 397</u>



Wood Group Norway AS

Balance sheet 31 December

Amounts in NOK thousands

	Note	2023	2022
Fixed assets			
<i>Intangible assets</i>			
Patents, licences	9	3 546	2 243
Goodwill	9	16 567	25 326
Total intangible assets		<u>20 113</u>	<u>27 569</u>
<i>Tangible assets</i>			
Land, buildings and other real property	10	1 589	589
Fixtures and fittings, tools, office machinery etc.	10	15 653	7 307
Total tangible assets	10	<u>17 243</u>	<u>7 896</u>
<i>Financial assets</i>			
Other long-term receivables	5	821	833
Total financial assets		<u>821</u>	<u>834</u>
Total fixed assets		<u>38 177</u>	<u>36 298</u>
Current assets			
<i>Receivables</i>			
Accounts receivable	3, 11	492 036	345 726
Other receivables	3	672 932	531 992
Total receivables		<u>1 164 968</u>	<u>877 718</u>
Cash and cash equivalents		<u>162 237</u>	<u>297 685</u>
Total current assets		<u>1 327 205</u>	<u>1 175 402</u>
Total assets		<u>1 365 381</u>	<u>1 211 700</u>



Wood Group Norway AS

Balance sheet 31 December

Amounts in NOK thousands

	Note	2023	2022
Equity			
<i>Paid-in capital</i>			
Share capital	12, 13	1 200	1 200
Share premium	12	42 210	42 210
Total paid-in capital		<u>43 410</u>	<u>43 410</u>
<i>Retained earnings</i>			
Other equity	12	114 251	175 156
Total retained earnings		<u>114 251</u>	<u>175 156</u>
Total equity		<u>157 661</u>	<u>218 566</u>
Liabilities			
<i>Provisions</i>			
Deferred tax liability	8	35 475	14 846
Total provisions		<u>35 475</u>	<u>14 846</u>
<i>Other long-term liabilities</i>			
Liabilities to financial institutions		3 168	0
Total other long term liabilities		<u>3 168</u>	<u>0</u>
<i>Current liabilities</i>			
Accounts payable	3	353 042	370 553
Tax payable	8	7 018	0
Public duties payable	14	53 671	46 753
Other short-term liabilities	15	590 698	560 982
Dividends		164 648	0
Total current liabilities		<u>1 169 077</u>	<u>978 288</u>
Total liabilities		<u>1 207 721</u>	<u>993 134</u>
Total equity and liabilities		<u>1 365 381</u>	<u>1 211 700</u>



Wood Group Norway AS

Balance sheet 31 December

Amounts in NOK thousands

Note

2023

2022

31 December 2023
Sandefjord, 26 June 2024

Ellis Steven Renforth

Chairman

Henrik Melsom
General Manager /Board
Member

Andrew James Findlay

Board Member

Mari Kristin Stenvik Kruge
Board Member

Simon Simonsen
Board Member

Henning Halvorsen
Board Member

Elise Young Donald
Board Member

~~Andrew James Findlay
Board Member~~



Wood Group Norway AS

Balance sheet 31 December


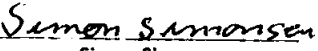

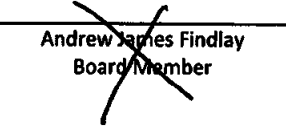
Amounts in NOK thousands

Note

2023

2022

31 December 2023
Sandefjord, 26 June 2024

<hr/> Ellis Steven Renforth Chairman	 Henrik Melsom General Manager / Board Member	<hr/> Andrew James Findlay Board Member
<hr/> Mari Kristin Stenvik Kruge Board Member	 Simon Simonsen Board Member	 Henning Halvorsen Board Member
<hr/> Elise Young Donald Board Member	 Andrew James Findlay Board Member	



Wood Group Norway AS

Balance sheet 31 December

Amounts in NOK thousands

Note

2023

2022

31 December 2023
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Chairman

Mari Kristin Stenvik Kruge
Board Member

Henrik Melsom
General Manager /Board
Member

Simon Simonsen
Board Member

Andrew James Findlay

Board Member

Henning Halvorsen
Board Member

Elise Young Donald
Board Member

~~Andrew James Findlay~~
Board Member



Wood Group Norway AS

Cash flow statement

Amounts in NOK thousands	Note	2023	2022
Cash flow from operating activities			
Result before tax		131 390	135 297
Depreciation and amortization	9, 10	18 397	17 761
Income from investment	7	-5 394	-11 992
Gain of fixed assets	9	0	-147
Changes in pension scheme		13	321
Changes in inventories, accounts receivable and accounts payable		-143 233	-105 966
Changes in other current balance sheet items		73 588	120 159
Net cash flow from operating activities		<u>74 761</u>	<u>155 433</u>
Cash flow from investing activities			
Purchase of fixed assets	9, 10	-20 288	-10 032
Repayment of capital from subsidiary	7	5 394	11 992
Change in deposit in group company		-144 036	-16 720
Net cash flow from investing activities		<u>-158 930</u>	<u>-14 760</u>
Cash flow from financing activities			
Proceeds from issuance of short-term debt		-54 447	108 130
Change in short-term debt		3 168	0
Net cash flow from financing activities		<u>-51 278</u>	<u>108 130</u>
Net change in cash and cash equivalents		-135 448	248 803
Cash and cash equivalents as of 01.01		<u>297 685</u>	<u>48 882</u>
Cash and cash equivalents as of 31.12		<u>162 237</u>	<u>297 685</u>



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note - 1 Accounting Principles

The annual report is prepared according to the Norwegian Accounting Act 1998 and generally accepted accounting principles.

The company does not prepare its own consolidated accounts. The company is included in the consolidated financial statements of John Wood Group PLC, UK. The consolidated financial statements can be downloaded at www.woodplc.com.

Subsidiaries

Subsidiaries are valued at cost in the company accounts. The investment is valued at acquisition cost for the shares unless write-down has been necessary. It is written down to fair value when the impairment is not believed to be temporary and it is deemed necessary under the generally accepted accounting principles. Impairments are reversed when the loss no longer exists.

