

KARL D. JOHNSON, MBA

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CAREER SUMMARY

Energy Executive with significant experience in energy transition, financial risk analysis, strategic planning and business strategy. Forward thinker, strategic planner able to integrate business and engineering knowledge into transformative strategies impacting revenue growth. Deep understanding of complexities working with foreign governments; assertive in challenging roadblocks to achieve project goals. Flexible, adaptable, open to new challenges. Strong analytical and problem-solving skills. Expertise in:

- Energy Transition
- Financial Risk Analysis
- Strategic Planning/Business Strategy
- Business Development
- Economic & Financial Forecasting
- International Oil and Gas Development

CAREER HIGHLIGHTS

Energy Transition

- Led a team of experts that created Marathon's corporate policy for incorporating Green House Gas (GHG) emissions into the Carbon Footprint of all investment decisions. Presented detailed report to the Executive Committee (CEO, CFO, COO and VPs).
- Built complex financial models to calculate the potential impact of proposed GHG legislation for upstream and downstream (refineries) projects following the Kyoto Protocol and new legislation.
- Served as member of the Carbon Emission Strategy Committee that quantified Marathon's \$3.1B exposure to carbon legislation and identified inventory of GHG reduction projects that would minimize impact to the Company.
- Assessed the timing and cost of implementing numerous GHG reduction projects. Mitigation projects were forecast to reduce GHG emission by 38% which would be a \$1.63B saving to the Company.
- Evaluated over 50 CO² enhanced recovery projects, calculating project economics.

Financial Risk Analysis

- Created Marathon's Above Ground Risk analysis procedure for incorporating political risk into investment decisions, which was then incorporated into Enterprise Risk Management (ERM) plans across the entire company.
- Supervised a team of financial modelers that evaluated the Above Ground Risk of a \$1B investment in an LNG plant in Equatorial Guinea. Presented risk analysis to Marathon's Executive Committee for approval of the project.
- Formulated Marathon's Commercial Peer Review standards for evaluating risk and mitigation efforts, leading to the groundbreaking New Country Entry standards for the Company.

Strategic Planning & Business Strategy

- Led strategic planning and decision analysis meetings for gas markets for Alaskan gas fields and LNG plant. Developed strategic options for moving forward with gas assets.
- Analyzed gas supply/demand in Anchorage to increase competitiveness of gas sales contracts by 30% for peak daily and hourly gas demand.
- Evaluated gas storage options in Alaska utilizing depleted gas fields. Negotiated sales contract with third party storage company.

PROFESSIONAL EMPLOYMENT HISTORY

PETRONEFT RESOURCES LLC, Houston, Texas; Tomsk, Russia

2010 – 2023

Vice President Business Development & Operations

Oversaw \$250M development of 5 oil fields in remote Western Siberia, drilled 50+ development and exploration wells, 100 km of pipelines, and construction of Central Processing Facility with peak production rate exceeding 4,000 bopd. Directed the Company's field operations including drilling, production, and waterflooding, working with Russian and multinational staff. Implemented western business practices, including tender and contracts committee, to eliminate fraud and corruption.

MARATHON OIL, Houston, Texas; Russia; Indonesia; International Locations

1982 – 2009

Strategic Planning & Sr. Commercial Advisor – Houston, Texas

Supervised team of financial modelers that evaluated political and financial risks for LNG plant in Equatorial Guinea. Led strategic planning meetings to discuss future of gas assets and LNG plant in Alaska.

Vice President Business Development – Moscow, Russia

Established Business Development office in Moscow. Identified and negotiated \$1B business development deals in Russia and FSU, managing technical, commercial and legal evaluations team.

Russian Content Manager – Sakhalin, Russia

Identified types of equipment and services that Russian companies could provide to meet the project's 70% local content requirements for \$10-12B project. Managed multinational team to evaluate Russian manufacturing facilities.

Approvals Manager – Moscow, Russia

Managed team of Russian and international specialists to obtain over 4,000 approvals, permits, and licenses needed for the first offshore platform in Russia, located in an environmentally sensitive area with harsh Arctic conditions. Evaluated complex and contradictory Russian regulations to determine what approvals were actually needed for the first Production Sharing Agreement (PSA) in Russia.

Senior Production Engineer – Houston, Texas

Lead engineer on the PSA negotiating team. Built complex economic models to determine profitability of numerous development options for the Feasibility Study. Successfully negotiated technical terms of the first PSA in Russia with Russian counterparts. Identified and evaluated a low-cost alternative development option, reducing costs 90% from \$12B to \$1B by using the Molikpaq platform.

Production Engineering Supervisor – Houston, Texas, International Locations

Responsible for the planning and testing of over 20 exploration wells drilled internationally each year. Tested wells in Syria, Egypt, Indonesia and Australia.

EDUCATION

RICE UNIVERSITY, Jesse H. Jones Graduate School of Business, Houston, Texas

Master of Business Administration (MBA), May 2007

MARIETTA COLLEGE, Marietta, Ohio

Bachelor of Science in Petroleum Engineering (BS)

HONORS & DISTINCTIONS

Rice University, Jesse H. Jones Graduate School of Business, Executive MBA Program

- Invited Lecturer, Geopolitics of Energy, 2009-2023
- Invited Lecturer, Global Leadership, 2009-2014
- Invited Lecturer, International Energy Simulation, 2010-2020
- Lecture in Management, International Energy Simulation, 2021-22
- Board Member, JGS Alumni Association, Faculty Committee, 2016-18
- Invited Judge, Strategic Business Communication, 2019-2023
- Invited Lecturer, Project Management, 2022-2024

Marietta College, Petroleum Engineering Department, Marietta, Ohio

- Member, Industry Advisory Committee, 2021-2024
- Chairman, Industry Advisory Committee, 2023-2024

PROFESSIONAL AFFILIATIONS

- Society of Petroleum Engineers (SPE)
- Association of International Energy Negotiators (AIEN)
- Society of Decision Professionals, Strategic Decisions Group (SDP)