

# WORKING TOGETHER | ESG Report 2023



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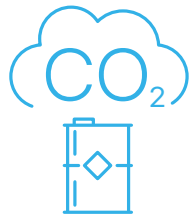
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# 2023 highlights

## Environmental



**16.4 kg CO<sub>2</sub>/boe**  
Scope 1 carbon  
intensity



Joined OGMP 2.0  
and **awarded Gold  
Standard Pathway**

## Social



Developed  
**Process Safety  
Improvement Plan**



**Awarded Gold**  
Award from OEUK  
Working as One Survey

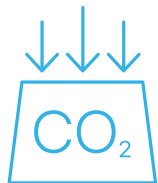
## Governance



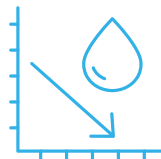
Established our  
**Sustainability  
Committee**



**Integrated Tailwind  
Energy** into  
our organisation



**Saved 5,500  
tonnes of CO<sub>2</sub>** with  
temporary power



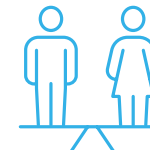
**Reduced Oil  
discharged** overboard  
by over 70%



**98% of spend  
on UK based  
suppliers**



**Over £117,000  
donated** to causes  
across the UK



**27% female  
representation  
on Board**



Carried out an  
**independent  
Board evaluation**

# Serica at a glance

Serica was founded in 2004 and is now one of the top 10 UK producing oil and gas companies. Serica's portfolio of assets, located in the UK North Sea, covers the full life-cycle of exploration, development and production, with a range of offtake routes and an almost equal mix of net oil and gas production.

**Bruce, Keith and Rhum (BKR)** fields are produced into the Serica-operated Bruce facilities, three bridge-linked platforms that accommodate over 100 people and provide over 5% of the UK's gas production. Oil and gas is processed on the platform and transported to shore via the Forties and Frigg pipelines.

The **Triton** area consists of subsea wells that produce from a number of fields tied back via pipelines to the Triton FPSO (Floating Production, Storage and Offloading vessel), which is operated by Dana. Oil is then sent to refineries via tankers from the FPSO.

**Orlando** and **Columbus** are both single subsea wells, tied back to the Ninian and Shearwater facilities respectively. Serica operates the subsea wells but the host facilities are operated by third parties. **Erskine** is a field that produces via a small, non-manned platform that has five production wells and the oil and gas is piped to the Harbour operated Lomond platform, where it is processed and transported via pipeline to shore.

**Buchan Horst** field is at the pre-development stage and **Skerryvore** is an exploration prospect with a well planned in 2025.

11

producing fields

40,100 boe/d

2023 net production

140 million boe

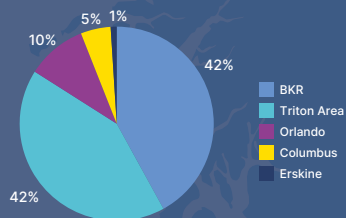
Net 2P reserves end 2023

200 staff

80%

production operated by Serica

Serica Net 2023 Production (boe)



## Message from Chairman and Interim CEO



**“I’m proud of the progress Serica has made over the last five years in improving environmental performance on its operated assets year on year. We plan to keep up the same focus on performance and culture as the Company grows and prospers”**

2023 was a year of growth, where we doubled both our reserves and production through the acquisition of Tailwind Energy and I’d like to thank Mitch Flegg, our former CEO, for his part in this. The combination of companies brings strength in diversity and resilience as we now have a better balance of oil and gas, less reliance on specific export routes and export facilities and greater in-house experience in project delivery and geoscience. Recognising the change in our scale, we took the opportunity to increase the capability of our Board, forming a dedicated Sustainability Committee and having better representation across committees. In addition to my role as Chairman, I am currently interim CEO whilst a recruitment process is underway. I am proud of our progress in a number of areas outlined in this report, including diversity as the Board now comprises 27% women and an increased range of nationalities.

The UK oil and gas industry benefits the country not only by providing energy security, but also highly skilled jobs, tax income and growing the wider economy. Serica is now looking to grow the Company outside the UK, whilst adhering to the high environmental and governance standards we have established and maintaining the highly collaborative way of working that has been acknowledged by our partners in the supply chain.

In my new role, I continue to stand by our company goals and will not compromise on our values. Safety is my primary concern and after heeding the warning from a near miss incident in 2023, the whole company is participating in our Process Safety Improvement Plan.

The commitment to act responsibly is of paramount importance and I am pleased to see constructive working partnerships with our newly acquired assets where we can guide and influence emissions reduction performance as well as focus on reducing emissions from our operated Bruce facilities.

At Serica we pride ourselves on our inclusive culture, offering flexible working, opportunities to give back to local communities and promote education. As we grow the Company and look after our assets, we don’t lose sight of the people who have helped us get to where we are today. Finally I can confirm our continued commitment to the UN Global Compact and its ten principles, highlighted in this ESG report.

**Dave Latin**

Chairman and Interim CEO

# Our approach to ESG

“Collaboration is at the heart of ESG and the impact of working openly with peers, government, industry and society cannot be underestimated.”



Clara Altobelli, VP ESG and Business Innovation

The theme of this year’s ESG report is ‘Working Together’. The challenges of climate change and the energy transition cannot be tackled alone and we need to work together to be part of the solution. This is why we engage with industry and regulatory forums, such as the Net Zero Technology Centre, Offshore Energies UK, Technology Leadership Board and ESG Taskforce to collaborate on doing things better and sharing our knowledge, in particular on emissions reduction and working with our supply chain. We were delighted to be recognized with a gold award from the ‘working as one’ survey.

We have teamed up with numerous organisations to have a greater impact on our communities. Being awarded an Armed Services Silver Award reflects the work we’ve done within Serica supporting veterans and externally, setting up an industry wide Armed Forces industry forum. Our charity work has increased and we’re now a Young Person Guaranteed employer through our work with organisations such as DYW (Developing Young Workforce) and Techfest, giving us the opportunity to reach out to young people and promote STEM. We’ve again worked closely with AFBE (Association for Black and Minority Ethnic Engineers), sponsoring and hosting events, swapping knowledge and experience. I’m delighted to see more and more of our staff getting actively involved.

We maintained the evolution of our commitment, electing to go beyond base level compliance with regulations and actively looking to disclose more data and information to improve the ability of our stakeholders to assess our performance. In the interests of transparency, we worked hard to ensure that data was made available in user-friendly formats, making it easier for people to understand our business, our performance and targets.

We achieved both our emissions and flaring targets for the year, reduced methane emissions by 33% and in other key ESG metrics, including carbon intensity and oil-in-water, we also had our best year-to-date.

Our commitment January 2023	Outcome	
Total flare below 5,000 tonnes	4,708 tonnes	✓
Scope 1 CO <sub>2</sub> emissions below 200,000 tonnes	179,447 tonnes	✓

We continue to include ESG-related targets for Serica-operated facilities in the company-wide staff remuneration scheme. Our 2024 ESG bonus-related target for the Bruce facilities is to further reduce its Scope 1 carbon intensity to 15.5 kg CO<sub>2</sub>/boe, which will be our lowest level ever.

In 2023 we stepped up our efforts on methane reduction and joined 'OGMP 2.0', the UN's flagship oil and gas reporting and mitigation programme, and have started our journey towards Gold Standard status. As part of our membership, we developed a Methane Action Plan, kicking off with aerial methane surveys of our Bruce facilities. Another innovation contributing to the significant reduction in our methane emissions was the isolation of a vent line in our glycol unit, allowing us to divert gas away from the vent line to be processed instead. Reinstatement of a water injection well dedicated to eliminating oil in water over-boarding was completed in April 2023, reducing our oil discharged from 0.9 to 0.2 tonnes and the temporary use of a smaller power unit during a maintenance campaign significantly reduced our diesel consumption, slashing our emissions on that front.

Many of these innovations originated as a result of core personnel thinking outside the norm and seeing their routine tasks through an ESG lens, then sharing their ideas with the wider team for a shared positive result.

Looking forward, we will continue to forge partnerships to reduce emissions, develop our people, support our communities and look to the future, in the knowledge that our teamwork is backed by a fully supportive Board.

## Our Board

Strong and effective governance is bolstered by the experience of the Board. During 2023 we welcomed five new Board members, increasing the number of independent non-executive directors to broaden both its diversity and experience. We set up a dedicated Sustainability Committee to focus on ESG-related risks and opportunities and to enhance sustainability governance. Serica is a signatory to the UN Global Compact and aligns with TCFD reporting recommendations.

## Transparent reporting

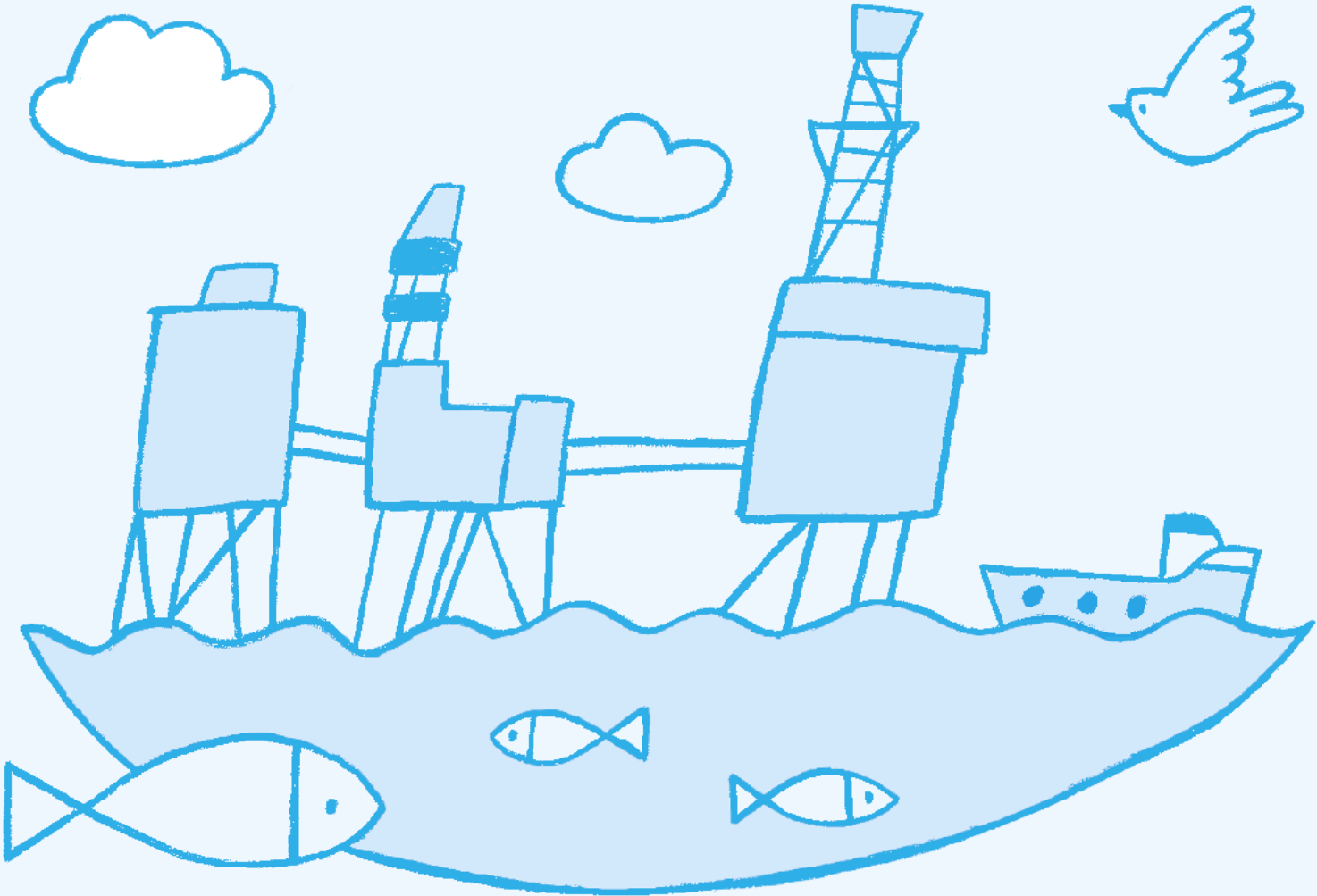
As we progress on our ESG Journey, we strive to ensure that our ESG reports continue to provide all stakeholders with a clear and transparent picture of our performance and our plans going forward. This report is aligned to multiple internationally recognised sustainability reporting frameworks and standards, including TCFD and SASB. This report is also prepared in accordance with the 2021 GRI Standards.

In 2023, we officially acquired Tailwind Energy and those assets have now been incorporated into our reporting.



# Environmental

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Waste management	20
Water and biodiversity	23
Innovation	27



## Greenhouse gas (GHG) emissions

### Highlights

- Lowest carbon intensity since 2018
- Circa 5,500 tonnes of CO<sub>2</sub> saved via installation of temporary power generators
- Joined OGMP 2.0 and reduced methane emissions by 33%
- Conducted an Aerial Methane Survey
- Incorporated former Tailwind assets into emissions reporting

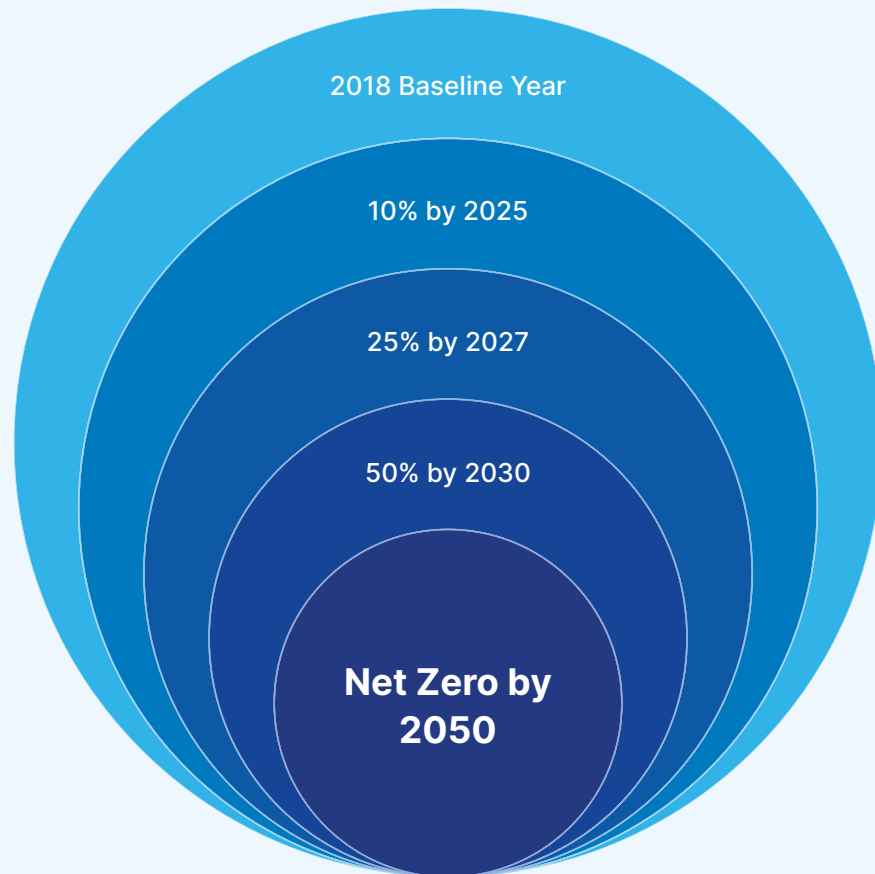
The combustion of fossil fuels is a leading contributor to global warming and anthropogenic climate change. Our own GHG emissions, especially CO<sub>2</sub>, are strictly monitored and measured, giving us accurate data as we focus on reducing our emissions. Our Bruce Scope 1 emissions reduction targets are aligned to the North Sea Transition Deal, a deal backed by the UK Government and Industry to reach a net zero UKCS basin by 2050. The targets to reduce CO<sub>2</sub> emissions are the driving force behind our own Emissions Reduction Action Plan. At the end of 2023, our scope 1 emissions had fallen by over 20% compared to 2018.



**"We support the targets set out in the North Sea Transition Deal and have developed a plan to help us reduce our emissions in line with these targets and actively engage with our partners on their plans"**

**Matt Neal** - Energy Transition Engineering Advisor

## North Sea transition deal CO<sub>2</sub> Basin wide emissions reduction targets:



### Emissions reduction action plan

Our Bruce Emissions Reduction Action Plan outlines the actions, projects, and investments that will help Serica reduce GHG emissions from the Bruce platform and meet the targets set out in the North Sea Transition Deal.

The plan prioritises four components:

- 1. Reduce** energy consumed from fuelling the gas compression processes to support a more efficient means of processing and transportation by upgrading all gas compression
- 2. Re-use** existing energy created from fuelling the main power generators by partially electrifying tertiary gas compression
- 3. Recycle** energy currently wasted from produced gas flaring by capturing and re-processing for export
- 4. Replace** fossil fuelled power generation with alternative energy sources



## Our emissions reduction projects

### Medium Pressure and Export (MPX) Compression Revamp

**ANNUAL SAVING : 15,000 tonnes CO<sub>2</sub> per annum**

We have completed engineering design work and ordered new, more efficient compressors to reduce fuel gas requirements and lower emissions. After testing, we plan to install the equipment on the platform during 2025.

### Flare Gas Recovery

**REDUCTION POTENTIAL : 80% of routine flaring**

We have identified several options to reduce and eliminate routine flaring. One of these, the recovery of process gas from low pressure separation systems, could potentially reduce routine flaring by 80%. To achieve zero routine flaring, more extensive modifications are required, and these are being assessed.

### Low Pressure Booster Compressor (LPBC) Rewheel and Electrification

**ANNUAL SAVING: 15,000 tonnes CO<sub>2</sub> per annum**

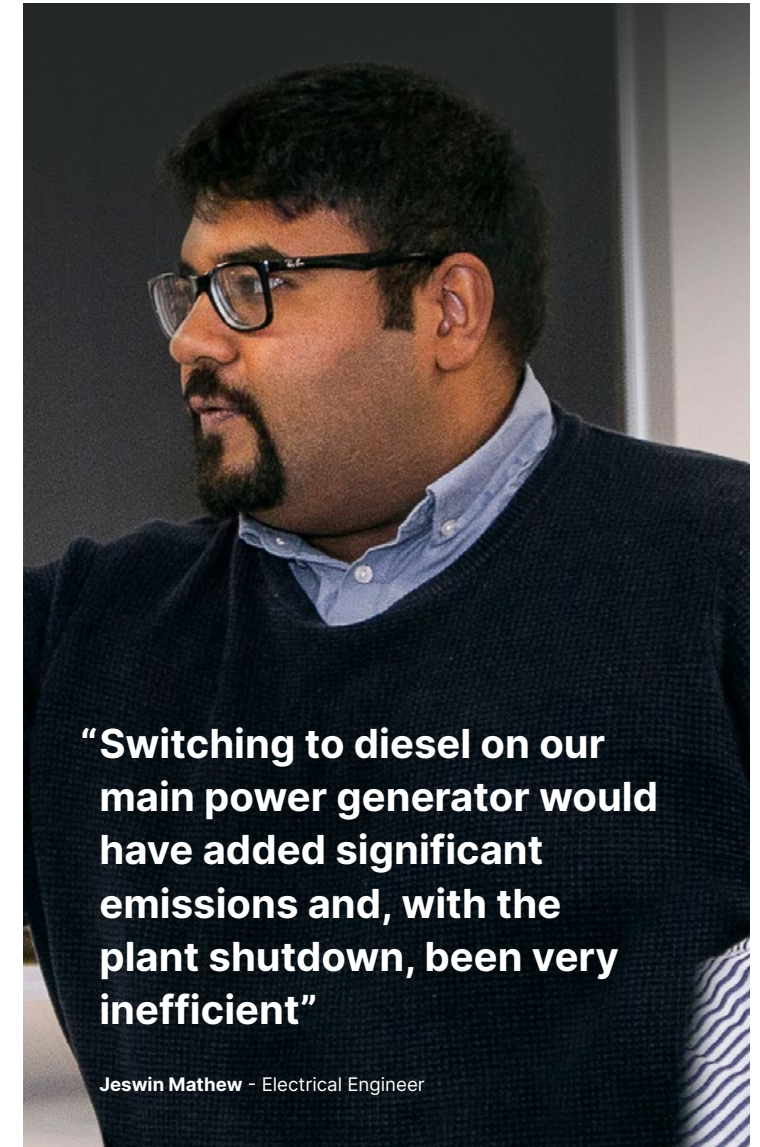
During 2023 we worked on engineering studies to assess the feasibility of replacing a gas turbine-driven compressor with an electric one, powered by the central power generator. This study continues.

## CASE STUDY:

### Our emissions reduction plan in action

Power on Bruce is generated from the gas we produce, but when the platform is shut down for planned maintenance, we must use diesel to fuel our large main power generator. We identified an opportunity to cut emissions in these times when less power is needed by switching to smaller, more efficient temporary diesel power generators.

The first instance of this innovation was in 2023, during our 50-day summer maintenance shutdown, where we hired and installed three small generators on Bruce giving us an estimated saving of 2,000 m<sup>3</sup> of diesel and 5,500 tonnes of CO<sub>2</sub>. The infrastructure to use the temporary power generators remains in place for future shutdowns.



**“Switching to diesel on our main power generator would have added significant emissions and, with the plant shutdown, been very inefficient”**

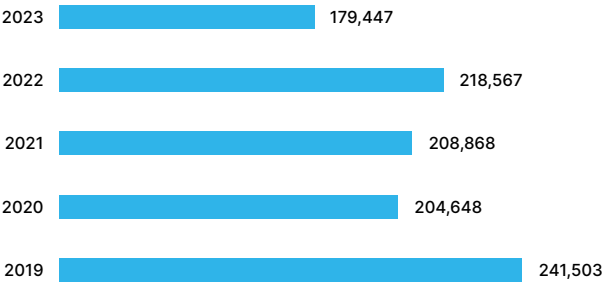
**Jeswin Mathew** - Electrical Engineer

### Scope 1 emissions and carbon intensity

Our Bruce Platform generates its own power from the natural gas it produces from the Bruce, Keith and Rhum fields. To process and export the natural gas and oil to shore and onwards to market, energy is consumed in the form of fuel gas to power the platform's gas compression process facilities and electrical power generation facilities, resulting in greenhouse gas emissions.

In 2023, we set internal targets to limit our Scope 1 CO<sub>2</sub> emissions from Bruce to 200,000 tonnes or below for the year. At the end of the year, our Scope 1 CO<sub>2</sub> emissions came to 179,447 tonnes of CO<sub>2</sub> (192,743 tonnes of CO<sub>2</sub>e), an 18% decrease compared to the 218,567 tonnes of CO<sub>2</sub> emitted in 2022.

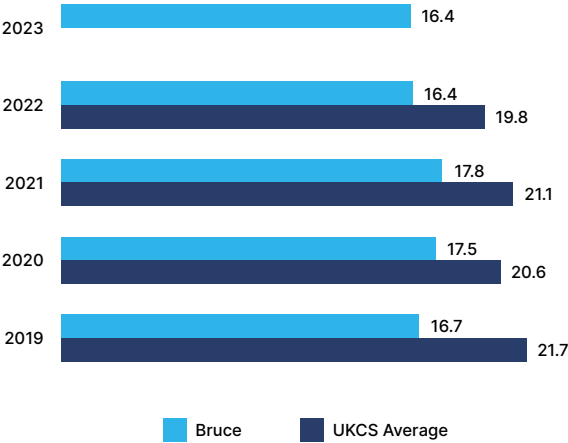
Scope 1 CO<sub>2</sub> Emissions (tonnes)



Carbon Intensity is a metric that helps us to understand the amount of CO<sub>2</sub> emitted per unit of hydrocarbon produced, reported as kilograms of CO<sub>2</sub> per barrel of oil equivalent (boe) exported from the platform.

Figures published by the North Sea Transition Authority (NSTA) show the average carbon intensity in Scope 1 emissions for oil and gas produced in the UK in 2022 was 19.8kgCO<sub>2</sub>/boe. In 2023, Serica's carbon intensity was 16.36kgCO<sub>2</sub>/boe, our lowest since taking operatorship of Bruce in 2018 and for 2024, we have set our target at 15.5 kgCO<sub>2</sub>/boe. Accomplishing this goal is dependent on stable production volumes as well as carbon emissions.

Bruce Carbon Intensity vs UKCS Average (kgCO<sub>2</sub>/boe)



Flaring and venting

Many offshore platforms flare and vent gas to maintain safe and stable operations. Excessive flaring and venting leads to the release of unnecessary GHG Emissions.



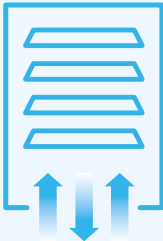
Flaring

Flaring is measured and reported in three categories:

**Category A:** Flaring during steady and optimised operations

**Category B:** Flaring during normal operations that are beyond optimal levels for the platform

**Category C:** Flaring as a result of emergency disposal of gas for safety critical reasons, including the pilot gas supplied to keep the flare lit



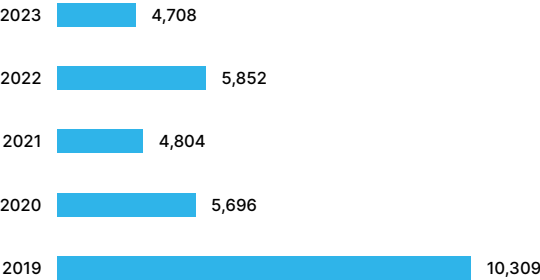
Venting

Venting is the release of uncombusted gas, predominantly methane, which has a more harmful impact on the environment than flaring. Venting may occur if the flare goes out or if there is a plant upset. It is monitored and tracked against an annual 'Vent Consent',

Improving performance through our mindset

Over the last five years, we have taken active steps to challenge how we operate our plant and improve emissions monitoring. We set targets for 2023 on flaring volumes and Category A flaring and built awareness amongst the relevant personnel. This change in mindset yielded a reduction in total flaring volumes (all categories) of over 50%, i.e. from 10,309 tonnes in 2018, to 4,708 tonnes in 2023, more than beating our target and took Category A flaring to 8.5 tonnes per day, a marked improvement.

Total Flared Gas (tonnes)



This drive to cut flaring volumes continues, and we are now exploring additional measures to improve the measurement of flaring and further reduce flaring using flare gas recovery. In 2023 our annual vent consent was set at 0.5 tonnes/day and in 2024 we have reduced this to <0.3 tonnes/day.

Monitoring and reporting of polluting substances from combustion equipment:

In addition to CO<sub>2</sub>, we monitor other greenhouse gases NO<sub>x</sub>, N<sub>2</sub>O, CO, SO<sub>2</sub>, and volatile organic compounds (VOCs) which fall under our Pollution Prevention Control (PPC) permit. These compounds have their own associated Global Warming Potential (GWP) and are monitored closely to assess the asset's impact on the atmospheric environment. The PPC permit sets out the annual emissions of polluting substances from combustion equipment authorised under the permit.

We acknowledged that to reduce these 'other' emissions we needed to identify the sources by improving our monitoring techniques. To do this we installed more sampling points on our gas turbines and programmed emissions-monitoring software to calculate individual greenhouse gas emissions in real-time, allowing engineers to optimise equipment performance. Serica elected to do this work over and above current legislation requirements where we are only required to report default emission factors alongside annual stack sampling. We see great value in this work and in 2024 will expand our efforts to incorporate more equipment.

Atmospheric Emissions from Combustion Equipment in 2023 (tonnes)

NO <sub>x</sub>	N <sub>2</sub> O	SO <sub>2</sub>	CO	CH <sub>4</sub>	VOC
463	15	4	406	61	4

## Our emissions reduction plan in action

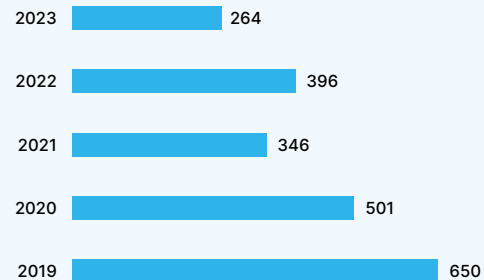
### Methane action plan

Methane emissions from our Bruce platform are derived from four sources:

- Imperfect combustion of fuel gas
- Flared gas
- Vented emissions
- Fugitive emissions

For 2023, methane emissions from the Bruce platform totalled 264 tonnes, with a methane intensity of 0.03%.

#### Bruce Methane Emission (tonnes)

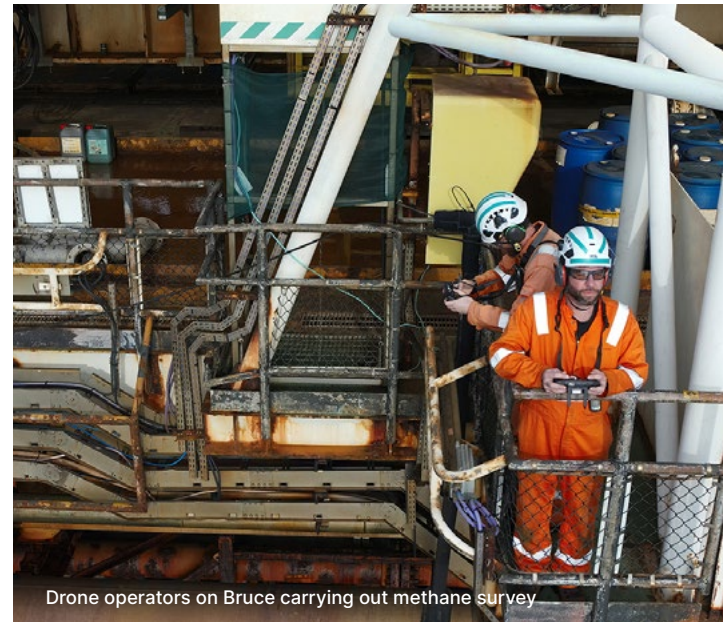


**2023 methane emissions were 33% lower than 2022**



In 2023 we became members of the global Oil and Gas Methane Partnership (OGMP 2.0), a United Nations Environment Programme, set up to improve the accuracy and transparency of reporting methane emissions within the oil and gas industry. We developed a Methane Action Plan covering operated and non-operated assets, which details the measures that will help us to reduce methane emissions, improve monitoring and set methane reduction targets.

Currently our operated assets achieve Level 3 reporting requirements with a Gold Standard Pathway to achieve Level 5 between 2024-2026 based on our implementation plan.



Drone operators on Bruce carrying out methane survey

### Methane reduction and monitoring activities in 2023

In 2023 during the platform maintenance shutdown, we successfully isolated a vessel that eliminated vented emissions from our glycol regeneration unit, reducing methane emissions by 130 tonnes per year.

The measurement and monitoring of methane emissions at source level gives us a deeper understanding of the methane emissions baseline from which to define our targets for reductions.

To gather the necessary data, over three days in November 2023, a CyberHawk drone equipped with methane sensors executed a 26-flight, site-level (top-down) survey over the three bridge-linked platforms of Bruce, focussing on the flare tower and gas turbine exhausts. The data provided gives Serica a clear benchmark of methane emissions during standard operations. More surveys are planned to further understand the baseline and track progress on reducing methane emissions. In keeping with our ethos of industry collaboration we have shared the findings of this survey with the OEUK Aerial Methane Measure Task Finish Group, where the data has been added to a wider UKCS data set with nine other operators covering twenty-six assets.

The next drone survey will take place in the summer of 2024.



Scope 2 emissions

Scope 2 emissions make up less than 0.01% of our total emissions and refer to the indirect GHG emissions generated from purchased or acquired electricity, steam, heat, and cooling (GHG Protocol). We calculate this by taking the electricity invoices for our London and Aberdeen offices and converting the energy usage (KWh) into CO<sub>2</sub> equivalent (CO<sub>2</sub>e) using conversion factors set out in the ‘Greenhouse gas reporting: conversion factors 2023’ (Department for Energy Security and Net Zero [DESNZ], 2023). Using this method, our total Scope 2 emissions totalled 43 tonnes of CO<sub>2</sub>e in 2023. Following the acquisition of Tailwind Energy, we took over the use of their office, whose energy provider supplied the office with 100% renewable energy. Using the market-based method, our scope 2 emissions came to 24 tonnes of CO<sub>2</sub>e.

Scope 3 emissions

Scope 3 emissions are defined by the GHG Protocol as ‘any indirect emissions that occur in a company’s value chain’. This includes emissions associated with its investments and leased assets to those associated with business travel and waste disposal. Often Scope 3 emissions represent the largest part of a company’s carbon footprint, so we need to understand, quantify, measure, and reduce them wherever possible.

We have taken a proactive approach to this, working with suppliers and partners to gather emissions-related data, whilst our teams have been active in seeking to influence those in our supply chain. In this report, we have further matured our reporting by describing our Scope 3 emissions in line with the categories set out by the GHG Protocol.

Scope 3 Category 1: Purchased goods and services

This category refers to the emissions generated as a result of the goods and services that we purchase. For Serica, this currently reflects the emissions generated from emergency response and diving support vessels as well as drilling rigs.

