

Tullow Oil plc

Appointment of Independent Non-Executive Chair and Board reset

1 December 2025 - Tullow Oil plc (Tullow) today announces the appointment of Roald Goethe as independent non-executive Chair of the Board, with effect from 1 December 2025.

Roald is a highly experienced oil and gas executive with extensive commercial knowledge of the energy industry in Africa including business development, M&A, and in oil markets, specifically financing, hedging, and trading. In 1994, he joined Trafigura Group as an executive where he had an integral role in the development of the group's oil trading activities, primarily in West Africa. In 2006, he founded his own company, Delaney Petroleum Ltd, trading crude oil and petroleum products predominantly in West Africa and the Middle East. He then returned for a three-year term with Trafigura Group in Geneva and remained an advisor at the company until the end of 2021.

Roald has served on the Board of Tullow as an independent non-executive Director since February 2023, where he has also been a member of the Audit and Remuneration committees. He is a long-term supporter of Tullow, holding 28,259,396 shares and c. 400,000 2026 Senior Notes.

Roald is replacing Phuthuma Nhleko, who has notified the Board he is stepping down with immediate effect as Chair and non-executive director to focus on other business interests. In addition, Genevieve Sangudi, Martin Greenslade and Mitchell Ingram have also notified the Board they are stepping down with immediate effect as independent non-executive directors of the Board. The Company intends to replace key positions on the Board, whilst retaining a small, focused and aligned Board going forward. Further announcements will be made in due course.

The significant reduction in the size of the Board¹ will result in a further reduction of Tullow's cost base.

¹ As of 1 December 2025 the Board consists of Roald Goethe (Independent Non-Executive Chair of the Board), Rebecca Wiles (Independent Non-Executive Director), Ian Perks (Chief Executive Officer) and Richard Miller (Chief Financial Officer).

Roald Goethe, Chair of Tullow Oil Plc, said: *"It is an honour to be appointed as Chair of Tullow. I look forward to supporting Ian, Richard and the team and engaging with our key stakeholders as we build on Tullow's reputation as a leading operator within the African oil and gas sector. I am confident we have the right team in place, with the skills and competence to implement Tullow's strategy. I would like to take this opportunity to extend my thanks to Phuthuma, Genevieve, Martin and Mitch for all their contributions to Tullow, and wish them all the best for the future."*

"With a renewed leadership structure, reset Board and reduced cost base now in place, we are ready to take on the challenges and opportunities which lie ahead of us, including advancing plans to refinance the Company's capital structure and to position Tullow to deliver value for all stakeholders."

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Notes to editors

Tullow is an independent energy company that is building a better future through responsible oil and gas development in Africa. Tullow's operations are focused on its core producing assets in Ghana. Tullow is committed to becoming Net Zero on its Scope 1 and 2 emissions by 2030, with a Shared Prosperity strategy that delivers lasting socio-economic benefits for its host nations. The Group is quoted on the London and Ghanaian stock exchanges (symbol: TLW). For further information, please refer to: www.tullowoil.com.

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