BP Pension Plan
Frequently Asked Questions

1. Will access to my BP pension plan benefits be affected by the oil spill?
No. Pension plan assets are held in a trust. Plan assets are not subject to creditors of BP or external lawsuits and may only be used for the benefit of plan participants. In addition, benefits payable under the plan are insured by the Pension Benefit Guaranty Corporation, an agency of the federal government.

2. Will my 401K savings plan benefits be affected by the oil spill?
No. Similar to the BP pension plan, all 401k assets are held in a separate trust and may only be used for the benefit of plan participants. You may continue to trade as usual within the BP Employee Savings Plan. As always, you are encouraged to review the alignment of your investment portfolio with your investment goals. We encourage you to utilize Ayco to help you understand the risk level you are most comfortable with and help identify the best investment make up for your account. You can reach the Ayco Answerline® service at 1-888-434-3264.

3. I’m currently set to commence an annuity under the BP pension plan, in light of the potential impact of the oil spill, should I consider taking a lump sum instead?
The oil spill has no impact on the pension plan. The form of your pension benefit – lump sum or annuity – is a personal decision. We encourage you to utilize Ayco to help you understand what may be most appropriate for your needs. You can reach the Ayco Answerline® service at 1-888-434-3264.

4. I recently received a Pension Annual Funding Notice in the mail, what is it and why did I receive one?
BP’s required under the Pension Protection Act of 2006 (PPA) to distribute the Pension Annual Funding Notice to all employees by April 30, 2010. The notice is for informational purposes only; no action is required by employees. This notice replaces the Summary Annual Report (SAR) for the BP Pension Plan, which typically distributed at year-end. The notice provides employees with information on the liabilities and assets of the BP Pension Plan.

5. Does the Annual Funding Notice suggest that the BP Pension Plan is funded below 80%?
No. Under the PPA regulations, the Annual Funding Notice only reports on the assets and liabilities of the BP Pension Plan. The actuarial numbers, which are published on Fidelity NetBenefits, determine what, if any, restrictions are placed on the BP Pension Plan.

6. Will there be restrictions on lump sum payouts?
No. There are currently no restrictions on lump sum payout from the BP Pension Plan (through September 1, 2011).
7. Why does BP guarantee lump sum payouts only through September of next year? Does that mean lump sum payouts may be restricted afterwards?

Under the PPA regulations, all companies providing a pension benefit to its employees must conduct an actuarial audit the funding of their plan annually:

— If the total funding (assets, liabilities and credits) falls below 80% restrictions are placed on the plan until the next annual audit.
— If the total funding is between 80% and 90%, companies may pay the pension benefit without any restrictions – through March the following year.
— If the total funding is above 90% they may pay the pension benefit without any restrictions – through September the following year. In other words, if a Pension Plan is funded at 200%, 300% or even 500%, an employer may only claim that there will be no restrictions through the following September.

The plan actuary for the BP Retirement Accumulation Plan has completed the actuarial valuation as of January 1, 2010 and reported that the funded ratio for determining benefit restrictions under the 2006 Pension Protection Act is over 100%. This means there will be no benefit restrictions through September 1, 2011.

8. If I have additional questions, who do I contact?

Questions about the BP Pension Plan can be directed to BP Retirement Services at Fidelity by calling BP Retirement Services at 1-877-272-3334 (toll-free within the U.S.). From outside the U.S., participants can dial their country’s toll-free AT&T USADirect® access number* then enter 1-877-272-3334. Participants calling from an area unsupported by AT&T Direct should use the following international collect number: 1-508-787-9902. Participants needing TDD#, please dial 1-888-343-0860. Service Representatives are available Monday through Friday (except New York Stock Exchange holidays) 7:30 a.m. to 11:00 p.m. Central time.