Item	CO <sub>2</sub> e (tonnes)
Emergency Response and Relieving Vessels	2,159
Well Intervention Vessels	4,055
Well Decommissioning	1,350
Diving Support Vessels	852
IRM Campaign	2,713
North Eigg project Vessels	2,923



Scope 3 Category 4: Upstream transportation and distribution

Category 4 refers to the emissions generated from transportation and distribution of products purchased between a company’s main suppliers and third-party transportation and distribution services purchased by the reporting company, including inbound logistics. This currently includes emissions generated from our supply vessels transporting goods and equipment and from helicopters used to transfer people and freight to and from the Bruce platform.

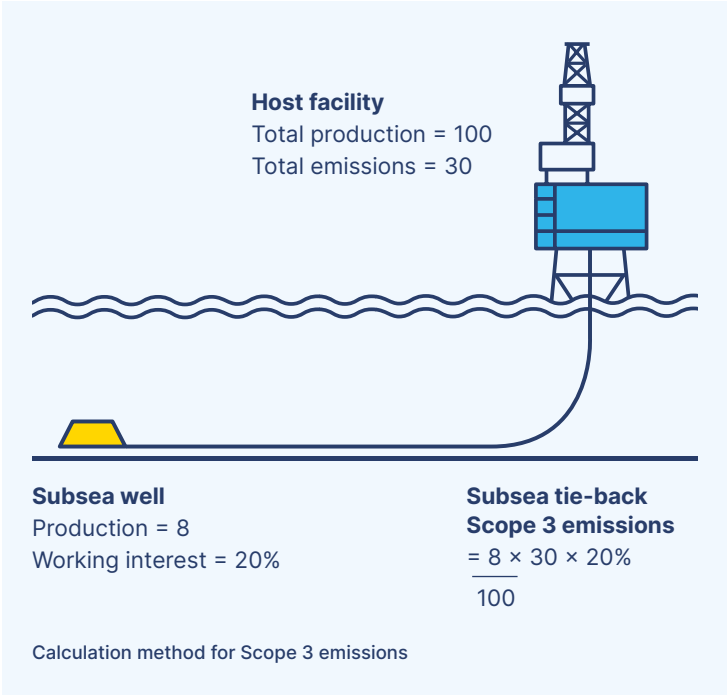
Item	CO <sub>2</sub> e (tonnes)
Helicopters	2,159
Supply Vessels	3,501



Scope 3 Category 15: Investments

For Serica, category 15 includes the assets in which we have a financial stake, but do not directly operate or fields and wells that we operate but are tied back to a host facility operated by another company. These emissions are predominantly calculated by taking the asset share of the total host production throughput, then applying the Serica equity share percentage. We believe this approach provides a clear representation of our share of field emissions and avoids double-counting Scope 1 emissions.

Some fields have specific commercial arrangement or services that mean the host emissions are allocated in a different way.



Orlando

Orlando is a single well subsea tie back to the Ninian Central Platform operated by CNR International and Serica has a 100% operated interest in the field. Production related emissions are allocated to Orlando on a volume throughput basis, including gas, oil and most significantly, water. In addition, there is a commercially agreed adjustment so that only an agreed proportion of the calculated emissions are allocated to Orlando. In 2023, Orlando related emissions came to 20,261 tonnes of CO<sub>2</sub>e.

Columbus

Serica operates the Columbus well, which ties back to the Shearwater platform operated by Shell UK. Following the acquisition of Tailwind, our equity share in the field increased from 50% to 75%. Emissions are calculated based on equity share and production throughput. At the end of 2023, emissions associated with Columbus came to 13,412 tonnes of CO<sub>2</sub>e.

Erskine

Serica holds an 18% non-operated interest in the Erskine Field. The field produces natural gas and condensate liquid from a normally unattended installation (NUI), operated by Ithaca Energy. Fluids are processed and exported through a dedicated Erskine Processing Module (EPM) located on the Lomond platform, operated by Harbour Energy. We report our equity share of the NUI-related emissions plus our share of emissions from the EPM on the Lomond platform. In 2023, this equated to 4,783 tonnes of CO<sub>2</sub>e.



## Triton FPSO

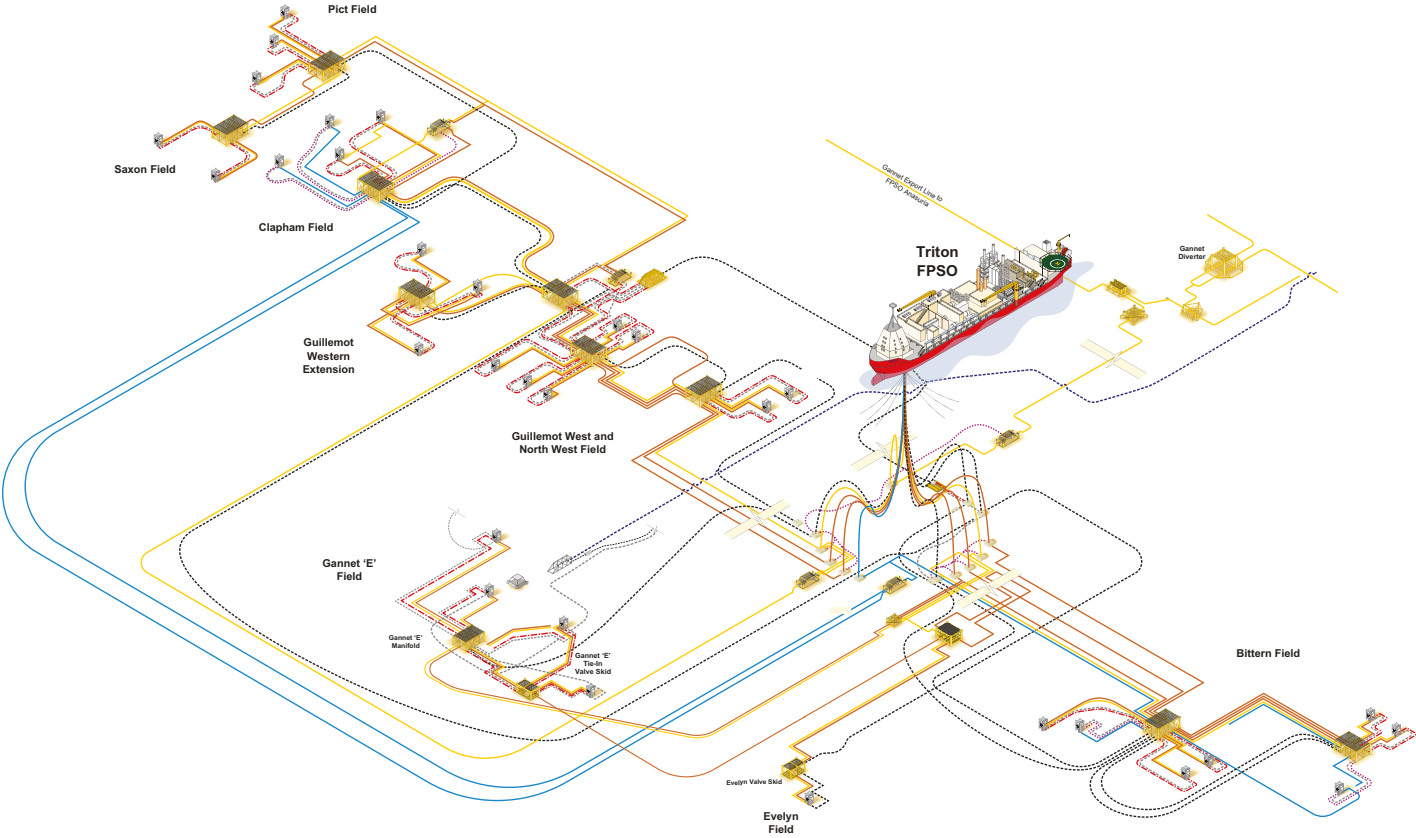
Following the acquisition of Tailwind Energy, Serica owns a 46.42% non-operated stake in the Triton FPSO (Floating Production Storage and Offloading) vessel, operated by Dana Petroleum. Triton is located approximately 120 miles east of Aberdeen and produces oil and gas from a variety of subsea tie backs. Oil is exported via a shuttle tanker and gas is transported to the St Fergus via the Fulmar gas line. We monitor Triton related emissions monthly and engage with the operator regularly to support them with their plans to reduce emissions associated with the asset.

Although Serica’s acquisition of Tailwind Energy and their assets was completed In March 2023, for completeness, we will be accounting for the full year emissions.

Serica acquired equity and operatorship of some of the Triton Area assets that are tied back to the FPSO. These are predominately subsea wells that are connected by manifolds and pipeline connected to the Triton FPSO. The table below lists these fields. Emissions from each asset are calculated as a production share of overall Triton production related emissions (from combustion, flaring and venting activities). Serica net share of emissions is then calculated based on equity share in these assets.

### Scope 3 emissions from Triton Area assets

Field	Equity	Operated/ non-operated	Net CO <sub>2</sub> e (tonnes)
Bittern Field	64.63%	Non-Operated	34,723
Guillemot W/NW	10%	Non-Operated	1,962
Gannet E	100%	Operated	54,941
Evelyn	100%	Operated	32,224



## Working with our suppliers to reduce emissions

In 2023 we continued to collaborate with our suppliers to reduce the impacts of our combined operations. In 2023, we were happy to be able to extend our Bruce vessel sharing agreement for another three years. Sharing a supply vessel with another operator reduces our sailing days, cutting fuel and associated emissions. Emissions were further reduced by switching the dock locations of these supply vessels to a closer port.

During our well intervention campaign, our Logistics team reduced the number of one-off flights by merging flight plans with our routine travel. We also worked with more onshore suppliers to consolidate deliveries to our warehouse to one day a week.

## Working with partners and peers on emissions reduction

We work proactively to share, learn, and influence the environmental commitments of our Operators in our Joint Ventures through the development, support and commitment in operations with lower emissions.

As partners in the Triton asset, we are actively involved in the vessel's ERAP, attending workshops, Hub Strategy meetings, sharing our experience from Bruce and providing support, especially engineering knowledge and learnings related to flare gas and vent recovery systems as we all work to meet the World Bank's requirements of zero routine Flaring and Venting by 2030.

## Industry engagement activities

Serica engages and actively participates in several OEUK forums in support of delivering industry improvements to support energy security and meet net zero, these include:

- Asset Stewardship Task Force/ Emissions Reduction Action Plan subgroup
- Supply Decarbonisation
- Atmospherics Technical Group,
- Aerial Methane Measurement Task Finish Group
- OGMP 2.0



## Waste management

### Highlights

- 99% of waste avoided landfill
- Offshore engagement in waste management deemed ‘excellent’ in audits
- Repurposed offshore ropes for use in Edinburgh Zoo
- Improved waste performance of emergency response vessel
- Donated laptops, TVs and games consoles to Aberdeen charity

Our Bruce platform is home to over 130 personnel, working together to safely deliver the energy needed across the UK. In this dynamic environment the amount and type of waste we generate varies from day-to-day, depending on operational activity. Throughout the year, our duty is to consistently monitor waste production, ensuring we comply with all applicable legislation in the management of its storage, transport and disposal. We encourage staff and suppliers to find innovative ways to reduce the volume of waste and promote the Circular Economy by recycling wherever possible. Within our industry, Serica is part of the OEUK Circular Economy Working Group and we play our part in the OEUK Inventory Sharing Network.



**“In 2023, we continued to demonstrate best practice in offshore waste management and segregation”**

Elise Murray - Environmental and Compliance Advisor

Waste management at Serica

Our waste management approach is set out in our Operating Management System (OMS) to ensure we comply with all relevant UK waste management legislation. Waste is first defined as either hazardous or non-hazardous and any hazardous material that is identified is given the appropriate packaging and labelling to ensure safe transit back to shore and appropriate disposal.

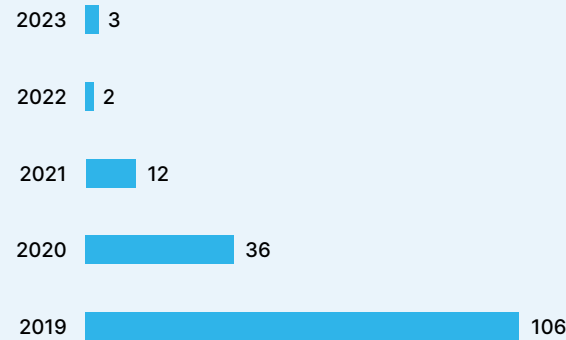
Non-hazardous waste is usually segregated offshore and placed in defined containers before being sent to our waste contractor onshore. Waste segregation offshore is managed in line with The Merchant Shipping (Prevention of Pollution by Sewage and Garbage from Ships) Regulations 2008, which prohibits the disposal of solid waste at sea.

Any unauthorised loss of solid waste to sea or dumping is reported to the Regulator via as a Petroleum Operation Notification 2 (PON2). Any release of unpermitted liquid waste to sea, such as chemicals or hydrocarbons, is reported as a Petroleum Operation Notification 1 (PON1). All waste and the associated duty of care is managed by a dedicated waste handling specialist contractor. They use only UK-registered disposal routes that meet regulatory requirements.

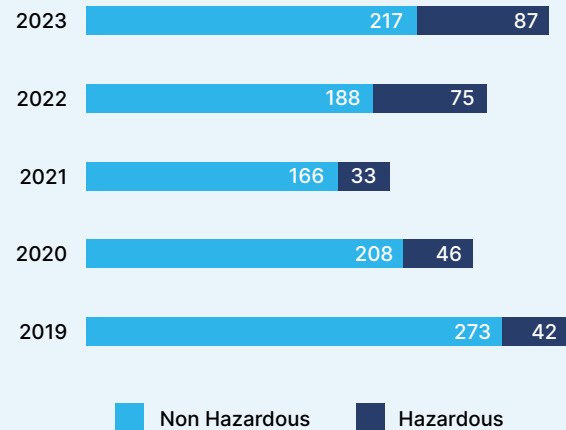
Waste performance

In the Summer of 2023, our Bruce platform underwent an extensive planned maintenance campaign. This brought increased numbers of personnel and equipment on board, which resulted in a rise of 41 tonnes in waste generated when compared to 2022.

Waste to landfill (tonnes)



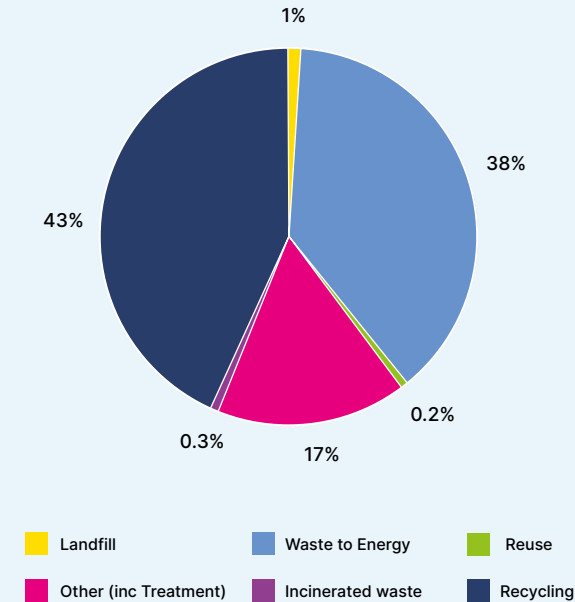
Waste volumes by year (tonnes)



Waste disposal

We recycled 43%, or 132 tonnes of our waste and 116 tonnes was sent to waste-to-energy. Surplus volumes of chemicals sent onshore for treatment and disposal made up 17% (categorised as ‘Other’), whilst the level of waste going to landfill remained low at 1% of total disposal. Various initiatives to increase the re-use of a variety of items such as knotted ropes and laptops are not represented here as they use alternative waste disposal routes.

Waste disposal methods (%)



## Planning for improvement in 2024

To improve our waste performance throughout the year, we have set two ambitious waste targets for 2024

1. 90% or above of total waste to be reused, recycled or sent to waste-to-energy
2. Limit general waste and dry mixed recyclables to under 90 tonnes

## Waste and skip audits

Audits help us check that we are operating in line with our own and external standards and to identify areas for improvement.

In October 2023 our waste management contractor, ASCO, conducted an offshore waste management audit to ensure that our procedures and practices are robust and conform to all relevant regulations. The audit found that offshore engagement with waste management was excellent and best practise was actively demonstrated with segregation of waste 99% correct. Two non-conformities were identified and swiftly rectified, whilst observations and recommendations for areas where we could improve further improvement are actively under review.

We will continue to utilise skip audits and, knowing the benefits, in 2023 we organised and funded a waste audit on a supplier vessel, helping them to identify areas where they could improve.



Serica waste management deemed excellent with **99% of waste correctly segregated**

## Working together to promote reuse

Throughout 2023 we continued to think creatively, seeking out opportunities to reuse products that would otherwise have been wasted. For example, when 200kg of knotted rope was due to be replaced on our Bruce platform, our ESG Champions came up with the bright idea of offering them to an animal sanctuary. We were delighted when Edinburgh Zoo put the ropes into use in their lemur enclosure.

Last year we began our 'Spruce Bruce' campaign to update accommodation and recreation facilities on the platform, including replacement of TVs in each cabin. As a result we were able to donate 80 fully functioning TVs, some DVD players, musical equipment and games consoles to 'Somebody Cares', an Aberdeen charity who will sell them from their charity shops to raise funds for community work.



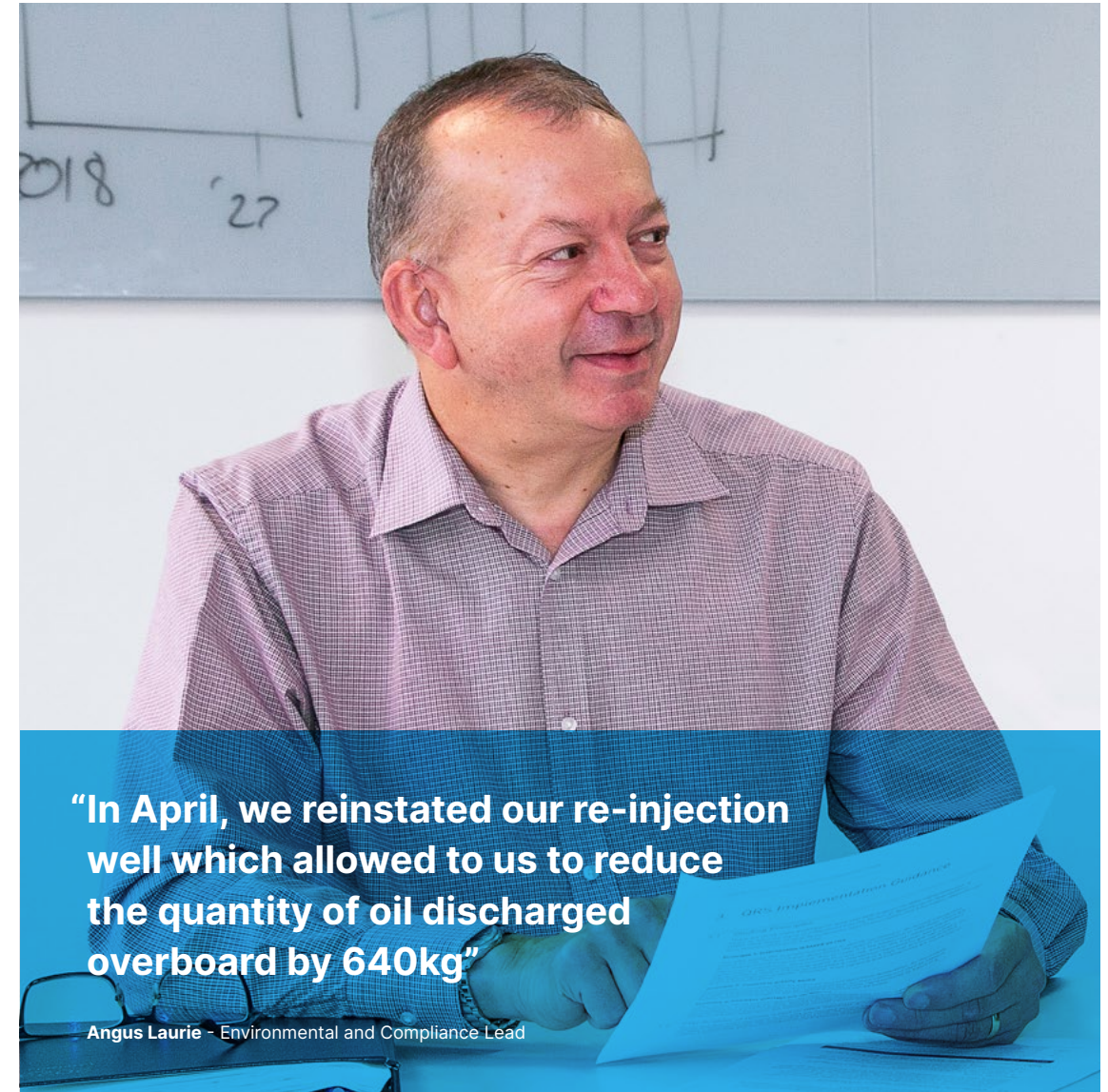
## Water and biodiversity

### Highlights

- 73% reduction in our discharges to sea due to reinstatement of our produced water reinjection well
- Reduced chemical usage on the platform
- Supported the Offshore Bird Portal initiative
- Conducted noise modelling for explosive and severance work scopes and shared findings with the industry

The UK's North Sea hosts a diverse ecosystem of diverse marine flora and fauna. In the midst of that environment, our Bruce platform, 150km northeast of Shetland, produces and exports oil and gas and is connected to an extensive network of subsea infrastructure. As a responsible Operator, we are acutely aware of our responsibility to conduct activities in a way that promotes harmonious co-existence.

We carefully monitor and actively manage our chemical usage and discharges to sea. In 2023 we achieved a 640kg reduction in the quantity of hydrocarbons discharged to sea by reinstating our produced water reinjection system.



**“In April, we reinstated our re-injection well which allowed to us to reduce the quantity of oil discharged overboard by 640kg”**

Angus Laurie – Environmental and Compliance Lead

## Water usage

Approximately 29.5 million tonnes of seawater is used each year for cooling equipment or in fire water systems, most of which is sampled and then returned back to sea.

We desalinate seawater for drinking and other domestic purposes using a Reverse Osmosis (RO) unit. This is supplemented by transport from shore of fresh water which is stored in potable tanks. During 2023 4,000 tonnes of potable water was transported to the Bruce platform.

Small volumes of water are produced during the processing of oil and gas. This water, that may contain traces of oil, is extracted and injected into a dedicated water injection well.

## Managing oil in produced water

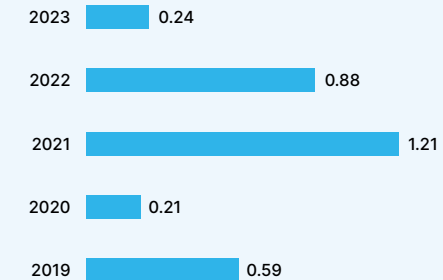
Any oil discharge from platform to sea is managed in accordance with the Oil Pollution Prevention and Controls (OPPC) Regulations (2005) (as amended). To fulfil this obligation regular samples are taken from the designated discharge location and the calculated concentrations of oil in water are closely monitored. Discharge data is recorded and reported monthly to the Offshore Petroleum Regulator for Environment and Decommissioning (OPRED). Any non-compliance is swiftly reported to the Regulator.

Any unplanned release to sea requires submission of a PON 1 to OPRED, but in the event of a larger release, emergency documentation instructs our onshore and offshore teams on the correct course of action. This information is stored in the Oil Pollution Emergency Plan (OPEP), on and offshore. Outwith the asset's 500m zone, a Communication and Interface Plan (CIP) is in place to bridge our asset's OPEP with that of the vessel carrying out the operation.

## Reinstating our re-injection system

The Bruce, Keith and Rhum (BKR) wells produce a mix of crude oil, water, condensate and gas. Water produced during the separation of this mixture was historically re-injected into the well via a dedicated disposal well. When this was taken offline in 2021 produced water had to be cleaned to permitted oil-in-water concentration levels using a de-oiling package before being discharged overboard. In April 2023, we successfully reinstated our Produced Water Re-injection (PWR) system and well. This reduced the amount of oil discharged by 73% compared to 2022.

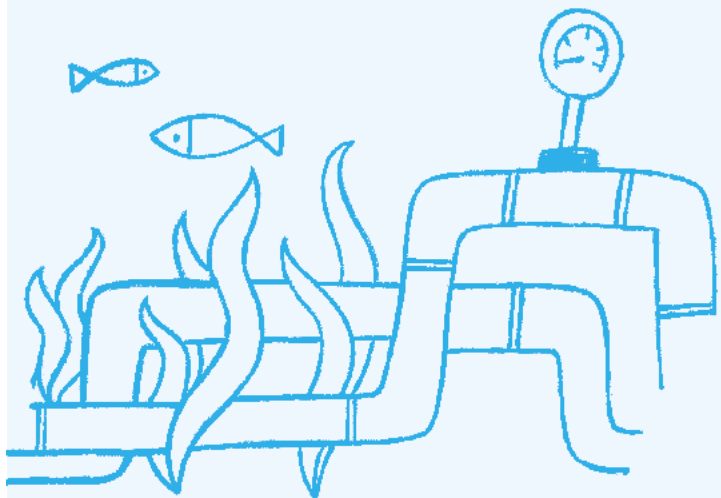
## Amount of oil in produced water discharged to sea (tonnes)



**Reinstating the produced water re-injection well in 2023 reduced the amount of oil discharged to sea by 73%**

## Produced water and oil in water

In the first four months of 2023, we discharged 13,141 m<sup>3</sup> of produced water to sea (2022: 62,298 m<sup>3</sup>) at an average oil in water concentration of 18.3 mg/l (2022: 14.2 mg/l), resulting in a total of 0.24 tonnes of oil being discharged to sea (2022: 0.88 tonnes). After reinstatement of the produced water re-injection system in April we were able to reinject 27,688 m<sup>3</sup> of produced water with an average oil-in-water concentration of 22.8 mg/l.



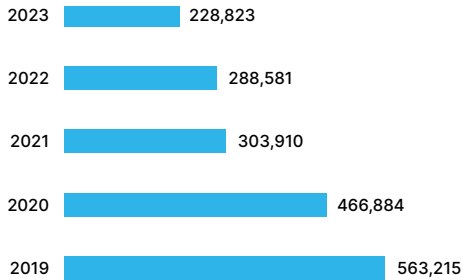
Unplanned releases

Any release of unpermitted liquid waste such as chemicals or hydrocarbons is reported to the Regulator as a Petroleum Operation Notification 1 (PON 1). In 2023, we recorded three PON 1s (2022: five), reporting on the release to sea of 0.071 tonnes of hydrocarbons (2022: 0.002) and 0.14 tonnes of chemicals (2022: 1.34 tonnes).

Bruce production chemical usage

2023's improved management of chemical usage and the positive effects of optimising our water re-injection process saw us continue the downward trend in chemical usage.

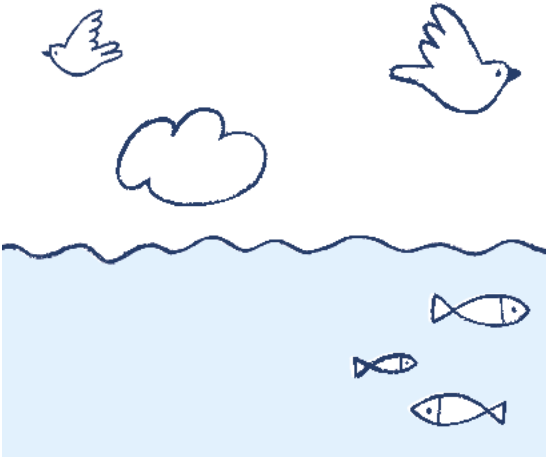
Bruce Production Chemical Usage (kg)



The use and discharge of chemicals in the UKCS is regulated under the Offshore Chemical Regulations (OCR) (2002) (as amended). Chemicals regulated under the OCRs require risk assessment and approval for their use and discharge. All chemicals under OCRs have been tested to evaluate their toxicity, bioaccumulation and biodegradation and are ranked according to their potential to cause harm to the receiving environment.

Biodiversity

Whilst none of our assets are in protected areas, we are clear about our duty of care for the North Sea environment and its ecosystem. Any potential biodiversity risks associated with our operations and projects are identified and mitigated as part of Biodiversity Risk Assessments, a key part of our Environmental Impact Assessment (EIA) process.

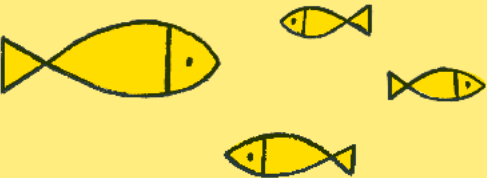


### CASE STUDY:

## Noise modelling: industry and regulator synergies

Noise makes a significant impact on the marine environment. During normal operations noise generated has little impact to marine mammals and other wildlife, but prior to any operations using explosives, noise modelling must be carried out. Mitigations for the noise generation must be in place and permit conditions are very stringent.

Towards the end of 2023, during an operational campaign using explosive material we decided to take more accountability for our noise generation. By monitoring and recording our explosive charges to create an accurate noise profile for different explosive and severance sources. We did this to better understand and inform the industry and the Regulator providing similar projects in the future with more readily available and accurate information for use in the permitting process.



### Offshore Bird Portal

Avian visitors such as Ospreys and Kittiwakes have been spotted on our Bruce installation and are always treated with care. We log information in the Offshore Bird Portal, an initiative to track birds visiting offshore platforms in the UKCS to form a better scientific understanding and environmental awareness across our industry.

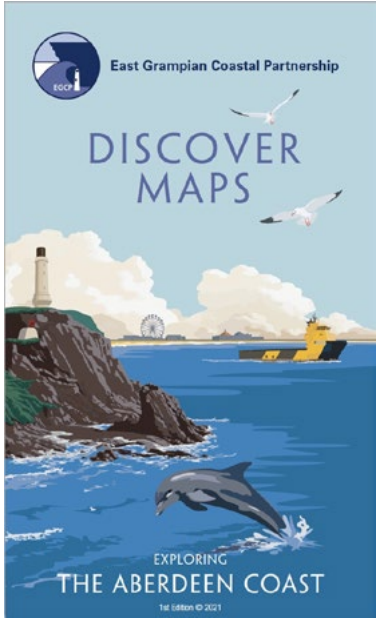


Photo: David Black

### East Grampian Coastal Partnership: turning the plastic tide

In 2023 we became Silver Sponsors of East Grampian Coastal Partnerships' (EGCP) campaign 'Turning the plastic tide', an initiative to reduce the amount of plastic pollution found on North East shorelines, with beach cleans and educational activities in schools and communities. Since 2018 the partnership has removed over 74 tonnes of litter from our coastlines. We have our own beach cleans planned for 2024.

Serica co-sponsored the printing of EGCP's informative 'Discovery' maps, encouraging families to explore and respect the North East coastline.



## Innovation

### Highlights

- £220,000 of cash, time and data contributed to NZTC projects
- Took part in multiple R&D projects and studies
- Supported the Technology Leadership Board and ran a number of industry workshops
- Implemented Emissions Monitoring technology across our wells campaign vessels and rigs
- Utilised World First 7” Well Abandonment Tool

We believe that meaningful innovation can be achieved through collaboration. We have partnered with government, industry bodies, suppliers and other North Sea operators to help solve the challenges our industry faces. Sharing knowledge, whilst learning from successes or failures, improves our industry's performance.



**“Investing in technology not only reduces costs, it helps us understand and reduce emissions, improve efficiency and provide a safer working environment for our people”**

Alex Pirie, Wells Manager

## Net Zero Technology Centre (NZTC)

The Net Zero Technology Centre acts as a catalyst for the deployment of low carbon technologies to support the decarbonisation of the energy industry. We continued our active partnership with NZTC throughout 2023, collaborating with other Operators and technology developers in several different projects.



## Flare gas combustion efficiency project

When gas is flared on oil and gas installations the combusted emissions take the form of carbon dioxide. However, if the combustion process is not fully efficient, small volumes of gas may be released in the form of methane, which is more harmful to the environment than carbon dioxide.

Serica was part of a consortium with four other operators, NZTC and measurement specialists, Accord ESL, to undertake a technical evaluation of flared gas combustion efficiency at five offshore installations, including our Bruce platform. The valuable empirical evidence this study generated will improve reporting practices and aid industry research into emissions reduction.

## Alternative fuels project

Most of the emissions from Bruce installation come from the fuel gas used to power the processing and export of produced oil and gas. During the latter half of 2023 we collaborated with engineering consultants Xodus, Siemens Energy, NZTC and one other North Sea Operator to complete a technical and feasibility study evaluating HSE, supply, storage, operational and logistical factors when assessing low carbon and carbon-neutral alternative fuels such as bio-methanol, green methanol and hydrotreated vegetable oil (HVO).

## Northern North Sea offshore electrification project

Towards the end of 2023 we collaborated with NZTC and Offshore Renewable Energy Catapult (OREC) and two other North Sea Operators, to study the potential for off-grid wind to provide supplemental electrification to three existing assets in the UK's Northern North Sea. The scope was to consider dedicated off-grid wind turbine generator units for each asset, the potential for standardising these facilities and brownfield modifications across

the assets and potential for a common off-grid wind farm shared by the assets. This project continues in 2024.

## Harnessing wave energy

As early supporters of the Renewable Subsea Power project, focused on the conversion of wave energy to power, with technology partners Verlume and Mocean Energy, we were delighted to see five more operators join the project and the completion of an extended 12-month test programme off the coast of Orkney demonstrating a fully integrated wave power-to-electrical-energy storage and communications system.



