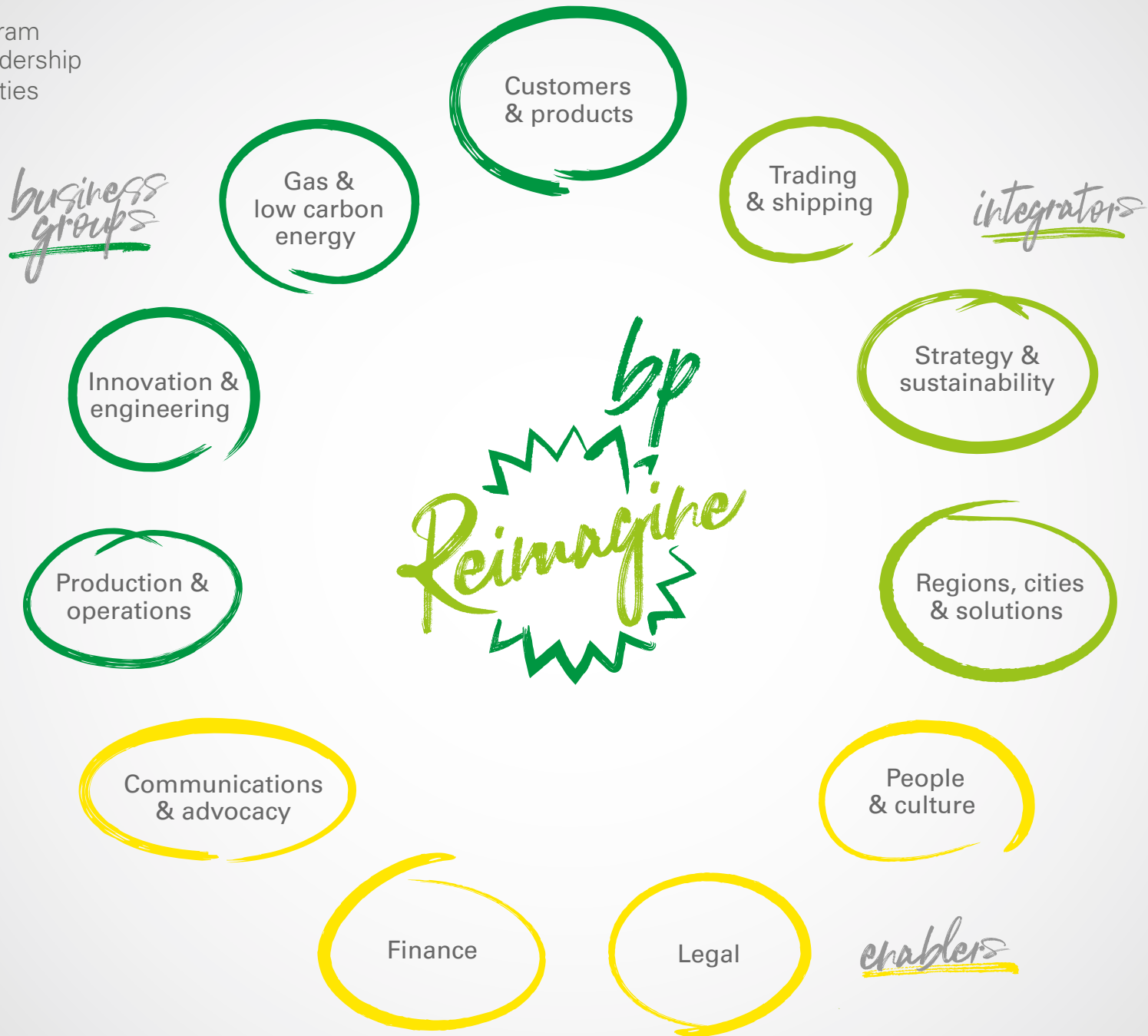


*click* on the diagram  
to read about the leadership  
teams for our 11 entities





**Emma Delaney**

EVP, C&P

Customers & products will focus on customers as the driving force for the energy products and services of the future.

