

Appendix 3 GRI disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
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>Serica operates 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: https://www.serica-energy.com/asset-portfolio. 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 total employees, is also included in the report.</p>				
	2-3 Reporting period, frequency and contact point	<p>The reporting period started on the 1st of January 2024 and ended on the 31st of December 2024. The reporting cycle is annual and aligns with the financial reporting period.</p> <p>The date of the most recently published report is the 23rd of April 2025.</p> <p>For any questions regarding this 2024 ESG report, please contact Johnny Pike at johnny.pike@serica-energy.com.</p>				
	2-4 Restatements of information	<p>The scope for reporting in 2024 remains the same as in 2023 across Serica's assets. Restatements of previously reported information is as below:</p> <p>Volatile Organic Compounds ('VOCs') emissions data has been restated following an error identified whereby reported VOC emissions from 2019-2022 only included emissions from fuel usage and not flaring. This has been corrected and re-reported.</p> <p>methane ('CH₄') emissions data has been restated following an error identified whereby the incorrect quantities of methane emitted from venting from 2021 – 2022 were reported. This has now been corrected and re-reported. Additionally, an error in the quantity of methane emitted from fuel usage and flaring in 2023 was also identified. This occurred due to a internal system error, which has been rectified.</p> <p>As result of the changes in CH₄ emissions, the company's scope 1 CO₂e emissions have been recalculated and re-reported accordingly.</p> <p>The percentage of spend on Northeast of Scotland, UK and International suppliers has been restated following an error identified whereby the percentage of overall orders were reported instead of the percentage of spend. This has been corrected and restated for 2019 – 2023 and can be found on page 8 of the Databook. The percentage of overall orders has also been reported.</p>				

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GRI 2: General Disclosures 2021	2-5 External assurance	External financial assurance is a key element of UK corporate compliance. The Board is ultimately responsible for ensuring such assurance, with the Audit 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 and Accounts are audited by Ernst & Young ('EY'). RISC audits Serica's oil and gas reserves and provides limited assurance on its emissions reported in the 2024 ESG Report, page 57 .				
	2-6 Activities, value chain and other business relationships	Serica is active in the UK energy sector. Information on Serica's value chain can be found in the 2024 Annual Report and Accounts, page 3 More information on Serica's business relationships can be found on page 16 of the 2024 ESG report.				
	2-7 Employees	At the end of 2024, Serica had a total of: <ul style="list-style-type: none"> - 226 permanent employees, comprising of 192 males and 34 females - 210 full-time employees, comprising of 183 males and 27 females - 16 part-time employees, comprising of 9 males and 7 females - 0 temporary employees, comprising of 0 males and 0 females - 0 non-guaranteed employees, comprising of 0 males and 0 females 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. There were no significant fluctuations in the number of employees during and between reporting periods.				
	2-8 Workers who are not employees	In 2024, Serica had a total of 42 core onshore contractors, 33 males and 9 females. 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 remains relatively constant and is dependent on operational requirements. Data is calculated on a head count basis of the number at the end of the reporting period.				
	2-9 Governance structure and composition	Governance structure and composition information can be found in the 2024 Annual Report and Accounts, page 49 . 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.				

