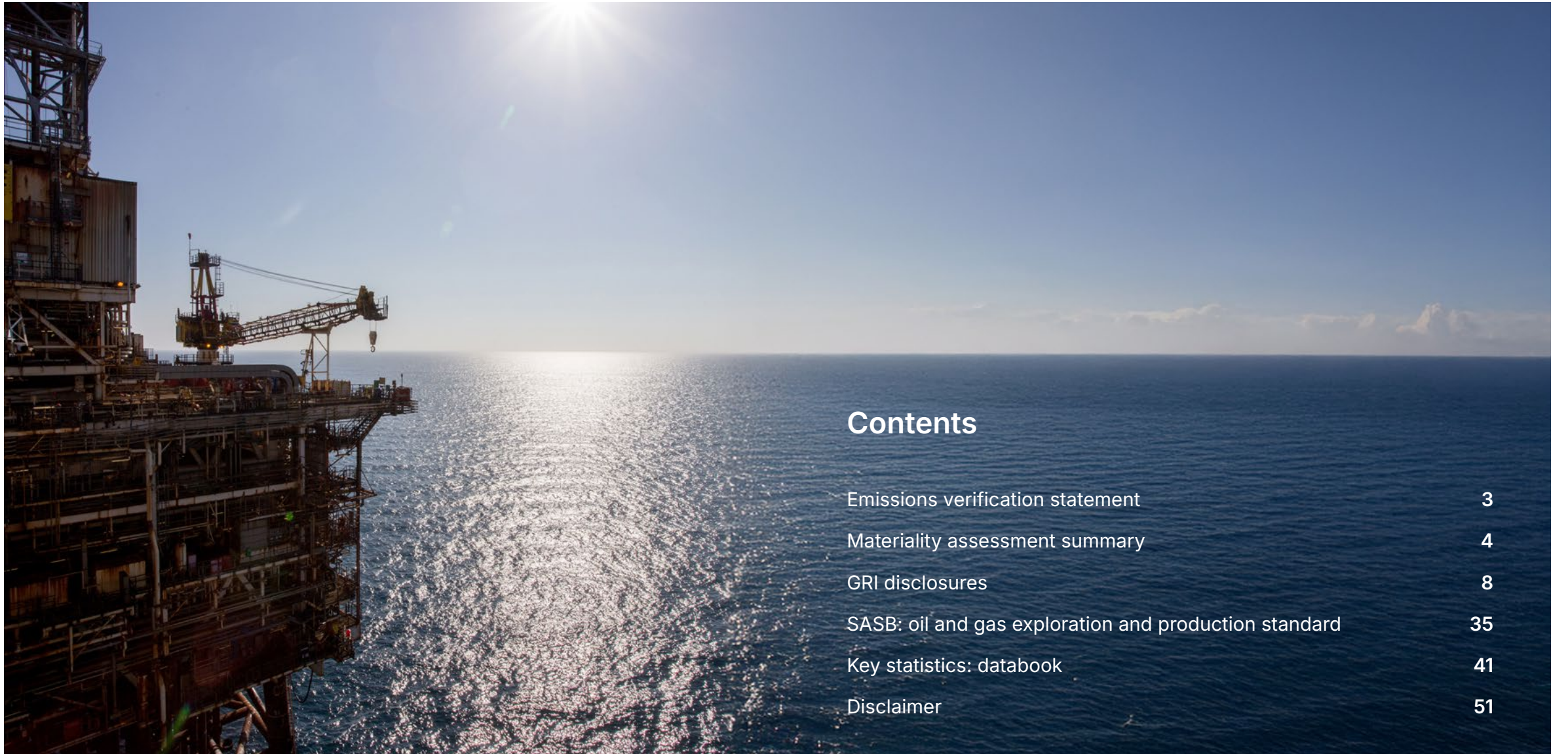




**2025 ESG REPORTING  
SUPPORTING INFORMATION**



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# Emissions verification statement



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16<sup>th</sup> March 2026

## VERIFICATION STATEMENT – LIMITED ASSURANCE

RISC (UK) Ltd ("RISC") was appointed by Serica Energy ("Serica") to conduct a "Limited Assurance" audit and independent third-party verification of Serica's direct (Scope 1) and indirect (Scope 2 and 3) Greenhouse Gas ("GHG") emissions for the period between 1 January 2025 and 31 December 2025.

Serica's management is responsible for preparing the GHG emissions inventory, and for maintaining effective internal controls over the data and information disclosed. RISC has carried out a 'Limited Assurance Review' on the GHG inventory. Ultimately, the GHG inventory has been approved by, and remains the responsibility of Serica.

### Roles and Responsibilities

RISC has conducted its review to a limited level of assurance in accordance with the principles of ISO 14064-3:2019: "Part 3: Specification with guidance for the verification and validation of greenhouse gas statement" and the International Petroleum Industry Environmental Conservation Association (IPIECA) Standard: "Petroleum Industry guidelines for reporting greenhouse gas emissions", 2<sup>nd</sup> Edition.

### Description of assets reviewed

- Bruce, Keith and Rhum (Operated by Serica)
  - Gas and condensate, circa 26,000 boe/d gross, 3 bridge linked platforms with production/drilling.
  - Scope 1 emissions (Operational Control 100%)
    - Combustion of fuel gas and diesel for power generation and compression.
    - Flaring, fugitive emissions and venting.
  - Scope 2 emissions
    - Purchased electricity consumption for Aberdeen and London offices.
  - Scope 3 emissions
    - Supply, emergency response, relieving, diving support vessels and helicopter operations.
- Erskine (Non-Operated),
  - Gas and condensate, circa 1,780 boe/d net to Serica, normally unmanned installation (NUI) at Erskine tied back to a processing facility on the Lomond platform.
  - Scope 3 emissions (Equity Share 18% of Erskine & Lomond Operator's allocated Scope 1 emissions)
    - Combustion of diesel for power generation, fugitive emissions and venting on the Erskine NUI.
    - Combustion of fuel gas and diesel for power generation and flaring on Lomond.
- Columbus (Non-Operated, Serica operate well head only)
  - Single well tie-back to Shearwater, 1,300 boe/d net to Serica, combined with Arran field production.
  - Scope 3 emissions (Equity Share 75% of Shearwater Operator's allocated Scope 1 emissions)
    - Combustion of fuel gas and diesel for power generation.
    - Flaring, fugitive emissions and venting.
- Triton (Non-Operated)



The Triton FPSO processes oil and gas from a number of fields, producing circa 5,600 mboe/d, and is operated by Dana Petroleum (Serica's equity share shown in brackets):

- Bittern (64.63%)
- Gannet E (100% - Serica is the field operator), includes GE-05 drilling, completion and tie-in works.
- Guillemot NW (10%)
- Guillemot (10%)
- Evelyn (100% - Serica is the field operator)

Scope 3 emissions are based on equity share of Triton Operator's allocated Scope 1 emissions.

- Combustion of fuel gas and diesel for power generation on the Triton FPSO.
- Venting and flaring on the Triton FPSO.

### ▪ Orlando (Non-Operated)

Single well tie-back to the Ninian Central Platform operated by CNR with production around 1,800 bbl/d in 2025.

Scope 3 emissions based on equity share of Operator's allocated Scope 1 emissions. Serica have been allocated emissions based on throughput and are contractually obliged to pay for 52.5% of those emissions.

- Combustion of fuel gas and diesel for power generation.
- Flaring.

### ▪ Lancaster (Field Operator)

Aoka Mizu FPSO processes oil and flares associated gas. Bluewater own and operate the FPSO, leasing it to Serica. Serica bought in to the Lancaster field in Q4 2025 and have 100% working interest. They held the working interest for 21 days in 2025 and have included emissions associated with the FPSO operations for this period only.

- Combustion of fuel gas and diesel for power generation.
- Flaring.
- Supply, emergency response, relieving, diving support vessels and helicopter operations.

RISC has also reviewed Serica's emissions associated with Scope 3 Category 11 – 'Use of end products' for sold hydrocarbons.

### Conclusion

RISC has reviewed the GHG emission calculations provided by Serica and examined GHG emission inventory boundaries and philosophy for emission classifications and has found no evidence that the GHG statement:

- Is not materially correct and is not a fair representation of GHG data and information.
- Has not been prepared in accordance with International Standards on GHG quantification, monitoring and reporting, or to relevant national standards or practices.

It is our opinion that Serica has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



Table 1: Serica GHG emissions estimates 01/01/2025 to 31/12/2025.

GHG emission category	te CO <sub>2</sub> e
<b>Scope 1 &amp; 2</b>	
Scope 1	195,746
Scope 2	28
<b>Sub-Total</b>	<b>195,774</b>
<b>Category 1: Purchased Goods and Services (Scope 3)</b>	
Belinda drilling and tie-back	13,725
EV-02 Drilling & Subsea Tie-back	10,024
Bruce ERRV Emissions	1,527
Bruce ERRV Relieving Vessel Emissions	281
Lancaster ERRV Emissions	1,680
Subsea Campaigns	1,869
<b>Sub-Total</b>	<b>29,106</b>
<b>Category 4: Upstream Transport and Distribution (Scope 3)</b>	
Bruce Supply Vessel Emissions	3,257
Bruce Helicopter Emissions	1,991
Lancaster Helicopter Emissions	793
Lancaster Supply Vessel Emissions	4,738
<b>Sub-Total</b>	<b>10,779</b>
<b>Category 8: Upstream Leased Assets</b>	
Lancaster Aoka Mizu FPSO emissions	3,948
<b>Sub-Total</b>	<b>3,948</b>
<b>Category 11: End Use of Sold Products (Scope 3)</b>	
<b>Sub-Total</b>	<b>3,373,295</b>
<b>Category 15: Investments (Scope 3)</b>	
Net Triton Area emissions	81,306
Net Orlando field emissions	26,061
Net Columbus field emissions	8,882
Net Erskine emissions	6,343
<b>Sub-Total</b>	<b>122,592</b>
<b>Total</b>	<b>3,735,494</b>

### Observations

- Based on our work, RISC Advisory considers that Serica's material GHG emission sources have been correctly identified and reported on.
- No material errors in reported data were identified during the limited assurance verification process.
- RISC notes the level of granularity in Serica's own Scope 1 and 2 GHG emission calculations is greater than the data provided by 3rd party operators (non-operated assets) for Scope 3 emissions and that, whilst Serica report Scope 3 emissions associated with support services to their own assets (categories 1 & 4), the 3rd party figures do not include emissions associated with support services. RISC understands that Serica is pushing for the same level of granularity from their operating partners and supports this approach.

### Authorised by:

Ian Gladman  
Principal Consultant  
Development Engineering  
RISC (UK) Ltd.

The statements and opinions attributable to RISC are given in good faith and to the belief that such statements are neither false nor misleading. While every effort has been made to verify data and reduce apparent inaccuracies, neither RISC nor its members accept any liability, except the liability which cannot be excluded by law, for its accuracy, nor do we warrant that our employees have examined all of the matters, which an extension examination may disclose. Our review was carried out only for the purpose referred to above and may not have relevance to other contexts.

# Materiality assessment summary

GRI number	Topic	Impact materiality	Financial materiality	Double material	Explanation of material aspect
<b>Environment</b>					
101	Biodiversity	Y	N	N	Carefully managing operations to reduce direct and cumulative impacts on biodiversity and the livelihoods of those who depend on it is essential for Serica, its investors, and stakeholders. Environmental impact assessments are conducted in accordance with the relevant UK legislation. Potential negative impacts on biodiversity from Serica's operations could arise from effluent discharge, noise, or leaks. UKCS operations are regulated reducing the likelihood of such events. Serica does not operate in areas of high biodiversity or protected areas, so our impacts are limited to our assets and the surrounding area which are likely remediable. Additionally, Serica makes efforts to positively impact biodiversity through supporting a variety of biodiversity initiatives. This topic is deemed impact material.
301	Materials	N	Y	N	Serica consumes a variety of raw and manufactured materials, which are utilised to provide for the needs of our offshore personnel and to facilitate the production of hydrocarbons. During periods without significant field development or decommissioning, material usage is not expected to have a negative impact. However, price fluctuations due to supply chain disruptions, UK and EU CBAMs, and long lead times on items could pose a financial risk. This topic is deemed financially material.
302	Energy	Y	Y	Y	The Bruce hub makes a significant contribution to UK domestic gas production. This represents an important source of energy which comes with much lower carbon intensity than imported Liquefied Natural Gas ('LNG'). All of Serica's offshore assets are hydrocarbon powered currently. The issue of energy efficiency is a focus for regulators and other stakeholders, which may have a financial impact. This topic is deemed double material.
303	Water and Effluents	Y	N	N	Fresh water is not used in Serica's North Sea operations other than to provide for the needs of offshore workers. However, seawater is used in the production process, and the water consumed on the installation is predominantly desalinated. Wastewater discharges are carried out in accordance with MARPOL 73/78 Regulations for the Prevention of Pollution by Sewage from Ships. Despite the strict local regulations and Serica's commitment to compliance, occasional discharges of reservoir produced water with elevated hydrocarbons or other effluents may still occur, potentially leading to a negative environmental impact. This topic is deemed impact material.
305	GHG Emissions	Y	Y	Y	As an oil and gas producer, Serica's operations contribute to global GHG emissions although the Company seeks to reduce their carbon intensity. Additionally, the topic of GHG emissions may be a source of financial risk, as investors may be less inclined to invest in industries associated with relatively high GHG emissions. Increases in carbon costs and reputational damage in relation to GHG emissions could also pose potential financial risks.
306	Waste	Y	N	N	Waste is generated as a part of Serica's operations, this includes hazardous waste. Any waste that Serica generates, stores, handles and transports is in accordance with the Environmental Protection Act 1990 and the Waste Management Licensing (Scotland) Regulations 2011 ('WMLR') and MARPOL 73/78 Regulations for the Prevention of Pollution by Sewage from Ships. Serica seeks to reduce the amount of waste sent to landfill and to increase volumes of waste being recycled or used for waste to energy. However, there are also potential negative impacts on the local environment through waste being improperly disposed of and leading to contamination. This topic is deemed impact material.

