

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Worley is a global company headquartered in Australia (ASX:WOR). Our purpose is delivering a more sustainable world.

We are fully committed to reducing our greenhouse gas footprint to net zero. We are leading in our commitments compared with our peers. We are committed to net zero on our Scope 1 and 2 greenhouse gas (GHG) emissions by 2030 and on our Scope 3 emissions by 2050. We have joined the Business Ambition for 1.5°C and will have verified Science Based Targets in place by 2023.

For our FY2021, our Scope 1 and 2 GHG emissions came from our offices, fabrication yards and our vehicles.

We have developed a detailed net zero roadmap for our Scope 1 and 2 emissions and have dramatically reduced our emissions from last year (2021 is 47% less than 2020). A large component of our reductions are due to distributed working and office closures as a result of COVID-19. However, we also made intentional improvements in 2021 to reduce emissions, such as:

- Switching to 100% renewable energy contracts in our Houston and Perth offices
- Upgrading our to energy-efficient chillers in our Houston office
- Transitioned a proportion of our vehicle fleet to biofuels
- Upgraded our energy management software (to the best commercially available)
- Developed a detailed energy management corporate framework
- Initiated energy management working groups across the globe
- Included emissions reduction targets in our major debt facility
- Updated our property leasing criteria to include emissions intensity criteria

We are a leading global provider of professional project and asset services in the energy, chemicals and resource sectors. We have a passion for solving complex problems, delivering projects, operating and maintaining assets. As a knowledge-based service provider, we use our knowledge and capabilities to support our customers reduce their emissions and move towards a low carbon future.

We operate in 48 countries and have 48,000 people across the globe. Our people represent many nationalities and cultures and speak over 38 languages. We continually look for opportunities to make a difference in the communities in which we work. We support progress towards the UN Sustainable Development Goals and the Paris Agreement.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data.

| | Start date | End date | Indicate if you are providing emissions data for past reporting years | Select the number of past reporting years you will be providing emissions data for |
|----------------|-------------|--------------|---|--|
| Reporting year | July 1 2020 | June 30 2021 | Yes | 1 year |

C0.3

(C0.3) Select the countries/areas for which you will be supplying data.

Argentina
Australia
Azerbaijan
Bahrain
Belgium
Brazil
Brunei Darussalam
Bulgaria
Canada
Chile
China
China, Hong Kong Special Administrative Region
Colombia
Czechia
Egypt
Germany
India
Indonesia
Kazakhstan
Kuwait
Malaysia
Mexico
Mongolia
Mozambique
Netherlands
New Zealand
Nigeria
Norway
Oman
Peru
Philippines
Qatar
Russian Federation
Saudi Arabia
Singapore
South Africa
Spain
Sweden
Thailand
Timor-Leste
Trinidad and Tobago
Turkey
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America
Uzbekistan

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

AUD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C-OG0.7

(C-OG0.7) Which part of the oil and gas value chain and other areas does your organization operate in?

Row 1

Oil and gas value chain

- Upstream
- Midstream
- Downstream
- Chemicals

Other divisions

- Biofuels
- Grid electricity supply from gas
- Grid electricity supply from coal
- Grid electricity supply from renewables
- Carbon capture and storage/utilization

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

| Position of individual(s) | Please explain |
|-------------------------------|--|
| Board Chair | The Chairman of the Board is a member of the Board Health, Safety and Sustainability Committee (HSSC). The role of the Committee is to assist the Board to fulfil its responsibility to oversee health, safety and sustainability matters, including climate change. Through the HSSC, the Chairman is kept informed of Worley's progress towards reducing our emissions along with relevant new partnerships such as the Business Ambition for 1.5°C. Climate-related papers are tabled at HSSC meetings every 2 months. The Chairman of the Board is also a member of the Audit and Risk Committee (ARC). Through the ARC, the Chairman is kept informed on climate-related risk and opportunities on a quarterly basis. |
| Board-level committee | The Board Health, Safety and Sustainability Committee (HSSC) oversees the board's responsibility for health, safety and sustainability matters including climate change. Specific climate-related responsibilities include approving changes to our Climate Change Position Statement (CCPS) and the Responsible Business Assessment (RBA) Standard. The HSSC are also kept informed of our progress to towards our net zero commitments along with the improvements to our TCFD other climate-related disclosures. The HSSC also reviews company resourcing and processes and makes recommendations for improvements where required to ensure we achieve our climate-related ambitions. Climate-related papers are tabled at HSSC meetings every 2 months. The Board Audit and Risk Committee (ARC) monitors climate change, sustainability and energy transition risks and opportunities and makes recommendations on the overarching strategy as it relates to the Worley Group. The Board Audit and Risk Committee (ARC) monitors climate change risks and opportunities. It makes recommendations on any policy or public reporting related to climate change as it relates to the Group. Climate-related risks and opportunities are tabled at the ARC meetings every quarter. |
| Chief Executive Officer (CEO) | Our CEO sits on the Board as an Executive Director. The CEO is on the Board Health, Safety and Sustainability Committee (HSSC) and the Board Audit and Risk Committee (ARC). The CEO approves at least six climate-related board papers tabled at the board meetings annually. Our CEO has signed off our new Sustainability Policy this year, which includes the following climate-related commitment. We commit to environmentally responsible practices, support of the Paris Agreement, and being a leader in our industries. We will: • Partner with our customers in delivering a more sustainable world • Operate in alignment with our Climate Change Position Statement and the associated strategic actions • Assess the environmental impact (such as carbon intensity) of the projects we choose to deliver • Drive real outcomes to tough sustainability challenges, like how to reach net-zero emissions This year, our CEO has also approved new memberships to the following climate-related organizations. • The Andlinger Center for Energy and the Environment • The Business Ambition for 1.5°C • The Climate Group • The Climate Leaders Coalition • The Energy Transitions Commission • Science Based Targets |

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

| Frequency with which climate-related issues are a scheduled agenda item | Governance mechanisms into which climate-related issues are integrated | Scope of board-level oversight | Please explain |
|---|--|--------------------------------|--|
| Scheduled – all meetings | Reviewing and guiding strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies Setting performance objectives Monitoring implementation and performance of objectives Monitoring and overseeing progress against goals and targets for addressing climate-related issues | <Not Applicable> | The Board meets every two months and climate change is discussed on an ongoing basis as part of these meetings. The Board reviews and actively responds to climate change papers related to our response to the recommendations from the Taskforce on Climate-related Financial Disclosure (TCFD), and progress reports related to our Scope 1, 2 and 3 emission reduction targets. Specific climate-related responsibilities of the Board as written into the Health, Safety and Sustainability Committee (HSSC) charter are to monitor, review and make recommendations regarding: <ul style="list-style-type: none"> • the Group's climate-change approach and associated disclosures, including with reference to guidance from the Task Force on Climate-Related Financial Disclosures, with any relevant recommendations to also be made to the Audit and Risk Committee; and • the Group's Sustainability report, Climate Change Position Statement and related reporting. For example, our Climate Change Position Statement released in May 2020, is approved at the Board level. |

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

| Name of the position(s) and/or committee(s) | Reporting line | Responsibility | Coverage of responsibility | Frequency of reporting to the board on climate-related issues |
|--|------------------|---|----------------------------|---|
| Chief Executive Officer (CEO) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |
| Other committee, please specify (Board HSS Committee) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |
| Other committee, please specify (Group Executive HSS Committee) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |
| Other, please specify (Group Director Corporate Affairs) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |
| Other, please specify (Group Sustainability Lead) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |
| Other, please specify (Sustainability Working Group) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |
| Other, please specify (Group Executive Director - Health, Safety and Sustainability) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |
| Other, please specify (Director Corporate Assurance) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | More frequently than quarterly |

C1.2a

(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).

At the group executive level, reporting directly to the CEO is the Group Executive - Sustainability. The climate-related responsibilities of this position are:

- Fulfilling the commitments of our Climate Change Position Stations (CCPS)
- Tracking to our Scope 1 and 2 net zero roadmap (net zero by 2030)
- Overseeing the development of our Scope 3 plan to get to net zero by 2050 as per our commitment to the Business Ambition for 1.5°C
- Guiding our project delivery teams to embed our Sustainable Solutions process in all of our projects to reduce the carbon emissions of our customers' projects
- Sponsoring the uptake of our Responsible Business Assessment (RBA) Standard to assess our involvement in carbon-intensive projects
- Support the continued improvement of our TCFD disclosures.
- Drive the business strategy to shift revenue from high carbon to low carbon projects.

Reporting to the Group Executive - Sustainability, is the Group Director of Corporate Affairs and the Group Sustainability Lead. The Group Sustainability Lead is responsible for:

- Developing and executing the Worley sustainability strategy including the delivery of strategic initiatives under the Worley Climate Change Position Statement.
- Leading the day to day management of Worley's sustainability organization policies and procedures, including embedding climate change response.
- Designing and delivering programs to continuously drive engagement of the Worley workforce in sustainability including Climate Change awareness and emissions reduction initiatives.

The Sustainability Working Group (SWG) is a high level cross-business working group which develops responses to climate change and energy transition. It guides the business and its functions on strategy and future planning.

Our Growth team, supported by our Energy Transition and Digital team, is focused on the risks and opportunities in our sectors associated with the low carbon transition. Working together, these teams grow the business opportunities in decarbonisation and energy transition.

Our Assurance team, which includes our R3 team, works with the business to manage the physical risks (and opportunities where appropriate) of climate change. This includes managing the safety of our people and communities during extreme weather events along with future planning for physical climate change scenarios.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

| | Provide incentives for the management of climate-related issues | Comment |
|-------|---|--|
| Row 1 | Yes | Our Deferred Equity Plan (DEP) which applies to the Group Executive, has a component related to the successful of uptake of our Sustainable Solutions process, which targets reducing carbon emissions on our customer projects. |

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

| Entitled to incentive | Type of incentive | Activity incentivized | Comment |
|-------------------------------|-------------------|-----------------------------|--|
| Chief Executive Officer (CEO) | Monetary reward | Emissions reduction project | Our Deferred Equity Plan (DEP) which applies to the Group Executive, has a component related to the successful of uptake of our Sustainable Solutions process, which targets reducing carbon emissions on our customer projects. |
| Chief Financial Officer (CFO) | Monetary reward | Emissions reduction project | Our Deferred Equity Plan (DEP) which applies to the Group Executive, has a component related to the successful of uptake of our Sustainable Solutions process, which targets reducing carbon emissions on our customer projects. |
| Corporate executive team | Monetary reward | Emissions reduction project | Our Deferred Equity Plan (DEP) which applies to the Group Executive, has a component related to the successful of uptake of our Sustainable Solutions process, which targets reducing carbon emissions on our customer projects. |

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

| | From (years) | To (years) | Comment |
|-------------|--------------|------------|--|
| Short-term | 0 | 2 | Our short-term horizon is focused on the immediate budgeting period. We have established our path to net zero Scope 1 and 2 emissions and creating the shift required to embed emissions reduction thinking in the culture right across every level of our organization. Our corporate Energy Manager with support from our facilities people, monitors our energy consumption and carbon footprint on a daily basis. In the short-term, we are also monitoring the speed of the energy transition and continuously refocusing our portfolio of projects to ensure we working with customers to decarbonize their assets. |
| Medium-term | 2 | 5 | Our medium term horizon is focused on our strategic business plan. In the medium term, we will have made meaningful inroads into reducing our Scope 1 and 2 emissions to be firmly on a downward trend. We will have detailed plans in place for reducing our Scope 1 and 2 emissions where the solutions are more complex and harder to implement. For our Scope 3 emissions, we will have a clear view of these emissions and will be actively working to reduce these. Our medium term strategy horizon is focused on pivoting our business into sustainability and we have the aspiration to have the majority of revenue raised from sustainability projects, including decarbonization within 5 years. |
| Long-term | 5 | 10 | Our long term horizon is focused on our global trends and net zero aspirations. In the long term, we will have reduced our Scope 1 and 2 to zero and will be on track to reducing our Scope 3 emissions to zero by 2050. The long term pillar of our overarching strategy will see us working as the supplier of choice with our customers to significantly decarbonize energy infrastructure. |

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

We use a comprehensive risk management process to define substantive financial and strategic impact across all of our business operations. As part of this process, modelled on the ISO31000 standard, we quantify financial impact but also use other strategic impact indicators such as health, safety and the environment; reputation; business operations and project delivery; legal and regulatory compliance. In each of these impact categories (risk types), we have fully quantified values that define the severity of the impact on our business. We use a risk matrix approach with clearly defined likelihood and consequence criteria of relevance to our business, covering the range of risk types.

As disclosed in our 2020 Annual Report, the nature of our work may give rise to environmental or social risks. We identify environmental and social aspects of our work and their potential impact and put in place controls and monitoring to address them. We believe that we have a responsibility to contribute to more sustainable outcomes and look to support our customers and suppliers to deliver economic, social and environmental progress through their projects. We have established the Worley Foundation to support initiatives that contribute to the United Nations Sustainable Development Goals. In addition, other mitigating steps, particularly those referred to in reputational risk, are relevant to manage our sustainability risk. Climate change will have both physical and transitional risk implications for the industries we serve. Regulatory and other changes may lead to increased cost, delays or cancellation associated with some projects. Conversely, the pace of other projects such as those associated with renewable and distributed energy may increase. Per our revised Climate Change Position Statement, we are committed to being part of the solution, to reducing our own emissions intensity and responding to our industries' and customers' climate change needs. To seek to mitigate this risk, we have embedded climate change considerations within core risk and strategy processes and are assessing climate-related risks and opportunities. In addition, we have established an Sustainability Working Group to support our implementation program for the Task Force on Climate-related Financial Disclosures (TCFD).