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GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	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 regularly 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 on a regular basis factoring in diversity, experience, skills and the evolving needs of the Company				
	2-11 Chair of the highest governance body	Serica's highest governance body is the Board of Directors, which has a non-executive Chair. 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. Conflicts of interest are a standing order item at the beginning of every Board meeting.				
	2-12 Role of the highest governance body in overseeing the management of impacts	The Serica Board has ultimate accountability for overseeing the management of ESG and sustainable development-related activities. In 2024, the day to day direction of those activities lay primarily with the Vice President of ESG and Business Innovation who reported directly to the Chief Executive Officer. From 2025, this will be the accountability of the ESG and Business Innovation Manager reporting to a member of the Executive Leadership Team. Oversight of Serica's corporate risk process is provided by the Board which maintains a register of significant corporate risks for review at meetings. ESG and climate-related risks are considered in this process. As a public limited company, Serica engages with its shareholders through regular reporting and meetings. Serica's annual ESG report, in conjunction with its Annual Report and Accounts, communicates the activities undertaken by the organisation to identify, manage and mitigate sustainability, ESG and climate-related risks. A key focus of these reports is to report on risks and the effectiveness of mitigation measures.				
	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 and Accounts.				
	2-14 Role of the highest governance body in sustainability reporting	Serica's ESG reports are produced by Serica's ESG Team and presented to Serica's CEO and Board before issuing. They are given time to review and amend the contents of the report accordingly. The ESG reports cannot be published without the consent of the CEO and Board, therefore the Board has ultimate responsibility for ESG reporting and the process of defining and reporting on material topics. The process of identifying and managing material topics is delegated to the Executive and Senior Leadership Teams. In 2024, this responsibility lay primarily with the Vice President of ESG and Business Innovation. From 2025 this is held by the ESG and Business Innovation Manager.				

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GRI 2: General Disclosures 2021	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 conflict with the Company's best interests and to avoid any actual or potential conflicts of interest. 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 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 2024, no reports were made using this service.</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>In 2024, no reports of critical concerns were communicated to the Board.</p> <p>More details on Serica's Whistleblowing Policy can be found on the Serica website. https://www.serica-energy.com/downloads/policies/Whistleblowing-Policy.pdf</p>				
	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 exploration, development and production 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 the area of sustainability, in 2024 this was the focus of the VP of ESG and Business Innovation reporting to the CEO. From 2025, this focus will be provided by the ESG and Business Innovation Manager who will report to a member of the Executive Leadership Team.</p> <p>During 2024 the Board had a session dedicated to ESG issues and received regular updates on the Company's ESG strategy and actions via board papers and 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>				

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GRI 2: General Disclosures 2021	2-19 Remuneration policies	<p>Details of the Remuneration policies relating to the Board of Directors and the Senior Executives can be found in the 2024 Annual Report and Accounts, pages 58-65.</p> <p>As noted on page 56 of the 2024 ESG Report, the remuneration of the CEO and CFO is linked to Serica's ESG-related KPIs.</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 2024 Annual Report and Accounts, pages 59-61.</p>				
	2-21 Annual total compensation ratio	<p>In 2024, Serica's highest paid individual was the Non-Executive Chairman, who was appointed as Serica's interim Chief Executive Officer ('CEO') prior to the appointment of the new CEO in July 2024.</p> <p>Serica's total compensation ratio (total remuneration of highest paid individual vs. median employee remuneration) in 2024 was 9.8. A decrease of 2.9 from 2023.</p> <p>The figures included in this calculation are the total reported compensation for the highest paid individual and the median remuneration for Serica employees in 2024.</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 2024 Annual Report and Accounts, page 58.</p>				
	2-22 Statement on sustainable development strategy	<p>This can be found in the Introduction section of the 2024 ESG Report, page 5.</p>				
	2-23 Policy commitments	<p>Serica's policies setting out its commitments for responsible business conduct are available on Serica's website: https://www.serica-energy.com/policies</p> <p>All of these policies are approved by the Board of Directors.</p> <p>Key policy documents are communicated to all employees on commencement of employment.</p>				