Mocean Energy Blue X Wave Energy Machine

## Digital improvements

In 2023 our IT team made significant progress, improving operational efficiency, data management, and safety protocols.

Important improvements to Synergi Life, our safety observation system, will boost efficiency and reaffirm our focus on safety. The dependability and longevity of our assets is reliant on the integrity of the supporting subsea infrastructure. 2023's launch of the Apollo Know How inspection system demonstrated our commitment to this.

We also deployed a new OPC server and made adjustments to PI and Intelligent Plant Alarm Analysis, enabling us to implement a new process control system on Bruce. Our strategic focus on infrastructure upgrades included the implementation of a new telecoms link from Bruce to Mariner.

We successfully integrated Tailwind users and systems into Serica's IT infrastructure. Attention to cybersecurity is paramount, and we developed a new security framework to increase our surveillance capabilities and strengthen our defences against emerging risks. These accomplishments demonstrate our focus on innovation, efficiency, and maintenance of a secure operational environment as our business expands.



To future proof our growing organisation, we have kicked off a company-wide IT transformation programme in 2024. The development of a Future State Operating Model (FSOM) has provided a roadmap, a scalable, flexible framework that will adapt to changing demands.

The FSOM will kick off a number of projects, including the upgrading of Serica's Electronic Document Management System (EDMS) to incorporate new features, improve user interface, and streamline our document management process. Another significant project in 2024 is the introduction of an improved Control-of-Work system to simplify our operations and enhance the overall efficiency of our workflows.

## Technology Leadership Board

Serica's VP ESG and Business Innovation became co-chair of the Technology Leadership Board, Accelerate Deployment workstream. This collaboration between industry, UK government aims to encourage more widespread use of technology to address challenges facing the oil and gas industry. During 2023 the workstream held technology pitching sessions and a workshop focussing on subsea campaign challenges. In the spirit of information-sharing, the technology catalogue was made available to all UK companies. In 2024 activity levels will be maintained, with continued knowledge-sharing and more opportunities to showcase new technologies.



Subsea Workshop Organised by the Technology Leadership Board

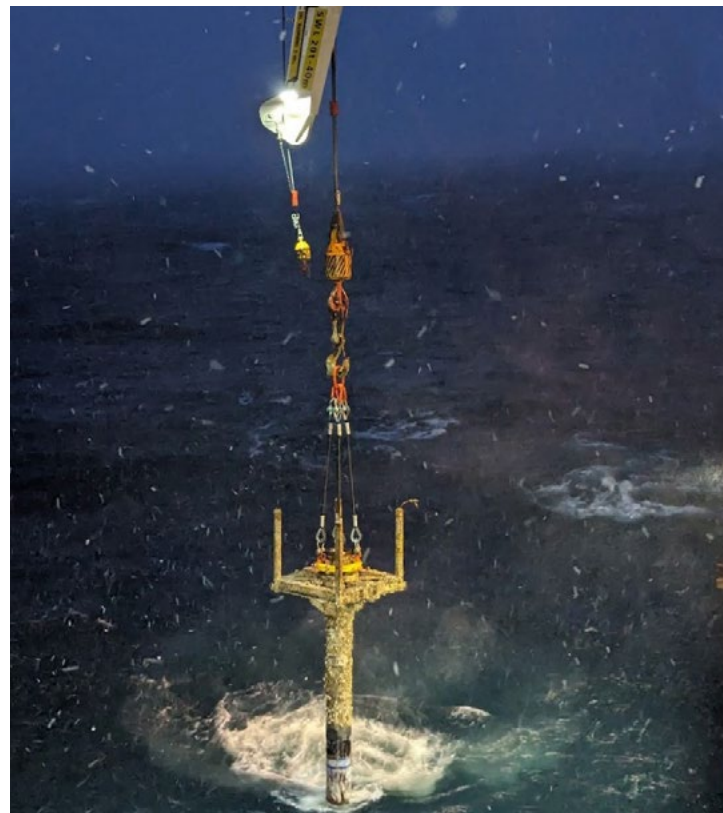
## Incorporating innovation into our wells campaigns

In 2023 we carried out two campaigns that added production and reduced our carbon intensity over the Bruce Platform. These were a Light Well Intervention Vessel (LWIV) campaign to increase production from Bruce subsea wells and a wireline campaign to enhance production from Bruce platform wells. We also executed a well decommissioning project, using a vessel rather than a drilling rig, to remove suspended exploration and appraisal wells.

Our Wells team strived to look at ways that we could do things differently now and, in the future, from using world firsts in our decommissioning work to utilising laser scanning technologies to enable subsea equipment to be verified for its suitability on wellheads that are ~ 50 years old. Serica has re-used legacy oilfield equipment first manufactured in 1970's following refurbishment and recertification to modern day standards. This equipment can now be used by other operators to expedite decommissioning work scopes on the same types of wells.



Helix Well Enhancer, Light Well Intervention Vessel



Wellhead, conductor and guidebase recovery from Keith well abandonment

### World First 7" subsea well abandonment tool

Serica worked with tool company Claxton to develop and test the first ever 7" subsea well abandonment tool. During our Keith well abandonment campaign, one of our subsea wells was unusual as it had 7" casing to surface and a high wellhead stick-up. It was successfully abandoned using the new tool, saving significant emissions and costs by deploying the tool from a vessel, thus avoiding a rig and diver campaign.

Another well in the campaign had marine growth inside the casing that hindered the use of a standard well abandonment tool. We utilised the Claxton Debris Clearance Tool, to greater depths than conventionally achieved, which enabled the abandonment tool to be deployed, again via a vessel rather than a rig. Emissions savings for the two wells, using this approach rather than a rig, were estimated to be over 4,000 tonnes of CO<sub>2</sub>.

### Subsea laser scanning

During 2022 Savante laser scanning tools were used on several subsea wellheads to accurately record dimensions and check for anomalies. This was to allow accurate verification onshore of equipment to connect the wellheads to the blowout preventer on drilling units during final well decommissioning. These connectors were positively identified, refurbished and installed during the 2023 wells decommissioning campaign to check for clashes and to minimise any future rig non-productive time.

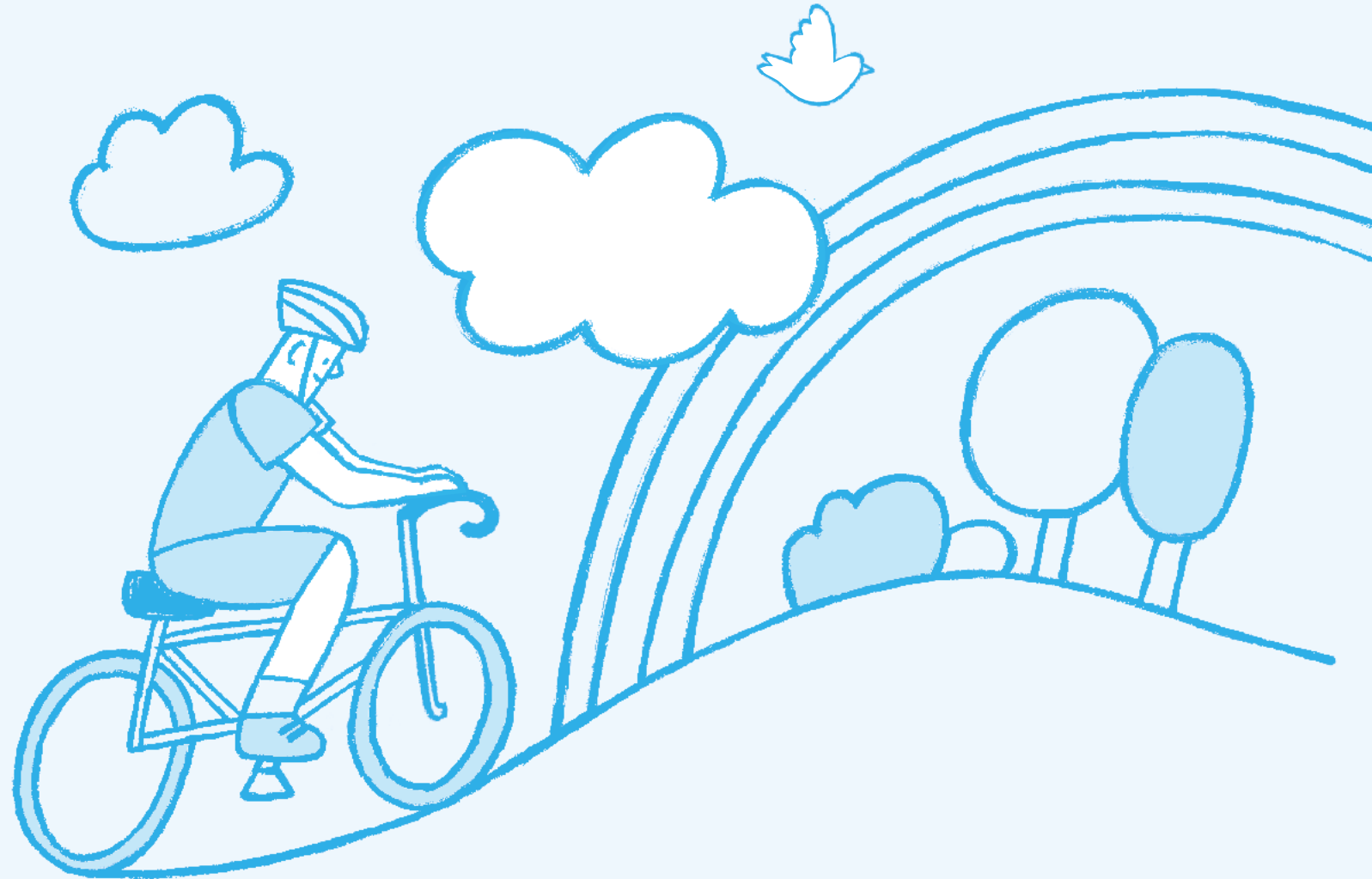
### Stepwise™: a UK first

In 2023, we signed an agreement with Stepwise, a company that produces emissions monitoring software for a variety of different vessels, to use during wells campaigns.

Using the tool allows us and the vessel/rig operators to gain a better understanding of the real time energy usage and emissions associated with each campaign we do and once a proper baseline is achieved, we will then be able to identify how we could potentially reduce these project emissions. We are using it for the first time in our well decommissioning campaign from a drilling rig and our Light Well Intervention Vessel intervention project in 2024. We are the first UK operator to use the service.

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## Health, safety and wellbeing

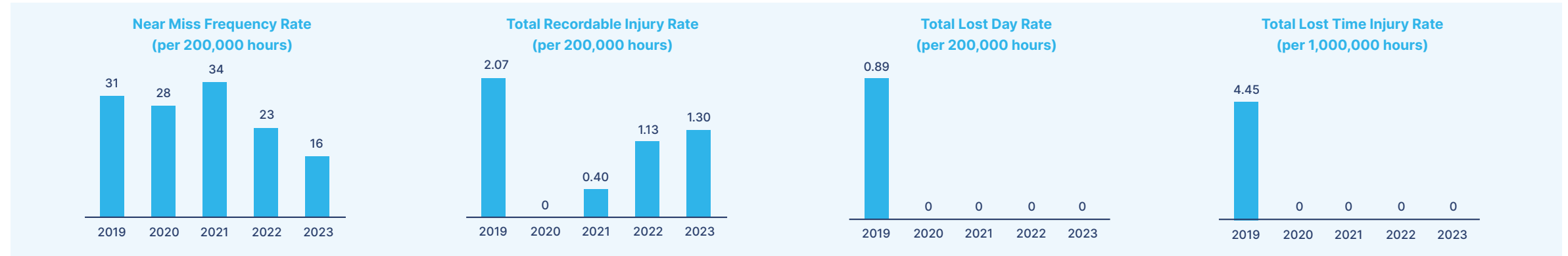
### Highlights

- Occupational Health Risk Assessment conducted on the Bruce Platform
- Process Safety Improvement Plan developed and Process Safety Awareness Training rolled out
- Well intervention and well abandonment work scopes completed with no recordable injuries
- Elected Safety Rep engagement sessions conducted with Senior Management and HSE
- Incorporated the Tailwind assets into our emergency response arrangements

Taking care of our workforce by rigorously applying the rules, constantly measuring safety performance and keeping training fresh and engaging is at the root of our operating culture. So much so that safety performance continues to be a core competence in Serica's annual bonus scheme and our 2024 commitment to safety training across the organisation is more intense than ever before.



## Bruce health and safety performance



### Health and Safety Performance – the Bruce Platform

During 2023 the Bruce Platform experienced five recordable injuries, and, during our annual shutdown, there was a reportable release of 910kg of export gas. A thorough investigation identified the root causes, helping us to prevent recurrence. With this in mind we have taken a pro-active approach for 2024 by implementing a robust Process Safety Improvement Plan involving all staff and contractors including:

- in-situ hazard awareness training course at DNV's Spadeadam Major Hazard Research facility for all staff
- a mandatory tailor-made, back-to-basics online Process Safety Awareness course

### Health and Safety Performance – Projects

During 2023 Serica successfully completed two challenging operational campaigns without significant incident:

- a three well subsea intervention
- a six well decommissioning and abandonment

Whilst two divers were at work in the waters around our Rhum field, a nearby mechanical lifting frame rose unexpectedly through the water column. Fortunately, both divers were unharmed, and the ensuing investigation provided some valuable lessons, which were shared with industry through the International Marine Contractors Association (IMCA).

### Crisis Management and Emergency Response

Our programme of emergency response exercises in support of our offshore operations continued throughout 2023 embracing topics such as credible and foreseeable platform-based major accident hazard scenarios and campaign-specific exercises tailored towards our subsea, drilling and light well intervention activities.

These exercises provide a safe learning environment in which to:

- define roles in emergency command and control
- practice and refine the skills required to manage emergency responses
- build working relationships with supporting bodies such as Restrata, our retained incident and management support specialist, emergency services and other external organisations
- develop a clear, consistent and robust understanding of response primacy, structures and communications
- identify opportunities for improvement in our process and procedures and instigate additional training where required.

2023 also saw the acquisition of Tailwind Energy with a need to incorporate these assets and corresponding interfaces into Serica's Crisis Management Team's portfolio of responsibilities. Training and familiarisation was successfully completed ahead of the acquisition.

One of the key takeaways identified in 2023 was a need to expand the cohort of trained and available Family Liaison Representatives who will support those impacted by an incident, a critical component in our emergency response capability. We have now doubled the number of trained personnel.

## Health and safety training

Serica builds Health and Safety awareness into the training of every member of our team, including contractors. The type of training is tailored to individual roles, 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 is assigned a role-specific training matrix. In 2023, our employees averaged approximately 40 hours of Health, Safety and Emergency Response training.

## Elected Safety Representatives (ESRs)

Our ESRs play an essential role in the management of health and safety offshore. To promote engagement and co-operation, we held two onshore events which were attended by our ESRs, an Offshore Installation Manager, Offshore HSE Site Lead and members of our onshore team including VP Operations, HSEQ Manager and HSEQ Advisor. This focused collaboration resulted in the development of a Bruce-specific HSE Plan which is now in action on the platform.

Industry body Step Change in Safety commemorated the 35th anniversary of the Piper Alpha tragedy with a conference in Aberdeen which was attended by several ESRs, accompanied by our HSEQ Manager.



## Our Operations Management System (OMS)

Our OMS provides a framework for an integrated and systematic approach to Health, Safety, Environmental and Quality management. Its structure and content recognise the principles of:

- HSG65 (Managing for health and safety),
- ISO 45001 (Occupational Health and Safety Management Systems) and
- ISO 14001 (Environmental Management Systems)

These give us a mechanism by which risks to the health and safety of personnel and the environment are reduced to 'As Low as Reasonably Practicable' (ALARP).

In 2023 a dedicated in-house team continued our work to restructure and streamline our OMS to reflect industry good practice and make it easier to use.

## Health and safety observation programme

We empower everyone at Serica to take responsibility for their own safety and that of colleagues. Our Health and Safety Observation Programme provides a mechanism for offshore personnel to highlight both positive and negative health and safety practices they observe whilst working. This allows us to recognise and embed positive behaviour or conversely intervene, stop and learn from negative behaviours or conditions before they lead to harm. In 2023 we were delighted to see an average of 84% of personnel engaging with the programme each week.

## Contractor health and safety management

It is important that services, equipment or materials from external providers meet our health and safety expectations, and the Contractor HSEQ Selection and Management Procedure describes how we assess the risk and subsequent level of assurance needed through Pre-award, Pre-mobilisation and Execution stages, often including pre-qualification questionnaires and assessments, contractor site visits and a thorough review of a company's HSEQ documentation.

## Health and wellbeing

Our Health and Wellbeing Policy describes our processes to maintain and support the physical and mental wellbeing of everyone who works for or on behalf of the Company and is key to ensuring they can come to work and perform safely and efficiently.

### Getting active

Our 2022 participation in the Virgin Pulse 'VP GO' Challenge was such a success that we opted in 2023. The focus of the challenge is to promote healthy habits through friendly competition, including a step challenge where our team chalked up over 25 million steps over the 9-week period!

Offshore, 'Team Bruce' is a longstanding participant in Rig-Run, a fitness challenge which not only encourages personnel to gain fitness in friendly rivalry against other platforms in the North Sea, but also builds team spirit. In 2023 180+ personnel participated, recording over 200,000 minutes of exercise and Team Bruce took home the trophy to win for a 2nd time.

### Health Risk Assessment (HRA)

In 2023, a qualitative HRA was conducted on our Bruce platform, focusing on workers' exposure to all potential health hazards including all physical, chemical and biological agents. This assessment was based on staff interviews across all work groups, documentation reviews and physical observations on-site. The review found that robust management system procedures were in place and risks are well controlled with an assessment rated as low for all hazards.

### Mental health

We maintain a consistent focus on mental health and in 2023 rolled out two new mandatory E-learning modules developed by the mental health charity MIND, introducing staff to topics such as the signs of anxiety and depression and how to talk about mental health. We furthered our commitment to support by expanding the number of qualified Mental Health First Aiders in our off and onshore workforce to around 30 personnel.



## Monthly health promotions

Throughout the year our monthly promotions raised awareness and offered advice on preventative measures covering common health issues such as heart health, back care and cancer.

## Menopause

Our Menopause Policy sets out guidelines on support for and management of menopause symptoms at work, recognising that there is no 'one size fits all' solution. The Policy aims to guide us to proactively make adjustments and ensure that our workplace is supportive and inclusive.

We are signatories of the Menopause Workplace Pledge, as such we are committed to recognising that menopause can be an issue in the workplace, talking openly, positively and respectfully about menopause, and actively supporting and informing employees affected by menopause.

## Industry support and co-operation

We recognise the importance of supporting vital industry bodies such as Offshore Energies UK (OEUK) and Step Change in Safety and take great pride in supporting events, committee and panel discussions and working groups. In addition to the routine participation, our staff led a working group developing Operational Risk Assessment Guidance, participated in a working group on personal descent device training, and co-chaired the Step Change In Safety group on 'Joined-up Thinking'.

## Plans for 2024

Our annual HSEQ Plan lists several key areas of focus. Our top priority is the delivery of our Process Safety Improvement Plan, a comprehensive set of activities designed to improve our organisational performance and keep our people safe at work.

Another key item is to develop a better understanding of employee wellbeing and with this in mind we will participate in the MIND Index Tool – a workplace wellbeing index designed to benchmark best practice in mental health at work. Our newly founded Wellbeing Committee, bringing together a cross section of staff, will be empowered to help us develop a wellbeing strategy to deliver a working environment which supports both the physical and mental health of our team.

**“In 2024, our primary objective is to continue our priority on the safety and well-being of our personnel, as well as operational integrity through robust process safety measures”**

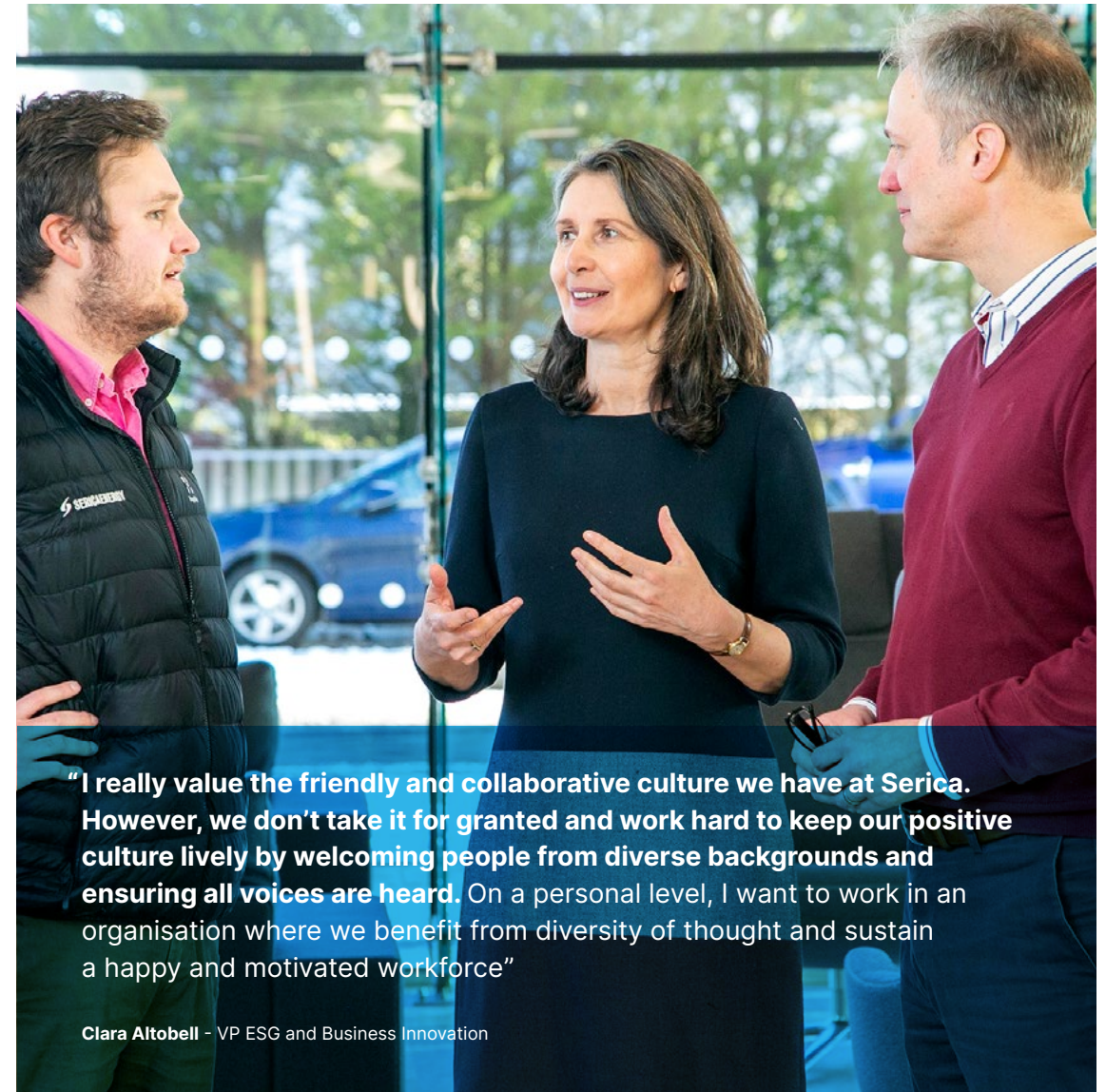
Raj Lal - HSEQ Lead

## Diversity and inclusion

### Highlights

- Enhancement of recruitment practices
- Inclusion of D&I expectations in offshore induction process
- Increased female representation on Serica Board
- Achievement of Armed Forces Covenant Silver Award
- Building relationships with partner organisations
- Celebration of D&I days

We recognise the value of diversity in our organisations and are always looking out for ways to get better. In 2023 we implemented a new measure at our hiring stage, removing bias from CVs and advertising through our diversity partner recruitment sites. We promote Serica's CLEAR Values and strive to foster a culture where everyone feels valued, respected and empowered. We take guidance from organisations like the Association for Black and Minority Ethnic Engineers (ABFE UK) and Axis Network and in return we support their endeavours through membership and access to personnel.



**"I really value the friendly and collaborative culture we have at Serica. However, we don't take it for granted and work hard to keep our positive culture lively by welcoming people from diverse backgrounds and ensuring all voices are heard. On a personal level, I want to work in an organisation where we benefit from diversity of thought and sustain a happy and motivated workforce"**

**Clara Altobelli** - VP ESG and Business Innovation

## Equal pay gap

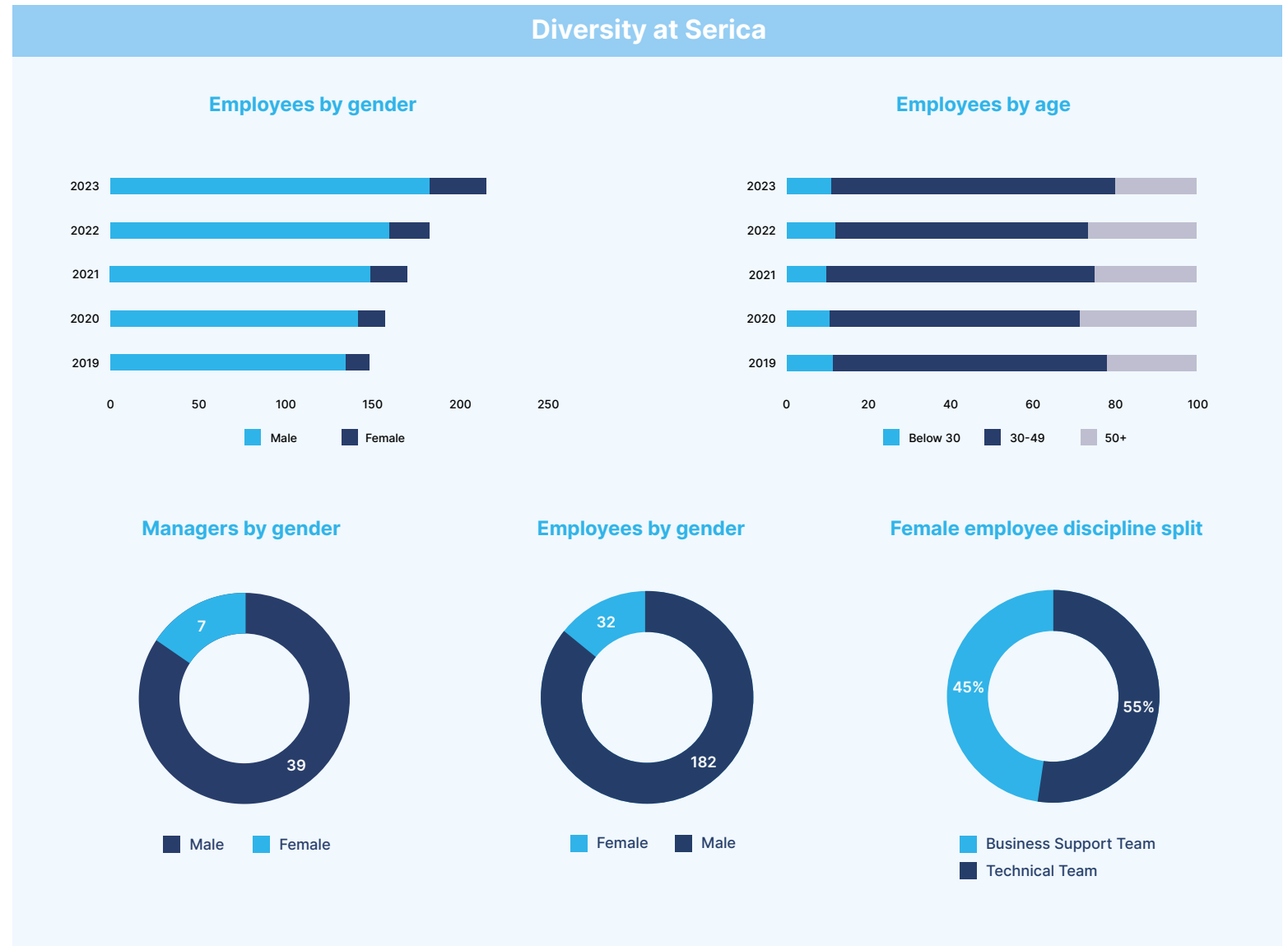
In a dynamic employment market we want our pay across all roles to be fair internally and competitive externally. Our pay and grading model allows us to accurately compare roles and rewards with others in our market, guiding our remuneration decisions.

Further to that, our participation in the annual Korn Ferry Reward survey allows us to benchmark the competitiveness and equity of our rewards against that of over 100 other oil and gas employers. Anomalies are investigated and where appropriate, corrections are made. Our continued voluntary completion of this survey demonstrates our commitment to gender equality, aiming to eliminate gender bias across the organisation. The survey completed in 2023 found no disparities between men and women undertaking the same roles.

## Gender pay gap

This refers to the difference between the average (mean and median) earnings of men and women across an organisation's workforce

In the UK employers with more than 250 employees must comply with regulations on gender pay gap reporting. With a headcount below that, we are not obliged to report, but over the past three years, we have elected to do so as it is important to identify any pay gaps, compare them to peers and implement changes to minimise future occurrences.



In April 2023, we conducted our review which is compared to the two previous assessments below:

Metric	2023	2022	2021
Mean gender pay gap	14%	25%	22%
Median gender pay gap	5%	4%	18%
Mean bonus gap	27%	27%	-18%
Median bonus gap	18%	-18%	10%

The mean gender pay gap reduced in 2023. This was due to the reduction in value of cash in lieu of pension allowances from ordinary pay. These allowances are paid to BP transferring employees all of whom are men therefore impacting the figures and the fact that the allowance itself is reducing year on year has caused the gap to further reduce.



The gender pay gap in relation to bonuses did not change significantly between 2022 and 2023. This is due to the fact the shape of the workforce remains similar with the bulk of employees being offshore, being male and in mid to higher paid roles.

Understanding our culture

Our 2023 D&I Survey of staff and contractors told us that our investment in training and educational resources has built awareness of D&I-related issues within our culture. Areas for improvement included ensuring that D&I engagement offshore was as strong as onshore. As a result, we have built our D&I expectations into the induction presentation received by every visitor to our platform and are already receiving positive feedback.

“Including D&I in our induction was a good idea and my first time seeing that in over a decade working offshore” Safety Observation from an offshore maintenance worker

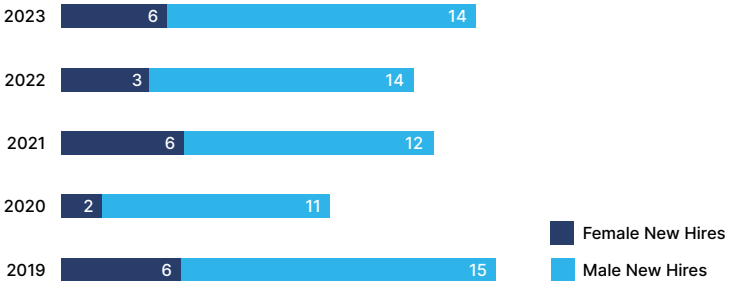
“Bruce is a very friendly place to work with a strong social group” From a female member of the team on International Women’s Day

Recruitment

Our Equal Opportunities and Dignity at Work policy sets out our commitment as an employer to providing equal opportunities to all employees and potential employees. All employees and candidates will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin and sex or sexual orientation.

In recognition of the fact that our industry has historically struggled to attract a diverse range of candidates, since 2021 we have taken steps to ensure that our recruitment processes are inclusive and open up our application pool to attract a wider range of candidates. Our policies and procedures have been reviewed by external groups such as AFBE UK and we have implemented a number of changes such as redacted CV reviewing, gender de-coding all existing and new job descriptions and adverts, removing non-essential job requirements/expectations on job descriptions and advertising our job vacancies on a wider range of websites, such as AFBE UK, the Young Persons Guarantee and Career Transition Partnership (CTP).

New Hires by Gender



## D&I training

On joining Serica all staff and core contractors must complete a D&I learning module which is bespoke to the Company. This training explains our expectations of behaviours when working with Serica, as well as highlighting D&I-related issues and legislations. On and offshore staff have also taken part in unconscious bias training, building awareness of the potential harms of unconscious bias.

In addition to formal training, we celebrate D&I events such as International Women's Day and Black History Month and share educational resources on a variety of topics and issues. For example a session on "Cultural Competence and Creating an Inclusive Workforce" delivered by AFBE. These sessions are recorded for easy access by staff.

## Working with our D&I partners

### ABFE UK



Since 2021 we have partnered with the Association for Black and Minority Ethnic Engineers (AFBE) UK, a not-for-profit organisation focused on increasing the number of ethnic minority people pursuing careers in engineering. They run a variety of programmes and activities aimed at school children, university students and professionals. AFBE UK has supported Serica by reviewing our recruitment practices and educational sessions whilst Serica has funded their access to our industry news site, 'KeyFacts Energy', a rich source of industry research useful in working or academic life or for background research in job searches. We also sponsored AFBE UK's Gala Dinner, inviting students to join us.

### AXIS Network



For a number of years, Serica has been a strong supporter of the AXIS Network, a volunteer-led organisation aiming to increase gender diversity in the energy industry. We are proud signatories to the AXIS Network Pledge, and sponsored of a panel sessions discussing the 'Maternity Trap' which highlighted ways companies should support women returning from maternity leave.