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

We have a comprehensive enterprise risk management process which includes a range of regular assessments, surveillance and reporting. Assessment of risk is embedded in our corporate processes and informs our decisions to bid work, is continuously monitored by project managers, and feeds into a higher level view of risk on a Location and Regional basis. We use a risk matrix approach with clearly defined likelihood and consequence criteria of relevance to our business, covering a range of risk types. For example (case study), at Board level, material risks are reported: - Quarterly to the Audit and Risk Committee - on a quarterly basis a material risk overview, emerging risks, key risk indicator dashboard plus report by exception any KRIs outside of appetite or significant change within appetite range. Through this we consider climate-related risk and how it relates to the markets we serve. - Monthly update in Directors report - a summary update is provided to operating context and material risks. Reported by exception are any KRI metrics outside of risk appetite.

Value chain stage(s) covered

Direct operations
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

Our strategy development process is informed by an annual survey process by which the mega trends affecting our business and the sectors we serve is conducted. This process, coupled with other detailed analysis of societal trends and changes in our markets feeds into our strategy development process. The elevating level of ambition across governments for net zero carbon outcomes, alignment of major companies that are customers of ours with net zero outcomes and the de-risking of capital investments by the finance sector, mounting evidence of the physical impacts of climate change have all contributed to climate change and sustainability more generally becoming core to our purpose and growth strategy. Transition risk and opportunity is managed by our Growth and Strategy groups and our strategy is underpinned by the transition to a low-carbon world. This is managed continuously. Using climate-related scenarios is a core part of our strategy development process. For example (case study) We use three of the IEA scenarios in our strategy and planning processes to cover the different possible speeds of the transition to a low-carbon economy. These are: • the IEA's Sustainable Development Scenario (SDS) as our primary scenario • the IEA's Net Zero Economy by 2050 Scenario (NZE2050) to represent an accelerated transition • the IEA's Stated Policy Scenario (STEPS) to inform a slower transition scenario. In response to these scenarios, we are pivoting our service offerings to deliver a more sustainable world inline with what is required in the IEA SDS but we are also acutely aware of that decarbonization could accelerate in line with the IEA NZE2050 scenario. We use the following physical scenarios to inform our risks and opportunities on physical climate change. • The IPCC's RCP 2.6 Scenario • The IPCC's RCP 8.5 Scenario For example (case study) - in our physical risk review workshops we focus on the RCP 8.5 Scenario as a worse case scenario and then downgrade the likelihood for the RCP 2.6 Scenario. We are actively working to manage the physical risks identified through our workshops. For example, we are working to improve our R3 system to manage more frequent extreme weather events. We assess the risks and opportunities of climate change in the markets we serve. We do this for two reasons: - to capitalize on the opportunity offered by the capital programs associated with the energy transition, and - to mitigate risks associated with declining industries as the world transitions. We develop strategic responses on the short, medium and long term, in-line with the climate-related risks and opportunities we identify.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

A specific climate-related risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

An annual climate change risk assessment process is conducted, involving our Corporate Sustainability Performance team, senior operational leaders and our R3 (Ready, Response, Recovery, or crisis response) team. We maintain a climate-related physical risk register with all of the actions from the workshops. We consider the physical risk of climate change in our business continuity and supply chain planning and the impacts of extreme weather events on project schedules. For example (case study), a risk workshop is held every 6 to 12 months, and the register is updated quarterly.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

| | Relevance & inclusion | Please explain |
|---------------------|------------------------------|--|
| Current regulation | Relevant, always included | Climate-related regulation is included in our risk workshops as relevant to the specific location of a project or business activity. For example, regulation change creates the business case for our customers to invest in decarbonisation and call for our services. As a case study, we are specifically active in regions where carbon emission regulation is active, such as the European Union. We have a large service offering footprint in the EU and are working with our customers to meet new regulations, such as in low-carbon energy and refining. This is on the short-term time horizon. |
| Emerging regulation | Relevant, always included | Like current regulation, climate-related emerging regulation is included in our risk workshops as relevant to the specific location of a project or business activity. For example, regulation change creates the business case for our customers to invest in decarbonisation and call for our services. As a case study, we closely monitor regions and countries where regulation is emerging, such as the United States. We have a large service offering footprint in the US and are expanding our decarbonisation offerings to existing and new customer in this space, such as in the conversion of refineries to sustainable biofuel feedstocks. This is on the medium to long-term time horizons. |
| Technology | Relevant, always included | Decarbonisation technology is a key element of our strategy. We have a technology development group (led by an executive group member). As part of our purpose of "delivering a more sustainable world", we are designing and delivering low-carbon technology. Understanding risk as it relates to low-carbon technologies is core to our services. For example, we have invested in Direct Air Capture (through the 1pointfive project). This is on the short-term time horizon. |
| Legal | Relevant, sometimes included | We complete thorough legal reviews of all of the contracts we execute. Climate-related risks are sometimes considered in legal contracts. This is on the short-term time horizon. |
| Market | Relevant, always included | Assessing the markets we service is core to what we do. For example, as part of our enterprise risk assessments completed every 2 months and presented to our Board Directors, we consider climate-related risk and how it relates to the markets we serve. In particular, we are acutely aware of transition risk in the markets we serve and are actively pivoting our services to low-carbon outcomes. At an operational level, transition risk and opportunity is managed by our Growth and Strategy groups and our strategy is underpinned by the transition to a low-carbon world. This is managed on a daily basis and is on the short-term and medium-term time horizons. |
| Reputation | Relevant, always included | We manage reputational risk through our Responsible Business Assessment (RBA) Standard. For example, we specifically have a high risk triggered in our RBA for opportunities that result in high carbon emissions (such as thermal coal). If a high risk is triggered, pursuing this opportunity must be approved at a CEO-1 level. We review our RBA Standard annually to ensure we are adequately managing the ever shifting issues around reputational risk. This is on the short-term time horizon. |
| Acute physical | Relevant, always included | Acute physical risk is managed through our global R3 (Ready, Response & Recovery) group. For example, our R3 team was closely involved in supporting our people and communities in the recent freeze in Houston (caused by a polar vortex). This is on the short-term time horizon. |
| Chronic physical | Relevant, always included | We monitor the rising impacts of climate-change outside of acute events. For example, we actively maintain a register, which we update via an annual workshop with input from our senior operational leaders and R3 (Ready, Response, Recovery) team. This is on the medium to long-term time horizons. |

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

| | |
|--------|----------------------------|
| Market | Changing customer behavior |
|--------|----------------------------|

Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

Worley is one of the world's largest providers of professional project and asset services to the energy, chemicals and resources sectors. The sectors we serve represent approximately 80% of global emissions and many are presently fossil-fuel-based or reliant. As a result of the climate change and net zero commitments of governments around the world, we see a significant risk to our business as our customers if the predicted majors in demand for fossil-fuel based energy. This will result in a reduced need for the traditional (especially oil and gas) engineering and construction services we provide. If not fully offset by services and work required to support these customers transition to a low carbon future, then this has potential to result in reduced revenue for our business.

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

High

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost of response to risk

0

Description of response and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

We announced to the market in our Investor Day in July 2021, that we are pivoting our business through our four sustainability pathways. The first of these pathways is decarbonisation. We have the objective of having a significant proportion our revenue generated via these pathways by 2025. As such this will see up moving into delivering more and more projects with a low carbon outcome.

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

| | |
|------------------|---|
| Chronic physical | Changes in precipitation patterns and extreme variability in weather patterns |
|------------------|---|

Primary potential financial impact

Increased direct costs

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

Some of our offices and our fabrication yards are located in areas that could be subject to increased flooding and/or drought if rainfall patterns change. Floods may cause interruption of our services to our customers. Long term drought could impact the cost and viability of our own and our customers' businesses in a region. In addition, we have ~ 10,000 field workers of which many work in the US Gulf Coast where the increased frequency and severity of storms poses increased occupational risk.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost of response to risk

0

Description of response and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

We have business continuity plans in place for each of our offices that take into account natural and other disasters that could impact our ability to operate in that region. When selecting office locations within a region, part of our criteria is resilience for the most likely disasters. For example, in cities with rivers that could potentially flood significant areas of the business district, we would review the flooding records of any building before we committed to a lease.

Identifier

Risk 3

Where in the value chain does the risk driver occur?

Downstream

Risk type & Primary climate-related risk driver

| | |
|------------|--|
| Reputation | Increased stakeholder concern or negative stakeholder feedback |
|------------|--|

Primary potential financial impact

Decreased access to capital

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

We are a diverse company and we provide services to customers across a range of industrial sectors. Some of the sectors that we operate in are currently energy and GHG intensive. There is a risk that our reputation will be associated with these energy and GHG intensive industries, limiting our ability to grow in low carbon markets.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost of response to risk

0

Description of response and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

We have carbon emissions incorporated into our Responsible Business Assessment Standard, which cascades down to our Risk Assessment matrix, a methodology for assessing the carbon intensity of a proposed project. For example, a high-risk rating is generated for greenfield or expansion projects for the extraction of combustion of thermal coal. Such high-risks have to be approved by the CEO-1 for Worley to engage in such projects. We announced to the market in our Investor Day in July 2021, that we are pivoting our business through our four sustainability pathways. The first of these pathways is decarbonisation. We have the objective of having a significant proportion of our revenue generated via these pathways by 2025. As such this will see up moving into delivering more and more projects with a low carbon outcome.

Identifier

Risk 4

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

| | |
|--------|---|
| Market | Other, please specify (Experience shortage) |
|--------|---|

Primary potential financial impact

Decreased revenues due to reduced production capacity

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

We have a workforce with over 40,000 technical professions mostly engineers. We need to be sure that our workforce is ready to design and deliver the net zero infrastructure that will be required at unprecedented scale and pace. If we do not have the right skills in place, we risk not been selected to deliver the work.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

Please select

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost of response to risk

0

Description of response and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

Our people strategy is informed by the risk of an experience shortage. We provide training and hands on opportunities for our people to build on their experience to design and deliver low-carbon infrastructure.

Identifier

Risk 5

Where in the value chain does the risk driver occur?

Upstream

Risk type & Primary climate-related risk driver

| | |
|--------|---------------------------------|
| Market | Increased cost of raw materials |
|--------|---------------------------------|

Primary potential financial impact

Increased indirect (operating) costs

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

We see a scenario where our supply chain is disrupted due to the physical impacts of climate-change, such as extreme weather event. We see a situation where our suppliers, vendors, contractors and partners cannot meet Worley's expectation in meeting timelines for the projects we deliver for our customers. This would led to overall schedule delays and would negatively impact our on corporate reputation in key markets. In addition, we could be exposed to contractual liability for not meeting schedule.

Time horizon

Long-term

Likelihood

More likely than not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost of response to risk

0

Description of response and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

We require robust plans around our supply chain and contractual provisions to allow for extreme weather events.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development and/or expansion of low emission goods and services

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

We announced to the market in our Investor Day in June 2021, that we are pivoting our business through our four sustainability pathways. The first of these pathways is decarbonisation. We have the objective of having a significant proportion of our revenue generated via these pathways by 2025. As such this will see up moving into delivering more and more projects with a low carbon outcome.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

High

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

Our decarbonisation pathway includes: • Carbon management • Decarbonization infrastructure • Energy efficiency and electrification • Energy transition materials • Low carbon fuels and feedstocks • Nuclear energy • Renewable energy

Identifier

Opp2

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development and/or expansion of low emission goods and services

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

We see an opportunity to use our deep knowledge of design and construction to provide resilience in new ECR infrastructure to the physical impacts of climate change.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

We announced to the market in our Investor Day in June 2021, that we are pivoting our business through our four sustainability pathways. The third of these pathways is asset sustainability. Our asset sustainability pathway includes: • Asset performance • Climate change adaptation • Decommissioning and restoration • Sustainable design

Identifier

Opp3

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Products and services

Primary climate-related opportunity driver

Other, please specify (People Development)

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

As one of the world's biggest employers of engineers, we have the opportunity to develop our people to deliver what is required to get to net zero by mid century. We have an enormous strength in our experience and a lot of the skills of our people are easily transferable.

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The detailed cost of the impact is not provided at this stage.

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

A detailed cost of our response is not provided at this stage.

Comment

Part of strategy is to reskill our workforce to leverage off the deep experience we have in the energy and chemicals sectors and translate our people's skills into new energy. As per our responses to previous questions, we have delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage. Our progress to date shows that we are perfectly placed to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy. We have developed centres of excellence in Brazil, Spain, Australia and the United States which in turn support New Energy projects across the globe.

C3. Business Strategy

C3.1

(C3.1) Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning?

