

Appendix 5 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 this ESG report. Details of any restatements of information can be found [here](#).

ENVIRONMENTAL PERFORMANCE

	Units	2019	2020	2021	2022	2023	2024	Comments
Atmospherics								
Scope 1 emissions – Bruce Platform (operational control)	Tonnes CO ₂	241,503	204,648	208,868	218,567	179,447	200,221	
Scope 1 emissions – Columbus Extended Well Test	Tonnes CO ₂	0	0	8,454	0	0	0	
Scope 1 emissions	Tonnes CO ₂	241,503	204,648	217,322	218,567	179,447	200,221	
Scope 1 emissions	Tonnes CO ₂ e	274,727	234,259	221,308	232,150	190,366	211,219	2021, 2022 and 2023 totals restated
Scope 2 emissions (Location-based)	Tonnes CO ₂ e	25	16	18	21	43	30	
Scope 3 Category 1: Purchased Goods and Services	Tonnes CO ₂ e				22,167	13,468	7,860	Categorised scope 3 emissions not reported prior to 2022
Scope 3 Category 4: Upstream Transportation and Distribution	Tonnes CO ₂ e				10,692	4,772	11,087	Categorised scope 3 emissions not reported prior to 2022
Scope 3 Category 11: End use of sold products	Tonnes CO ₂ e						5,062,973	Category 11 emissions not reported prior to 2024
Scope 3 Category 15: Investments	Tonnes CO ₂ e				13,893	162,288	133,703	Categorised scope 3 emissions not reported prior to 2022
Total reported Scope 3 emissions	Tonnes CO ₂ e				46,752	180,528	5,215,623	
CH ₄ emissions flaring and fuel consumption	Tonnes	180	128	127	131	112	115	2023 total restated
CH ₄ Fugitive emissions	Tonnes	23	21	23	20	21	23	

	Units	2019	2020	2021	2022	2023	2024	Comments
CH ₄ Vented emissions	Tonnes	436	348	126	162	99	97	2021 and 2022 totals restated
Total CH ₄ emissions	Tonnes	650	501	281	313	232	235	
NO _x emissions from combustion and flaring activities	Tonnes	565	491	502	880	469	809	Higher NO _x emissions in 2024 as a result of the use of equipment specific emissions factors. These factors were gained through stack sampling activities in 2024.
N ₂ O emissions from combustion and flaring activities	Tonnes	18	16	17	18	17	17	
SO ₂ emissions from combustion and flaring activities	Tonnes	4.1	6.4	4.7	8.5	5	5.4	
VOC emissions from combustion and flaring activities	Tonnes	74.6	42.4	25.7	15.5	13.6	22.4	Information restated to include flaring related emissions
CO emissions from combustion and flaring activities	Tonnes	528	429	450	60	413	146	Lower CO emissions in 2024 as a result of the use of equipment specific emissions factors. These factors were gained through stack sampling activities in 2024.
Hydrofluorocarbons ('HFCs')	Tonnes	0.002	0.000	0.000	0.003	0.002	0.002	
Perfluorocarbons ('PFCs')	Tonnes	0	0	0	0	0	0	
Sulphur Hexafluoride ('SF6')	Tonnes	0	0	0	0	0	0	
Fuel usage								
Diesel utilised on the Bruce platform	Tonnes	1,857	3,062	2,185	1,424	2,338	2,558	
Fuel gas utilised on the Bruce platform	Tonnes	81,365	69,630	73,382	79,166	65,650	71,532	
Coal utilised in operations	Tonnes	0	0	0	0	0	0	
Flaring								
Total flared gas	Tonnes	10,309	5,696	4,804	5,851	4,708	4,581	
Average Base Load Flare per 24 hrs	Tonnes	11.6	10.5	9.7	9	8.5	7.2	

	Units	2019	2020	2021	2022	2023	2024	Comments
Carbon intensity								
Scope 1 Carbon Intensity	kgCO ₂ /BOE	16.7	17.5	17.8	16.4	16.4	17.0	
Carbon offsets								
Carbon Offsets	Tonnes CO ₂ e	0	0	0	0	0	0	
Energy								
Energy Usage – Bruce Platform	GWh	1,120	950	975	1,017	835	930	
Energy Usage – Aberdeen Office	KWhr	88,647	57,801	66,530	87,651	101,383	96,748	
Energy Usage – London Offices	KWhr	18,058	11,056	16,222	19,320	105,632	56,435	Serica expects this figure to be higher, however, this total is consistent with the invoiced total received at the time of reporting. Any updates will be captured in the next ESG Report.
Energy Intensity	KWhr/boe	75	79	83	76	76	79	
Renewable Energy Used in Operations	KWhr	–	–	–	–	83,367	38,113	Relates to the renewable energy purchased to power one of our London Offices
Waste								
Waste produced offshore	Tonnes	315	254	199	263	304	382	
Waste to landfill	Tonnes	106	36	12	2	3	7	
Waste recycled	Tonnes	174	149	108	123	132	203	
Waste to energy	Tonnes	17	46	70	95	116	140	
Waste reused	Tonnes	0	2	0	0	1	1	
Incinerated waste	Tonnes	1	2	0	4	1	9	
Other waste (inc. treatment)	Tonnes	18	19	8	38	51	21	
Hazardous waste produced	Tonnes	42	46	33	75	86	68	

