VIA EMAIL DELIVERY:

July 10, 2026

Eric Schultz
President
USW Local 7-1
2045 Schrage Ave.
Whiting, IN 46394
President@usw7-1.com

Robert E. Lofton
USW District 7. Sub-District 5 Director
1301 Texas St. 2nd Floor Rm. 205
Gary, IN 46402
rlofton@usw.org

Re: Recent Requests to Continue Discussions

Dear Messrs. Schultz and Lofton:

Since the start of the lockout on March 19, 2026, the Company has made repeated efforts to continue discussions with the Union toward reaching a successor collective bargaining agreement and, in turn, ending the pending labor dispute.

At my request, you agreed to meet on May 18 and May 22. Following those discussions, we mutually agreed to continue talking and subsequently held a formal bargaining session on June 10. At the conclusion of that meeting, both parties agreed it could be productive to engage in small-group discussions to focus on key issues that separate the parties, and we met again on June 16.

During our June 16 meeting, the parties discussed the Company's proposed Operating Technician qualification & progression model that has been a significant topic throughout these negotiations. We explained that the direction we are proposing is neither new nor unproven and similar models exist elsewhere in bp's refining system.

We also discussed providing follow-up information regarding these matters including plans for providing additional training and support for our employees to help with their successful transition into this operating model. These investments in our employees are being made not only to ensure the long-term success of the refinery, but to continue to develop and prepare our employees to progress in their careers within bp whether they remain in the hourly workforce or want to pursue other opportunities.

Since that June 16 meeting, however, the Union has been largely unresponsive to repeated requests to continue discussions.

On June 23, I emailed Mr. Schultz and offered optional dates for a follow-up meeting the following week. In that email, I reiterated that the Company had additional information to share regarding the proposed technician progression and other topics discussed during our June 16 meeting. I received no response.

On June 29, I again emailed Mr. Schultz seeking to schedule a meeting later that week and again received no response.

On June 30, I sent Mr. Schultz a text message asking if he was going to respond to my multiple emails regarding another small group meeting. Later that day Mr. Schultz replied, "Yes", however the Company received no follow-up or proposed meeting dates.

Most recently, on July 8, I called Mr. Schultz in follow-up to his text response and to notify him of an incident that occurred at the refinery, and I left a detailed voicemail with a request for a call-back to set up a meeting time. To date, Mr. Schultz has not proposed a meeting date or time.

The Company remains ready and willing to continue discussion on those issues that separate the parties and bargain in good faith toward a successor agreement. We continue to believe that constructive dialogue is the best path forward in reaching a settlement that facilitates the return to work of our employees and the long-term success of the Whiting refinery. Unfortunately, the Union's continued failure to respond to meeting requests is delaying constructive dialogue on these issues.

The Company remains available to meet and will continue making every reasonable effort to keep the lines of communication open. We will await your response regarding when the Union is prepared to resume discussions.

Respectfully,

T.R. Hanson
Manager – Labor & Employee Relations
bp Whiting Refinery

cc: Jordan Marcks, Head of People Relations – Americas