GRI number	Topic	Impact materiality	Financial materiality	Double material	Explanation of material aspect
307	Environmental Compliance	Y	Y	Y	Serica's operations are subject to UK environmental legislation applicable to offshore oil and gas operations, which is among the most strict in the world. Should an incident occur, however, this could have an adverse reputational impact. There is also financial risk from maintaining ageing offshore infrastructure and potential loss of production as a result of production shutdowns or curtailments. This topic is, therefore, deemed double material.
308	Supplier Environmental Assessment	Y	N	N	Currently Serica screens its Tier 1 and 2 suppliers using environmental criteria. Serica also encourages and supports suppliers with regard to their environmental initiatives and reporting. Serica is required by law to consider the environmental management of contractors. This topic is deemed impact material.
<b>Social</b>					
401	Employment	Y	Y	Y	Serica depends on its workforce to deliver the Company's objectives. It is important to ensure that Serica fully complies with all appropriate employment regulations for its onshore and offshore workforce and provide its team with a safe working environment. Serica offers training to employees and, for many employees, flexible working. There is also a financial risk if Serica does not have access to the skills and talent required to safely and efficiently conduct business. This topic is, therefore, deemed double material.
402	Labour and Management Relations	N	N	N	Serica manages its workforce in alignment with stringent UK employment legislation and industry best practice. This greatly reduces the risk of negative labour and management relations within its operations. The topic is deemed not material.
403	Occupational Health and Safety	Y	Y	Y	Occupational Health and Safety is a core requirement of the offshore oil and gas industry. Our offshore facilities and the onshore support network are of critical importance to Serica and our stakeholders. The impacts of this topic include potential negative harm to employees and contractors. There is potential financial risk arising from legal claims and a loss of reputation. This topic is deemed double material.
404	Training and Education	Y	Y	Y	It is vital in a high hazard industry that Serica's workforce personnel are and remain competent. Competency-based training and development education for staff play a vital role in achieving this goal. There is also a financial risk if Serica do not have access to the skills and talent required to safely and efficiently conduct business. This topic is, therefore, deemed double material.
405	Diversity and Equal Opportunities	Y	Y	Y	Maintaining a diverse workforce and non-discriminatory practices are imperative. This approach creates a workforce which more fully represents society and is resilient. Additionally, having a diverse workforce has been demonstrated to promote better financial performance. This topic is deemed double material.
406	Non-discrimination	Y	Y	Y	See GRI 405
407	Freedom of Association and Collective Bargaining	Y	N	N	Serica has a non-unionised workforce but recognises the right to collective bargaining and freedom of association. Serica is a signatory of the Energy Services Agreement. This topic is deemed to be impact material.
408	Child Labour	N	N	N	This topic is deemed not material given the location of all of Serica's current activities in the UK North Sea, employment law within the UK and Serica's internal policies and procedures.
409	Forced and Compulsory Labour	N	N	N	This topic is deemed not material given employment law within the UK and Serica's policies and procedures. Serica publishes a Modern Slavery Statement which describes the Company's efforts to minimise the risk of forced labour within its supply chain.
410	Security Practices	N	N	N	Due to the offshore location of Serica's assets and the lack of previous security incidents, this topic has been deemed not material.
411	Rights of Indigenous Peoples	N	N	N	Serica's areas of operations are not home to any communities or peoples who would be classed as indigenous.

GRI number	Topic	Impact materiality	Financial materiality	Double material	Explanation of material aspect
412	Human Rights Assessments	N	N	N	Currently, all of Serica's operations and interests are UK-based, significantly reducing the risk of human rights breaches within its supply chain and operations. The scale of our current operations does not necessitate human rights assessments, nor do our business activities pose a risk of infringing upon the human rights of our employees or stakeholders. Consequently, this topic is considered not material.
413	Local Communities	Y	N	N	Serica recognises the importance of supporting and collaborating with the communities surrounding its offices and those from which its employees come. Most of this work is currently carried out in the UK, with local communities being affected throughout the supply chain. Therefore, this topic is considered to be impact material.
414	Supplier Social Assessment	N	N	N	All of Serica's assets and operations as well as the majority of its supply chain are UK registered. Suppliers are subject to stringent UK regulations as well as industry specific pre-qualification initiatives such as SEQual. This topic is therefore deemed not material.
416	Customer Health and Safety	N	N	N	Serica produces oil and natural gas which is distributed through existing UK infrastructure. End user customers are not identified specifically as the oil and gas Serica produces is co-mingled with other producing fields in the North Sea. This topic is deemed not to be material.
419	Socioeconomic Compliance	N	N	N	Serica has stringent policies and procedures in place to comply with all relevant UK regulations. The UK North Sea sector is strictly regulated, with a high degree of transparency, reducing the chance of Socioeconomic non-compliance. Consequently, this topic is deemed not material.
11.8	Asset Integrity and Critical Incident Management	Y	Y	Y	The impacts of this topic include potential harm to employees/contractors and environmental incidents. This topic poses potential financial risk from the cost of rectifying an incident, compensation and reputational loss with regulators and other stakeholders. This topic is, therefore, deemed double material.
<b>Governance</b>					
201	Economic Performance	Y	Y	Y	Poor economic performance would have a negative impact on Serica's shareholders and employees. Climate change could be a potentially significant source of financial risk due to the costs of climate resilience, energy transition and regulatory issues. These factors could also create opportunities. Therefore, this topic is deemed to be double material.
202	Market Presence	Y	Y	Y	This topic covers hiring and recruitment as well as the company's presence in the local communities in which it operates. Serica puts significant weight on its workforce practices and contribution to local communities. Equally, decisions the Company takes could have direct and indirect negative consequences. Therefore, there is financial risk and opportunity with this topic. This topic has been deemed as double material.
203	Indirect Economic Impacts	Y	Y	Y	This topic has been deemed to be double material in recognition of the positive indirect economic impact arising from Serica's capital and operational expenditures in the UK including the creation of jobs and the multiplier effect on the economy generally. Given that Serica's supply-chain expenditure and associated indirect economic impacts are considered material, it follows that this expenditure is also financially material to Serica, whose operational capability is directly dependent on the resilience, availability and performance of the supply chain.
204	Procurement Practices	N	Y	N	Serica has stringent policies and procedures in place to comply with all relevant UK regulations. Owing to legacy involvement of an Iranian owned entity, the Rhum field is subject to certain US government sanctions. The US government has provided written assurances exempting the provision of essential services to the Rhum field from a breach of US sanctions. These arrangements are required to be renewed periodically. Given the importance of Rhum production to Serica, this topic is deemed financially material.
205	Anti-Corruption	N	Y	N	Serica has stringent policies and procedures in place in order to comply with relevant UK law. Non-compliance could result in unlimited financial penalties to the company. This topic is, therefore, deemed financially material.

GRI number	Topic	Impact materiality	Financial materiality	Double material	Explanation of material aspect
206	Anti-Competitive Behaviour	N	N	N	Serica participates in various industry and regulatory forums, including those organised by Offshore Energies UK, Technology Leadership Board, and the Net Zero Technology Centre, for collaboration and knowledge sharing. Care is taken in these forums to avoid any anti-competitive behaviours. Given this and Serica's scale and influence, this topic is considered not material.
207	Tax	Y	Y	Y	The UKCS oil and gas industry is subject to a very high rate of tax. UK government policy on tax is, therefore, financially consequential to Serica. Additionally, the tax that Serica pays contributes to government revenues and associated spending. This topic is, therefore, deemed double material.
415	Public Policy	Y	Y	Y	Consistent with its Code of Conduct, Serica does not make donations to any political party or representative. We respect, however, each employee's right to participate in the political process independently. Serica communicates with the UK Government and regulators on topics affecting its activities and industries both directly and via the trade associations to which it belongs; e.g., Offshore Energies UK. Government policies are a source of both financial risk and opportunity. The topic is deemed double material.
417	Marketing and Labelling	N	Y	N	Should misleading statements be made in public disclosures or communications, there is a financial risk associated with potential litigation cases that could be brought against the company. Therefore, this topic is deemed financial material.
418	Customer Privacy	N	N	N	Serica does not sell oil and gas to the end users. This topic is deemed to be not material.