If dividend / group contribution exceeds withheld profits after acquisition, the excess represents repayment of invested capital, and the distributions are deducted from the investment value in the balance sheet of the parent company.

Sales revenue

Wood Norway's revenue is generated from manhour- and norm-based contracts within the oil and gas industry, process and petrochemical industry and renewable energy sector. Contracts typically consist of studies, engineering, procurement, construction, and installation services both onshore and offshore.

Time and material method

Sales revenues are recognized at the time of realisation of hours and goods delivered to the client based on approved client contracts, change orders and incentive schemes. This is reflecting the transfer of ownership and control of the services, equipment, and material to the client. This method is normally used for contracts with less firm scope of work.

Construction contracts

The company has some construction contracts. These are contracts where the scope of work is firm and normally last two to three years. These contracts could be fixed price, reimbursable, norm based or a combination. The contracts are treated in accordance with the percentage of completion method. Recognition of profit is made in line with the progress of the contract. The progress is measured according to physical progress on documents, milestones, and installation of components. Where the actual cost is less than the progress-based cost, accruals are accounted for. Contract revenues are agreed. Total anticipated production costs are based on calculated rates for personnel, estimation procedures, monitoring of efficiency and best judgment based on historical experience from similar projects.

Payments on account and advances received from customers in connection with a project are presented as advanced payments from customers.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Balance sheet classification

Net current assets comprise creditors due within one year, and entries related to goods circulation. Other entries are classified as fixed assets and/or long-term creditors.

Current assets are valued at the lower of acquisition cost and fair value. Short-term creditors are recognized at nominal value.

Fixed assets are valued by the cost of acquisition, in the case of non incidental reduction in value the asset will be written down to the fair value amount. Long-term creditors are recognized at nominal value.

Accounts receivable and other receivables

Accounts receivable and other current receivables are recorded in the balance sheet at nominal value less provisions for doubtful debts. Provisions for doubtful debts are calculated on the basis of individual assessments. In addition, for the remainder of accounts receivables outstanding balances, a general provision is carried out based on expected loss.

Foreign currency translation

Transactions in foreign currencies are translated at the exchange rate on the transaction date. Monetary items in foreign currencies are translated into Norwegian kroner at the balance sheet date. Currency fluctuations are recorded in the accounting period.

Property, plant and equipment

Property, plant and equipment is capitalized and depreciated over the estimated useful economic life. Direct maintenance costs are expensed as incurred, whereas improvements and upgrading are assigned to the acquisition cost and depreciated along with the asset. If carrying value of a non current asset exceeds the estimated recoverable amount, the asset is written down to the recoverable amount. The recoverable amount is the greater of the net selling price and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value.

Operating leases

Leases are classified as operating leases where all the substantial risks and rewards associated with ownership of the assets revert to the lessor. Lease payments are classified as operating costs and recognized over the contract period.

Intangible assets

Intangible assets are recognized when it is probable that the expected future economic benefits attributable to the asset will flow to the company; and its cost can be measured reliably.

The company's intangible assets have limited useful life and are carried at cost less accumulated depreciation. Depreciation is calculated on a straight line basis over the estimated useful life. The depreciation period and method are assessed annually.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Pensions

The company has various pension schemes. The company has both defined contribution plans and defined benefit plans.

Defined pension contribution plans

The Company is obligated to follow the Act on mandatory occupational pensions (OTP) for its employees. The company has introduced defined contribution plans that are consistent with this Act. For defined contribution plans, contributions are paid to pension schemes. Once the contributions are paid, there are no further payment obligations. Contributions to defined contribution plans are charged to the income statement for the period in which the contributions relate. The contribution is recognized as payroll expenses. Prepaid contributions are reflected as an asset (pension fund) to the degree the contribution can be refunded or will reduce future payments.

Defined pension benefit plans

The company recognize pension liability in accordance with NRS 6 for the defined plan for one employee. Pension costs and pension liabilities are estimated on the basis of linear earnings and future salary. The calculation is based on assumptions of discount rate, future wage adjustments, pension and other payments from the national insurance fund, future return on pension funds and actuarial assumptions for deaths, voluntary resignation etc. Pension funds are valued at fair value and deducted from net pension liabilities in the balance sheet. Changes in the pension obligations due to changes in pension plans are recognized over the estimated average remaining service period. When the accumulated effect of changes in estimates, changes in assumptions and deviations from actuarial assumptions exceed 10 percent of the higher of pension obligations and pension plan assets, the excess amount is recognized over the estimated average remaining service periode.

Defined pension benefit plans entitled to AFP

All employees are covered by LO / NHO scheme and therefore entitled to AFP from the age of 62 years. The pension scheme is financed entirely by current contributions. These grants are recognized immediately as there are no calculations that show whether the scheme as a whole is over- or under-funded per date.

Income tax

Tax expenses in the profit and loss account comprise both tax payable for the accounting period and changes in deferred tax. Deferred tax is calculated at 22 percent on the basis of existing temporary differences between accounting profit and taxable profit together with tax deductible deficits at the year end. Temporary differences both positive and negative, are balance out within the same period. Deferred tax assets are recorded in the balance sheet to the extent it is more likely than not that the tax assets will be utilized.

Cash flow statement

The cash flow statement is presented using the indirect method. Cash and cash equivalents includes cash, bank deposits and other short-term highly liquid placement with original maturities of three months or less.

Use of estimates

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts in the profit and loss statement, the measurement of assets and liabilities and the disclosure of contingent assets and liabilities on the balance sheet date. Actual results can differ from these estimates.