## Autism and Neurodiversity North Scotland (A-ND)



We have built a strong relationship with A-ND, who provide support to autistic individuals, their families and wider support networks. The 'lunch and learn' session they provided taught us about neurodiversity in the workplace and prompted us to ask A-ND to review our recruitment procedures. Our support for them includes purchasing equipment for their centre and helping to renovate their offices. More detail can be found in the Community Engagement chapter of this report.

### Four Pillars

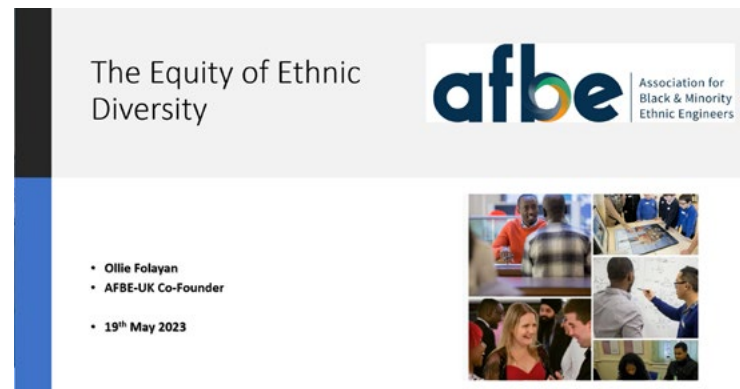


Four Pillars is North-East based charity with the mission of supporting the LGBT+ community in mental, emotional and physical health. They have provided training on topics such as LGBTQ+ terminology with us. In 2023, we were delighted to become a "Friend of Four Pillars" and financially support the great work they are doing in the Aberdeen area.

### Armed Forces Covenant



We are a committed Armed Forces Friendly Employer and are proud signatories of the Armed Forces Covenant. In 2023 we were honoured be awarded the Silver Covenant Award. Reservists and veterans bring a variety of transferable skills and qualities to the civilian workplace, as a result of their military careers. We also try to guide veterans looking for employment get the help, advice, and opportunity to have a career in our industry.



CASE STUDY:

Armed Forces Support Group

Serica set up an Armed Forces Support Group in 2021 to recognise and support the large number of people working in our organisation who have either served, are currently serving or have family members in the forces. We know that a large proportion of those working in the offshore industry have a military background and can offer a wide array of skillsets that compliment our business.

We have signed the Government Employers Recognition Scheme to publicly show that we are an armed forces friendly company, doing all we can to support a wide and diverse community of service leavers who may consider a career in what is a very exciting period for the energy industry as a whole. We received the Silver Award for the Armed Forces Covenant as part of this scheme and have influenced many of our peers to also sign up. In 2023, via our membership with industry body, OEUK we encouraged their signatory and are now co-chairing an industry forum with them to reach further into their membership base to promote the energy industry to service leavers and do all we can to support our veterans, reservists and cadet volunteer staff and their families.

“Our Armed Forces Support Group has gone from strength to strength led by 16 volunteer staff based both on and offshore. We are strengthening our help to those leaving the services, to encourage a move into our industry”

Karen Clarkin - Executive Assistant to the CEO



Timeline relating to our Armed Forces support

2021	2022	2023
We formed our Armed Forces Support Group in recognition of the number of staff and their families with connections to our Armed Forces	We signed the Armed Forces Covenant and were promptly awarded Bronze Status	In recognition of all our work, Serica was elevated to Silver Status
		
		We used our influence to encourage OEUK to sign the covenant and form a new industry forum which we will co-chair

## People and supply chain

### Highlights

- Awarded Gold Award from OEUK Working as One Survey
- Signed the Connected Competence Client Charter
- 98% spend on UK-based suppliers
- Developed a plan to implement ESG into our PCSM processes

Serica's people are core to our business, keeping it operating in a safe, responsible and efficient manner. We recognise their dedication and performance with a high level of support and benefits. Behind our operations is an extensive supply chain, whom without we would not be able to run our operations. We aim to a collaborative partner with our suppliers and this was recognised when we won the Supply Chain Principles Gold Award from OEUK Working as One Survey.



## Rewards and benefits

We provide our staff with competitive benefits, including



### BENEFITS

- A non-contributory pension scheme
- Private medical insurance
- Dental Plan
- Free health assessment
- Health cash plan
- Employee assistance programme
- Personal accident and business travel insurance
- Cycle-to-work scheme
- Electric car scheme
- Group Income Protection
- Death in Service
- Share Save Scheme
- Share Incentive Plan

To stay competitive, we annually benchmark our salaries against peer companies and in 2023 our Korn Ferry study benchmarked us at 22% (2022: 12.6%) ahead of the 50th percentile of salaries for oil and gas companies.

## Flexible working

We acknowledge and embrace the numerous advantages of flexible working. Onshore team members have the freedom to decide how many days they work in the office, with no mandatory minimum. In situations where virtual meetings are impractical, attendance in person may be requested.

We have a mandatory annual Display Screen Equipment (DSE) assessment for all staff to ensure that they have access to the IT equipment needed for working from home. We will always provide staff with specialised IT equipment where required.

## Working with our contractors

Serica staff offshore on our platform work for two weeks followed by three weeks leave. This 'two on three off' rota is popular with staff as it reduces fatigue, especially for those on nightshifts, and cuts time away from family. Many contractors living and working alongside Serica staff offshore have different rotas, a topic of concern that the offshore community raised with management. We listened and provided the additional logistical support to contracting companies in matching Serica's rota. Three companies changed rota in 2023 and we expect another to follow suit in 2024.

Since its instigation in 2021, Serica has supported the Energy Services Agreement, a collective bargaining agreement covering those employed by the signatory service companies. The Agreement seeks to promote fairness and stability by delivering, amongst other things, equitable and transparent basic rates of pay, working hours and holiday entitlement across companies operating in the UKCS.



## Connected Competence Client Charter

In 2023, Serica became a signatory to the Connected Competence Client Charter, which is a result of a partnership with OEUK and the Operator Council to facilitate transparency of competence across clients, contractors and workers.

The mission of the charter is to provide competence assurance, aligned to National Occupational and industry standards. This approach will remove duplication and waste whilst simplifying recruitment, mobilisation and transfer of workers within our industry.

Henceforth we plan to:

- Include a preference for Connected Competence in full tendering activities where craft and technician trades are required
- State that Connected Competence is the preferred approach to assuring base level technician competence where craft and technician trades are required in all relevant contract renegotiations
- Include Connected Competence in regular contract review meetings where craft and technician trades feature

## Working with our supply chain

Our operations depend on the support of suppliers and contractors and as part of our ESG ambitions we reciprocate by seeking their assistance to enhance our ESG performance whilst contributing to the sustainability of their operations.

## Our contracts and procurement policy

Our Contracts and Procurement Policy sets out the general principles for the Procurement and Supply Chain Management ('PSCM') function, breaking those down into five distinct areas:

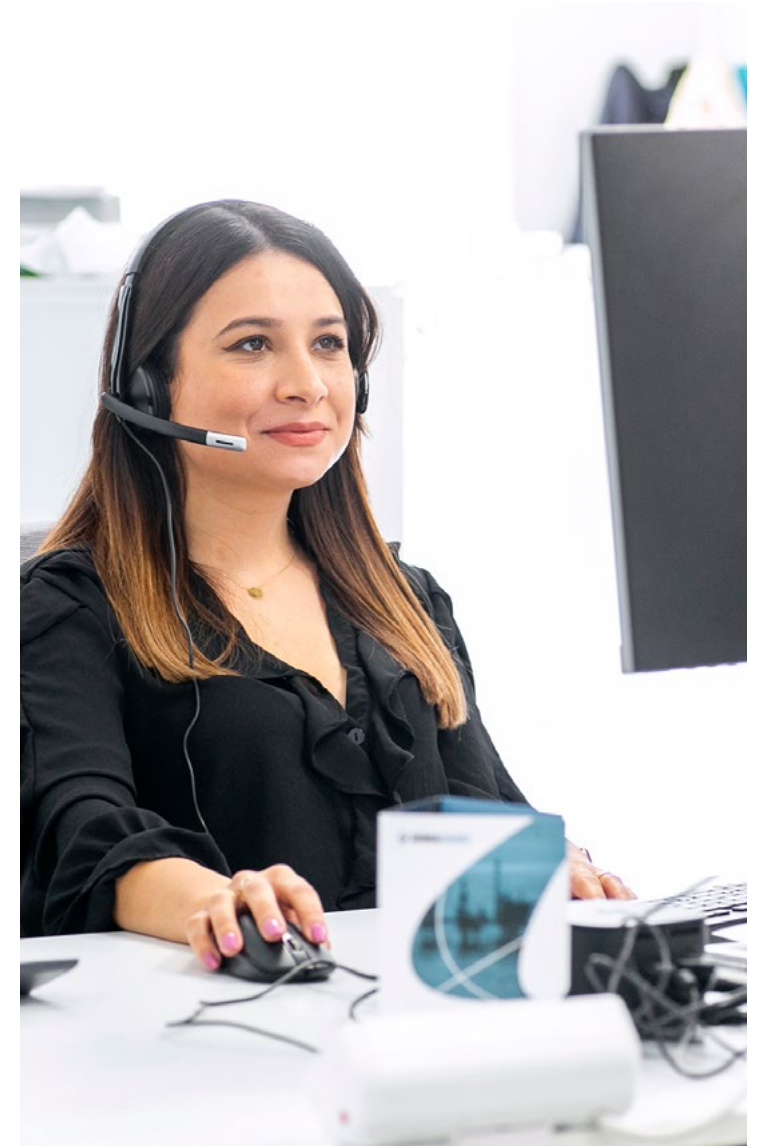
1. Sourcing
2. Contracting
3. Procuring
4. Vendor and Contract Management
5. Contract Close-out

The purpose of the Policy is to highlight the required approach to ensure that all contracting, and procurement activities adhere to Serica's corporate governance, including:

- Business Ethics and Code of Conduct
- Anti-bribery and Corruption (including anti-money laundering)
- Gifts and Entertainment
- Modern Slavery
- Comply with laws and regulations
- Are consistent with strategic procurement best practices
- Generate an audit trail of documentation for audit and internal control
- Comply with Serica's Environmental, Social and Governance (ESG) policy
- Can identify, managing, and mitigating risks

## Local suppliers

Using local suppliers provides an array of benefits for Serica and the communities around us. In 2023 98% of our total contracts spend was on UK-based suppliers, of which 80% was based in our local area of Northeast Scotland.

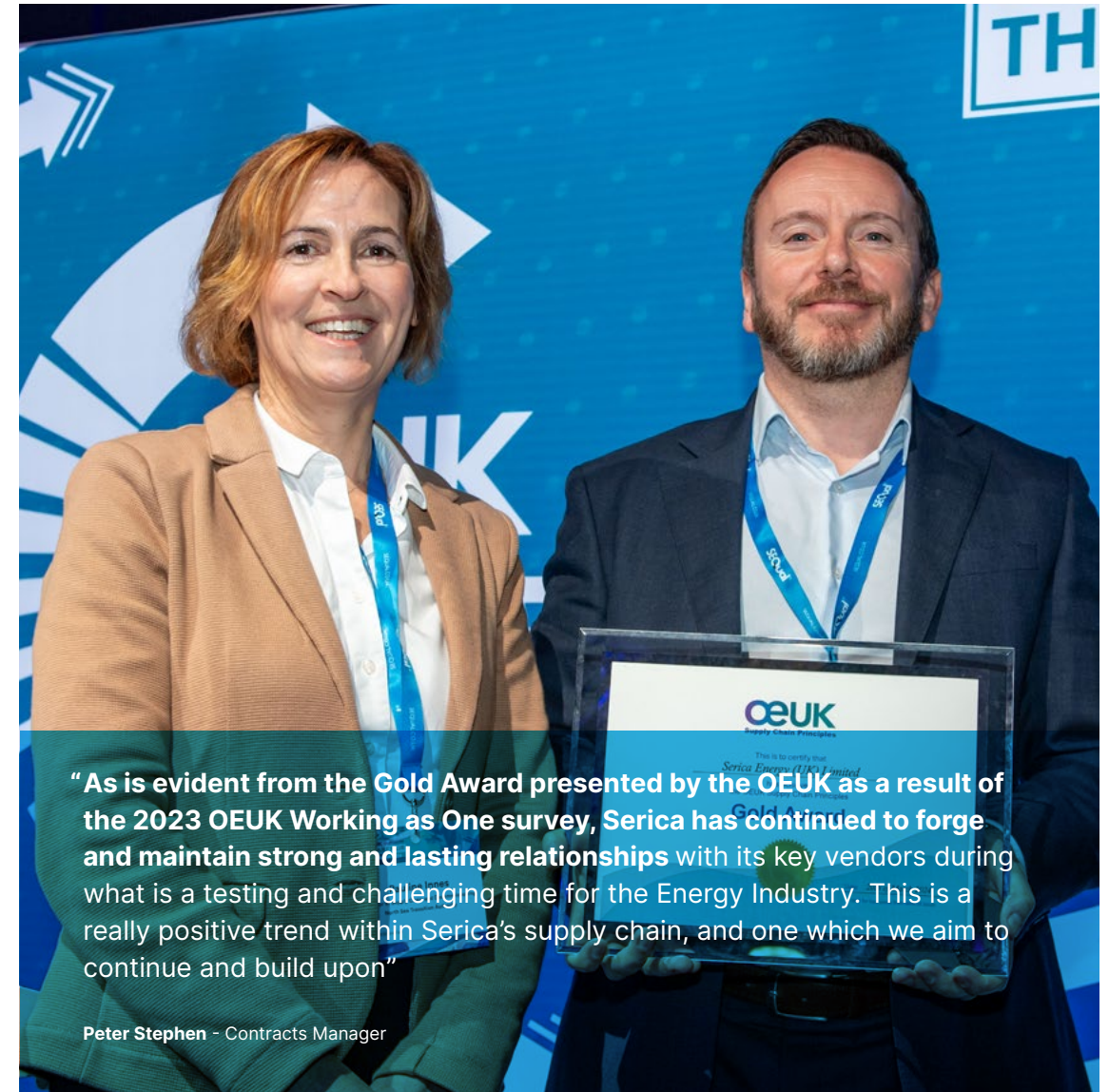


## OEUK Supply Chain Principles award

In 2023, we took part in OEUK's industry-wide "Working as One" survey, measuring performance against the OEUK's Supply Chain Principles and this year were delighted to receive their Gold Award as the leading performer amongst peers. We are immensely proud as this is an acknowledgement of the commitment we have put into action to become a good working partner with our supply chain.

## SEQual

This industry-led Pre-Qualification tool is designed to improve the efficiency of our supply chain's management of risk, quality, and safety. SEQual provides an integrated industry questionnaire with both desktop and on-site assessments to ensure that potential suppliers have the required policies and procedures in place. If the nature or location of a supplier's operations classifies them as "high risk", on-site assessments are carried out to ensure that suitable systems are in place to manage risk. We were inaugural supporters of the SEQual project and sit on their Buyer's Council, who aid in steering the direction of the service.





## ESG in procurement

A variety of processes and procedures guides us in purchasing products and services. These processes ensure that potential suppliers of a certain size are screened on criteria, including health and safety management, forced labour and modern slavery. In 2023, we began work to identify where we could implement additional ESG measures into our procurement processes. We have now split our approach to supplier engagement on ESG into four main areas:

- 1. Pre-Qualification:** We are currently working SEQual in their ESG Taskforce to develop a set of ESG questions to be used when suppliers are being onboarded. To ease the burden on suppliers, we are collaborating with fellow operators to standardise these questions.
- 2. Tendering:** We are looking to expand the ESG Criteria in our tendering documents to explore more sustainable options and gain a deeper understanding of suppliers' commitments, impacts and efforts to reduce their footprint.
- 3. Engagement:** In 2023, we began organising face-to-face meetings with suppliers to hear about the work they are doing in the ESG space, what issues they face and how we can help. We will continue this in 2024.
- 4. Training:** We aim to identify training opportunities to support our suppliers in understanding our expectations and how to identify and implement improvements in their own operations.

We are keen to proactively collaborate with our supply chain to ensure that we are all working towards the same goals. During the Offshore Europe conference, our Contracts Manager took part in an NSTA panel session on ESG engagement across the value chain, where operators, suppliers and regulators were able to discuss why it's important, their approach and the need not to over burden suppliers.

## Education and training

### Highlights

- Accepted as a Young Person Guaranteed employer
- 1,292 training days completed
- £679,000 invested in training and further education
- Supported 2 OPITO Apprentices and hosted two student summer placements
- Sponsored educational events including TechFest Masterclass, MATE ROV competition and the Durham University Solar Car team

Serica's people are core to our business, keeping it operating in a safe, responsible and efficient manner. We recognise their dedication and performance with a high level of support and benefits. Behind our operations is an extensive supply chain, whom without we would not be able to run our operations. We aim to a collaborative partner with our suppliers and this was recognised when we won the Supply Chain Principles Gold Award from OEUK.



## Training management

Our Training Management System (TMS) is used to monitor staff training matrices and ensure that everyone has undertaken the correct training to be fully competent in their roles. At the heart of our business, our Operating Management System (OMS) houses policies on Training and Development, Competency Architecture and Further Education, alongside our Staff Competence Assurance. These policies are regularly reviewed and updated to ensure full legal compliance. In 2024, we plan to upgrade our TMS to make it more streamlined and link all our existing training systems.

## Appraisal and succession planning

Our talent management process provides the structure to:

- align individual goals with Company objectives
- support decision-making
- validate our human resource strategy
- sustain motivation amongst employees
- motivate talent management to promote employee growth

It does so by facilitating discussion about career progression opportunities and encouraging and supporting talent from less represented and more diverse backgrounds.

At annual one-to-one staff appraisals, we talk to each employee about their performance versus objectives and vision for professional development. The dialogue from these meetings identifies skills gaps and spotlights development opportunities to create a career plan and objectives for the next year and beyond. In 2023, all our employees went through our appraisal process.

Succession Planning not only protects the organisation from risk of people leaving, but the analysis also helps us to put the right people into the right roles with an eye on the future evolution of both Company and individuals. We assess all employees at least annually. In 2024, we plan to enhance our Talent Management process to reflect our growing business and diversity and inclusion commitments.

## Education committee:

Education is one of our core values and our Education Committee actively promotes energy and STEM education through collaborations with schools, universities, peers, and industry bodies. Members of the Serica team get involved, with activities including school visits, work experience, academic research, and industry institution support. Internally, the Committee supports colleagues in the pursuit of Chartership and other professional qualifications, emphasising a commitment to ongoing training.

## Summer placements

For the past three years we have welcomed students to our team in well-structured summer placements, giving them valuable real world work experience and insight into the work we do. In 2024, we have expanded the scheme to offer more places across our ESG, Engineering, Finance, Subsea and Subsurface teams.

**“Serica’s Summer Placement programme has been a tremendous stepping stone in helping me bridge the gap between academia and the workplace”**

**Bowen Ratter** - Mechanical Engineering Summer Placement



## OPITO

The Oil and Gas Technical Apprentice Programme (OGTAP), managed by OPITO, is designed to provide young people with valuable on-the-job training and provide oil and gas companies with the next generation of skilled and motivated technicians. Since 2018, we have supported 15 apprenticeship places through the scheme, maintaining that relationship with two more positions in 2023, and a commitment to two more apprentices in 2024.

In keeping with our ethos of giving something back, we have two representatives on the Opito Diversity and Inclusion Committee and our staff participate in the interviewing process for potential apprentices, supporting 27 interviews in 2023.

## CASE STUDY:

### MATE ROV

The annual MATE ROV (remotely operated vehicle) design competition challenges a global community of school-age learners to design, build and demonstrate a model ROV. Serica have been directly involved with the Aberdeen regional branch of the competition for several years and in 2023, we volunteered to mark technical papers and went along in person to judge the regional finals. To help the winners, who would go on to the world finals in the USA, we gave them the opportunity to practice their ROV presentation in front a select group of Serica staff and gain valuable feedback.

We see great value in this initiative, developing skills, innovation and confidence in young people and for 2024 have donated £10,000 to support the running of the competition.

**“This year, we are proud to be able to commit financial funding to support the competition as we have seen first-hand the invaluable experience it gives students across the Northeast to get involved and learn more about STEM in a practical and fun way”**

Neil Stagg - Serica Subsea Project Manager



## CASE STUDY:

### Solar racing car

We financially supported the engineering students at Durham University as they developed and built a unique solar-powered car, destined to race 3000km across Australia as part of the Bridgestone World Solar Challenge. This sponsorship included ‘lunch and learns’ with the young engineers and generated so much interest that the Durham team brought the car to Serica's Ops HQ in Aberdeen. Staff were impressed by the engineering and design ingenuity and had lots of questions at a later Q&A session.



## Mathematics masterclass

TechFest, an established Aberdeen-based charity promotes STEM education and engagement with young people with a programme of innovative events. In 2023, we sponsored their Mathematics Masterclass series, designed in collaboration with the Royal Institution, showing students that Mathematics can be applied across a huge range of topics in everyday life. At the end of the series, students received Crest Discovery awards for their efforts, which will look great on their CVs! Our Education Committee were so impressed with the success of the Series, that in 2023, they committed to supporting the 2024 Masterclass Series.

## Supporting local schools

We have developed a close working relationship with Developing the Young Workforce (DYW), who help young people to connect with employers and develop the skills they need for the world of work. We support DYW-hosted events at schools across Aberdeenshire, from mock interview and CV writing sessions to full day industry pathway insight sessions.

In 2023, we were proud to be accepted as a Young Person Guaranteed employer, a Scottish Government Scheme to highlight the efforts of employers who actively promote opportunities for young people. A member of our committee also sits on DYW's Ambassador Programme and promotes involvement with the organisation where they can.



**“My favourite part of the series was learning mathematical secrets and at the same time being able to socialise and have fun while learning”**

Masterclass pupil 2022-2023

## Community engagement

### Highlights

- Donated over £117,000 to charities and other causes across the UK
- Raised over £15,000 for various charities
- Sponsored the CLAN Big Hop Trail
- Supported staff fundraisers and local sports teams
- Supported Autism and Neurodiversity North Scotland (A-ND) in multiple ways

2023 was a year when we rolled up our sleeves and got involved! Our staff walked 50 miles through the night, cycled 100 miles, cleaned a beach and performed some serious DIY, building valuable partnerships with local and national charities.



**“In 2024 we’ll be continuing to support our local charities, food banks, and staff fundraiser throughout the year. We have some exciting items already in the calendar such as the Yomp and Cycle challenge”**

**Keira Peat** - Charity Committee Chair

## Fundraising for good causes:

### The CATERAN Yomp:

In June, twelve brave members of our onshore and offshore teams took on the CATERAN Yomp, where participants walk between 22 and 54 miles in the Scottish countryside over a 24-hour period, raising over £10,000 funds for ABF The Soldiers Charity.



**“The CATERAN yomp was an epic adventure and we faced it head on. We met as work colleagues, finished as friends, and we can now call ourselves CATERAN Veterans”**

**Scott Wells** – Area Scheduling Lead and Yomp Team Captain

## Ride the North:

Ride the North is a 100-mile cycle across the Northeast of Scotland. Our dedicated team, 'The Serica Sharks' completed the ride and raised over £5,000 for the Mental Health Foundation.



## Volunteering:

Participation can sometimes be as valuable to charities as financial donations and in 2023 our teams took part in several volunteering opportunities such as Beach Cleans in collaboration with the East Grampian Coastal Partnership and providing technical advice to charities.



## CLAN Big Hop Trail:

CLAN is the North-East's leading cancer support charity. We were proud sponsors of their 'Big Hop' trail where more than 40 uniquely painted hares were located throughout Scotland, and educational maps supplied. After raising a large amount for the charity, the hare sculptures were auctioned and Serica is now a proud owner of our very own 6 foot 'Vintage Mad March' hare!

## Supporting causes that matter to our teams:

Every year we ask our staff and contractors what matters to them, be it youth sports clubs or charities that are close to their hearts. In 2023, we supported over 10 staff/contractor fundraisers and donated to youth sports teams up and down the country, providing them with equipment and kits.

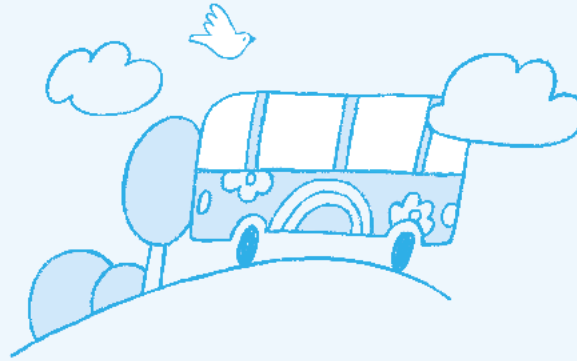
## CASE STUDY:

### Autism and Neurodiversity North Scotland (A-ND):



A-ND provides direct, ongoing support and services throughout Northeast Scotland and Serica is an avid supporter:

- In 2022 we donated £10,000 to building Binky the Sensory Bus and by 2023 it was fully operational
- We sponsored their hugely successful 'Thinking Differently' dinner, where they raised over £45,000 to support running costs
- We donated a climbing wall, sensory swings and other furniture
- Six members of our Aberdeen team rolled up their sleeves and engaged DIY skills to refurbish play areas and erect the climbing wall



**“A huge thank you to everyone at Serica Energy for your ongoing support. This valued partnership really has amazing power. The impact that comes from private and third sector joining together only shows that Serica are leading the way to show how successful partnerships like this can be”**

Alexander - CEO of A-ND.



## Winter Appeal:

To help families with the cost of living crisis, we supported charities such as Cash for Kids, The Cause Foundation and the Trussell Trust through cash donations and food and baby supplies.

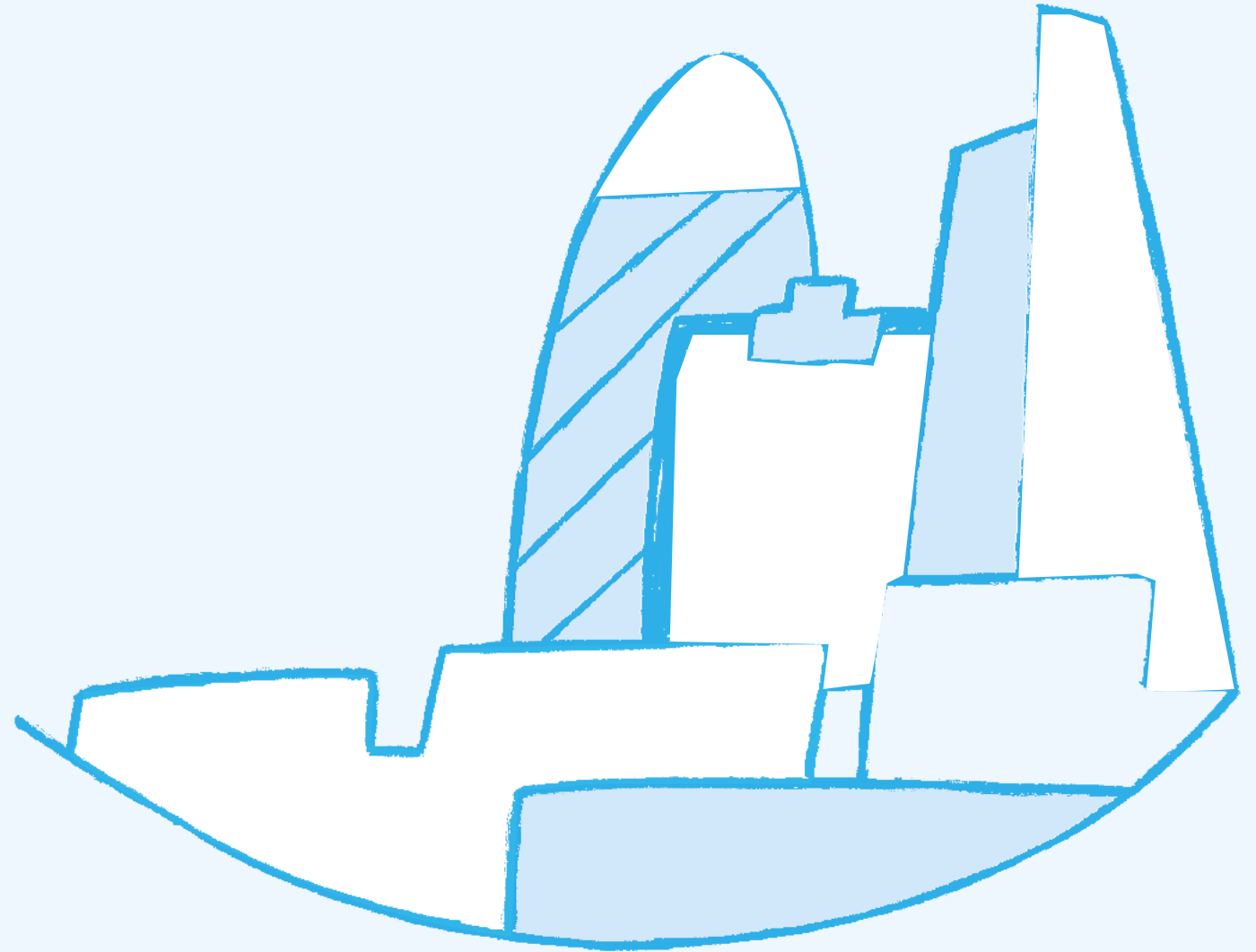
## Plans for 2024:

In 2024, we plan to build on our strong community partnerships and support the causes that matter to our staff and communities, through volunteering, fundraising and donations.



# Governance

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## Governance

### Highlights

- Strengthened Board experience and diversity with five new members in 2023
- Increased number of independent non-executive directors
- Set up dedicated sustainability committee to oversee sustainability risks and opportunities
- Incorporated Tailwind Energy into Serica Energy plc

Serica follows the UK Corporate Governance Code, published by the Financial Reporting Council (FRC) which sets out standards of good practice for listed companies in areas such as board composition and development, remuneration, shareholder relations, accountability, and audit. Details of the corporate governance processes and compliance requirements can be found in our Annual Report and Accounts, [page 43](#).



**“Good governance doesn’t happen by accident. It’s the result of decision makers having the appropriate knowledge and experience, robust policies and vigilance”**

Stephen Lambert - Vice President Legal and External Relations

## Our board of directors

Serica's Board of Directors is responsible for the oversight and approval of Company strategy, providing strong and effective corporate governance and risk management. They ensure suitable resources are in place, determine key policies, and review management and financial performance. The Board delegates responsibility to its Committees; Nominations and Corporate Governance, Remuneration and Compensation, Health, Safety and Environment, Audit and Sustainability. With a nominated Chairperson, each Committee is made up of Executive and Non-Executive Directors who meet throughout the year and report back to the wider Board.

At the end of 2023, the Board consisted of a Non-Executive Chairman, two Executive Directors, six Independent Non-Executive Directors and two Non-Executive Directors. All Board members have considerable experience and complementary skills, in fields such as financial, legal, sustainability, operations and risk management.

In 2023 we welcomed five new members to the Serica Board, three independent and two non-independent. These brought with them a wealth of experience and knowledge from the oil and gas industry, renewables, finance and risk management. This also enhanced the diversity of the Board, it now being 27% women and including a wider range of nationalities.