# GRI disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>General disclosures</b>						
GRI 2: General Disclosures 2021	2-1 Organisational details	<p>Serica Energy plc is a public limited company.</p> <p>Serica's corporate headquarters are located in London, United Kingdom. Serica's operational headquarters are located in Aberdeen, Scotland.</p> <p>In 2025, Serica operated within the boundaries of the United Kingdom.</p>			A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.	
	2-2 Entities included in the organisation's sustainability reporting	<p>Information on Serica's producing fields can be found here: <a href="https://www.serica-energy.com/asset-portfolio">https://www.serica-energy.com/asset-portfolio</a>. The majority of performance data relates to the Bruce installation, of which Serica has direct operational control. Net emissions data is reported for other producing assets that are either not operated by Serica or for fields that are operated by Serica but tied into non-operated host facilities. Corporate level information, such as employee data, is also included.</p>				
	2-3 Reporting period, frequency and contact point	<p>The reporting period started on the 1st of January 2025 and ended on the 31st of December 2025. The reporting cycle is annual and aligns with the financial reporting period.</p> <p>The date of the most recently published report is 24 April 2026.</p> <p>For any questions regarding Serica's ESG disclosures, please contact Johnny Pike at <a href="mailto:johnny.pike@serica-energy.com">johnny.pike@serica-energy.com</a>.</p>				
	2-4 Restatements of information	<p>The scope for reporting in 2025 was expanded to account for the addition of the Lancaster asset to the Serica portfolio.</p> <p>In relation to restatements of information, Serica restates the naming of its supplier spending to committed spend to reflect that the fact that the percentages reported relate to the committed spend via purchase orders rather than the actual amount spent over the reporting period.</p>				
	2-5 External assurance	<p>External financial assurance is a key element of UK corporate compliance. The Board is ultimately responsible for ensuring such assurance, with the Audit and Risk Committee playing a key role of oversight. Serica's CFO works with the Audit Committee, external auditors and the Board to help provide such assurance. Serica's Annual Report are audited by Ernst &amp; Young ('EY').</p> <p>RISC audits Serica's oil and gas reserves and provides limited assurance on the emissions reported in its 2025 ESG disclosures and the verification statement can be found on <a href="#">page 2</a>.</p>				
	2-6 Activities, value chain and other business relationships	<p>In 2025, Serica was active in the UK Energy Sector.</p> <p>Information on Serica's engagement with its value chain and business relationships can be found in the 2025 Annual Report, <a href="#">page 106</a>.</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
GRI 2: General Disclosures 2021	2-7 Employees	<p>At the end of 2025, Serica had a total of 242 employees, comprising of 197 male and 45 female employees. The proportion of female employees is 19%. The majority of staff are based in the UK.</p> <p>At the end of 2025, Serica had a total of:</p> <ul style="list-style-type: none"> <li>- 242 permanent employees, comprising of 197 males and 45 females</li> <li>- 219 full-time employees, comprising of 186 males and 33 females</li> <li>- 23 part-time employees, comprising of 11 males and 12 females</li> <li>- 0 temporary employees, comprising of 0 males and 0 females</li> <li>- 0 non-guaranteed hours employees, comprising of 0 males and 0 females</li> </ul> <p>Data is collected from the Human Resources record of employees and direct contractors and is calculated on a head count basis of the number at the end of the reporting period.</p>			
	2-8 Workers who are not employees	<p>In 2025, Serica had a total of 62 core onshore contractors, 51 males and 11 females.</p> <p>Like many independent oil and gas companies, Serica utilises fixed-term contractors to provide support to our operational activities. The mix of employees and contractors in operational roles is balanced to ensure the best interests of the business as well as the resilience to respond to operational challenges. This number direct contractors is dependent on operational requirements.</p> <p>Data is calculated on a head count basis of the number at the end of the reporting period.</p>			
	2-9 Governance structure and composition	<p>Governance structure and composition information can be found in the 2025 Annual Report, pages 78 and 81. The Company complies with the Quoted Companies Alliance ('QCA') Corporate Governance Code and has adopted the 2023 QCA Corporate Governance Code. Serica is also a member of the QCA.</p>			
	2-10 Nomination and selection of the highest governance body	<p>The Nominations Committee is responsible for monitoring the overall effectiveness of the Board and the appointment of new directors, together with succession planning for the Board. The Nominations Committee monitors the requirements for succession planning and Board appointments to ensure that the Board is fit for purpose and keeps pace with the changes of the Company. Director and senior management appointments and the Company's succession planning are also evaluated factoring in diversity, experience, skills and the evolving needs of the Company.</p>			
	2-11 Chair of the highest governance body	<p>Serica's highest governance body is the Board of Directors, which has a non-executive Chair.</p> <p>All of Serica's employees, including the Board of Directors, are expected to comply with Serica's Code of Business Conduct. More details can be found on the Serica website.</p> <p>Conflicts of interest are a standing order item at the beginning of every Board meeting.</p>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	<p>The Serica Board has ultimate accountability for overseeing the management of ESG activities. In 2025, the day to day direction of those activities lay primarily with the ESG and Business Innovation Manager, who is a member of the Senior Leadership Team and has a direct reporting line to a member of the Executive Leadership Team.</p> <p>Oversight of Serica's Enterprise Risk Management process is provided by the Board which maintains a register of significant Enterprise level risks for review at meetings. Sustainability and climate-related risks are considered in this process.</p> <p>Serica's Annual Report which include its ESG disclosures, communicate the activities undertaken by the organisation to identify, manage and mitigate sustainability and climate-related risks. A key focus of these disclosures is to report on risks and the effectiveness of mitigation measures.</p>				
	2-13 Delegation of responsibility for managing impacts	The Board delegates responsibility for the management of Serica's impact on the economy, environment and people through the Executive and Senior Leadership teams. The detail of this delegation through the appointment of Board committees and an overview of the Company structure can be found in the Corporate Governance Framework section of the Annual Report.				
	2-14 Role of the highest governance body in sustainability reporting	Serica's ESG disclosures included within the Annual Report are produced by Serica's ESG Team and presented to Serica's Executive Leadership Team and Board before issuing. The Board has ultimate responsibility for ESG reporting. The process of identifying and managing specific topics is delegated to the Executive Leadership Team; primarily the Chief Technical Officer with the support of Serica's ESG and Business Innovation Manager.				
	2-15 Conflicts of interest	Serica's personnel, including the Board of Directors, are required to disclose any direct or indirect interest in any of the Company's suppliers, customers or competitors which could create actual or perceived conflicts with the Company's interests. Declarations of conflicts of interest is a standing order item at the beginning of every Board meeting.				
	2-16 Communication of critical concerns	<p>As per Serica's Whistleblowing policy, Serica utilises the externally operated grievance mechanism, AAB (previously known as SeeHearSpeakUp). This is a confidential and independent service, providing people with 24/7 support via email, online or phone. Any concerns raised via this service are investigated internally and reported to the Board of Directors. Currently, no criteria have been set to define what constitutes a critical concern for Serica. In 2025, four reports were made using this service. All reports were investigated and subsequently closed.</p> <p>Grievances can also be raised by anyone working at Serica through their line manager. These grievances are assessed by Serica's Human Resources team and reported to the Board of Directors if necessary.</p> <p>More details on Serica's Whistleblowing Policy can be found on the Serica website.  <a href="https://www.serica-energy.com/downloads/policies/Whistleblowing-Policy.pdf">https://www.serica-energy.com/downloads/policies/Whistleblowing-Policy.pdf</a></p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	<p>The Board of Directors has a wide range of experience and skills. To meet the requirements of an independent upstream oil and gas company, these experiences and skills must cover several functional areas including financial, legal, operational, technical as well risk management and growth. Each of the directors on the Board, both Executive and Non-Executive, has considerable experience and skills that are complementary and collectively cover all these requirements.</p> <p>In 2025, sustainability was the focus of the ESG and Business Innovation Manager who reports to a member of the Executive Leadership Team.</p> <p>During 2025 the Board received updates on the Company's ESG and Energy Transition strategies and actions through quarterly Sustainability Committee meetings.</p>				
	2-18 Evaluation of the performance of the highest governance body	<p>The make-up of the Company's Board of Directors has evolved with changes to the scale and breadth of Serica's portfolio of assets. The Board is continuing to review and assess its skills and experiences.</p> <p>The Board considers that its effectiveness and the individual performance of its directors is vital to the success of the Company. Accordingly and in line with the requirements of the QCA, a formal Board evaluation process has been implemented.</p>				
	2-19 Remuneration policies	<p>Details of the Remuneration policies relating to the Board of Directors and the Executives can be found in the 2025 Annual Report, <a href="#">page 94</a>.</p> <p>As noted on <a href="#">page 100</a> of the Annual Report, the remuneration of the CEO and CFO is linked to Serica's ESG-related targets.</p>				
	2-20 Process to determine remuneration	<p>Serica's Remuneration Committee is responsible for determining remuneration. It meets regularly to consider all material elements of the remuneration and benefit policies, including Company-wide share schemes, the remuneration of Executive Directors and senior management and to make recommendations to the Board. The Committee comprises of three non-executive Directors.</p> <p>The Committee aims to ensure that the company has the right skills and expertise needed to enable Serica to achieve its goals and strategies and that fair and competitive compensation is awarded with appropriate performance incentives across the organisation.</p> <p>More information on the processes for determining remuneration can be found in the 2025 Annual Report, <a href="#">pages 95 to 97</a>.</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	<p>In 2025, Serica's highest paid individual was the Chief Executive Officer (CEO). Serica's total compensation ratio (total remuneration of highest paid individual vs. median employee salary) in 2025 was 13.3.</p> <p>The figures included in this calculation are the total remuneration for the CEO and the median salary for Serica employees in 2025.</p> <p>In 2025, there was an increase of 3.5 (38%) in Serica's total compensation ratio compared to 2024. The compensation ratio is broadly inline with previous years where Serica had a CEO in post for the duration of the reporting year. However when comparing the CEO salary and the median salary for Serica employees in 2025, the ratio is approximately 7.6.</p> <p>Serica's reward philosophy applies a pay and grading model to the various different roles within our business to ensure that pay is internally fair and externally competitive. Our pay and grading model allows an accurate comparison of roles and reward against others in the market and guides our decisions in relation to reward. Our HR model sorts roles into discipline areas. Within these, a grade structure pinpoints the complexity of roles, know-how, problem-solving, level of autonomy and accountability required to fulfil each role. This structure guards against a lack of parity within particular roles that could arise from bias such as gender. Our salaries associated with each of the disciplines and grades fall within a broad band structure.</p> <p>More information on Executive remuneration can be found in the Director's Remuneration Report, in the 2025 Annual Report, <a href="#">page 94</a>.</p>				
	2-22 Statement on sustainable development strategy	This can be found on <a href="#">pages 30 and 31</a> of the 2025 Annual Report.				
	2-23 Policy commitments	<p>Serica's policies setting out its commitments for responsible business conduct are available on Serica's website: <a href="https://www.serica-energy.com/policies">https://www.serica-energy.com/policies</a></p> <p>Key policy documents are communicated to all employees on commencement of employment.</p>				
	2-24 Embedding policy commitments	Serica's policy-level commitments are owned by the Board of Directors and implemented by the Company's Executive or Senior Leadership Teams. Relevant processes and procedures are contained within Serica's Operations Management System.				
	2-25 Processes to remediate negative impacts	Serica operates under a statutory grievance mechanism through the regulatory consultation process for permits and consents for operations and projects.				
	2-26 Mechanisms for seeking advice and raising concerns	This is outlined in Serica's Whistleblowing Policy, which is available on its website at <a href="http://www.serica-energy.com/policies">www.serica-energy.com/policies</a> . The AAB whistleblowing service (previously known as SeeHearSpeakUp) is available 24/7 to all Serica personnel.				
	2-27 Compliance with laws and regulations	In 2025, there were no material incidents of regulatory non-compliance.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-28 Membership associations	<p>Below is a non-exhaustive list of Serica's industry memberships:</p> <ul style="list-style-type: none"> <li>- Aberdeen and Grampian Chamber of Commerce</li> <li>- Brindex</li> <li>- BSI Standards Ltd</li> <li>- IMCA Holdings Ltd</li> <li>- Leading Oil &amp; Gas Industry Competiveness (SEQUAL)</li> <li>- London Oil Scouts Group</li> <li>- Mediterranean, Middle East &amp; Africa Scout Group</li> <li>- Offshore Energies UK (OEUK)</li> <li>- OPOL</li> <li>- Society for Underwater Technology</li> <li>- Society of Petroleum Engineers London Section</li> <li>- Step Change in Safety Limited</li> <li>- The Quoted Companies Alliance</li> <li>- UKOITC</li> </ul>				
	2-29 Approach to stakeholder engagement	<p>Serica's approach to stakeholder engagement is referenced in the 2025 Annual Report, <a href="#">pages 105 and 106</a>.</p> <p>All statutory stakeholder engagement for Serica's activities, such as formal periods of consultation and public notices, has been undertaken.</p>				
	2-30 Collective bargaining agreements	<p>Serica is a non-unionised workforce with currently no collective bargaining. Therefore, 0% of Serica's employees are covered by collective bargaining agreements. However, Serica recognises and supports the right to collective bargaining and freedom of association. Serica is a supporter of the Energy Services Agreement.</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
<b>Material topics</b>					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Serica's process for identifying material topics is presented in the Annual Report, <a href="#">pages 32 and 33</a> .			A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	<p>A list of Serica's material topics for 2024 is presented below:</p> <ul style="list-style-type: none"> <li>GRI 201 Economic Performance</li> <li>GRI 202 Market Presence</li> <li>GRI 203 Indirect Economic Impacts</li> <li>GRI 204 Procurement Practices</li> <li>GRI 205 Anti Corruption</li> <li>GRI 207 Tax</li> <li>GRI 301 Materials</li> <li>GRI 302 Energy</li> <li>GRI 303 Water and Effluents</li> <li>GRI 304 Biodiversity</li> <li>GRI 305 GHG Emissions</li> <li>GRI 306 Waste</li> <li>GRI 307 Environmental Assessment</li> <li>GRI 308 Supplier Environment Compliance</li> <li>GRI 401 Employment</li> <li>GRI 403 Occupational Health and Safety</li> <li>GRI 404 Training and Education</li> <li>GRI 405 Equal Opportunities</li> <li>GRI 406 Non-Discrimination</li> <li>GRI 407 Freedom of Association and Collective Bargaining</li> <li>GRI 413 Local Communities</li> <li>GRI 415 Public Policy</li> <li>GRI 417 Marketing and Labelling</li> <li>GRI 11.8 Asset Integrity and Critical Incident Management</li> </ul> <p>In 2025, Serica conducted a review of its Double Materiality Assessment, following this the below updates were made:</p> <ul style="list-style-type: none"> <li>GRI 203 Indirect Economic Impacts was deemed to be doubly material</li> <li>GRI 417 Marketing and Labelling was deemed to be financially material</li> </ul> <p>Where relevant, Serica may still report information on the non-material topics listed above.</p>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Biodiversity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This is described throughout the 2025 Annual Report.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 3</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 101 Biodiversity are managed by Serica and the effectiveness of this is communicated to stakeholders annually throughout Serica's Annual Report.</p> <p>More information on how biodiversity is managed is described on <a href="#">page 38</a> of the Annual Report.</p>				11.4
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	<p>Serica does not have specific policies regarding biodiversity loss halting and reversal, however Serica is compliant with the relevant UK and international regulations regarding biodiversity. In 2025, the UK's National Biodiversity Strategy and Action Plan for 2030 was published, committing the UK to meeting a set of four goals and 23 targets outlined in the Kunming-Montreal Global Biodiversity Framework. Responsibility to meet these goals and targets has been devolved in the UK, with each nation developing commitments to 2030 and beyond.</p>				11.4.1
	101-2 Management of biodiversity impacts	<p>Serica does not have a dedicated biodiversity management plan. Serica's operations are subject to UK law and OSPAR regulations in relation to management of biodiversity-related impacts. When permitting is required, Serica submits an Environmental Assessment Justification ('EAJ') prior to any offshore activities that may cause disturbance of the seabed or chemical use/ discharge. EAJs evaluate the potential environmental impacts of a particular activity and consider a variety of different environmental aspects, including impacts on marine life and habitats. Potential significant impacts are thus identified and potentially mitigated. This includes noise modelling, marine mammal watching and compliance with chemical/oil permits. These mitigation measures are monitored to ensure their effectiveness. EAJs are subject to approval from the Regulator.</p> <p>Climate change is considered to have a cumulative impact on biodiversity and Serica has worked to lower its impact on the climate by improving operating efficiency and is implementing its Emissions Reduction Action Plan ('ERAP') on its Bruce asset.</p>				11.4.4
	101-3 Access and benefit-sharing	<p>Serica does not access genetic resources or associated traditional knowledge held by Indigenous Peoples or local communities in its operations and therefore this disclosure is not relevant.</p>				
	101-4 Identification of biodiversity impacts	<p>Serica is required by UK regulations to produce Environmental Statements ('ESs') and EAJs that outline the impacts of projects/operations on the environment. These statements are submitted to the Regulator for review and approval prior to any offshore activities taking place. This information helps the regulator who will reach their conclusion on the significant effects of the project on the environment, including any protected sites within the UK. This environmental review process allows the identification of significant environmental impacts within Serica's operations. The UK offshore regulator (OPRED) will always inspect drilling rigs that have come from outside UK waters; partly in an attempt to minimise bringing in any invasive species.</p>				11.4.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 101: Biodiversity 2024	101-5 Locations with biodiversity impacts	<p>To the best of Serica's knowledge using the resources available at the time of reporting, Serica do not operate within areas of biodiversity importance, high ecosystem integrity, rapid decline in ecosystem integrity, high physical water risks, or importance for the delivery of ecosystem benefits to Indigenous Peoples, local communities, and other stakeholders.</p> <p>Serica produces oil and gas and acknowledges that the end use of these products downstream of Serica's own operations produces greenhouse gases that contribute to climate change. Initiatives have been progressed to lower emissions within its direct control.</p>				11.4.2
	101-6 Direct drivers of biodiversity loss	As reported in 101-5, Serica does not operate in any areas of significant biodiversity importance. Within its operations, impacts on biodiversity could occur from produced water, drilling cuttings, and any unplanned spills or releases. These releases are monitored, managed and reported if they occur according to regulations and permit requirements and are mitigated where possible. For more information see GRI 303 Water and Effluents and 306 Waste.				11.4.3
	101-7 Changes to the state of biodiversity	Baseline environmental surveys and rig site surveys are conducted before any drilling, pipeline or cable laying operations take place to provide an environmental baseline. These are supplemented by high-level surveys conducted by the Government. Post job 'as left' environmental surveys are required and typically carried out by an ROV.				11.4.3
	101-8 Ecosystem services	This topic is not relevant to Serica. Individual operations in the North Sea do not impede the access of fishing vessels or other maritime vessels as the exclusion zone around platforms only extends to 500m. As part of the statutory environmental permit consultation process, Serica engages with external stakeholders including Non-Governmental Organisations ('NGOs') such as the Scottish Fishermen's Federation ('SFF') on potential impacts relating to fishing in the relevant area.				
<b>Economic performance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	This is described throughout the 2025 Annual Report.				11.2.1
		The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 5</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.14.1
		Specific information on how climate adaptation, resilience and transition to a low-carbon economy is managed is described on <a href="#">page 61</a> of the Annual Report.				11.21.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	As a public limited company, Serica is required to disclose financial information in line with the requirements of UK financial laws. Serica's Annual Report provides the information required to align with the aspects of GRI 201: Economic Performance 2016 deemed material to the organisation. The requirement to report economic value generated and distributed at a country, regional or market level is not applicable as all of Serica's operations are currently undertaken in the UK.				11.14.2
						11.21.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	This can be found in the 2025 Annual Report, <a href="#">pages 54 to 59</a> .				11.2.2
	201-3 Defined benefit plan obligations and other retirement plans	Details on the amount spent by the company on pensions and other related employment benefits can be found in the 2025 Annual Report, <a href="#">page 131</a> .				
	201-4 Financial assistance received from government	This information can be found in the 2025 Annual Report, <a href="#">page 135</a> .				
<b>Market presence</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	This is described in the 2025 Annual Report.				11.11.1
		The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 5</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.14.1
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<p>Serica annually benchmarks its salaries against other oil and gas companies to ensure that its offering to employees remains attractive and competitive. A 2025 Korn Ferry study benchmarked Serica as 16% ahead of the 50th percentile of salaries for oil and gas companies. All of Serica's salaries in 2025 were in excess of the national living wage. As Serica does not have a standard entry-level wage, the ratio was calculated using the lowest paid male and female member of staff per hour.</p> <p>At the end of 2025, the national minimum wage in the United Kingdom was £12.21 per hour for employees aged 21 years old and over during the reporting period. This minimum is applicable to all Serica's operations across the UK.</p> <p>2025's ratios can be seen below:  Male employees: 3.36  Female employees: 1.76</p> <p>This highlights the ratio of the lowest paid member of staff per gender divided by the current national minimum wage. It must be noted that the ratio calculation does not take into account role, department or job type.</p>				
	202-2 Proportion of senior management hired from the local community	100% of Serica's Senior Leadership Team is hired from within the United Kingdom.				11.14.3 11.11.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Indirect economic impacts</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 5</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.14.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Serica produces oil and gas, including a material proportion of the UK's natural gas production. The Company indirectly supports, therefore, nationally important energy infrastructure such as the UK's gas transmission network. Over the last five years Serica has consistently invested in producing more oil and gas from its assets thereby providing additional indirect support for nationally important energy infrastructure.				11.14.4
	203-2 Significant indirect economic impacts	This is described in the 2025 Annual Report, <a href="#">page 46</a> .				11.14.5
<b>Procurement practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 5</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 204 Procurement Practices are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.14.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	At the end of 2025, Serica's total committed supplier expenditure on UK suppliers remained very high at 97%, with the remaining 3% being committed to international suppliers. Based on registered company addresses, the percentage of committed spend on local suppliers registered in the Northeast Scotland was 66%.				11.14.6
<b>Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 5</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 205 Anti Corruption are managed by Serica and the effectiveness of this is communicated to stakeholders through Serica's Annual Report.				11.20.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Risk and mitigations related to corruption are assessed by Serica as described in the Corporate Governance section of the 2025 Annual Report, <a href="#">page 106</a> . As such, Serica considers all its operational activities to have been assessed for risks related to corruption. Given the controls and oversight in place through the PLC board, Corporate Governance commitments and management systems, Serica does not consider there to be a significant risk of corruption in its current operations but is aware of the potential financial impact if it were to occur				11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	All nine members of Serica's Board of Directors have had the Anti-Bribery and Corruption policy communicated to them. 90% (218) of Serica's employees had completed the Company's Business Code of Conduct e-learning training which includes modules on Anti-Bribery and Corruption policy by the close of 2025. All existing Board members are required to undertake the training every 2 years. Business Code of Conduct training is a mandatory requirement for those joining the Company.  Serica's standard terms require that suppliers and contractors comply with Serica's Anti Bribery and Corruption policy.				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in Serica during 2025.				11.20.4
<b>Anti-competitive behaviour</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 6</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.19.1
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There are no legal actions pending and none have been completed during 2025 relating to anticompetitive behaviour or violations of anti-trust and monopoly legislation.				11.19.2
<b>Tax</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 6</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.21.1
GRI 207: Tax 2019	207-1 Approach to tax	This can be found in Serica's Tax Strategy, which is available on its website at <a href="http://www.serica-energy.com/policies">www.serica-energy.com/policies</a>				11.21.4
	207-2 Tax governance, control, and risk management	This can be found in Serica's Tax Strategy, which is available on its website at <a href="http://www.serica-energy.com/policies">www.serica-energy.com/policies</a>				11.21.5