Contingent losses that are probable and quantifiable is expenced as occurred.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 2 - Sales revenue

Amounts in NOK thousands

	2023	2022
<i>Geographical distribution</i>		
Norway	3 218 612	3 291 174
Other countries	139 675	26 909
Total sales revenue	<u>3 358 287</u>	<u>3 318 083</u>

Note 3 - Intercompany balances with group and associated companies

Amounts in NOK thousands

	2023	2022
<i>Receivables</i>		
Accounts receivable Wood Group UK Ltd (E469)	13 334	427
Accounts receivable Wood Group PSN	181	271
Accounts receivable Wood Group USA, Inc	125	0
Accounts receivable Wood Group Kenny Ltd Abu Dhabi	0	76
Accounts receivable Wood Group UK Ltd, Capital Projects	46	0
Other receivables John Wood Group	630 608	486 572
Accounts receivable Wood Group PSN Emirates	26 640	0
Accounts receivable Wood Group PSN Azerbaijan	534	0
Accounts receivable Wood Group E&IS GmbH	112	0
Revaluation of IC Receivables (gl1598)	-566	0
Total intercompany receivables	<u>671 015</u>	<u>487 345</u>
<i>Payables</i>		
Accounts payable - Amec	42 579	1 382
Accounts payable Mustang Engineering Ltd.	0	98
Accounts payable John Wood Group PLC	-2 930	810
Accounts payable Grenland Group China	77	77
Accounts payable Wood Group PSN	22 205	16 082
Accounts payable Wood Group UK Ltd	56 491	6 282
Revaluation of IC Payables (gl2498)	-3 747	-96
Accounts payable Wood Group Kenny Ireland Ltd	0	21
Accounts payable Wood Italiana S.r.l	50	225
Accounts payable Wood Group UK Ltd, Capital Projects	547	177
Accounts payable Wood Group, Australia	995	148
Accounts payable Wood Group France SAS	3	101
Total intercompany payables	<u>116 268</u>	<u>25 306</u>



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Sales

Wood Group Kenny Ireland Ltd	114	153
PSN Sakhalin	0	387
Mustang Engineering Ltd.	-24	-1
Wood Group PSN	595	4 270
Wood Group USA, Inc	12 834	7 830
Wood Group Kenny Ltd Abu Dhabi	6	37
Wood Group UK Ltd, Capital Projects	208	0
Wood Group UK Ltd	75 488	23
Amec International Limited	138	0
Wood Group Canada Inc	0	20
Wood E&IS GmbH	104	0
Wood Engineering, Doha	717	1 063
Wood Group PSN Azerbaijan	558	0
Total intercompany sales	<u>90 737</u>	<u>13 781</u>

Cost of goods sold

Mustang Engineering Ltd.	508	98
Wood Group France SAS	1 378	153
Wood Group USA Inc - STS	741	125
Wood Group UK Ltd	43 530	33 116
AMEC Foster Wheeler India Private Ltd	28 344	11 266
Wood Group PSN	85 504	61 438
Wood Group Kenny UK Ltd	8	0
Wood Group UK Ltd, Capital Projects	1 582	15 932
Wood Italiana S.r.l	5 002	731
Wood Group Kenny Ireland Ltd	951	1 566
Wood Group Kenny Sdh Bhd	0	199
Wood Australia Pty Ltd	2 682	215
Total intercompany cost of sales	<u>170 229</u>	<u>124 839</u>

Dividend

Proposed dividends	164 648	0
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Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 4 - Payroll expenses, number of employees, loans to employees and auditor's fee

Amounts in NOK thousands

<i>Payroll expenses</i>	2023	2022
Salaries	575 425	509 323
Payroll tax	93 621	78 328
Pension costs	43 598	35 914
Other payments	13 946	11 797
Total payroll expenses	<u>726 590</u>	<u>635 363</u>

Average number of full-time equivalents	649	577
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Management remuneration 2023

	Salary	Pension expenses	Other remuneration
General Manager	3 336	101	68

Remuneration is not paid to the Board. All directors are employed in the Group and receive remuneration in the form of regular salary. The company is not obliged to pay the CEO or chairman of the board to give special consideration upon termination or change of employment / directorship. The company has signed Wood Group Annual Bonus Plan (ABP) and Long-Term Incentive Plan (LTIP) facing Senior Vice President up to 40% (ABP) and 59% (LTIP). The company has not adopted arrangements for share-based compensation, profit sharing, option programs or special bonus program to pay the CEO or chairman of the board.

<i>Auditor fee has been divided as follows</i>	2023	2022
Audit fee	<u>1 539</u>	<u>1 131</u>
Total	<u>1 539</u>	<u>1 131</u>

VAT is not included in the auditor fees.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 5 - Pensions

Amounts in NOK thousands

The AFP pension scheme is not an early retirement scheme, but a scheme that provides a lifelong supplement to the ordinary pension. The employees can choose to join the new pension scheme from the age of 62, also in addition to continue to work, and it provides additional earnings from work up to 67 years. All employees are covered by the scheme. The pension scheme is a defined benefit multi-employer pension plan, funded through premiums determined as a percentage of salary. Currently, there is no reliable measurement and allocation of liabilities and assets in the scheme. The accounting scheme is treated as a defined contribution plan with premium payments expensed as incurred and no provisions are made in the accounts.

Mandatory occupational pension scheme(OTP)

The company is required to have an occupational pension scheme in accordance with the Norwegian law on required occupational pension (lov om obligatorisk tjenestepensjon). The company's pension schemes meets the requirements of that law.

Pension premium below includes both occupational pension and defined benefit pension. The defined benefit pension originate from Wood Group Kenny AS and includes 1 individual. This pension scheme gives the right to define future benefits.