Yes, and we have developed a low-carbon transition plan

C3.1a

(C3.1a) Is your organization's low-carbon transition plan a scheduled resolution item at Annual General Meetings (AGMs)?

| | Is your low-carbon transition plan a scheduled resolution item at AGMs? | Comment |
|-------|---|--|
| Row 1 | No, and we do not intend it to become a scheduled resolution item within the next two years | We have developed a detailed net zero roadmap for our Scope 1 and 2 emissions in line with our net zero commitment by 2030. We have also committed to net zero on our Scope 3 emissions by 2050 and are working through the Science-Based Targets initiative to set our roadmap by 2023. Our Scope 1 and 2 Net Zero Roadmap details how we will achieve emission reduction to 50% by 2025 and then 100% by 2030 through short, medium and long-term approaches. In the short and medium-terms, we are reducing our emissions through: • Office consolidation • Energy efficiency improvements • Hybrid and electric vehicles pilot program • Transition to biofuels • Transition to renewable electricity • Phase out diesel generators In the long-term, we are reducing our emissions through: • Phasing out gas in buildings • Widespread adoption of electric vehicles and biofuels • Continuing to transition to renewable energy • Piloting emerging technologies for heavy vehicles • Carbon offsets where required This detail will be published in our FY2021 Sustainability Report, to be released in August 2021. |

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

Yes, qualitative and quantitative

C3.2a

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

| Climate-related scenarios and models applied | Details |
|--|--|
| RCP 2.6 RCP 8.5 IEA Sustainable development scenario Other, please specify (IEA NZE2050) | Using climate-related scenarios is a core part of our strategy development and business management processes. We use three of the IEA scenarios in our strategy and planning processes to cover the different possible speeds of the transition to a low-carbon economy. These are: • The IEA's Sustainable Development Scenario (SDS) as our primary scenario • The IEA's Net Zero Economy by 2050 Scenario (NZE2050) to represent an accelerated transition • The IEA's Stated Policy Scenario (STEPS) to inform a slower transition In response to these scenarios, we are pivoting our service offerings to deliver a more sustainable world inline with what is required in the IEA SDS but we are also acutely aware of that decarbonization could accelerate in line with the IEA NZE2050 scenario. We use the following physical scenarios to inform our risks and opportunities on physical climate change. • The IPCC's RCP 2.6 Scenario • The IPCC's RCP 8.5 Scenario In our physical risk review workshops we focus on the RCP 8.5 Scenario as a worse case scenario and then downgrade the likelihood for the RCP 2.6 Scenario. We are actively working to manage the physical risks identified through our workshops. For example, we are working to improve our R3 system to manage more frequent extreme weather events. |

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

| | Have climate-related risks and opportunities influenced your strategy in this area? | Description of influence |
|---------------------------------|---|---|
| Products and services | Yes | Customers and assets in the sectors we serve represent approximately 80% of carbon emissions globally, and so the project delivery services we provide to these customers will be crucial to decarbonizing their businesses and the world's energy system. As governments make net zero commitments we are observing our leading customers doing the same which is driving their need for our services in this domain. We have developed 4 specific service offerings called our Sustainability Pathways which are a substantial, and growing proportion source of our revenue: • Decarbonisation • Resource stewardship • Asset sustainability • Environment and Society Our decarbonisation pathway in particular relates to addressing climate-change and reducing emissions from projects and assets in the energy, chemicals and resources sectors. Our ambition is to actively target these offerings to be the largest proportion of our future revenue. Halfway through FY21 these types of projects represented 30% of our revenue and 18% of our factored pipeline of work. This is on the medium-term time horizon. A risk also exists in that we service the fossil fuel industries and as their social licence comes under pressure this poses a risk to revenue from traditional projects that we have done for these customers. We see this as being more than offset by the increase in decarbonization services that will result from the energy transition. Our Sustainable Solutions process, which is available to our people to apply on any project, is designed to empower our people to help our customers decarbonise. As part of this process, we calculate carbon emissions from our customer's projects and actively look for ways to reduce both in the way the asset is constructed and then operated. This is on the short-term time horizon. We also have The Advisian Carbon Index Service (ACRIS), a subscription-based service that gives our customers a dynamic risk related index number which updates in response to transition and climate related risk events. Subscribers have access to a suite of tools and reports providing mitigation pathways, cost information and analysis provided by Advisian subject matter experts. This is on the short-term time horizon. |
| Supply chain and/or value chain | Yes | Customers and assets in the sectors we serve represent approximately 80% of carbon emissions globally, and so the project delivery services we provide to these customers will be crucial to decarbonizing their businesses and the world's energy system. As governments make net zero commitments we are observing our leading customers doing the same which is driving their need for our services in this domain. We operate in the supply chain of major energy, chemical and resource companies and as they ramp up their level of ambition around their Scope 3 emissions this increases the expectation on our business to decarbonize our own operations. For our own operations we have a Net Zero target by 2030 for our Scope 1 and Scope 2 emissions. Through the Business Ambition for 1.5°C, we are committed to net zero on our Scope 3 emissions by 2050. We are currently completing a deep dive into each of the Scope 3 categories of the GHG protocol in accordance with the Science Based Targets initiative to quantify our emission in detail over the next 2 years. We are also in the process of incorporating new climate-related benchmarks into our supplier selection processes. This is on the short-term time horizon. As part of our Scope 3 strategy, we will be developing plan to reduce emissions such as (but not limited to) the transportation of our products from our fabrication yards along with our business travel, data centres and waste disposal. This is on the medium-term time horizon. Our Sustainable Solutions tool enables our people to identify and capture opportunities to decarbonize our customers' projects. This is on the short-term time horizon. |
| Investment in R&D | Yes | We are a business that relies heavily on understanding technology development so we can design and build the energy, chemicals and resource infrastructure. We also work with technology developer to bring low-carbon technologies to market. For example, We are working with 1point5 to deliver the first large scale direct air capture facility in the US. Other organizations we support include: • The Andlinger Centre for Energy and the Environment (part of Princeton University) • Gold sponsor of Net Zero Australia (being developed by the Universities of Melbourne and Queensland) • Member of the Australian Future Fuels Cooperative Research Centre through cash and in-kind contributions. • Contributor to the Australian Renewable Energy Agency through in-kind contributions. • Partner in the Australian Antarctic Division through the Worley Foundation both in cash and in-kind contributions. These are all on the short-term horizon but we are continuously accessing our partnerships for the medium-term horizon. |
| Operations | Yes | In our operations, we have committed to net zero on our Scope 1 and 2 emissions by 2030 and net zero on our Scope 3 emission by 2050. We have developed a detailed roadmap for our Scope 1 and 2 emissions and are beginning the journey on our Scope 3 emissions. This is on the medium and long-term horizons. We have implemented a commercial environmental management software (Enviz) to improve the quality of our data and accelerate our journey to net zero. We have a dedicated full-time Energy Manager who is responsible for our energy and emissions management across the globe. This is on the short-term horizon. For our services, we assess the carbon intensity of projects through our Responsible Business Assessment (RBA) standard. Any opportunities that result in a high carbon emissions outcome are flagged as high risk and must be approved at the CEO-1 level prior to proceeding. We also support reducing the carbon intensity of all of the projects we deliver through our Sustainable Solutions process (and associated carbon emissions calculations for our customers). These are on the short-term horizon. |

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

| | Financial planning elements that have been influenced | Description of influence |
|-------|--|--|
| Row 1 | Revenues Direct costs Capital allocation Acquisitions and divestments | Our strategy process links directly into our budgeting process. Where we have identified key strategies for our business to reviews, these then influence our budget build up (both in terms of revenue and cost) for the financial year. The development of our Sustainability Pathways service offerings in 2021 are a direct outcome of our strategy and the consideration of risks and opportunities. There are four new service offerings / pathways, which are: • Decarbonization • Resource Stewardship • Asset Sustainability • Environment & Society For example (case study), we see the Decarbonization Pathway of our Sustainability Strategy as a key growth area for the business and has directly informed our financial planning. This has come directly from our recognition of climate-relate transition risk for our business. The key elements of our decarbonization pathway / service offering are: • Carbon management • Decarbonization infrastructure • Energy efficiency & electrification • Energy transition materials • Low-carbon fuels & feedstocks • Nuclear energy • Renewable energy We have also held workshops with all of our operational leaders to implement our Scope 1 and 2 Net Zero Roadmap. This informs the cost set aside to allow for our own decarbonization. Additional examples (case studies) over the three time horizons are provided below. Our short-term horizon is focused on the immediate budgeting period. • We have established our path to net zero Scope 1 and 2 emissions and creating the shift required to embed emissions reduction thinking in the culture right across every level of our organization. Our corporate Energy Manager with support from our facilities people, monitors our energy consumption and carbon footprint on a daily basis. • In the short-term, we are also monitoring the speed of the energy transition and continuously refocusing our portfolio of projects to ensure we working with customers to decarbonize their assets. In the medium term, we will have made meaningful inroads into reducing our Scope 1 and 2 emissions to be firmly on a downward trend. • We will have detailed plans in place for reducing our Scope 1 and 2 emissions where the solutions are more complex and harder to implement. For our Scope 3 emissions, we will have a clear view of these emissions and will be actively working to reduce these. • Our medium term strategy horizon is focused on pivoting our business into sustainability and we have the aspiration to have the majority of revenue raised from sustainability projects, including decarbonization within 5 years. Our long term horizon is focused on our global trends and net zero aspirations. • In the long term, we will have reduced our Scope 1 and 2 to zero and will be on track to reducing our Scope 3 emissions to zero by 2050. • The long term pillar of our overarching strategy will see us working as the supplier of choice with our customers to significantly decarbonize energy infrastructure. |

C3.4a

(C3.4a) Provide any additional information on how climate-related risks and opportunities have influenced your strategy and financial planning (optional).

Our short-term horizon is focused on the immediate budgeting period.

- We have established our path to net zero Scope 1 and 2 emissions and creating the shift required to embed emissions reduction thinking in the culture right across every level of our organization. Our corporate Energy Manager with support from our facilities people, monitors our energy consumption and carbon footprint on a daily basis.
- In the short-term, we are also monitoring the speed of the energy transition and continuously refocusing our portfolio of projects to ensure we working with customers to decarbonize their assets.

In the medium term, we will have made meaningful inroads into reducing our Scope 1 and 2 emissions to be firmly on a downward trend.

- We will have detailed plans in place for reducing our Scope 1 and 2 emissions where the solutions are more complex and harder to implement. For our Scope 3 emissions, we will have a clear view of these emissions and will be actively working to reduce these.
- Our medium term strategy horizon is focused on pivoting our business into sustainability and we have the aspiration to have the majority of revenue raised from sustainability projects, including decarbonization within 5 years.

Our long term horizon is focused on our global trends and net zero aspirations.

- In the long term, we will have reduced our Scope 1 and 2 to zero and will be on track to reducing our Scope 3 emissions to zero by 2050.
- The long term pillar of our overarching strategy will see us working as the supplier of choice with our customers to significantly decarbonize energy infrastructure.

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Year target was set

2020

Target coverage

Company-wide

Scope(s) (or Scope 3 category)

Scope 1+2 (market-based)

Base year

2020

Covered emissions in base year (metric tons CO2e)

114240

Covered emissions in base year as % of total base year emissions in selected Scope(s) (or Scope 3 category)

100

Target year

2030

Targeted reduction from base year (%)

100

Covered emissions in target year (metric tons CO2e) [auto-calculated]

0

Covered emissions in reporting year (metric tons CO2e)

67823

% of target achieved [auto-calculated]

40.6311274509804

Target status in reporting year

Underway

Is this a science-based target?

Yes, we consider this a science-based target, but it has not been approved by the Science-Based Targets initiative

Target ambition

1.5°C aligned

Please explain (including target coverage)

In 2020 Worley released its' Climate Change Position Statement, where we have publicly acknowledged the findings of the Intergovernmental Panel on Climate Change and have committed to reducing our Scope 1 and 2 emissions to net zero by 2030. We committed to establish our roadmap to net zero Scope 1 and 2 emissions and creating the shift required to embed emissions reduction thinking in the culture right across every level of our organization. This year, we have: • Created our Scope 1 and 2 Net Zero Road Map. This shows how we will decarbonise our energy usage at a corporate level using energy efficiency, renewable energy, electrification, fuel switching, and finally, offsets. • Completed a comprehensive stakeholder engagement program, where we interviewed all our business leaders with the aim of creating a framework for achieving net zero that will work for all parts of our business. We are currently creating this framework and plan to roll it out early FY2022. • Appointed an energy manager and are implementing a new energy management system. This will allow for more robust data collection, and visibility of data for everyone in the business to design their location-specific net zero plans. • Made some significant progress towards our target, including reduction of overall energy use, improvement of office energy efficiency, implementing renewable energy contracts, and switching to lower-carbon fuels in our vehicles. We intend to submit this target to be validated by the Science-based Targets Initiative. Note: Last year, we reported our FY2020 emissions baseline as 136,026tCO₂e. After data gathering and validation, some calculation errors were found in our Scope 1 emissions. Our updated FY2020 baseline is 114,240tCO₂e.