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	This can be found in Serica's Tax Strategy, which is available on its website at <a href="http://www.serica-energy.com/policies">www.serica-energy.com/policies</a>				11.21.6
	207-4 Country-by-country reporting	Serica's reporting relates solely to the UK, where it's operations are based. Information on tax payments can be found on <a href="#">page 116</a> of the 2025 Annual Report.				11.21.7
<b>Materials</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 3</a> . The material elements for each topic as defined by 3-3 are described where applicable.				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<p>Serica uses a variety of chemicals, consumables, and materials in support of its offshore operations. These are assessed and quantified in line with oil and gas industry best practice and UK legislative requirements.</p> <p>A summary of the fuel usage and regulatory reportable chemicals used by Serica in its BKR operations are provided below:</p> <p>In 2025, Serica used a total of 68,000 tonnes of fuel gas and 1,808 tonnes of diesel on its Bruce platform. Both of these fuels are non-renewable.</p> <p>Serica utilised a total of 212,661 kg of chemicals of a permitted 619,450 kg of chemicals (34%). In comparison, in 2024 Serica's operations utilised a total of 264,778 kg of chemicals of a permitted 1,103,337 kg of chemicals (24%)</p>				
	301-2 Recycled input materials used	Serica does not produce a product in a traditional sense and therefore this is deemed not material.	Omitted	Not applicable	Materials used are not applicable to Serica as it involves the production of oil and gas.	
	301-3 Reclaimed products and their packaging materials	Serica does not produce a product in a traditional sense and therefore this is deemed not material.	Omitted	Not applicable	Please see explanation above.	
<b>Energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 3</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 302 Energy are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.</p>				11.1.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy is consumed by Serica in our offices onshore and on our offshore installations. Onshore energy is provided to the buildings and associated facilities by the local municipal supplier. In 2025, Serica's Aberdeen office used 99,635 kWh. In Serica's London office, 60,840 kWh was used in 2025. Of the 160,475 kWh (0.57771 TJ) utilised, 38% was renewable.  Offshore, fuel gas is utilised to produce energy to support production, compression and life support systems. This gas use is metered, reported and energy use calculated. In 2025, the energy use offshore totalled 874 GWh (3,147 TJ) of non-renewable energy. Energy use from fuel gas is tracked in accordance with the statutory requirements of the UK ETS.				11.1.2
	302-2 Energy consumption outside of the organisation	Serica does not currently measure energy consumption outside of our organisation.				11.1.3
	302-3 Energy intensity	Based on the energy generated and utilised offshore from fuel gas and diesel, the Bruce platform had an energy intensity of 91kWh per boe in 2025.				11.1.4
	302-4 Reduction of energy consumption	More information on energy reduction, conservation and efficiency initiatives can be found on <a href="#">page 34</a> of the Annual Report.				
	302-5 Reductions in energy requirements of products and services	Do not report – not material	Omitted	Not applicable	Energy reduction requirements for products and services are not applicable as Serica's oil and gas production is not sold directly as a consumer-end product.	
<b>Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	This is described in the Annual Report, <a href="#">page 38</a> .  The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 3</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 303 Water and Effluents are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.6.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	This information can be found in the Annual Report, <a href="#">pages 38 and 39</a> .				11.6.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	This is described in the Annual Report, <a href="#">page 38</a> .				11.6.3
	303-3 Water withdrawal	The use of seawater for cooling purposes is common practice in the oil and gas industry. Direct seawater withdrawal is not directly metered. However it has been estimated that Serica withdraws 29 million tonnes of seawater per annum, most of which is discharged back to the sea.  Serica does not operate in any areas with water stress.				11.6.4
	303-4 Water discharge	Water discharges from Serica operations relate solely to groundwater that has the potential to have been in contact with oil and gas reservoirs. This water is treated to a high standard to remove entrained hydrocarbons before being discharged to sea.  In 2025, Serica discharged a total of 47,816 m <sup>3</sup> (48 megalitres) of produced water to the sea at an average oil in water concentration of 6.2mg/l. Serica's internal targets are aligned with the regulatory discharge allowances.  In 2025, Serica's permitted allowance for the total quantity of oil discharged in water was 1.1 tonnes and discharged a total 0.3 tonnes.  Serica does not operate in any areas with water stress and does not discharge any water to any water-stressed areas.				11.6.5
	303-5 Water consumption	As mentioned above, water withdrawn is not directly metered, however, the majority of water withdrawn from the sea is discharged back into the sea. In 2025, 1,099 m <sup>3</sup> of potable water was delivered to the Bruce platform for consumption purposes.				11.6.6
<b>Emissions</b>						
Emissions	3-3 Management of material topics	This can be found in the Annual Report, <a href="#">page 34</a> .  The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 3</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 305 Emissions are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	This is presented in the Databook, <a href="#">page 40</a> .				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	This is presented in the Databook, <a href="#">page 40</a> .				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	This is presented in the Databook, <a href="#">page 40</a> .				11.1.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016	305-4 GHG emissions intensity	This is presented in the Databook, <a href="#">page 41</a> .				11.1.8
	305-5 Reduction of GHG emissions	This is described in the Annual Report, <a href="#">page 34</a> .				11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)	Do not report – not material	Omitted	Not applicable	As Serica's operations in oil and gas production do not involve processes or the use of materials that release ozone-depleting substances, the emissions of ODS are omitted.	
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulphur oxides (SO <sub>x</sub> ), and other significant air emissions	NO <sub>x</sub> , SO <sub>2</sub> and VOCs emissions are presented in the Databook <a href="#">page 42</a> . These emissions are representative of gas and diesel consumption associated with all plant operations and flared gas. Only NO <sub>x</sub> , SO <sub>2</sub> and VOC have been reported here as they are the only material non-CO <sub>2</sub> emissions. Emissions of POP, HAP and PM are not material.				11.3.2
<b>Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in the Waste section of the Annual Report, <a href="#">page 37</a> . The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment <a href="#">page 3</a> . The material elements for each topic as defined by 3-3 are described where applicable. The impacts of GRI 306 Waste are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Information on this disclosure can be found in the Annual Report, <a href="#">page 37</a> .				11.5.2
	306-2 Management of significant waste-related impacts	Information on this disclosure can be found in the Annual Report, <a href="#">page 37</a> .				11.5.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
GRI 306: Waste 2020	306-3 Waste generated	<p>In 2025, Serica produced a total of 460 tonnes of waste from its Bruce platform, an increase of 78 tonnes compared to 2024.</p> <p>During the reporting period, Serica generated and disposed of waste as per the breakdown presented below.</p> <p>Total waste:</p> <ul style="list-style-type: none"> <li>i. Reuse – 0.2 tonnes</li> <li>ii. Recycling – 271 tonnes</li> <li>iii. Composting – 0 tonnes</li> <li>iv. Recovery, including energy recovery – 142 tonnes</li> <li>v. Incineration – 2.8 tonnes</li> <li>vi. Deep Well Injection – 0 tonnes</li> <li>vii. Landfill – 25 tonnes</li> <li>viii. Onsite Storage – 0 tonnes</li> <li>ix. Other – 18 tonnes</li> </ul>			11.5.4
	306-4 Waste diverted from disposal	<p>In 2025, Serica diverted a total of 271 tonnes of waste from disposal.</p> <p>During the reporting period, Serica diverted a total of 24 tonnes of hazardous waste from disposal. A breakdown of this is provided below.</p> <p>Hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Reuse – 0.2 tonnes</li> <li>ii. Recycling – 24 tonnes</li> <li>iii. Other – 0 tonnes</li> </ul> <p>During 2025, Serica also diverted 247 tonnes of non-hazardous waste from disposal. A breakdown of this is provided below.</p> <p>Non-hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Reuse – 0 tonnes</li> <li>ii. Recycling – 247 tonnes</li> <li>iii. Other – 0 tonnes</li> </ul>			11.5.5

