

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
GENERAL DISCLOSURES												
102-1	Name of the organization.	Contact information	272	http://molgroup.info/en/contact-us	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-2	Activities, brands, products, and services.	Downstream Portfolio elements	54-55	https://molgroup.info/en/investor-relations/download-centre - (Investor presentation - March, 2018) http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in-marketing-processes	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-3	Location of headquarters.	Contact information	272	http://molgroup.info/en/contact-us	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-4	Location of operations	Contact information	261	https://molgroup.info/en/investor-relations/download-centre - (Investor presentation - March, 2018)	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-5	Ownership and legal form.	Corporate and Shareholder Information	116-117	https://molgroup.info/en/investor-relations/share-information/ownership-structure	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-6	Markets served	Upstream Portfolio Elements Downstream Portfolio Elements Innovative Business and Services Gas Midstream Portfolio Elements	42-43 54-55 66-67 76-77	https://molgroup.info/en/investor-relations/download-centre - (Investor presentation - March, 2018)	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-7	Scale of the organization	Key Financial and Operating Data Financial and Operational Overview on 2017	1 35	http://molgroup.info/en/about-mol-group/company-overview	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-8	Information on employees and other workers	Sustainability Performance Data	202-205	http://molgroup.info/en/sustainability/human-capital/human-resources-data	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-9	Supply chain	Local Suppliers	235	https://molgroup.info/en/investor-relations/download-centre - (Investor presentation - March, 2018) - Page 38	Comment: majority of the procurement value is spent on hydrocarbon feedstock procurement. Majority of other procurement value is delivered by suppliers in Central Eastern Europe. Number and procurement value in emerging countries is smaller.	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-10	Significant changes to the organization and its supply chain	Notes to the Profit & Loss statement Business combinations, transactions with non-controlling interests Disposals	162-163	https://molgroup.info/en/media-centre/press-releases	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-11	Precautionary Principle or approach			http://molgroup.info/en/sustainability/sustainability-and-mol/hse-policy-and-strategy	Precautionary approach definition: 'The Rio Declaration on Environment and Development', 1992. 'Principle 15: In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.' Relevant parts of HSE policy: - „improving asset integrity and preventing incidents of every type, whilst maintaining a high standard of emergency response“ – this is related to risk management and operational planning - „reducing our environmental footprint, protecting natural values and supporting international efforts that address climate-change-related risks“ – this point is about environment, it is new since last year that we added the point about addressing climate change risk. It is precaution that we do not only manage facts or damages but also take into account risks - „control and minimize the HSE and social risks and impacts of our operations, products and services“ - - this is related to product development as well	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-12	External initiatives			http://molgroup.info/en/sustainability/sustainability-and-mol/commitments-to-external-initiatives	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-13	Membership of associations			http://molgroup.info/en/sustainability/sustainability-and-mol/commitments-to-external-initiatives	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-14	Statement from senior decision-maker	Letter of the Chairman-CEO and the Group CEO	4	http://molgroup.info/en/investor-relations/financial-results-and-reporting	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-15	Key impacts, risks, and opportunities	Overview of the Macroeconomic and Industry Environment Upstream Overview Downstream Overview Innovative Business and Services Overview	27 42-43 54-55 66-67	http://molgroup.info/en/sustainability/sustainability-and-mol/strategic-sd-initiatives https://molgroup.info/images/molgroup/pdf/investor_relations/financial_results_and_reporting/quarterly_reports/2016_q2_flash_report_en_kockazatok.pdf	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1)(a) a brief description of the undertaking's business model	-	-
102-16	Values, principles, standards, and norms of behavior	Ethics and Compliance	237	http://molgroup.info/en/about-mol-group/ethical-behaviour http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance	-	-	-	-	Yes, p. 247 of the Annual Report	-	Issue: Business ethics and transparency	-
102-17	Mechanisms for advice and concerns about ethics	Ethics and Compliance	237	http://molgroup.info/en/about-mol-group/ethical-behaviour http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance	-	-	-	-	Yes, p. 247 of the Annual Report	-	Issue: Business ethics and transparency	-
102-18	Governance structure	Corporate Governance - Committees of the Board of Directors	85	http://molgroup.info/en/investor-relations/corporate-governance https://molgroup.info/en/investor-relations/corporate-governance/main-cg-documents	The name and CV of the members of the Executive Board, Board of Directors and Supervisory Board can be found on our website	-	-	-	Yes, p. 247 of the Annual Report	(18) Diversity of competences and views of the members of administrative, management and supervisory bodies (19) for instance age, gender and educational and professional backgrounds (18) more diversified boards	-	-
102-19	Delegating authority			http://molgroup.info/en/sustainability/sustainability-and-mol/sustainable-development-framework http://molgroup.info/en/investor-relations/corporate-governance/main-cg-documents	At executive level the SD&HSE senior vice president is responsible for coordinating environmental and social performance.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPIECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
102-20	Executive-level responsibility for economic, environmental, and social topics	-	-	http://molgroup.info/en/sustainability/sustainability-and-mol/sustainable-development-framework http://molgroup.info/en/investor-relations/corporate-governance/main-cg-documents	At executive level the SD&HSE senior vice president is responsible for coordinating environmental and social performance.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-21	Consulting stakeholders on economic, environmental, and social topics	-	-	http://molgroup.info/en/sustainability/report-and-data/dialogue-on-our-reporting	The Corporate Governance and Remuneration Committee receives a presentation on stakeholder issues three times per year. The Sustainable Development Committee of the Board of Directors reviews every year a report on the Ethics management system of MOL Group, while receives a report on HSE incidents quarterly. There is no separate interactive stakeholder consultation process for the Board of Directors.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-22	Composition of the highest governance body and its committees	Corporate Governance - Board of Directors	86	https://molgroup.info/en/investor-relations/corporate-governance/board-of-directors	-	vi. membership of under-represented social groups; vii. competencies relating to environmental, and social topics; viii. stakeholder representation.	Information is not available	These features are less material for MOL Group. Environmental and social competencies will be enumerated in the corresponding CVs of the SDC members for 2017.	Yes, p. 247 of the Annual Report	Art. 20 (1)(g): a description of the diversity policy applied in relation to the undertaking's administrative, management and supervisory bodies	-	-
102-23	Chair of the highest governance body	Corporate Governance	86	https://molgroup.info/en/investor-relations/corporate-governance/board-of-directors	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-24	Nominating and selecting the highest governance body	-	-	https://molgroup.info/images/molgroup/pdf/investor_relations/corporate_governance/main_CG_documents/CorpGovCode_2015_ENG_final.pdf	Corporate Governance Code: Board Composition, Independence, Selection chapters	-	-	-	Yes, p. 247 of the Annual Report	Art. 20 (1)(g): a description of the diversity policy applied in relation to the undertaking's administrative, management and supervisory bodies	-	-