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GRI 2: General Disclosures 2021	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 www.serica-energy.com/policies . The SeeHearSpeakUp whistleblowing service is available 24/7 to all Serica personnel.				
	2-27 Compliance with laws and regulations	In 2024, there was one significant incident of regulatory non-compliance on the Bruce platform resulting in Serica receiving an Improvement Notice from the Health and Safety Executive ('HSE'). No monetary fines or sanctions were imposed. More information is provided in the Health, Safety and Wellbeing section of the 2024 ESG Report, page 31 .				
	2-28 Membership associations	Below is a non-exhaustive list of Serica's industry memberships: Aberdeen and Grampian Chamber of Commerce Brindex BSI Standards Ltd IMCA Holdings Ltd Leading Oil & Gas Industry Competiveness (SEQUAL) London Oil Scouts Group Mediterranean, Middle East & Africa Scout Group Offshore Energies UK (OEUK) OPOL Society for Underwater Technology Society of Petroleum Engineers London Section Step Change in Safety Limited The Quoted Companies Alliance UKOITC				
	2-29 Approach to stakeholder engagement	Serica's approach to stakeholder engagement is referenced in the Materiality assessment in the 2024 Annual Report and Accounts, pages 73 and 74 . All statutory stakeholder engagement for Serica's activities, such as formal periods of consultation and public notices, has been undertaken.				
	2-30 Collective bargaining agreements	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.				

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Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Serica's process for identifying material topics is presented in the 2024 ESG report, page 9 .	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"> GRI 201 Economic Performance GRI 202 Market Presence GRI 204 Procurement Practices GRI 205 Anti Corruption GRI 207 Tax GRI 301 Materials GRI 302 Energy GRI 303 Water and Effluents GRI 304 Biodiversity GRI 305 GHG Emissions GRI 306 Waste GRI 307 Environmental Assessment GRI 308 Supplier Environment Compliance GRI 401 Employment GRI 403 Occupational Health and Safety GRI 404 Training and Education GRI 405 Equal Opportunities GRI 406 Non-Discrimination GRI 407 Freedom of Association and Collective Bargaining GRI 413 Local Communities GRI 415 Public Policy GRI 11.8 Asset Integrity and Critical Incident Management <p>In 2024, Serica conducted a Double Materiality Assessment, following this the previously material topics have been deemed as non-material:</p> <ul style="list-style-type: none"> GRI 203 Indirect Economic Impacts GRI 206 Anti Competitive Behaviour GRI 402 Labour and Management Relations <p>Where relevant, Serica may still report information on the non-material topics listed above.</p>				

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Economic performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This is described throughout the 2024 Annual Report and Accounts.</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, page 3. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 201 Economic Performance are managed by Serica and the effectiveness of this is communicated to stakeholders annually throughout Serica's Annual ESG Report and/or Annual Report and Accounts.</p> <p>Specific information on how climate adaptation, resilience and transition to a low-carbon economy is managed is described in the TCFD summary report, pages 2-3.</p>				11.2.1	
							11.14.1
							11.2.1.1
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. The Serica Annual Report and Accounts 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 significant as all of Serica's operations are currently undertaken in the UK.				11.14.2 11.21.2	
	201-2 Financial implications and other risks and opportunities due to climate change	This can be found in the TCFD summary report, page 4-6 .				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 2024 Annual Report and Accounts, page 59 .					
	201-4 Financial assistance received from government	This information can be found in the 2024 Annual Report and Accounts, page 23 .					
Market presence							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This is described in the 2024 Annual Report and Accounts.</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, page 3. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 202 Market Presence are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				11.11.1 11.14.1	

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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 2024 Korn Ferry study benchmarked Serica as 14% ahead of the 50th percentile of salaries for oil and gas companies. All of Serica's salaries in 2024 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>In 2024, the national minimum wage in the United Kingdom was £11.44 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>2024's ratios can be seen below: Male employees: 1.90 Female employees: 1.51</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 are hired from within the United Kingdom.				11.14.3 11.11.2
Indirect economic impacts						
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, page 3. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 203 Indirect Economic Impacts are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts:</p>				11.14.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Serica produces oil and gas, including approximately 5% 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 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 People and Supply Chain section of Serica's 2024 ESG report, page 42 .				11.14.5