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 306: Waste 2020	306-5 Waste directed to disposal	<p>In 2025, Serica directed a total of 188 tonnes of waste to disposal.</p> <p>During the reporting period, Serica directed 50 tonnes of hazardous waste to disposal. A breakdown of hazardous waste by the disposal method is presented below.</p> <p>Hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery) – 30 tonnes</li> <li>ii. Incineration (without energy recovery) – 2 tonnes</li> <li>iii. Landfill – 1 tonnes</li> <li>iv. Other – 17 tonnes</li> <li>v. Offsite disposal – 50 tonnes</li> </ul> <p>During the reporting period, Serica also directed 138 tonnes of non-hazardous waste to disposal. A breakdown of non-hazardous waste by disposal method is presented below.</p> <p>Non-hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery) – 113 tonnes</li> <li>ii. Incineration (without energy recovery) – 0.5 tonnes</li> <li>iii. Landfill – 24 tonnes</li> <li>iv. Other – 2 tonnes</li> <li>v. Offsite disposal – 138 tonnes</li> </ul>				11.5.6
<b>Environmental Compliance</b>						
GRI 307: Environmental Compliance	3-3 Management of material topics	<p>Serica's management of environmental compliance is described throughout the Annual Report.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 307 Environmental Compliance are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.</p>				
	307-1 Non-compliance with environmental laws and regulations	<p>In 2025, there were no significant instances of environmental non-compliance with relevant (UK) laws and regulations. As a result of this, no monetary fines or sanctions were incurred.</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Supplier Environmental Assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 308 Supplier Environmental Assessment are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report and Accounts.				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	All Tier 1 and Tier 2 suppliers are required to be screened using environmental criteria. Tier 3 contractors are screened using environmental criteria by exception.  Where environmental screening is required for suppliers, this is done via SEQual, an industry specific pre-qualification tool, or through Serica's internal HSEQ screening process. Currently, screening is focussed on a supplier's Environmental Management System ('EMS'), EMS Certification to ISO 14001 or similar, and resources available to the supplier to manage environmental issues.  Contractor environmental performance is managed under UK law and regulation applying to offshore oil and gas operations.				11.10.2
	308-2 Negative environmental impacts in the supply chain and actions taken	This can be found in the Annual Report, <a href="#">page 46</a> .				11.10.3
<b>Employment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in the Annual Report, <a href="#">page 45</a> .				11.10.1
		The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 401 Employment are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.11.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	27 new employees (14 female and 13 male) were hired in the reporting period in the UK region, representing a hiring rate of 11.2%. 4 employees (1 female and 3 male) left the company during the same reporting period, representing a turnover rate of 1.6%.  A breakdown of those joining and leaving the company by age group can be found in the Databook, <a href="#">page 46</a> .				11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All employee benefits are standard irrespective of whether an employee is employed on a full-time or part-time basis.				11.10.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 401: Employment 2016	401-3 Parental leave	All male and female employees (242 total, 45 female) are entitled to parental leave. During the reporting period, 0 female and 5 males took either unpaid or paid paternity leave. All employees returned to work in the reporting period after parental leave ended. This will be continually monitored to determine the total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. 100% of the employees who took either unpaid parental leave or paid paternity leave in 2024 were still employed 12 months after their leave. Therefore, current return-to-work retention rates based on operational data to date are 100%.				11.10.4 11.11.3
<b>Labour/management relations</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.7.1 11.10.1
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	In 2025, none of Serica's staff were covered under collective bargaining agreements. Regarding changes of terms and conditions of employment, Serica reserves the right to make reasonable changes to any of our employees' terms of employment. Employees are notified about any changes as soon as possible and in any case within one month (four weeks) of the change. In terms of restructuring, outsourcing of operations, closures, expansions, new openings, takeovers, sale of all or part of the organisation, or mergers, Serica aims to give employees as much notice as is reasonably practicable. Serica would adhere to the relevant UK laws and regulations regarding redundancies in the event of needing to make redundancies.				11.7.2 11.10.5
<b>Occupational health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	More details can be found in the Annual Report, <a href="#">page 41</a> . The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a> . The material elements for each topic as defined by 3-3 are described where applicable. The impacts of GRI 403 Occupational Health and Safety are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.9.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>UK offshore oil and gas operators are legally required to maintain a health and safety management system under the Health and Safety at Work etc. Act 1974, which establishes the duty to manage workplace risks, and the Offshore Installations (Offshore Safety Directive) (Safety Case etc.) Regulations 2015, which mandate that every installation has an accepted Safety Case demonstrating effective arrangements for identifying, managing and controlling major accident hazards. As required by these regulations Serica's Occupational Health and Safety Management System consists of policy and procedure documents which collectively create a structured and robust system for managing health and safety risks across its operations.</p> <p>Elements of Serica's Health and Safety Management are regularly audited in line with the Safety Case Regulations.</p> <p>All Serica's employees and contractors onshore and offshore are covered under the Serica Occupational Health and Safety Management System with agreed interface document defining where any transfer of primacy is required. Any staff and contractors working on sites operated by our Partners or vendors are covered under the Occupational Health and Safety Management System in place at that site.</p>				11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Serica manages Occupational Health and Safety risk in accordance with its Operating Risk Policy, supported by a suite of structured risk-management procedures. These include HAZOP, HAZID, LOPA and Control of Work processes. Serica's Hazard Identification and Risk Assessment Procedure provides a consistent and reliable framework for identifying all Major Accident Hazards (MAHs), assessing associated risks, and selecting the most appropriate risk-assessment methodology based on the complexity and nature of the activity. This ensures that risk assessments are carried out systematically, transparently, and in alignment with UK Offshore Safety Regulations.</p> <p>This procedure is further supported by Serica's ALARP and Risk Management Guidance, which outlines how key safety risks are reduced to As Low As Reasonably Practicable (ALARP), the criteria applied in formal risk assessments, and the governance processes used for key risk decisions. All procedures and guidance documents are developed and reviewed by experienced health and safety professionals, with external review undertaken where required.</p> <p>Serica promotes a culture of speaking up and supports the principle of stopping the job if an activity is considered unsafe. Multiple channels are available for reporting hazards and unsafe situations, including direct reporting to Supervisors or management, engagement with Elected Safety Representatives, participation in Serica's safety observation programme, and access to the AAB whistleblowing service (previously known as SeeHearSpeakUp).</p> <p>Serica maintains two dedicated procedures within its Operational Management System (OMS) for incident reporting and investigation:</p> <p>Incident Reporting Procedure: sets out a structured approach for reporting adverse events, internally and externally.</p> <p>Incident Investigation Procedure: defines a systematic method for analysing adverse events, considering individual, task-related, and organisational factors to maximise learning, and developing robust, systematic actions to prevent recurrence and drive continuous improvement.</p>				11.9.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	<p>Serica's management of occupational health is supported by a comprehensive suite of procedures that identify, eliminate and control health-related hazards across its operations. These include topic-specific risk-management procedures covering noise, radiation, vibration, manual handling, asbestos, hexavalent chromium, potable water and legionella, and COSHH/REACH compliance. Additional procedures such as Fatigue Management, Working Hours Practice, Display Screen Equipment Regulations, Fitness to Work, Substance Misuse, and Drug and Alcohol Testing ensure that individual health factors and workplace exposures are managed in combination to reduce overall risk. Collectively, these processes provide a structured framework for anticipating health hazards, assessing exposure risks, and implementing preventive or protective measures in line with regulatory requirements and industry standards.</p> <p>Serica ensures the quality, consistency and accessibility of its occupational health services through formal governance and engagement of external specialist support. All procedures are developed, reviewed and periodically updated by qualified health, safety and industrial hygiene professionals, with specialist external support used where required.</p> <p>Workers' access to occupational health services is facilitated through Fitness to Work assessments, routine health surveillance, first aid arrangements, exposure-specific medical monitoring (e.g., for noise, vibration, radiation or chemical hazards), and confidential routes for raising health concerns via supervisors, safety representatives or designated reporting channels.</p>				11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Serica supports and encourages the work of Safety Representatives on our offshore assets and complies with the Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989.</p> <p>Serica operates a behavioural based safety system on all offshore installations which enables any person to raise concerns or observations, both positive and negative, relating to health, safety and environmental performance. In 2024, Serica achieved an average of 80% participation in Serica's Safety Observation Programme.</p> <p>Serica has an HSE Committee which consists of the CEO and Non-Executive Directors. More information on the HSE Committee can be found on <a href="#">page 91</a> of the 2025 Annual Report.</p> <p>Serica also holds regular HSEQ meetings to ensure onshore and offshore staff are engaged in our HSEQ efforts.</p> <p>More information on how Serica engages with its staff and contractors on occupational health and safety can be found in the Annual Report, <a href="#">page 42</a>.</p>				11.9.5
	403-5 Worker training on occupational health and safety	<p>Serica places the management of health and safety and the protection of our people at the forefront of everything we do. Safety training has been identified for key offshore and onshore positions and is implemented and tracked as part of our OMS. Training plans are based on legal requirements, industry best practices and risk assessment. In 2025, our employees averaged 113 hours of health, safety and emergency response training.</p>				11.9.6
	403-6 Promotion of worker health	<p>This can be found in the Annual Report, <a href="#">page 42</a>.</p>				11.9.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Serica is a non-operating partner in a number of UKCS production operations. Through our joint venture relationships, occupational health and safety remains a formal agenda item and performance is monitored and reported regularly. Serica has influence within its joint ventures and can raise concerns relating to health and safety both within these relationships and externally with the appropriate regulator if required.				11.9.8
	403-8 Workers covered by an occupational health and safety management system	All Serica's employees and contractors onshore and offshore are covered under the Serica Occupational Health and Safety Management System, which is internally audited.  Serica's Health and Safety Management System is not currently externally audited or certified as a whole system. However, elements of Serica's Health and Safety Management are regularly externally audited in line with the Safety Case Regulations.				11.9.9
	403-9 Work-related injuries	In 2025, on our Bruce asset 24 (20 contractor and 4 staff) work related injuries were recorded and 3 were reportable (2 contractor, 1 staff). Of these injuries 21 were non-reportable (18 contractor and 3 staff) and 3 required no treatment. 15 (2 employee and 13 contractor) were first aid cases, 3 injuries resulted in days away from work (1 employee and 2 contractor), 1 injury resulted in restricted work (1 staff and 0 contractor), and there were 2 medical treatment injuries (2 contractor, 0 staff). There were no high consequence injuries in 2025. In relation to Serica's Bruce installation, staff and contractors worked a total of 724,490 hours in 2025.  Additional health and safety metrics, including injury frequencies can be found in the Databook, pages <a href="#">44</a> and <a href="#">45</a> .  In accordance with The Offshore Installations (Offshore Safety Directive) (Safety Case etc) Regulations 2015 (SCR 2015), our offshore installations require a Safety Case which has been submitted to the Competent Authority for assessment and acceptance. The primary aim of SCR 2015 is to reduce the risks from major accident hazards to the health and safety of the workforce employed on offshore installations or in connected activities, and gives confidence to operators, owners, workers, and the competent authority that the duty holder has the ability and means to manage and control major accident hazards effectively.  The Safety Case includes a description of the measures taken or to be taken or the arrangements made or to be made for the protection of persons on the installation from hazards, including explosion, fire, heat, smoke, toxic gas, or fumes. There are regulatory defined requirements for formal reviews of a Safety Case, but the general approach to the document is that it is kept under constant review and updated as required.  Work related hazards are managed by the execution of suitable and sufficient risk assessment appropriate to a task, and controls are selected using the hierarchy of controls.  There were 0 high consequence injuries in 2025.				11.9.10
	403-10 Work-related ill health	In 2025, there were no (0) confirmed occupational diseases in Serica				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
<b>Training and education</b>							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Annual Report, <a href="#">page 47</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 404 Training and Education are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.</p>				11.7.1	
							11.10.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>In 2025, Serica's staff completed a total of 3,488 training days. For this calculation, the assumption is that each training day consisted of 8 hours of training.</p> <p>In total Serica employees completed 27,904 hours of training in 2025.</p> <p>Serica employees averaged 115 hours of training in 2025.</p> <p>Female employees averaged 123 hours of training in 2025.</p> <p>Male employees averaged 81 hours of training in 2025.</p> <p>The large difference between the average training completed by male and female employees is largely attributed to the fact that in 2025 Serica had no female employed in offshore roles, where the volume of training required to be undertaken is much greater than onshore based roles.</p>				11.10.6	
							11.11.7
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Serica offers a wide range of programmes for upgrading employee skills. Serica spent approximately £1.4m on 3T, APTUS Apprenticeships and other training-related costs, including further education.</p> <p>The company supports employees wishing to undertake further studies and as such has a Training and Development Policy as part of its OMS. A training committee meets regularly to review the further education requests submitted by employees.</p> <p>In terms of transition assistance programmes, Serica has organised pension related sessions enabling our employees to plan for their future.</p>				11.7.3	
							11.10.7
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	<p>Serica has a formal employee appraisal system, which includes the setting of role specific and career development objectives. These objectives are agreed upon with the employee by their line manager at the start of the year, reviewed mid-year and assessed at the end of the year to determine the progress made. 93% of employees received an annual appraisal in 2025.</p>					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Diversity and equal opportunity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 405 Diversity and Equal Opportunity are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.11.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	This can be found in the Databook, <a href="#">page 48</a> .				11.11.4
	405-2 Ratio of basic salary and remuneration of women to men	This is described in the Annual Report, <a href="#">page 43</a> .				11.11.5
<b>Non-discrimination</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.11.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2025, there were 2 reported cases of discrimination in Serica. Both cases were investigated and subsequently closed.				11.11.6
<b>Freedom of association and collective bargaining</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 4</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.13.1
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Serica is not associated with any operations where the right to freedom of association and collective bargaining are at risk.				11.13.2
<b>Local communities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 5</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 413 Local Communities are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.15.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Serica's approach to community engagement and support is detailed on <a href="#">page 49</a> of the Annual Report.				11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	None of Serica's operations are deemed to have a higher-than-average chance of causing potential or actual negative impacts on the social, economic or environmental wellbeing of our local communities.				11.15.3
<b>Public policy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 6</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 415 Public Policy are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.22.1
GRI 415: Public Policy 2016	415-1 Political contributions	Serica's policies preclude political contributions to any political parties or individuals. In 2025 Serica donated a total of £0 to any political parties or individuals.				11.22.2
<b>Marketing and Labelling</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 6</a> . The material elements for each topic as defined by 3-3 are described where applicable.				
GRI 417 Marketing and Labelling	417-1 Requirements for product and service information and labelling	Serica's Communication Policy sets out our commitment to truthful, timely, and compliant messaging to external audiences. The policy describes the principles guiding our communications as well as the governance structures in place to oversee external communications.				
	417-2 Incidents of non-compliance concerning product and service information and labelling	In 2025, there were no (0) known instances of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling.				
	417-3 Incidents of non-compliance concerning marketing communications	In 2025, there were no (0) known instances of non-compliance with regulations and/or voluntary codes concerning marketing communications.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Asset Integrity and Critical Incident Management</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our Materiality assessment, <a href="#">page 5</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 11.8 Asset Integrity and Critical Incident Management are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual Report.				11.8.1
11.8 Asset Integrity and Critical Incident Management	11.8.2 Significant Spills	This is detailed on <a href="#">page 39</a> of the Annual Report.				11.8.2
	11.8.3 Total number of Tier 1 and Tier 2 process safety events, and breakdown by business activity	In 2025, there were no Tier 1 and Tier 2 Process Safety events recorded on Serica's operated Bruce platform.				11.8.3