**David Latin**  
Non-Executive Chairman



**Mitch Flegg**  
Chief Executive Officer



**Martin Copeland**  
Chief Financial Officer



**Malcolm Webb**  
Senior Independent  
Non-Executive Director



**Kate Coppinger**  
Independent  
Non-Executive Director



**Jérôme Schmitt**  
Independent  
Non-Executive Director



**Michiel Soeting**  
Independent  
Non-Executive Director



**Robert Lawson**  
Non-Executive Director



**Guillaume Vermersch**  
Non-Executive Director



**Kaat Van Hecke**  
Independent  
Non-Executive Director



**Sian Lloyd Rees**  
Independent  
Non-Executive Director

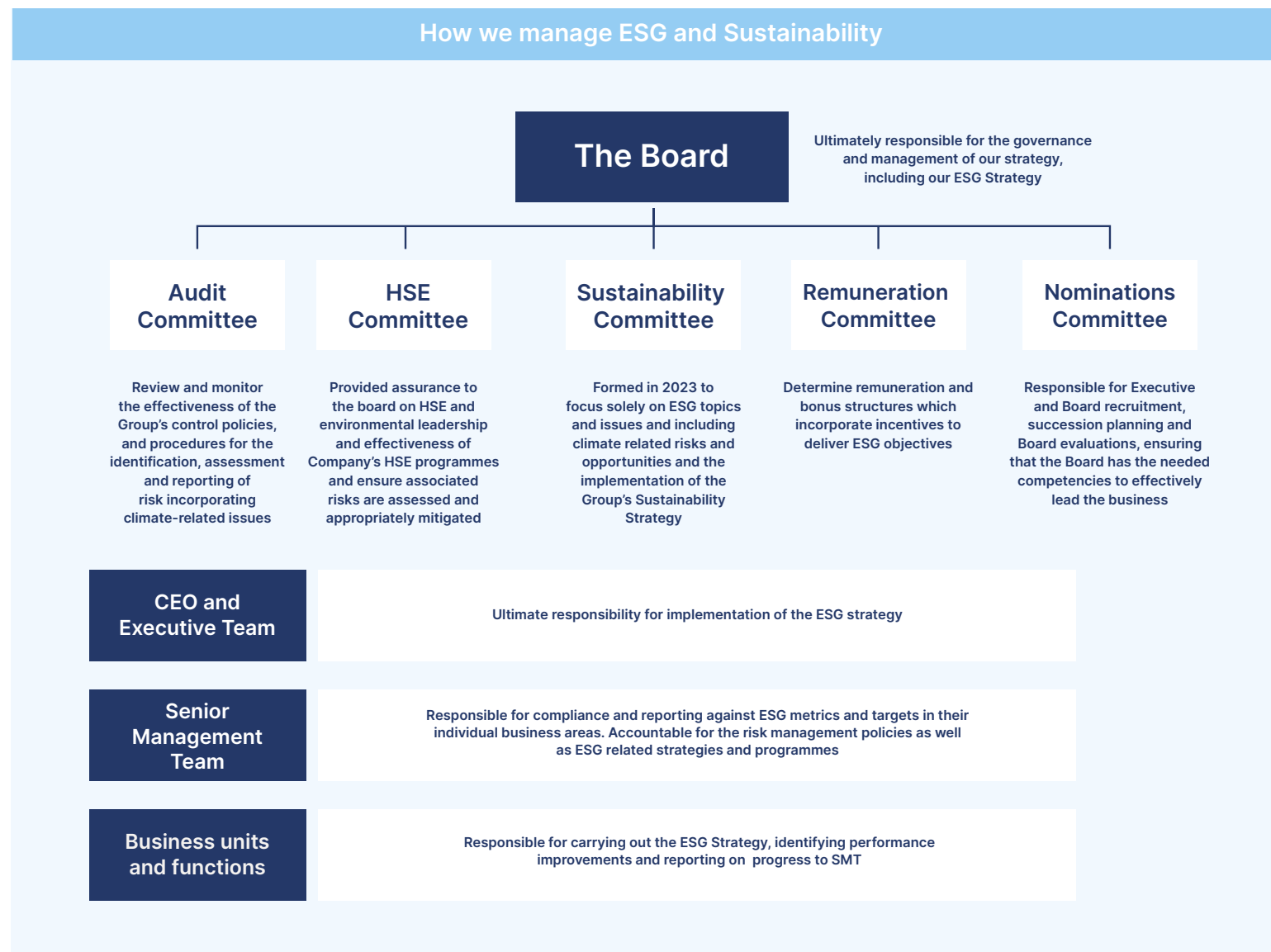
## Sustainability governance

Set up in 2023, the Sustainability Committee oversees the management of issues such as climate-related risks and opportunities, performance against short and longer-term emissions targets and sustainability reporting. The Committee meets quarterly and consists of the CEO and two Independent Non-Executive Directors, both of whom have extensive experience in the renewables sector and sustainability management. The Committee's [Terms of Reference](#) can be viewed the Serica website.



**“The Sustainability Committee takes a holistic approach regarding ESG and the energy transition, guiding the wider Board on mitigating risks and seizing opportunities whilst ensuring the appropriate strategies and resources are in place”**

Jérôme Schmitt - Chair of the Sustainability Committee



## Policies and procedures

### Climate risk management

Over the last four years Serica has enhanced its disclosure under the four pillars of TCFD: Governance, Strategy, Climate Risk Management and Climate Metrics and Targets. We continue to use quantitative scenario analysis on our corporate business models, using the IEA Net Zero, Announced Pledges and Stated Policies scenarios. This year's report more closely aligns to the TCFD recommendations and highlights risks and mitigations. The TCFD summary report is available in Appendix 1 of this ESG Report.

### Code of conduct

Serica demands the highest ethical standards and our Code of Business Conduct acts as a comprehensive guide to our expectations and the principles of working with our customers, suppliers, vendors, competitors, government bodies, shareholders and the public. It covers areas such as Conflicts of Interest, Anti-Bribery and Corruption, Competition Law, Modern Slavery and Whistleblowing. The mandatory E-learning module on our Code of Conduct must be completed all staff and contractors within three months of joining the Company.

We nurture a culture, where all members of staff feel empowered to report anything they believe to be a breach of our policies. Any reported non-compliances with our Code of Business Conduct are investigated and dealt with in line with our procedures.

### Integration of Tailwind Energy

Serica completed the acquisition of Tailwind Energy Investments Ltd in March 2023 and has worked to integrate the companies and people into the Serica organisation. This included integrating the financial and management systems as well as optimising the corporate structure of the new combined company. The Tailwind staff have been welcomed into the new organisation and we have reorganised our teams and departments to effectively manage the enlarged portfolio in line with the Serica Goals and Values.

### Whistleblowing and grievance reporting

Our Whistle Blowing policy sets out the processes for raising a concern and explains how reports will be investigated. A dedicated 24/7 whistleblowing service, 'SeeHearSpeakUp' service, run by an independent third party, is available to everyone working for Serica. We guarantee that no individual reporting suspected wrongdoing will be criticised, reprimanded, or have their employment rights affected.

### Anti-Bribery and Corruption (ABC)

We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate, and implementing and enforcing effective systems to counter bribery. We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. We are bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

Our ABC policy is approved and endorsed by our Board of Directors. All Board members joining the Company are shown the policy and must undergo additional ABC training. All staff and contractors receive mandatory training on our expectations in relation to gifts and hospitality and the key elements of the ABC policy.

### Modern Slavery and human trafficking

We consider the risk of modern slavery and human trafficking occurring within our direct business or supply chains to be relatively low as we are mainly UK-focussed. However, we do not tolerate modern slavery in our business and expect our service providers, suppliers, vendors and business partners to maintain equally high standards in their organisations and supply chains. In line with the Modern Slavery Act 2015, we release an Annual Modern Slavery Statement that sets out our expectations and the actions we have taken to avoid modern slavery and human trafficking occurring within our operations and supply chains, including our approach to supply chain management, the use of pre-contract checks, contract terms and supplier audits. Mandatory training on Modern Slavery is provided to all staff and contractors through our Code of Business Conduct training module.

### Human rights

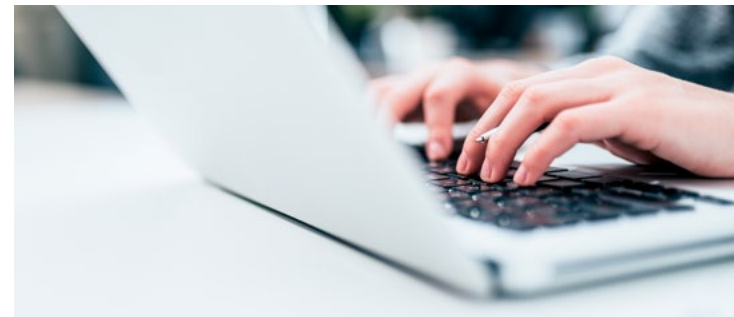
We are a supporter of the Universal Declaration of Human Rights and strive to ensure that our operations and supply chains do not negatively impact anyone's human rights. We are committed to providing equal opportunities to all staff and applicants. We respect human rights in the workplace by having a strictly zero-tolerance approach to discrimination or harassment of any kind, including gender, ethnic origin, sexual orientation and religion.

We provide our staff and contractors with safe working conditions and competitive benefits. Despite not having a unionised workforce, we recognise, support, and guarantee the right to collective bargaining and freedom of association. We continue to be strong supporters of the Energy Services Agreement and have engaged with our contracting companies on employment related topics, such as offshore rotation shift patterns. We help protect and support the economic livelihoods of the people in our local communities and throughout our supply chain.

We conduct adverse media screening and pre-contract checks on all vendors prior to any engagement. If human rights criteria are not met by a supplier, Serica is willing to terminate their contract. We reserve the right to audit our suppliers' sites, policies and procedures to ensure compliance.

## Cyber Security

As a company with operations spanning critical national infrastructure, we are driven by the need to ensure continuous operation, data integrity, and protection against cyber threats. The acceleration of digital transformation in the energy sector, including the integration of smart technologies and IoT devices into operational technology, has further increased the demand for advanced cybersecurity measures.



To mitigate cyber risks, we utilise a security management framework which aligns with common cyber security standards such as ISO 27000. Our Information Security Policy is integral to this and explains our specific controls in detail. As is common with cyber security frameworks we utilise a mix of technical controls and non-technical controls.

Our risk register is used to identify and mitigate cyber risks. It is a member of the Oil and Gas Information Security Forum (OGISF), which includes representatives from the National Cyber Security Centre (NCSC) and oil and gas operators. This group meets weekly to exchange cyber intelligence such as latest threats and incidents. We backup all data regularly to ensure it is protected against physical risks such as fire and flood, as well as cyber risks such as malware and ransomware attacks.

In 2024, we will be arranging an independent review of our security posture. This full security assessment of our operating services will ensure that our designs, technology choices and control measures are appropriate and secure. The review will also consider our current alignment with applicable industry legislation, standards and frameworks, such as NIS2, NIST, ISO 27000 and ISO22301, with a focus on the NCSC's Cyber Assurance Framework and SecureByDesign principles. Following this, we will develop a prioritised plan that details the steps necessary to address any identified security vulnerabilities or exposures.

## Tax Strategy

As publicly reported in our Tax Strategy, we are committed to complying with all tax laws and regulations, clearly reporting and paying all due taxes under the jurisdictions where we operate, adhering to the UK's stringent tax laws. We aim to describe our management of tax in a clear and transparent manner and have good working relationships with the appropriate tax authorities in the UK.

## Political contributions and policy engagement

Since our operations started, we have not donated any money to any political party or representative and this remains the case. However, we recognise the right of each employee to take part in the political process independently.

In relation to policy engagement, we actively work and communicate with the UK Government and Regulators on topics that affect our direct activities and industries. We take part in relevant policy consultations and briefings. We are active members of trade associations including Offshore Energies UK, Brindex and Aberdeen and Grampian Chamber of Commerce. These groups engage with policy developments behalf of its members.

## ESG related Remuneration

All Serica Employees, including our Executive Directors, take part in our Annual Bonus Scheme and every employee's total remuneration is dependent on positive performance against a set of different Key performance indicators (KPIs), including ESG related targets. In 2023, these targets concentrated on limiting total CO<sub>2</sub> emissions from the Bruce platform to under 200,000 tonnes and limiting total gas flaring volumes to under 5,000 tonnes. The targets are agreed by our Remuneration Committee and performance is reviewed regularly.

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## Appendix 1 TCFD summary report



### Introduction

Serica Energy plc (Serica) is a British independent upstream oil and gas company with operations centred on the UK North Sea with production, development and exploration assets. More information can be found here:

[About Serica Energy \(serica-energy.com\)](https://serica-energy.com).

'Working Responsibly' is a core value of Serica's business, which is reflected in all aspects of its strategic and operational activity. Climate-related risk identification and management is not new to Serica, and this report reflects how climate change is increasingly being integrated into decision-making in its existing working practices as well as its ambitions to progress and evolve its climate-related goals in the future.

This TCFD Report builds on the work undertaken over the previous three years and specifically focuses on further enhancing its disclosure against the four pillars of TCFD: Governance, Strategy, Climate Risk Management and Climate Metrics and Targets. It is reflective of the increased scrutiny and ownership of climate-related risks and opportunities across the organisation.

Specifically, for 2023, Serica have developed disclosures that align to the TCFD recommendations that highlight:

- The continued use of quantitative scenario analysis on its corporate business models, using the IEA Net Zero, Announced Pledges and Stated Policies scenarios.
- Highlighting of perceived risk impact timescales and updated mitigations and actions taken by Serica to minimise risks.
- Closer alignment with the TCFD recommendations.

This summary report is not in full alignment with the TCFD requirements at this stage. During 2024, Serica will look at further enhancing its climate-related risk reporting in line with the IFRS standards.

### Governance

#### **The Board's oversight of climate-related risks and opportunities**

Serica's Board reviews and monitors climate-related business risks and opportunities in detail on a quarterly basis as part of Serica's Risk Management Policy, with associated standards and procedures, which supports both operational and strategic planning.

The Board recognises climate change as a material risk to Serica with potential financial implications. It understands that responding to the risks associated with climate change and building resilience is integral to the long-term success of the organisation. Climate change is considered in the Board's review and evaluation of the wider Serica business strategy, planning and corporate targets. The Serica Corporate Risk Register, which includes climate-related risk, is used to document all major business-related risks, and is reviewed at each board meeting.

At the end of 2023, there were five Board committees with accountabilities relating to climate change:

1. **Sustainability Committee:** reviews and updates the Board on climate-related risks and opportunities, reviews Serica's environmental performance and provides input into Serica's long-term emissions reduction strategy.
2. **HSE Committee:** reports to the Board on the effectiveness of the Company's HSE programmes and ensures that risks, including environmental or carbon-related hazards, are fully assessed and appropriately mitigated.
3. **Audit Committee:** reviews and monitors the effectiveness of the Group's financial reporting, internal control policies, and procedures for the identification, assessment and reporting of risk. The latter two areas are integral to the Group's core management processes.
4. **The Remuneration Committee:** determines employee compensation packages and bonus structures which incorporate incentives to deliver climate-related objectives.
5. **The Nominations Committee:** Responsible for Executive and Board recruitment, succession planning and Board evaluations, ensuring that the Board has the needed competencies to effectively lead the business. These committees all meet regularly as required.

Management’s role in assessing and managing climate-related risks and opportunities

The Serica Senior Management Team (SMT) is structured and empowered to ensure that the Board has the necessary climate-related information to assess the associated risks and opportunities. The SMT is responsible for compliance with and reporting against the organisational climate-related metrics and targets in their individual business areas. It is also accountable for risk management policies as well as ESG-related strategies and programmes which cover climate-related risk. Specifically, the Vice President of Environment, Social and Governance (VP ESG and Business Innovation) is responsible for the development and implementation of the Serica ESG Policy and Strategy of which climate action is an integral part.

The Serica SMT evaluates climate-related risks and opportunities as part of the overall review of business risk through well-established management systems, standards, and procedures. The SMT is responsible for the development and implementation of mitigation and management programmes to further Serica’s resilience to climate-related risks.

Serica’s Board and SMT have specific roles in the organisation’s overall risk management process. Serica’s Chief Executive Officer (CEO) is ultimately responsible for the management of all business risks. The VP ESG and Business Innovation reports directly to the CEO, as does the Corporate HSEQ Manager.

Responsibility for financial risk management resides with Chief Financial Officer (CFO). The CFO has the responsibility of ensuring that potential climate-related financial impacts on Serica’s operations, supply chains, assets, and overall financial performance are well understood and adequately assessed. This includes oversight of climate-related risks and opportunities, climate scenario analysis, and integrating carbon costs and any other climate-related costs into the financial planning and budgeting.

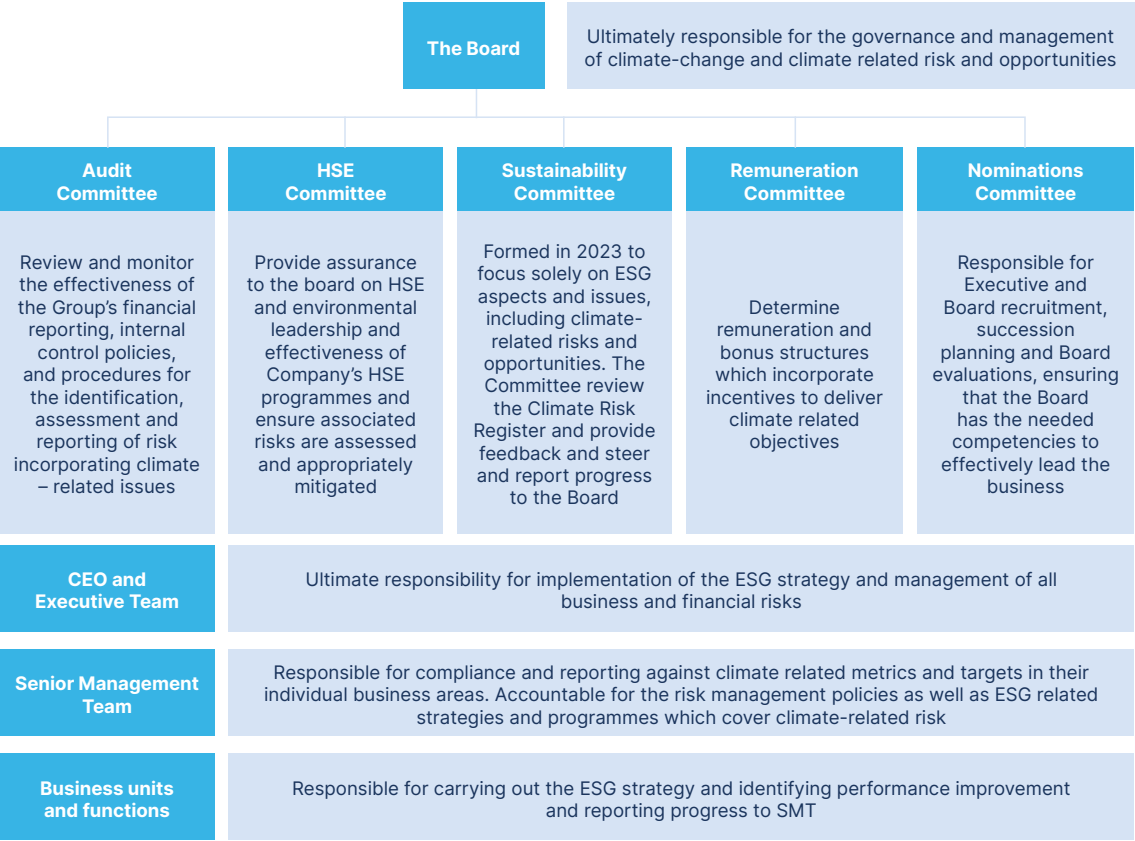
Responsibility for operational risks resides with the Chief Operating Officer (COO), as well as the Health, Safety and Environmental (HSE) team, which coordinates the risk registers within the operational element of Serica’s business. Responsibility for project and technical risks resides with the VP Technical.

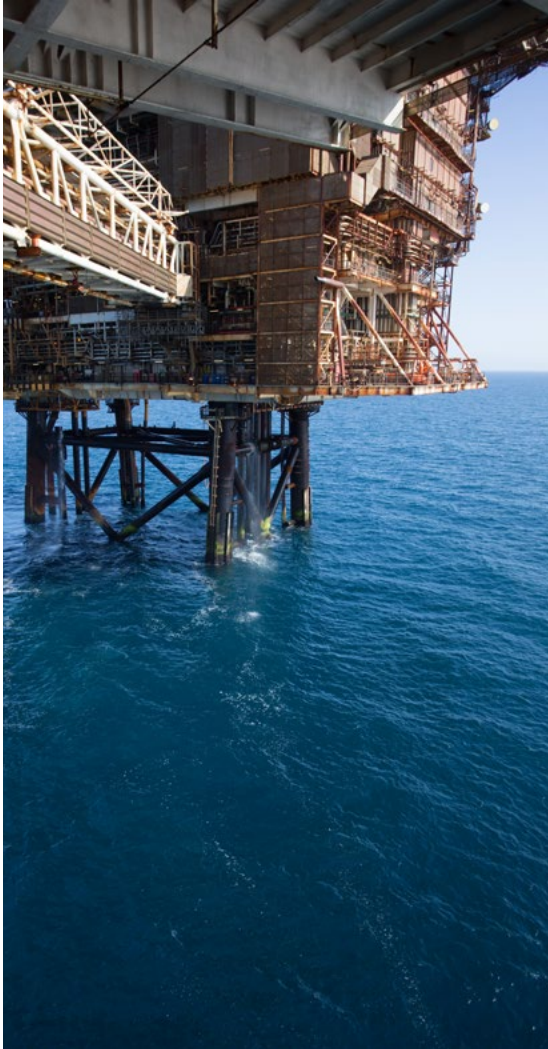
Serica’s Board and SMT work together to instil a culture across the Company that delivers strong values and behaviours.

Progress against goals and targets relating to climate-related issues such as emissions, are monitored regularly by the SMT for their specific business area, using information provided by their supporting teams. For example, the VP ESG and Business Innovation and HSEQ Manager track progress against

set targets on a monthly basis and report progress back to the Board and wider organisation. Serica has a suite of monitoring software available such as Emissions.AI and EMTRAX that track progress on emissions, flaring, waste and discharges to sea. Progress against longer-term targets, such as those set out by the UK North Sea Transition Deal are monitored on an annual basis.

A visual representation of Climate Risk Management at Serica Energy





## Processes by which Management is Informed About Climate-Related Issues

Serica's VP ESG and Business Innovation and ESG team provide the Board of Directors with training and awareness on climate-related issues and sustainable development. They provide regular updates on changing legislation and insights from across the industry in monthly board papers and in more detail during quarterly Sustainability Committee meetings.

ESG is an agenda item on the weekly management meeting where the SMT are updated on climate-related issues. Serica subscribes to the Weston Compliance Services weekly and monthly summary information service which summarises the latest relevant information and changes relating to legislation, guidance documents, etc. This is part of maintaining Serica's Management System in compliance with current legislation and best practice and a summary is distributed monthly to the relevant subject matter experts and managers within Serica for review.

Members of Serica's Senior Management Team are also a part of industry forums and taskforces. These groups are run by industry bodies and regulators, providing members with updates on current and upcoming legislation and expectations, as well as providing the opportunity to hear from peers and other external organisations about their activities. Serica is part of the OEUK and NSTA ESG Forums and relevant information is shared with other members of the Management Team and Board where appropriate.

## Strategy

### Climate-related risks and opportunities identified over the short, medium and long term

Serica's Risk Management Policy underlines the identification, assessment, and mitigation of all risks including carbon and climate-related risks. Climate-related risks and opportunities are identified under the company's Risk Management Policy documents (OMS-2A-01, OMS-2A-02 and OMS-2A-03). It is recognised that currently these are focused on the short to medium term and encompass:

- Initial Risks associated with each hazard, aspect or other circumstance are assessed based on severity and likelihood
- Existing risk management measures are assessed and, where required, additional measures or barriers that would further reduce the risk identified
- Residual Risk takes into account the additional measures and barriers to confirm that the risk levels are both tolerable and as low as reasonably practical (ALARP)
- Where the risks are not ALARP, additional risk reduction measure shall be identified and implemented until it can be demonstrated that the risks are ALARP
- Risks are re-assessed following any changes to the causes, effects or impacts considered in the original assessment

As Serica's existing assets are all currently projected to cease production within the next ten to fifteen years, the Company has primarily targeted its considerations of climate-related risks and opportunities over the short and medium terms. Serica have defined the time period for risks as short-term (1-3 years), medium-term (4-9 years) and long-term (10+ years).

Serica aligns with the UK government's commitment to achieving a Net Zero basin by 2050, as set out in the North Sea Transition Deal, and takes into account the incremental emissions reduction targets during the transition period when making strategic decisions.

In addition, UK oil and gas sector initiatives such as the OGA Strategy and associated Stewardship Expectations provide Serica and its peer companies on the UKCS with a structured and economically viable approach to supporting Net Zero and the energy transition. This represents a structured and responsible long-term sector level plan. In line with Stewardship Expectations #11, Serica produced an Emissions Reduction Action Plan (ERAP) to highlight how the Company has identified its major emissions sources and strategy to reduce emissions in line with targets set out in the North Sea Transition Deal. This plan was originally submitted to the North Sea Transition Authority (NSTA) in 2022 and was reviewed and resubmitted in 2023. Progress in implementing the ERAP is overseen by the Company's Sustainability Committee.

Serica uses the risk categories recommended by the TCFD to identify and assess climate-related risk and opportunities: namely transition risks and physical risks.

## Transition Risks

Transition risks include the policy, legal, technology, and market changes required to deliver the energy transition and adaptation to the impacts of climate change.

Serica has identified transition risks as of growing importance for its business model.

Transition Risk	Perceived impact timescale	Potential Consequences	Mitigations/Actions
Sources of finance including equity markets and debt providers may be harder to access or become more expensive	Short Term	<p>All lenders reduce funding available to exploration and production companies and this may impact debt terms and/or debt capacity</p> <p>Demonstration of the impacts of climate change and associated company action are likely for the basis of access to finance</p> <p>Organisations with poor ESG commitments, disclosures and performance can expect to see materially reduced lending appetite over time</p> <p>Cost of debt and debt capacity significantly impacted by anti-fossil fuel pressures in the lending community</p> <p>Less debt capacity and increased cost of debt may lead to reduced asset and company valuation</p>	<p>Serica has put in place a new six-year financing facility with a group of international banks. This facility includes provisions for the incorporation of ESG performance indicators</p> <p>The Company also seeks to retain a range of alternative financing options</p> <p>Potential funding cost increases and loan structures (i.e. sustainability led loans) are considered when planning investments</p>
The transition away from fossil fuel-based power generation may restrict the future demand for, or production of, the company's oil and gas reserves	Medium to Long term	<p>Reduced demand for goods and services due to shift in consumer preferences</p> <p>Increased production costs due to changing input prices (e.g. energy, water) and output requirements (e.g. waste treatment)</p> <p>Abrupt and unexpected shifts in energy costs</p> <p>Change in revenue mix and sources, resulting in decreased revenues</p> <p>Re-pricing of assets (e.g. fossil fuel reserves, land valuations, securities valuations)</p> <p>R&amp;D expenditures in new and alternative technologies</p> <p>Capital investments in technology development</p> <p>Costs to adopt/deploy new practices and processes</p>	<p>The impact of the value of future reserves is lower for later periods of production due to discounting</p> <p>Since the acquisition of Tailwind Energy, the Company's reserves are more evenly split between oil and gas mitigating the risk of demand for one commodity over another</p> <p>The Company closely follows industry related forecasts and trends from numerous sources</p> <p>The Company reviews opportunities for investment in clean technology and is currently involved in projects with the Net Zero Technology Centre</p>
Energy transition objectives may bring additional costs, levies, or taxes	Short term	<p>Increases the risk associated with longer term capital investments</p> <p>Increased operating costs (e.g., higher compliance costs, increased insurance premiums)</p> <p>Write-offs, asset impairment, and early retirement of existing assets due to policy changes</p> <p>Increased costs and/or reduced demand for products and services resulting from fines and judgments</p>	<p>Estimates of climate-related charges are included in cost estimates where reasonably identifiable</p> <p>Management prioritises the delivery of ESG objectives aimed at mitigating any additional carbon levies, i.e., by reducing its asset emissions</p> <p>The impact of the Energy Profits Levy and potential changes are taken into account when running corporate economic models, resilience testing and assessing new acquisitions</p>



Transition Risk	Perceived impact timescale	Potential Consequences	Mitigations/Actions
The range of potential acquisitions may be restricted by ESG considerations	Short to Medium Term	Reduced revenues from lower sales/output Reduced capital availability	Management considers the emissions profiles of potential acquisition targets and the mitigating actions that it can implement It prioritises opportunities to deliver low carbon intensity production into the UK market compared to imports The company reviews investments in countries outside the UK and their climate-related policies and outlook
The industry or Company's reputation could be damaged as the oil and gas industry is perceived negatively by external stakeholders	Short to Medium Term	Reduced revenue from decreased demand for goods/services Reduced revenue from decreased production capacity (e.g. delayed planning approvals, supply chain interruptions) Reduced revenue from negative impacts on workforce management/planning (e.g., employee attraction/retention)	Ensure the Company reports transparently and follows internationally recognised ESG reporting guidelines Regularly engage with stakeholders on its ESG activities and performance

Physical Risks

Physical risks resulting from climate change can result from event driven (acute) or longer-term (chronic) shifts in climate patterns:

**Acute** – More extreme weather may threaten or disrupt operations, in particular major storms or exceptional wave conditions

**Chronic** – Increased severity of weather patterns may cause ongoing or regular disruption, including supply chain logistics efficiency, asset structural integrity, operational uptime, and offshore development schedules. These risks may need to be highlighted in Serica’s future transactions

Physical Risk	Perceived impact timescale	Potential Consequences	Mitigations/Actions
More extreme weather patterns may threaten or disrupt operations or supply chain	Short to Long Term	Reduced revenue in the short term decreased production capacity (e.g. transport difficulties, supply chain interruptions) Reduced revenue and higher costs in the short term due to negative impacts on workforce (e.g. health, safety, absenteeism) Write-offs and early retirement in the long term of existing assets (e.g. damage to property and assets in “high-risk” locations) Increased operating costs in the long term (e.g. inadequate water supply for hydroelectric plants or to cool nuclear and fossil fuel plants) Increased capital costs in the long term (e.g. damage to facilities) Reduced revenues from lower sales/output Increased insurance premiums and potential for reduced availability of insurance on assets in “high-risk” locations in the long term	The Company seeks to maintain robust transport and supply chains The impact of extreme climatic conditions such as exceptional waves are incorporated into risk management scenarios The Company operates under a Severe Weather Action Plan Plan contingency into operations such as drilling/diving/seismic to reflect poor weather

Impact of Climate-Related Risks and Opportunities on Business, Strategy and Financial Planning

Serica management considers climate-related strategic and financial risks in both its existing asset portfolio and future business growth, including potential acquisitions. In terms of financial planning, Serica has now allocated future capital expenditure to projects outlined in its Emissions Reduction Action Plan, to support its progress in meeting its long-term emissions reduction targets. The Company will also continue to evaluate scenario analyses to support future strategic planning and capital allocation.

The following table highlights how the identified climate-related risks and opportunities have impacted areas such as products and services and Supply chains.

Area	Description of impact/change
Products and Services	Increased production costs due to changing input prices and output requirements have affected the cost structure of oil and gas products
Supply Chain and/or Value Chain	Abrupt shifts in energy costs have affected the cost and efficiency of the supply chain Increasing regulatory requirements and investor demands for the disclosure of ESG and climate-related data and information have led to increased internal and external resourcing and expertise costs
Adaptation and mitigation activities	Investment and technical support for efficiency and decarbonisation projects, as well as new technologies that will support the energy transition Management prioritises the delivery of ESG objectives aimed at mitigating any additional carbon levies, i.e., by reducing its asset emissions
Investment in research and development (R&D)	Investment in research and development (R&D) has been undertaken to explore opportunities for investment in clean technology and is currently involved in projects with the Net Zero Technology Centre
Operations	Resource allocation to produce an Emissions Reduction Action Plan (ERAP) to highlight how the Company has identified its major emissions sources and strategy to reduce emissions in line with targets set out in the North Sea Transition Deal Increased monitoring costs to track progress on emissions, flaring, waste, and discharges to sea
Acquisitions or Divestments	Management has evaluated the emissions profiles of the current portfolio and potential acquisition targets under various climate scenarios to assess the impact these may have on Serica's emissions targets
Access to capital	Management has engaged with potential finance sources to anticipate ESG compliance requirements and sought alternative financing options Serica has considered potential funding cost increases and loan structures when planning investments, with a focus on sustainability-led loans

Serica has developed operational objectives which are aligned with climate-related risk reduction and climate change resilience planning. As part of this, Serica has implemented the following activities:

- Creation of emissions related key performance indicators (KPIs) and targets that directly affect employee bonus payments, including those of the Senior Management and Executive Teams;
- Formation of a Sustainability Board Committee, to focus on specific ESG topics and issues, including climate-related risk and opportunities
- Continued development and enhancement of a robust ESG policy and strategy with a corresponding communication structure to internal and external stakeholders
- A dedicated VP ESG and Business Innovation position to lead strategy development, drive change and support continuous improvement in emissions performance and wider ESG commitments
- Creation of an Emissions Reduction Group that looks at opportunities to reduce Serica's carbon emissions in line with Industry targets, led by Serica's Energy Transition Engineering Advisor;
- Active membership of the Net Zero Technology Centre, whose aim is to help accelerate the development and implementation of technology to lower emissions
- Alignment to recognised international ESG benchmarks and transparency initiatives such as the Global Reporting Initiative ("GRI") and Sustainability Accounting standards Board ("SASB") in addition to developing a response to the TCFD recommendations
- Continued development of an ESG strategy ensuring associated commitments and disclosures are aligned with investor and lender requirements

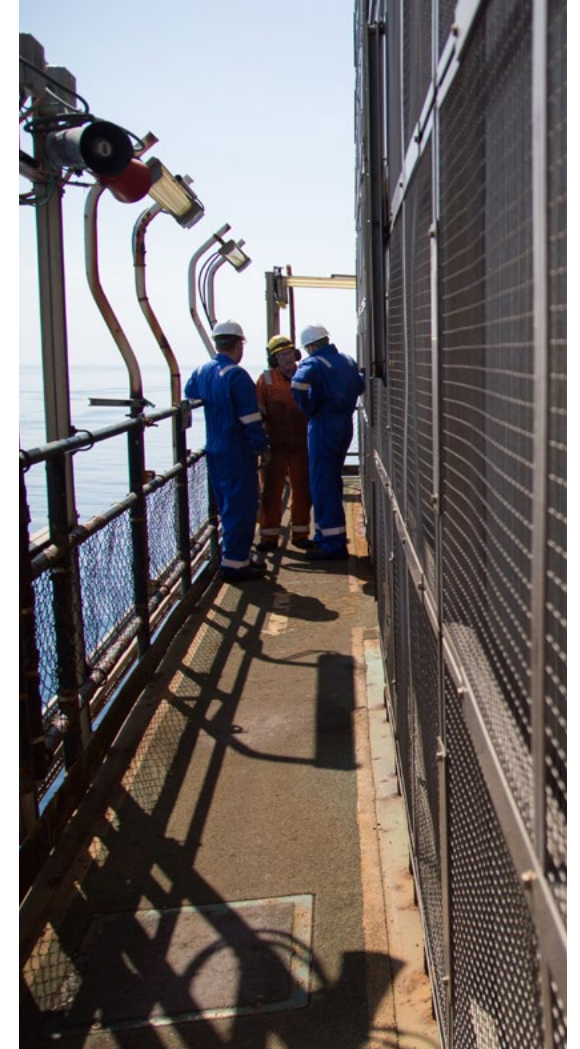
- Empowering employees to identify and own ESG initiatives within the Serica organisation and the wider community
- Integration of internal stakeholder communications to ensure that the requirements of finance and ESG are aligned

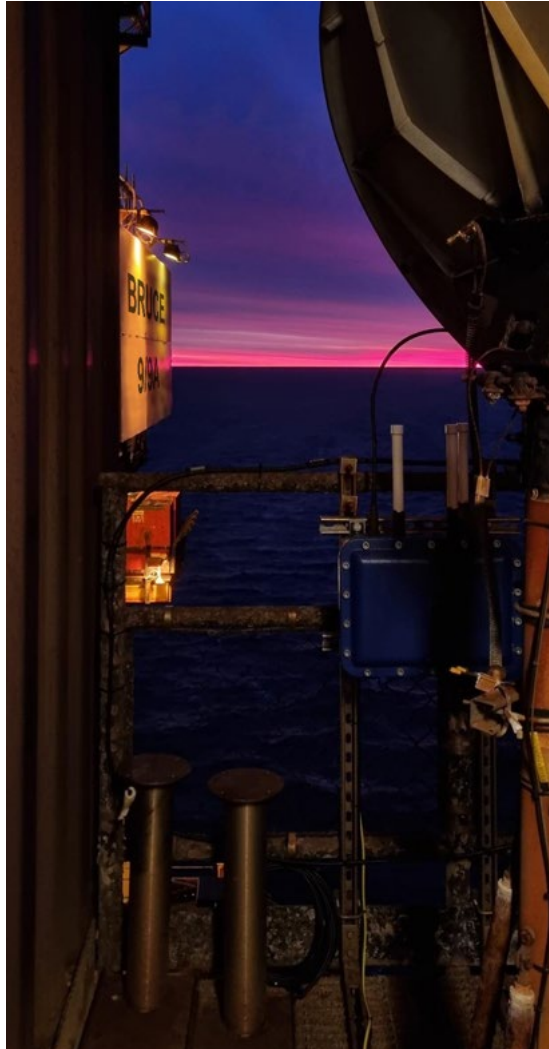
A detailed view of how Serica is planning to reduce its emissions to meet the targets set out in the North Sea Transition Deal can be found in the 2023 ESG Report, [pages 11 and 12](#).

