

HARBOUR ENERGY PLC
(the "Company")

Result of Annual General Meeting

The Annual General Meeting ("AGM") of the Company was held today, 8 May 2025, at 151 Buckingham Palace Road, London SW1W 9SZ at 10:00am. Each of the resolutions contained in the Notice of Meeting were put to the AGM, voted on by way of a poll and duly approved.

Following Andy Hopwood stepping down from the Board, Louise Hough has been appointed as a member of the Nomination Committee.

Poll Results

The total number of votes received on each resolution put to the AGM was as follows:

No.	Resolution	Votes FOR (a)	%	Votes AGAINST	%	Votes WITHHELD (b)
1	Receive the Annual Report and Accounts	1,189,277,112	99.99	96,243	0.01	392,671
2	Approve the Annual Report on Remuneration	1,028,722,034	86.84	155,955,765	13.16	5,088,227
3	Approve the Directors' Remuneration Policy **	933,676,438	78.81	250,972,342	21.19	5,117,246
4	Approve the Harbour Energy 2025 Long Term Incentive Plan	949,042,865	80.11	235,607,677	19.89	5,115,484
5	Approve the Harbour Energy Global Employee Share Purchase Plan	1,175,709,330	99.25	8,935,804	0.75	5,120,892
6	Approve the Dividend	1,189,395,396	99.99	83,891	0.01	286,739
7	Re-elect R. Blair Thomas	1,148,396,919	96.55	41,003,612	3.45	365,495
8	Re-elect Linda Z. Cook	1,178,814,929	99.11	10,585,537	0.89	365,560
9	Re-elect Alexander Krane	1,179,704,317	99.18	9,699,575	0.82	362,134
10	Re-elect Simon Henry (c)	1,180,621,711	99.26	8,772,393	0.74	371,922
11	Re-elect Belgacem Chariag (c)	1,175,571,528	98.87	13,472,103	1.13	722,395
12	Re-elect Louise Hough (c)	1,152,176,104	96.87	37,221,033	3.13	368,889
13	Re-elect Alan Ferguson (c)	1,156,536,082	97.24	32,859,194	2.76	370,750
14	Re-elect Margareth Øvrum (c)	1,179,316,572	99.15	10,085,810	0.85	363,644
15	Re-elect Anne L. Stevens (c)	1,149,121,083	96.64	39,942,094	3.36	702,849
16	Elect Dirk Elvermann	1,176,754,947	98.94	12,640,298	1.06	370,781
17	Elect Hans Ulrich-Engel	1,180,067,108	99.22	9,328,198	0.78	370,720
18	Re-appoint Ernst & Young LLP as Auditor	1,188,528,776	99.93	854,809	0.07	382,441
19	Authorise the Audit & Risk Committee to approve Auditor remuneration	1,188,523,756	99.92	901,480	0.08	340,790
20	Authorise the Company to make political donations	1,183,171,470	99.87	1,516,046	0.13	5,078,510
21	Authorise the Directors to	1,184,316,337	99.87	5,400,084	0.13	340,705

21	Authorise the Directors to allot shares	1,184,310,237	99.37	3,109,004	0.43	340,703
22	Approve the Rule 9 waiver granted by the Panel on Takeovers and Mergers in relation to Buyback authority (d)	474,418,547	92.14	40,474,245	7.86	5,159,208
23	Approve the increase to the limit on non-executive director fees under the articles of association	1,179,944,771	99.20	9,471,821	0.80	349,434
24	Authority to disapply pre-emption rights (e)	1,179,493,998	99.56	5,156,979	0.44	5,115,049
25	Authority to disapply pre-emption rights in connection with specific acquisition/ investment (e)	1,168,451,808	98.63	16,189,223	1.37	5,124,995
26	Authorise the Company to make market purchases (e)	1,178,475,124	99.08	10,910,759	0.92	380,143
27	Authorise the Company to make off-market purchases of own shares from BASF (d) (e)	510,098,687	98.14	9,641,324	1.86	311,989
28	Authority to call General Meetings by notice of not less than 14 days (e)	1,183,815,451	99.53	5,646,885	0.47	303,690

NOTES:

- (a) The "For" proxy vote includes those giving the Chair discretion.
- (b) A vote "Withheld" is not a vote in law and is not counted in the calculation of the proxy votes "For" or "Against" the resolution.
- (c) In accordance with UK Listing Rule 6.2.8R, these resolutions were also passed on a poll of Independent Shareholders (as defined in the Notice of Meeting).
- (d) As required under the City Code on Takeovers and Mergers, this resolution had to be passed by the Independent Shareholders, therefore none of the members of the Concert Party (as defined in the Notice of Meeting) voted on it.
- (e) Special resolution.

The total number of ordinary shares in issue on 6 May 2025, the deadline for casting votes by proxy in advance of the AGM, was 1,440,116,191 shares. 82.62 per cent of voting capital, including votes withheld, was instructed in respect of the resolutions put to the AGM.

** The Company notes that, while all resolutions were supported, resolution 3, to approve the Directors' Remuneration Policy, received marginally less than 80% of the votes in favour. The Remuneration Committee carried out a shareholder consultation exercise in late 2024, prior to finalising the Policy, and received feedback from shareholders representing over 66% of the register. The Company will engage further with shareholders over the coming months in respect of the votes received against this resolution to better understand this outcome.

In line with the provisions of the 2024 UK Corporate Governance Code, the Company will provide an update on the views received from shareholders on these issues and any actions taken in response, within six months. A final summary of the views heard during consultation will be published within next year's annual report.

The full text of the resolutions can be found in the Notice of Annual General Meeting, which is available on the Company's website at www.harbourenergy.com

In accordance with the Financial Conduct Authority's UK Listing Rule 6.4.2R, copies of all the resolutions passed by the Company's shareholders, other than ordinary business, will be submitted to the National Storage Mechanism and will shortly be available for inspection at <https://www.fca.org.uk/markets/primary-markets/regulatory-disclosures/national-storage-mechanism>

Enquiries

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