TOPIC	EXPLANATION
<b>Title of GRI Sector Standard</b>	
GRI 408 Child Labour	See <a href="#">page 4</a>
GRI 409 Forced and Compulsory Labour	See <a href="#">page 4</a>
GRI 410 Security Practices	See <a href="#">page 4</a>
GRI 411 Rights of Indigenous People	See <a href="#">page 4</a>
GRI 412 Human Rights Assessments	See <a href="#">page 5</a>
GRI 414 Supplier Social Assessments	See <a href="#">page 5</a>
GRI 416 Customer Health and Safety	See <a href="#">page 5</a>
GRI 418 Customer Privacy	See <a href="#">page 5</a>
GRI 419 Socioeconomic Compliance	See <a href="#">page 5</a>

## SASB: oil and gas exploration and production standard

This document provides information as to the alignment of Serica Energy's disclosures with the Sustainability Accounting Standards Board ('SASB') Oil & Gas Exploration and Production Standard (Version 2023-12). The information herein is associated with the 2025 calendar year.

As a North Sea production operator, Serica recognises the need to comply with the high operational standards demanded of our industry. It is important to us to ensure that those standards are also attained in managing the footprint of our business with the communities in which we operate, where possible, generating benefit for our stakeholders and the communities close to us, which our business has the potential to positively and negatively impact upon. We have chosen to align our disclosure with SASB as SASB's due process has been developed to produce standards for information that are material and decision-useful for our investors, and our stakeholders.

### SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting Metric	Location/Information
<b>Greenhouse Gas Emissions</b>		
EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	<p>Serica's gross global Scope 1 greenhouse gas ('GHG') emissions data in metric tonnes (CO<sub>2</sub>e) are presented in the Serica's Databook, <a href="#">page 40</a>. Methane made up approximately 2% of Serica's total Scope 1 CO<sub>2</sub>e emissions. Serica's Scope 1 CO<sub>2</sub>e emissions are made up of the operated emissions from its operated Bruce Platform. 96% of Serica's reported Scope 1 CO<sub>2</sub>e emissions in 2025 were covered by the UK ETS. CO<sub>2</sub>e, Scope 2 and 3 emissions were not covered by the UK ETS.</p> <p>Serica set the following targets for 2025:</p> <ul style="list-style-type: none"> <li>– Bruce installation CO<sub>2</sub> emissions of 210,00 tonnes or below</li> <li>– Net producing portfolio carbon intensity of 20 kgCO<sub>2</sub>/boe</li> </ul> <p>Information on Serica's target performance can be found in the Annual Report, <a href="#">page 34</a>.</p> <p>All of Serica's currently operated facilities are part of the regulatory requirements of the United Kingdom Emissions Trading Scheme ('UK ETS'), an emissions-limiting regulation. This scheme is broadly aligned with the Greenhouse Gas (GHG) Protocol in terms of the calculation and reporting of emissions. Serica calculates its CO<sub>2</sub> emissions from the metering of fuel gas, diesel, propane and its flaring activities. In 2025, Serica utilised 100% of its free CO<sub>2</sub> allocation of 46,953 tonnes and was required to trade for additional allocations. The UK ETS adopt a "cap and trade" approach, which sets caps on how much can be emitted by certain sectors. This cap will decrease over time, which will reduce how much a sector is permitted to emit.</p> <p>More information on Serica's annual emissions performance, monitoring and reporting can be found in the Annual Report, <a href="#">pages 34 to 36</a>.</p>
EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	<p>At the end of 2025, Serica had flared a total of 3,679 tonnes of gas, a decrease of 903 tonnes compared to 2024 volumes. The amount of direct, Scope 1, CO<sub>2</sub>e emissions from flared hydrocarbons in 2025 was 10,228 tonnes. This represents a decrease of 1,649 tonnes compared to the 11,877 tonnes of flaring related emissions recorded in 2024.</p> <p>Serica also manages and measures vented and fugitive emissions. In 2025, the Bruce platform had a Vent Consent from the UK North Sea Transition Authority of 103 tonnes. By the end of 2025, Serica vented a total of 53 tonnes of natural gas, which resulted in 44 tonnes of CH<sub>4</sub>, 3 tonnes of CO<sub>2</sub> and 3 tonnes of Volatile Organic Compounds ('VOCs') being emitted. Fugitive emissions are calculated annually. In 2025, reported fugitive emissions totalled 4 tonnes of CO<sub>2</sub>, 22 tonnes of CH<sub>4</sub> and 4 tonnes of VOCs.</p> <p>Serica's "emissions from stationary devices" in 2025 totalled 183,680 tonnes of CO<sub>2</sub>e. These emissions were generated from the use of fuel gas and diesel on the Bruce platform. Serica did not have any Scope 1 "process emissions" during 2025.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting Metric	Location/Information
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	This can be found in the Annual Report, <a href="#">page 34</a> .
<b>Air Quality</b>		
EM-EP-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	In 2025, Serica had the following emissions from fuel gas and diesel consumption at plant operations as well as flared gas: NO <sub>x</sub> 711 tonnes, SO <sub>x</sub> 4 tonnes and VOCs 41 tonnes. Serica does not measure PM10.
<b>Water Management</b>		
EM-EP-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<p>Serica's assets are located in the UK North Sea and freshwater consumed at the facilities is predominantly desalinated. For example, fresh water on the Bruce Platform is generated onboard using a reverse osmosis ('RO') unit and is used for washing, cooking and other domestic purposes. The amount of imported potable water can be found on <a href="#">page 42</a>. Given that its operations are based in the North Sea, Serica does not withdraw water from freshwater sources as part of its operations.</p> <p>Utilising the World Resource Institute's ('WRI') Aqueduct Water Risk Atlas tool, Serica Energy does not operate in a region of High or Extremely High Baseline Water Stress.</p>
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	<p>Details can be found in the Annual Report, <a href="#">page 39</a>. Serica does not generate flowback fluid as part of its operations.</p> <p>Data relating to Serica's interactions with water are also presented on <a href="#">page 39</a>.</p>
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Serica did not use hydraulic fracturing in its operations during 2025.
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	See EM-EP-140a.3.
<b>Biodiversity Impacts</b>		
EM-EP-160a.1	Description of environmental management policies and practices for active sites	<p>Serica has adopted policies and practices aligned with UK legislation and the environmental elements of ISO 14001 principles. The Company's Environmental Management System ('EMS') is attested against the OSAR 2003/5 recommendations. All of Serica's operations are covered under this management system and associated policies and procedures are applicable across Serica's operated assets. Topics covered in our EMS include emissions to air, hazardous chemical usage, waste generation and management, and discharges to water.</p> <p>Serica also works within the UKCS regulatory system including its permitting and consent regimes. Serica monitors and reports emissions data in alignment with both the UK Regulator's Environmental and Emissions Monitoring System ('EEMS') and the UK Emissions Trading Scheme.</p> <p>Serica's EMS system enforces risk-based controls above and beyond that required by regulatory compliance. The EMS provides guidance in the risk assessment of operations and projects and is designed to empower and encompass employees and contractors alike.</p> <p>Serica has not assessed the degree in which its policies and practices are aligned with the International Finance Corporation's Performance Standards on Environmental and Social Sustainability 2012.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting Metric	Location/Information
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	In 2025, in relation to the Bruce platform, there were a total of two PON1s reported. In total, these PON1s resulted in the discharge of 0.35 tonnes of chemicals and 0 tonnes (0 barrels) of hydrocarbons into the sea. SASB defines a hydrocarbon spill as greater than 1 bbl. None of Serica's facilities are located north of the Arctic Circle.
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	None of Serica's proved or probable reserves are in or near (<5km) areas of protected conservation status. As a required part of site planning, Serica completes an environmental assessment process which includes an evaluation of IUCN Red List species. There are no endangered species identified in Serica's Environmental Justification for production operations that are within 5km of any of its proven or probable reserves.
<b>Security, Human Rights &amp; Rights of Indigenous Peoples</b>		
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	In 2025, Serica only had reserves in the UK. None of Serica's net proved or probable reserves were in or near areas of active conflict.
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	In 2025, Serica only had reserves in the UK. All of Serica's proved or probable reserves were offshore and not in areas considered to be indigenous land.
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Serica is a supporter of the Universal Declaration of Human Rights and works to ensure that its operations and supply chains do not negatively impact anyone's human rights. In support of this, Serica conducts pre-contract checks on vendors prior to any engagement. If human rights criteria are not met by a supplier, Serica is willing to terminate their contract. Serica reserves the right to audit our suppliers' sites, policies and procedures to ensure compliance. As indicated in topics EM-EP-210a.2 and EM-EP-210a.1, all of Serica's operations are located in the UK North Sea and the Company does not have operations in indigenous or conflict areas. Serica complies with the Modern Slavery Act (2015). The Company's Modern Slavery Statement is available on its website.
<b>Community Relations</b>		
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Serica values the importance of supporting the communities in which it operates. In 2025, Serica continued to deploy a number of initiatives to further support the local communities in which it operates. These are described on <a href="#">page 49</a> of the Annual Report. The Company does not tolerate any form of modern slavery in its business or supply chain and expects that its service providers, suppliers, vendors, and business partners will maintain the same expectations and standards within their respective business and supply chains. Serica has not assessed the degree in which its policies and practices are aligned with the International Finance Corporation's Performance Standards on Environmental and Social Sustainability 2012.
EM-EP-210b.2	Number and duration of non-technical delays	In 2025, Serica had no site shutdowns or project delays due to non-technical factors whether through regulatory non-conformance, regulator prohibition or stakeholder challenge or protest.
<b>Workforce Health &amp; Safety</b>		

