



# BP Corporation North America Inc.

## Summary Annual Report for Plan Year 2019

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### Introduction

This report contains summaries of the 2019 annual reports for the BP Corporation North America Inc. benefit plans in which employees may have participated in 2019. The full annual reports have been filed with the Employee Benefits Security Administration, U.S. Department of Labor (EBSA) as required under the Employee Retirement Income Security Act of 1974 (ERISA). Each Summary Annual Report is labeled with the plan's formal name. The Employer Identification Number (EIN) and Plan Number (PN) are the identifying numbers used for the plan when filing annual reports with the EBSA.

*These summaries do not include information about your eligibility to participate in these plans or the specific benefits available to you. Please contact the BP Benefits Center for this information. You were not necessarily a participant in every plan mentioned in this report.*

These Summary Annual Reports are provided to help you understand the plans' financial activity and do not require any action on your part.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below may be included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets;
5. insurance information, including sales commissions paid by insurance carriers;
6. information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write BP Corporation North America Inc., P.O.

Box 940669, Houston, TX 77094-7669, or call 1-888-788-9278, or e-mail [bpBenefitsHandbook@bp.com](mailto:bpBenefitsHandbook@bp.com).

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan (BP Corporation North America Inc., 501 Westlake Park Blvd., Houston, TX 77079) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, EBSA Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1515, Washington, D.C. 20210.

### BP Employee Savings Plan

**EIN/PN: 36-1812780/001**

**Plan Year: January 1 – December 31, 2019**

### Basic Financial Statement

Benefits under the plan are provided by a trust fund. Plan expenses were \$734,927,359. These expenses included \$246,452 in administrative expenses, \$734,583,078 in benefits paid to participants and beneficiaries, and \$97,829 in other expenses. A total of 24,687 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$8,192,150,775 as of the end of the plan year, compared to \$7,184,216,219 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$1,007,934,556. This change includes unrealized

appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$1,742,861,915, including employer contributions of \$139,799,588, employee contributions of \$237,123,004, other income of \$36,430,753, and earnings from investments of \$1,329,508,570.

### **BP DirectSave Plan**

**EIN/PN: 36-1812780/052**

**Plan Year: January 1 – December 31, 2019**

#### **Basic Financial Statement**

Benefits under the plan are provided by a trust fund. Plan expenses were \$77,055. These expenses included \$6,080 in administrative expenses and \$70,975 in benefits paid to participants and beneficiaries. A total of 157 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$1,090,102 as of the end of the plan year, compared to \$1,048,385 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$41,717. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had earnings from investments of \$118,772.

### **BP Partnership Savings Plan**

**EIN/PN: 36-1812780/051**

**Plan Year: January 1 – December 31, 2019**

#### **Basic Financial Statement**

Benefits under the plan are provided by a trust fund. Plan expenses were \$3,484,817. These expenses included \$3,464 in administrative expenses, \$3,479,082 in benefits paid to participants and beneficiaries, and \$2,089 in other expenses. A total of 565 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$33,266,103 as of the end of the plan year, compared to \$28,305,256 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$4,960,847. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$8,445,664, including employer contributions of \$719,950, employee contributions of \$1,954,562, other income of \$289,811, and earnings from investments of \$5,481,341.

### **BPX Energy Employee Savings Plan**

**EIN/PN: 36-1812780/100**

**Plan Year: January 1 – December 31, 2019**

#### **Basic Financial Statement**

Benefits under the plan are provided by a trust fund. Plan expenses were \$14,266,193. These expenses included \$17,296 in administrative expenses and \$14,233,872 in benefits paid to participants and beneficiaries, and \$15,025 in other expenses. A total of 1,468 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$196,488,361 as of the end of the plan year, compared to \$135,056,188 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$61,432,173. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$75,698,366, including employer contributions of \$21,315,142, employee contributions of \$14,356,983, other income of \$8,425,680, and earnings from investments of \$31,600,561.