102-25	Conflicts of interest	-	-	http://molgroup.info/en/investor-relations/corporate-governance/main-cg-documents	"Criteria of independence for the members of Board of Directors of MOL" document on website. "Charter of Board of Directors" document chapter VI. "Conflict of Interest"	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance - Committees of the Board of Directors	86	http://molgroup.info/en/investor-relations/corporate-governance/main-cg-documents	The Board of Directors has a separate Sustainable Development Committee meeting four times a year. Executive Board receives a presentation on annual Sustainable Development and HSE achievements every year. The company operates an HSE committee with senior executive members to oversee environmental and safety performance.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-27	Collective knowledge of highest governance body	Corporate Governance - Committees of the Board of Directors	86	http://molgroup.info/en/investor-relations/corporate-governance/main-cg-documents http://molgroup.info/en/investor-relations/corporate-governance	The Board of Directors has a separate Sustainable Development Committee meeting four times a year. Executive Board receives a presentation on annual Sustainable Development and HSE achievements every year.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-28	Evaluating the highest governance body's performance	-	-	https://molgroup.info/images/molgroup/pdf/investor_relations/corporate_governance/main_CG_documents/CorpGovCode_2015_ENG_final.pdf	According to the Corporate Governance Code of MOL Group: "Performance and Effectiveness Evaluation: "The Board of Directors and its committees annually evaluate their own performance and effectiveness, and development actions are conceived if necessary. The Board will at least annually overview and evaluate the performance of executives who belong to the Board's scope of competence, as the employer, vis-à-vis the company's objectives and goals, pursuant to the appraisal report of the Corporate Governance and Remuneration Committee".	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	Information is not available	Board effectiveness assessment focuses on the structure and management of topics discussed. We may integrate more questions in the questionnaire as the need arises.	Yes, p. 247 of the Annual Report	-	-	-
102-29	Identifying and managing economic, environmental, and social impacts	-	-	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy https://molgroup.info/images/molgroup/pdf/investor_relations/corporate_governance/main_CG_documents/CorpGovCode_2015_ENG_final.pdf	The Sustainable Development Committee of the Board of Directors has 4 meetings annually. Its responsibilities include: - regularly review, evaluate and comment for the Board of Directors all proposals related to SD. - monitor the development and implementation of all SD related policies (e.g. HSE, Code of Ethics, etc.) and discuss ethical issues - supervise the progress on the strategic focus areas of SD in MOL Group - request and discuss reports from business divisions and subsidiaries about their SD performance - review sustainability related data and information of the external reports	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-30	Effectiveness of risk management processes	-	-	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy	The Sustainable Development Committee of the Board of Directors has 4 meetings annually. Its responsibilities include: - regularly review, evaluate and comment for the Board of Directors all proposals related to SD. - monitor the development and implementation of all SD related policies (e.g. HSE, Code of Ethics, etc.) and discuss ethical issues - supervise the progress on the strategic focus areas of SD in MOL Group - request and discuss reports from business divisions and subsidiaries about their SD performance - review sustainability related data and information of the external reports	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-31	Review of economic, environmental, and social topics	-	-	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy	The Sustainable Development Committee of the Board of Directors has 4 meetings annually. Risk management is also on the agenda of the Finance and Risk Management Committee of the Board of Directors that has 5 meetings per year.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-32	Highest governance body's role in sustainability reporting	-	-	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy	The Sustainable Development Committee of the Board of Directors reviewed the materiality assessment on its meeting on the 6 December 2017 and approved the sustainability content of the Annual Report 2017 on its meeting on the 12 March, 2018	-	-	-	Yes, p. 247 of the Annual Report	-	-	-

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
102-33	Communicating critical concerns	-	-	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy	The Finance and Risk Management Committee of the Board of Directors receives a presentation on stakeholder issues every quarter. The Sustainable Development Committee of the Board of Directors reviews every year a report on the Ethics management system of MOL Group, and receives a report on HSE incidents quarterly.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-34	Nature and total number of critical concerns	-	-	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy	The Sustainable Development Committee of the Board of Directors reviews every year a report on the Ethics management system of MOL Group. In 2017 a total of 110 reports (excluding retail customer complaints) have been received, and 66 needed further investigation.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-35	Remuneration policies	Annual remuneration for the members of the Board of Directors	92	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy	The remuneration principles of the top management are based on the MOL Group Remuneration Policy applicable for all employees and managers. Approvals are based on respective decision making authorities.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-36	Process for determining remuneration	Incentive scheme for the members of the Board of Directors	92	http://molgroup.info/en/investor-relations/corporate-governance/mol-policy , http://molgroup.info/en/careers/career-development/rewarding-retaining-employees	Remuneration Consultants are involved in developing remuneration schemes and for continuous benchmarking.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-37	Stakeholders' involvement in remuneration	Incentive system for the top management, MOL Group Executive Board Competitive Remuneration	92	http://molgroup.info/en/investor-relations/download-centre http://molgroup.info/en/careers/career-development/rewarding-retaining-employees	Annual General Meeting proposals include the Remuneration Policy for Board of Directors, and for the Supervisory Board, and the long-term incentive schemes for top management.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-38	Annual total compensation ratio	-	-	-	-	Indicator not disclosed	The information is subject to specific confidentiality constraints	In Hungary, only remuneration received for board of directors role is subject to disclosure. The total remuneration of senior executives and of non-executive board members is not subject to disclosure.	No	-	-	-
102-39	Percentage increase in annual total compensation ratio	-	-	-	-	Indicator not disclosed	The information is subject to specific confidentiality constraints	In Hungary, only remuneration received for board of directors role is subject to disclosure. The total remuneration of senior executives and of non-executive board members is not subject to disclosure.	No	-	-	-