## Leadership team



**Martin Thomsen**  
senior vice president aviation



**Mandhir Singh**  
senior vice president Castrol



**Nicola Buck**  
senior vice president customer value proposition & experience



**Clive Christison**  
senior vice president fuel supply & midstream



**Richard Bartlett**  
senior vice president future mobility & solutions



**Greg Franks**  
senior vice president mobility & convenience Americas



**Alex Jensen**  
senior vice president mobility & convenience Europe & Southern Africa



**Frédéric Baudry**  
senior vice president mobility, convenience & midstream Asia Pacific (India)<sup>1</sup>



**Richard Harding**  
senior vice president portfolio and integration



**Sonya Adams**  
senior vice president reinvent bp

<sup>1</sup> Frédéric has a dual reporting line to William Lin, EVP RC&S



**Dev Sanyal**

EVP, G&LCE

Gas & low carbon energy integrates our existing natural gas capabilities with significant growth in low and zero carbon businesses and markets. It will also pursue new decarbonization technologies and capabilities to create innovative zero carbon energy solutions.

## Leadership team



**Felipe Arbelaez**

senior vice president zero carbon energy



**David Anderson**

senior vice president renewables growth



**Louise Jacobsen Plutt**

senior vice president hydrogen and carbon capture utilization and storage (CCUS)



**Federica Berra**

senior vice president integrated gas and power (IGP)



**Oksana Dembitska**

senior vice president gas growth



**Anthony Harbridge**

senior vice president, portfolio and integration for gas & low carbon energy



**Claire Fitzpatrick**

senior vice president Trinidad & Tobago<sup>1</sup>



**Nader Zaki**

senior vice president Asia Pacific<sup>3</sup>



**Emil Ismayilov**

senior vice president Mauritania & Senegal<sup>1</sup>



**Stephen Willis**

senior vice president Middle East<sup>1,2</sup>



**Sashi Mukundan**

senior vice president India<sup>1,2</sup>



**Karim Alaa**

senior vice president North Africa<sup>1</sup>

<sup>1</sup> The operational gas teams report through the relevant functional senior vice president in the productions and operations (P&O) entity, as well as to their senior vice president for the region

<sup>2</sup> Sashi and Stephen has a dual reporting line to William Lin, EVP, RC&S



**David Eyton**

EVP, I&E

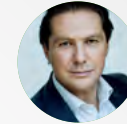
Innovation & engineering will bring added momentum and transparency to our venturing and Launchpad investments and be a catalyst for creating value from disruptive opportunities. It will also house our engineering discipline and a safety and operational risk team focused on assurance.

## Leadership team



**Angelo Amorelli**

senior vice president applied sciences



**Marco Ryan**

senior vice president digital customers & markets



**Stewart Fry**

senior vice president digital enterprise & operations



**Sam Skerry**

senior vice president Launchpad & venturing



**Ahmed Hashmi**

senior vice president digital production & business services



**Morag Watson**

senior vice president digital science & engineering



**Yolande Young**

senior vice president digital security



**Susan Kolbush**

senior vice president safety and operational risk assurance



**Aleida Rios**

senior vice president engineering



## Gordon Birrell

EVP, P&O

Production & operations will be the operational heart of BP, bringing BP's operations together in one place to focus on driving safety, efficiency and value growth.

### Leadership team



**Adriano Bastos**  
senior vice president Angola<sup>1</sup>



**Fawaz (Fuzzy) Bitar**  
senior vice president HSE & carbon



**David Campbell**  
senior vice president Russia<sup>1,2</sup>



**Ian Cavanagh**  
senior vice president transformation



**Andy Collins**  
senior vice president production



**Ewan Drummond**  
senior vice president projects



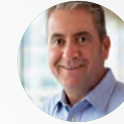
**Emeka Emembolu**  
senior vice president North Sea<sup>1</sup>