Target reference number

Abs 2

Year target was set

2020

Target coverage

Company-wide

Scope(s) (or Scope 3 category)

Scope 3 (upstream & downstream)

Base year

2021

Covered emissions in base year (metric tons CO₂e)

7764

Covered emissions in base year as % of total base year emissions in selected Scope(s) (or Scope 3 category)

100

Target year

2050

Targeted reduction from base year (%)

100

Covered emissions in target year (metric tons CO₂e) [auto-calculated]

0

Covered emissions in reporting year (metric tons CO₂e)

7764

% of target achieved [auto-calculated]

0

Target status in reporting year

Underway

Is this a science-based target?

Yes, we consider this a science-based target, but it has not been approved by the Science-Based Targets initiative

Target ambition

1.5°C aligned

Please explain (including target coverage)

In our updated Climate Change Position Statement in 2020, we committed to addressing our Scope 3 emissions and making a plan to reduce these. In April 2021, Worley signed on to the Business Ambition for 1.5C, a global movement of leading companies aligning their business with the most ambitious aim of the Paris Agreement. This means we commit to net zero Scope 3 emissions by no later than 2050, alongside science-based targets across all relevant scopes and in line with the criteria and recommendations of the Science Based Targets Initiative. Over the next 2 years, we will fully develop our Scope 3 target and get it validated and published by the Science-Based Targets initiative. Our reported Scope 3 emissions constitute 100% of our known Scope 3 emissions sources and is not our baseline for all Scope 3 emissions. We have however, identified our material Scope 3 emissions through an internal study and have developed a plan to work through all of the remaining Scope 3 categories of the GHG by 2023, in line with SBTi. So far, we have only quantified our material emissions from Scope 3 category 1 (Purchased Goods and Services) and category 6 (Business Travel). In the next few years, we will quantify all Scope 3 emissions relevant to Worley. This means that our Scope 3 emissions will increase over the coming years as we report more categories of Scope 3.

Target reference number

Abs 3

Year target was set

2021

Target coverage

Company-wide

Scope(s) (or Scope 3 category)

Scope 1+2 (market-based)

Base year

2020

Covered emissions in base year (metric tons CO2e)

114240

Covered emissions in base year as % of total base year emissions in selected Scope(s) (or Scope 3 category)

100

Target year

2025

Targeted reduction from base year (%)

50

Covered emissions in target year (metric tons CO2e) [auto-calculated]

57120

Covered emissions in reporting year (metric tons CO2e)

67823

% of target achieved [auto-calculated]

81.2622549019608

Target status in reporting year

Underway

Is this a science-based target?

Yes, we consider this a science-based target, but it has not been approved by the Science-Based Targets initiative

Target ambition

1.5°C aligned

Please explain (including target coverage)

Alongside our target of net zero Scope 1 and Scope 2 emissions by 2030, we have set an interim target of 50% reduction of Scope 1 and Scope 2 emissions by 2025. This is to ensure we take aggressive action on emissions reduction early in the decade. Due to our reduction in energy and emissions as a result of the COVID-19 pandemic, this year we reduced our emissions more than expected, and have almost achieved this target.

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Net-zero target(s)

Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2021

Target coverage

Company-wide

Target type: absolute or intensity

Intensity

Target type: category & Metric (target numerator if reporting an intensity target)

| | |
|---------------------|------------------|
| Energy productivity | units of revenue |
|---------------------|------------------|

Target denominator (intensity targets only)

Other, please specify (total GWh of energy used)

Base year

2020

Figure or percentage in base year

30.4

Target year

2030

Figure or percentage in target year

38

Figure or percentage in reporting year

38.14

% of target achieved [auto-calculated]

101.842105263158

Target status in reporting year

Achieved

Is this target part of an emissions target?

This target complements our net zero emissions target (Abs1) as it drives us to lower overall energy consumption, and therefore lower greenhouse gas emissions.

Is this target part of an overarching initiative?

EP100

Please explain (including target coverage)

We have joined EP100 via their pathway 'Implement an Energy Management System'. This means we pledge to deploy energy management systems (EnMS) at our facilities within a decade and to set an energy productivity target. Our target is to improve our energy productivity by 25% by 2030 from our 2020 baseline. Due to our dramatic reduction in energy usage this year due to the COVID-19 pandemic, this target was achieved within 1 year. However, we aim to maintain this energy productivity once we return to pre-pandemic conditions.

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number

NZ1

Target coverage

Company-wide

Absolute/intensity emission target(s) linked to this net-zero target

Abs1

Target year for achieving net zero

2030

Is this a science-based target?

Yes, and we have committed to seek validation of this target by the Science Based Targets initiative in the next 2 years

Please explain (including target coverage)

In 2020 Worley released its' Climate Change Position Statement, where we have publicly acknowledged the findings of the Intergovernmental Panel on Climate Change and have committed to reducing our Scope 1 and 2 emissions to net zero by 2030. We committed to establish our roadmap to net zero Scope 1 and 2 emissions and creating the shift required to embed emissions reduction thinking in the culture right across every level of our organization. This year, we have: • Created our Scope 1 and 2 Net Zero Road Map. This shows how we will decarbonise our energy usage at a corporate level using energy efficiency, renewable energy, electrification, fuel switching, and finally, offsets. • Completed a comprehensive stakeholder engagement program, where we interviewed all our business leaders with the aim of creating a framework for achieving net zero that will work for all parts of our business. We are currently creating this framework and plan to roll it out early FY2022. • Appointed an energy manager and are implementing a new energy management system. This will allow for more robust data collection, and visibility of data for everyone in the business to design their location-specific net zero plans. • Made some significant progress towards our target, including reduction of overall energy use, improvement of office energy efficiency, implementing renewable energy contracts, and switching to lower-carbon fuels in our vehicles. We intend to submit this target to be validated by the Science-based Targets Initiative. Note: Last year, we reported our FY2020 emissions baseline as 136,026tCO₂e. After data gathering and validation, some calculation errors were found in our Scope 1 emissions. Our updated FY2020 baseline is 114,240tCO₂e.

Target reference number

NZ2

Target coverage

Company-wide

Absolute/intensity emission target(s) linked to this net-zero target

Abs2

Target year for achieving net zero

2050

Is this a science-based target?

Yes, and we have committed to seek validation of this target by the Science Based Targets initiative in the next 2 years

Please explain (including target coverage)

In our updated Climate Change Position Statement in 2020, we committed to addressing our Scope 3 emissions and making a plan to reduce these. In April 2021, Worley signed on to the Business Ambition for 1.5C, a global movement of leading companies aligning their business with the most ambitious aim of the Paris Agreement. This means we commit to net zero Scope 3 emissions by no later than 2050, alongside science-based targets across all relevant scopes and in line with the criteria and recommendations of the Science Based Targets Initiative. Over the next 2 years, we will fully develop our Scope 3 target and get it validated and published by the Science-Based Targets initiative. Our reported Scope 3 emissions constitute 100% of our known Scope 3 emissions sources and is not our baseline for all Scope 3 emissions. We have however, identified our material Scope 3 emissions through an internal study and have developed a plan to work through all of the remaining Scope 3 categories of the GHG by 2023, in line with SBTi. So far, we have only quantified our material emissions from Scope 3 category 1 (Purchased Goods and Services) and category 6 (Business Travel). In the next few years, we will quantify all Scope 3 emissions relevant to Worley. This means that our Scope 3 emissions will increase over the coming years as we report more categories of Scope 3.

C-OG4.2d

(C-OG4.2d) Indicate which targets reported in C4.1a/b incorporate methane emissions, or if you do not have a methane-specific emissions reduction target for your oil and gas activities, please explain why not and forecast how your methane emissions will change over the next five years.

We do not have a methane-specific emissions target because Worley does not produce oil and gas. We do not have significant methane emissions, and so our methane emissions are not expected to change over the next five years.

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

| | Number of initiatives | Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *) |
|---------------------------|-----------------------|--|
| Under investigation | 1 | 4000 |
| To be implemented* | 1 | 300 |
| Implementation commenced* | 1 | 1410 |
| Implemented* | 2 | 29400 |
| Not to be implemented | 0 | 0 |

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

| | |
|--------------------------------|--|
| Energy efficiency in buildings | Heating, Ventilation and Air Conditioning (HVAC) |
|--------------------------------|--|

Estimated annual CO2e savings (metric tonnes CO2e)

200

Scope(s)

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

40000

Investment required (unit currency – as specified in C0.4)

700000

Payback period

16-20 years

Estimated lifetime of the initiative

16-20 years

Comment

We upgraded our chillers in our Houston office. This is our largest office globally, and uses a significant amount of energy. The upgrades to the chillers are saving approximately 400,000 kWh/year in energy

Initiative category & Initiative type

| | |
|-------------------------------------|----------------------------|
| Company policy or behavioral change | Site consolidation/closure |
|-------------------------------------|----------------------------|

Estimated annual CO2e savings (metric tonnes CO2e)

25000

Scope(s)

Scope 1
 Scope 2 (location-based)
 Scope 2 (market-based)
 Scope 3

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

in FY2021, due to the COVID-19 pandemic, we began our transition to a more distributed way of working. We closed or reduced our tenancy in approximately 45 offices which equated to an energy saving of approximately 65,000MWh per year and an emissions saving of 25,000 tCO2e. Our savings from this initiative are still being quantified.

Initiative category & Initiative type

| | |
|-------------------------------|----------------------------|
| Low-carbon energy consumption | Low-carbon electricity mix |
|-------------------------------|----------------------------|

Estimated annual CO2e savings (metric tonnes CO2e)

4200

Scope(s)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

27000

Payback period

No payback

Estimated lifetime of the initiative

6-10 years

Comment

We purchased low-carbon electricity at several offices including in Houston, Perth and the UK. Currently, this costs more per kWh than grid electricity, so there is no expected payback period.

Initiative category & Initiative type

| | |
|-------------------------------|------|
| Low-carbon energy consumption | Wind |
|-------------------------------|------|

Estimated annual CO2e savings (metric tonnes CO2e)

4000

Scope(s)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

10000

Payback period

No payback

Estimated lifetime of the initiative

11-15 years

Comment

We are assessing the feasibility of a wind Power Purchase Agreement in Alberta. If implemented, this will power our offices and fabrication yards throughout Alberta and reduce our market-based Scope 2 emissions significantly.

Initiative category & Initiative type

| | |
|-------------------------------|----------------------------|
| Low-carbon energy consumption | Low-carbon electricity mix |
|-------------------------------|----------------------------|

Estimated annual CO2e savings (metric tonnes CO2e)

1410

Scope(s)

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

20000

Payback period

No payback

Estimated lifetime of the initiative

16-20 years

Comment

We are working to transition all our Australia offices to green energy contracts. One of these has already transitioned (Perth) with the rest to follow in FY2022.

Initiative category & Initiative type

| | |
|----------------|----------------------------------|
| Transportation | Company fleet vehicle efficiency |
|----------------|----------------------------------|

Estimated annual CO2e savings (metric tonnes CO2e)

Scope(s)

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)**Investment required (unit currency – as specified in C0.4)****Payback period**

Please select

Estimated lifetime of the initiative

6-10 years

Comment

We are transitioning our internal combustion engine fleet to a hybrid fleet starting in FY2022. This will reduce our fuel consumption and therefore our Scope 1 emissions. The annual monetary savings have not yet been quantified.

C4.3c**(C4.3c) What methods do you use to drive investment in emissions reduction activities?**

| Method | Comment |
|--|---|
| Dedicated budget for energy efficiency | Offices conduct a review of energy efficiency initiatives that need to be undertaken. Budget for these initiatives are allocated in local office budgets. |
| Employee engagement | Through our sustainability champions network, emission reduction activities are shared with the broader group to increase employee engagement and to encourage sharing of ideas. Offices with high impact and creative energy efficiency initiatives are recognized in corporate reports. We have established Energy Management working groups in each region to engage passionate members of the Worley community to get involved in emissions reduction activities. |
| Financial optimization calculations | Offices conduct financial optimization calculations to review the return on investment of emissions reduction initiatives. |
| Other (Updating our property leasing criteria) | This year, we updated our property leasing selection guide states to include more robust criteria around sustainability. This includes energy monitoring, energy efficiency, water usage, waste and wellbeing. In addition, we strive to partner with landlords who share the same vision as us when it comes to investing in emissions reduction activities. We maintain good relationships with our building managers and landlords and actively pursue activities to continually improve the environmental rating of the building. For example, we partnered with our Perth landlord to set a Green Power Buyers group, which gives their tenants a way to purchase renewable energy and reduce their Scope 2 emissions. |
| Internal incentives/recognition programs | We included emissions reduction targets in our incentive plans for our senior leaders. |
| Employee engagement | We undertook stakeholder engagement sessions with all our business leaders to understand their familiarity with our net zero target, and what were the barriers and enablers to achieving this. The outcome of this is being built into our net zero framework to be implemented in FY2022. |
| Other (Energy management software) | We are implementing a new company-wide energy management software which will allow all our employees to track our emissions in real time. This will help to increase transparency in our emissions, and to implement emissions reduction initiatives. |

C4.5**(C4.5) Do you classify any of your existing goods and/or services as low-carbon products or do they enable a third party to avoid GHG emissions?**

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products or that enable a third party to avoid GHG emissions.

