

28 May 2025

Serica Energy plc
("Serica" or "the Company")
Long Term Incentive Plan Awards

London, 28 May 2025 - Serica Energy plc (AIM: SQZ) announces that the Company has granted nil-cost options over a total of 1,703,189 ordinary shares of US 0.10 each (representing approximately 0.43% of the Company's issued share capital) in accordance with the rules of the Serica Energy plc 2017 Long Term Incentive Plan ("LTIP"). The award has been made to members of the Group's executive team and senior management.

These awards include a total of 972,315 ordinary shares of US 0.10 each for the executive directors as set out in the table below and are subject to vesting criteria that are designed to incentivise performance that delivers value for all shareholders.

The vesting criteria are based on two performance conditions a) up to a maximum of 70% of the total number of shares held under an award vest and become exercisable subject to achievement of relative TSR performance targets, measured at the end of a three-year performance period commencing on 1 May 2025; and b) up to a maximum of 30% of the total number of shares held under an award vest and become exercisable, subject to the achievement of Bruce gross emissions reduction related targets set for the last calendar year comprised within a three-year performance period commencing on 1 January 2025.

Director / PDMR	Position	Number of shares awarded
Christopher Cox	Chief Executive Officer	624,161
Martin Copeland	Chief Financial Officer	348,154

The notifications below, made in accordance with the requirements of the Market Abuse Regulation, provide further detail.

NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Christopher Cox
2	Reason for the notification	
a)	Position/status	Chief Executive Officer
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Serica Energy plc

b)	LEI	213800EZZOKA815VC426	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of US 0.10 per share par value	
	Identification code	GB00B0CY5V57	
b)	Nature of the transaction	Award of options under the LTIP	
c)	Price(s) and volumes(s)	Price(s)	Volume(s)
		N/A	624,161
d)	Aggregated information	N/A (single transaction)	
	Aggregated volume	624,161	
	Price	Nil	
e)	Date of the transaction	28 May 2025	
f)	Place of the transaction	Outside of Trading Venue	

Details of the person discharging managerial responsibilities / person closely associated	
Name	Martin Copeland
Reason for the notification	
Position/status	Chief Financial Officer
Initial notification/Amendment	Initial Notification
Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
Name	Serica Energy plc
LEI	213800EZZOKA815VC426
Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	

Description of the financial instrument, type of instrument	Ordinary shares of US 0.10 per share par value	
Identification code	GB00B0CY5V57	
Nature of the transaction	Award of options under the LTIP	
Price(s) and volumes(s)	Price(s)	Volume(s)
	N/A	348,154
Aggregated information	N/A (single transaction)	
Aggregated volume	348,154	
Price	Nil	
Date of the transaction	28 May 2025	
Place of the transaction	Outside of Trading Venue	

Enquiries:

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