**Ariel Flores**  
senior vice president subsurface



**Gary Jones**  
senior vice president Azerbaijan, Georgia and Turkey<sup>1</sup>



**Andy Krieger**  
senior vice president wells



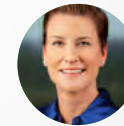
**Dave Lawler**  
senior vice president bpX Energy<sup>1,3</sup>



**Amber Russell**  
senior vice president refining



**Doug Sparkman**  
senior vice president bp solutions



**Starlee Sykes**  
senior vice president Gulf of Mexico and Canada<sup>1</sup>

<sup>1</sup> Oil-focused regions

<sup>2</sup> David reports directly to Bernard Looney and sits on both Gordon Birrell's P&O leadership team and William Lin's RC&S leadership team

<sup>3</sup> Dave has a dual reporting line to William Lin, EVP, RC&S





**Carol Howle**  
EVP, T&S

Trading & shipping will harness the deep expertise we already have in our existing supply, trading and shipping businesses. BP already has world-leading expertise in the integration of businesses, customers and markets. By elevating its position to the top of our new structure it can more effectively help the whole organisation capture new commercial opportunities and add value.

### Leadership team



**David Bucknall**  
senior vice president refining & products trading and interim senior vice president low carbon trading



**Sharon Weintraub**  
senior vice president gas & power trading international



**Orlando Alvarez**  
senior vice president gas & power trading Americas



**David Maerz**  
global head of trading analytics & insights



**Janet Kong**  
senior vice president, market development and innovation



**Sven Bosse-Walker**  
senior vice president shipping



**Sonia James**  
special projects manager

\*The senior vice president market development & innovation role will be announced in due course



**Giulia Chierchia**

EVP, S&S

Strategy & sustainability will ensure that sustainability is embedded at the top of the organisation and will form a single group-wide approach to strategy and capital allocation.

## Leadership team



**Carlos de la Peña**  
senior vice president strategy



**Ivanka Mamic**  
senior vice president sustainability



**Alan Haywood**  
senior vice president environmental, social and governance (ESG) transformation



**Keith Westhead**  
senior vice president portfolio management & capital allocation



**Ana Del Rey**  
senior vice president competitor insights



**Spencer Dale**  
senior vice president economic & energy insights



**Kirsty McCormack**  
senior vice president market insights



**Yogi Maharaj**  
senior vice president ethics & compliance



**William Lin**

EVP, RC&S

Regions, cities and solutions will bring together the best of bp to build enduring relationships with regions, countries, cities and corporations around the world to provide innovative, integrated and decarbonized energy solutions at scale to help the world reach net zero and improve people's lives.

## Leadership team



**Nikki Grady-Smith**  
senior vice president city and corporate integrated solutions



**Derek Porter**  
senior vice president intelligence, security and crisis management



**Sayma Robbie**  
senior vice president NOJV excellence



**Peter Mather**  
senior vice president Europe<sup>1</sup>



**Simon Yang**  
senior vice president China



**Angelica Ruiz**  
senior vice president Latin America<sup>2</sup>



**Dave Lawler**  
senior vice president America<sup>3</sup>



**Sashi Mukundan**  
senior vice president India<sup>4</sup>



**Stephen Willis**  
senior vice president Middle East<sup>4</sup>



**Frédéric Baudry**  
senior vice president Asia Pacific<sup>5</sup>



**David Campbell**  
senior vice president Russia<sup>6</sup>



**Nigel Dunn**  
senior vice president special projects

<sup>1</sup> Peter is also be the head of country for UK. Peter will leave bp at the end of 2021. Louise Kingham will assume this position and join bp in May 2021.

<sup>2</sup> Angelica is also the head of country for Mexico

<sup>3</sup> Dave has a dual reporting line to Gordon Birrell, EVP, P&O

<sup>4</sup> Sashi and Stephen have a dual reporting line to Dev Sanyal, EVP, G&LCE

<sup>5</sup> Frédéric is also the head of country for Australia. Frédéric has a dual reporting line to Emma Delaney, EVP, C&P

<sup>6</sup> David reports directly to Bernard Looney and sits on both Gordon Birrell's P&O leadership team and William Lin's RC&S leadership team



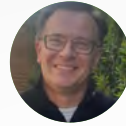


**Geoff Morrell**

EVP, C&A

Communications & advocacy will translate BP's strategy into a coherent narrative for staff & society, manage corporate reputation and lead global advocacy campaigns.