102-40	List of stakeholder groups	-	-	http://molgroup.info/en/sustainability/sustainability-and-mol/stakeholder-engagement	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-41	Collective bargaining agreements	Employee relations	230	http://molgroup.info/en/sustainability/human-capital/commitment-to-fair-employment	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-42	Identifying and selecting stakeholder	-	-	http://molgroup.info/en/sustainability/sustainability-and-mol/stakeholder-engagement	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-43	Approach to stakeholder engagement	Communities Ethical Cases Customers	232-237 237-244	1) http://molgroup.info/en/sustainability/sustainability-and-mol/stakeholder-engagement 2) https://molgroup.info/en/sustainability/ethics-and-governance/ethics-and-compliance	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-44	Key topics and concerns raised	Communities Ethical Cases Customers	232-237 237-244	3) http://molgroup.info/en/sustainability/report-and-data/dialogue-on-our-reporting 4) http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in- http://molgroup.info/en/about-mol-group/mol-group-worldwide	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-45	Entities included in the consolidated financial statements.	Joint ventures and associates Scope and Boundary	200 245-247	http://molgroup.info/en/about-mol-group/mol-group-worldwide	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-46	Defining report content and topic boundaries	MOL Group Integrated Reporting Our Approach to Reporting	2 245	http://molgroup.info/en/sustainability/report-and-data http://molgroup.info/en/sustainability/report-and-data/materiality-framework	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-47	List of Material Topics	Materiality Assessment	6	http://molgroup.info/en/sustainability/report-and-data/materiality-framework	This GRI Content Index itself provides the list of the material aspects.	-	-	-	Yes, p. 247 of the Annual Report	(7) greenhouse gas emissions	-	-
102-48	Restatements of information	Notes on Sustainability Data	246	-	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-49	Changes in reporting	Sustainability Performance Data Notes on Sustainability Data	246-247	http://molgroup.info/en/sustainability/report-and-data http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-50	Reporting period	MOL Group Integrated Reporting	2	http://molgroup.info/en/sustainability/report-and-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-51	Date of most recent report	MOL Group Integrated Reporting	2	http://molgroup.info/en/sustainability/report-and-data	The date of the most recent annual report is 14 April 2017	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-52	Reporting cycle	MOL Group Integrated Reporting	2	http://molgroup.info/en/sustainability/report-and-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-53	Contact point for questions regarding the report	Our approach to reporting Contact Information	272	http://molgroup.info/en/sustainability/share-your-views	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-54	Claims of reporting in accordance with the GRI Standards	Our approach to reporting	200 245-249	http://molgroup.info/en/sustainability/report-and-data/assurance , http://molgroup.info/en/sustainability/report-and-data/global-reporting-initiative-and-united-nations-global-compact-compliance-table	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
102-55	GRI content index	-	-	http://www.molgroup.info/annualreport2017/gri-index	-	0	-	-	-	-	-	-
102-56	External assurance	Our approach to reporting	247-249	http://molgroup.info/en/sustainability/report-and-data	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (5) - the statutory auditor or audit firm checks whether the non-financial statement referred to in paragraph 1 or the separate report referred to in paragraph 4 has been provided;	-	-
MANAGEMENT APPROACH												
103-1	Explanation of the material topic and its boundary	Scope and Boundary Reporting on Joint Ventures	245	http://molgroup.info/en/sustainability/report-and-data https://molgroup.info/en/sustainability/report-and-data/materiality-framework	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
103-2	The Management Approach and its components	Climate Change Environment Health & Safety Human Capital Communities Ethical cases Customer Satisfaction	206 211 219 224 232 237 242	http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance https://molgroup.info/en/sustainability/climate-change https://molgroup.info/en/sustainability/ethics-and-governance/responsibility-in-marketing-processes https://molgroup.info/en/sustainability/environment https://molgroup.info/en/sustainability/health-and-safety https://molgroup.info/en/sustainability/human-capital https://molgroup.info/en/sustainability/communities https://www.molgroupcards.com/	-	-	-	-	Yes, p. 247 of the Annual Report	-	SE18	Non-retaliation and grievance systems
103-3	Evaluation of management approach	External Assurance External Performance Ratings Stakeholder Feedback HSE Management System Control	247-249 7	https://molgroup.info/en/sustainability/sustainability-and-mol/sustainability-rankings https://molgroup.info/en/sustainability/report-and-data/assurance https://molgroup.info/en/investor-relations/corporate-governance/mol-policy/control https://molgroup.info/en/sustainability/sustainability-and-mol/hse-management-system https://molgroup.info/en/sustainability/sustainability-and-mol/stakeholder-engagement	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
ECONOMIC												
MAD	Management Approach and Disclosure	Management Discussion and Analysis	27-81	http://molgroup.info/en/sustainability/sustainability-and-mol/generating-value-for-stakeholders	-	-	-	-	Yes, p. 247 of the Annual Report	-	Issue: Community and society	-

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
201-1	Direct economic value generated and distributed.	Sustainability Performance Data	202-205	http://molgroup.info/en/sustainability/sustainability-and-mol/generating-value-for-stakeholders	-	No country level data reported.	The information is subject to specific confidentiality constraints and unavailable for 2017	Country level disclosure on payments to governments is mandatory. MOL Group complies with this requirement.	No	-	SE4 SE13	Social Investment Transparency of payments to host governments
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Climate Change	206-208	http://molgroup.info/en/sustainability/climate-change	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
201-3	Defined benefit plan obligations and other retirement plans	Provision for Retirement Benefits Competitive Remuneration	225	http://molgroup.info/en/careers/career-development/rewarding-retaining-employees	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
201-4	Financial assistance received from government.	Ownership Structure Licences acquired in 2017 (in Key Achievements) Upstream Financial Overview Government grants Other non-current liabilities Sustainability Performance Data	1 40-41 46-47 156 169 202-205	http://molgroup.info/en/sustainability/sustainability-and-mol/generating-value-for-stakeholders	Fields using the EOR technique are subject to a zero royalty rate in Hungary.	Reporting by country Royalty holidays at international level	Not available	Information on group level royalty holidays are not available. Reporting processes are subject to improvement, country level disclosure on payments to governments is mandatory. MOL Group complies with this requirement.	No	-	-	-
MARKET PRESENCE												
MAD	Management Approach and Disclosure	Communities Local suppliers and local employment Customers	232 235 242	http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in-marketing-processes	-	-	-	-	Yes, p. 247 of the Annual Report	-	Issue: Labour practices	-
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Competitive Remuneration	232	http://molgroup.info/en/careers/career-development/rewarding-retaining-employees	Ratio of corporate minimum wage to local minimum wage is significant as only two countries have a ratio of 1.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
202-2	Proportion of senior management hired from the local community	Local Employment	235	http://molgroup.info/en/sustainability/human-capital/human-resources-data	In Europe almost 100% of all affiliates' personnel is hired locally Local suppliers and local employment chapter of the report discusses local employment in International Upstream operations. Data on website shows proportion of senior management hired from the local community at significant locations of operation.	-	-	-	Yes, p. 247 of the Annual Report	-	SE6	Local hiring practices
INDIRECT ECONOMIC IMPACT												
MAD	Management Approach and Disclosure	Communities Local suppliers Indirect economic impacts	232-237	http://molgroup.info/en/sustainability/communities/social-investment	-	-	-	-	Yes, p. 247 of the Annual Report	-	Issue: Community and society	-
203-1	Infrastructure investments and services supported	Social Investments Indirect Economic Impact	232	http://molgroup.info/en/sustainability/case-studies/spotlight-on-pakistan https://molgroup.info/en/sustainability/case-studies/spotlight-on-russia	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
203-2	Significant indirect economic impacts	Social Investments Indirect Economic Impact	232 235-237	http://molgroup.info/en/sustainability/economic-sustainability/supply-security https://molgroup.info/en/sustainability/case-studies	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