Level of aggregation

Product

Description of product/Group of products

Worley has a low carbon service offering, with active involvement in all project phases of renewable energy and key enabling technologies around the world, as well as energy efficiency, GHG destruction and Carbon Capture and Storage. We take projects from concept, through feasibility, engineering, delivery and operations.

Are these low-carbon product(s) or do they enable avoided emissions?

Low-carbon product and avoided emissions

Taxonomy, project or methodology used to classify product(s) as low-carbon or to calculate avoided emissions

Other, please specify (We have developed 4 Sustainability Pathways - Decarbonisation, Resource Stewardship, Asset Sustainability and Environment and Society - to classify our products and services in the field of 'Sustainability')

% revenue from low carbon product(s) in the reporting year

29

% of total portfolio value

<Not Applicable>

Asset classes/ product types

<Not Applicable>

Comment

Sustainability is a growing part of our business. We have a clear strategy for growth in Sustainability by way of our 4 Sustainability Pathways: Decarbonisation, Resource Stewardship, Asset Sustainability, and Environment & Society. To date, we have been involved in over 2948 New Energy projects globally. Our New Energy experience encompasses solar PV/CSP, wind, geothermal and hydropower, nuclear, distributed energy and storage, renewable fuels and waste-to-energy, hydrogen and hydropower. We have completed 360 solar power projects between PV, CSP and hybrid projects. We have the world's largest CSP/PV hybrid project with a total capacity of 950 MW. We have completed 759 projects split between onshore and offshore wind. Our largest onshore wind farm project (Lake Turkana Wind Power Project in northern Kenya) has a capacity of 310 MW. Our largest offshore wind farm project has a capacity of 2600 MW. We have completed 309 projects in geothermal, hydro and ocean power with our latest project being 20,342 MW. Our total projects completed to date have a 210 GW total generating capacity. We have completed 226 projects in nuclear accumulating to 30+GW over 60 years. In the area of renewable fuels and waste-to-energy, we have completed 246 projects including 15 million gallons/year of renewable jet fuels in a key project. We have more than 20 years experience in design and operation of a co-gen facility fuelled partly using landfill gas. We have undertaken 105 green or blue hydrogen roles globally. The largest green hydrogen electrolyser we have studied is 36 GW, based on hybrid offshore wind input. We have completed 230 distributed energy and storage projects. We have over 18 years experience in specialised demand response and energy efficiency global experience. We have completed 228 projects between electrification, energy efficiency and grid transformation. For a single industry client, we have achieved \$20M/year savings through energy efficiency and electrification. In the area of carbon capture utilization & storage, we have 213 projects with 100 million tonnes of CO2 expected to be captured and stored on the world's largest CCS project. In addition, we have a selection of tools that we have developed to support our customers in improving their energy efficiency and create a safe and sustainable engineering design.

C-OG4.6

(C-OG4.6) Describe your organization's efforts to reduce methane emissions from your activities.

Worley do not operate any hydrocarbon facilities, so our methane emissions are not relevant.

C-OG4.7

(C-OG4.7) Does your organization conduct leak detection and repair (LDAR) or use other methods to find and fix fugitive methane emissions from oil and gas production activities?

No, this is not relevant to our operations

C-OG4.7b

(C-OG4.7b) Explain why you do not conduct LDAR or use other methods to find and fix fugitive methane emissions, and whether you have a plan to do so from your oil and gas production activities.

Worley do not operate any hydrocarbon facilities, so fugitive emissions are not relevant. to our business. However, we do provide services to our customers to help them reduce their fugitive emissions. One example is our FetCH4 service, which allows our customers to better detect fugitive emissions. Low-cost, highly effective sensors are installed in the plant that can monitor these fugitive emissions 24/7, and send a message to the operator who can decide on a repair strategy.

C-OG4.8

(C-OG4.8) If flaring is relevant to your oil and gas production activities, describe your organization's efforts to reduce flaring, including any flaring reduction targets.

Flaring is not relevant for Worley as we do not produce oil and gas. We do not operate any facilities with flares.

C5. Emissions methodology

C5.1

(C5.1) Provide your base year and base year emissions (Scopes 1 and 2).

Scope 1

Base year start

July 1 2019

Base year end

June 30 2020

Base year emissions (metric tons CO2e)

36928

Comment

Emitted across 213 offices and fabrication yards. Note: Last year, we reported our FY2020 Scope 1 emissions as 58713tCO2e. After data gathering and validation, some calculation errors were found in our Scope 1 emissions. Our updated FY2020 Scope 1 emissions baseline is 36,928tCO2e.

Scope 2 (location-based)

Base year start

July 1 2019

Base year end

June 30 2020

Base year emissions (metric tons CO2e)

77313

Comment

Emitted across 213 offices and fabrication yards.

Scope 2 (market-based)

Base year start

July 1 2019

Base year end

June 30 2020

Base year emissions (metric tons CO2e)

77313

Comment

Emitted across 213 offices and fabrication yards.

C5.2

(C5.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)
25555

Start date
July 1 2020

End date
June 30 2021

Comment
Our Scope 1 emissions come from natural gas usage in our offices, and burning fuels including gasoline, diesel, propane and ethanol in our vehicles and fabrication yards. This year, our Scope 1 emissions reduced significantly due to office closures, travel restrictions, business output decrease and a dramatic increase of our people working from home as a result of the COVID-19 pandemic. This means that our Scope 3 emissions (Category 7 - Employee Commuting) have been affected. We will work to quantify this in the next 12 months.

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)
36928

Start date
July 1 2019

End date
June 30 2020

Comment
In FY2020, we reported our Scope 1 emissions as 58,713tCO2e. After data gathering and validation, some calculation errors were found in our Scope 1 emissions. Our updated FY2020 Scope 1 emissions are 36,928tCO2e.

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based
We are reporting a Scope 2, location-based figure

Scope 2, market-based
We are reporting a Scope 2, market-based figure

Comment
This year, as we worked towards our net zero target, we reduced our Scope 2 emissions through the purchase of renewable energy in several offices around the world. These locations included Australia, USA, and UK. We are reflecting this through reporting our Scope 2 emissions as a market-based figure.

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

35524

Scope 2, market-based (if applicable)

42268

Start date

July 1 2020

End date

June 30 2021

Comment

Our Scope 2 emissions primarily come from electricity usage in our offices and fabrication yards. We also use a small amount of district heating and cooling in some offices. This year, our Scope 2 emissions reduced significantly due to office closures, travel restrictions, business output decrease and a dramatic increase of our people working from home as a result of the COVID-19 pandemic. This means that our Scope 3 emissions (Category 7 - Employee Commuting) have been affected. We will work to quantify this in the next 12 months. We also purchased renewable energy in several offices around the world which has reduced our market-based Scope 2 emissions.

Past year 1

Scope 2, location-based

77313

Scope 2, market-based (if applicable)

Start date

July 1 2019

End date

June 30 2020

Comment

In FY2020, we reported 77,313 t CO2e of location-based Scope 2 emissions across 213 offices. We did not report a Scope 2 market-based figure.

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?

Yes

C6.4a

(C6.4a) Provide details of the sources of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure.

Source

Virtual offices

Relevance of Scope 1 emissions from this source

Emissions are not relevant

Relevance of location-based Scope 2 emissions from this source

Emissions are not relevant

Relevance of market-based Scope 2 emissions from this source (if applicable)

Emissions are not relevant

Explain why this source is excluded

We have a small office space in Iraq for business registration purposes. There are no people or equipment occupying this office space, and therefore negligible energy usage. Hence we have excluded these offices from our calculation.

Source

Serviced offices

Relevance of Scope 1 emissions from this source

Emissions are not relevant

Relevance of location-based Scope 2 emissions from this source

Emissions are not relevant

Relevance of market-based Scope 2 emissions from this source (if applicable)

Emissions are not relevant

Explain why this source is excluded

We rent space in 5 serviced offices in which we do not have energy usage data and do not have operational control. The energy usage is considered negligible, particularly in the last year where most of our people were working from home during the COVID-19 pandemic. Therefore, we have excluded these emissions from our calculation.

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.**Purchased goods and services****Evaluation status**

Relevant, calculated

Metric tonnes CO2e

3254

Emissions calculation methodology

These emissions are from purchased paper usage and energy used in our global data centres. For paper usage, we collected volume and emissions data from our major global paper supplier, who supplies approximately 1/3 of our offices with paper. The emissions from this supplier were 547t CO2e. Then, this number was multiplied by 3 to estimate the amount of paper used globally. Our total emissions from purchased paper are 1640 t CO2e. For data centres, we collected energy and emissions data straight from our data centre suppliers. We have 8 physical data centres around the world, and 1 cloud-based data centre. Out of these 8, 2 suppliers did not provide energy or emissions data. In these cases, we estimated the energy used based on energy used by other data centres, then converted to tonnes of CO2 using location-based emissions factors. Our total emissions from data centres are 1614 t CO2e. 2 of our major data centre suppliers, who operate 4 of our data centres, are using 100% renewable energy which has lowered their market-based Scope 2 emissions. This has helped us lower our Scope 3 emissions.

Percentage of emissions calculated using data obtained from suppliers or value chain partners

50

Please explain

This year, we will focus on improving the data capture from our data centres and paper usage suppliers so we rely less on estimates. Over the next 1-2 years, as part of our science-based target setting, we will be expanding our reporting scope to include all purchased goods and services relevant to our business.

Capital goods**Evaluation status**

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include capital goods.

Fuel-and-energy-related activities (not included in Scope 1 or 2)**Evaluation status**

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include Fuel and energy related activities.

Upstream transportation and distribution**Evaluation status**

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include upstream transportation and distribution.

Waste generated in operations

Evaluation status

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include waste generated in operations.

Business travel

Evaluation status

Relevant, calculated

Metric tonnes CO2e

4685

Emissions calculation methodology

We collected data straight from our business travel suppliers. This data included all flights and car trips booked by our travel suppliers over the reporting period, the kilometres travelled, and the equivalent tonnes of CO2e. In some cases, the travel agent only provided data for kilometres travelled. In these cases, the emissions were calculated using the UK Government GHG Conversion Factors for Company Reporting. Because our reporting year is 1st July 2020-30th June 2021, we have some reporting lag in business travel data. At the time of CDP submission, we only had air travel data up until 31st May 2021, so the air travel for June 2021 was estimated based on the average amount travelled per month during the reporting year. Our business travel emissions dropped significantly from 14426tCO2e in FY2020. This was mainly due to travel restrictions as a result of the COVID-19 pandemic.

Percentage of emissions calculated using data obtained from suppliers or value chain partners

90

Please explain

In some cases, the travel agent only provided data for kilometres travelled. In these cases, the emissions were calculated using the UK Government GHG Conversion Factors for Company Reporting. 7 of our 81 travel agents did not provide any data. In these cases, we estimated the emissions based on the average emissions reported from our other travel agents.

Employee commuting

Evaluation status

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

A significant part of our Scope 1 and Scope 2 emissions reductions this are due to office closures and distributed working. This has had an impact on our Scope 3 emissions from Employee Commuting. Over the next year we will work to quantify these emissions and help our employees reduce them.

Upstream leased assets

Evaluation status

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include upstream leased assets.

Downstream transportation and distribution

Evaluation status

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include downstream transportation and distribution

Processing of sold products

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We do not produce or mine raw materials for manufacturing/processing.

Use of sold products

Evaluation status

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include use of sold products.

End of life treatment of sold products

Evaluation status

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include end of life treatment of sold products.

Downstream leased assets

Evaluation status

Relevant, not yet calculated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In future years, and as part of our science-based target setting, we will be expanding our reporting scope to include downstream leased assets.

Franchises

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Worley does not own any franchises.

Investments

Evaluation status

Not evaluated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Other (upstream)

Evaluation status

Not evaluated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Other (downstream)

Evaluation status

Not evaluated

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

7.73

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

67823

Metric denominator

unit total revenue

Metric denominator: Unit total

8774000000

Scope 2 figure used

Market-based

% change from previous year

24

Direction of change

Decreased

Reason for change

Our emissions intensity per revenue is measured in total Scope 1 and Scope 2 emissions in tCO2e per \$million AUD. In FY2020, this value was 10.2tCO2/\$million. Our Scope 1 and Scope 2 emissions reduced significantly this year. This is due to office closures and reduced fuel usage from the COVID-19 pandemic. We have also undertaken other emissions reduction initiatives such as purchasing renewable energy in Perth, Houston and the UK. This has helped us lower our market-based Scope 2 emissions. Our revenue did not reduce proportionately to our emissions, which is why our emissions per unit revenue dropped by 24%.

(C-OG6.12) Provide the intensity figures for Scope 1 emissions (metric tons CO2e) per unit of hydrocarbon category.

