

Serica Energy plc Slavery and Human Trafficking Statement

This slavery and human trafficking statement has been prepared pursuant to section 54(1) of the Modern Slavery Act 2015 by Serica Energy plc (“**Serica**”, “we”, “us”) on behalf of itself and its subsidiaries¹. The statement describes the steps that Serica has taken in the financial year ending 31 December 2025 to ensure slavery and human trafficking is not taking place:

- (i) in its supply chains; or
- (ii) in its own business.

It was approved by Serica’s Board of Directors on 22 June 2026.

Chris Cox

Chris Cox
Chief Executive Officer
Serica Energy
22 June 2026

¹ Serica subsidiaries included in the scope of this statement are Serica Energy plc, Serica Energy (UK) Limited, Serica GBA Limited, Serica Energy Investments Limited, Serica Energy Meltemi Limited, Serica Energy Mistral Limited, Serica Energy Chinook Limited, Serica Energy Norte Limited, Prax Upstream Limited, Prax Hurricane (Strathmore) Limited, Prax Hurricane Holdings Limited, Prax Hurricane GLA Limited, Prax Hurricane GWA Limited, Prax Hurricane (Whirlwind) Limited, Prax Hurricane Group Limited, Prax Hurricane Basement Limited, Prax Hurricane Basement Limited and Prax Hurricane Petroleum Limited.

ORGANISATION STRUCTURE AND SUPPLY CHAINS

Serica Energy (“Serica”) is a British-based independent upstream oil and gas group with operations situated in the UK Continental Shelf where we have a full range of exploration, development and production assets.

INTERNAL GOVERNANCE

Serica has the following processes in place to safeguard against slavery and human trafficking in its own business.

Whistleblowing Policy

Serica encourages a “speak up” culture. Our Whistleblowing Policy provides a mechanism for reporting, investigating and remedying wrongdoing, including any concerns related to slavery and human trafficking. Any such concerns can be reported through the independent and confidential reporting service AAB which is available 24 hours, 365 days a year.

Code of Business Conduct

All staff (including direct contractors) are required to follow Serica’s Code of Business Conduct (the “**Code of Conduct**”), which contains provisions in respect of modern slavery and human trafficking. Recognising the changing dynamics around compliance matters, including the risk of modern slavery and human trafficking, Serica regularly reviews and, if necessary, updates its policies and the Code of Conduct.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, Serica requires all staff and direct contractors) to complete compliance training, which covers anti-modern slavery, on a regular basis. The training is required to be completed by new joiners when they start work with Serica. Our training is designed to improve awareness of modern slavery risks and reinforce Serica’s zero tolerance approach. It helps our personnel understand the company’s responsibilities in respect of modern slavery, including supply chain controls, clear reporting routes for concerns and the need for transparency through annual reporting.

RISK ASSESSMENT AND APPROACH

Serica considers the risk of modern slavery and human trafficking taking place in its business and supply chains to be relatively low due to the jurisdiction and sector in which it operates. Nonetheless, Serica does not tolerate modern slavery in its business and expects its service providers, suppliers, vendors and business partners to maintain high standards in their respective organisations and supply chains. The Code of Conduct reflects this commitment to acting ethically and with integrity in all Serica’s business relationships and to implementing effective systems and controls to prevent slavery and human trafficking taking place as far as is possible. Serica conducts additional pre-screening of certain categories of vendors, whose services by their nature have been identified as higher risk.

SUPPLY CHAIN MANAGEMENT

Supplier and contractor checks

Serica follows rigorous due diligence processes, using BvD (compliance catalyst tool), SEQual and other independent evaluations in its procurement process on its operated assets for suppliers and contractors.

BvD is used across industries. In 2025, Serica subscribed for the additional BvD ESG module which enables more in-depth and targeted screening and assessment of suppliers' and contractors' anti-modern slavery measures. In 2025, Serica rolled out SEQual's updated questionnaire, made available as part of the SEQual platform, requiring suppliers to provide additional assurances and evidence of compliance with anti-modern slavery legislation.

Where any queries arise from the due diligence, we review these with joint venture partners, as appropriate, and the relevant companies to determine the most appropriate action to take to prevent slavery or human trafficking.

Contract terms

Serica's supply chain contract terms for its operated assets require high standards of business ethics, compliance with applicable laws, a commitment to safeguarding health and safety and protection of the environment. We ask that our suppliers (i) do not engage in or benefit from modern slavery, including slave labour and human trafficking, (ii) provide their personnel with adequate training and (iii) carry out checks on their supply chain to protect against modern slavery. We require that our suppliers comply with all applicable laws.

Audit

Serica's standard contract terms include the right to audit a supplier's policies, procedures and records to verify compliance with the contractual obligations set out above. We continue to require compliance with our policies and remain alert to identification of any new risks.

As a SEQual user, Serica also benefits from SEQual's annual randomized audit of a sample of companies.

COMMITMENT

Serica has signed up to the UN Global Compact and is supportive of its Ten Principles on human rights, labour, environment and anti-corruption. More information can be found [here](#).

Serica has also a dedicated section on Environmental stewardship, Social responsibility and Strong governance in our Annual Report, the latest of which can be found [here](#).

PRAX ACQUISITION

In December 2025, Serica Energy plc completed its acquisition of Prax Upstream Limited together with its subsidiaries (together “Prax”). Prax holds assets in the UK North Sea.

Prior to the acquisition, Prax included anti-modern slavery wording in its contracts to ensure compliance with all applicable anti-slavery and human trafficking laws, statutes and regulations, and with the UK Modern Slavery Act 2015. Prax’s Modern Slavery and Human Trafficking Statement was closely linked with Prax Fair Treatment Policy, designed to ensure a safe working environment and to protect the quality of that working environment. Prax adopted Know Your Customer application, to facilitate the due diligence processes aimed at ensuring that Prax met its commitments in terms of acting not only legally, but also ethically, in all of their business relationships. Following post-acquisition integration, Serica’s policies and procedures, as set out above, have been rolled out across the activities acquired with Prax.