### Opportunities

Serica also recognises the opportunities presented to its organisation that are associated with climate change and the transition to a low carbon economy, and has identified the following:

- The strengthening of relationships with key stakeholders, including investors, banks, regulators, government bodies, industry associations, employees, and communities. This could enhance access to funding and sustain ongoing investor support as well as assist in the identification of new developments, and acquisition opportunities. In addition, furthering relationship and trust building with stakeholders can enhance the support for project growth and development with a heightened social licence to operate
- Major asset owners and operators who are switching their focus to renewable energy sources are targeting divestments of their legacy oil and gas assets. Smaller operators may have the opportunity to acquire these assets and may be better placed to focus upon and improve the emissions performance of such later life assets whilst the energy transition progresses;
- Incentives or funding could be offered to Serica for investing in energy efficiency technology and carbon reducing initiatives like carbon capture and storage
- Further collaboration with other asset and infrastructure owners may lead to innovation solutions such as sharing or combining power sources and electrification and delivery of other operational efficiencies





- Serica could further support collaborative work between stakeholders including industry associations, peer organisations, employees, and communities to enhance efficiencies, knowledge-sharing, and technology in climate change initiatives

### Quantitative Financial Modelling Against Chosen Scenarios

Serica is currently partially aligned with this recommendation.

In 2023, Serica ran quantitative scenario analysis against its business economic models, looking at the combined Serica assets. Parameters for the economic models were guided on those set out by the International Energy Agency's (IEA) 2023 Net Zero, Stated Policies and Announced Pledges scenarios, and concentrated on carbon taxes and commodity prices. The models were run from 2023 to 2041, in line with the expected cessation of production (COP) date of Serica's. The IEA scenarios were selected as they are publicly available and widely used across the global energy sector. The results of the exercise confirmed that Serica's business models are resilient under these scenarios. Serica will continue to use scenario analysis to test its resilience under different climate scenarios.

### Climate Risk Management

#### Processes for identifying and assessing climate-related risks

Serica's corporate risk process is led by its Board, which maintains a register of significant corporate risks, of which climate-related risk is included, for review at each of its meetings. The expected duration of its current business assets is concentrated within the next ten to fifteen years and so the identification and assessment of climate risks in relation to the existing business is concentrated upon climate-related objectives and potential developments within this timeframe. Serica also seeks growth opportunities which would extend its business programme and so when investigating new investment opportunities and acquisitions, reviews are conducted of longer-term climate-related risks and potential mitigations.

Serica references the TCFD climate-related risk criteria to identify specific climate-related risks which could be realised in the foreseeable lifetime of the Serica organisation. Serica operates an Operating Risk Management Framework as part of its Operating Management System (OMS). In this, the 8x8 risk assessment matrix is explained and quantified, including quantification of environmental consequences relating to the atmosphere and water pollution and the consequence of business, social and governance risks. The level of assessed risk identified by this process is used to ensure that the required control and mitigation actions are applied to each risk. In this way, climate-related risk is assessed, managed and mitigated in line with other business and operational risks.

Initially, risks are identified and quantified by Serica's ESG Team using the risk assessment matrix mentioned above. Once identified and assessed, the team then looks at what mitigation measures are currently in place, which are referenced in the climate risk register. The team are free to recommend additional mitigation measures as appropriate. These risks, their risk ranking, and mitigation measures are then presented to Serica's Sustainability Committee on a quarterly basis. Any updates made to the register are communicated to the Committee. The Committee are responsible for communicating any updates in the risk register to the wider Board.

Having identified climate-related risks, the Company either identifies specific mitigating actions and programmes or, where such specific responses are not considered feasible, builds likely financial impacts into valuations and planning. An example of this is the introduction of future emissions reduction projects in its business planning process, as outlined in its Emissions Reduction Action Plan, which is summarised in its 2023 ESG Report, [pages 11 and 12](#).

## Climate Change Metrics and Targets

### Metrics used to assess climate-related risks and opportunities

Carbon emissions data is collected from Serica's assets, including operated and partnered facilities. Serica assures this data for consistency and comparability throughout its portfolio over time. This data is also used to ensure compliance with UKCS emissions regulation and to comply with all operating permits and consents associated with Serica's assets and forms part of the licence to operate. Since completing the acquisition of Tailwind in 2023, Serica has worked to integrate the legacy Tailwind assets into its environmental performance tracking systems. Bruce and Triton environmental performance is tracked and presented to the Board of Directors, Executive and Senior Management teams on a regular basis. The HSE and Sustainability Committees both receive an environmental performance dashboard for both hubs on a quarterly basis. These dashboards provide updates on performance in relation the environmental KPIs set by Serica.

Criteria used to assess climate-related risks is aligned to the criteria used in Serica's risk assessment matrix. This matrix looks at the potential frequency of an event or risk occurring and the potential financial impact this may have on the organisation. Once its likelihood and potential financial impact has been determined it is given a risk rating, which is then used by Serica to rank





the risks in relation to their severity and importance. Naturally, there is a focus to concentrate efforts on mitigating the most significant risks identified.

### **Carbon emissions and climate risk levels, including Scope 1, 2 and 3 GHG emissions**

Serica reports to all mandatory carbon-related regulations, including the Pollution Prevention Control (PPC) permit and the requirements of the UK Emissions Trading Scheme (UK-ETS). Serica's emissions targets for 2023 are described in the 'Greenhouse Gas Emissions' section of the ESG report. Serica has set emissions targets which relate directly to employee remuneration, including flare reductions on the Bruce asset and emissions reductions across operations.

More information on current (including legacy Tailwind assets) and historic emissions disclosures, as well as the methodologies used, is available on [page 18](#) of the 2023 ESG Report.

### **Targets used to assess climate-related risks and opportunities, and performance against these targets**

Serica is fully aligned to the emission reduction targets as set out in the North Sea Transition Deal, which commits the UK oil and gas industry to reduce absolute emissions by 10% by 2025, by 25% by 2027, 50% by 2030, and become Net Zero by 2050 from a 2018 baseline. Serica also supports the World Bank's target of reaching zero routine flaring by 2030.

Since 2021, Serica has set annual emissions targets as part of its annual bonus scheme. Performance against these targets is directly linked to the remuneration of its staff, senior management and executives.

The environmental targets put in place in 2023 included:

- Limiting total Scope 1 emissions to below 200,000 tonnes of CO<sub>2</sub>
- Limiting total volumes of flared gas to under 5,000 tonnes

In 2023, Serica achieved both targets, with total Scope 1 emissions reaching 179,447 tonnes of CO<sub>2</sub> by the end of the year and total flaring volumes limited to 4,708 tonnes. The main contributors to this were the successful implementation of the temporary power generators installed for the summer maintenance shutdown, which saved approximately 5,500 tonnes of CO<sub>2</sub> from being emitted.

In 2024, Serica will continue to tie emissions reduction initiatives to its remuneration and corporate bonus scheme and has implemented the following emissions related targets:

- Limiting total Scope 1 carbon intensity to 15.5 kgCO<sub>2</sub>/boe

The above target is intensity based and is for the full year (January 1st to December 31st) of 2024. Performance against this targets is monitored on a regular basis and performance is reported across the organisation from the Board to staff and contractors via Serica's Environmental Performance Dashboard.

These targets are set by Serica using performance data from the previous year and looking ahead to the following year and its work scopes to identify a suitable but challenging target that drives performance improvement in line with Serica's longer term emissions reduction targets. These targets are approved by Serica's Remuneration Committee and Board.

Serica also has a suite of other environmental targets and KPIs used to monitor its performance, these include the average daily flaring volumes, the percentage of waste diverted from disposal, the volume of general waste generated and quantity of oil in produced water that is discharged to sea. Performance against these targets are monitored on a regular basis and performance is reported across the organisation.

This Alignment Table provides information as to the alignment of Serica Energy's reporting with the Task Force on Climate-related Financial Disclosures (TCFD), implementing the recommendations of the Task Force on Climate-related Financial Disclosures (2021 report). The information herein is associated with the 2023 calendar year. This Alignment Table was produced by ITPEnergised.

Serica understands that climate change resilience is integral to the long-term success of our organisation. We have used the TCFD recommendations to further develop our climate-related strategies, programmes and reporting. While our reporting is not in full alignment with the TCFD requirements at this stage, Serica will focus on maturing its reporting process to enable further disclosure. During 2024, Serica will look at further enhancing its climate-related risk reporting in line with the IFRS standards and will continue to evaluate scenario analyses to support strategic planning and capital allocation.

Governance		Disclosure Alignment	Reporting Location
a	Describe the board's oversight of climate-related risks and opportunities	Full	<a href="#">Page 62</a>
b	Describe management's role in assessing and managing climate-related risks and opportunities	Full	<a href="#">Page 63</a>

Serica fully aligns with the TCFD Governance reporting recommendations. Both our board and management teams recognise climate change as a material risk to Serica with potential financial implications. As such, climate-related risks and opportunities are integrated into board and management accountabilities and decision making. Regular reviews, evaluations and discussions are part of Serica's proactive approach to manage climate change and further organisational resilience.

Strategy		Disclosure Alignment	Reporting Location
a	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Full	<a href="#">Page 65</a>
b	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	Full	<a href="#">Page 68</a>
c	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Partial	<a href="#">Page 70</a>

Serica partially aligns with the TCFD Strategy reporting recommendations. Our disclosure of a and b are generally aligned with the guidance. We will continue to progress and improve our reporting of the financial impact of the identified risks. As part of this, we will also review reporting of how these risks influence our financial planning. Serica is in partial alignment with c. While we have completed analysis guided by the International Energy Agency's (IEA) 2023 Net Zero, Stated Policies and Announced Pledges scenarios, we are still maturing how this information can best be integrated into our decision making and reporting. We have made important progress in developing our scenario analysis in 2023, and we will look to continue to expand our scenario models in 2024.

Risk Management		Disclosure Alignment	Reporting Location
a	Describe the organisation's processes for identifying and assessing climate-related risks	Full	<a href="#">Page 70</a>
b	Describe the organisation's processes for managing climate-related risks	Partial	<a href="#">Page 63</a>
c	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	Full	<a href="#">Page 70</a>

Serica partially aligns with the TCFD Risk Management reporting recommendations. Serica aligns with the Risk Management guidelines regarding the reporting of our procedures for identifying, evaluating, and mitigating climate-related risks and how they are integrated into our comprehensive risk management strategy (a and c). We provide an account of our methodology for determining materiality, including climate-related risks, within our company, which outlines the relative importance of climate-related risks in relation to other risks in our materiality matrix. We include reference to transition and physical risks and opportunities; however, we do not include comprehensive evaluation of all the risks included on [pages 65 to 68](#) of this ESG Report. In future reports, we hope to include a more detailed evaluation of risks and opportunities.

Metrics and Targets		Disclosure Alignment	Reporting Location
a	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Partial	<a href="#">Page 70</a>
b	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	Full	<a href="#">Page 70</a>
c	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Full	<a href="#">Page 70</a>

Serica partially aligns with a of the Metrics and Targets recommendations, and fully aligns with the scope disclosures of component b as well as the target setting of part c of the guidance. While our disclosure of climate-related metrics includes GHG emissions, air emissions and others (ESG Report [page 121](#)), our reporting does not include the complete range of metrics outlined in Tables A1.1 and A2.2. We also do not disclose our internal carbon prices for confidentiality reasons. In future reports, we hope to develop and disclose a wider range of metrics to assess climate related risks and opportunities in line with the IFRS S1 and S2 standards.



## Appendix 2 Materiality assessment

Serica is committed to upholding the highest operational standards demanded by our industry and our stakeholders. Our operations, with their varied impacts; short and long term, positive and negative, underscore the need for transparent reporting on all aspects of environmental, social, and governance (ESG) matters.

We place great importance on aligning our ESG reporting with international standards such as GRI, SASB, UN Global Compact, and TCFD Recommendations. Our Materiality Assessment, conducted annually and reviewed by our ESG Team, ensures we address the most relevant topics impacting both our organisation and stakeholders. We also participate in sustainability surveys such as the Climate Change and Water surveys from CDP.

Our materiality assessment process is key to ensuring transparency in our reporting. Instigated in 2019 and updated annually, this assessment relies on stakeholder engagement activities throughout the reporting year, incorporating insights from subject matter

experts across the business. The assessment comprehensively covers the benefits and impacts of material topics, ranging from economic and environmental considerations to social aspects and potential human rights implications.

Stakeholder engagement is integral to our reporting, achieved through industry consultations, memberships, direct feedback from employees, collaboration with suppliers and partners, and engagement with statutory stakeholders during the UK regulatory approvals process for offshore oil and gas activities.

As a company primarily focused on the United Kingdom Continental Shelf (UKCS), Serica adheres to stringent statutory reporting requirements and engages with stakeholders identified by the Regulator or through industry best practices. Routine feedback from statutory consultees, such as the Scottish Fishermen's Federation, Marine Scotland, and the Joint Nature Conservation Committee (JNCC), informs our environmental license and permit applications.

When determining the materiality of ESG topics, Serica considers both its significance to the organisation and its importance to stakeholders. We utilise the GRI Sector Standards for the Oil and Gas Industry, released in 2021, as an additional indicator of material topics.

Over the past five years we have refined our assessment process through surveys and collaboration with external consultants. This year, a high-level review of the ranking and materiality of ESG topics, considering the previous Materiality Assessment from Tailwind Energy, confirmed that no significant changes are required to the materiality matrix.

GRI Number	Topic	Materiality to Serica	Materiality to Stakeholders	Is the topic deemed material?	Explanation of Material Aspect
ENVIRONMENT					
305	GHG Emissions	High	High	Yes	As a responsible operator Serica monitors and reports its emissions whilst actively seeking and identifying opportunities to reduce them. Serica aligns its ambitions with that of the North Sea basin outlined in The North Sea Transition Deal. The deal sets targets that lead to the decarbonisation of the North Sea Basin by 2050 through the development and adoption of low carbon solutions.
302	Energy	High	High	Yes	There is a growing focus on energy efficiency and the reduction of GHG emissions continues to be both a business and stakeholder focus.
304	Biodiversity	High	High	Yes	The careful management of operations to reduce our direct and cumulative impacts to biodiversity, and the stakeholders who rely on it for their livelihoods is key to Serica, its investors and stakeholders. Environmental impact is assessed in accordance with the Department for Business Energy and Industrial Strategy's (BEIS) The Offshore Petroleum Production and Pipelines Assessment of Environmental Effects Regulations 2020.
307	Environmental Compliance	High	High	Yes	Serica Energy's operations are bound by the UK Environmental Legislation. UK offshore oil and gas operations are subject to one of the worlds tightest regulatory system.

GRI Number	Topic	Materiality to Serica	Materiality to Stakeholders	Is the topic deemed material?	Explanation of Material Aspect
301	<b>Materials</b>	Low	Medium	Yes	Serica consumes a variety of raw and manufactured materials, which are utilised to provide both life support for our offshore personnel and to facilitate the production of hydrocarbons on our Bruce platform.
303	<b>Water and Effluents</b>	High	Medium	Yes	As a North Sea operator Serica does not operate in a region where there is a scarcity of fresh water. However, seawater is used in the production process and water consumed on the platform is predominantly desalinated. Discharges of wastewater overboard are exercised in accordance with MARPOL 73/78 Regulations for the Prevention of Pollution by Sewage from Ships
306	<b>Waste</b>	High	High	Yes	<p>Waste is generated as a part of Serica's operations, this includes hazardous waste. Any waste that Serica generates, stores, handles, transports solid wastes 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.</p> <p>Serica has made numerous efforts to reduce the amount of waste sent to landfill and increase volumes of waste being recycled or used for waste to energy.</p>
<b>SOCIAL</b>					
401	<b>Employment</b>	High	High	Yes	Serica is dependent upon the competence and stability of its workforce to deliver business results. It is important to ensure that we are fully compliant with all appropriate employment regulations for our onshore and offshore workforce and provide our team with a working environment that is responsible and safe.
402	<b>Labour and Management Relations</b>	Medium	High	Yes	Serica Energy manages its work force in alignment with stringent UK employment legislation to ensure all its recruitment, employee management and employee release policies are fair transparent and consistent with legal requirements and industry best practice.
403	<b>Occupational Health and Safety</b>	High	High	Yes	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
404	<b>Training and Education</b>	High	High	Yes	It is vital that our industry and its workforce evolve to meet the challenges of today's market, we have personnel who are and remain competent. The implementation of training and education for our staff is crucial in achieving this.
405	<b>Diversity and Equal Opportunities</b>	High	High	Yes	Maintaining a diverse and non-discriminatory workforce wherever we operate is imperative to Serica. It represents not only the right thing to do but ensures our business fully represents society and is resilient.
406	<b>Non-Discrimination</b>	High	High	Yes	Same as above.
407	<b>Freedom of Association and Collective Bargaining</b>	Medium	Medium	Yes	<p>Serica is a Non-Unionised Workforce however this a does not preclude employees from becoming Union Members or partaking in collective bargaining with Serica Energy where appropriate. Serica senior management regularly engages in employee consultations to gain employee perspectives on current employment terms and conditions and adapts and updates where appropriate.</p> <p>Serica recognises, supports and guarantees the right to collective bargaining and freedom of association. Serica are strong supporters of the Energy Services Agreement.</p>
408	<b>Child Labour</b>	Medium	High	No	Employment law within the UK has all but abolished child labour practices. When these regulatory controls are combined with Serica Energy's stringent recruitment process and the requirements for offshore workers the risk of unknowingly employing child labour is significantly low that it is not deemed materially relevant.

GRI Number	Topic	Materiality to Serica	Materiality to Stakeholders	Is the topic deemed material?	Explanation of Material Aspect
409	<b>Forced and Compulsory Labour</b>	Medium	High	No	Employment law within the UK has all but abolished forced labour practices. When these regulatory controls are combined with Serica Energy's stringent recruitment process and the requirements for offshore workers the risk of unknowingly employing forced labour is significantly low that it is not deemed materially relevant.
410	<b>Security Practices</b>	Medium	Medium	No	The geographic isolation of the Bruce Platform west of Shetland and the lack of previous security incidents it has been deemed that Security Practices are not materially relevant and they have therefore been excluded from this ESG report. Within the Serica OMS Security is covered under the following OMS Documents: The Offshore Security Plan SER-UK-GUID-3.5-1000 and The Offshore Security Plan SER-UK-PLN-3.5-1001.
411	<b>Rights of Indigenous Peoples</b>	Low	Medium	No	Serica Energy's UK areas of operations are not home to any communities or peoples who would be classed as indigenous. Therefore, the potential opportunities to infringe or promote the rights of indigenous peoples if not materially relevant to this ESG report.
412	<b>Human Rights Assessments</b>	Medium	High	No	All of Serica Energy's operations and interests are currently UK based. No operations are not currently occurring at a scale that warrants human rights assessments or where business activities are likely to infringe upon the human rights of employees or stakeholders.
413	<b>Local Communities</b>	High	Medium	Yes	Serica values the importance of supporting and working in collaboration with the communities in which we operate. The vast majority of this work is currently undertaken in the UK.
414	<b>Supplier Social Assessments</b>	Medium	Medium	No	The majority of Serica Energy operations are currently UK based. Suppliers are subject to stringent UK as well as industry specific pre-approval initiatives such as SEQual prior to working with oil and gas operators. Social impact assessment for suppliers in this context is not deemed material.
416	<b>Customer Health and Safety</b>	Medium	Medium	No	Serica Energy produces oil and natural gas which is distributed through existing UK infrastructure. Customers in the traditional sense are not identified specifically as the oil and gas products are co-mingled with other producing fields in the North Sea. This topic is not deemed to be material.
419	<b>Socioeconomic Compliance</b>	Medium	High	No	Being a UK based operator with all offshore operations based in the UK, Serica Energy complies with all UK regulations associated with its business sector. This sector is stringently regulated, and the regulators are transparent.
<b>GOVERNANCE</b>					
201	<b>Economic Performance</b>	High	High	Yes	As a public limited company, it is important that our business has strong economic performance, both for the internal organisation and for our investors and shareholders.
202	<b>Market Presence</b>	High	Medium	Yes	As noted above, to perform well, it is vital for Serica to have a strong market presence relative to our peer groups of companies.
203	<b>Indirect Economic Impacts</b>	Medium	Medium	Yes	Serica works with a wide variety of UK sub-contractors on both our production asset and projects. In 2022 , 97% of Serica's total expenditure on suppliers was spent on UK based suppliers. As a company, Serica works with a variety of third sector organisations across the UK.
204	<b>Procurement Practices</b>	Medium	High	Yes	It is vital to Serica and to wider society that we conduct our business in compliance with all relevant rules, regulations and guidance in relation to fair and transparent procurement.

GRI Number	Topic	Materiality to Serica	Materiality to Stakeholders	Is the topic deemed material?	Explanation of Material Aspect
205	<b>Anti-Corruption</b>	High	High	Yes	A core aspect of being a good corporate citizen is ensuring that our business is fully compliant and transparent with regards to all forms of anti-competitive behaviour, especially corruption and competition.
206	<b>Anti-Competitive Behaviour</b>	High	High	Yes	A core aspect of being a good corporate citizen is ensuring that our business is fully compliant and transparent with regards to all forms of anti-competitive behaviour, especially corruption and competition.
207	<b>Tax</b>	High	High	Yes	We comply with tax law and practice in all of the territories in which we operate, including the UK which is our main place of business. Compliance means paying the right amount of tax and involves disclosing all relevant facts and circumstances to the tax authorities and claiming reliefs and incentives where available.
415	<b>Public Policy</b>	High	High	Yes	As a UK based public limited company, Serica Energy is governed by strict rules relating to public disclosure and policy. Serica are a non-political organisation and do not donate to any political parties in the UK or abroad.
417	<b>Marketing and Labelling</b>	Low	Low	No	Serica Energy produces oil and natural gas which is distributed through existing UK infrastructure. No marketing or labelling is involved in this process and this topic is not deemed to be material.
418	<b>Customer Privacy</b>	Low	Low	No	Serica Energy produces oil and natural gas which is distributed through existing UK infrastructure. Customers in the traditional sense are not identified specifically as the oil and gas products are co-mingled with other producing fields in the North Sea. This topic is not deemed to be material.

IMPORTANCE TO SERICA

Materiality	Low	Medium	High
High		204 Procurement Practices 402 Labour and Management Relations 412 Human Rights Assessments 408 Child Labour 409 Forced and Compulsory Labour 419 Socioeconomic Compliance	201 Economic Performance 205 Anti-Corruption 206 Anti-Competitive Behaviour 306 Waste 302 Energy 304 Biodiversity 305 Emissions 307 Environmental Compliance 403 Occupational Health and Safety 405 Diversity and Equal Opportunity 406 Non-Discrimination 401 Employment 404 Training and Education 207 Tax 415 Public Policy
Medium	301 Materials 411 Rights of Indigenous People	203 Indirect Economic Impacts 308 Supplier Environmental Assessment 407 Freedom of Association and Collective Bargaining 410 Security Practices 414 Supplier Social Assessment 416 Customer Health and Safety	303 Water and effluents 413 Local Communities 202 Market Presence
Low	417 Marketing and Labelling 418 Customer Privacy		

IMPORTANCE TO STAKEHOLDERS

## 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	Serica Energy plc is a Public Limited Company. Serica's operational headquarters are located in Aberdeen, Scotland. Serica operates within the boundaries of the United Kingdom.	A gray 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	<a href="#">2023 Annual Report</a> In March 2023, Serica acquired Tailwind Energy Investments Ltd ("Tailwind Energy") from Tailwind Energy Holdings LLP. Serica's approach to sustainability reporting includes Tailwind's sustainability performance for the full reporting period (i.e. 01 January to 31 December 2023). Since the acquisition, Serica has integrated Tailwind's financial and management systems into its own, including the management of sustainability across its operations and materiality assessments.				
	2-3 Reporting period, frequency and contact point	The reporting period started on the 1st of January 2023 and ended on 31 December 2023. The reporting cycle is annual and aligns with the financial reporting period. The date of the most recently published report is 4 June 2024. For any questions regarding this 2023 ESG report, please contact Johnny Pike at <a href="mailto:johnny.pike@serica-energy.com">johnny.pike@serica-energy.com</a> .				
	2-4 Restatements of information	There are no restatements of information and the scope for reporting in 2023 remains the same as in 2022 across Serica's assets.				
	2-5 External assurance	External assurance of Serica's Annual Report and Accounts is provided by EY on an annual basis. External assurance is a key element of UK PLC Compliance and this is owned by Serica's Chief Financial Officer (CFO).  Serica has received limited assurance on its emissions reporting from RISC, an external assurance provider, which is available in this 2023 ESG Report, <a href="#">page 131</a> .				
	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 2023 Annual Report and Accounts, <a href="#">page 9</a> . More information on Serica's business relationships can be found on <a href="#">page 87</a> of the 2023 ESG report.  At the beginning of 2023, Serica acquired Tailwind Energy and this has been considered a significant change to the company due to the increase in assets and production.				

