

Michael L. Harding II

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PROFESSIONAL EXPERIENCE

Societal Impact Statement:

I seek to have a positive impact on society through teaching and mentoring students interested in business. The areas of my focus in the classroom are financial reporting, energy accounting and energy overview. I use my past experiences from my corporate career to highlight topics in our studies. This approach shows the students the relevance of what we are studying and how it is used outside the classroom in real world scenarios. I have a keen focus on including all students in the classroom and assure each student that they are important and relevant to the class. My ultimate goal is for students to exit my classroom and say to themselves. "I really learned something from Mr. Harding".

Texas A&M University College Station, TX James Benjamin Department of Accounting

Executive Professor of Practice

September 2019 to present

Responsibilities

- Serve as full-time Professor of Practice for the Accounting department focused on the following: Financial Reporting II, Energy Accounting, and Overview in Energy
- Serve on the Advisory Board of Directors for the James Benjamin Department of Accounting, Mays Business School
- Serve as Energy Accounting Certification Director for the Mays Business school

Talos Energy Inc., Houston, TX

Executive Vice President, Chief Financial Officer, Chief Accounting Officer & Treasurer 2012 to August 2019

Talos is a publicly traded oil and gas exploration and production company. I was responsible for the capital markets, investor relations, treasury, risk management, financial reporting, tax, strategic planning, information technology, and human resources. As CFO I am a key advisor to the CEO, and have been innovative to assure the proper allocation of capital, downside protection through commodity hedging and forward thinking business relations with surety markets, securing over \$1B in surety capacity as a backstop to assure adequate coverage for governmental mandates or to be used in acquisition negotiations where the seller may choose protection from plug and abandonment obligations rather than a higher a purchase price. I have developed strong relationships with lenders and investors and has effectively re-negotiated material contracts with third parties to assure continued growth in a difficult market for the energy industry.

Responsibilities

- Successfully completed a reverse-merger between Talos Energy and Stone Energy, May 2018 resulting in a \$2.5 billion enterprise upon closing.
- Worked with the Executive team and Board of Directors on the day-to-day and strategic management of the company which has \$2.5 billion of assets and over \$850 million of annual revenues.
- Manage banking relationships with lending group banks requiring semi-annual borrowing base redeterminations and quarterly compliance certificates. With a clean track record of never defaulting on a covenant even during the commodity downturn of 2015-2017.

- Financially lead Talos in a \$2.5B reverse merger with Stone Energy resulting in the largest pure play offshore Gulf of Mexico Exploration Company.
- Lead the finance team as the company became the first US exploration company to win acreage in Mexico after the Energy Reform in 2015.
- Evaluate alternative capital raises, high yield term loans and second lien loans, and other joint venture structures, inclusive of European listing opportunities.
- Put together a well-controlled and strategic oil and gas hedging program to mitigate price risk which has allowed Talos to net back one of the highest prices in our peer group year over year.
- Developed a Capital Allocation Process for tracking and managing cash flow and capital expenditure commitments to ensure appropriate liquidity and minimize uncertainties.
- Manage all aspects of strategic planning and financial analysis and perform A&D due diligence.
- Manage information technology assets with services to over 50 locations in the Gulf of Mexico.
- Direct all human resource activities including payroll and employee benefits with over 700 employees

PKF Texas, Houston, TX

Business Development– Consulting & Financial Services

2011 to 2012

Responsibilities

- Consult various energy clients with Enterprise Resource Planning (ERP) and Customer Relationship Management (CRM) Systems
- Responsible for all Business Development for the Strategic Consulting practice of the firm

Rig Net, Inc. Houston, TX

Vice President, Controller

2008 to 2010

Responsibilities

- Prepared the company for an IPO which was completed in December of 2010 on NASDAQ
- Responsible for all accounting and treasury functions of the company both at the corporate level as well as in regional offices in Norway, Singapore, and Qatar
- Implemented a new ERP
- Managed the implementation of full Sarbanes Oxley procedures for IPO readiness
- Converted the financial reporting to International Financial Reporting Standards (IFRS) to prepare the company for an IPO in Norway on the Oslo Stock Exchange OSE

Apache Corporation, Houston, TX

Assistant Controller, Canadian Region

2003 to 2008

Responsibilities

- Managed all aspects of accounting for the region reporting to both the Controller in Houston and the President of Apache Canada
- Managed the capital and inventory accounting groups of Apache Corporate
- Managed the Gulf of Mexico revenue and compliance groups of Apache Corporate

El Paso Merchant Energy Group Houston, TX

Director of Strategic Planning, El Paso Merchant Energy

1997 to 2003

Responsibilities

- Managed our budgeting and strategic plans for the segment which included our trading business, Power assets and related functional areas

American General Life Insurance Company, Houston, TX

Senior Accountant for Annuities

1995 to 1997

Responsibilities

- Responsible for daily pricing and annuity reporting for various funds held by American General Life

The Bankers Assurance, Inc.

Assistant Controller

1991 to 1995

Responsibilities

- Responsible for all internal and external Generally Accepted Accounting Principal (GAAP) and Statutory reporting for both the brokerage company and the underwriting companies

Education

Texas A & M University

1986 to 1990 Bachelor of Business Administration in

Accounting,

Certified Public Accountant (in-active)

Community Involvement and Awards

Baggett-Snoots Award for Teaching Excellence 2023

Recognized by The Houston Business Journal as one of the thirty top-ranked CFOs in Houston 2018

Advisory Council for the McFerrin Center for New Ventures and Entrepreneurship Texas A&M University

Advisory Board for the James Benjamin Accounting Department, Mays School

Director of the Energy Accounting Certification Program - TAMU

Long-time supporter and volunteer for Christian Relief Fund out of Amarillo, Texas