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From: Streett, Mary [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/[REDACTED]]
Sent: Wed 24/02/2021 12:42:11 PM (UTC)
Subject: Fwd: Your performance contract
2021 - Post-it priorities (FINAL).pptx

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From: Choo, Paul Heng Boon [REDACTED]@se1.bp.com>
Sent: Wednesday, February 24, 2021 6:43:19 AM
To: G C&A LT <[REDACTED]@bp.com>
Cc: Edwards, Delia <[REDACTED]@bp.com>; Ferrari, Alexis <[REDACTED]@bp.com>
Subject: Your performance contract

Dear all,

Geoff and I had a final discussion last week on the C&A Post-It priorities and the attached is the final version.

As previously informed, this will now feed into your performance contract for 2021. For your ease of reference I've listed them below.

As a next step, I will key this into the performance contract system for submission.

We will have a briefing next week on some proposals to measure/track this throughout the year.

Any questions/comments just reach out to me separately.

A huge thanks again to you and your teams for the time invested in this important piece.

CENTRAL C&A

David Bickerton

1. Use data and research to generate actionable insights that inform campaigns and track performance.
2. Use reporting to demonstrate delivery of our strategy and ambition, improve our transparency and secure stakeholder support.
3. Execute a digital strategy for C&A that encourages innovation and uses the best platforms for listening to and engaging with our stakeholders.
4. Establish capability and processes to identify and address emerging reputation and policy issues.

Rachel Woods

1. No reputational accidents
2. Increase recognition that bp is performing even as it transforms (+5%)
3. Increase recognition that bp is advocating for good climate policies in UK, US and EU (+5%)
4. Deliver best in class external digital comms as measured by Bowen Craggs
5. Train, equip and mobilise community of >1k employees willing to advocate externally for bp and progressive climate policies
6. Positive public response to major bp announcements from key stakeholders
7. Build reputation of Bernard and LT as leaders of a company that is performing while

transforming

Shanan Guinn

1. Increase employee understanding of strategy and their role in delivering it (+20%)
2. Deliver communications and campaigns in support of bp and entity priorities
3. Reinvent internal communications
4. Ensure global crisis communications preparedness

Kat Rojas

1. Create consistently compelling content and experiences that 'move the dial' with our target audiences
2. Deliver a new service offer that integrates words, images, experiences and aligns with campaign objectives
3. Apply agile and agency practices to optimise responsiveness and productivity without compromising creativity or quality.

REGIONS C&A

Dave Stuart

1. No reputational accidents
4. Set conditions to rapidly grow EV charging business
5. Secure Govt funding and policies to enable Net Zero Teesside
6. Facilitate strategic partnership with Aberdeen and Heathrow
7. Showcase North Sea as a high value and environmentally progressive basin
8. Showcase bp as a British champion
9. Embed VaS to inform regional advocacy, risk management and resource allocation
10. Refresh & implement social sustainability practices

Mary Streett

Standard priorities

1. No reputational accidents
2. Increase employee understanding of the strategy and the Americas' role in delivering it

US

1. Increase recognition that bp is performing even as it transforms (+5%)
2. Position bp as a credible contributor to climate policy

Redacted - First Amendment

4.

Redacted - First Amendment

Mexico

1. Enable the Midstream fuels supply & marketing ITK project
2. Preserve the value of bp's current businesses through strong regulatory advocacy
3. Strategically manage and implement P&O plans without affecting other businesses

Brazil

1. Position bp as a key low carbon energy player in Brazil
2. Integrate issues management enabling LTO and business success

T&T

1. Increase recognition that bp is performing even as it transforms
2. Advance the Trinidad Net Zero agenda and pivot CSR to align with sustainability framework

Emily Olson**Standard priorities**

1. No reputational accidents
2. Increase employee understanding of the strategy and Russia & Europe's role in delivering it

Europe

1. Raise awareness of bp's transition from IOC to IEC in Berlin and Brussels by 5%
2. Set conditions to rapidly grow EV charging and mobility solutions businesses in Germany/Spain
3. Set conditions to develop strategic projects in Germany and The Netherlands
4. Ensure EU sustainable finance taxonomy supports transitioning energy companies

Russia

1. Deliver and execute low carbon MoU with Rosneft
2. Increase recognition of Rosneft's ESG progress
3. Progress one city & one corporate partner in Russia for RC&S

Anshul Mathur**Standard priorities**

1. No reputational accidents
2. Increase employee understanding of the strategy and AsPac's role in delivering it

India

1. Work with Reliance to secure necessary permits and licenses to build 500 Jio-bp retail sites
2. Continue to influence inclusion of gas in GST, changes in ceiling price and unified pipeline tariff notification
3. Position Castrol as a growth brand for increased recognition
4. Lead advocacy efforts to enable new opportunities for RC&S

ANZ

1. Secure MOU with Western Australian Government in support of ANZ objectives
2. Advocate for CCUS to secure government co-investment in technology and policies to enable generation of credit units
3. Secure government approvals, co-investment and alternative low carbon projects for Kwinana transition
4. Minimize market distortions and capture value from government intervention in liquid fuels market
5. Advocate for decarbonization of heavy transport (road, jet, shipping and marine) and mining across ANZ
6. Secure stage two of Geraldton H2

China

1. Lead advocacy efforts to enable new opportunities for RC&S
2. Generate media coverage to help position Castrol as a sustainable, digital and service brand
3. Work with Didi to secure necessary permits and licenses to build 1,500 network points in 5 years
4. Advocate for integrated energy solutions, local gas and new energy projects

Indonesia

1. Support seamless commissioning of Tangguh 3 train business
2. Drive for Tangguh LNG CCUS and solar plant to be cost recoverable
3. Support launch of 50 new retail sites across Jakarta and Surabaya
4. Lead advocacy efforts to enable new opportunities for RC&S

Eastern Asia

1. Support T&S to manage external issues
2. Lead advocacy efforts to enable new opportunities for RC&S
3. Design and deliver regional campaigns that align bp strategy with local issues

Ayana McIntosh-Lee**Standard priorities**

1. No reputational accidents
2. Increase employee understanding of the strategy and Africa's role in delivering it

M&S

1. Secure community support to allow safe and efficient execution of Greater Tortue Ahmeyim (GTA) Phase 1 project
2. Deliver advocacy plans to support business growth opportunities
3. Exit Sao Tome & Principe and The Gambia in the right way

North Africa

1. Support the transition of Raven project from development to production
2. Clear path for start-up of LSbp project construction
3. Continue to position bp as partner of choice in Egypt

Angola

1. Position bp as partner of choice in Angola
2. Deliver advocacy plans to support business growth opportunities
3. Deliver regional campaign to drive cost efficiency program

Southern Africa

1. Ensure portfolio changes are understood and well received
2. Secure 2021 BBBEE rating necessary to maintain license to operate

Bakhtiyar Aslanbayli**Standard priorities**

1. No reputational accidents
2. Increase employee understanding of the strategy and Africa's role in delivering it

AGT

1. Deliver cost competitiveness in Caspian Basin
2. Continue to position bp as partner of choice in AGT
3. Enhance performance and reputation in regional supply chain

Middle East

1. Continue to position bp as partner of choice in the Middle East
2. Gain recognition that bp is performing even as it transforms

Paul Choo

Business advisor to EVP communications & advocacy

bp

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