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting Metric	Location/Information
EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	<p>Serica's TRIR/TRIF relating to the Bruce Platform was 1.4 per 200,000 hours in 2025.</p> <p>In 2025, Serica staff worked a total of 315,488 hours and contractors worked a total of 577,074 hours, which equals a total of 892,562 hours worked.</p> <p>Serica's near miss frequency rate ('NMFR') for 2025 was:</p> <p>19.4 per 200,000 manhours</p> <p>97.3 per 1,000,000 manhours</p> <p>Serica's fatality rate is zero or none (0).</p> <p>Further information is presented on <a href="#">page 44</a>.</p> <p>Serica provides HSE and emergency response training for employees, contractors and short-service employees. The scope of training provided is dependent on the role, work to be carried out and regulatory requirements, the risk associated with the role and the specifics of the work to be undertaken. Serica's Training Committee meets monthly and each Serica employee has a training matrix appropriate to their role. In 2025, Serica's employees averaged approximately 113 hours of Health, Safety and Emergency Response training.</p> <p>More information on Serica's health and safety performance can be found on <a href="#">pages 44 and 45</a> of the Databook.</p>
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	<p>Health and safety is a core requirement of the offshore oil and gas industry. Serica's offshore facilities and the onshore support network are of critical importance to our business and our stakeholders. Details of Serica's commitment to the prioritisation of Occupational Health and Safety is provided in the Annual Report, <a href="#">pages 41 and 42</a>. Additional evidence of our commitment to health and safety can be found in our HSEQ Policy on our website.</p> <p>A culture of safety is encouraged throughout the organisation with responsible personnel designated at all appropriate levels. This is further detailed on Serica's website: <a href="https://www.serica-energy.com/HSE">https://www.serica-energy.com/HSE</a>.</p>
<b>Reserves Valuation &amp; Capital Expenditures</b>		
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	<p>Serica reports in reference to the IFRS S1 and S2 standards. As part of this, Serica undertakes quantitative scenario analysis based on inputs from the International Energy Agency's ('IEA') 2025 Net Zero, Stated and Current Policies scenarios, concentrating on carbon taxes and commodity prices. The IEA scenarios were selected as they are publicly available and widely used across the global energy sector. Results of this scenario analysis can be found on <a href="#">page 61</a> of the 2025 Annual Report.</p> <p>More information on Serica's reserves can be found in the Annual Report, <a href="#">page 16</a>.</p>
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	<p>Despite not having the means to manage the use of Serica's produced hydrocarbon products, Serica recognises the importance of quantifying and reporting the estimated environmental footprint of the use of its sold products. These estimated emissions are presented on <a href="#">page 36</a> of the Annual Report.</p> <p>Serica has not yet calculated the estimated CO<sub>2</sub> emissions associated with its proven reserves.</p>
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	<p>Serica's current operational focus is offshore oil and gas projects. Serica currently has no revenue from renewable energy sales.</p> <p>The company monitors the renewables sector and carbon capture for future potential participation. To date Serica has not invested in renewable energy and does not generate revenue from renewable energy sales.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting Metric	Location/Information
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	<p>Serica works with its peers, Industry Bodies and Regulators to ensure we are involved in discussions relating to any significant future potential regulatory changes relating to emissions management that may impact our business moving forwards. Serica takes a proactive approach to reduce emissions to levels that are as low as reasonably practicable taking commercial and non-commercial considerations into account.</p> <p>As described on <a href="#">page 61</a> of Serica's 2025 Annual Report, Serica conducts scenario analyses to test its business model against different climate scenarios. These scenarios include projections of hydrocarbon demand and pricing.</p>
<b>Business Ethics &amp; Transparency</b>		
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	In 2025, Serica only had reserves in the UK and therefore had no (0%) reserves in countries that have the 20 lowest rankings in Transparency's International Corruption Perception Index.
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	<p>Serica has developed a comprehensive Operations Management System ('OMS') which includes codes, policies and procedures to work fairly and transparently as well as meet all laws and regulations. As part of this, Serica's Code of Business Conduct sets out behaviours expected from employees, contractors and third parties who act on Serica's behalf to meet all legal requirements and work to the highest ethical standards. The Code of Business Conduct is applicable across all of Serica's activities. Serica's Code of Business Conduct can be found here: <a href="https://www.serica-energy.com/downloads/policies/Code%20of%20Business%20Conduct%20June%202023.pdf">https://www.serica-energy.com/downloads/policies/Code%20of%20Business%20Conduct%20June%202023.pdf</a></p> <p>Serica's Anti-Bribery and Corruption policy can be found here: <a href="https://www.serica-energy.com/downloads/policies/Anti-Bribery%20and%20Corruption%20Policy%20June%202022.pdf">https://www.serica-energy.com/downloads/policies/Anti-Bribery%20and%20Corruption%20Policy%20June%202022.pdf</a></p> <p>Serica's Whistleblowing policy can be found here: <a href="https://www.serica-energy.com/downloads/policies/Whistleblowing-Policy.pdf">https://www.serica-energy.com/downloads/policies/Whistleblowing-Policy.pdf</a></p>
<b>Management of the Legal &amp; Regulatory Environment</b>		
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	<p>In relation to policy engagement, Serica communicates with the UK Government, local governments and regulators on topics that affect its activities. These communications include submissions to government consultations. Serica is a member of trade associations including Offshore Energies UK, Brindex and Aberdeen and Grampian Chamber of Commerce. These groups engage with policy developments on behalf of their members.</p> <p>The upstream sector in the UK is highly regulated and Serica works to meet all relevant regulatory requirements. As indicated in topics EM-EP-420a.4, Serica is working to support the emissions reduction targets set out in the North Sea Transition Deal. An Emissions Reduction Action Plan is in place for the Bruce installation and is being implemented in line with the North Sea Transition Authority's Stewardship Expectations.</p> <p>Serica's Operations Management System ('OMS') provides procedures for complying with all environmental legislation and regulations, including but not limited to the requirements of both our Pollution Prevention Control ('PPC') permit and the requirements of the UK Emissions Trading Scheme ('UK-ETS'). As regulations change, the OMS is updated to ensure compliance.</p> <p>Serica's approach to the management of Sustainability and Climate-related risks and opportunities is detailed on <a href="#">page 51</a> of the Annual Report.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting Metric	Location/Information
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	<p>Serica prioritises health and safety. The Bruce facility has a safety case which has been accepted by the UK Offshore Major Accident Regulator ('OMAR'). The safety case details the possible failure modes which could lead to a Process Safety Event ('PSE') and the mitigative engineering and human factors which are in place to prevent their occurrence. While all efforts are made to prevent PSEs, if one does occur, our teams have the training and authority to act quickly and effectively.</p> <p>Serica's 2025 Tier 1 PSE rate was 0.0, compared to 1.18 in 2024. More details on Serica's process safety performance and management can be found in the Annual Report, <a href="#">pages 41 and 42</a>.</p>
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	<p>Serica has a number of control systems within the Operations Management System ('OMS') to identify, prevent and mitigate catastrophic and tail-end risks. Serica is committed to identifying and controlling risks and impacts associated with its activities, particularly where the potential exists for major accidents. Serica has a Corporate Major Accident Prevention Policy ('CMAPP') which is a regulatory requirement of UK operators, as well as a safety case for the Bruce platform.</p> <p>Occupational Health and Safety Risk is managed in accordance with Serica's Risk Management Policy. The Policy is supported by a number of procedures which describe specific risk management processes such as HAZOP, HAZID, LOPA and the Control of Work.</p> <p>Serica follows all regulatory requirements across the lifecycle of assets. As part of this, Serica is a member of the Operator Co-Operative Emergency Services ('OCES') which is the organisational framework under which companies operating in the UKCS co-operate in the event of an emergency situation. Serica is also part of the Emergency Preparedness Offshore Liaison Group ('EPOL'). This is a forum for discussing best practice, sharing learnings and identifying areas for improvement.</p> <p>More information about Serica's emergency response management can be found in the Annual Report, <a href="#">page 42</a>.</p>
<b>Activity Metrics</b>		
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	This can be found on <a href="#">page 7</a> of the Annual Report.
EM-EP-000.B	Number of offshore sites	<p>In 2025, Serica's activities were solely focused on production and development in the UK North Sea, complemented by a portfolio of oil and gas exploration opportunities, including interests in offshore licence blocks in the UK North Sea.</p> <p>More information about Serica's offshore sites can be found on the Serica Energy website: <a href="https://www.serica-energy.com/asset-portfolio">https://www.serica-energy.com/asset-portfolio</a></p>
EM-EP-000.C	Number of terrestrial sites	In 2025, Serica did not have any terrestrial exploration, development or producing sites. Serica leases offices in London and Aberdeen.

# Key statistics: databook

Our databook presents material ESG data from across our organisation.

The data presented here is believed to be correct at the time of publishing.

