

**BMC AGM
18 May 2022**

Resolution 4 – to approve the appointment of Roger Murray as Chair of the BMC whose term of office as Chair took effect from 1 December 2021

Background

In October 2020, following the resignation of Gareth Pierce, Paul Drew was appointed Acting Chair whilst remaining as an Independent Director. There then followed a recruitment campaign for a replacement Chair and two new independent directors. As set out in the papers for the 2021 AGM, the recruitment campaign resulted in three stand out candidates who all applied for the role of Independent Director.

The BMC's articles of association (the Articles) state the BMC can appoint a maximum of three Independent Directors (Article 19.1.6 at the time) and at this time Paul was still an Independent Director. It was therefore agreed that Paul would be appointed Interim Chair and all three candidates were appointed Independent Directors.

Paul was appointed Chair on 13 January 2021 and this appointment was approved by the members at the 2021 AGM.

Paul's appointment as Chair was to be until a permanent replacement could be recruited.

A recruitment campaign began in September 2021.

Recruitment process

Nominations Committee (NomCom) ran the recruitment process. Six applications were received and members of NomCom interviewed each of the six candidates over the phone, which resulted in a shortlist of four candidates being put forward for a day of face to face interviews and presentations.

The interviews were conducted by two members of NomCom and two other members of NomCom were presented to. The interviews were an hour long. The presentations provided were for 10 minutes and the brief included setting out a quick analysis of the current situation and the sports the BMC represents, how to deal with the complexity of the BMC and how to ensure the BMC remained relevant to the communities it represents. Following the presentations two members of NomCom questioned the candidates about their presentations. Each candidate also had the opportunity to speak to the CEO.

NomCom scored each of the candidates and met to discuss the candidates. At this meeting Paul did not vote as he was conflicted. At a Board meeting on 27 October 2021 NomCom recommended that Roger Murray be appointed as Chair. The Board unanimously voted to approve the appointment of Roger as the new Chair.

Handover

It was agreed that there would be a period of handover between Paul and Roger, so Paul remained as Chair until 1 December 2021, when Roger was then appointed and the relevant documents filed at Companies House.

Roger Murray

Roger has experience of senior-level leadership and management from his time at BP plc, together with a portfolio career over the last five years, which includes: a three-year term as a Governor and Trustee to Heriot Watt University Court (equivalent to a Non-Executive Director position on the Board of a private company), being a member of the University's Audit and Risk Committee, working as a volunteer within the BMC as an independent member on ODG, chairing the Review of the Specialist Committees and Working Groups, and in 2019 advising the Board on the shaping of the 2020 – 2025 strategy.

After graduating in Geology at Durham University followed by Petroleum Engineering at Heriot Watt University, Roger started his professional career by joining BP where he practiced Reservoir and Petroleum Engineering in the UK and overseas. Over 10 years, Roger gained training and experience in senior leadership whilst developing the North Sea Magnus and Bruce Fields. The leadership teams were accountable for the fields as a whole – the overall strategy, offshore operation, future development, performance and people management. The Joint Venture on the Bruce Field comprised five nationalities with different cultures which proved constructive and challenging, especially at major decisions.

His final role at BP was Technical Director during which he led BP's \$500 million Subsurface Change Programme from concept through to successful delivery of new work processes, clear expectations and associated hardware, data and software toolkits that are used today by BP's Subsurface professionals in 15 countries.

Roger's love for the outdoors blossomed from an early age, as his father introduced him to hill walking over 50 years ago and his school encouraged and coached him in hill walking, scrambling and rock climbing. At university he joined the mountaineering club, where he was secretary, and it was during these years that he was introduced to winter climbing. His work took him to Scotland and his mountaineering career developed with visits to the Alps and development of his real passion today – ski mountaineering. This passion has taken him all over the world. Throughout his life mountaineering has kept him sane at great times of stress and he has developed strong friendships as a result of his time in the mountains.