

Board of Directors



1. Patrick Plunkett

Chairman (Age 57)

Pat Plunkett joined the Board as a non-executive Director in 1998 and was appointed non-executive Chairman in 2000. He is also Chairman of the Nominations Committee and a member of the Remuneration Committee. Mr Plunkett is an accountant with over thirty years' experience in the financial services sector and is a former director of the Irish Stock Exchange. He managed the stockbroking and corporate finance businesses of ABN AMRO Bank in Ireland from 1993 to 1998. Since then he has been providing strategic advice and non-executive director services to a number of private companies.

2. Aidan Heavey

Chief Executive Officer (Age 55)

A founding Director and shareholder of the Company, Aidan Heavey has played a key role in the development of Tullow from its formation in 1985 to its current international status as a leading independent oil and gas exploration and production group. A Chartered Accountant, he previously held roles in the airline and engineering sectors in Ireland. He is a member of the Nominations Committee.

Aidan is a director of Traidlinks, an Irish-based charity established to develop and promote enterprise and diminish poverty in the developing world, particularly Africa.

3. Tom Hickey

Chief Financial Officer (Age 39)

A Chartered Accountant, Tom Hickey was appointed Chief Financial Officer and to the Board in 2000. Prior to joining Tullow he was an Associate Director of ABN AMRO Corporate Finance (Ireland) Limited, which he joined in 1995. In this role, he advised public and private companies in a wide range of industry sectors in the areas of fund raising, stock exchange requirements, mergers and acquisitions, flotations and related transactions. He is a non-executive director of Ikon Science Limited, a specialist geological software company in which Tullow has a minority equity stake, and of PetroNeft Resources plc, an Irish oil and gas company with development interests, principally in Russia.

4. Angus McCoss

Exploration Director (Age 46)

Angus McCoss was appointed to the Board in December 2006. He joined Tullow in April 2006 as General Manager Exploration. A geologist; he has 20 years of wide-ranging exploration experience, working primarily with Shell in Africa, Europe, China, South America and the Middle East. He has held a number of senior positions within Shell including Americas Regional Vice President Exploration and ultimately as the General Manager of Exploration throughout onshore and offshore Nigeria.

5. Paul McDade

Chief Operating Officer (Age 44)

Paul McDade was appointed to the Board in March 2006. Mr McDade joined Tullow in 2001 and was appointed Chief Operating Officer following the Energy Africa acquisition in 2004, having previously managed Tullow's UK gas business. An engineer with over 20 years' experience, he has worked in various operational, commercial and management roles with Conoco, Lasmo and ERC. He has broad international experience having worked in the UK North Sea, Latin America, Africa and South East Asia and holds degrees in Civil Engineering and Petroleum Engineering.

6. Graham Martin

General Counsel and Company Secretary (Age 54)

A solicitor, Graham Martin joined Tullow as Legal and Commercial Director in 1997 from Vinson & Elkins, a leading international law practice, where he was a partner. Prior to that, he was a partner in Dickson Minto WS, a UK corporate law firm. He has over 25 years' experience of UK and international corporate and energy transactions. He has been the principal legal adviser to Tullow since its formation in 1985 and was appointed to his current position as General Counsel in 2004. He recently also assumed the role of Company Secretary.



7. Matthew O'Donoghue*

General Manager Projects (Age 63)

Matthew O'Donoghue was appointed to the Board as Operations Director in 1998 having joined Tullow in 1987 as General Manager in Senegal. An engineer, he has over 35 years' experience in the oil and gas exploration sector and held a number of senior roles with Schlumberger Wireline, working in Europe, Africa and the Middle East. A core member of the original team that has developed the Group's business and international operating capability. He was appointed to his current position in 2004.

8. Clare Spottiswoode CBE

Non-Executive Director (Age 55)

Clare Spottiswoode was appointed as a non-executive Director in 2002. She is Chairman of the Remuneration Committee and a member of the Audit and Nominations Committees. A mathematician and an economist by training, Ms Spottiswoode began her career in the Treasury before starting her own software company. Between 1993 and 1998 she was Director General of Ofgas, the UK gas regulator. She is Chairman of Gas Strategies Limited, and also a non-executive Director of Bergesen ASA. In November 2006, she became the Policyholder Advocate for Aviva plc. Previously, she was Deputy Chairman of British Energy from 2002 to 2007. In 1999, she was awarded a CBE for services to the Gas industry, and also holds an Honorary Doctorate of Social Sciences from Brunel University.

9. Steven McTiernan

Senior Independent Director (Age 56)

Steven McTiernan was appointed as a non-executive Director in 2002 and was appointed Senior Independent Director on 1 January 2008. He is a member of the Audit, Nominations and Remuneration Committees. Mr McTiernan began his career as a petroleum engineer, working with BP, Amoco and Mesa in the Middle East and the UK. In 1979, he joined Chase Manhattan Bank, where he became Senior Vice-President and head of the bank's energy group based in New York. From 1996 to 2001 he held senior energy-related positions at NatWest Markets and then CIBC World Markets. He is currently principal of Sandown Energy Consultants Limited, a natural resources advisory firm based in London.

10. David Bamford

Non-Executive Director (Age 61)

David Bamford was appointed as a non-executive Director in July 2004. Mr Bamford is a member of the Audit, Nominations and Remuneration Committees. With a PhD in Geological Sciences from the University of Birmingham, he has had over 23 years' exploration experience with BP where he was Chief Geophysicist from 1990 to 1995, General Manager for West Africa from 1995 to 1998, and acted as Vice President, Exploration, directing BP's global exploration programme, from 2001 to 2003. He is a non-executive Director of Paras Limited, a specialist oil and gas industry consulting firm.

11. David Williams – Non-Executive Director

Non-Executive Director (Age 62)

David Williams was appointed as a non-executive Director in 2006. He is Chairman of the Audit Committee and a member of the Nominations and Remuneration Committees. A Chartered Accountant, he brings a wealth of public company experience to Tullow from many years with Bunzl plc where he was Finance Director, until he retired in 2006, and prior to that as Finance Director of Tootal Group plc. He is a non-executive Director, and also the Senior Independent Director of each of Taylor Wimpey plc and Mondi plc. He is also a non-executive Director of Meggit PLC and DP World Limited, a Dubai quoted company. Mr Williams was a non-executive director of The Peninsular and Oriental Steam Navigation Company until its acquisition in 2006.

*On 31 March 2008, following the dating of this report on 11 March 2008, Matthew O'Donoghue retired from the Board with immediate effect.