	Units	2019	2020	2021	2022	2023	2024	Comments
Waste disposal method as a percentage of total waste								
Landfill	%	34	14	6	1	1	2	
Recycling	%	55	59	54	47	43	53	
Waste to energy	%	5	18	35	36	38	37	
Reuse	%	0	1	0	0	0	0	
Incinerated waste	%	0	1	0	1	0	2	
Other (inc. treatment)	%	6	7	4	15	17	6	
Water								
Volume of potable water transported to Bruce	m ³	0	0	577	1,139	4,000	885	
Volume of seawater withdrawn	Tonnes	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	Tonnes	0	0	0	0	0	0	
Volume of produced water discharged overboard	m ³	51,238	3,404	69,544	62,298	13,235	27,553	
Volume of produced water reinjected	m ³	42,391	72,200	–	–	27,688	31,707	
Volume of oil discharged overboard in produced water	Tonnes	0.6	0.2	1.2	0.9	0.2	0.2	
Volume of oil in water reinjected	Tonnes	2.9	4.4	0	0	0.63	0.48	
Average concentration of oil in water reinjected	mg/l	68.9	61.1	0	0	22.8	15.2	
Average concentration of oil in produced water discharged overboard	mg/l	10.3	62.5	17.4	14.2	18.4	8.8	
Number of PON 1s	Number	12	5	7	5	3	9	
Number of PON 2s	Number	0	2	0	4	0	1	
Number of ROGI Hydrocarbon releases	Number	4	2	0	0	1	5	
Non compliances (offshore chemical regulations)	Number	3	3	3	1	1	2	
PON 1: Total hydrocarbons released to sea	Tonnes	0.4	0.8	0.0	0.0	0.1	0.2	

	Units	2019	2020	2021	2022	2023	2024	Comments
PON 1: Total chemicals released to sea	Tonnes	0.4	0.0	4.9	1.3	0.1	0.3	
Total chemical usage in operations	kg	563,215	466,884	303,910	288,581	228,821	264,778	
Expenditures								
Environmental fines	£	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	
Total hours worked – Contractors	Number	366,201	325,968	345,928	363,000	489,956	499,868	
Accidents – Total	Number	7	0	1	3	5	1	
Accidents – Employees	Number	1	0	0	1	1	1	
Accidents – Contractors	Number	6	0	1	2	4	0	
Lost Day Work Cases – Total	Number	3	0	0	0	0	0	
Lost Day Work Cases – Employees	Number	0	0	0	0	0	0	
Lost Day Work Cases – Contractors	Number	3	0	0	0	0	0	
Medical Treatment Cases – Total	Number	1	0	1	0	2	0	
Medical Treatment Cases – Employees	Number	0	0	0	0	1	0	
Medical Treatment Cases – Contractors	Number	1	0	1	0	1	0	
First Aid Cases – Total	Number	10	4	4	9	19	19	
First Aid Cases – Employees	Number	5	0	2	2	7	4	
First Aid Cases – Contractors	Number	5	4	2	7	12	15	
Non-treatment cases – Total	Number	4	0	1	4	0	3	
Non-treatment cases – Employees	Number	0	0	1	0	0	0	

	Units	2019	2020	2021	2022	2023	2024	Comments
Non-treatment cases – Contractors	Number	4	0	0	4	0	3	
Restricted Work Day cases	Number	3	0	0	3	3	1	
Security incidents	Number	0	0	0	0	0	0	
Average safety observation participation	%	85	90	92	86	84	84	
Total Lost Day Rate	DAFWC per 200,000	0.89	0	0	0	0	0	
Total Recordable Injury Rate	TRIF per 200,000	2.1	0	0.4	1.1	1.3	0.3	
Total Recordable Injury Rate – Employees	TRIF per 200,000	0.6	0	0	0.7	0.7	0.3	
Total Recordable Injury Rate – Contractors	TRIF per 200,000	3.3	0	0.6	1.1	1.6	0	
Near Miss Frequency Rate	NMFR per 200,000	31	28	34	23	16	17	
Near Miss Frequency Rate	NMFR per 1,000,000	153	140	170	113	78	86	
Total Lost Time Injury Rate	LTIR per 1,000,000	4.5	0	0	0	0	0	
Lost Time Injury Rate – Employees	LTIR per 1,000,000	0	0	0	0	0	0	
Lost Time Injury Rate – Contractors	LTIR per 1,000,000	8.2	0	0	0	0	0	
Occupational Diseases	OD per 1,000,000	0	0	0	2.5	0	0	
Fatality Rate – Total	Number	0	0	0	0	0	0	
Fatality Rate – Employees	Number	0	0	0	0	0	0	
Fatality Rate – Contractors	Number	0	0	0	0	0	0	

