# Board Diversity Policy

Serica Energy plc

## 1. Introduction and purpose of this policy

The purpose of this policy is to ensure an inclusive, diverse and equitable membership of the Board and its duly appointed committees in order to cultivate the breadth of perspective needed for effective discussion and decision-making and to assist in the development of a strategy which promotes the success of Serica for the benefit of its members as a whole, having regard to the interests of other stakeholders.

## 2. Words with particular meanings

In this policy:

- **Annual Report** means Serica annual report and accounts for the relevant financial year;
- **Board** means the board of directors of Serica;
- **Nominations Committee** means Serica nominations committee; and
- **Serica** means Serica Energy plc; and
- **UKLR** means the UK Listing Rules made by the Financial Conduct Authority, as amended or replaced from time to time.

## 3. Board diversity policy statement

The Board believes that:

- it is critical that membership of the Board and its committees includes a diverse mixture of a variety of values and attributes, including skills, professional, industry and socio-economic backgrounds, geographical experience and expertise, gender, tenure, ethnicity and diversity of thought;
- a diverse Board with a range of views, insights, perspectives and opinions will promote effective discussion and enhance its decision-making and be of benefit to the company's shareholders and other stakeholders; and
- a culture of diversity, equity and inclusion is cultivated through clear tone from the top.

The Board supports the diversity targets set out in the UK Listing Rules ("UKLR") and the objectives of the FTSE Women Leaders Review and the Parker Review on ethnic diversity. The Board supports and monitors management's actions to increase the proportion of senior leadership roles held by women, people from ethnic minority backgrounds and other under-represented groups.

## 4. Board diversity objectives

While all appointments to the Board are based on merit and objective criteria, the Board aspires to achieve the following:

- at least 40% of directors on the Board being women;
- at least one of the positions of Chair, Chief Executive Officer, Chief Financial Officer or Senior Independent Director being held by a woman; and
- at least one director being from an ethnic minority background.

## 5. Monitoring and reporting

The Nominations Committee is responsible for the implementation of this policy. It is also responsible for ensuring that the Board has the right balance of skills, experience and knowledge, overseeing the development of a diverse pipeline for succession and for overseeing the approach to diversity, equity and inclusion across the organisation.

The Nominations Committee will report annually, in the Annual Report, on this policy, its objectives and linkage to company strategy, how it has been implemented and progress on achieving the policy's objectives.

The Nominations Committee will review and assess this policy annually to ensure its effectiveness and alignment with best practice and regulatory requirements and recommend any revisions to the Board for approval.

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**Adopted by the Board on 13 October 2026.**