Unit of hydrocarbon category (denominator)

Thousand barrels of crude oil/ condensate

Metric tons CO2e from hydrocarbon category per unit specified

0

% change from previous year

0

Direction of change

No change

Reason for change

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Comment

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Unit of hydrocarbon category (denominator)

Thousand barrels of natural gas liquids

Metric tons CO2e from hydrocarbon category per unit specified

0

% change from previous year

0

Direction of change

No change

Reason for change

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Comment

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Unit of hydrocarbon category (denominator)

Thousand barrels of oil sands (includes bitumen and synthetic crude)

Metric tons CO2e from hydrocarbon category per unit specified

0

% change from previous year

0

Direction of change

No change

Reason for change

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Comment

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Unit of hydrocarbon category (denominator)

Million cubic feet of natural gas

Metric tons CO2e from hydrocarbon category per unit specified

0

% change from previous year

0

Direction of change

No change

Reason for change

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Comment

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Unit of hydrocarbon category (denominator)

Thousand barrels of refinery throughput

Metric tons CO2e from hydrocarbon category per unit specified

0

% change from previous year

0

Direction of change

No change

Reason for change

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Comment

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Unit of hydrocarbon category (denominator)

Thousand barrels of refinery net production

Metric tons CO2e from hydrocarbon category per unit specified

0

% change from previous year

0

Direction of change

No change

Reason for change

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Comment

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Unit of hydrocarbon category (denominator)

Thousand metric tons of "high value chemicals" (lower olefins)

Metric tons CO2e from hydrocarbon category per unit specified

0

% change from previous year

0

Direction of change

No change

Reason for change

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

Comment

Not applicable. Worley does not produce oil and gas and therefore cannot report hydrocarbon intensity metrics.

C-OG6.13

(C-OG6.13) Report your methane emissions as percentages of natural gas and hydrocarbon production or throughput.

Oil and gas business division

Other, please specify (Not applicable.)

Estimated total methane emitted expressed as % of natural gas production or throughput at given division

0

Estimated total methane emitted expressed as % of total hydrocarbon production or throughput at given division

0

Comment

Not applicable. Worley does not produce oil and gas.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

| Country/Region | Scope 1 emissions (metric tons CO2e) |
|-------------------|--------------------------------------|
| Asia, Australasia | 976 |
| Africa | 2308 |
| Europe | 3399 |
| Middle East | 2088 |
| North America | 16425 |
| South America | 359 |

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

- By business division
- By activity

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

| Business division | Scope 1 emissions (metric ton CO2e) |
|--|-------------------------------------|
| Americas (North America and South America) | 16784 |
| APAC (Asia, Pacific, Australia and China) | 976 |
| EMEA (Europe, Middle East and Africa) | 7795 |

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

| Activity | Scope 1 emissions (metric tons CO2e) |
|---|--------------------------------------|
| Global Yard Operations (UK, Norway, Alaska, Houston & Canada) | 11806 |
| Global Office Operations | 9954 |
| Global vehicle fleets | 3812 |

C-CE7.4/C-CH7.4/C-CO7.4/C-EU7.4/C-MM7.4/C-OG7.4/C-ST7.4/C-TO7.4/C-TS7.4

(C-CE7.4/C-CH7.4/C-CO7.4/C-EU7.4/C-MM7.4/C-OG7.4/C-ST7.4/C-TO7.4/C-TS7.4) Break down your organization's total gross global Scope 1 emissions by sector production activity in metric tons CO2e.

| | Gross Scope 1 emissions, metric tons CO2e | Net Scope 1 emissions , metric tons CO2e | Comment |
|--|---|--|-------------------------------------|
| Cement production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Chemicals production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Coal production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Electric utility activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Metals and mining production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Oil and gas production activities (upstream) | 0 | <Not Applicable> | Worley does not produce oil and gas |
| Oil and gas production activities (midstream) | 0 | <Not Applicable> | Worley does not produce oil and gas |
| Oil and gas production activities (downstream) | 0 | <Not Applicable> | Worley does not produce oil and gas |
| Steel production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Transport OEM activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Transport services activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

| Country/Region | Scope 2, location-based (metric tons CO2e) | Scope 2, market-based (metric tons CO2e) | Purchased and consumed electricity, heat, steam or cooling (MWh) | Purchased and consumed low-carbon electricity, heat, steam or cooling accounted for in Scope 2 market-based approach (MWh) |
|-------------------|--|--|--|--|
| Asia, Australasia | 6665 | 6358 | 11266 | 407 |
| Africa | 1225 | 1225 | 1958 | 0 |
| Europe | 3422 | 12169 | 32490 | 1600 |
| Middle East | 8677 | 8677 | 16928 | 0 |
| North America | 15150 | 13455 | 46987 | 4530 |
| South America | 386 | 386 | 1135 | 0 |

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

- By business division
- By activity

C7.6a

(C7.6a) Break down your total gross global Scope 2 emissions by business division.

| Business division | Scope 2, location-based (metric tons CO2e) | Scope 2, market-based (metric tons CO2e) |
|--|--|--|
| Americas (North America and South America) | 15535 | 13840 |
| APAC (Asia, Pacific, Australia and China) | 6665 | 6358 |
| EMEA (Europe, Middle East and Africa) | 13324 | 22071 |

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

| Activity | Scope 2, location-based (metric tons CO2e) | Scope 2, market-based (metric tons CO2e) |
|---|--|--|
| Global Yard Operations (UK, Norway, Alaska, Houston & Canada) | 4395 | 10844 |
| Global Office Operations | 31095 | 31425 |
| Global vehicle fleet | 0 | 0 |

C-CE7.7/C-CH7.7/C-CO7.7/C-MM7.7/C-OG7.7/C-ST7.7/C-TO7.7/C-TS7.7

(C-CE7.7/C-CH7.7/C-CO7.7/C-MM7.7/C-OG7.7/C-ST7.7/C-TO7.7/C-TS7.7) Break down your organization's total gross global Scope 2 emissions by sector production activity in metric tons CO2e.

| | Scope 2, location-based, metric tons CO2e | Scope 2, market-based (if applicable), metric tons CO2e | Comment |
|--|---|---|-------------------------------------|
| Cement production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Chemicals production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Coal production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Metals and mining production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Oil and gas production activities (upstream) | 0 | 0 | Worley does not produce oil and gas |
| Oil and gas production activities (midstream) | 0 | 0 | Worley does not produce oil and gas |
| Oil and gas production activities (downstream) | 0 | 0 | Worley does not produce oil and gas |
| Steel production activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Transport OEM activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Transport services activities | <Not Applicable> | <Not Applicable> | <Not Applicable> |

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

| | Change in emissions (metric tons CO2e) | Direction of change | Emissions value (percentage) | Please explain calculation |
|---|--|---------------------|------------------------------|--|
| Change in renewable energy consumption | 2494 | Decreased | 2.2 | This year, we switched to renewable energy contracts in several offices around the world including Perth, Texas, The Netherlands and the UK. The previous year, we had not purchased any renewable energy. The decrease in emissions was calculated by multiplying the total renewable energy purchased with the location-specific grid emissions factors in tCO2e/MWh as follows: Western Australia: Energy: 406 MWh; Emissions factor: 0.68 tCO2/MWh. Emissions reduced: 276 tCO2e. Texas: Energy: 4529MWh; Emissions factor: 0.4tCO2/MWh. Emissions reduced: 1792 tCO2e. The Netherlands: Energy: 356 MWh; Emissions factor: 0.42 tCO2/MWh. Emissions reduced: 148 tCO2e. UK: Energy: 1242 MWh; Emissions factor: 0.22 tCO2/MWh. Emissions reduced: 277t CO2e. Total emissions reduced: 2,494 tCO2e. The percentage reduction was calculated as follows: 2494/114240 *100 = 2.2%. |
| Other emissions reduction activities | 25000 | Decreased | 22 | In 2020, we transitioned to a distributed working model due to the COVID-19 pandemic. This will continue after the pandemic is over. As a result, we consolidated our office space and closed approximately 45 offices this year. To calculate the decrease in emissions as a result of this activity, we determined the FY2020 emissions from the offices that we vacated by filtering our FY2020 baseline for these locations. This number is approximately 25,000 tonnes of CO2e per year. The percentage reduction was calculated as follows: 25000/114240 *100 = 22%. |
| Divestment | 0 | No change | 0 | |
| Acquisitions | 681 | Increased | 0.6 | In 2020, Worley acquired TW Power Services, an operations and maintenance business providing services to critical power infrastructure across Australia, New Zealand and South east Asia. With this acquisition came 4 offices and a vehicle fleet. The total Scope 1 and Scope 2 emissions from this acquisition were calculated as 682t CO2e: 117t CO2 of Scope 2 emissions from electricity usage in our 4 offices (Sydney, Garbutt, South Melbourne and Albany) and 564t CO2e of Scope 1 emissions from burning petrol, diesel and propane in the vehicle fleet. 117+564=682. The percentage increase was calculated as follows: 682/114240 *100 = 0.6%. |
| Mergers | 0 | No change | 0 | |
| Change in output | 2890 | Decreased | 2.5 | The COVID-19 pandemic resulted in some decline in our business output at our fabrication yards. We burned less diesel, petrol, natural gas, propane and used less electricity. The emissions reduction as a result of reduced business output were estimated by subtracting the total emissions from our fabrication yards in FY2021 from the total emissions from our fabrication yards in FY2020: 25440-22650= 2890. The percentage reduction was calculated as follows: 2890/114240 *100 = 2.5%. The dramatic increase in the number of our people working from home means that our Scope 3 emissions have been affected. We'll work to quantify these emissions in the next year and set up initiatives to help our people cut their emissions from home. |
| Change in methodology | 5000 | Decreased | 4 | Last year, a significant proportion of our emissions were estimated based on floor space due to lack of energy data. These estimates were conservative. This year, we have improved our data collection and have a dedicated resource responsible for energy management. We now have actual data from 89% of our locations, which has reduced the margin of error associated with conservative estimates based on floor space. It is estimated that this has reduced our reported emissions by approximately 5,000 tonnes. This is difficult to calculate exactly as this year most of our offices were closed, so the reported emissions this year are not representative of a normal year. The percentage reduction was calculated as follows: 5000/114240 *100 = 4% |
| Change in boundary | 0 | No change | 0 | |
| Change in physical operating conditions | 0 | No change | 0 | |
| Unidentified | | <Not Applicable > | | |
| Other | | <Not Applicable > | | |

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

| | Indicate whether your organization undertook this energy-related activity in the reporting year |
|--|---|
| Consumption of fuel (excluding feedstocks) | Yes |
| Consumption of purchased or acquired electricity | Yes |
| Consumption of purchased or acquired heat | Yes |
| Consumption of purchased or acquired steam | No |
| Consumption of purchased or acquired cooling | Yes |
| Generation of electricity, heat, steam, or cooling | Yes |

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

| | Heating value | MWh from renewable sources | MWh from non-renewable sources | Total (renewable and non-renewable) MWh |
|---|---------------------------|----------------------------|--------------------------------|---|
| Consumption of fuel (excluding feedstock) | LHV (lower heating value) | 938 | 118329 | 119267 |
| Consumption of purchased or acquired electricity | <Not Applicable> | 6536 | 99711 | 106247 |
| Consumption of purchased or acquired heat | <Not Applicable> | 0 | 2755 | 2755 |
| Consumption of purchased or acquired steam | <Not Applicable> | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Consumption of purchased or acquired cooling | <Not Applicable> | 0 | 1761 | 1761 |
| Consumption of self-generated non-fuel renewable energy | <Not Applicable> | 0 | <Not Applicable> | 0 |
| Total energy consumption | <Not Applicable> | 7474 | 222556 | 230030 |

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

| | Indicate whether your organization undertakes this fuel application |
|---|---|
| Consumption of fuel for the generation of electricity | Yes |
| Consumption of fuel for the generation of heat | Yes |
| Consumption of fuel for the generation of steam | No |
| Consumption of fuel for the generation of cooling | No |
| Consumption of fuel for co-generation or tri-generation | No |

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Fuels (excluding feedstocks)

Natural Gas

Heating value

LHV (lower heating value)

Total fuel MWh consumed by the organization

56332

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

56332

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self-cogeneration or self-trigeneration

<Not Applicable>

Emission factor

50.9

Unit

kg CO2e per GJ

Emissions factor source

2021 UK Government conversion factors for Company reporting

Comment

Natural gas is primarily used to heat our offices and fabrication yards.

Fuels (excluding feedstocks)

Diesel

Heating value

LHV (lower heating value)

Total fuel MWh consumed by the organization

32404

MWh fuel consumed for self-generation of electricity

13125

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self-cogeneration or self-trigeneration

<Not Applicable>

Emission factor

2.51

Unit

kg CO2e per liter

Emissions factor source

2021 UK Government conversion factors for Company reporting.

Comment

Diesel is primarily used as fuel for vehicles. However, we also use it to generate electricity in our fabyards, and as backup generation for buildings.

Fuels (excluding feedstocks)

Petrol

Heating value

LHV (lower heating value)

Total fuel MWh consumed by the organization

26873

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self-cogeneration or self-trigeneration

<Not Applicable>

Emission factor

2.19

Unit

kg CO2e per liter

Emissions factor source

2021 UK Government conversion factors for Company reporting.

Comment

Petrol is used to fuel our company vehicles.