PROCUREMENT PRACTICES												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the materiality matrix in the Annual Report). Suppliers (including Procurement Practices): most of the procurement value is spent on hydrocarbon feedstock procurement. Majority of other procurement is delivered by suppliers in Central Eastern Europe. Number and procurement value in emerging countries is smaller.	-	-	-	-	-	-	-	-	-	-
204-1	Proportion of spending on local suppliers	Local Suppliers	235	http://molgroup.info/en/sustainability/economic-sustainability/procurement	-	-	-	-	Yes, p. 247 of the Annual Report	-	SE5 SE7	Local content practices Local procurement and supplier development
OG1	Volume and Type of estimated proved reserves and production	Key Financial and Operating Data Upstream Sustainability Highlights 2017	42-43 46-47 48-49	http://molgroup.info/en/investor-relations/investor-presentations	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
ANTI-CORRUPTION												
MAD	Management Approach and Disclosure	Ethics and Compliance Anti-Corruption	237-242	http://molgroup.info/en/about-mol-group/ethical-behaviour	-	-	-	-	Yes, p. 247 of the Annual Report	(7) instruments in place to fight corruption and bribery	Issue: Business ethics and transparency	-
205-1	Operations assessed for risks related to corruption	-	-	http://molgroup.info/en/investor-relations/corporate-governance/risk-management http://molgroup.info/en/about-mol-group/ethical-behaviour	100%. MOL Group Security's internal investigations processes (inter alia complex investigations) fully cover all the MOL Group organisations on the full spectrum of fields of activities. Based on information pointing out internal or external corruption we run complex investigations, and according to the elaborated control methods we run conflict of interest inspections and potential business partner checks. Our inspections aim to prevent, explore and fully investigate corruption on every organisational level concerning every unit.	-	-	-	Yes, p. 247 of the Annual Report	-	SE11 SE12	Preventing corruption Preventing corruption involving business partners
205-2	Communication and training on anti-corruption policies and procedures.	Ethics and Compliance Anti-Corruption	237 239	http://molgroup.info/en/about-mol-group/ethical-behaviour	MOL Group Code of Ethics contains the general rules of conduct and anti-corruption principles. The Code of Ethics is accepted in a declaration by every MOL Group employee and every supplier. Since 2010 we run an e-learning programme that prescribes: every MOL Group employee shall study the Code Of Ethics rules and shall pass an exam in the subject. The participation in the e-learning programme and passing the exam is mandatory upon entry to the company and is repeated every 3 years. The Sustainable Development Committee of the Board of Directors reviews every year a report on the Ethics management system of MOL Group, and receives a report on HSE incidents quarterly. Mandatory Security training was launched for all employees in MOL Group (MOL, INA, IUS Flagships and their subsidiaries, ongoing in SN Flagship) in 2014. The training material contains further general rules of conduct and anti-corruption principles. The participation in the e-learning programme and passing the exam is mandatory for new comers upon entry to the company and is repeated every 2 years.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPIECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
205-3	Confirmed incidents of corruption and actions taken.	Ethical cases	239	http://molgroup.info/en/about-mol-group/ethical-behaviour	In 2017 from the total of 1358 investigations, MOL Group Security identified 632 cases of misconduct (47%). 83% of cases of misconduct were committed at service stations, 12% involved misuses of corporate property, breaches of security rules or fraud at MOL Group companies, 2% involved conflicts of interest, and 3% related to security risks that concerned business partners.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
ANTI-COMPETITIVE BEHAVIOUR												
MAD	Management Approach and Disclosure	-	-	http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance/fair-market-behaviour	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Authority procedures, litigation	184	http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance	Authority procedures, litigation chapter lists all the cases that are relevant in our Annual Report.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
MATERIALS												
MAD	Management Approach and Disclosure	Air Emissions Water Management Waste Management	211-215	http://molgroup.info/en/sustainability/sustainability-and-mol/hse-policy-and-strategy http://molgroup.info/en/sustainability/environment/waste-management	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Environmental matters: (17) use of materials	Issue: Local environment impact	-
301-1	Materials used by weight or volume.	Operating review of 2017 - Downstream	58-59	http://molgroup.info/en/investor-relations/investor-presentations	In the Oil and Gas industry this indicator is covered by the produced and processed hydrocarbons. The data is available in our operational data.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
301-2	Recycled input materials used	Waste management	215	http://molgroup.info/en/sustainability/environment/waste-management	The operations of MOL are mainly based on materials derived from primary extraction. Therefore only the amount of recycled waste oil used as input material is considered here. Reuse of materials might be relevant for the production of biofuels, however MOL Group does not produce such fuels itself.	-	-	-	Yes, p. 247 of the Annual Report	-	E10	Waste
301-3	Reclaimed products and their packaging materials	-	-	http://molgroup.info/hu/sustainability/environment/waste-management	The majority of our products is based on hydrocarbon and their usage is combustion, therefore no reclaim is possible. The petrochemicals products serve as raw materials for plastic industry, reclaim is out of our competence. However, we aim to collect waste oil (lubricants). In 2017, recycled and treated lubricants increased by 17%.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
OG8	Benzene, Lead and Sulphur content in fuels	-	-	http://molgroup.info/hu/sustainability/environment/product-development/cleaner-fuels	No action had to be made. We are compliant with strictest EU regulations and standards. Compliance since: - MOL: Lead, benzene 1999, sulphur 2005 - SN: Lead, benzene 1999, sulphur 2004 - IES: since 2009 full compliance - INA Sisak and Rijeka refineries: Lead 2006, benzene, sulphur 2010	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
ENERGY												
MAD	Management Approach and Disclosure	Climate Change Energy Efficiency	206 208	http://molgroup.info/en/sustainability/climate-change/our-position-on-climate-change	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Environmental matters: (7) use of renewable and/or non-renewable energy (7) greenhouse gas emissions	Issue: Climate change and energy	-
302-1	Energy consumption within the organization.	Management Discussion and Analysis Sustainability Performance Data	25 202-205	http://molgroup.info/en/sustainability/report-and-data/performance-data	Considering that primary energy sources are the main products of MOL Group and that indirect energy sold to third parties represents only a very small amount compared to own consumption, we only present Energy consumption under this indicator.	-	-	-	Yes, p. 247 of the Annual Report	(7) greenhouse gas emissions	E2	Energy use
302-2	Energy consumption outside of the organization.	Scope3 emissions	210	http://molgroup.info/en/sustainability/report-and-data/performance-data	MOL Group presents its energy consumption outside the organization through its impact on CO2 emission.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
302-3	Energy intensity	Management Discussion and Analysis Upstream Sustainability Highlights 2017 Downstream Sustainability Highlights 2017 Innovative Business and Services Sustainability Performance Data	25 42-43 54-55 66-67 202-205	http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
302-4	Reduction of energy consumption.	Energy efficiency	208	http://molgroup.info/en/sustainability/report-and-data/performance-data	Energy efficiency projects are presented through their financial saving and CO2 emission reduction impact because MOL Group's position is that these impact are the most meaningful.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
