

FOR IMMEDIATE RELEASE
April 2021

15

CAIRN ENERGY PLC ("Cairn" or "the Company")

**Interests of Directors / Persons Discharging Managerial Responsibility ("PDMRs")
in the Company's Shares**

1. Award of Free Shares under the Company's 2010 Share Incentive Plan

Cairn announces that, on 15 April 2021, it made its annual awards of up to £3,600 worth of ordinary shares of 21/13 pence each in the Company ("Ordinary Shares") to eligible employees under the "Free Share" element of the Company's HMRC approved all-employee Share Incentive Plan established in April 2010 (the "SIP"). No consideration was paid for the grant of these awards.

Details of the Executive Directors and PDMRs who participated in the award, having complied with the eligibility criteria in terms of the rules of the SIP, are as follows:

Executive Director / PDMR	Number of Free Shares Awarded
Simon Thomson, Chief Executive	2,116
James Smith, Chief Financial Officer	2,116
Eric Hathon, Director of Exploration	2,116
Paul Mayland, Chief Operating Officer	2,116

The above awards were based on an Ordinary Share price of £1.701, being the closing price of a Cairn share on 14 April 2021. The Ordinary Shares awarded to participants in the SIP were existing shares previously purchased in the market. In accordance with the rules of the SIP, its Trustee will normally hold these Ordinary Shares on behalf of the relevant individuals throughout a holding period of five years from the date of award.

2. Summary of current holdings of Executive Directors / PDMRs

Following this announcement, the Executive Directors' and PDMRs' beneficial interests in the Shares of the Company are as follows:

Executive Director / PDMR	Previous Shares	Current Shares	% Issued Share Capital	Outstanding entitlements under 2009 and 2017 LTIPs	
				<i>Unvested Awards still subject to performance conditions</i>	<i>Vested but unexercised Awards*</i>
Simon Thomson	1,145,089	1,147,205	0.230	2,569,262	629,600
James Smith	465,928	468,044	0.094	1,671,063	409,496
Eric Hathon	42,266	44,382	0.009	1,376,551	337,324
Paul Mayland	546,234	548,350	0.110	1,427,817	352,055

* This column includes all outstanding Awards that have vested following the expiry of the applicable performance period, regardless of whether or not they are currently capable of being exercised under the rules of the applicable LTIP.

The following notifications are intended to satisfy the Company's obligations under Article 19(3) of EU Regulation No 596/2014 (the Market Abuse Regulation).

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Simon Thomson
2	Reason for the notification	
a)	Position/status	Chief Executive
b)	Initial notification/ Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Cairn Energy PLC
b)	LEI	213800ZJEUQ8ZOC9AL24
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 21/13 pence each
	Identification code	GB00BN0SMB92
b)	Nature of the transaction	Free shares awarded under the Company's all-employee Share Incentive Plan (2010)
c)	Price(s) and volume(s)	Price(s)
		Volume(s)
		£0 2,116
d)	Aggregated information - Aggregated volume - Price	Not applicable
e)	Date of the transaction	2021-04-15
f)	Place of the transaction	London Stock Exchange

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	James Smith
2	Reason for the notification	
a)	Position/status	Chief Financial Officer

b)	Initial notification/ Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Cairn Energy PLC	
b)	LEI	213800ZJEUQ8ZOC9AL24	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of 21/13 pence each	
	Identification code	GB00BN0SMB92	
b)	Nature of the transaction	Free shares awarded under the Company's all-employee Share Incentive Plan (2010)	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0	2,116
d)	Aggregated information - Aggregated volume - Price	Not applicable	
e)	Date of the transaction	2021-04-15	
f)	Place of the transaction	London Stock Exchange	

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Eric Hathon
2	Reason for the notification	
a)	Position/status	Director of Exploration
b)	Initial notification/ Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Cairn Energy PLC
b)	LEI	213800ZJEUQ8ZOC9AL24

4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
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b)	Nature of the transaction	Free shares awarded under the Company's all-employee Share Incentive Plan (2010)	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0	2,116
d)	Aggregated information - Aggregated volume - Price	Not applicable	
e)	Date of the transaction	2021-04-15	
f)	Place of the transaction	London Stock Exchange	

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Paul Mayland
2	Reason for the notification	
a)	Position/status	Chief Operating Officer
b)	Initial notification/ Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Cairn Energy PLC
b)	LEI	213800ZJEUQ8ZOC9AL24
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 21/13 pence each GB00BN0SMB92
b)	Nature of the transaction	Free shares awarded under the Company's all-employee Share Incentive Plan (2010)

c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0	2,116
d)	Aggregated information - Aggregated volume - Price	Not applicable	
e)	Date of the transaction	2021-04-15	
f)	Place of the transaction	London Stock Exchange	

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