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Procurement practices						
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, page 3 . 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 ESG Report and/or Annual Report and Accounts.				11.14.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	In 2024, Serica's total supplier expenditure on UK suppliers remained very high at 91%, with the remaining 9% being spent on international suppliers. Based on registered company addresses, the percentage spent on suppliers in North-east Scotland was 41%.				11.14.6
Anti-corruption						
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, page 3 . 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 annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				11.20.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Risks related to corruption are assessed by Serica as described in the Corporate Governance section of the 2024 Annual Report and Accounts, page 74 . 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 10 members representing 100% of Serica's Board of Directors have had the Anti-Bribery and Corruption policy communicated to them. 80% 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 2024. 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 2024.				11.20.4

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Anti-competitive behaviour						
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, page 4 . The material elements for each topic as defined by 3-3 are described where applicable. The impacts of GRI 206 Anti-competitive behaviour are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				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 2024 relating to anti-competitive behaviour or violations of anti-trust and monopoly legislation.				11.19.2
Tax						
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, page 4 . 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 www.serica-energy.com/policies				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 www.serica-energy.com/policies				11.21.5
	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 www.serica-energy.com/policies				11.21.6
	207-4 Country-by-country reporting	This can be found on page 89 of the 2024 Annual Report and Accounts.				11.21.7

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Materials						
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, page 1. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 301 Materials are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
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 2024, Serica used a total of 71,532 tonnes of fuel gas and 2,558 tonnes of diesel on its Bruce platform. Both of these fuels are non-renewable.</p> <p>Serica utilised a total of 264,778 kg of chemicals of a permitted 1,103,337 kg of chemicals (24%). In comparison, in 2023 Serica's operations consumed 228,821 kg of a permitted 1,036,184 kg (22%) of chemicals. These chemicals are non-renewable.</p>				
GRI 301: Materials 2016	301-2 Recycled input materials used	Do not report – 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	Do not report – not material	Omitted	Not applicable	Please see explanation above.	

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Energy						
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, page 1. 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 ESG Report and/or Annual Report and Accounts.</p>				11.1.1
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<p>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 2024, Serica's Aberdeen office used 96,748 kWh. This is a decrease on 2023's reported figure of 101,383 kWh. In Serica's London offices, 56,435 kWh was used in 2024. This is a decrease on 2023's reported figure of 105,632 kWh.</p> <p>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 2024, the energy use offshore totalled 930 GWh of non-renewable energy. Energy use from fuel gas is tracked in accordance with the statutory requirements of the UK ETS.</p>				11.1.2
	302-2 Energy consumption outside of the organisation	Serica does not currently measure energy consumption outside of its organisation.				11.1.3
	302-3 Energy intensity	Based on the energy generated and utilised offshore and reported in 302-1 above, the Serica Bruce platform had an energy intensity of 79 kWh per boe in 2024.				11.1.4
	302-4 Reduction of energy consumption	More information on energy reduction, conservation and efficiency initiatives can be found in the GHG Emissions chapter of the 2024 ESG report, page 13 .				
GRI 302: Energy 2016	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.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This is described in the Water and Biodiversity chapter of the 2024 ESG report, page 22.</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, page 1. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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 ESG Report and/or Annual Report and Accounts.</p>				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 Water and Biodiversity chapter of the 2024 ESG Report, page 22 .				11.6.2
	303-2 Management of water discharge-related impacts	This is described in the Respecting the Water and Biodiversity chapter of the 2024 ESG report, page 22 .				11.6.3
	303-3 Water withdrawal	<p>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 29.5 million tonnes of seawater per annum, most of which is discharged back to the sea.</p> <p>Serica does not operate in any areas with water stress.</p>				11.6.4
GRI 303: Water and Effluents 2018	303-4 Water discharge	<p>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.</p> <p>In 2024, Serica discharged a total of 27,553 m³ (28 megalitres) of produced water to the sea at an average oil in water concentration of 8.8mg/l. Serica's internal targets are aligned with the regulatory discharge allowances.</p> <p>In 2024, Serica's permitted allowance for the total quantity of oil discharged in water was 1.38 tonnes and discharged a total 0.24 tonnes.</p> <p>Serica does not operate in any areas with water stress and does not discharge any water to any water-stressed areas.</p>				11.6.5
	303-5 Water consumption	<p>As mentioned above, water withdrawn is not directly metered. However, the majority of water withdrawn from the sea is discharged back into the sea.</p> <p>In 2024, 885 m³ of potable water was delivered to the Bruce platform for consumption purposes.</p>				11.6.6