302-5	Reductions in energy requirements of products and services.	Future product portfolio	206	Case study: http://molgroup.info/images/molgroup/pdf/sustainability/reports_and_data/case_studies/Fuel_efficiency_with_MOL_Truck_diesel_case_study.pdf https://molgroup.info/en/sustainability/environment/product-development/chemically-stabilized-rubber-bitumen	Only specific reduction is given.	-	-	-	Yes, p. 247 of the Annual Report	Environmental matters: (7) greenhouse gas emissions	-	-
OG2	Total Amount Invested in Renewable Energy	Management Discussion and Analysis Operations Sustainability Performance Data	25 202-205	http://molgroup.info/en/sustainability/climate-change/renewable-energy	-	-	-	-	Yes, p. 247 of the Annual Report	-	E3	Alternative energy sources
OG3	Total Amount of Renewable Energy generated by source	Future product portfolio	206	http://molgroup.info/en/sustainability/climate-change/renewable-energy	Production from renewable sources is currently insignificant compared to total energy consumption.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
MANAGEMENT APPROACH AND DISCLOSURE												
MAD	Management Approach and Disclosure	Water Management	212	http://molgroup.info/en/sustainability/environment/water-management http://molgroup.info/en/sustainability/sustainability-and-mol/hse-policy-and-strategy	-	-	-	-	Yes, p. 247 of the Annual Report	(7) water use	Issue: Water	-
303-1	Water withdrawal by source	Sustainability Performance Data Water withdrawals	202-205 212-213	http://molgroup.info/en/sustainability/environment/water-management http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	E6	Fresh water
303-2	Water sources significantly affected by withdrawal of water.	Water withdrawals	212-213	http://molgroup.info/en/sustainability/environment/water-management http://molgroup.info/en/sustainability/report-and-data/performance-data	In 2014, MOL Group surveyed 162 operational sites according to water sensitivity, biodiversity and landscape impacts. We identified that 2 sites in Croatia and 1 site in Italy operate near water sensitive areas but we are not aware of any significant impact from our discharges on those water bodies.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
303-3	Water recycled and reused	Water withdrawals Produced water	212-213	-	Considering the number of sites, types of operation and difference in water intensity MOL Group does not present such a value in a comprehensive way in its report. Water recycling in terms of quantity is the most important in our Downstream. See examples in the Water withdrawals section of the annual report. For Exploration and Production produced and reinjected water is reported under the Produced water section of the report.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
BIODIVERSITY												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the materiality matrix in the Annual Report). Biodiversity: Most of the operational sites of MOL Group are located in Central Eastern Europe where management of biodiversity is well regulated. According to our internal data collection, the percentage of sites on biodiversity critical areas is low. Nonetheless, MOL Group continuously improves the management of biodiversity risks wherever it is relevant.	-	-	-	-	-	-	-	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Environmental matters: (17) land use	Issue: Biodiversity and ecosystem services	-
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Biodiversity	218	http://molgroup.info/en/sustainability/environment/biodiversity	-	-	-	-	Yes, p. 247 of the Annual Report	-	E5	Issue: Biodiversity and ecosystem services
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity	218	http://molgroup.info/en/sustainability/environment/biodiversity	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
304-3	Habitats protected or restored.	-	-	-	Not reported	-	-	-	No	-	-	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	-	Not reported	-	-	-	No	-	-	-
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	Biodiversity	218	http://molgroup.info/en/sustainability/environment/biodiversity	MOL Group has surveyed biodiversity criticality on 162 operational sites. All major operational sites are covered. Office areas, filling stations, pipelines are excluded.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
EMISSIONS												
MAD	Management Approach and Disclosure	Air Emissions	211	http://molgroup.info/en/sustainability/environment/air-emissions , http://molgroup.info/en/sustainability/sustainability-and-mol/hse-policy-and-strategy	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Environmental matters: (7) greenhouse gas emissions (7) air pollution	Issue: Climate change and energy Issue: Local environmental impact	-
305-1	Direct (Scope 1) GHG emissions	Sustainability Performance Data GHG emissions	202-205 208-209	http://molgroup.info/en/sustainability/report-and-data/performance-data	Significant components are CO2 and CH4 in our operations. Biogenic CO2 emissions are not relevant in MOL Group operations.	-	-	-	Yes, p. 247 of the Annual Report	-	E1	Greenhouse gas emissions
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Performance Data	202-205	http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Performance Data Scope3 GHG emissions	202-205 211	http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
305-4	GHG emissions intensity	Upstream Sustainability Highlights 2017 Downstream Sustainability Highlights 2017 Consumer Services Sustainability Highlights 2017 GHG Emissions	48-49 60-61 71 208-210	http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
305-5	Reduction of GHG emissions	GHG Emissions Energy efficiency	208	http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
305-6	Emissions of ozone-depleting substances (ODS)	-	-	http://molgroup.info/en/sustainability/report-and-data/performance-data	These emissions are negligible compared to other emissions, therefore this indicator is considered as not material and is not collected.	-	-	-	No	-	E8	Other air emissions
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Downstream Sustainability Highlights 2017 Sustainability Performance Data Air emissions	211	http://molgroup.info/en/sustainability/report-and-data/performance-data	Other disclosures on emissions required by GRI (POP,HAP), are not reported as these are not significant for the industry or MOL Group operations.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
EFFLUENTS AND WASTE												
MAD	Management Approach and Disclosure	Water Management Waste Management	212 215	http://molgroup.info/en/sustainability/environment/water-management http://molgroup.info/en/sustainability/environment/waste-management http://molgroup.info/en/sustainability/sustainability-and-mol/hse-policy-and-strategy	Both water and waste management indicators have been further broken down for 2015 data collection, which improves transparency of these topics. In 2017 same methodology was applied.	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations	Issue: Climate change and energy	-
306-1	Water discharge by quality and destination	Sustainability Performance Data Water discharges	202-205 213-214	http://molgroup.info/en/sustainability/report-and-data/performance-data http://molgroup.info/en/sustainability/environment/water-management	-	Water discharge by destination.	The information is currently not being made public	Water discharge thresholds are aligned with local regulations on all geographies. MOL Group reports the aggregate amount of effluents. Given the number of sites and the numerous recipients at destination, MOL Group does not disclose all discharges by destination. Such information is available locally.	No	-	E7	Discharges to water
306-2	Waste by type and disposal method	Sustainability Performance Data Waste management	202-205 215	http://molgroup.info/en/sustainability/environment/waste-management	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
306-3	Significant spills	Sustainability Performance Data Spills	202-205 217	http://molgroup.info/en/sustainability/environment/preventing-spills	-	-	-	-	Yes, p. 247 of the Annual Report	-	E9	Spills to environment

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPIECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
306-4	Transport of hazardous waste	-	-	http://molgroup.info/en/sustainability/report-and-data/performance-data	The total amount of hazardous waste exported for treatment reached 5,625 tonnes (1,407 tonnes from Hungary, 3,130 tonnes from Slovakia, 1,084 tonnes from Croatia and 4.3 tonnes from Bosnia-Herzegovina) while imports to Hungary amounted to 665.5 tonnes.	Hazardous treated.	The information is currently unavailable	Data collection systems currently do not fully separate transport and treatment for different waste categories.	No	-	-	-