Fuels (excluding feedstocks)

Bioethanol

Heating value

LHV (lower heating value)

Total fuel MWh consumed by the organization

938

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self-cogeneration or self-trigeneration

<Not Applicable>

Emission factor

2.11

Unit

kg CO2e per liter

Emissions factor source

2021 UK Government conversion factors for Company reporting.

Comment

Ethanol is used to fuel our company vehicles.

Fuels (excluding feedstocks)

Propane Gas

Heating value

LHV (lower heating value)

Total fuel MWh consumed by the organization

2721

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

2721

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self-cogeneration or self-trigeneration

<Not Applicable>

Emission factor

1.52

Unit

kg CO2e per liter

Emissions factor source

US EPA. 19-Nov-2015, v2. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories

Comment

Propane gas is used for heating and welding in our fabrication yards.

C8.2d

(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

| | Total Gross generation (MWh) | Generation that is consumed by the organization (MWh) | Gross generation from renewable sources (MWh) | Generation from renewable sources that is consumed by the organization (MWh) |
|-------------|------------------------------|---|---|--|
| Electricity | 13125 | 13125 | 0 | 0 |
| Heat | 0 | 0 | 0 | 0 |
| Steam | 0 | 0 | 0 | 0 |
| Cooling | 0 | 0 | 0 | 0 |

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero emission factor in the market-based Scope 2 figure reported in C6.3.

Sourcing method

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

Low-carbon technology type

Low-carbon energy mix

Country/area of consumption of low-carbon electricity, heat, steam or cooling

Australia

MWh consumed accounted for at a zero emission factor

406

Comment

We purchased Green Power in our office in Perth, Western Australia.

Sourcing method

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

Low-carbon technology type

Wind

Country/area of consumption of low-carbon electricity, heat, steam or cooling

United States of America

MWh consumed accounted for at a zero emission factor

4530

Comment

We purchased renewable energy certificates for 100% of our energy usage at our Houston fabrication yard and our Houston office.

Sourcing method

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

Low-carbon technology type

Low-carbon energy mix

Country/area of consumption of low-carbon electricity, heat, steam or cooling

United Kingdom of Great Britain and Northern Ireland

MWh consumed accounted for at a zero emission factor

1242

Comment

We purchased renewable energy certificates for 9 of our UK offices, including our fabrication shop.

Sourcing method

Green electricity products (e.g. green tariffs) from an energy supplier, supported by energy attribute certificates

Low-carbon technology type

Wind

Country/area of consumption of low-carbon electricity, heat, steam or cooling

Netherlands

MWh consumed accounted for at a zero emission factor

356

Comment

We switched to a renewable power agreement in The Hague office.

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description

Other, please specify (Total Scope 1 and Scope 2 greenhouse gas emissions per person)

Metric value

1.42

Metric numerator

67,823

Metric denominator (intensity metric only)

47700

% change from previous year

35

Direction of change

Decreased

Please explain

"The numerator is our total Scope 1 and 2 emissions for FY2021: 67,823t CO2e. The denominator is our total number of employees: 47700. Last year's emissions intensity per person was 2.2tCO2/person. We have decreased our emissions intensity by 35% due to our significant decrease in Scope 1 and Scope 2 emissions, without a significant decrease in our people numbers.

C-OG9.2a

(C-OG9.2a) Disclose your net liquid and gas hydrocarbon production (total of subsidiaries and equity-accounted entities).

| | In-year net production | Comment |
|---|------------------------|--------------------------------|
| Crude oil and condensate, million barrels | 0 | We do not produce oil and gas. |
| Natural gas liquids, million barrels | 0 | We do not produce oil and gas. |
| Oil sands, million barrels (includes bitumen and synthetic crude) | 0 | We do not produce oil and gas. |
| Natural gas, billion cubic feet | 0 | We do not produce oil and gas. |

C-OG9.2b

(C-OG9.2b) Explain which listing requirements or other methodologies you use to report reserves data. If your organization cannot provide data due to legal restrictions on reporting reserves figures in certain countries, please explain this.

Not applicable as we do not produce oil and gas.

C-OG9.2c

(C-OG9.2c) Disclose your estimated total net reserves and resource base (million boe), including the total associated with subsidiaries and equity-accounted entities.

| | Estimated total net proved + probable reserves (2P) (million BOE) | Estimated total net proved + probable + possible reserves (3P) (million BOE) | Estimated net total resource base (million BOE) | Comment |
|-------|--|---|--|--------------------------------|
| Row 1 | 0 | 0 | 0 | We do not produce oil and gas. |

C-OG9.2d

(C-OG9.2d) Provide an indicative percentage split for 2P, 3P reserves, and total resource base by hydrocarbon categories.

| | Net proved + probable reserves (2P) (%) | Net proved + probable + possible reserves (3P) (%) | Net total resource base (%) | Comment |
|--|---|--|-----------------------------|--------------------------------|
| Crude oil/ condensate/ natural gas liquids | 0 | 0 | 0 | We do not produce oil and gas. |
| Natural gas | 0 | 0 | 0 | We do not produce oil and gas. |
| Oil sands (includes bitumen and synthetic crude) | 0 | 0 | 0 | We do not produce oil and gas. |

C-OG9.2e

(C-OG9.2e) Provide an indicative percentage split for production, 1P, 2P, 3P reserves, and total resource base by development types.

Development type

Other, please specify (We do not hold any oil and gas reserves)

In-year net production (%)

0

Net proved reserves (1P) (%)

0

Net proved + probable reserves (2P) (%)

0

Net proved + probable + possible reserves (3P) (%)

0

Net total resource base (%)

0

Comment

We do not hold any oil and gas reserves

C-OG9.3a

(C-OG9.3a) Disclose your total refinery throughput capacity in the reporting year in thousand barrels per day.

| | Total refinery throughput capacity (Thousand barrels per day) |
|----------|---|
| Capacity | 0 |

C-OG9.3b

(C-OG9.3b) Disclose feedstocks processed in the reporting year in million barrels per year.

| | Throughput (Million barrels) | Comment |
|------------------|------------------------------|--------------------------------|
| Oil | 0 | We do not produce oil and gas. |
| Other feedstocks | 0 | We do not produce oil and gas. |
| Total | 0 | We do not produce oil and gas. |

C-OG9.3c

(C-OG9.3c) Are you able to break down your refinery products and net production?

No

C-OG9.3e

(C-OG9.3e) Please disclose your chemicals production in the reporting year in thousand metric tons.

| Product | Production, Thousand metric tons | Capacity, Thousand metric tons |
|---|----------------------------------|--------------------------------|
| Other, please specify (We do not produce chemicals) | 0 | 0 |

C-CE9.6/C-CG9.6/C-CH9.6/C-CN9.6/C-CO9.6/C-EU9.6/C-MM9.6/C-OG9.6/C-RE9.6/C-ST9.6/C-TO9.6/C-TS9.6

(C-CE9.6/C-CG9.6/C-CH9.6/C-CN9.6/C-CO9.6/C-EU9.6/C-MM9.6/C-OG9.6/C-RE9.6/C-ST9.6/C-TO9.6/C-TS9.6) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

| | Investment in low-carbon R&D | Comment |
|-------|------------------------------|---|
| Row 1 | Yes | We are a business that relies heavily on understanding technology development so we can design and build the energy, chemicals and resource infrastructure. We also work with technology developer to bring low-carbon technologies to market. For example, We are working with 1point5 to deliver the first large scale direct air capture facility in the US. Other organizations we support include: • The Andlinger Centre for Energy and the Environment (part of Princeton University) • Gold sponsor of Net Zero Australia (being developed by the Universities of Melbourne and Queensland) • Member of the Australian Future Fuels Cooperative Research Centre through cash and in-kind contributions. • Contributor to the Australian Renewable Energy Agency through in-kind contributions. • Partner in the Australian Antarctic Division through the Worley Foundation both in cash and in-kind contributions. |

C-CO9.6a/C-EU9.6a/C-OG9.6a

(C-CO9.6a/C-EU9.6a/C-OG9.6a) Provide details of your organization's investments in low-carbon R&D for your sector activities over the last three years.

| Technology area | Stage of development in the reporting year | Average % of total R&D investment over the last 3 years | R&D investment figure in the reporting year (optional) | Comment |
|-----------------|--|---|--|---------|
|-----------------|--|---|--|---------|

C-OG9.7

(C-OG9.7) Disclose the breakeven price (US\$/BOE) required for cash neutrality during the reporting year, i.e. where cash flow from operations covers CAPEX and dividends paid/ share buybacks.

0

C-OG9.8

(C-OG9.8) Is your organization involved in the sequestration of CO2?

No

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

| | Verification/assurance status |
|--|--|
| Scope 1 | Third-party verification or assurance process in place |
| Scope 2 (location-based or market-based) | Third-party verification or assurance process in place |
| Scope 3 | No third-party verification or assurance |

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Limited Assurance Statement for Environmental Metrics FY21.pdf

Page/ section reference

Relevant standard

ISAE3000

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Underway but not complete for current reporting year – first year it has taken place

Type of verification or assurance

Third party verification/assurance underway

Attach the statement

Page/ section reference

Relevant standard

ISAE3000

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, we do not verify any other climate-related information reported in our CDP disclosure

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, but we anticipate being regulated in the next three years

C11.1d

(C11.1d) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

For our offices and sites impacted by a carbon pricing system, we will incorporate the requirements into our overarching carbon management strategy.

C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, our customers

(C12.1a) Provide details of your climate-related supplier engagement strategy.**Type of engagement**

Compliance & onboarding

Details of engagement

Climate change is integrated into supplier evaluation processes

% of suppliers by number

100

% total procurement spend (direct and indirect)

100

% of supplier-related Scope 3 emissions as reported in C6.5**Rationale for the coverage of your engagement**

We strive to partner with suppliers who share the same vision as us on climate related issues. Our minimum and preferred requirements for suppliers and contractors are set out in the Supply Chain Code of Conduct. The areas covered include corporate governance and ethics, labor/workplace management, occupational health and safety, environment, suppliers and community engagement. We favour suppliers and contractors who share our commitment to: • supporting corporate responsibility; • supporting human rights and fair employment practices; • maintaining and improving the work environment so that it is safe and healthy for all staff and visitors; • conducting their business operations in a way that protects and sustains the environment; • adopting similar principles and practices to those in the code in selecting, monitoring and managing their own suppliers and contractors; and • understanding their responsibility to the local communities on which they have an impact and from which they profit. All our project procurement and contracting teams operate from the guidance provided in our policies and standards for procurement and contracts, by which goods and services are acquired by Worley. We are a signatory of the United Nations Global Compact and we align our practices with the ten universally accepted principles in the areas of human rights, labour standards, environment and anticorruption. We favour suppliers who align with this expectation.

Impact of engagement, including measures of success

All our suppliers (landlords, business travel providers, etc.) are provided with our Supply Chain Code of Conduct. We have a supplier portal accessed from our company website, which tracks key information (such as supplier performance and key metrics) on our suppliers and contractors, including some information on their sustainable practices. Suppliers self register and provide information on their performance in corporate governance and ethics, labor/workplace management, occupational health and safety, environment, and community engagement.

Comment**Type of engagement**

Compliance & onboarding

Details of engagement

Climate change is integrated into supplier evaluation processes

% of suppliers by number

100

% total procurement spend (direct and indirect)**% of supplier-related Scope 3 emissions as reported in C6.5****Rationale for the coverage of your engagement**

The environmental rating of a building has an impact on our consumption. We strive to partner with landlords who are proactive in improving their building rating and implementing emissions reduction activities as this will directly help us reduce our energy consumption.

Impact of engagement, including measures of success

Our property leasing selection guide states that consideration of the building sustainability should be included alongside other considerations such as financial, customer, etc. In addition, we strive to partner with landlords who share the same vision as us when it comes to investing in emissions reduction activities. We maintain good relationships with our building managers and landlords and actively pursue activities to continually improve the environmental rating of the building.

Comment**Type of engagement**

Information collection (understanding supplier behavior)

Details of engagement

Collect climate change and carbon information at least annually from suppliers

% of suppliers by number

20

% total procurement spend (direct and indirect)**% of supplier-related Scope 3 emissions as reported in C6.5****Rationale for the coverage of your engagement**

We have an opportunity to influence our supply chains' impact on the climate. To do this first we need to understand the climate impact of our suppliers.

Impact of engagement, including measures of success

Our approach targets strategic suppliers to ensure we have visibility of supplier (climate) performance where we have the greatest impact. This is achieved on a financial materiality approach, focusing on a supplier group that comprises the majority of our procurement spend.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement

Education/information sharing

Details of engagement

Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

9.8

% of customer - related Scope 3 emissions as reported in C6.5**Portfolio coverage (total or outstanding)**

<Not Applicable>

Please explain the rationale for selecting this group of customers and scope of engagement

To provide our customers with our climate-related solutions, we regularly run campaigns with our customers to promote our offering of low-carbon services. These customers are often in emissions intensive and difficult to abate industries.

Impact of engagement, including measures of success

The resultant business developed via campaigns enabled the implementation of decarbonization solutions for customers. This is especially important given the emissions intensive industries that we operate in.