	2023	2022
Pension cost AFP	9 557	8 030
Pension premium	<u>34 041</u>	<u>27 884</u>
Net benefit obligations	<u>43 598</u>	<u>35 914</u>
	2023	2022
Estimated pension obligation	4 218	6 832
Plan assets end of year	<u>-4 301</u>	<u>-6 357</u>
Net estimated pension obligation	-83	475
Unrecognized effects of estimate deviations	<u>-738</u>	<u>-1 309</u>
Net benefit obligations	<u>-821</u>	<u>-833</u>
<i>Principal assumptions:</i>	2023	2022
Discount rate	3,70%	3,00%
Expected compensation increase	3,75%	3,50%
Annual pension payment increase	3,50%	3,25%
Annual National Insurance Base Amount increase	3,50%	3,25%
Expected return on pension plan assets	5,40%	4,70%

The actuarial assumptions are based on assumptions of demographic factors normally used within the insurance industry.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 6 - Leasing contracts

Amounts in NOK thousands

	2023	2022
<i>Main leasing agreements</i>		
Rent housing	33 103	27 760
Rent vehicles	74	43
Rent office machinery and other equipment	794	889
Total	<u>33 971</u>	<u>28 692</u>

Location	Yearly rent cost	Expiry date	Option
Oslo	2 811	30.11.2028	1+1+1 years
Bergen	3 894	30.07.2027	30.07.27
Sandefjord - Torp	100	31.05.2025	12 months notice
Sandefjord - Fokserødveien	20 098	01.12.2024	5+5 years
Herøya	560	30.04.2024	3 months notice
Sola - Kanalsletta	5 995	01.07.2026	1 year

Note 7 - Income from investment

Amounts in NOK thousands

Repayment of capital from Grenland Group (China) Ltd of NOK 5 394 in connection with termination of the company in 2022. The shares has previously been written down in the accounts.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 8 - Income taxes

Amounts in NOK thousands

<i>Income tax expenses</i>	2023	2022
Tax payable	7 018	0
Change in deferred tax	20 629	16 900
Total income tax expense	<u>27 647</u>	<u>16 900</u>
<i>Tax base estimation</i>	2023	2022
Result before tax	131 390	135 297
Permanent differences	4 032	-2 850
Change in temporary differences	<u>-61 483</u>	<u>-57 543</u>
General income	73 939	74 904
Limitation of deduction for interest between related parties (Utilization of) loss carried forward	<u>-9 754</u> <u>-32 284</u>	<u>-214</u> <u>-74 690</u>
Tax base	<u>31 901</u>	<u>0</u>
Tax payable in balance sheet	7 018	0
<i>Temporary differences outlined</i>	2023	2022
Fixed assets	4 745	1 601
Construction contracts	156 619	97 892
Receivables	-338	-338
Net pension obligation	821	833
Other temporary differences	<u>-596</u>	<u>-220</u>
Total temporary differences	<u>161 251</u>	<u>99 768</u>
Accumulated loss carried forward	0	-32 284
Interest deductibility carry forward	<u>-187 982</u>	<u>-197 735</u>
Net temporary differences	<u>-26 731</u>	<u>-130 252</u>
Deferred income tax asset (22%)	-5 881	-28 655
Deferred income tax asset not recognized	41 356	43 502
Recognized deferred tax liability/(-asset) (22%)	<u>35 475</u>	<u>14 846</u>



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

<i>Effective tax rate</i>	2023
Expected income taxes, statutory tax rate 22%	28 906
Change in deferred tax asset not recognized	-2 146
Permanent differences (22%)	<u>887</u>
Income tax expense	<u>27 647</u>
Effective tax rate *)	21 %

*) Tax expense divided by pre-tax income

The Company has a tax benefit of NOK 41 356 that is not recognized in the balance sheet. The Company has a history of interest expense carried forward and there is limited evidence that the tax benefit will be fully utilized in the future.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 9 - Intangible assets

Amounts in NOK thousands

	Software	Goodwill	Total
Acquisition cost at 01.01.	24 432	87 587	112 019
Additions	9 460	0	9 460
Disposals	-14 973	0	-14 973
Acquisition cost 31.12.	18 919	87 587	106 506
Acc.amortization at 31.12.	-15 373	-71 020	-86 393
Net carrying amount at 31.12.	3 546	16 567	20 113
Amortization for the year	8 157	8 759	16 915
Useful economic life	3-5 years	10 years	
Amortization plan	Linear	Linear	

Goodwill is amortized on a linear basis over the expected economic life of 10 years, based on the period the effects of synergies achieved through the acquisitions are expected to be realized.

Note 10 - Tangible assets

Amounts in NOK thousands

	Art	Land, buildings and other property	Machinery and plant etc	Small tools and inventory	Total
Acquisition cost 01.01.	407	4 371	26 228	5 364	36 368
Additions	0	1 307	9 027	495	10 828
Acquisition cost 31.12.	407	5 678	35 254	5 858	47 197
Acc.depreciation 31.12.	0	-4 088	-25 866	0	-29 954
Net carrying amount at 31.12.	407	1 589	9 389	5 858	17 243
Depreciation for the year	0	307	1 175	0	1 482
Useful economic life		5-10 years	5-10 years		
Depreciation plan	Linear	Linear	Linear	Linear	

Inventory of small tools are classified as small assets.

The company has fixed assets consisting of various tools used in connection with the company's production. These shall consist of tools with a cost of less than NOK 15,000 and lifetime of 2 years. The cost price is distributed over 2 years as consumptions in tools, and changes in book value are included as net addition/disposal in the fixed asset note.



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 11 - Long-term construction contracts

Amounts in NOK thousands

	2023	2022
<i>Specification of projects in process</i>		
Total recognized revenue	3 264 163	2 227 089
Total remaining contract value	26 092	763 789
Total value of contracts	<u>3 290 255</u>	<u>2 990 878</u>
Income from ongoing projects 31.12.	3 264 163	2 227 089
Costs of current projects pr. 31.12.	<u>-3 107 544</u>	<u>-2 129 198</u>
Results from projects 31.12.	<u>156 619</u>	<u>97 892</u>

Note 12 - Equity

Amounts in NOK thousands

	Share capital	Share premium	Other equity	Total
Equity 01.01.	1 200	42 210	175 156	218 566
Net profit for the year	0	0	103 743	103 743
Proposed dividend	0	0	-164 648	-164 648
Equity 31.12.	<u>1 200</u>	<u>42 210</u>	<u>114 251</u>	<u>157 661</u>

Note 13 - Share capital and shareholder information

Amounts in NOK thousands

Share capital:

	Number of shares	Face value	Book value
Ordinary shares	10 000 000	0,12	1 200

Shareholders per 31.12:

	Ordinary shares	Ownership share	Voting rights
Wood Group Investments Limited	10 000 000	100 %	100 %

The entity is part of the consolidated accounts for John Wood Group PLC, whose address is:
Sir Ian Wood House, Hareness Road, Altens Industrial Estate,
Aberdeen AB12 3LE, Scotland, UK.