306-5	Water bodies affected by water discharges and/or runoff	-	-	-	In 2014, MOL Group surveyed 162 operational sites according to water sensitivity, biodiversity and landscape impacts. We identified that 2 sites in Croatia and 1 site in Italy operate near water sensitive areas but we are not aware of any significant impact from our discharges on those water bodies.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
OG5	Volume of formation of produced water	Produced water	214	http://molgroup.info/en/sustainability/environment/water-management	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
OG6	Volume of flared and vented hydrocarbon	Gas leakages (flaring and venting)	210	http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	E4	Flared gas
OG7	Amount of drilling waste (drill mud cuttings) and strategies for treatment and disposal	Waste management	215	http://molgroup.info/en/sustainability/environment/waste-management	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
ENVIRONMENTAL COMPLIANCE												
MAD	Management Approach and Disclosure	-	-	http://molgroup.info/en/sustainability/sustainability-and-mol/hse-policy-and-strategy	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations	Issue: Climate change and energy	-
307-1	Non-compliance with environmental laws and regulations	Sustainability Performance Data HSE Compliance	202-205 219	http://molgroup.info/en/sustainability/report-and-data/performance-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
SUPPLIER ENVIRONMENTAL ASSESSMENT												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Suppliers: most of the procurement value is spent on hydrocarbon feedstock procurement. Majority of other procurement is delivered by suppliers in Central Eastern Europe. Number and procurement value in emerging countries is smaller.	0	-	-	-	-	-	-	-	Issue: Climate change and energy	-
308-1	New suppliers that were screened using environmental criteria	Contractor Safety	221-222	-	Number of HSE supplier pre-qualification audits	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
308-2	Negative environmental impacts in the supply chain and actions taken	Contractor Safety	221-222	-	Contracts cancelled due to the breaches of HSE norms	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
EMPLOYMENT												
MAD	Management Approach and Disclosure	Attracting Employees Retaining and Rewarding Employees	224 225	http://molgroup.info/en/careers/career-development/rewarding-retaining-employees	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Art. 20 (1)(g): a description of the diversity policy applied in relation to the undertaking's administrative, management and supervisory bodies Social matters: (7) dialogue with local communities	Issue: Workforce protection Issue: Labour practices	-
401-1	New employee hires and employee turnover	Sustainability Performance Data	202-205	http://molgroup.info/en/sustainability/human-capital/human-resources-data	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (e) non-financial key performance indicators relevant to the particular business. Art. 20 (1)(g): a description of the diversity policy applied in relation to the undertaking's administrative, management and supervisory bodies	SE15	Workforce diversity and inclusion
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Competitive Remuneration	225	http://molgroup.info/en/careers/career-development/rewarding-retaining-employees	Benefits provided to full-time employees are also provided to part-time employees on a proportional basis.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
401-3	Parental leave	-	-	http://molgroup.info/en/sustainability/human-capital/human-resources-data	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
LABOR/MANAGEMENT RELATIONS												
MAD	Management Approach and Disclosure	Employee relations	230	http://molgroup.info/en/sustainability/human-capital/commitment-to-fair-employment	-	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Social matters: (7) respect for the right of workers to be informed and consulted	Issue: Workforce protection	-
402-1	Minimum notice periods regarding operational changes	-	-	http://molgroup.info/en/sustainability/human-capital/commitment-to-fair-employment	Before significant operational changes are made, trade unions and Works Councils are informed in compliance with national legislation, and also according to the Collective Agreements of the relevant member companies.	-	-	-	Yes, p. 247 of the Annual Report	-	SE16	Workforce engagement

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
OCCUPATIONAL HEALTH AND SAFETY												
MAD	Management Approach and Disclosure	Personal Safety	219	http://molgroup.info/en/sustainability/health-and-safety					Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Social matters: (7) health and safety at work	Issue: Workforce protection Issue: Labour practices	
403-1	Workers representation in formal joint management-worker health and safety committees	Employee relations	230	http://molgroup.info/en/sustainability/human-capital/commitment-to-fair-employment	At least 63% of total workforce is covered by formal joint management-worker health or safety committees				Yes, p. 247 of the Annual Report	Social matters: (7) health and safety at work	HS1	Workforce participation
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Sustainability Performance Data Workforce safety Contractor safety	202-205 219 221-222	http://molgroup.info/en/sustainability/health-and-safety	MOL Group started to report contractor injury rate from 2013, we are reporting total recordable injury rate (TRIR) from 2014.	Break down of injury, illness frequencies and fatalities by gender, absentee and lost days rate for contractors.	The Standard Disclosure or part of the Standard Disclosure is not relevant for MOL Group.	- Break down of injury, illness frequencies and fatalities by gender is not considered to be relevant. The main activity types of the company do not have different typical gender ratios. - Occupational illness, absentee and lost days rate for contractors are not considered to be applicable indicators for MOL Group. On-site contractors are working only part of their time for MOL Group, therefore meaningful data cannot be calculated.	Yes, p. 247 of the Annual Report	Art. 19a (1) (e) non-financial key performance indicators relevant to the particular business. Social matters: (7) health and safety at work	HS3	Occupational injury and illness
403-3	Workers with high incidence or high risk of diseases related to their occupation.			http://molgroup.info/en/sustainability/health-and-safety/health-protection-and-promotion	MOL Group does operate in countries where there is an increased risk of diseases. 1. According to our procedures, employees required to travel countries with tropical illness risk have to participate before and after the business trip in a medical examination. They are provided here with the vaccination and information necessary. 2. All employees working in increased health risk or remote areas (e.g. Kazakhstan, Oman, Pakistan) are covered with health insurance packages, and field medical services are provided. 3. Additionally, in MOL Pakistan a Malaria illness preventive program has been implemented.				No	Social matters: (7) health and safety at work	HS2	Workforce health
403-4	Health and safety topics covered in formal agreements with trade unions.	Employee relations	230						Yes, p. 247 of the Annual Report	Social matters: (7) health and safety at work		
TRAINING AND EDUCATION												
MAD	Management Approach and Disclosure	Development of human capital	229						Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Social matters: (7) respect for the right of workers to be informed and consulted	Issue: Labour practices	
404-1	Average hours of training per year per employee	Development of human capital	229	http://molgroup.info/en/sustainability/human-capital/human-resources-data					Yes, p. 247 of the Annual Report	Art. 19a (1) (e) non-financial key performance indicators relevant to the particular business.	SE17	Workforce training and development
404-2	Programs for upgrading employee skills and transition assistance programs	Development of human capital Technical capacity building	229 229	http://molgroup.info/en/careers/career-development					Yes, p. 247 of the Annual Report			
404-3	Percentage of employees receiving regular performance and career development reviews	Annual People Cycle (APC)	227		MOL Group does not see the distribution by gender a significant aspect when reporting performance appraisals.				Yes, p. 247 of the Annual Report	Art. 19a (1) (e) non-financial key performance indicators relevant to the particular business.		