## Leadership team



**David Bickerton**

senior vice president C&A strategic planning



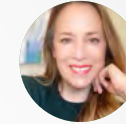
**Dave Stuart**

vice president UK C&A & regional alignment



**Rachel Woods**

senior vice president external campaigns



**Kat Rojas**

vice president content & creative



**Shanan Guinn**

senior vice president internal campaigns



**Mary Streett**

senior vice president Americas C&A



**Emily Olson**

senior vice president Europe & Russia C&A



**Ayana McIntosh-Lee**

vice president Africa C&A



**Anshul Mathur**

vice president Asia Pacific C&A



**Bakhtiyar Aslanbayli**

vice president Middle East & Caspian C&A

# Finance



## Murray Auchincloss

Chief financial officer

Finance will steward BP's financial frame, ensure financial integrity and bring together end-to-end finance and procurement activities across bp into one, integrated organization.

### Leadership team



**Camille Drummond**  
senior vice president global business services (GBS)



**Jayne Hodgson**  
senior vice president accounting, reporting & control (ARC)



**David Jardine**  
senior vice president internal audit<sup>1</sup>



**Rob Lawson**  
senior vice president mergers & acquisitions and head of reinvent bp, PMO



**Jan Lyons**  
senior vice president tax



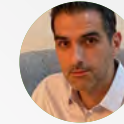
**Craig Marshall**  
senior vice president investor relations



**Catherine McCann**  
senior vice president reinvent bp, finance



**Tim Morris**  
senior vice president finance, production & operations



**Joaquin Oliveira**  
senior vice president finance, gas & low carbon energy



**Helen McCabe**  
senior vice president finance, customers & products



**Tom Pennington**  
senior vice president planning & performance management



**Brian Puffer**  
senior vice president finance, trading & shipping



**Leigh-Ann Russell**  
senior vice president procurement



**Kate Thomson**  
senior vice president finance, other businesses & corporate (OB&C)<sup>2</sup>



**Niamh Staunton**  
senior vice president treasury

<sup>1</sup> senior vice president internal audit reports to the chair of the audit committee

<sup>2</sup> senior vice president OB&C includes finance for integrators and enablers (with the exception of trading & shipping), and finance accountability for externally reported activities, such as launchpad and venturing

# Legal



**Eric Nitcher**

EVP, Legal

Legal will steward BP's legal integrity and appropriately manage legal risk.

## Leadership team



**Trudi Charles**

senior vice president legal trading & shipping



**Riona Commins**

senior vice president legal innovation & engineering, finance & global corporate



**Mark Crawford**

senior vice president legal people & culture



**Nigel Jones**

senior vice president legal production & operations and regions, cities & solutions



**Mike Nash**

senior vice president legal strategy & sustainability



**Mike Sosso**

senior vice president legal gas & low carbon energy and customers & products



**Kerry Dryburgh**  
EVP, P&C

People & culture will ensure BP recruits world-class talent, develops them, and supports them to do their best work.

Leadership team



**Simon Ashley**  
senior vice president trading & shipping and culture



**Janak Mehta**  
senior vice president people services & solutions



**Mikel Jauregi**  
senior vice president gas & low carbon energy



**Richard Saenz**  
senior vice president people & culture capability and transformation



**Narmina Nabiyeva**  
senior vice president enablers, strategy & sustainability, regions, cities & solutions



**Karen Whelan**  
senior vice president reinvent bp, people & culture



**Trina Nally**  
senior vice president customers & products



**Donna Riley**  
senior vice president production & operations



**Ben Sutton**  
senior vice president innovation & engineering



**Ben Gaunt**  
senior vice president talent



**Ashok G. Pillai**  
senior vice president reward and wellbeing