The consolidated accounts can be obtained from: www.woodplc.com



Wood Group Norway AS

Notes to the accounts for 2023

Amounts in NOK thousands

Note 14 - Bank guarantees

Amounts in NOK thousands

<i>The Company has the following warranties and guarantees:</i>	2023	2022
Bank guarantees related to projects	189 369	194 224
Bank guarantees related to rent	28 648	22 062
Bank guarantees related to tax withholding, SEB	38 000	28 000

Note 15 - BNP Receivable financing

Amounts in NOK thousands

The company has a receivable financing facility via BNP, the amount as pr 31.12.2023 is NOK 196 347, reported as other short-term liabilities.



WOOD GROUP NORWAY AS

ANNUAL REPORT 2023

Business Operations and Locations

Wood Group Norway AS (WGN) is a technical services provider with head office in Sandefjord, with branches in Oslo, Stavanger, and Bergen. The company is a wholly owned subsidiary of Wood Group Investments Limited. The directors regard John Wood Group PLC, a company registered in Scotland, as the ultimate parent company.

Company activity is oriented towards engineering, construction and modification of floating marine units, fixed installations, offshore, early-phase and concept studies, onshore process industry and renewable energy. The company offers EPCI deliveries with special requirements to engineering competencies, project management and procurement. Fabrication is performed by use of sub-suppliers/partners.

Financial statements 2023

The company's revenue was NOK 3 358.3 million in 2023, compared with NOK 3 318.1 million the previous year. Operating result was NOK 114.8 million in 2023, compared with NOK 123.6 million in 2022. Net Profit for 2023 was NOK 103.7 million. The continued high revenue is mainly related to the ongoing Breidablikk EPCI, KMU EPCI, Tjeldbergodden EPCI projects. In addition, The VEM contract is continuing at a high level. The Operating result at a stable level compared to 2022 is a consequence of the aforementioned projects.

On the asset side of the balance sheet, there was given a short-term intercompany loan of NOK 630,1 million to John Wood plc which increased other receivables. The transaction hence reduced the Cash and bank deposit. The large EPCI projects in the closing stages with high proportion of procurement has reduced the accounts payable on the balance sheet.

At the end of 2023, the company has an equity amounted to NOK 157.7 million. There has been proposed a dividend of NOK 164,6 million. The profit for the year will be paid out as dividend. The remaining dividend amount is taken from other equity. Cash flow from operating activities was positive in 2023 with NOK 74.8 million, compared with NOK 155.4 million in 2022. Cash reserves at the end of the year were NOK 162.2 million.



The deviation in cash flow from operating activities is normal fluctuations in the large projects. There are good cash management in projects meaning low time to bill.

The Board of Directors considers the submitted financial statements and balance sheet including accompanying notes as adequate information about the company's operation and situation at year end.

Financial risk

Market risk:

The company is exposed to changes in the oil and gas prices. Since most of the sales are delivered to end clients operating in Norway (mainland and Norwegian continental shelf), the company is sensitive to changes in the investment level on the Norwegian continental shelf.

The company has many ongoing projects. These projects vary in size and are in different phases of execution. The number of ongoing projects has stabilized from prior years due to current Oil and Gas market conditions. It is expected that projects will continue at a high level under the current market conditions. The company's projects have limited exposure to changes in the foreign exchange rates. The company's strategy is to secure all essential foreign exchange exposure through forward contracts.

Credit risk:

The company has well established client relations with large, reputable companies. There have been only insignificant losses on trade receivables in the company's history. The board has ruled that a bank guarantee must be provided if there is uncertainty regarding a client's creditworthiness.

Liquidity/interest risk:

The Board considered the liquidity as satisfactory. In addition, the liquidity risk is satisfactory covered by the Group Bank Account Scheme. The liquidity may vary as client payments are not always effectuated at the same time as payment for purchased goods and services. The group's finances have floating rates.

Covid-19

General:

The global Covid-19 outbreak in Q1 2020 caused global disruption with negative consequences on health, businesses, and the global economy in general. At the time of the outbreak, it was difficult to foresee the full consequences. Upon the virus outbreak in Norway March 2020, and the subsequent restrictions imposed by the Norwegian Government, there were some immediate impacts on the business.



Onshore employees had to work from home. Clients shut down the normal maintenance and modifications offshore work, resulting in offshore employees were sent onshore.

The Company's IT infrastructure is good, and employees were up and running from day one on home office. Onshore employees have been able to perform their work from home, and there are no signs of a drop in productivity through 2023. Offshore employees have been able to perform the work as planned during 2023 as the Covid restrictions has been eased. The activity level has continued at a normal level during 2023. Wood Group Norway AS has had measures to limit the spread of the virus on all locations and minimize the risk of operational disruption. The financial impact has, despite the Covid-19, been limited. During 2023 the situation has been normalised to a pre covid level.

Market risk:

On the outbreak of Covid-19 pandemic in combination with the low oil price the market volatility increased. Consequently, expected offshore project sanctioning were delayed. To boost the investment rate, the Norwegian Government introduced new tax measures to oil companies to give incentives for new investments on the Norwegian continental shelf.

As part of these measures, Wood Group Norway AS (WGN) were awarded the Breidablikk EPCI project by Equinor in September 2020. The volume in the MMO segment have been upheld. WGN were also awarded the Kollsnes KMU project in Q4 2020. The market has further increased in 2023 and there is high demand for our services.

Credit risk:

Most clients are highly rated oil companies and companies within the petrochemical industry, where the credit risk is considered limited. The company have not experienced any major delays in payments from Clients during 2023 despite the Covid-19 outbreak. Credit risk assessments on Clients are performed and monitored closely.

Working Environment, Personnel, Equality, and Diversity

The working environment in the company is considered as satisfactory. The total sick leave in 2023 was 4.6 %, compared to 4.7 % in 2022. The company had no lost time injury in 2023 that resulted in sick leave.

