

12 January 2026

Union Jack Oil plc
(“Union Jack” or the “Company”)
Directorate Changes

Union Jack Oil plc (AIM: UJO, OTCQB: UJOGF), a UK and USA focused onshore hydrocarbon production, development and exploration company, is pleased to announce the appointment of Dr. Donald Zac Phillips (“Zac”) and John Americanos as Non-Executive Directors to the Board of Union Jack with immediate effect.

Dr Phillips, who will join the Board as an independent Non-Executive Director, is a senior energy executive and advisor with extensive experience in the oil and gas sector, advising on asset evaluation, project development and corporate strategy. He is currently a Director of TomCo Plc and provides oil and gas advisory services to investment banks through his company Oil and Gas Advisors Limited. Zac has previously worked for companies such as BP, Chevron, DB Petroleum, Merrill Lynch and ING Barings.

Dr Phillips is a chemical and petroleum engineer, holding a Masters in Petroleum Engineering and a PhD in Chemical Engineering. He is also a Member of the Institute of Chemical Engineers, a Member of the Society of Petroleum Engineers and a Member of the American Association of Petroleum Geologists. Zac has been providing the Board with independent evaluation support for a number of years.

Mr Americanos, who will join the Board as a Non-Executive Director, is a Chartered Certified Accountant (FCCA) and a founder and Director of John Alexander Ltd which focuses on the provision of accountancy services to businesses and sole traders. John also has significant experience in UK and international property development.

The Company also announces that Craig Howie’s office as a Director of the Company has been vacated by a resolution of the Board with immediate effect.

David Bramhill, Executive Chairman of Union Jack, commented:

“We have known both Zac and Johnny for many years and welcome them to our Board as non-executive directors. Combined, they bring a wealth of technical and commercial skills that we expect will assist in formulating our forward growth strategy during an unprecedented period in the development of Union Jack and given the wider challenges facing the oil and gas sector both onshore UK and internationally.

“Zac will also assume the role of Senior Independent Director and will assist the executive leadership team in a number of areas including stakeholder liaison and maintaining corporate governance standards.”

The following information is disclosed pursuant to Rule 17 and Schedule Two paragraph (g) of the AIM Rules for Companies:

Dr Donald Zac Phillips, aged 53, currently holds and has held in the prior five years the following directorships:

Current Directorships	Directorships held in the previous 5 years
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Oil & Gas Advisors Limited	OGA Capital Limited
TomCo Plc	
Birkdale Consultants Limited	
Birkdale Energy Limited	

It is noted that Dr Donald Phillips currently holds 31,250 ordinary shares of the Company.

John Alec Americanos, aged 62, currently holds and has held in the prior 5 years the following directorships:

Current Directorships	Directorships held in the previous 5 years
John Alexander Ltd	
Americo Ltd	
Americo 2022 Ltd	
Property Global Management Ltd	
DJM Properties Ltd	
John Alexander Management Services Ltd	

It is noted that John Americanos currently holds 7,229,228 ordinary shares in the Company, which represents c4.73% of the Company's issued share capital.

There is no further information to be disclosed in accordance with Schedule 2 (g) of the AIM Rules for Companies.

For further information, please contact:

Union Jack Oil plc

info@unionjackoil.com

David Bramhill

SP Angel Corporate Finance LLP

+44 (0)20 3470 0470

Nominated Adviser and Joint Broker

Matthew Johnson

Richard Hail

Jen Clarke

Zeus

+44 (0)20 3829 5000

Joint Broker

Antonio Bossi

Simon Johnson

George Duxberry

Gneiss Energy Limited

+ 44 (0)20 3983 9263

Financial Adviser

Jon Fitzpatrick

Luke Kanczes

Harbour Access

+1 (475) 477 9402

USA Investor Relations

Jonathan Paterson