Type of engagement

Other, please specify (Risk classification of project)

Details of engagement

Other, please specify (Included climate change in customer / project selection / management mechanism)

% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5**Portfolio coverage (total or outstanding)**

<Not Applicable>

Please explain the rationale for selecting this group of customers and scope of engagement

We perform responsible business assessments to strengthen customer and project due diligence. We want to know that our customers and other business partners take a responsible approach to business as seriously as we do, before we agree to proceed to work with them. Responsible business assessments were introduced in 2018. They are now embedded across our business within our sales processes and risk assessments for new projects and contracts.

Impact of engagement, including measures of success

One of the five areas where we assess the risk profile of customers and projects is carbon emissions. We make decisions to proceed with bids and work with customers after we have considered the possibility of business disputations and referred reputation damage, and have an appropriate level of risk management in place. This protects the interests of all of our stakeholders: investors, customers, employees and communities. This may result in Worley declining to work on projects that have high carbon intensity.

Type of engagement

Education/information sharing

Details of engagement

Run an engagement campaign to education customers about your climate change performance and strategy

% of customers by number**% of customer - related Scope 3 emissions as reported in C6.5****Portfolio coverage (total or outstanding)**

<Not Applicable>

Please explain the rationale for selecting this group of customers and scope of engagement

To support embedding concepts of sustainability (and specifically, climate change) in our projects, we have introduced our Sustainable Solutions process over FY21.

Impact of engagement, including measures of success

Our Sustainable Solutions process was rolled out in FY2021. This is now part of our business-as-usual project delivery process, and is a mechanism by which our people can implement carbon-saving ideas on any project. Sustainable Solutions has two key tools: a Value Creation Database and a Carbon Calculator. People can submit their ideas to improve sustainability on projects, calculate the carbon savings using the calculator, and submit them to the customer for approval.

C12.3

(C12.3) Do you engage in activities that could either directly or indirectly influence public policy on climate-related issues through any of the following?

Direct engagement with policy makers

Funding research organizations

Other

C12.3a

(C12.3a) On what issues have you been engaging directly with policy makers?

| Focus of legislation | Corporate position | Details of engagement | Proposed legislative solution |
|--|--------------------|--|---|
| Other, please specify (Energy intensive industries) | Neutral | We have participated in Australian government workshops relating to the country's Low emissions technology roadmap. We have also completed paid studies into options to abate emissions from difficult to abate energy intensive industries. | Confidential contribution. |
| Other, please specify (Low emissions technology) | Support | In June 2020 we provided a submission in response to the Australian Federal Government Low Emissions Technology Roadmap. | In this submission, we gave recommendations on how Australia can use technology to decarbonize its energy systems and build low emissions energy intensive industries, with outcomes including implementation of large-scale renewables, integration of hydrogen, and moving to a circular economy. |
| Other, please specify (Offshore clean energy infrastructure) | Support | In February 2020 we provided a submission in response to the Australian Federal Government "Offshore clean energy infrastructure regulatory framework" discussion paper. | Supportive of development of the industry and shared insights from our international experience in offshore wind industry. |
| Please select | Please select | | |

C12.3d

(C12.3d) Do you publicly disclose a list of all research organizations that you fund?

No

C12.3e

(C12.3e) Provide details of the other engagement activities that you undertake.

1. Worley's CEO is part of a business network in Australia group called the B-Team Climate Leaders Coalition which provides a forum for CEOs to share about climate change commitments and learn from each other on the journey to achieving their commitments. The group has a working group sitting beneath it which investigates related issues and reports back to the group.
2. Worley's President of EMEA & APAC is part of the Energy Transitions Commission, an international think tank focusing on economic growth and climate change mitigation.
3. Strategic investment in social and environmental programs via the Worley Foundation, including:
 - Worley provided financial and in kind support to the New York Academy of Science/Global STEM Alliance to hold an Energy Transition Contest. This year, we've helped students around the world connect and learn about the energy transition through a digital learning platform hosted by The New York Academy of Sciences/Global STEM Alliance.
 - as a Trailblazer10 Corporate Supporter of the Antarctic Science Foundation, providing financial and skilled volunteering support for scientific research in the Antarctic, Sub Antarctic and Southern Ocean. This polar research is helping the world anticipate and adapt to climate change, as well as contributing to the protection and conservation of the unique Antarctic ecosystem, from the smallest shell-building protist to the blue whale.
4. Maintained active ISO 14001 Environmental Management System certification for some of our offices/locations.

C12.3f

(C12.3f) What processes do you have in place to ensure that all of your direct and indirect activities that influence policy are consistent with your overall climate change strategy?

The external (global) communications approval process applies for any publications or conference speaking engagements prior to these occurring. Ultimately the Global Director of Corporate Affairs reviews and is responsible for the co-ordination of all Worley's publications and engagements, check for compliance and alignment to strategy.

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In voluntary sustainability report

Status

Underway – previous year attached

Attach the document

WOR_Sustainability_Report_2020.pdf

Page/Section reference

Pages 10-22

Content elements

- Governance
- Strategy
- Risks & opportunities
- Emissions figures
- Emission targets
- Other metrics
- Other, please specify (Industry outlook)

Comment

Publication

In mainstream reports, incorporating the TCFD recommendations

Status

Underway – previous year attached

Attach the document

WOR_Sustainability_Report_2020.pdf

Page/Section reference

Pages 50-51

Content elements

Please select

Comment

C15. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

We have made significant progress in FY2021 to further embed the recommendations of the TCFD into our business. Our Sustainability Pathways strategy is a direct reflection of us managing climate-related transition risks and opportunities. We have also embedded a process for specifically managing climate-related physical risks and opportunities in our business. We are also committed to the decarbonization of our business through our net zero targets of Scope 1 and 2 by 2030 and Scope by 2050.

C15.1

(C15.1) Provide details for the person that has signed off (approved) your CDP climate change response.

| | Job title | Corresponding job category |
|-------|-------------------------|-------------------------------|
| Row 1 | Chief Executive Officer | Chief Executive Officer (CEO) |

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

Worley is a global company headquartered in Australia (ASX:WOR). Our purpose is delivering a more sustainable world.

We are fully committed to reducing our greenhouse gas footprint to net zero. We are leading in our commitments compared with our peers. We are committed to net zero on our Scope 1 and 2 greenhouse gas (GHG) emissions by 2030 and on our Scope 3 emissions by 2050. We have joined the Business Ambition for 1.5°C and will have verified Science Based Targets in place by 2023.

For our FY2021, our Scope 1 and 2 GHG emissions came from our offices, fabrication yards and our vehicles.

We have developed a detailed net zero roadmap for our Scope 1 and 2 emissions and have dramatically reduced our emissions from last year (2021 is 47% less than 2020). A large component of our reductions are due to distributed working and office closures as a result of COVID-19. However, we also made intentional improvements in 2021 to reduce emissions, such as:

- Switching to 100% renewable energy contracts in our Houston and Perth offices
- Upgrading our to energy-efficient chillers in our Houston office
- Transitioned a proportion of our vehicle fleet to biofuels
- Upgraded our energy management software (to the best commercially available)
- Developed a detailed energy management corporate framework
- Initiated energy management working groups across the globe
- Included emissions reduction targets in our major debt facility
- Updated our property leasing criteria to include emissions intensity criteria

We are a leading global provider of professional project and asset services in the energy, chemicals and resource sectors. We have a passion for solving complex problems, delivering projects, operating and maintaining assets. As a knowledge-based service provider, we use our knowledge and capabilities to support our customers reduce their emissions and move towards a low carbon future.

We operate in 48 countries and have 48,000 people across the globe. Our people represent many nationalities and cultures and speak over 38 languages. We continually look for opportunities to make a difference in the communities in which we work. We support progress towards the UN Sustainable Development Goals and the Paris Agreement.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

| | Annual Revenue |
|-------|----------------|
| Row 1 | 0 |

SC0.2

(SC0.2) Do you have an ISIN for your company that you would be willing to share with CDP?

Yes

SC0.2a

(SC0.2a) Please use the table below to share your ISIN.

| | ISIN country code (2 letters) | ISIN numeric identifier and single check digit (10 numbers overall) |
|-------|-------------------------------|---|
| Row 1 | AU | 000000WOR2 |

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Requesting member

Braskem S/A

Scope of emissions

Scope 1

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

5

Uncertainty (±%)

50

Major sources of emissions

Major sources of Scope 1 emissions include gas usage in our offices, and fuel in our company vehicles.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 1 emissions come from gas usage in offices, and fuel usage in vehicles. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with Braskem during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. Our total revenue was estimated by doubling our half year revenue. We will amend our CDP submission once final year results are available.

Requesting member

Braskem S/A

Scope of emissions

Scope 2

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

7

Uncertainty (±%)

50

Major sources of emissions

Our major source of Scope 2 emissions is electricity usage in our offices.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 2 emissions come from electricity usage in offices. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with Braskem during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. Our total revenue was estimated by doubling our half year revenue. We will amend our CDP submission once final year results are available.

Requesting member

National Grid PLC

Scope of emissions

Scope 1

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

16

Uncertainty (±%)

50

Major sources of emissions

Major sources of Scope 1 emissions include gas usage in our offices, and fuel in our company vehicles and fabrication yards.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 1 emissions come from gas usage in offices, and fuel usage in vehicles. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have

allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with National Grid during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. Our total revenue was estimated by doubling our half year revenue. We will amend our CDP submission once final year results are available.

Requesting member

National Grid PLC

Scope of emissions

Scope 2

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

22

Uncertainty (±%)

50

Major sources of emissions

Our major source of Scope 2 emissions is electricity usage in our offices.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 2 emissions come from electricity usage in offices. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with National Grid during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. Our total revenue was estimated by doubling our half year revenue. We will amend our CDP submission once final year results are available.

Requesting member

OMV AG

Scope of emissions

Scope 1

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

190

Uncertainty (±%)

50

Major sources of emissions

Major sources of Scope 1 emissions include gas usage in our offices, and fuel in our company vehicles and fabrication yards.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 1 emissions come from gas usage in offices, and fuel usage in vehicles. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with OMV AG during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. Our total revenue was estimated by doubling our half year revenue. We will amend our CDP submission once final year results are available.

Requesting member

OMV AG

Scope of emissions

Scope 2

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

270

Uncertainty (±%)

Major sources of emissions

Our major source of Scope 2 emissions is electricity usage in our offices.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 2 emissions come from electricity usage in offices. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with OMV AG during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. Our total revenue was estimated by doubling our half year revenue. We will amend our CDP submission once final year results are available.

Requesting member

Jacobs Engineering Group Inc.

Scope of emissions

Scope 1

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

4

Uncertainty (±%)

50

Major sources of emissions

Major sources of Scope 1 emissions include gas usage in our offices, and fuel in our company vehicles and fabrication yards.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 1 emissions come from gas usage in offices, and fuel usage in vehicles. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with Jacobs during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. We will amend our CDP submission once final year results are available.

Requesting member

Jacobs Engineering Group Inc.

Scope of emissions

Scope 2

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

8

Uncertainty (±%)

50

Major sources of emissions

Our major source of Scope 2 emissions is electricity usage in our offices.

Verified

No

Allocation method

Other, please specify (Allocation based on revenue)

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The work we do is professional services, so most of our Scope 2 emissions come from electricity usage in offices. We also have fabrication yards in North America and Europe that use fuels such as propane and diesel. Because the majority of our employees worked from home during this reporting year, we have allocated emissions based on revenue rather than using office consumption data. These emissions were pro-rated using revenue earned from work with Jacobs during FY2021 as a portion of total revenue won. Because our reporting year ended 30 June 2021, these numbers are estimates only as our full year financial results are not publicly released yet. We will amend our CDP submission once final year results are available.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

Our full year financial results are not yet available. We will publish our full year results in our Sustainability Report and Annual Report in August 2021. These will be available on our Investor Relations site: <https://www.worley.com/investors>.

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

| Allocation challenges | Please explain what would help you overcome these challenges |
|---|---|
| Diversity of product lines makes accurately accounting for each product/product line cost ineffective | Allocation is required because emissions are only quantified and reported for Worley and generally not recorded in detail for client-specific project work. Ideally, we would prefer to avoid or minimize allocation if possible. This is because we recognize that allocation adds uncertainty to emissions estimates and can result in inaccuracies when an activity or facility produces a wide variety of products that differ significantly in their GHG contribution. It is important to note that we are able to capture data for individual clients if it is included as part of the overall service to be provided. It would help to receive clarification from our clients on how much they value this information, so that we can work with them to develop solutions. |
| Please select | |

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Yes

SC1.4a

(SC1.4a) Describe how you plan to develop your capabilities.

We are implementing a new energy management system due to go live in Q3 2021. This will help us more accurately track our Scope 1, Scope 2 and Scope 3 emissions, and will allow us to better allocate emissions to customers based on the work we do in each location.

To provide a more robust specific detailed report for individual projects, we would like to open a discussion with our customers to explore cost-effective ways of monitoring and recording this information with the potential for including this for future project work.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

| | I am submitting to | Public or Non-Public Submission | Are you ready to submit the additional Supply Chain questions? |
|-----------------------------|------------------------|---------------------------------|--|
| I am submitting my response | Investors Customers | Public | Yes, I will submit the Supply Chain questions now |

Please confirm below

I have read and accept the applicable Terms