## **BP Consolidated Welfare Benefit Plan**

**EIN/PN: 36-1812780/504**

**Plan Year: April 1, 2019 – March 31, 2020**

### **Insurance Information**

The plan has insurance contracts with Blue Cross and Blue Shield of Alabama, Healthcare Service Corporation, Kaiser Foundation Health Plan of Hawaii, Kaiser Foundation Health Plan of the Northwest, Kaiser Foundation Health Plan Inc, Presbyterian Health Plan, Inc., Life Insurance Company of North America, Vision Service Plan, John Hancock Life Insurance Company, Metropolitan Life Insurance Company, Cigna Health and Life Insurance Company and affiliates, Hyatt Legal Plans and Blue Care Network of Michigan to pay certain health, vision, prescription drug, PPO contract, expanded health care, HMO contract, long-term care, long-term disability, life insurance, accidental death, dental, indemnity contract, prepaid dental, legal, and temporary disability claims incurred under the terms of the plan. The total premiums paid for the plan year were \$40,454,032.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year, the premiums paid under such "experience-rated" contracts were \$0 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$0.

### **Basic Financial Statement**

The value of plan assets, after subtracting liabilities of the plan, was \$(6,010,243) as of the end of plan year, compared to \$(9,799,085) as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$3,788,842. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$296,493,443 including employer contributions of \$237,616,658, employee contributions of \$58,574,111, and earnings from investments of \$302,674. Plan expenses were \$292,704,601. These expenses included \$14,028,933 in administrative expenses and \$278,675,668 in benefits paid to participants and beneficiaries.

## **BP Executive Medical Plan**

**EIN/PN: 36-1812780/852**

**Plan Year: April 1, 2019 – March 31, 2020**

### **Insurance Information**

The plan has an insurance contract with Aetna Life Insurance Co. to pay certain health and dental claims incurred under the terms of the plan. The total premiums paid for the plan year were \$4,946,734.

Because it is a so called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year, the premiums paid under such "experience-rated" contract were \$1,494,979 and the total of all benefit claims paid under the experience-rated contract during the plan year was \$1,310,308.

## **BP Corporation North America Inc. Retiree Welfare Benefits Plan II**

**EIN/PN: 36-1812780/851**

**Plan Year: January 1 – December 31, 2019**

### **Insurance Information**

The plan has insurance contracts with Kaiser Foundation Health Plan of Washington, Healthcare Service Corporation, Kaiser Foundation Health Plan of the Northwest, Kaiser Foundation Health Plan Inc, Presbyterian Health Plan Inc., Metropolitan Life Insurance Company and Aetna Life Insurance Co. to pay certain health, HMO contract, life insurance, and PPO contract claims incurred under the terms of the plan. The total premiums paid for the plan year were \$46,450,634.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year, the premiums paid under such "experience-rated" contracts were \$416,650 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$995,712.

### **Basic Financial Statement**

The value of plan assets, after subtracting liabilities of the plan, was \$18,791,662 as of the end of plan year, compared to \$21,648,435 as of the beginning of the plan year. During the plan year the plan experienced a

change in its net assets of \$(2,856,773). This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$211,907,692 including employer contributions of \$142,000,000, employee contributions of \$69,608,072, and earnings from investments of \$299,620. Plan expenses were \$214,764,465. These expenses included \$4,643,573 in administrative expenses and \$210,120,892 in benefits paid to participants and beneficiaries.

### **BP Severance Plans**

**2016: EIN/PN: 36-1812780/828**

**2017: EIN/PN: 36-1812780/829**

**2018: EIN/PN: 36-1812780/830**

**2019: EIN/PN: 36-1812780/831**

**Plan Year: January 1 – December 31, 2019**

The annual reports for the plans above have been filed with EBSA, as required under ERISA.

***Have questions or need help with your BP benefits?***

***Call the BP Benefits Center at 1-800-890-4100 or visit the web site at [www.bp.com/lifebenefits](http://www.bp.com/lifebenefits).***

***For questions or help related to Savings Plans, call Retirement Services at Fidelity at 1-877-272-3334.***