At year end, the company employed 676 people, of which 177 were women. Gender equality is a priority, and the company will strive to increase the proportion of women. The company has an integrated philosophy that aims that there shall be no diversity based on gender in matters of equal pay for equal work, recruitment, and promotion.



The company works actively, purposefully, and systematically to prevent discrimination based on ethnicity, national origin, ancestry, color, language, religion, sexual orientation, or disability. The activities include recruitment, wages and working conditions, promotion, development, and protection against harassment.

Statement of gender equality	
Gender balance in the company	Number of women 177 Number of men 499
Proportion of women and men temporarily employed.	Number of women 1 Number of men 0

Salary differences between women and men in NOK in total - average gross annual salary.

From 2021-2023 there has been a salary development for women from 88% to 94% of the average salary for men.

Women	NOK 774 121(94%)
Men	NOK 819 862(100%)



Salary differences between women and men at different position levels/groups:

Level	Group	Number of women	Average salary women	Number of men	Average salary men	Note
1	Craft Certificate	2	638 096	97	646 207	Offshore operators and foremen
1.1	Operator	10	548 102	4	537 557	CAD
2	Staff	52	698 480	29	802 756	
3	Engineers	95	819 939	345	868 111	
4	Managers	10	1 025 968	22	1 049 995	
5	Top Management	3	1 555 756	7	1 822 631	

Wood's objective for 2030 is 40% women in senior management positions.

Wood represents a great diversity of people worldwide. Wood in Norway reflects the same diversity by employing in total 36 nationalities including all continents, which represents 17% of our employees.

Reporting of the activity duty:

Wood in Norway works in several arenas to actively promote equality and diversity and prevent discrimination. By involving the management, employees' representatives, safety delegates and other resources, we have systems for investigating whether there is a risk for discrimination or other obstacles to equality. This is addressed for example in monthly meetings between the management and employees' representatives (IDF - Informasjon, Drøfting og Forhandling – Information, Discussion and Negotiation), in quarterly meetings between the management and safety delegates/safety delegate organisation (AMU – Working Environment Committees), and in the annual working environment survey, where both the employees' representatives and safety delegates are included in the finishing process, and finally, in employee surveys where relevant topics are presented. Diversity and inclusion with themes such as, equal rights, belonging, experienced discrimination and correct handling by the employer is a strategic area for Wood to secure culture of diversity.

Wood in Norway has two networks as relevant measures to counteract discrimination and contribute to increased equality and diversity in the company: Kvinner til ledelse



(Women for Management), and Nettverk for nyutdannede (Network for Graduates). Network meetings are held every quarter with attendance across functions and locations.

Moreover, the focus on promoting equality and preventing discrimination at Wood is reflected by competence-enhancing measures, such as webinars and networks. In addition, campaigns are rolled out highlighting various themes, such as Pride and various religious holidays.

Social events, activities through the company sports team as well as the marking of various religious holidays help to create common areas and prevent alienation.

The activity duty at Wood is further ensured by several national and global policies, guidelines, and routines, e.g., Seniors' policy, Salary policy, appraisal interviews, Code of Conduct, speak up helpline, and Diversity & Inclusion embracing gender, ethnicity, religion and beliefs, sexual orientation, disability, and life phase (herein flexible working hours).

Normally, participants in the various processes will be involved in evaluating measures and implementation.

The company is certified in accordance with ISO 9001:2015, ISO 14001, and ISO 45001:2018. The purpose of ISO 45001:2018 is to provide a tool to the organisation for managing the work environment and contributing to reach the goals set for the working environment and the finances.

There is regular monitoring of the physical environment - including ergonomics, indoor air quality, work lights, noise, etc. In addition to the ongoing prevention work in these areas, targeted campaigns are also conducted periodically. A healthy lifestyle is encouraged through healthy food in canteen, access to fresh fruits and encouragement of physical activity.

External environment, Business Sustainability and Assurance

The company's activities do not directly pollute the environment through delivery of engineering services.

At Wood, we recognise that achieving a sustainable future is one of the biggest challenges facing our generation.

The systemic change needed to turn the tide on sustainable development will require alignment and unprecedented levels of collaboration between all stakeholders,



including government, investors, society, our employees, the business community, and indeed the communities where we live and work.

We strive for an entire organisation engaged in maintaining and strengthening Wood's position as a sustainable organisation, attaining ambitious sustainability goals as well as helping to deliver the sustainability solutions that the world needs. Supporting the energy transition, we strive to create a more resilient, sustainable, liveable world. We are committed to doing what we can to help address climate change and supporting our clients in reaching their own sustainability ambitions.

Wood is a member of the United Nation's Global Compact supporting the ten principles of the Global Compact on human rights, labour, environment, and anti-corruption. In 2023, John Wood Group PLC received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.

More information on our sustainability work is available on our sustainability website <https://www.woodplc.com/sustainability>

We aim to reduce our carbon emissions by 40% by 2030 on our journey to "net zero". We are utilizing electrical vehicles only from 2022 and aim to be single use plastic free by 2025.

Complying with the Transparency act:

Wood is committed to operating with ethics and integrity in all that we do. Regardless of business or location, we all are responsible for maintaining compliance with our Code and Wood policies and procedures. In this Code, "we" or "our" refers to employees, including short-term workers and consultants working within Wood, officers, and directors. We also expect our business partners, such as agents, suppliers, contractors, intermediaries, representatives, and joint venture partners, to follow the principles set out in this Code and our Supply Chain Code of Conduct, and to share our commitment to our values.

Respecting human rights is fundamental to the sustainability of our business. Wood's approach to human rights is aligned to the UN Declaration of Human Rights, the UN Guiding principles on Business, Human Rights and the UN Global Compact Principles and Voluntary Principles on Security and Human Rights. We are committed to operating our business in a transparent manner that aligns to global standards on human rights issues and the expectations of governments, investors, and civil society.

Wood publishes an annual statement on modern slavery, which complies with the Modern Slavery Act 2015 (UK) and the Australian Modern Slavery Act 2018. Aligned to



our approach to respect human rights, the annual review of our modern slavery statement forms the basis of our annual assessment of human rights risks and provides a transparent overview of how we assess, manage, and mitigate the risk of modern slavery and human trafficking across our business. Our annual modern slavery statement details our performance and efforts to build capacity on human rights issues, to help protect against our involvement in modern slavery. Read more in our Modern slavery and human trafficking statement 2023.