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Biodiversity						
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, page 1 . The material elements for each topic as defined by 3-3 are described where applicable. The impacts of GRI 304 Biodiversity are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				11.4.1
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	There are no operational sites owned by Serica, leased or managed by Serica that are located near to protected areas and areas of high biodiversity value outside protected areas. The nearest protected site to the Bruce Platform is approximately 83km south of the platform. The Gannet E and Evelyn fields are located 7km and 10km away from the nearest Marine Protected Area.				11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	All of Serica's operations are subject to strict environmental impact assessments, which are subject to the approval of OPRED. If an operation was deemed to have a significant adverse impact on biodiversity, which could not be avoided or mitigated, Serica may not be permitted to continue with that operation. Serica complies with guidance and permit conditions set by the Regulator.				11.4.3
	304-3 Habitats protected or restored	Serica supports local biodiversity initiatives near its Aberdeen office, such as the River Dee Guardians scheme and Northeast Bird Box Project.				11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	A key component of the UKCS licensing, consenting and permitting process is the EIA process. Impacts are examined in both Environmental Statements and in EIA Justification accompanying permit applications. Serica operates in full compliance with these requirements and all information on IUCN Red List species is available within these reports.				11.4.5
Emissions						
Emissions	3-3 Management of material topics	This can be found in the Greenhouse Gas Emissions of 2024 ESG Report, page 12 . 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, page 1 . 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 ESG Report and/or Annual Report and Accounts.				11.1.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	This is presented in the Databook, page 1 .				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	This is presented in the Databook, page 1 .				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	This is presented in the Databook, page 1 .				11.1.7
	305-4 GHG emissions intensity	This is presented in the Databook, page 3 .				11.1.8
	305-5 Reduction of GHG emissions	This is described in the Greenhouse Gas Emissions chapter of Serica's 2024 ESG report, page 13 .				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 (NOx), sulfur oxides (SOx), and other significant air emissions	NOx, SO ₂ and VOCs emissions are presented in the Databook, page 2 . These emissions are representative of gas and diesel consumption associated with all plant operations and flared gas. Only NOx, SO ₂ and VOC have been reported here as they are the only material non-CO ₂ emissions. Emissions of POP, HAP and PM are not material.				11.3.2
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in the Waste section of the 2024 ESG Report, page 19 . 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 page 1 . 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 ESG Report and/or Annual Report and Accounts.				11.5.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Information on this disclosure can be found in the Waste chapter of the 2024 ESG report, page 19 .				11.5.2
	306-2 Management of significant waste-related impacts	This can be found in the Waste section of the 2024 ESG Report, page 19 .				11.5.3
	306-3 Waste generated	<p>In 2024, Serica produced a total of 382 tonnes of waste, an increase of 77 tonnes compared to 2023.</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"> i. Reuse – 1 tonnes ii. Recycling – 203 tonnes iii. Composting – 0 tonnes iv. Recovery, including energy recovery – 140 tonnes v. Incineration – 9 tonnes vi. Deep Well Injection – 0 tonnes vii. Landfill – 7 tonnes viii. Onsite Storage – 0 tonnes ix. Other – 21 tonnes 				11.5.4
	306-4 Waste diverted from disposal	<p>In 2024, Serica diverted a total of 204 tonnes of waste from disposal.</p> <p>During the reporting period, Serica diverted a total of 17 tonnes of hazardous waste from disposal. A breakdown of this is provided below.</p> <p>Hazardous waste:</p> <ul style="list-style-type: none"> i. Reuse – 1 tonnes ii. Recycling – 16 tonnes iii. Other – 0 tonnes <p>During 2024, Serica also diverted 187 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"> i. Reuse – 0 tonnes ii. Recycling – 187 tonnes iii. Other – 0 tonnes 				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 2024, Serica directed a total of 177 tonnes of waste to disposal.</p> <p>During the reporting period, Serica directed 51 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"> i. Incineration (with energy recovery) – 25 tonnes ii. Incineration (without energy recovery) – 7 tonnes iii. Landfill – 3 tonnes iv. Other – 16 tonnes <p>During the reporting period, Serica also directed 126 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"> i. Incineration (with energy recovery) – 115 tonnes ii. Incineration (without energy recovery) – 2 tonnes iii. Landfill – 4 tonnes iv. Other – 5 tonnes 				11.5.6
Environmental Compliance						
GRI 307: Environmental Compliance	3-3 Management of material topics	<p>Serica's management of environmental compliance is described throughout the environmental sections of the 2024 ESG 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, page 2. 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 ESG Report and/or Annual Report and Accounts.</p>				
	307-1 Non-compliance with environmental laws and regulations	<p>In 2024, 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	
Supplier Environmental Assessment						
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, page 2. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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 ESG Report and/or Annual Report and Accounts.</p>				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>100% of Tier 1 and Tier 2 suppliers are screened using environmental criteria. Tier 3 contractors are screened using environmental criteria by exception.</p> <p>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.</p> <p>Additionally, throughout 2024 Serica worked with a SEQual formed operator taskforce to develop a standard set of ESG questions to be incorporated into the tool. This is due to be launched in 2025.</p> <p>Contractor environmental performance is managed under UK law and regulation applying to offshore oil and gas operations.</p>				11.10.2
	308-2 Negative environmental impacts in the supply chain and actions taken	This can be found in the Greenhouse Gas Emissions section of the 2024 ESG Report, page 15 .				11.10.3
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the People and Supply Chain section of the 2024 ESG Report, page 41.</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, page 2. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 401 Employment are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				11.10.1 11.11.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	26 new employees (4 female and 22 male) were hired in the reporting period in the UK region. 3 employees (1 female and 2 male) left the company during the same reporting period, representing a turnover rate of 1.4%. A breakdown of those joining and leaving the company by age group can be found in the Databook, pages 7-8 .				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
	401-3 Parental leave	All male and female employees (226 total, 34 female) are entitled to parental leave. During the reporting period, 1 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 2023 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
Labour/management relations						
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, page 2 . The material elements for each topic as defined by 3-3 are described where applicable. The impacts of GRI 402 Labour/Management Relations are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				11.7.1 11.10.1
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	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

