



BP p.l.c

Role of the chief executive officer

## Role of the chief executive officer(CEO)

The CEO reports to the chair, is accountable to the board and is responsible for all executive management matters affecting bp. All members of the leadership team report, either directly or indirectly, to the CEO.

## Responsibilities

### a. Strategy and performance

- Propose bp's strategy and annual plan to the board.
- Lead the bp leadership team in delivering bp's strategy and annual plan as approved by the board and regularly review bp's operational performance and strategic direction.
- Maintain a dialogue with the chair and the board on important and strategic issues facing bp.
- Welcome constructive challenge from non-executive directors and encourage them to test proposals in light of their wider experience outside bp.
- Make the board aware of views gathered via engagement between the bp leadership team and other stakeholders and of the views of the bp leadership team on business issues.
- Identify and execute strategic opportunities for bp in line with the annual plan with a strong focus on consistent performance and appropriate balancing of the needs of bp's stakeholders.

### b. Risk and compliance

- Oversee the implementation of a comprehensive system of internal controls that are designed to, among other things (a) identify and manage risks<sup>1</sup> that are material to bp, (b) protect bp's assets, and (c) monitor the application of bp's resources in a manner which meets external regulatory standards.

<sup>1</sup> "Risks", for these purposes, includes the climate-related risks and opportunities for bp associated with the issue of climate change and the transition to a lower carbon economy. The purpose of making explicit reference to climate-related risks and opportunities is to respond to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), which bp supports.

- Foster a commercial culture with strong focus on capital discipline, measured risk taking and cost to create long term shareholder value.
- Lead an organisation that executes safely, effectively and efficiently, that learns from mistakes and that uses new technology and digital to drive safety, quality, capital and operational efficiency.
- Promote and conduct the affairs of bp with high standards of integrity and corporate governance.
- In consultation with the chair and the company secretary, establish clear processes that the bp leadership team can follow in order to comply with any limitations set by the board and facilitate escalation to the board where outside the authority of the leadership team.
- Implement board decisions effectively and communicate significant decisions made by the leadership team to the board.
- Monitor that the leadership team fulfil their obligation to provide board directors with: (i) accurate, timely and clear information in a form and of a quality and comprehensiveness that will enable the board to discharge its duties; (ii) the necessary resources for developing and updating their knowledge and capabilities; and (iii) appropriate knowledge of bp, including access to bp operations and members of the workforce.

### **c. People and culture**

- Be a role model for bp's values. Set policies, standards and procedures that foster bp's advocated culture, values and behaviour.
- Build, protect and enhance bp's overall brand and lead communications with shareholders, employees and other stakeholders.
- In conjunction with the chair of the board, act as an ambassador for bp in its engagement with governments, authorities, regulators, and other stakeholders to optimize the effectiveness of bp's external relations.
- Make recommendations in respect of executive and leadership team succession processes to develop a talented and diverse executive pipeline.