

25 February 2022

Motunrayo Oluwaseun OYELAKIN - SP12-179
Finance
Finance Directorate

Dear Motunrayo

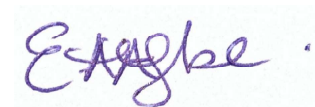
2021 PERFORMANCE APPRAISAL SCORE & 2022 SALARY REVIEW

Following the recently concluded 2021 performance appraisal and calibration exercise, this letter confirms your 2021 performance appraisal rating is OUTSTANDING.

In line with this rating, a cost-of-living-adjustment (COLA) of 3.00% and merit increase of 5.00% has been approved for you, resulting in a total increase of 8.00%. Your annual fixed cash compensation¹ hereby increases from NGN42,532,193.67 to NGN45,934,768.20, and the effective date of this increase is 01 January 2022.

Thank you for your contribution in 2021. I look forward to your continuing support to achieve business goals and objectives in 2022.

Yours sincerely
For Seplat Energy PLC

A handwritten signature in purple ink, reading "E. Adaralegbe".

Eleanor Adaralegbe
Vice President, Finance

¹ Fixed Cash Compensation is sum of Basic, Housing, Transport, Other, Leave and 13th Month Allowances