



ALEIDA RIOS

GLOBAL ENERGY EXECUTIVE & BOARD DIRECTOR



Houston, Texas



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BOARD LEADERSHIP COMPETENCIES:

- Engineering & Technical Innovation
- Operational & Crisis Leadership
- P&L & Capital Stewardship
- ESG & Responsible Investment Oversight
- Board Governance & Risk Management
- Global Workforce & Organizational Transformation
- Technology Scale-Up
- M&A, Integration & Strategic Partnerships

EDUCATION & HONORS

B.S., Chemical Engineering,
Texas A&M University

Licensed Professional
Engineer

International Fellow, Royal
Academy of Engineering

Financial Times Top Ethnic
Minority Executive

Texas A&M Outstanding
Engineering Alumni

PROFESSIONAL PROFILE

Aleida Rios is a seasoned energy executive with 35+ years of global leadership in engineering, operations, and P&L management. At bp, she served as Senior Vice President and Global Head of Engineering, leading 3,000+ engineers and overseeing the Global Centre of Engineering Expertise. She brings deep experience in P&L management roles onshore/offshore operations and in scaling low-carbon technologies. As Vice President of Operations for bp's US businesses, she managed complex, highly regulated operations with full P&L accountability. Her board roles include bp Shipping, bp North America Products, and bp UK Pensions, overseeing a \$20 billion fund.

PROFESSIONAL EXPERIENCE

bp, London, UK | SVP of Engineering | 2018 – 2025

Tier-2 enterprise leader for bp's global engineering function (3,000+ engineers). Accountable for engineering standards, technical discipline excellence, talent development, and technology scale up and innovation across all bp.

bp, Houston, US | VP of Operations Offshore | 2014 – 2018

P&L. Responsible for multi-billion-dollar investment: bp's Gulf of Mexico Deepwater Operations; 300,000 barrels of oil equivalent (BOE)/day from operations of four large offshore production platforms at depths reaching >7,000 feet; 1,000+ employees and contractors. Accountable for safety, revenues, efficiencies, and profits.

bp, Houston, US | VP of Operations Onshore | 2012 – 2018

P&L. Responsible for safe, reliable, and efficient operations for all North American gas-operated assets; nine operating centers and four gas plants with 10,000+ wells. Accountable for >1.5bcfd of base-operated production; \$1B+ operating budget; 1,300 employees in seven states.

BOARD EXPERIENCE

Board Director | Investment Committee Member | 2020 – 2025

bp Pensions Trustee Board – United Kingdom

Oversight of a \$20B pension fund, responsible investment strategy, and long-term financial stewardship.

Board Director | bp North America Products | 2022 – 2025

Governance oversight of major acquisitions including Archaea (\$4B) and Travel Centers of America (\$1.3B).

Board Director | bp Shipping | 2018 – 2021

Oversaw modernization strategy resulting in \$150M+ financial improvement.

Vice President, Board of Trustees | 2018 – 2025

Energy Institute – United Kingdom

Leadership in global energy standards, safety, and professional development.

Advisory Board Member | 2018 – 2024

International Oil & Gas Producers

Governance of global industry standards and safety frameworks.

Texas A&M Engineering Advisory Board Member | 2025 – present

College of Engineering Dean Advisory Board