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>More details can be found in the Health, Safety & Wellbeing section of the 2024 ESG Report, pages 30-34.</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, page 2. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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 ESG Report and/or Annual Report and Accounts.</p>				11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Serica's Occupational Health Management System consists of policy and procedure documents for specific tasks. The subjects covered include Noise Management, Fitness to Work, Health Surveillance and Fatigue Management.				11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Occupational Health and Safety Risk is managed in accordance with Serica's Operating Risk Policy. The policy is supported by a number of procedures which describe specific risk management processes such as HAZOP, HAZID, LOPA, and Control of Work.</p> <p>Regarding incident reporting and investigation procedures, Serica have two separate procedures within its OMS, these procedures are as follows:</p> <p>Incident Reporting Procedure Incident Investigation Procedure</p>				11.9.3
	403-3 Occupational health services	<p>Serica provides 24-hour medical cover on its offshore installations via the provision of suitably qualified medics. Personnel requiring medical attention can be assessed and provided with immediate medical care offshore and, if required, a dedicated helicopter transfer can be arranged to transport them to a suitable onshore facility. Serica provides this support to all personnel working on our offshore assets regardless of whether they are staff or contractors.</p> <p>All staff are automatically enrolled in a Private Medical Insurance scheme upon joining the Company. It is at the staff member's discretion as to whether they choose to utilise the cover. The employee can also choose to add family members to the policy via salary exchange at a competitive rate.</p> <p>All staff joining Serica are entitled to a free BUPA Health Check Up. Those working offshore all undergo a mandatory Offshore Medical as outlined in our Serica Fitness to Work Procedure.</p> <p>As detailed on page 34 of the 2024 ESG Report, Serica offer a number of mental health support provisions to its employees.</p>				11.9.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-4 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 84% participation in Serica's Safety Observation Programme.</p> <p>Serica has an HSE Committee which consists of the CEO, COO and Non-Executive Directors.</p> <p>Serica also holds regular HSEQ meetings to ensure onshore 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 Health, safety and wellbeing chapter of the 2024 ESG report, pages 32 – 33.</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 its 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 practice and risk assessment. In 2024, our employees averaged 53 hours of health, safety and emergency response training.</p>				11.9.6
	403-6 Promotion of worker health	<p>Serica provides private medical insurance for all employees. In addition, we have mental health first aiders and promote monthly health campaigns. In 2024, our offshore team took part in and won RigRun, an industry-based initiative that encourages personnel to participate in exercise through cross asset competition.</p> <p>As a company, Serica encourages all staff to take their full entitlement to annual leave and parental leave.</p> <p>More information on wellbeing initiatives can be found on page 34 of Serica's 2024 ESG Report.</p>				11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>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 all our joint ventures and can raise concerns relating to health and safety both within these relationships and externally with the appropriate regulator if required.</p> <p>Further details on health and safety performance on projects and remediation actions can be found on page 31 of the 2024 ESG report.</p>				11.9.8
	403-8 Workers covered by an occupational health and safety management system	<p>All Serica's employees and contractors onshore and offshore are covered under the Serica Occupational Health and Safety Management System. Serica's Operational Management system is internally audited meaning that all of Serica's staff and contractors working on our Bruce platform are covered by a management system that has been internally audited.</p> <p>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 audited in line with the Safety Case Regulations. Additionally, Serica commissioned Scapa Energy to conduct an OMS Effectiveness Audit in 2024.</p>				11.9.9

