

EnQuest PLC
("EnQuest" or "the Company")

Section 430(2B) Companies Act 2006 - Salman Malik

Further to the announcement made on 28 March 2024, and following the 2024 Annual General Meeting, the Company confirms that Salman Malik stepped down as an Executive Director and from the Board of Directors of EnQuest on 30 May 2024. Salman remains an employee and the CEO of Veri Energy.

The following information is provided in accordance with Section 430(2B) of the Companies Act 2006:

Salary and benefits

Salman continued to receive his salary and normal benefits as an Executive Director until he stepped down from the Board.

Annual Bonus

Salman remains eligible to receive an annual bonus in respect of the Company's 2024 financial year, subject to the Remuneration Committee's determination of performance. Any annual bonus earned will be disclosed in the 2024 Director's Remuneration Report.

Share awards - Performance Share Plan (PSP)

As Salman is remaining an employee there is no impact on any of his unvested share awards.

Other

No other payments are due to be paid to Salman in respect of his cessation of Directorship.

Further information

The relevant remuneration details relating to Salman Malik will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ended 31 December 2024.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until the Company's 2024 Directors' Remuneration Report is published.