



9 November 2021

**CAIRN ENERGY PLC (“Cairn” or “the Company”)**

**AGM Results – Remuneration Report, Update Statement**

At the Cairn Annual General Meeting (“**AGM**”) held on 11 May 2021, Resolution 2 (Approval of the Remuneration Report) passed with 65.13% of votes in favour. Following this result, the Chair of the Remuneration Committee wrote to the Company’s major shareholders offering a meeting to discuss the outcome of that vote and to provide the opportunity to raise any concerns relating to the Remuneration Report.

Engagement took place with several shareholders and proxy advisory bodies and the feedback received was that they would welcome:

- a more comprehensive explanation of the alignment between Company performance and bonus outcomes;
- more detailed disclosure of the KPIs used in the annual bonus scheme for both the reporting year and the year ahead; and
- in the future, if the Remuneration Committee is considering exercising any discretion in relation to the Company’s various incentive arrangements, earlier engagement, ideally at the time decision is made.

The Remuneration Committee would like to thank those shareholders that participated in the post-AGM engagement process and for the feedback that was provided to the Remuneration Committee chair, which the Committee will take account of going forward and, where appropriate, address in the 2021 Annual Report & Accounts. The Company will continue to engage with shareholders and their respective proxy advisory bodies as we look forward to the 2022 AGM.

In accordance with the UK Corporate Governance Code, a further update will be set out in the Company’s 2021 Annual Report & Accounts; this will include details of the work undertaken to address feedback received.

Anne McSherry

Company Secretary