DIVERSITY AND EQUAL OPPORTUNITY												
MAD	Management Approach and Disclosure	Diversity and inclusion	231	http://molgroup.info/en/careers/diversity-and-inclusion					Yes, p. 247 of the Annual Report	Art. 20 (1)(g): a description of the diversity policy applied in relation to the undertaking's administrative, management and supervisory bodies Employee matters: (7) actions taken to ensure gender equality (18) Diversity of competences and views of the	Issue: Labour practices	
405-1	Diversity of governance bodies and employees			1) http://molgroup.info/en/sustainability/human-capital/human-resources-data , 2) http://molgroup.info/en/investor-relations/corporate-governance 3) http://molgroup.info/en/sustainability/human-capital/commitment-to-fair-employment 4) https://molgroup.info/images/molgroup/pdf/investor_relations/corporate_governance/main_CG_documents/MOL_Group_Policy_on_Director_Nominations_EN.pdf					Yes, p. 247 of the Annual Report	Employees: (7) actions taken to ensure gender equality (18) Diversity of competences and views of the Art. 20 (1)(g): a description of the diversity policy applied in relation to the undertaking's administrative, management and supervisory bodies		
405-2	Ratio of basic salary and remuneration of women to men			http://molgroup.info/en/sustainability/human-capital/human-resources-data , http://molgroup.info/en/sustainability/human-capital/commitment-to-fair-employment					Yes, p. 247 of the Annual Report			

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPIECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
NON-DISCRIMINATION												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Human Rights: most of non-hydrocarbon procurement value is spent on suppliers operating in Central Eastern Europe. Number of suppliers and procurement value in emerging countries is smaller. Nonetheless MOL Group is actively developing its human rights assessment and management systems.	-	-	-	-	-	-	-	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Human Rights: (7) prevention of human rights abuses	Issue: Human rights due diligence	-
406-1	Incidents of discrimination and corrective actions taken	Ethical cases	239	http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance	We record only those incidents which fall within scope of the Ethics Council	-	-	-	Yes, p. XXX of the Annual Report	-	-	-
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Human Rights: most of non-hydrocarbon procurement value is spent on suppliers operating in Central Eastern Europe. Number of suppliers and procurement value in emerging countries is smaller. Nonetheless MOL Group is actively developing its human rights assessment and management systems.	-	-	-	-	-	-	-	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Employee matters: (7) respect for trade union rights Human Rights: (7) prevention of human rights abuses	Issue: Human rights due diligence	0
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-	-	Not reported	-	-	-	No	Employee matters: (7) respect for trade union rights	SE9	Human rights and suppliers
CHILD LABOR												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Human Rights: most of non-hydrocarbon procurement value is spent on suppliers operating in Central Eastern Europe. Number of suppliers and procurement value in emerging countries is smaller. Nonetheless MOL Group is actively developing its human rights assessment and management systems.	-	-	-	-	-	-	-	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Human Rights: (7) prevention of human rights abuses	Issue: Human rights due diligence	-
408-1	Operations and suppliers at significant risk for incidents of child labor	-	-	http://molgroup.info/en/sustainability/ethics-and-governance/ethics-and-compliance/human-rights	Our Code of Ethics prohibits child labour and is applicable in each of our operations. All the significant suppliers and contractors of MOL have to accept and agree MOL Group's Code of Ethics.	-	-	-	Yes, p. 247 of the Annual Report	-	SE9	Human rights and suppliers (continued)
FORCED OR COMPULSORY LABOR												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Human Rights: most of non-hydrocarbon procurement value is spent on suppliers operating in Central Eastern Europe. Number of suppliers and procurement value in emerging countries is smaller. Nonetheless MOL Group is actively developing its human rights assessment and management systems.	-	-	-	-	-	-	-	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Human Rights: (7) prevention of human rights abuses	Issue: Human rights due diligence	-
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	-	http://molgroup.info/en/sustainability/ethics-and-governance/ethics-and-compliance/human-rights	Our Code of Ethics provides for the elimination of forced or compulsory labor and is applicable in each of our operations.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
SECURITY PRACTICES												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Human Rights: most of non-hydrocarbon procurement value is spent on suppliers operating in Central Eastern Europe. Number of suppliers and procurement value in emerging countries is smaller. Nonetheless MOL Group is actively developing its human rights assessment and management systems.	-	-	-	-	-	-	-	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations	Issue: Human rights due diligence	-
410-1	Security personnel trained in human rights policies or procedures	Human rights	241	http://molgroup.info/en/sustainability/ethics-and-governance/ethics-and-compliance/human-rights	In all MOL Group countries armed security is used, where either the local laws or the local conditions require them. Security guards are not MOL employees, but the security service provider's staff. The security service contracts contain the MOL Group Code of Ethics as a binding appendix that the supplier accepts. It is the supplier's obligation to enforce the Code of Ethics provisions among its employees, inter alia to respect human rights. On the basis of this, in the IUS countries (PK, RU), security supplier contracts contained the obligation of human rights education of the security service provider's staff. In the IUS countries (PK, RU), MOL Group's security training material, which contains relevant human rights principals, was provided to the private security suppliers, with the aim to educate their employees. All of the suppliers' employees receive this education. In addition, in Pakistan's E&P operations in-house human-rights training was delivered to private security contractors and armed forces for 92% of security personnel in 2017.	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (e) non-financial key performance indicators relevant to the particular business.	SE10	Security ad human rights

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPIECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
RIGHTS OF INDIGENOUS PEOPLE												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Human Rights: most of non-hydrocarbon procurement value is spent on suppliers operating in Central Eastern Europe. Number of suppliers and procurement value in emerging countries is smaller. Nonetheless MOL Group is actively developing its human rights assessment and management systems.	-	-	-	-	-	-	-	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Human Rights:(7) prevention of human rights abuses	Issue: Community and society	-