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 2023, Serica had a total of 214 employees, comprising of 182 male and 32 female employees. The proportion of female employees is 15%. Serica also had 27 core contractors comprising of 24 males and 3 females. The majority of staff and core contractors are based in the UK.</p> <p>In 2023, Serica had a total of:</p> <ul style="list-style-type: none"> <li>214 permanent employees, comprising of 182 males and 32 females</li> <li>174 full-time employees, comprising of 155 males and 19 females</li> <li>13 part-time employees, comprising of 7 males and 6 females</li> <li>0 temporary employees, comprising of 0 males and 0 females</li> <li>0 non-guaranteed 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> <p>There were no significant fluctuations in the number of employees during and between reporting periods , except due to the acquisition of Tailwind and incorporation of approximately 18 staff members.</p>				
	2-8 Workers who are not employees	<p>In 2023, Serica had a total of 27 core contractors, 24 males and 3 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 remains relatively constant and is dependent on operational requirements.</p>				
	2-9 Governance structure and composition	Governance structure and composition information can be found in the 2023 Annual Report and Accounts, <a href="#">page 49</a> .				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	<p>The Nomination and Corporate Governance 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 Nomination and Corporate Governance 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. If assistance with recruitment is required by the Committee, this will be made available. Director and senior management appointments and the company's succession planning are also evaluated on a regular basis with good corporate governance practice; diversity, experience and skill requirements; as well as the evolving needs of the company.</p> <p>The Nomination and Corporate Governance Committee is mindful of the Board's performance and composition together with the performance of individual Directors and senior management.</p> <p>As Serica continues to grow its asset base, the Board, with the support of the Nomination and Corporate Governance Committee, maintains oversight of the Company's requirements. This ensures that the make-up of the Board is kept in line with the Company's needs and provides a mix of experience, skills, personal qualities and capabilities appropriate to Serica's objectives. These include full consideration of diversity where possible, including gender diversity. Serica's Equal Opportunities and Dignity at Work Policy (OMS-1B-10) also applies to this process.</p>				
	2-11 Chair of the highest governance body	<p>At Serica, the Chair of the highest governance body, the Board of Directors, is a Non-Executive Chairman.</p> <p>All of Serica's employees, including the Non-Executive Chairman and Chief Executive Officer, are expected to comply with Serica's Code of Conduct and Serica's policy on conflicts of interest. 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. This reminds the Board of Directors, including the Non-Executive Chairman, to consider and declare conflicts of interest.</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 is directly accountable for the development, delivery and approval of all ESG and sustainable development-related activities. The progression of ESG initiatives and activities is the accountability of the Vice President ESG and Business Innovation who reports directly to the Chief Executive Officer.</p> <p>Serica's corporate risk process is led by the Board which maintains a register of significant corporate risks for review at each of its monthly meetings. Sustainability, ESG and climate-related risks and mitigation of any associated impacts are considered in this process. As a public limited company, Serica engages with its shareholders through regular reporting and meetings. Statutory stakeholder engagement is undertaken through UK oil and gas legislative permitting and consenting processes.</p> <p>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. These reports also demonstrate Serica's continuous improvement in identifying and managing impacts.</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 senior management team and the departments of the organisation they are responsible for managing. All those with delegated responsibility are employees of Serica. 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	<p>Serica's sustainability reports are produced by Serica's ESG Team and presented to our CEO and Board before issuing. They are given time to review and amend the contents of the report accordingly. The sustainability reports cannot be published without the consent of the CEO and Board, therefore the Board has ultimate responsibility for sustainability reporting and the process of defining and reporting material topics.</p> <p>The process of identifying and managing material topics is delegated to the Senior Management Team, especially the Vice President ESG and Business Innovation. The Board is notified when changes are made to material topics and are empowered to review and change these at any time.</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	<p>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. Personnel is expected to act solely for the company's benefit. It is also a standing order item at the beginning of every board meeting to remind the Board of Directors to consider any conflicts and declare any that may have arisen.</p> <p>Serica reports Board Member over-boarding, and Board Independence to Stakeholders via Serica's ESG report. Updated information on these areas can be found on <a href="#">pages 129 and 130</a> of Serica's 2023 ESG report.</p> <p>If the company was entering a transaction that was being disclosed to the market and one of the Board of Directors was conflicted in any way, this would be disclosed to stakeholders.</p>				
	2-16 Communication of critical concerns	<p>As per Serica's Whistleblowing policy SEPLC-BMS-HR-POL-0035, Serica utilises the externally operated grievance mechanism SeeHearSpeakUp, which is a confidential and independent service, providing people with 24/7 support via email, online or phone. Any concerns raised from this service are investigated internally and reported to the Board of Directors. There are currently no set criteria that constitute a critical concern for Serica. This is due to the very low number of reports made through the service. In 2023, 0 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 then assessed by Serica's Human Resources Team and reported to the Board of Directors if necessary.</p> <p>In 2023, 0 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. <a href="http://www.serica-energy.com/downloads/policies/Whistleblowing-Policy.pdf">www.serica-energy.com/downloads/policies/Whistleblowing-Policy.pdf</a></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 areas, including financial, legal, operational and technical knowledge as well as experience in risk management and growth in the independent and public sectors. Each of the directors on the Board, both Executive and Non-Executive, has considerable experience and all have demonstrated skills that are complementary, independent and sufficient to cover all Board requirements. In terms of sustainable development, Serica has appointed a ESG and Business Innovation Vice President, whose role focuses on sustainable development, and as a part of this, they empower and educate the Board of Directors on sustainable development topics and issues. Serica's ESG and Business Innovation Vice President reports directly to the CEO of the company.</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	<p>The make-up of the company's Board of Directors has kept pace with Serica's transformational changes within the last few years. As part of this, the Board is continuing to refresh and enhance 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. It was recognised that, with the expansion of the Board in parallel with the growth of the Company's activities and the need to meet the requirements of the QCA, a formal Board evaluation process was required. In November 2023, performance evaluations of the Board and of each of its Committees were undertaken by an external advisor where recommendations were put to the Board and each Committee for review. Key themes emerged from this review including Board appetite for increased focus on strategy and growth.</p> <p>More information can be found on <a href="#">page 50</a> of the 2023 Annual Reports and Accounts.</p>				
	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 2023 Annual Report and Accounts, <a href="#">page 58</a>.</p> <p>As noted on <a href="#">page 62</a> Serica's ESG-related KPIs, are linked to the remuneration of our Senior Executives, CEO and CFO.</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, share schemes, the remuneration and incentivisation of Executive Directors and senior management and to make recommendations to the Board on the framework for executive remuneration and its cost. The Committee comprises of four 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 2023 Annual Report and Accounts, <a href="#">page 58</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 2023, 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 remuneration) in 2023 was 13.7.</p> <p>The figures included in this calculation are the total reported compensation for the CEO and the Median remuneration for Serica employees in 2023.</p> <p>In 2023, there was an increase of 1 (8%) in Serica's total compensation ratio compared to 2022.</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 families, disciplines and grades fall within a broadband structure.</p> <p>More information on Executive remuneration can be found in the Director's Remuneration Report, in the 2023 Annual Report and Accounts, <a href="#">page 59</a>.</p>				
	2-22 Statement on sustainable development strategy	This can be found in the Introduction section of the 2023 ESG Report, <a href="#">page 7 and 8</a> .				
	2-23 Policy commitments	<p>Serica's policy commitments for responsible business conduct are described in the Corporate Governance section of the 2023 Annual Report and Accounts, <a href="#">page 64</a>.</p> <p>As a UK company with interests solely in the UK, Serica is bound by the Human Rights Act 1998 and is fully compliant. In addition, Serica publishes a Modern Slavery Statement and has an Anti-Bribery and Corruption policy. All policy-level documents are approved by the Board of Directors and apply to all business activities and business relationships where Serica is the operator of assets and installations.</p> <p>Policy documents are communicated to all employees on commencement of employment and are available on the Serica Operational Management System, with some also available on its website at <a href="http://www.serica-energy.com/policies">www.serica-energy.com/policies</a></p>				
	2-24 Embedding policy commitments	<p>Serica's policy-level commitments are owned by the Board of Directors and the commitments and content are delivered by accountable senior managers. Policy commitments are delivered through processes and procedures formalised in the Serica Operational Management System.</p> <p>A formal grievance mechanism exists for all UK-permitted and consented activities via the oil and gas regulatory bodies in the UK. This applies to all Serica's operations.</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	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. As detailed above in disclosure 2-16, Serica also provides stakeholders with access to an independent grievance mechanism that is operated by a third party.				
	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>				
	2-27 Compliance with laws and regulations	In 2023, there were no significant instances of non-compliance with laws and regulations. As a result of this, no monetary fines were incurred.				
	2-28 Membership associations	Below is a non-exhaustive list of Serica's industry memberships: Brindex BSI Standards Ltd Bureau Van Dijk Electronic Publishing Ltd Global Compact Network UK IMCA Holdings Ltd London Oil Scouts Group Mediterranean, Middle East & Africa Scout Group Offshore Energies UK (OEUK) OPOL Society for Underwater Technology The Net Zero Technology Centre The Quoted Companies Alliance UKOITC Oil Spill Response Energy Institute Subsea UK Oil & Gas Independents Association Ltd Global Underwater Hub Ltd Society of Petroleum Engineers London Section Wood Mackenzie Ltd Global Design Innovation Ltd DC Thomson & Co Ltd Argus Media Ltd Lnrs Data Services Ltd Korn Ferry (IE) Ltd Leading Oil & Gas Industry Competitiveness (sequal)				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Serica's approach to stakeholder engagement is referenced in the Materiality Assessment in the 2023 ESG report, <a href="#">page 75</a> .  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 does recognise and support the right to collective bargaining and freedom of association. The company has demonstrated this through the strong support of the Energy Services Agreement.				
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 2023 ESG report, <a href="#">page 75</a> .	A gray 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	A list of Serica's material topics for 2023 is presented below: GRI 201 Economic Performance GRI 202 Market Presence GRI 203 Indirect Economic Impacts GRI 204 Procurement Practices GRI 205 Anti Corruption GRI 206 Anti Competitive Behaviour GRI 207 Tax GRI 301 Materials GRI 302 Energy GRI 303 Water and effluents GRI 304 Biodiversity GRI 305 Emissions GRI 306 Waste GRI 308 Supplier Environment Assessment GRI 401 Employment GRI 402 Labour and Management Relations GRI 403 Occupational Health and Safety GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity GRI 406 Non-Discrimination GRI 407 Freedom of Association and Collective Bargaining GRI 413 Local Communities GRI 415 Public Policy				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	This is described throughout the 2023 Annual Report and Accounts.				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 2023 ESG Report Section <a href="#">page 77</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.14.1
		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.				11.21.1
		Specific information on how climate adaptation, resilience and transition to a low-carbon economy is managed is described in the 2023 ESG Report, <a href="#">page 62</a> .				
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 the London Stock Exchange. 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 (including Tailwind Energy operations) are currently undertaken in the UK.				11.14.2
	201-2 Financial implications and other risks and opportunities due to climate change	This can be found in the TCFD Summary in the 2023 ESG Report, <a href="#">page 65</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 2023 Annual Report and Accounts, <a href="#">page 90</a> .				
	201-4 Financial assistance received from government	This information can be found in the 2023 Annual Report and Accounts, <a href="#">page 93</a> .				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Market presence								
GRI 3: Material Topics 2021	3-3 Management of material topics	This is described in the 2023 Annual Report and Accounts.				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 2023 ESG Report Section <a href="#">page 77</a> . The material elements for each topic as defined by 3-3 are described where applicable.				11.14.1		
		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.						
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Serica annually benchmarks their salaries against other oil and gas companies, to ensure that our offering continues to be attractive and competitive. Our 2023 Korn Ferry study benchmarked Serica as 22% ahead of the 50th percentile of salaries for oil and gas companies. In line with this, all of Serica's salaries in 2023 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.  In 2023, the national minimum wage in the United Kingdom was £10.42 per hour for employees aged 23 years old and over during the reporting period. This minimum is applicable to all Serica's operations across the UK.  2023's ratios can be seen below: Male employees: 2.54 Female employees: 1.58  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.						
	202-2 Proportion of senior management hired from the local community	100% of Serica's senior management 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	
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 2023 ESG Report Section <a href="#">page 77</a>. 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	<p>Serica produces approximately 5% of the UK's natural gas production and is therefore indirectly responsible for the ongoing support of national gas-related energy infrastructure. This contribution enables UK gas to be used in the UK and prevents additional UK gas imports from being required. Since 2019, Serica has developed additional gas reserves in the Columbus and Rhum offshore fields. These are examples of Serica working to secure the ongoing domestic gas supply into the future. These commercial investments form a core part of Serica's business and support our shareholders, stakeholders and the communities in which we work through direct and indirect employment.</p> <p>Following the acquisition of Tailwind assets, Serica now has a balanced production of both gas and oil. This acquisition is expected to provide operational diversity and scale for Serica in the UK.</p> <p>Information on Serica's community engagement and charitable giving can be found in the Community Engagement section of the 2023 ESG Report, <a href="#">pages 51 to 54</a>.</p>				11.14.4
	203-2 Significant indirect economic impacts	<p>This is described in the Providing good work and the Governance chapters of Serica's 2023 ESG report, <a href="#">page 40</a>.</p>				11.14.5
Procurement practices						
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 2023 ESG Report Section <a href="#">page 77</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				11.14.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	In 2023, Serica's total supplier expenditure on UK suppliers remained very high at 98%, with the remaining 2% being spent on international suppliers. In terms of local spending, the percentage spent on local suppliers (North-east Scotland) was 80%. It must be noted that the data uses the registered company address i.e. some might be registered in England however we may deal with a branch in the North East.				11.14.6
<b>Anti-corruption</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 2023 ESG Report Section <a href="#">page 78</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				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 2023 Annual Report and Accounts, <a href="#">page 49</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.				11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	<p>All 11 members representing 100% of Serica's Board of Directors have had the Anti-Bribery and Corruption policy communicated to them. 59% of Serica's employees had conducted the company's Business Code of Conduct e-learning training which includes modules on Anti-Bribery and Corruption policy by the close of 2023. This course is mandatory for staff to retake every two years. The reason for the lower percentage is due to staff not having completed the refresher course by the end of the year. We expect this number to increase again in 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. In 2021, work was done to update our Business Code of Conduct to ensure it continues to reflect Serica. A new E-learning module was launched in 2022 and is mandatory for staff and core contractors to complete.</p> <p>All business partners, contractors, and vendors are required as part of their contractual Terms and Conditions are required to comply with Serica's Anti Bribery and Corruption Programme as if it applied mutatis mutandis to the contractor.</p>				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	There have been no reported or confirmed instances of corruption in Serica.				11.20.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Anti-competitive behavior						
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 2023 ESG Report Section <a href="#">page 78</a> . 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 Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There are no legal actions pending and none have been completed during 2023 relating to anti-competitive behavior 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 2023 ESG Report Section <a href="#">page 78</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 207 Tax 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.				11.21.1
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
	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	This can be found on <a href="#">page 93</a> of the 2023 Annual Report and Accounts.				11.21.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
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 2023 ESG Report Section <a href="#">page 76</a>. 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 regulatory reportable chemicals and consumables used by Serica in its core Bruce Platform operations is provided below:</p> <p>In 2023, Serica utilised a total of 228,821 kg of chemicals of a permitted 1,036,184 kg of chemicals (22%). In comparison, in 2022 Serica's operations consumed 288,581 kg of a permitted 641,874 kg (45%) of chemicals. This continues to show that we are continually working to reduce the use of harsh chemicals in our operations in line with our environmental targets.</p>				
	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.	
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 2023 ESG Report Section <a href="#">page 76</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 ESG Report and/or Annual Report and Accounts.</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	<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 2023, Serica's main Aberdeen office used 101,383 kWh. This is an increase on 2022's reported figure of 13,372 kWh. In Serica's London offices, 105,632 kWh was used in 2023.</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 2023, the energy use offshore was 835 GWh. 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 our organisation.				11.1.3
	302-3 Energy intensity	Based on the electricity generated offshore and reported in 302-1 above, the Serica Bruce platform has an energy intensity of 76 kWh per boe in 2023.				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 ( <a href="#">page 12</a> ) chapter of the 2023 ESG 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.	
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 2023 ESG report, <a href="#">page 24</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 2023 ESG Report Section <a href="#">page 76</a>. 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 STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
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 2023 ESG Report, <a href="#">page 24</a> .				11.6.2
	303-2 Management of water discharge-related impacts	This is described in the Respecting the Water and Biodiversity chapter of the 2023 ESG report, <a href="#">page 24</a> .				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. However most of this seawater is discharged back to the sea.</p> <p>Serica does not operate in any areas with water stress and therefore withdrew no water from water-stressed areas over the reporting period.</p>				11.6.4
	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.</p> <p>In 2023, Serica discharged a total of 13,235 m<sup>3</sup> (13,235 megalitres) of produced water to the sea at an average oil in water concentration of 18.39 mg/l at an average discharge rate of 95m<sup>3</sup> per day. Serica's Internal targets are aligned with our permitted discharge allowances.</p> <p>In 2023, Serica's permitted allowance for the total quantity of oil discharged in water was 1.27 tonnes.</p> <p>Serica does not operate in any areas with water stress and therefore 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 2023, 4,000 m<sup>3</sup> (4,000 megalitres) 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	<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 2023 ESG Report Section <a href="#">page 75</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				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 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 6km 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. If an operation was deemed to have a significant impact on biodiversity, Serica would not continue with that operation.				11.4.3
	304-3 Habitats protected or restored	Serica did not protect or restore any habitats during the reporting period.				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 endeavors to operate 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	<p>This can be found in the Greenhouse Gas Emissions of 2023 ESG Report, <a href="#">page 11</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 2023 ESG Report Section <a href="#">page 75</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				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 of Serica's 2023 ESG Report, <a href="#">page 122</a> .				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	This is presented in the Databook of Serica's 2023 ESG Report, <a href="#">page 122</a> .				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	This is presented in the Databook of Serica's 2023 ESG Report, <a href="#">page 122</a> .				11.1.7
	305-4 GHG emissions intensity	This is presented in the Databook of Serica's 2023 ESG Report, <a href="#">page 122</a> .				11.1.8
	305-5 Reduction of GHG emissions	This is described in the Greenhouse Gas Emissions chapter of Serica's 2023 ESG report, <a href="#">page 13</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 (NOx), sulfur oxides (SOx), and other significant air emissions	NOx, SO <sub>2</sub> and VOCs emissions are presented in the Databook of Serica's 2023 ESG Report, <a href="#">page 122 and 123</a> . These emissions are representative of gas and diesel consumption associated with all plant operations and flared gas. Only NOx, 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

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Waste section of the 2023 ESG Report, <a href="#">page 21</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 ESG Report Section <a href="#">page 76</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				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 Waste chapter of the 2023 ESG report, <a href="#">page 21</a> .				11.5.2
	306-2 Management of significant waste-related impacts	<p>Serica monitors our waste data using breakdowns of our waste streams provided by our waste management contractor. Analysing this data allows us to target areas for improvement. In addition to this, Serica also utilises skip audits, that allow us to keep a closer eye on waste segregation offshore, these audits have given us a better understanding of specific segregation issues offshore.</p> <p>Waste data is presented to the Board and the wider organisation regularly through the HSE Committee, Business Performance and Onshore Safety Meetings. In 2023, Serica continued to monitor performance against waste-related KPIs relating to the volume of general waste generated and the percentage of waste recycled, reused or sent to waste to energy.</p> <p>All waste generated through Serica's operations is managed by a dedicated waste-handling third-party contractor that projects Serica's duty of care for waste management. The contractor utilises only UK-registered disposal routes that meet the UK's stringent regulatory requirements. Serica recognises that the waste it produces is its own responsibility (cradle to grave). More information on how Serica manage waste can be found in the Waste section of the 2023 ESG Report, <a href="#">page 21</a>.</p>				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 2023, Serica produced a total of 304 metric tonnes of waste, an increase of 41 metric tonnes compared to 2022.</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 – 0.720 metric tonnes</li> <li>ii. Recycling – 132.158 metric tonnes</li> <li>iii. Composting – 0.000 metric tonnes</li> <li>iv. Recovery, including energy recovery – 116.215 metric tonnes</li> <li>v. Incineration – 1.059 metric tonnes</li> <li>vi. Deep Well Injection – 0.000 metric tonnes</li> <li>vii. Landfill – 3.415 metric tonnes</li> <li>viii. Onsite Storage – 0.000 metric tonnes</li> <li>ix. Other – 50.626 metric tonnes</li> </ul> <p>As mentioned above, all waste generated through Serica's operations is managed by a third party contractor. The contractor utilises UK-registered disposal routes and the determined and identified waste disposal method is reported to OPRED, the environmental regulator.</p>				11.5.4
	306-4 Waste diverted from disposal	<p>In 2023, Serica diverted a total of 132.88 metric tonnes of waste from disposal.</p> <p>During the reporting period, Serica diverted a total of 9.48 metric 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 – 0.72 metric tonnes</li> <li>ii. Recycling – 8.76 metric tonnes</li> <li>iii. Other – 0 metric tonnes</li> </ul> <p>During 2023, Serica also diverted 123.4 metric 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 metric tonnes</li> <li>ii. Recycling – 123.4 metric tonnes</li> <li>iii. Other – 0 metric tonnes</li> </ul> <p>Serica's solid waste streams are shipped back to shore for treatment, recycling or disposal, in line with the Merchant Shipping (Prevention of Pollution by Sewage and Garbage from Ships) Regulations 2008 which prohibit the disposal of solid waste at sea.</p>				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 2023, Serica directed a total of 171.32 metric tonnes of waste to disposal.</p> <p>During the reporting period, Serica directed 76.99 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) – 24.68 metric tonnes</li> <li>ii. Incineration (without energy recovery) – 0.23 metric tonnes</li> <li>iii. Landfill – 1.46 metric tonnes</li> <li>iv. Other – 50.63 metric tonnes</li> </ul> <p>During the reporting period, Serica also directed 94.33 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) – 91.54 metric tonnes</li> <li>ii. Incineration (without energy recovery) – 0.83 metric tonnes</li> <li>iii. Landfill – 1.96 metric tonnes</li> <li>iv. Other – 0.00 metric tonnes</li> </ul> <p>Serica's solid waste streams are shipped back to shore for treatment, recycling or disposal, in line with the Merchant Shipping (Prevention of Pollution by Sewage and Garbage from Ships) Regulations 2008 which prohibit the disposal of solid waste at sea.</p>				11.5.6
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Water and Biodiversity section of the 2023 ESG Report, <a href="#">page 25</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 2023 ESG Report Section <a href="#">page 76</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 306-3 Significant spills 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>				11.8.1
GRI 306: Effluents and Waste 2016	306-3 Significant spills	In 2023, Serica reported a total of 0 significant oil spills.				11.8.2

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 2023 ESG Report Section <a href="#">page 76</a>. 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>0% of new suppliers were screened using environmental criteria in 2023.</p> <p>Contractor Environmental performance is managed under UK law and regulation that applies to offshore oil and gas operations. Serica, as a licensee is accountable for the environmental performance of contractors on its assets. Contractor engagement in environmental performance forms a key part of all operations. Serica is working to develop specific environmental assessment criteria for contracts that have a potential environmental impact. More information on this can be found in the People and Supply Chain section of the 2023 ESG Report, <a href="#">page 46</a>.</p>			11.10.2	
	308-2 Negative environmental impacts in the supply chain and actions taken	<p>This can be found in the Greenhouse Gas Emissions section of the 2023 ESG Report, <a href="#">page 19</a>.</p>			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 and the Diversity and Inclusion sections of the 2023 ESG Report, <a href="#">pages 43 and 39</a>.</p>			11.10.1	
		<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 2023 ESG Report Section <a href="#">page 76</a>. 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>			11.11.1	

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	<p>20 new employees (6 female and 14 male) were hired in the reporting period in the UK region. This represents a rate of 9.3%. 3 employees (1 female and 4 male) left the company during the same reporting period, representing a turnover rate of 2.3%.</p> <p>A breakdown of new hires in 2023 by age group is as follows:</p> <ul style="list-style-type: none"> <li>• Under 30 years old: 1</li> <li>• Between 30 and 49 years old: 3</li> <li>• Over 50 years old: 5</li> </ul> <p>A breakdown of those leaving the company by age group can be found in the Data Book of Serica's ESG Report, <a href="#">page 128</a>.</p>				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 (214 total, 32 female) are entitled to parental leave. During the reporting period, 4 males took either unpaid parental leave 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 2022 were still employed 12 months after their leave. Therefore, current return-to-work retention rates based on operational data to date is therefore 100%.				11.10.4 11.11.3
Labour/management relations						
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 2023 ESG Report Section <a href="#">page 76</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				11.71 11.10.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
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.				11.7.2
		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, different factors, such as commercially sensitive data, for each situation can impact when this might be.  Serica is fully aware and supportive of the UK laws and regulations regarding redundancies and lengths of consultation periods and ensure that these laws are adhered to in the unlikely event of redundancies needing to be made.				11.10.5
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in the Health, Safety & Wellbeing section of the 2023 ESG Report, <a href="#">pages 32 to 36</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 2023 ESG Report Section <a href="#">page 76</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 management system 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.				11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	The Serica Occupational Health Management System consists of a series of policy, procedure, practice and strategy documents some of which are listed below: Noise Risk Management – SER-UK-PRA-3.4-1001 Health Surveillance -SER-UK-PRO-3.4-1002 Fitness to Work Procedure – SER-UK-PRO-3.4-1001 Fatigue Management – SER-UK-PRO-3.4-1006 Radiation Policy – SER-UK-POL-3.4-0002 Procedure for Managing Asbestos Containing Material – SER-UK-3.4-0002 Manual Handling Operations – SER-UK-PRO-3.4-1009 Potable Water Quality and Legionella Risk Management – SER-UK-PRO-3.4-1003  At Serica, safety is prioritised over production, we aim to ensure that every member of our offshore team feels empowered to halt work if an actual or potential health and safety risk occurs.				11.9.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Risk is managed in accordance with the Serica Operating Risk Policy. The policy is supported by a number of procedures which describe specific risk management processes such as HAZOP, HAZID, LOPA, Control of Work etc.  There are two separate procedures within the Serica OMS, these procedures are as follows: Incident Reporting Procedure SEUK-OMS-4A-02 Incident Investigation Procedure SEUK-OMS-4A-01.				11.9.3
	403-3 Occupational health services	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.  All staff are automatically enrolled in a Private Medical Insurance scheme on joining the Company, it is at the staff member's discretion as to whether they choose to continue the cover. Serica covers the cost for the employee. The employee can then choose to add family members to the policy via salary exchange at a competitive rate.  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 – SER-UK-PRO-3.4-1001.  Serica also provides staff with access to mental health services such as access to our Wellbeing Hub, located on Serica's internal homepage. This includes counselling and a variety of online resources on topics such as dealing with depression. In 2023, Serica continued to put mental health at forefront of the teams and line managers' minds by rolling out the Mental Health Awareness at Work and Managing Mental Health at Work E-Learning modules. In addition to this, Serica also has a number of trained offshore and onshore mental health first aiders to provide support for employees and contractors who need someone to speak to. All of this information is conveniently stored in our Wellbeing Hub, which all employees and contractors have access to.				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>In addition, Serica operates a behavioral 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 2023, Serica achieved an average of 84% participation in Serica's Safety Observation Programme.</p> <p>Serica has an HSE Sub Committee which consists of the CEO, COO and Non-Executive Directors. 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 2023 ESG report, <a href="#">pages 33 to 34</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 2023, our employees averaged just under 40 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 2023, our offshore team took part in 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 annual leave and parental leave allowed to them.</p> <p>More information can be found on <a href="#">pages 35 and 36</a> of Serica's 2023 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, we ensure that occupational health and safety remains a formal agenda item and that 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>				11.9.8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-8 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. As part of this, 100% 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, therefore no Serica staff and contractors are covered under a Health and Safety Management system that has been fully externally audited. However, elements of Serica's Health and Safety Management are regularly audited in line with the Safety Case Regulations.</p>				11.9.9
	403-9 Work-related injuries	<p>In 2023, on our Bruce asset 24 (16 contractor and 8 staff) work related injuries were recorded and 1 was reportable (1 contractor, 0 staff). Of these injuries 23 were non-reportable (8 staff and 15 contractor) and 0 required no treatment, 19 (7 employee and 12 contractor) were first aid cases, 0 resulted in days away from work, 3 were work restricted work injuries (0 staff and 3 contractor), and there was 0 reportable medical treatment injuries.</p> <p>In relation to Serica's Bruce asset, staff and contractors worked a total of 786,433 hours in 2023. Additional health and safety metrics can be found in the Data Book of the 2023 ESG Report, <a href="#">pages 126 and 127</a>.</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 dutyholder 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 no high consequence injuries in 2023.</p>				11.9.10
	403-10 Work-related ill health	In 2023, there have been no reported or confirmed occupational diseases in Serica.				11.9.11

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in the Education and Training section of the 2023 ESG Report, <a href="#">page 48</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 2023 ESG Report Section <a href="#">page 76</a> . The material elements for each topic as defined by 3-3 are described where applicable.  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.				11.7.1
						11.10.1
						11.11.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	In 2023, Serica's staff completed a total of 1,292 training days. For this calculation, the assumption is that each training day consisted of 8 hours of training. This is similar to last year's figure.  In total Serica employees completed 10,341 hours of training in 2023.  Serica employees averaged 48 hours of training in 2023.  Female employees averaged 15.5 hours of training in 2023.  Male employees averaged 54 hours of training in 2023.  Serica does not currently collect and report on data relating to the total or average training hours for employee category (i.e. senior management or middle management) but is looking at the possibility of collecting this data in its Training Management System once it is updated.				11.10.6
						11.11.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
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, a detailed list of these courses can be found in Appendix * of the 2023 ESG report. In 2023, Serica staff undertook a total of 2155 E-learning modules and completed 1,292 training days. Serica spent £599,000 in total on 3T, OPITO Apprenticeships and other training-related costs. On further education, Serica's Training Committee spent £80,000.</p> <p>The company fully supports employees wishing to undertake further studies and as such developed a Further Education policy in 2018. This policy merged into a wider Training and Development Policy, which sits in our OMS. The level of assistance required may vary depending on the relevance of the programme, budgetary and operational constraints. The 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. The aim of the workshops was to help employees better prepare in a positive way for their retirement. The workshops covered a variety of different topics such as; Money Matters and Tax, Legal Issues, Health and Wellbeing and Time and Activities in Retirement. Serica organises spaces for interested employees on these workshops led by Age Scotland.</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. This process is independently verified with the reporting line to ensure it is applied consistently across the organisation. 100% of employees received an annual appraisal in 2023.</p> <p>As 100% of staff received an annual appraisal in 2023, 100% of male and female staff and 100% of every employee category received an annual appraisal in 2023.</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 2023 ESG Report Section <a href="#">page 76</a>. 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 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>Board of Directors (Governance body) – 72.7% male, 27.3% female, 0% under the age of 30, 0% between the ages of 30-50, 100% over the age of 50.</p> <p>Employees – 85% male, 15% female. 11% under the age of 30, 69% between the ages of 30-50, 20% over the age of 50.</p>				11.11.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	This is described in the Diversity and Inclusion section of the 2023 ESG Report, <a href="#">page 39</a> .				11.11.5
<b>Non-discrimination</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 2023 ESG Report Section <a href="#">page 76</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				11.11.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2023, there were no reported incidents of discrimination in Serica.				11.11.6
<b>Freedom of association and collective bargaining</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in The Governance section of the 2023 ESG Report, <a href="#">page 60</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 2023 ESG Report Section <a href="#">page 76</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>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.</p>				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	This can be found in the Community Engagement section of the 2023 ESG Report, <a href="#">pages 51 to 54</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 2023 ESG Report Section <a href="#">page 77</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 ESG Report and/or Annual Report and Accounts.				11.15.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	A key component of the UKCS licensing, consenting and permitting process is the Environmental Impact Assessment process. Environmental Impact Assessments have been conducted for all of Serica's current operations and projects. Development programmes are a requirement of offshore licensing conditions and, again, all operations meet these requirements.				11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	None of Serica's operations have a higher than average chance to cause 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	This can be found in The principles that govern our business section of the 2023 ESG Report, <a href="#">page 60</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 2023 ESG Report Section <a href="#">page 78</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 ESG Report and/or Annual Report and Accounts.				11.22.1
GRI 415: Public Policy 2016	415-1 Political contributions	Serica does not make any political contributions to any political parties or individuals. Therefore, in 2023 Serica donated a total of £0 to any political parties or individuals.				11.22.2

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
[Title of GRI Sector Standard]	
GRI 408 Child Labour	Employment law within the UK has all but abolished child labour practices, and when paired with Serica's stringent recruitment process and the requirements for offshore workers, the risk of unknowingly employing child labour is significantly low that it is not deemed materially relevant.
GRI 409 Forced and Compulsory Labour	Employment law within the UK has all but abolished forced labour practices, and when paired with Serica's stringent recruitment process and the requirements for offshore workers, the risk of unknowingly employing forced labour is significantly low that it is not deemed materially relevant.
GRI 410 Security Practices	Within the Serica OMS Security is covered under the following OMS Documents: The Offshore Security Plan SER-UK-GUID-3.5-1000 and The Offshore Security Plan SER-UK-PLN-3.5-1001 .
GRI 411 Rights of Indigenous People	Serica's UK areas of operations are not home to any communities or peoples who are classified as indigenous.
GRI 414 Supplier Social Assessments	The majority of Serica operations is currently based in the UK. Suppliers are subject to stringent UK as well as industry specific pre-approval initiatives such as SEQual prior to working with oil and gas operators. Therefore, supplier social assessment in this context is not deemed material.
GRI 416 Customer Health and Safety	Customers in the traditional sense are not identified specifically as the oil and gas products are co-mingled with other producing fields in the North Sea. Therefore, the topic is not deemed to be material.

# Appendix 4 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 2018-10). The information herein is associated with the 2023 calendar year.

As we indicate in our 2023 ESG Report, 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
Greenhouse gas emissions		
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 (including the relevant GHGs covered under the Kyoto Protocol) data in metric tonnes are presented in the Serica Energy 2023 ESG Report in Appendix 5 – Serica's Data Book, <a href="#">page 122</a>. 100% of Serica's reported scope 1 CO<sub>2</sub> emissions in 2023 were covered by the UK ETS. Scope 2 and 3 emissions were not covered by the UK ETS.</p> <p>Serica set the following targets for 2023:</p> <ul style="list-style-type: none"><li>• limiting total flaring to below 5,000 tonnes, and</li><li>• restricting Scope 1 CO<sub>2</sub> emissions to below 200,000 tonnes.</li></ul> <p>Information on Serica's target performance can be found in the Greenhouse Gas Emissions chapter, <a href="#">page 13</a>.</p> <p>All of Serica's currently operated assets are part of the permitting and regulatory requirements of the United Kingdom Emissions Trading Scheme (UK ETS), an emissions-limiting regulation. This scheme is aligned with the Greenhouse Gas (GHG) Protocol in terms of the calculation and reporting of emissions. In alignment with the GHG Protocol, Serica calculates its CO<sub>2</sub> emissions from the metering of fuel gas, diesel, propane and its flaring activities. In 2023, Serica utilised 100% of its CO<sub>2</sub> allocation of 46,953 tonnes, and was required to trade for additional allocations. As a result, there was no surplus of CO<sub>2</sub> allocation. The UK ETS adopt a "cap and trade" approach, which sets caps on how much can be emitted by certain sectors, this cap decreases over time, which will reduce how much a sector is permitted to emit. Serica is proactive to these cap decreases and has implemented reduction programmes to meet the above defined targets and limit the need for additional allocations. Serica also uses the recommendations of the Taskforce for Climate-related Disclosures (TCFD) to review and evaluate its emissions reductions initiatives. More information is available in the 2023 Annual Report, <a href="#">pages 30 to 36</a>.</p> <p>More information on Serica's year on year emissions performance and emissions monitoring and reporting can be found in the Greenhouse Gas Emissions chapter, <a href="#">page 13</a>.</p>