## ENVIRONMENTAL PERFORMANCE

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
<b>Atmospherics</b>									
Scope 1 emissions	Tonnes CO <sub>2</sub> e	274,727	234,259	221,308	232,150	190,366	211,219	195,746	
Scope 1 emissions	Tonnes CO <sub>2</sub>	241,503	204,648	217,322	218,567	179,447	200,221	188,294	
Scope 2 emissions (Location-based)	Tonnes CO <sub>2</sub> e	25	16	18	21	43	30	28	
Scope 3 Category 1: Purchased Goods and Services	Tonnes CO <sub>2</sub> e				22,167	13,468	7,860	29,106	Categorised scope 3 emissions not reported prior to 2022
Scope 3 Category 4: Upstream Transportation and Distribution	Tonnes CO <sub>2</sub> e				10,692	4,772	11,087	10,779	Categorised scope 3 emissions not reported prior to 2022
Scope 3 Category 8: Upstream Leased Assets	Tonnes CO <sub>2</sub> e							3,948	Scope 3 Category 8 emissions not previously reported
Scope 3 Category 11: End use of sold products	Tonnes CO <sub>2</sub> e						5,062,973	3,373,295	Category 11 emissions not reported prior to 2024
Scope 3 Category 15: Investments	Tonnes CO <sub>2</sub> e				13,893	162,288	133,703	122,592	Scope 3 emissions not reported prior to 2022
Total reported Scope 3 emissions	Tonnes CO <sub>2</sub> e				46,752	180,528	5,215,623	3,539,720	Scope 3 emissions not reported prior to 2022
CH <sub>4</sub> emissions flaring and fuel consumption	Tonnes	180	128	127	131	112	115	50	
CH <sub>4</sub> Fugitive emissions	Tonnes	23	21	23	20	21	23	22	
CH <sub>4</sub> Vented emissions	Tonnes	436	348	126	162	99	97	44	
Total CH <sub>4</sub> emissions	Tonnes	650	501	282	313	232	235	115	
NO <sub>x</sub> emissions from combustion and flaring activities	Tonnes	565	491	502	880	469	809	711	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
N <sub>2</sub> O emissions from combustion and flaring activities	Tonnes	18	16	17	18	17	17	16	
SO <sub>2</sub> emissions from combustion and flaring activities	Tonnes	4	6	5	9	5	5	4	
VOC emissions from combustion and flaring activities	Tonnes	75	42	26	16	14	22	41	
CO emissions from combustion and flaring activities	Tonnes	528	429	450	60	413	146	131	
Hydrofluorocarbons (HFCs)	Tonnes	0.002	0	0	0	0.002	0.002	0.012	
Perfluorocarbons (PFCs)	Tonnes	0	0	0	0	0	0	0	
Sulphur Hexafluoride (SF <sub>6</sub> )	Tonnes	0	0	0	0	0	0	0	
<b>Fuel Usage</b>									
Diesel utilised on the Bruce platform	Tonnes	1,857	3,062	2,185	1,424	2,338	2,558	1,808	
Fuel gas utilised on the Bruce platform	Tonnes	81,365	69,630	73,382	79,166	65,650	71,532	68,000	
Coal utilised in operations	Tonnes	0	0	0	0	0	0	0	
<b>Flaring</b>									
Total flared gas	Tonnes	10,309	5,696	4,804	5,851	4,708	4,581	3,679	
Average Base Load Flare per 24 hrs	Tonnes	11.6	10.5	9.7	9.0	8.5	7.2	5.8	
<b>Carbon Intensity</b>									
Scope 1 Carbon Intensity	kgCO <sub>2</sub> /BOE	16.7	17.5	17.8	16.4	16.4	17.0	19.6	
<b>Carbon Offsets</b>									
Carbon Offsets	Tonnes CO <sub>2</sub> e	0	0	0	0	0	0	0	
<b>Energy</b>									
Energy Usage – Bruce Platform	gWh	1,120	950	975	1,017	835	930	874	
Energy Usage – Aberdeen Office	kWh	88,647	57,801	66,530	87,651	101,383	96,748	99,635	
Energy Usage – London Offices	kWh	18,058	11,056	16,222	19,320	105,632	56,435	60,840	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
Bruce Energy Intensity	kWh/boe	75	79	83	76	76	79	91	
Renewable Energy Used in Operations	kWh	0	0	0	0	83,367	38,113	60,840	Relates to the renewable energy purchased to power our London Office
<b>Waste</b>									
Waste produced offshore	Tonnes	315	254	199	263	304	382	460	
Waste to landfill	Tonnes	106	36	12	2	3	7	25	
Waste recycled	Tonnes	174	149	108	123	132	203	271	
Waste to energy	Tonnes	17	46	70	95	116	140	142	
Wate reused	Tonnes	0	2	0	0	1	1	0	
Incinerated waste	Tonnes	1	2	0	4	1	9	3	
Other waste (inc. treatment)	Tonnes	18	19	8	38	51	21	18	
Hazardous waste produced	Tonnes	42	46	33	75	86	68	74	
<b>Waste disposal method as a percentage of total waste</b>									
Landfill	%	34	14	6	1	1	2	5	
Recycling	%	55	59	54	47	43	53	59	
Waste to energy	%	5	18	35	36	38	37	31	
Reuse	%	0	1	0	0	0	0	0	
Incinerated waste	%	0	1	0	1	0	2	1	
Other (inc. treatment)	%	6	7	4	15	17	6	4	
<b>Water</b>									
Volume of potable water transported to Bruce	m <sup>3</sup>	0	0	577	1,139	4,000	885	1,099	
Volume of seawater withdrawn during operations	Tonnes	29,470,000	29,470,000	29,470,000	29,470,000	29,470,000	29,470,000	29,470,000	Estimation. Not directly metered
Volume of freshwater withdrawn during operations	Tonnes	0	0	0	0	0	0	0	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
Volume of produced water discharged overboard	m³	51,238	3,404	69,544	62,298	13,235	27,553	47,816	
Volume of produced water reinjected	m³	42,391	72,200	0	0	27,688	31,707	1,339	
Volume of oil discharged overboard in produced water	Tonnes	0.6	0.2	1.2	0.9	0.2	0.2	0.3	
Volume of oil in water reinjected	Tonnes	2.9	4.4	–	–	0.6	0.5	0.0	
Average concentration of oil in water reinjected	mg/l	68.9	61.1	–	–	22.8	15.2	5.0	
Average concentration of oil in produced water discharged overboard	mg/l	10.3	62.5	17.4	14.2	18.4	8.8	6.2	
Number of PON 1s	Number	12	5	7	5	3	9	2	
Number of PON 2s	Number	0	2	0	4	0	1	1	
Number of ROGI Hydrocarbon releases	Number	4	2	0	0	1	5	2	
Non compliances (offshore chemical regulations)	Number	3	3	3	1	1	2	0	
PON 1: Total hydrocarbons released to sea	Tonnes	0.4	0.8	0	0	0.1	0.2	0	
PON 1: Total chemicals released to sea	Tonnes	0.4	–	4.9	1.3	0.1	0.3	0.4	
Total chemical usage in operations	kg	563,215	466,884	303,910	288,581	228,821	264,778	212,661	
<b>Expenditures</b>									
Environmental fines	£	0	0	0	0	0	0	0	

## SOCIAL PERFORMANCE

### Bruce Health and Safety Performance

Total hours worked – Employees	Number	345,928	286,105	278,503	276,575	296,477	308,804	388,287	
Total hours worked – Contractors	Number	366,201	325,968	345,928	363,000	489,956	499,868	495,264	
Accidents – Total	Number	7	0	1	3	5	1	6	
Accidents – Employees	Number	1	0	0	1	1	1	1	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
Accidents – Contractors	Number	6	0	1	2	4	0	5	
Lost Day Work Cases – Total	Number	3	0	0	0	0	0	3	
Lost Day Work Cases – Employees	Number	0	0	0	0	0	0	1	
Lost Day Work Cases – Contractors	Number	3	0	0	0	0	0	2	
Medical Treatment Cases – Total	Number	1	0	1	0	2	0	2	
Medical Treatment Cases – Employees	Number	0	0	0	0	1	0	0	
Medical Treatment Cases – Contractors	Number	1	0	1	0	1	0	2	
First Aid Cases – Total	Number	10	4	4	9	19	19	15	
First Aid Cases – Employees	Number	5	0	2	2	7	4	2	
First Aid Cases – Contractors	Number	5	4	2	7	12	15	13	
Non-treatment cases – Total	Number	4	0	1	4	0	3	3	
Non-treatment cases – Employees	Number	0	0	1	0	0	0	1	
Non-treatment cases – Contractors	Number	4	0	0	4	0	3	2	
Restricted Work Day cases	Number	3	0	0	3	3	1	1	
Security incidents	Number	0	0	0	0	0	0	0	
Average safety observation participation	%	85	90	92	86	84	84	80	
Total Lost Day Rate	DAFWC per 200,000	0.9	0	0	0	0	0	0.5	
Total Recordable Injury Rate	TRIF per 200,000	2.1	0	0.4	1.1	1.3	0.3	1.4	
Total Recordable Injury Rate – Employees	TRIF per 200,000	0.6	0	0	0.7	0.7	0.3	0.5	
Total Recordable Injury Rate – Contractors	TRIF per 200,000	3.3	0	0.6	1.1	1.6	0	2.0	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
Near Miss Frequency Rate	NMFR per 200,000	31	28	34	23	16	17	19	
Near Miss Frequency Rate	NMFR per 1,000,000	153	140	170	113	78	86	97	
Total Lost Time Injury Rate	LTIR per 1,000,000	4.5	0	0	0	0	0	3.4	
Lost Time Injury Rate – Employees	LTIR per 1,000,000	0	0	0	0	0	0	2.6	
Lost Time Injury Rate – Contractors	LTIR per 1,000,000	8.2	0	0	0	0	0	4.0	
Occupational Diseases	OD per 1,000,000	0	0	0	2.5	0	0	0	
Fatality Rate – Total	Number	0	0	0	0	0	0	0	
Fatality Rate – Employees	Number	0	0	0	0	0	0	0	
Fatality Rate – Contractors	Number	0	0	0	0	0	0	0	
<b>Our People</b>									
Total number of employees	Number	148	157	169	182	214	226	242	
Number of male employees	Number	134	142	149	159	182	192	197	
Number of female employees	Number	14	15	20	23	32	34	45	
Proportion of female employees	%	10	10	12	13	15	15	19	
Total number of direct contractors	Number	25	28	17	25	27	42	62	
Total new hires	Number	21	13	18	17	20	26	27	
Female new hires	Number	6	2	6	3	6	4	14	
Male new hires	Number	15	11	12	14	14	22	13	
Total new hires from the local area (United Kingdom)	%	100	100	100	100	100	100	100	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
Reported incidents of discrimination	Number	0	1	0	0	0	1	2	
Female managers	Number					7	6	7	Female managers not reported prior to 2023
Male managers	Number					39	50	61	Male managers not reported prior to 2023
Female participation by discipline: Technical (Engineering, Operations, Subsea)	%	64	53	40	30	55	38	31	
Female participation by discipline: Business Support (Finance, Commercial, PSCM)	%	36	47	60	70	45	62	69	
Employees under the age of 30	%	11	11	10	12	11	10	9	
Employees aged between 30-50 years old	%	67	61	66	62	69	59	60	
Employees over 50 years old	%	22	29	25	26	20	31	31	
Total number of performance and career development reviews	Number	148	155	168	182	214	211	242	
Turnover – Total number of employees who left the company (only those who resigned)	Number	10	4	1	3	5	3	4	
Turnover – Total number of employees who left the company	%	7	3	1	2	2	1	2	
Employees leaving under the age of 30	Number	3	1	0	0	1	1	0	
Employees leaving between age 30-49	Number	5	3	1	3	3	1	3	
Employees leaving over the age of 50	Number	1	0	0	0	5	1	1	
Total number of females who left the company	Number	2	1	0	0	1	1	1	
Total number of males who left the company	Number	8	3	1	3	4	2	3	
Total number of grievances raised	Number	0	0	0	0	0	1	1	
<b>Training</b>									
Total training hours	Number		3,928	4,624	11,634	10,341	15,506	27,904	Training hours not reported prior to 2020
Total training spend	£	505,381	558,034	656,894	603,000	679,000	1,150,888	1,407,529	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
<b>Freedom of association</b>									
Employees unionised	%	0	0	0	0	0	0	0	
<b>Supply chain</b>									
Committed spend on UK registered suppliers	%	97	97	96	91	95	91	97	Reflects total commitments made via purchase orders raised
Committed spend on International suppliers	%	3	3	4	9	5	9	3	Reflects total commitments made via purchase orders raised
Committed spend on Northeast Scotland based suppliers	%	61	44	65	71	69	41	66	Reflects total commitments made via purchase orders raised
Orders placed with UK registered suppliers	%	98	98	98	98	98	98	98	
Orders placed with International suppliers	%	2	2	2	2	2	2	2	
Orders placed with Northeast of Scotland based suppliers	%	76	75	74	77	78	75	70	
<b>Community Engagement</b>									
Total spent on social initiatives	£	15,585	36,278	30,299	73,040	117,015	169,117	218,806	This includes donations and sponsorships

## GOVERNANCE PERFORMANCE

### Our Board

Board size	Number	6	7	9	8	11	10	9	
Board members with tenure of: 1-5 years	Number	4	4	7	7	10	10	8	
Board members with tenure of: 6-10 years	Number	0	1	0	0	1	0	1	
Board members with tenure of: 11+ years	Number	2	2	2	1	0	0	0	
Board member average age	Number	66	67	64	65	59	58	59	

	Units	2019	2020	2021	2022	2023	2024	2025	2025 Comments
Board members aged under the age of 30	%	0	0	0	0	0	0	0	
Board members aged between 30 and 50 years old	%	0	0	11	0	0	0	0	
Board members aged over 50 years old	%	100	100	89	100	100	100	100	
Age of the youngest Board member	Number	59	50	49	52	51	53	54	
Age of the oldest Board member	Number	77	78	79	79	73	64	65	
Male Board members	%	100	86	89	88	73	70	67	
Female Board members	%	0	14	11	13	27	30	33	
Minority Board members – Asian	%	0	0	0	0	0	0	0	
Minority Board members – Black	%	0	0	0	0	0	0	0	
Minority Board members – Hispanic or Latino	%	0	0	0	0	0	0	0	
Minority Board members – White	%	100	100	100	100	100	100	100	
Minority Board members – Others	%	0	0	0	0	0	0	0	
Board member independence	%	67	71	67	63	45	50	44	
Board member-overboarding: Currently sitting on more than one Board	Number	1	1	4	6	10	8	5	This includes non-significant directorships
Board member-overboarding: Currently sitting on only one Board	Number	5	6	5	2	1	2	4	
Number of Board meetings	Number	14	12	11	10	9	8	11	
Board member attendance at Board meetings	%	99	100	98	98	98	99	92	
Board members attending less than 75% of Board meetings	%	0	0	0	0	0	0	0	

Ethics and Regulations									
Non-compliances with Code of Business Conduct	Number	0	0	0	0	0	1	0	
Contracts cancelled due to unethical behaviour	Number	0	0	0	0	0	0	0	
% of company who had completed anti-bribery and corruption training	%	94	94	94	95	59	80	90	This relates to staff who has completed Serica's training module by the end of the reporting period
Political contributions	£	0	0	0	0	0	0	0	
Incidents of significant regulatory non-compliance	Number	0	0	0	0	0	1	0	
Litigation expenses	£	0	0	0	0	0	0	0	

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