	Units	2019	2020	2021	2022	2023	2024	Comments
Our people								
Total number of employees	Number	148	157	169	182	214	226	
Number of male employees	Number	134	142	149	159	182	192	
Number of female employees	Number	14	15	20	23	32	34	
Proportion of female employees	%	10	10	12	13	15	15	
Total number of direct contractors	Number	25	28	17	25	27	42	
Total new hires	Number	21	13	18	17	20	26	
Female new hires	Number	6	2	6	3	6	4	
Male new hires	Number	15	11	12	14	14	22	
Total new hires from the local area (United Kingdom)	%	100	100	100	100	100	100	
Incidents of discrimination	Number	0	1	0	0	0	1	
Female managers	Number					7	6	Female managers not reported prior to 2023
Male managers	Number					39	50	Male managers not reported prior to 2023
Female participation by discipline: Technical (Engineering, Operations, Subsea)	%	64	53	40	30	55	38	
Female participation by discipline: Business Support (Finance, Commercial, PSCM)	%	36	47	60	70	45	62	
Employees under the age of 30	%	11	11	10	12	11	10	
Employees aged between 30-50 years old	%	67	61	66	62	69	59	
Employees over 50 years old	%	22	29	25	26	20	31	
Total number of performance and career development reviews	Number	148	155	168	182	214	211	
Turnover – Total number of employees who left the company (only those who resigned)	Number	10	4	1	3	5	3	
Turnover – Total number of employees who left the company	%	6.8	2.5	0.5	1.7	2.3	1.4	
Employees leaving under the age of 30	Number	3	1	0	0	1	1	

	Units	2019	2020	2021	2022	2023	2024	Comments
Employees leaving between age 30-49	Number	5	3	1	3	3	1	
Employees leaving over the age of 50	Number	1	0	0	0	5	1	
Total number of females who left the company	Number	2	1	0	0	1	1	
Total number of males who left the company	Number	8	3	1	3	4	2	
Total number of grievances	Number	0	0	0	0	0	1	
Training								
Total training hours	Number		3,928	4,624	11,634	10,341	15,506	
Total training spend	£	505,381	558,034	656,894	603,000	679,000	1,150,888	
Freedom of association								
Employees unionised	%	0	0	0	0	0	0	
Supply chain								
Spend on UK suppliers	%	97	97	96	91	95	91	
Spend on International suppliers	%	3	3	4	9	5	9	Previous years restated following an error identified
Spend on North East Scotland suppliers	%	61	44	65	71	69	41	
Orders with UK Suppliers	%	98	98	98	98	98	98	
Orders with International Suppliers	%	2	2	2	2	2	2	
Orders with Northeast of Scotland Suppliers	%	76	75	74	77	78	75	
Charity								
Donations made	£	15,585	36,278	30,299	73,040	117,015	169,117	

GOVERNANCE PERFORMANCE

	Units	2019	2020	2021	2022	2023	2024	Comments
Our Board								
Board size	Number	6	7	9	8	11	10	
Board members with tenure of: 1-5 years	Number	4	4	7	7	10	10	
Board members with tenure of: 6-10 years	Number	0	1	0	0	1	0	
Board members with tenure of: 11+ years	Number	2	2	2	1	0	0	
Board member average age	Number	66	67	64	65	59	58	
Board members aged under the age of 30	%	0	0	0	0	0	0	
Board members aged between 30 and 50 years old	%	0	0	11	0	0	0	
Board members aged over 50 years old	%	100	100	89	100	100	100	
Age of the youngest Board member	Number	59	50	49	52	51	53	
Age of the oldest Board member	Number	77	78	79	79	73	64	
Male Board members	%	100	86	89	88	73	70	
Female Board members	%	0	14	11	13	27	30	
Minority Board members – Asian	%	0	0	0	0	0	0	
Minority Board members – Black	%	0	0	0	0	0	0	
Minority Board members – Hispanic or Latino	%	0	0	0	0	0	0	
Minority Board members – White	%	100	100	100	100	100	100	
Minority Board members – Others	%	0	0	0	0	0	0	
Board member independence	%	66.7	71	66.7	62.5	45	50	
Board member-overboarding: Currently sitting on more than one Board	Number	1	1	4	6	10	8	This includes non-significant directorships
Board member-overboarding: Currently sitting on only one Board	Number	5	6	5	2	1	2	

	Units	2019	2020	2021	2022	2023	2024	Comments
Number of Board meetings	Number	14	12	11	10	9	8	
Board member attendance at Board meetings	%	99	100	98	98	98	99	
Board members attending less than 75% of Board meetings	%	0	0	0	0	0	0	
Ethics and regulations								
Non-compliances with Code of Business Conduct	Number	0	0	0	0	0	1	
Contracts cancelled due to unethical behaviour	Number	0	0	0	0	0	0	
% of company with training on anti-bribery and corruption	%	94	94	94	95	59	80	
Political contributions	£	0	0	0	0	0	0	
Incidents of significant regulatory non-compliance	Number	0	0	0	0	0	1	Relates to the Improvement Notice Served to Serica, details can be found on page 31 of the ESG Report.
Litigation expenses	£	0	0	0	0	0	0	

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