Related Wood links:

- Human Rights Policy:
https://www.woodplc.com/_data/assets/pdf_file/0025/135565/HRM-POL-100016-external.pdf
- Code of Conduct:
https://www.woodplc.com/_data/assets/pdf_file/0030/48918/COP-PLD-100008.pdf
- Modern Slavery and Human trafficking Statement 2023
https://www.woodplc.com/_data/assets/pdf_file/0025/198043/Final-MSHT-Statement-2023.pdf

In addition to our internal policies and standards, Wood is a founding member of the industry led, business financed initiative Building Responsibly. Building Responsibly was born from a desire by businesses to connect in a non-competitive environment on the common challenges to protecting and promoting the rights and welfare of workers. Building Responsibly members are committed to promoting the rights and welfare of workers, specifically for those in the engineering and construction industry. Wood will Ensure 100% of Wood's labour suppliers sign up and comply with the Building Responsibly Principles by 2025 and ensure that 100% of our suppliers have Building Responsibly Principles embedded into their supply chains by 2030.

Related external links:

- Building Responsibly Website <https://www.building-responsibly.org/>
- Building Responsibly Worker Welfare Principles <https://www.building-responsibly.org/worker-welfare-principles>

Supplier development and follow up:

Prior selecting of suppliers, Wood will always use appropriate due diligence according to our policies and processes. All suppliers need to fill our necessary qualification forms to confirm that the supplier has the necessary competency, quality and HSSE requirements and consideration shall be given to the criticality, complexity, land risk rate and control of the value chain of the activity the supplier will be carrying out to allow us to accept our risk exposure. Our risk exposure is do documented and reviewed regularly.



In line with the Wood Code of Conduct and the Supplier Code of Conduct, we encourage all stakeholders to challenge situations which 'feel' outside of the Wood values, this includes human rights related issues. We urge employees, contractors, clients and the community to raise issues either directly or, if they feel more comfortable, through our Ethics Hotline which is operated by a third-party provider 24/7. Wood takes all concerns seriously and is committed to investigating all reports in a consistent manner.

Directors' and officers' insurance

The company has a directors' and officers' insurance. The following is covered: Claims brought against insured persons alleging a wrongful act such as actual or alleged breach of duty, breach of trust, neglect, error, misstatement, misleading statement, omission, breach of warranty of authority.

Claims include: -

- Written demands for monetary or non-monetary relief or injunctive relief
- Criminal proceedings
- Civil and regulatory proceedings
- Pre-claim inquiry costs (of employees called to interview in connection with investigation into the Company)
- Mediation, arbitration, or other Alternative Dispute Resolution proceedings

The policy covers the following costs if they arise out of a claim: -

- Defence and prosecution costs
- Extradition expenses
- US Regulatory Clawback (Dodd-Frank 954 Costs and Sox 304 Costs)
- Reputation expenses

Subsequent events

We have continued to consider possible consequences to contracts due to the invasion of Ukraine. On a company level we have not identified any major consequences yet. Neither have we had any challenges related to availability of personnel internally or from identified suppliers. On a project level, there is a trend related to increased purchase cost and delays in delivery of new equipment in general. As we have reimbursable compensation mechanisms in our contracts, the potential increased cost will be forwarded to the clients and hence no risk to Wood. For potentially delayed equipment, we will be able to claim force majeure. However, if required this is also mitigated with agreed new planning dates with the clients. The company do not have



any assets that are impacted due to the war and sanctions. In the supply chain, the potential markets most likely to be influenced are the suppliers for piping, metal, bolts, valves, electric cables & bulk, transportation, and equipment manufacturing.

The core market for Wood Group Norway AS is to provide services to companies within the energy sector. Under the current geopolitical climate, there is high focus to secure and strengthen the energy supply within western Europe. Our core clients are mainly operating within these markets and the need for our services are in high demand going forward.

The global financial situation has changed the last two years with high inflation and increased interest rates. Global growths are projected to slow down the coming years. However, the demand for energy supplies is high, and in the short-term and middle-term, the demand for our services is projected to be high.

Continued Operations/Outlook

Wood Group Norway's financial performance depends primarily on the investments in the oil and gas market on the Norwegian continental shelf. However, the company is also diversifying the project portfolio into the new energy segments like wind, biofuel, and hydrogen. The business is already well positioned in the onshore industry within petrochemical, fertilizer, fish oil and hydrogen.

The awards of Gassco BIR-GAP project, onshore industry projects and continued high activity within the MMO segment, contributes highly to secure the operational and financial targets for the company in 2024 and beyond. The company has also won studies which is considered a leading indicator of investment activity. The measures introduced by the Government is expected to contribute to maintain the level of activity and investment going forward.

The Board is of the opinion that the prerequisites for continued operations are present and the financial statements for 2023 have been prepared on a going concern assumption.



Sandefjord, 26 June 2024

Henrik Melsom
General Manager/
Board Member

Ellis Steven
Renforth
Chairman of the
Board

Elise Young
Donald
Board Member

Andrew James
Findlay
Board Member

Mari Kristin
Stenvik Kruge
Board Member
(Employee
representative)

Henning
Halvorsen
Board Member
(Employee
representative)

Simon Simonsen

Simon
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(Employee
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Enterprise 935 174 627 MVA

To the General Meeting of Wood Group Norway AS

Independent Auditor's Report

Opinion

We have audited the financial statements of Wood Group Norway AS (the Company), which comprise the balance sheet as at 31 December 2023, the income statement and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion

- the financial statements comply with applicable statutory requirements, and
- the financial statements give a true and fair view of the financial position of the Company as at 31 December 2023, and its financial performance and its cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company as required by relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors and the Managing Director (management) are responsible for the information in the Board of Directors' report. The other information comprises information in the annual report, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the information in the Board of Directors' report.