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting metric	Location/information
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>By the end of 2023, Serica had flared a total of 4,708 tonnes of gas, a reduction of 1,143 tonnes compared to 2022 volumes. This was due to a number of factors, including the extended summer maintenance shutdown period, which reduced the number of days that the platform was online and flaring. The amount of direct, Scope 1, CO<sub>2</sub> emissions from flared hydrocarbons in 2023 was 10,824 metric tonnes. This represents a decrease of 4,250 metric tonnes compared to the 15,074 metric tonnes of flaring related emissions reported in 2022.</p> <p>Serica remains committed to reducing routine flaring through several initiatives, including:</p> <ul style="list-style-type: none"><li>• a continued focus on transparent performance metrics by sharing flaring information with all team members</li><li>• the development of a "Flaring Culprits" register to help identify common causes of higher-than-usual flaring, and</li><li>• further reduction measures, such as evaluating equipment efficiencies.</li></ul> <p>More details on Serica's flaring figures and actions in 2023 can be found in the Greenhouse Gas Emissions chapter of the 2023 ESG report, <a href="#">page 14</a>.</p> <p>Serica also manages and measures vented and fugitive emissions. At the start of the year the Bruce platform had a Vent Consent from the UK North Sea Transition Authority for 0.543 metric tonnes per day but this was updated in June to 0.420 metric tonnes per day. At the end of 2023, Serica vented emissions totalled 112 tonnes (CH<sub>4</sub> 98 tonnes, CO<sub>2</sub>, 6 tonnes and VOC 7 tonnes). Fugitive emissions are calculated annually. In 2023, reported fugitive emissions totalled 3.5 metric tonnes of carbon dioxide (CO<sub>2</sub>), 20.5 metric tonnes of methane (CH<sub>4</sub>) and 3.8 metric tonnes of volatile organic compounds (VOCs).</p> <p>Serica did not have any Scope 1 "other combustion" or "process emissions" during 2023.</p>
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	<p>Serica recognises climate change as a material risk that could have financial implications for the organisation. As such, it considers responding to these risks and building resilience as integral to its long-term success. Climate change is factored into Serica's business strategy, planning, and corporate targets. Serica has set both long-term and short-term emissions targets, including reductions in Scope 1 emissions. Its long-term emissions targets are in line with the North Sea Transition Deal's objectives, which seek to reduce offshore production emissions in the UK Continental Shelf by 10% in 2025, 25% in 2027, 50% in 2030, and 100% in 2050.</p> <p>Annual emissions targets are also established, and their achievement is directly linked to the remuneration of staff and executives through the annual bonus scheme, which includes ESG-related targets to drive environmental performance improvements. Serica's 2023 ESG Report presents the performance against these targets, and in 2024, the company will again link emissions reductions initiatives to its remuneration and corporate bonus scheme. In addition, Serica has set a target of reducing its Bruce related carbon intensity to 15.5 kgCO<sub>2</sub>/boe. This target is established by incorporating performance data from previous years and looking ahead to future work scopes and activities to identify achievable but challenging targets that can drive performance improvement.</p>
Air Quality		
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 (PM <sub>10</sub> )	<p>In 2023, Serica had the following emissions from gas and diesel consumption at plant operations as well as flared gas:</p> <p>This data is presented in the 2023 ESG Report, <a href="#">pages 122 and 123</a>.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting metric	Location/information
<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 and is used for washing, cooking and other domestic purposes. The amount of imported potable water can be found on <a href="#">page 24</a> of the 2023 ESG Report.</p> <p>Utilising the World Resource Institute's (WRI) Water Risk Atlas tool, Aqueduct, 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>In April 2023, Serica successfully reinstated its produced water reinjection well, meaning that produced water containing concentrations of oil could be reinjected back into a disposal well instead of be overboarded to sea. Not only did this eliminate oil being discharged to sea throughout the remainder of the year, it also helped reduce waste being generated from using Serica's de-oiler package.</p> <p>In 2023, 40,922 m<sup>3</sup> of produced water was generated during production operations on the Bruce platform. 13,235 m<sup>3</sup> of this produced water was discharged overboard with an average concentration of 18.4 mg/l, resulting in 0.24 tonnes of oil being discharged overboard to the marine environment. In 2023, 27,688 m<sup>3</sup> of produced water was reinjected at an average concentration of 22.8 mg/l. Serica does not generate flowback fluid as part of its operations. More details can be found in the Respecting the Water and Biodiversity chapter of Serica's 2023 ESG report, <a href="#">page 24</a>.</p> <p>Data relating to Serica's interactions with water are also presented in the Serica Energy 2023 ESG Report in Appendix 5 – Serica's Data Book, <a href="#">pages 124 and 125</a>.</p>
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Serica does not use hydraulic fracturing in its operations.
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	As detailed in EM-EP-140a.3, Serica does not use hydraulic fracturing in its operations.
<b>Biodiversity Impacts</b>		
EM-EP-160a.1	Description of environmental management policies and practices for active sites	<p>Serica has developed policies and practices aligned with UK legislation and the environmental elements of ISO 14001 principles. Its Environmental Management system (EMS) is attested against the OSAR 2003/5 recommendations. All 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, discharges to water amongst other areas.</p> <p>Serica also works within the UKCS Regulatory system and is subject to the requirements of its Permitting, Licencing and Consent regimes. Serica also records processes and reports emissions data in alignment with both the UK Regulators 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. Serica's EMS system is designed to empower and encompass employees and contractors alike. Accountability for the implementation of EMS lies with every individual onshore and offshore. The contents of the EMS provide critical guidance in the risk assessment of operations and projects.</p> <p>Serica does not operate in areas of critical habitat, high biodiversity or conservation areas.</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 2023, across Serica's core operations and projects, there were a total of 3 PON1s reported. In total, these PON1s resulted in the discharge of 0.1391 tonnes of chemicals and 0.07199 tonnes (0.5 barrels) of hydrocarbons being released into the sea. SASB defines a hydrocarbon spill as greater than 1 bbl, Serica's reported spill volume is under this threshold. None of Serica's facilities are located in the Arctic, or 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 reserves. Probable reserves will be subject to extensive surveys and impact assessments prior to works commencing and potential impacts to endangered species will be mitigated.
<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	Serica currently only has reserves in the UK. None of Serica's net proved or probable reserves are in or near areas of active conflict.
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Serica currently only has reserves in the UK. All of Serica's proved or probable reserves are 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	<p>A discussion and analysis of engagement processes and due diligence practices with respect to human rights is presented on <a href="#">page 60</a> of the 2023 ESG Report. In addition, Serica's 2023 Annual Report and Accounts also emphasises the promotion of a corporate culture that is based on ethical values and behaviours (<a href="#">page 49</a>). This is part of Serica's alignment with the Quoted Companies Alliance Corporate Governance Code 2018.</p> <p>As indicated in topics EM-EP-210a.2 and EM-EP-210a.1, Serica does not have operations or reserves in indigenous or conflict areas. 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.</p> <p>As part of this, Serica's Code of 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. This Code of Conduct is applicable across the lifecycle of Serica's projects, including planning, operation and decommissioning. Serica's Code of Conduct was reviewed and updated in 2021 to ensure it continued to reflect Serica accurately. Serica's new Code of Conduct and mandatory e-training module was released in 2022. Serica's Code of Conduct is publicly available and 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 complies with the Modern Slavery Act (2015) including implementation of contract clauses, staff training and the right to audit contractors and suppliers to verify compliance. An anti-bribery and corruption policy (please also see topic EM-EP-510a.2) that outlines its zero-tolerance approach to bribery and corruption, as well as a whistleblowing procedure for all employees, consultants, contractors or other interested parties are also part of how Serica does business.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting metric	Location/information
<b>Community relations</b>		
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	<p>Serica values the importance of supporting and working in collaboration with the communities in which it operates.</p> <p>In 2023, Serica continued to deploy a number of initiatives to further support the local communities in which it operates. These are highlighted throughout Serica's Community Engagement chapter, <a href="#">page 51</a> and the <a href="#">Social page</a> of Serica's website. A discussion and analysis of the processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities is described in both the 2023 Annual Report as well as the 2023 ESG Report. In the Annual Report, information is presented in the Corporate Governance section, including <a href="#">page 63</a>. In the 2023 ESG Report, details are provided on <a href="#">page 51</a>.</p> <p>As a North Sea production operator, Serica recognises the need to comply with the high operational and governance standards demanded of our industry. It is important to Serica to ensure that those standards are also upheld when managing the footprint of the business within the communities in which we operate. Serica strives, where possible, to generate benefit for our stakeholders and communities.</p> <p>As per topic EM-EP-210a.3, Serica has a number of engagement processes and due diligence practices for working with stakeholders, including communities. Serica has developed a comprehensive Operations Management System (OMS) which include codes, policies and procedures to work fairly and transparently as well as meet all laws and regulations. All of Serica's operated assets are currently in the UK.</p>
EM-EP-210b.2	Number and duration of non-technical delays	Serica has 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>		
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 1.3 per 200,000 hours in 2023. Further information is presented in the 2023 ESG Report <a href="#">page 33</a>.</p> <p>In 2023, Serica staff worked a total of 296,477 hours and contractors worked a total of 489,956 hours, which equals a total of 786,433 hours worked.</p> <p>Serica's near miss frequency rate (NMFR) for 2023 was:</p> <p>15.5 per 200,000 manhours</p> <p>77.5 per 1,000,000 manhours</p> <p>Serica's fatality rate is zero or none (0).</p> <p>Health, safety and emergency response training for employees, contractors and short-service employees is required as a condition of working with Serica. The scope and detail of training is dependent on the role and will be determined by regulatory requirements, the risk associated with the role and the specifics of the work to be undertaken. For example, Serica's offshore workforce will have different requirements than onshore and office teams. Serica's Training Committee meets monthly and each Serica employee has a training matrix assigned to their role. In 2023, Serica's employees averaged approximately 39.5 hours of Health, Safety and Emergency Response training.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting metric	Location/information
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	<p>Serica's goal is to uphold and continuously improve the health, safety and environmental (HSE) performance exemplified on the Bruce platform complex and to extend this approach to any assets we may acquire in the future.</p> <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. Additional evidence of our commitment to health and safety can be found in our HSEQ Policy on our website and throughout our Health, Safety and Wellbeing chapter of the 2023 ESG Report, <a href="#">page 34</a>.</p> <p>A culture of safety is encouraged throughout the organisation with responsible personnel designated at all appropriate levels. This is further detailed on <a href="#">page 34</a> of the 2023 ESG Report and 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's 2P total oil and gas reserves are 140.3 mmbbl adjusted for 2023 production. As of 31 December 2023, Oil 2P Reserves were 69.6 mmbbl and 410 bcf gas.</p> <p>Serica discloses its estimated hydrocarbon resources and reserves annually based on an independently prepared Competent Persons Report. The reported reserves are supported by an economic valuation which includes all the future costs of producing the relevant hydrocarbons. These costs include buying carbon credits under the UK ETS as necessary based on estimated emissions, the availability of free credits and the purchase price for additional credits. The estimates of Serica's current hydrocarbon reserves are largely insensitive to the anticipated cost of carbon as such cost forms a relatively small proportion of the total cost of production.</p> <p>Serica also looks to report on and implement guidance from the TCFD recommendations. As part of this, Serica developed quantitative scenario models for 2023-2041 based on inputs from the International Energy Agency's (IEA) 2023 Net Zero, Stated Policies and Announced Pledges scenarios, concentrating on carbon taxes and commodity prices. The results validated Serica's resilience to 2C or lower scenarios.</p> <p>More information on Serica's reserves can be found in the 2023 Annual Report and Accounts, <a href="#">page 18</a>.</p>
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	<p>Serica does not currently calculate the estimated CO<sub>2</sub> emissions embedded in proved hydrocarbon reserves. The proposed SASB calculation method implies that all proved hydrocarbon reserves would be combusted and all CO<sub>2</sub> emissions released to atmosphere, however this may or may not be case as Serica does not have a downstream business and sells its product immediately after processing. However, despite not having the means to manage the use of our products and their associated CO<sub>2</sub> emissions, Serica recognises the importance of quantifying and reporting the estimated environmental footprint of the use of our products and in 2024 will work to quantify these emissions.</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>Serica aligns its ambitions with that of the North Sea Transition Deal. The North Sea Transition Deal sets targets to achieve net zero carbon emissions from the North Sea Basin by 2050 through the development and adoption of low carbon solutions. As part of this, Offshore Energies UK explores the potential for renewable energy technologies to support efficient production and lower emissions.</p> <p>Serica is a member of the Net Zero Technology Centre, which explores the development of technologies to decarbonise offshore operations and the advancement of net zero initiatives, more information on this can be found on <a href="#">page 28</a> of the 2023 ESG Report.</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 all commercial and non-commercial considerations into account.</p> <p>The TCFD became mandatory for many organisations in the UK in 2022. Serica values the approach and benefits of aligning with the TCFD and in 2021 completed an initial report that provides a pathway to developing and adapting strategies to proactively respond to climate-related risks and opportunities. In 2023, Serica has continued to develop its reporting capabilities against the TCFD Recommendations and has developed a more comprehensive report with greater integration of scenario analysis amongst other improvements. More detail on this can be found on <a href="#">pages 30 to 36</a> of the 2023 Annual Report and Accounts and <a href="#">page 62</a> of the 2023 ESG Report.</p> <p>In 2023, Serica ran quantitative scenario analysis against its business economic models, looking at the combined Serica assets. Parameters for the economic models were guided on those set out by the International Energy Agency's (IEA) 2023 Net Zero, Stated Policies and Announced Pledges scenarios, and concentrated on carbon taxes and commodity prices. The models were run from 2023 to 2041, in line with the expected cessation of production (COP) date of Serica's. The IEA scenarios were selected as they are publicly available and widely used across the global energy sector. The results of the exercise confirmed that Serica's business models are resilient under these scenarios. Serica will continue to use scenario analysis to test its resilience under different climate scenarios.</p>
Business Ethics & Transparency		
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	Serica currently has reserves in the UK and therefore has 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>In order to be recognised as a responsible and sustainable corporate citizen, it is important that Serica's business is legally compliant and transparent with respect to all forms of anti-competitive behaviour, particularly corruption and competition.</p> <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 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. This Code of Conduct is applicable across the lifecycle of Serica's projects, including planning, operation and decommissioning.</p> <p>An Anti-Bribery and Corruption policy (please also see topic EM-EP-210a.3) that outlines its zero-tolerance approach to bribery and corruption, as well as a whistleblowing procedure for all employees, consultants, contractors or other interested parties, are also part of how Serica does business.</p> <p>Serica's Anti-Bribery and Corruption policy can be found <a href="#">here</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> <p>Further detail is available in the Corporate Governance and Financial Report sections of the 2023 Annual Report and Accounts (<a href="#">page 43</a>) and the Databook <a href="#">page 131</a>.</p>

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting metric	Location/information
Management of the Legal & Regulatory Environment		
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>Serica meets all regulatory requirements. As indicated in topics EM-EP-420a.4, Serica aligns with the North Sea Transition Deal, and has developed an Emissions Reduction Action Plan, in line with recommendations of the North Sea Transition Authority's Stewardship Expectations 11. All oil and gas operators have important parts to play in the drive towards a lower carbon economy and Serica is committed to working towards a net zero carbon North Sea basin by 2050.</p> <p>Serica's Operations Management System (OMS) provides procedures for complying with all environmental legislation and regulation, 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 continuous compliance.</p>
Critical Incident Risk Management		
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	<p>At Serica, health and safety is the highest priority. Empowering our people to be safe is key to how we do business; a safe operation is a an efficient and productive operation. The Bruce facility has a Safety Case which has been accepted by the UK Health and Safety Executive. This Safety Case details the possible failure modes which could lead to a Process Safety Event and the mitigative engineering and human factors which are in place to prevent their occurrence. While all efforts are made to stop Process Safety Events (PSE), if an event does occur, our teams have the training and authority to act quickly and effectively.</p> <p>In accordance with the requirements of the OPPC Permit, Serica is required to report any event involving the unpermitted release of hydrocarbons and chemicals at sea. Such occurrences are reported to OPRED within six hours of their identification in a Petroleum Operations Notification 1 (PON1) form.</p> <p>In 2023, 3 PON1s were raised as a result of the unintentional releases of hydrocarbons and chemicals the to sea. More information is available in EM-EP-106a.2.</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 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 which has been accepted by the UK Health and Safety Executive.</p> <p>Occupational Health and Safety Risk is managed in accordance with the Serica 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 O&amp;G companies operating in the North Sea co-operate and hare resources in the event of an emergency situation.</p> <p>Serica is also part of the Emergency Preparedness Offshore Liaison Group (EMPOL). As a member, Serica meets to discuss best practice, share learnings and identify areas for improvement.</p> <p>Considering the importance of safety and response management, there are many references throughout Serica's 2023 ESG Report, <a href="#">page 33</a>.</p>

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Code	Accounting metric	Location/information
Activity Metrics		
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Net production in 2023 averaged 40,100 boe per day (page 1 of the 2023 Annual Report). Oil and Gas production volumes can be found in the 2023 Annual Report and Accounts, pages 10 to 14.
EM-EP-000.B	Number of offshore sites	Serica's activities are 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. 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>
EM-EP-000.C	Number of terrestrial sites	Serica does not currently have any terrestrial sites.

## 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.

### ENVIRONMENTAL PERFORMANCE

Atmospherics	Units	2023	2022	2021	2020	2019
Total Bruce Platform CO <sub>2</sub> Scope 1 emissions	Tonnes CO <sub>2</sub>	179,447	218,567	208,868	204,648	241,503
Total CO <sub>2</sub> Scope 1 emissions – Columbus Extended Well Test	Tonnes CO <sub>2</sub>	0	0	8,454	0	0
Total CO <sub>2</sub> Scope 1 emissions	Tonnes CO <sub>2</sub>	179,447	218,567	217,322	204,648	241,503
Total CO <sub>2</sub> e Scope 1 emissions	Tonnes CO <sub>2</sub> e	191,317	234,283	220,988	234,259	274,727
Scope 2 emissions – Electricity (Location-based)	Tonnes CO <sub>2</sub> e	43	21	18	16	25
Scope 3 Category 1: Purchased Goods and Services	Tonnes CO <sub>2</sub> e	13,468	22,167			
Scope 3 Category 4: Upstream Transportation and Distribution	Tonnes CO <sub>2</sub> e	4,772	10,692			
Scope 3 Category 15: Investments	Tonnes CO <sub>2</sub> e	162,288	13,893			
Total reported Scope 3 emissions	Tonnes CO <sub>2</sub> e	180,528	46,752			
Total reported CO <sub>2</sub> e emissions	Tonnes CO <sub>2</sub> e	371,888	281,057			
Total CH <sub>4</sub> emissions flaring and fuel consumption	Tonnes	145	178	132	132	191
Total CH <sub>4</sub> fugitive emissions	Tonnes	21	20	23	21	23
Total CH <sub>4</sub> vented emissions	Tonnes	99	198	191	348	436
Total CH <sub>4</sub> emissions	Tonnes	264	396	346	501	650
Total N <sub>2</sub> O emissions from combustion and flaring activities	Tonnes	17	18	17	16	18
Total NO <sub>x</sub> emissions from combustion and flaring activities	Tonnes	469	880	502	491	565
Total VOC emissions from combustion and flaring activities	Tonnes	14	4	4	4	5
Total CO emissions from combustion and flaring activities	Tonnes	413	60	450	429	528

## ENVIRONMENTAL PERFORMANCE

Total SO <sub>2</sub> emissions from combustion and flaring activities	Tonnes	5	8.5	4.7	6.4	4.1
Hydrofluorocarbons (HFCs)	Tonnes	0.002	0.003	0.000	0.000	0.002
Perfluorocarbons (PFCs)	Tonnes	0.000	0.000	0.000	0.000	0.000
Sulphur Hexafluoride (SF <sub>6</sub> )	Tonnes	0.000	0.000	0.000	0.000	0.000
<b>Fuel usage</b>	<b>Units</b>					
Total diesel utilised on the Bruce platform	Tonnes	2,338	1,424	2,185	3,062	1,857
Total fuel gas utilised on the Bruce platform	Tonnes	65,650	79,166	73,382	69,630	81,365
Total coal utilised in operations	Tonnes	0	0	0	0	0
<b>Flaring</b>	<b>Units</b>					
Total flared gas	Tonnes	4,708	5,851	4,804	5,696	10,309
Average Base Load Flare per 24 hrs	Tonnes	8.5	9.0	9.7	10.5	11.6
<b>Carbon Intensity</b>	<b>Units</b>					
Scope 1 Carbon Intensity	kgCO <sub>2</sub> /BOE	16.36	16.4	17.8	17.5	16.7
<b>Carbon Offsets</b>	<b>Units</b>					
Carbon Offsets	Tonnes CO <sub>2</sub> e	0	0	0	0	0
<b>Energy</b>	<b>Units</b>					
Energy Usage – Bruce Platform	GWh	835	1,017	975	950	1,120
Energy Usage – Aberdeen Office	KWhr	101,383	87,651	66,530	57,801	88,647
Energy Usage – London Offices	KWhr	105,632	19,320	16,222	11,056	18,058
Energy Intensity	KWhr/boe	76	76	83	79	75
Renewable Energy Used in Operations	KWhr	83,367*	0	0	0	0

\* Relates to the renewable energy purchased to power one of our London Offices

## ENVIRONMENTAL PERFORMANCE

Waste	Units					
Total waste produced offshore	Tonnes	304	263	199	254	315
Total waste to landfill	Tonnes	3	2	12	36	106
Total waste recycled	Tonnes	132	123	108	149	174
Waste to energy	Tonnes	116	95	70	46	17
Waste reused	Tonnes	1	0	0	2	0
Incinerated waste	Tonnes	1	4	0	2	1
Other waste (inc. treatment)	Tonnes	51	38	8	19	18
Hazardous Waste produced	Tonnes	86	75	33	46	42
Waste disposal method as a percentage of total waste	Units					
Landfill	%	1.1	0.9	6.2	14.3	33.5
Recycling	%	43.4	46.9	54.3	58.6	55.2
Waste to Energy	%	38.2	36.1	35.4	18.1	5.3
Reuse	%	0.2	0.2	0.2	0.7	0.0
Incinerated waste	%	0.3	1.3	0.1	0.9	0.2
Other (inc Treatment)	%	16.6	14.6	3.8	7.3	5.8
Water	Units					
Volume of potable water transported to Bruce	m <sup>3</sup>	4,000	1,139	577	0	0
Volume of seawater withdrawn	Tonnes	29,470,000*	29,470,000	29,470,000	29,470,000	29,470,000

\* Lower quantity reported due an error found in previous estimation calculation

## ENVIRONMENTAL PERFORMANCE

Volume of freshwater withdrawn	Tonnes	0	0	0	0	0
Volume of produced water discharged overboard	m <sup>3</sup>	13,235	62,298	69,544	3,404	51,238
Volume of produced water reinjected	m <sup>3</sup>	27,688	0	0	72,200	42,391
Volume of oil discharged overboard in produced water	Tonnes	0.24	0.88	1.21	0.21	0.59
Volume of oil in water reinjected	Tonnes	0.63	0.0	0.0	4.4	2.9
Average concentration of oil in water reinjected	mg/l	22.8	0.0	0.0	61.1	68.9
Average concentration of oil in produced water discharged overboard	mg/l	18.4	14.2	17.4	62.5	10.3
Number of PON 1s	Number	3	5	7	5	12
Number of PON 2s	Number	0	4	0	2	0
Number of ROGI Hydrocarbon releases	Number	1	0	0	2	4
Non compliances (offshore Chemical Regulations)	Number	1	1	3	3	3
PON 1: Total hydrocarbons released to sea	Tonnes	0.07	0.002	0.030	0.796	0.411
PON 1: Total chemicals released to sea	Tonnes	0.14	1.34	4.87	0.00	0.40
Total chemical usage in operations	kg	228,821	288,581	303,910	466,884	563,215
<b>Expenditures</b>	<b>Units</b>					
Environmental fines	£	0	0	0	0	0

## SOCIAL PERFORMANCE

Bruce Health and Safety Performance	Units	2023	2022	2021	2020	2019
Total hours worked – Employees	Number	296,477	276,575	278,503	286,105	345,928
Total hours worked – Contractors	Number	489,956	363,000	345,928	325,968	366,201
Accidents – Total	Number	5	3	1	0	7
Accidents – Employees	Number	1	1	0	0	1
Accidents – Contractors	Number	4	2	1	0	6
Lost Day Work Cases – Total	Number	0	0	0	0	3
Lost Day Work Cases – Employees	Number	0	0	0	0	0
Lost Day Work Cases – Contractors	Number	0	0	0	0	3
Medical Treatment Cases – Total	Number	2	0	1	0	1
Medical Treatment Cases – Employees	Number	1	0	0	0	0
Medical Treatment Cases – Contractors	Number	1	0	1	0	1
First Aid Cases – Total	Number	19	9	4	4	10
First Aid Cases – Employees	Number	7	2	2	0	5
First Aid Cases – Contractors	Number	12	7	2	4	5
Non-treatment cases – Total	Number	0	4	1	0	4
Non-treatment cases – Employees	Number	0	0	1	0	0
Non-treatment cases – Contractors	Number	0	4	0	0	4
Restricted Work Day cases	Number	3	3	0	0	3
Security incidents	Number	0	0	0	0	0

## SOCIAL PERFORMANCE

Average safety observation participation	%	84	86	92	90	85
Total Lost Day Rate	DAFWC per 200,000	0	0	0	0	0.89
Total Recordable Injury Rate	TRIF per 200,000	1.3	1.1	0.4	0.0	2.1
Total Recordable Injury Rate – Employees	TRIF per 200,000	0.7	0.7	0.0	0.0	0.6
Total Recordable Injury Rate – Contractors	TRIF per 200,000	1.6	1.1	0.6	0.0	3.3
Near Miss Frequency Rate	NMFR per 200,000	15.5	23	34	28	31
Near Miss Frequency Rate	NMFR per 1,000,000	77.5	113	170	140	153
Total Lost Time Injury Rate	LTIR per 1,000,000	0	0	0	0	4.45
Lost Time Injury Rate – Employees	LTIR per 1,000,000	0	0	0	0	0
Lost Time Injury Rate – Contractors	LTIR per 1,000,000	0	0	0	0	8.19
Occupational Diseases	OD per 1,000,000	0	2.5	0	0	0
Fatality Rate – Total	Number	0	0	0	0	0
Fatality Rate – Employees	Number	0	0	0	0	0
Fatality Rate – Contractors	Number	0	0	0	0	0
<b>Our people</b>	<b>Units</b>					
Total Number of Employees	Number	214	182	169	157	148
Total Number of Male Employees	Number	182	159	149	142	134
Total Number of Female Employees	Number	32	23	20	15	14
Proportion of Female Employees	%	15	13	12	10	10
Total number of Direct Contractors	Number	27	25	17	28	25

## SOCIAL PERFORMANCE

Total New Hires	Number	20	17	18	13	21
Female New Hires	Number	6	3	6	2	6
Male New Hires	Number	14	14	12	11	15
Total new hires from the local area (United Kingdom)	%	100	100	100	100	100
Incidents of discrimination	Number	0	0	0	1	0
Female Managers	Number	7				
Male Managers	Number	39				
Female participation by discipline: Technical (Engineering, Operations, Subsea)	%	55	30	40	53	64
Female participation by discipline: Business Support (Finance, Commercial, PSCM)	%	45	70	60	47	36
Employees under the age of 30	%	11	12	10	11	11
Employees aged between 30-50 years old	%	69	62	66	61	67
Employees over 50 years old	%	20	26	25	29	22
Total Number of performance and career development reviews	Number	214	182	168	155	148
Turnover – total number of employees who left the company (only those who resigned)	Number	5	3	1	4	10
Turnover – total number of employees who left the company	%	2.34	1.65	0.50	2.50	6.80
Employees leaving under the age of 30	Number	1	0	0	1	3
Employees leaving between age 30-49	Number	3	3	1	3	5
Employees leaving over the age of 50	Number	5	0	0	0	1
Total number of females who left the company	Number	1	0	0	1	2
Total number of males who left the company	Number	4	3	1	3	8
Total number of grievances	Number	0	0	0	0	0

## SOCIAL PERFORMANCE

Training		Units				
Total training hours	Number	10,341	11,634	4,624	3,928	-
Total training spend	£	679,000	603,000	656,894	558,034	505,381
Freedom of association		Units				
Employees unionised	%	0	0	0	0	0
Supply chains		Units				
Spend on UK suppliers	%	98	98	98	98	99
Spend on International suppliers	%	2	2	2	2	1
Spend on North East Scotland suppliers	%	80	79	73	73	75
Charity		Units				
Donations made	£	117,015	73,040	30,299	36,278	15,585

## GOVERNANCE PERFORMANCE

Our Board	Units	2023	2022	2021	2020	2019
Board size	Number	11	8	9	7	6
Board members with tenure of: 1-5 years	Number	10	7	7	4	4
Board members with tenure of: 6-10 years	Number	1	0	0	1	0
Board members with tenure of: 11+ years	Number	0	1	2	2	2
Board member average age	Number	59	65	64	67	66
Board members aged under the age 30	%	0	0	0	0	0
Board members aged between 30 and 50 years old	%	0	0	11	0	0
Board members aged over 50 years old	%	100	100	89	100	100
Age of the youngest Board member	Number	51	52	49	50	59
Age of the oldest Board member	Number	73	79	79	78	77
Male Board members	%	73	88	89	86	100
Female Board members	%	27	13	11	14	0
Minority Board Members – Asian	%	0	0	0	0	0
Minority Board Members – Black	%	0	0	0	0	0
Minority Board Members – Hispanic or Latino	%	0	0	0	0	0
Minority Board Members – White	%	100	100	100	100	100
Minority Board Members- Other	%	0	0	0	0	0
Board member independence	%	45	62.5	66.7	71.0	66.7
Board member-overboarding: Currently sitting on more than one Board	Number	10	6	4	1	1

## GOVERNANCE PERFORMANCE

Board member-overboarding: Currently sitting on only one Board	Number	1	2	5	6	5
Number of Board meetings	Number	9	10	11	12	14
Board member attendance at Board meetings	%	98	98	98	100	99
Board members attending less than 75% of Board meetings	%	0	0	0	0	0
<b>Ethics and Regulations</b>	<b>Units</b>					
Non-compliances with code of ethics	Number	0	0	0	0	0
Contracts cancelled due to unethical behaviour	Number	0	0	0	0	0
Cases of unethical behaviour	Number	0	0	0	0	0
% of company with training on anti-bribery and corruption	%	59	95	94	94	94
Political Contributions	£	0	0	0	0	0
Incidents of regulatory non-compliance	Number	0	0	0	0	0
Litigation Expenses	£	0	0	0	0	0



# Glossary

Abbreviation	Definition
AFBE-UK	Association for Black and Minority Ethnic Engineers- United Kingdom
AGCC	Aberdeen Chamber of Commerce
AI	Artificial Intelligence
AIS	Advanced Industrial Solutions
ALARP	As Low As Reasonably Practicable
A-ND	Autism and Neurodiversity North Scotland
bcf	Billion cubic feet
BEIS	Department of Business, Energy and Industrial Strategy
BKR	Bruce, Keith and Rhum
BOE	Barrel of Oil Equivalent
CAT A	Category A
CBT	Computer Based Training
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CH4	Methane
CO	Carbon Monoxide
CO2	Carbon Dioxide
CO2/boe	Carbon Dioxide per barrel of oil equivalent
CO2e	Carbon Dioxide Equivalent

Abbreviation	Definition
CoP	Communication on Progress
D&I	Diversity and Inclusion
DAFWC	Day Away From Work Case
DESNZ	Department for Energy Security and Net Zero
DSE	Display Screen Assessment
DYW	Developing Young Workforce
E&P	Exploration and Production
EEMS	Environmental and Emissions Monitoring System
EIA	Environmental Impact Assessment
EMPOL	Emergency Preparedness Offshore Liaison Group
EMS	Environmental Management System
EPM	Erskine Processing Module
ERAP	Emissions Reduction Action Plan
ERRV	Emergency Response and Rescue Vessel
ESA	Energy Services Agreement
ESG	Environmental, Social, Governance
ESOS	Energy Savings Opportunity Scheme
ESR	Elected Safety Representatives
ETZ	Energy Transition Zone
FPSO	Floating Production Storage and Offloading

Abbreviation	Definition
FRC	Financial Reporting Council
GHG	Greenhouse Gas
GRI	The Global Reporting Initiative
GWhr	Gigawatt Hours
HAP	Hazardous Air Pollutant
HAZID	Hazard Identification System
HAZOP	Hazard and Operability
HP	High Pressure
HR	Human Resources
HSE	Health, Safety and Environment
HSE UK	Health, Safety and Environment United Kingdom
HSEQ	Health, Safety, Environment and Quality
ICO	Information Commissioner's Office
IEA	International Energy Agency
IFRS	International Financial Reporting Standards
IoT	Internet of Things
ISSB	International Sustainability Standards Board
IT	Information Technology
IUCN	International Union for Conservation of Nature
JNCC	Joint Nature Conservation Committee
Kg	Kilogram

Abbreviation	Definition
KPIs	Key Performance Indicators
KW/hr	Kilowatt-Hours
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer +
LOPA	Layers of Protection Analysis
LP	Low Pressure
LTIP	Long-Term Incentive Plan
LTIR	Lost Time Injury Rate
M&A	Merger and Acquisition
M3	Cubic Meter
MAH	Major Accident Hazard
MARPOL	The International Convention for the Prevention of Pollution from Ships
mg/l	Milligram per litre
mmboe	Millions of barrels of Oil Equivalent
MWhr	Megawatt Hours
NCR	Chemical Non-Compliance Report
NCSC	National Cyber Security Centre
NMFR	Near Miss Frequency Rate
NO2	Nitrogen Dioxide
NOx	Nitrogen Oxides
NSTA	North Sea Transition Authority (formally Oil and Gas Authority)
NSTD	North Sea Transition Deal

Abbreviation	Definition
NUI	Normally Unattended Installation
NZTC	Net Zero Technology Centre
OCES	Operator Co-Operative Emergency Services
OCR	Offshore Chemical Regulations
OD	Occupational Diseases
OEUK	Offshore Energies UK (formally Oil and Gas UK)
OEUK	Offshore Energies UK
OGIA	The Oil and Gas Independents' Association
OGISF	Oil and Gas Information Security Forum
OGMP	Oil and Gas Methane Partnership
OIM	Offshore Installation Manager
OMS	Operations Management System
OPEP	Oil Pollution Emergency Response
OPITO	Offshore Petroleum Industry Training Organisation
OPOL	The Offshore Pollution Liability Association
OPPC	Oil Pollution Prevention and Control
OPRED	Offshore Petroleum Regulator for Environment and Decommissioning
PEMS	Predictive Emissions Monitoring System
PIPs	Pursuing Independent Pathways
PLC	Public Limited Company

Abbreviation	Definition
PM	Particulate Matter
PON	Petroleum Operations Notice
POP	Persistent Organic Pollutant
PPC	Pollution Prevention Control permit
PSCM	Procurement and Supply Chain Management
PSE	Process Safety Event
PSV	Platform Support Vessel
PWRI	Produced Water Re-injection
QCA	Quoted Companies Alliance
RO	Reverse Osmosis
ROGI	Report of an Oil and Gas Incident
ROV	Remotely Operated Vehicle
SASB	The Sustainability Accounting Standards Board
SCR	Safety Case Regulations
SMT	Senior Management Team
SO2	Sulphur dioxide
STEM	Science, Technology, Engineering and Maths
SUB	Substitution
TCFD	The Task Force for Climate-related Financial Disclosures
TJ	Terajoule

Abbreviation	Definition
TMS	Training Management System
TRIF	Total Recordable Injury Frequency
TRIR	Total Recordable Injury Rate
UK	United Kingdom
UK ETS	United Kingdom Emissions Trading Scheme
UKCS	United Kingdom Continental Shelf
UKOITC	United Kingdom Oil Industry Taxation Committee
UN	United Nations
UNGC	United Nations Global Compact
UNSDGs	United Nations Sustainable Development Goals
VOC	Volatile organic compound
VP	Vice President
WIMS	Well Integrity Management System
WRI	World Resource Institute
YPG	Young Person's Guarantee