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	<p>In 2024, on our Bruce asset 20 (17 contractor and 3 staff) work related injuries were recorded and 1 was reportable (0 contractor, 1 staff). Of these injuries 19 were non-reportable (2 staff and 17 contractor) and 3 required no treatment, 19 (4 employee and 15 contractor) were first aid cases, 0 resulted in days away from work, 1 work restricted work injuries (1 staff and 0 contractor), and there were 0 reportable medical treatment injuries. In relation to Serica's Bruce installation, staff and contractors worked a total of 808,672 hours in 2024.</p> <p>Additional health and safety metrics, including injury frequencies can be found in the Databook, pages 5-6.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>There were 0 high consequence injuries in 2024.</p>				11.9.10
	403-10 Work-related ill health	In 2024, there were no (0) confirmed occupational diseases in Serica.				11.9.11
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Education and Training section of the 2024 ESG Report, page 45.</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, page 2. 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 ESG Report and/or Annual Report and Accounts.</p>				11.7.1
						11.10.1
						11.11.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>In 2024, Serica's staff completed a total of 1,938 training days. For this calculation, the assumption is that each training day consisted of 8 hours of training. This is an increase compared to 2023's total of 1,292 training days completed.</p> <p>In total Serica employees completed 15,506 hours of training in 2024.</p> <p>Serica employees averaged 70 hours of training in 2024.</p> <p>Female employees averaged 22 hours of training in 2024.</p> <p>Male employees averaged 77 hours of training in 2024.</p> <p>The large difference between the average training completed by male and female employees can be attributed to the fact that in 2024 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
	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Serica offers a wide range of programmes for upgrading employee skills. In 2024, Serica staff undertook a total of 1,084 E-learning modules and completed 1,938 training days. Serica spent approximately £1.2m 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 on a monthly basis to review the further education requests submitted by employees.</p> <p>In terms of transition assistance programmes, Serica has also organised workshops enabling our employees to plan for their future.</p>				11.7.3 11.10.7
	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 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. 100% of employees received an annual appraisal in 2024.</p> <p>As 100% of staff received an annual appraisal in 2024.</p>				
Diversity and equal opportunity						
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, page 2. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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 ESG Report and/or Annual Report and Accounts.</p>				11.11.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors – 70% male, 30% female, 0% under the age of 30, 0% between the ages of 30-50, 100% over the age of 50. Employees – 85% male, 15% female. 10% under the age of 30, 59% between the ages of 30-50, 31% over the age of 50.				11.11.4
	405-2 Ratio of basic salary and remuneration of women to men	This is described in the Diversity and Inclusion section of the 2024 ESG Report, page 36 .				11.11.5
Non-discrimination						
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, page 2 . The material elements for each topic as defined by 3-3 are described where applicable. The impacts of GRI 406 Non-discrimination are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				11.11.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2024, there was one reported incident of discrimination in Serica. This was resolved following a detailed investigation by a third party.				11.11.6
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in The Governance section of the 2024 ESG Report, page 56 . 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, page 2 . The material elements for each topic as defined by 3-3 are described where applicable. The impacts of GRI 407 Freedom of Association and Collective Bargaining are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				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