In connection with our audit of the financial statements, our responsibility is to read the Board of Directors' report. The purpose is to consider if there is material inconsistency between the Board of Directors' report and the financial statements or our knowledge obtained in the audit, or whether the Board of Directors' report otherwise appears to be materially misstated. We are required to report if there is a material misstatement in the Board of Directors' report. We have nothing to report in this regard.

Based on our knowledge obtained in the audit, it is our opinion that the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable statutory requirements.

Offices in:

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Statustautoriserte revisorer - medlemmer av Den norske Revisorforening

Oslo	Elverum	Mo i Rana	Tromsø
Alta	Finnsnes	Molde	Trondheim
Arendal	Hamar	Sandefjord	Tynset
Bergen	Haugesund	Stavanger	Ulsteinvik
Bode	Knarvik	Stord	Alesund
Drammen	Kristiansand	Straume	

Penneo document key: QL5EX-NE42O-C5KVA-BEGVC-PK806-KISMK



Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern. The financial statements use the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error. We design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Sandefjord

KPMG AS

Penneo document key: QL5EX-NE42O-C5KNA-BEGVC-PK806-KISMK



Kai Holhjem
State Authorised Public Accountant
(This document is signed electronically)

Penneo document key: QL5EX-NE42O-C5KNA-BEGVC-PK806-KISMK



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Holhjem, Kai

Partner

På vegne av: KPMG AS

Serienummer: no_bankid:9578-5999-4-1668123

IP: 80.232.xxx.xxx

2024-06-29 08:41:19 UTC



Holhjem, Kai

Statsautorisert revisor

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Skattedirektoratet

Saksbehandler
Torstein Kinden Helleland

Deres dato
07.06.2016

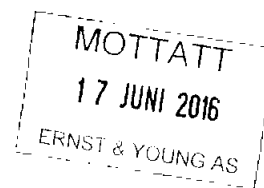
Vår dato
13.06.2016

Telefon
22078139

Deres referanse
Henrik Mollerin

Vår referanse
2016/570509

ERNST & YOUNG AS
Postboks 20 Oslo Atrium
0051 OSLO



Tillatelse til å utarbeide årsregnskap og årsberetning på engelsk språk

Vi viser til deres brev mottatt 7. juni 2016 2016 der det søkes om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for;

Wood Group Norway Holding AS	org. nr. 913 871 057
Wood Group Mustang Norway AS	org. nr. 976 802 357
Wood Group Mustang Norway Operations AS	org. nr. 943 103 801
Erbus AS	org. nr. 975 351 777

Skattedirektoratet gir på bakgrunn av en konkret helhetsvurdering de overnevnte selskaper dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk, jf. regnskapsloven § 3-4 tredje ledd. Dispensasjonen forutsetter at opplysningene som vedtaket baserer seg på ikke endres vesentlig.

Kopi av dette brevet må sendes Regnskapsregisteret i Brønnøysund sammen med årsregnskapet. Det påligger den regnskapspliktige å dokumentere ved dette brev at tillatelsen er gitt.

Bakgrunn

Wood Group Norway Holding AS er morselskap i det norske underkonsernet. Wood Group Norway Holding AS er eiet av det britiske selskapet Wood Group Investment Ltd. Konsernets morselskap er det britiske selskapet John Wood Group PLC. Konsernet driver virksomhet innen oljeservice. Dette er en internasjonal bransje og alle sentrale aktører og samarbeidspartnere behersker og benytter engelsk. Arbeidsspråket er engelsk. Styret har utenlandske medlemmer. En norsk oversettelse vil kun ha til formål å oppfylle regnskapslovens språkkrav.

Skattedirektoratets vurdering

Etter regnskapsloven § 3-4 tredje ledd skal "årsregnskapet og årsberetningen ... være på norsk. Departementet kan ved ... enkeltvedtak bestemme at årsregnskapet og/eller årsberetningen kan være på et annet språk."

I Ot. prp. nr. 42 (1997-1998) Om lov om årsregnskap m.v., er det uttalt følgende om regnskapslovens formål, jf. pkt. 1.1:

Postadresse
Postboks 9200 Grønland

Besøksadresse:
Se www.skatteetaten.no

Sentralbord
800 80 000



”Regjeringen har som siktemål at regnskapsloven skal bidra til informative regnskaper for ulike grupper av regnskapsbrukere. Regnskapsbrukerne er dels investorer og kreditorer som tilfører kapital til foretakene, og dels andre grupper som har interesse av å vite hvordan foretaket drives, f.eks. de ansatte og lokalsamfunnet. Informasjonen til kapitalmarkedet skal gi grunnlag for riktig prising av finansielle objekter. Riktig prisdannelse på aksjer er en forutsetning for at ressursbruken i samfunnsøkonomien skal bli best mulig. Gode regnskaper vil også gjøre det vanskeligere for markedsdeltakere å ta ut spekulasjonsgevinster med basis i skjevt fordelt informasjon.”

Det fremgår således at et av hovedformålene med regnskapsloven er å bidra til “informative regnskaper for ulike grupper av regnskapsbrukere”. Regnskapsbrukere vil omfatte, jf. uttalelsen i proposisjonen, blant andre investorer, kreditorer, ansatte og lokalsamfunnet.

Det er etter Skattedirektoratets vurdering derfor avgjørende ved vurdering av om dispensasjon fra kravet til å utarbeide årsregnskap og/eller årsberetning på norsk kan gis, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Det er særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I denne vurderingen har Skattedirektoratet lagt særlig vekt på at selskapene er eiet av et utenlandsk selskap. Eierkretsen er begrenset. Arbeidsspråket er engelsk. Styret har utenlandske medlemmer. Videre er det vektlagt at selskapet driver virksomhet i en internasjonal bransje der alle aktører behersker og benytter engelsk språk.

Vennligst oppgi vår referanse ved henvendelser i saken.

Med hilsen

Rune Tystad
seniorrådgiver
Rettsavdelingen, foretaksskatt
Skattedirektoratet

Torstein Kinden Helleland

Dokumentet er elektronisk godkjent og har derfor ikke håndskrevne signaturer