

# HSE AND SOCIAL IMPACT POLICY

## WE ARE COMMITTED TO

- › acting responsibly on the health, safety, environmental (HSE) and social impact of our activities as part of day-to-day business
- › improving asset integrity and preventing events, whilst maintaining a high standard of emergency response capability
- › reducing our environmental footprint, protecting natural values and adopting international efforts that target transition to net zero
- › making a positive impact on the communities in which we operate, and on society in general
- › raising awareness and promoting a culture in which all MOL Group employees and contractors share this commitment and take an active role in continuous improvement of HSE management system



## TO ACHIEVE THIS MOL GROUP COMPANIES

- › comply with legal requirements and MOL Group standards following best practices
- › control the HSE and social risks and minimize impacts of our operations, products and services
- › protect and strive to improve the health, safety and wellbeing of our employees, contractors and customers
- › ensure that contractors are competent, properly qualified and educated, and they conduct themselves according to our standards
- › appraise and reward employee and contractor behaviour accordingly
- › continuously measure, evaluate and improve our HSE and social performance, consult it with employees and workers' representatives, and communicate it openly to stakeholders

All of our employees and contractors have a responsibility to maintain high HSE standards and management must take a leadership role in this. We also aim to promote this policy in non-operated joint ventures.

**WE SHOULD ALL RETURN HOME SAFELY AFTER OUR WORKING DAY!**

2022

Zsolt Hernádi  
Chairman and CEO

József Molnár  
Group CEO

Oszkár Világi  
Group CIO