

Executive Directors



Aidan Heavey²

Chief Executive Officer (Age 56)

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. 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.



Ian Springett

Chief Financial Officer (Age 51)

A Chartered Accountant, Ian Springett, was appointed Chief Financial Officer and to the Board on 1 September 2008. Prior to joining Tullow, he worked at BP for 23 years where he gained a wealth of international oil and gas experience. Most recently he was the Group Vice President for Planning with other senior positions including Commercial Director of the Supply and Trading Business, Upstream CFO, Vice President of Finance, US CFO and a Business Unit leader in Alaska. Prior to joining BP, he qualified with Coopers & Lybrand.



Graham Martin

General Counsel and Company Secretary (Age 55)

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 30 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 General Counsel in 2004 and Company Secretary in 2008.



Angus McCoss

Exploration Director (Age 47)

Angus McCoss was appointed to the Board in December 2006. He joined Tullow in April 2006 as General Manager Exploration. A geologist with a PhD, he has 21 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 General Manager of Exploration onshore and offshore Nigeria.



Paul McDade⁴

Chief Operating Officer (Age 45)

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, Lasmco 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.

1 Member of the Audit Committee.

2 Member of the Nominations Committee.

3 Member of the Remuneration Committee.

4 Member of the Corporate Social Responsibility Committee.

Non-executive Directors



Pat Plunkett ^{2,3}

Chairman (Age 58)

Pat Plunkett joined the Board as a non-executive Director in 1998 and was appointed non-executive Chairman in 2000. Mr Plunkett is an accountant with over 30 years' experience in the financial services sector, particularly in the areas of asset management, stockbroking and corporate finance. Since leaving ABN AMRO Bank in 1998, he has been providing strategic business advice to a number of private companies. He is a former director of The Irish Stock Exchange.



Steven McTiernan ^{1,2,3}

Senior Independent Director (Age 58)

Steven McTiernan was appointed as a non-executive Director in 2002 and was appointed Senior Independent Director on 1 January 2008. 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.



Clare Spottiswoode CBE ^{1,2,3}

Non-executive Director (Age 56)

Clare Spottiswoode was appointed as a non-executive Director in 2002. 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.



David Bamford ^{1,2,3}

Non-executive Director (Age 62)

David Bamford was appointed as a non-executive Director in 2004. With a PhD in Geological Sciences 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 director or advisor to several small companies, including his own consultancy and he writes regularly for journals such as OilVoice and ROGTEC. He co-founded OilVoice Forums as a vehicle for online communication in the oil and gas industry.



Ann Grant ^{1,2,3,4}

Non-executive Director (Age 60)

Ann Grant was appointed as a non-executive Director in May 2008. She joined the UK Diplomatic Service in 1971; from 1998 she worked at the Foreign and Commonwealth Office in London, as Director for Africa and the Commonwealth. She was British High Commissioner to South Africa from 2000 to 2005. She joined Standard Chartered Bank in London as a Special Adviser in 2005. She chairs the Banking Working Group of the Commonwealth Business Council and is a Council Member of the Overseas Development Institute and an independent Trustee on the UK Disasters Emergency Committee.



David Williams ^{1,2,3}

Non-executive Director (Age 63)

David Williams was appointed as a non-executive Director in 2006. 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 Mondri plc. He is also a non-executive Director of Meggit plc and DP World Limited, a Dubai quoted company.