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Community Engagement section of the 2024 ESG Report, page 47.</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, page 3. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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 ESG Report and/or Annual Report and Accounts.</p>				11.15.1
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 page 47 of the 2024 ESG 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
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Governance section of the 2024 ESG Report, page 55.</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, page 4. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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 ESG Report and/or Annual Report and Accounts.</p>				11.22.1
GRI 415: Public Policy 2016	415-1 Political contributions	<p>Serica does not make any political contributions to any political parties or individuals. Therefore, in 2024 Serica donated a total of £0 to any political parties or individuals.</p> <p>In relation to policy engagement, Serica actively works and communicates with the UK Government and regulators on topics that affect its activities and industries. Serica takes part in relevant policy consultations and briefings. Serica is also a member of Offshore Energies UK, Brindex and Aberdeen and Grampian Chamber of Commerce. These groups engage with policy issues on behalf of their members.</p>				11.22.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Asset integrity and critical incident management						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in The Health, Safety and Wellbeing section of the 2024 ESG Report, pages 31 & 32 . 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, page 3 . 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 ESG Report and/or Annual Report and Accounts.				11.8.1
11.8 Asset Integrity and Critical Incident Management	11.8.2 Significant Spills	This is detailed on page 22 of the 2024 ESG Report.				11.8.2
	11.8.3 Total number of Tier 1 and Tier 2 process safety events, and breakdown by business activity	In 2024, there were a total of 1 Tier 1 and 0 Tier 2 Process Safety events. The Tier 1 Process Safety event occurred on Serica's Bruce Platform.				11.8.3

TOPIC	EXPLANATION	TOPIC	EXPLANATION
[Title of GRI Sector Standard]		[Title of GRI Sector Standard]	
GRI 203 Indirect Economic Impacts	See Materiality assessment, page 3 .	GRI 414 Supplier Social Assessments	See Materiality assessment, page 3 .
GRI 408 Child Labour	See Materiality assessment, page 2 .	GRI 416 Customer Health and Safety	See Materiality assessment, page 3 .
GRI 409 Forced and Compulsory Labour	See Materiality assessment, page 2 .	GRI 417 Marketing and Labelling	See Materiality assessment, page 4 .
GRI 410 Security Practices	See Materiality assessment, page 2 .	GRI 418 Customer Privacy	See Materiality assessment, page 4 .
GRI 411 Rights of Indigenous People	See Materiality assessment, page 3 .	GRI 419 Socioeconomic Compliance	See Materiality assessment, page 3 .
GRI 412 Human Rights Assessments	See Materiality assessment, page 3 .		

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