

Directors' Remuneration declaration, as required by Section 430 (2B) of the Companies Act 2006

Mike Daly

Mike Daly resigned from the Tullow Oil plc Board of Directors on 24 May 2023. No remuneration or payment for loss of office was made to Mike after he ceased to be a Director.

Jeremy Wilson

Jeremy Wilson resigned from the Tullow Oil plc Board of Directors on 30 November 2022. No remuneration or payment for loss of office was made to Jeremy after he ceased to be a Director.

Les Wood

As announced September 2021, Les Wood stepped down from the Tullow Oil plc Board of Directors on 31 March 2022.

Les received his base salary, pension and benefits through to his departure date. Any remaining balance of his notice period will be paid following his departure. Les remained eligible for a TIP award for FY2021, which was assessed on the original performance criteria and is set out in more detail in pages 75-77 of the 2021 Annual Report. He will remain eligible for a TIP award for any service through 2022, subject to performance criteria assessed at the end of the year and pro-rated for the period of service rendered.

Les will be treated as a good leaver for the purposes of outstanding TIP awards. As per the TIP rules, these awards will continue to vest on their normal vesting dates. Shares will continue to be subject to the post-cessation shareholding requirement for a period of two years after cessation. The shares that Les holds pursuant to the HMRC tax favoured Tullow Share Incentive Plan will be released on termination of his employment.

Les will receive a capped contribution towards his legal fees and has been provided outplacement services. He will receive no payments for loss of office. Full details of Les' remuneration arrangements will be disclosed in next year's Directors' Remuneration Report and in the future as required.