

POST-AGM SHAREHOLDER ENGAGEMENT DISCLOSURE

At the Company's 2024 Annual General Meeting on Wednesday 17 April 2024, resolution four – "To Approve the Annual Report on Remuneration", received Votes in Favour totalling 76%.

In accordance with the requirements of provision four of the 2018 UK Corporate Governance Code, the Directors wrote to Hunting PLCs institutional shareholders in June 2024 inviting them to discuss their views and any concerns on the remuneration arrangements they may have following the vote.

The majority of shareholders contacted, who have expressed a view, are content with the remuneration arrangements. Hunting PLC's Company Chair met with one major shareholder in June and received feedback on its reasons for not supporting the relevant resolution which related to a desire to see the Company increase levels of deferral under the annual incentive. This feedback was considered by the Board and the Remuneration Committee at their respective meetings in August 2024 and the Board will continue to consider any other feedback received between now and finalising its decisions for 2025. In accordance with the requirements, the Remuneration Committee will provide a further update to shareholders, in the 2024 Directors' Remuneration Report.

The Directors of Hunting are delighted with the support received for the 2024 Directors' Remuneration Policy (AGM resolution two) and the 2024 Hunting Performance Share Plan (AGM resolution three) which received Votes in Favour of 85% and 96% respectively, and remain committed to robust stewardship of the new Policy and its implementation in the coming years.

30 August 2024