411-1	Incidents of violations involving rights of indigenous peoples	Human rights	242	-	MOL Group is not engaged in activities which affect indigenous people. Nevertheless, our modus operandi ensures the safeguarding of the rights of tribal populations.	-	-	-	Yes, p. XXX of the Annual Report	-	SE2	Indigenous Peoples
OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place	-	-	-	MOL Group is not engaged in activities which affect indigenous people. Nevertheless, our modus operandi ensures the safeguarding of the rights of tribal populations.	-	-	-	Yes, p. XXX of the Annual Report	-	-	-
HUMAN RIGHTS ASSESSMENT												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Human Rights: most of non-hydrocarbon procurement value is spent on suppliers operating in Central Eastern Europe. Number of suppliers and procurement value in emerging countries is smaller. Nonetheless MOL Group is actively developing its human rights assessment and management systems.	-	-	-	-	-	-	-	(b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Human Rights:(7) prevention of human rights abuse	-	-
412-1	Operations that have been subject to human rights reviews or impact assessments	Human rights	241-242	http://molgroup.info/en/our-business	As part of the continuous improvement of our ethical governance, since 2012, all country chairmen – as part of their annual ethics-related duties – have to report on the human rights-related risks of the given country they are working in and draw up relevant mitigation plans.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
412-2	Employee training on human rights policies or procedures	Human rights	241-242	http://molgroup.info/en/sustainability/ethics-and-governance/ethics-and-compliance/human-rights	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	-	-	Not reported	-	-	-	No	-	SE8	Human rights due diligence
LOCAL COMMUNITIES												
MAD	Management Approach and Disclosure	Community relationships Ethical cases Human rights	232 239 241	http://molgroup.info/en/sustainability/communities/social-impact-on-communities	-	-	-	-	No	(7) actions taken to ensure the protection and the development of those communities	Issue: Community and society	0
413-1	Operations with local community engagement, impact assessments, and development programs	Community relationships Scope and Boundary	232 245	http://molgroup.info/en/sustainability/communities/social-impact-on-communities	-	-	-	-	Yes, p. 247 of the Annual Report	(b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Social matters: (7) dialogue with local communities	SE1	Local community impacts and engagement
413-2	Operations with significant actual and potential negative impacts on local communities.	Water-stressed areas Unconventional Exploration and Production Spills Communities	214-215 215 217 232	http://molgroup.info/en/sustainability/communities/social-impact-on-communities	-	System for the quantification of negative impacts on local communities is not yet in place in MOL Group.	Not available	Quantification of externalities is in its infancy internationally. MOL Group is following the developments in both natural and social capital related developments and intends to launch a pilot of a solid, internationally tested methodology in the coming years.	Yes, p. 247 of the Annual Report	-	-	-
OG10	Number and description of significant disputes with local communities and indigenous people	Human rights Ethical cases	241 239	http://molgroup.info/en/sustainability/communities/social-impact-on-communities	-	-	-	-	Yes, p. 247 of the Annual Report	-	SE3	Involuntary resettlement
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned	-	-	http://molgroup.info/en/investor-relations/investor-presentations/operational-updates , http://molgroup.info/en/sustainability/communities/social-impact-on-communities	Detailed list of MOL Group's Upstream sites is available in Exploration and Production update presentations on our website. In the Oil and Gas industry, field abandonment/site decommissioning provision-setting is a general and mandatory practice. MOL Group sites are covered with such provisions. Further information on site abandonment can be found under the operational updates link. In 2017, the number of site abandonments is not significant.	-	-	-	Yes, p. 247 of the Annual Report	-	E11	Decommissioning
SUPPLIER SOCIAL ASSESSMENT												
MAD	Management Approach and Disclosure	Non-material issues for MOL Group are Customers, Suppliers, Human Rights and Biodiversity (see the relevancy matrix in the Annual Report). Suppliers: most of the procurement value is spent on hydrocarbon feedstock procurement. Majority of other procurement is delivered by suppliers in Central Eastern Europe. Number and procurement value in emerging countries is smaller.	-	-	-	-	-	-	-	-	Issue: Labour practices	-
414-1	New suppliers that were screened using social criteria	Contractor Safety	221	-	Number of HSE supplier pre-qualification audits Contracts cancelled due to the breaches of HSE norms Human rights	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
414-2	Negative social impacts in the supply chain and actions taken	Contractor Safety	221	-	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-

MOL Group - Annual Report 2017 - GRI Standards Content Index - Oil & Gas Sector Disclosures										Linkage		
GRI Standards Compliance level: Comprehensive					External Assurance: EY					EU Directive on Non-	IPIECA Voluntary	
General Disclosures	Disclosure Title	Chapter in Annual Report 2017	Page Number in Annual Report 2017	Website	Direct Answer	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance			
PUBLIC POLICY												
MAD	Management Approach and Disclosure	-	25	http://molgroup.info/en/sustainability/sustainability-and-mol/stakeholder-engagement http://molgroup.info/en/sustainability/sustainability-and-mol/commitments-to-external-initiatives http://molgroup.info/en/about-mol-group/ethical-behaviour http://molgroup.info/en/sustainability/communities/social-investment	MOL does not make payments to political parties.	-	-	-	Yes, p. 247 of the Annual Report	Art. 19a (1) (b) a description of the policy pursued (c) the outcome of those policies; (d) the principal risks related to those matters linked to the undertaking's operations Anti-corruption and bribery: (7) instruments in place to fight corruption and bribery	Issue: Business ethics and transparency Public advocacy and lobbying	-
415-1	Political contributions	-	242	http://molgroup.info/en/sustainability/sustainability-and-mol/stakeholder-engagement , http://molgroup.info/en/about-mol-group/ethical-behaviour , http://molgroup.info/en/sustainability/communities/social-investment	MOL does not make payments to political parties.	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
CUSTOMER HEALTH AND SAFETY												
MAD	Management Approach and Disclosure	Customers	242	-	-	-	-	-	-	-	Issue: Product health, safety and environmental risks	-
416-1	Assessment of the health and safety impacts of product and service categories	-	-	-	-	Not reported	Customer relationship became a material topic for MOL Group in regard to 2016 in anticipation of the new 2030 Strategy focus areas. Reporting lines have not been developed for 2017	Reporting procedures regarding products and services will be continuously developed in the coming years.	No	-	HS4	Product stewardship
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	-	No incidents were reported within MOL Group, except for 12 warnings issued by authorities in Slovenia to MOL Slovenia regarding fire safety inspections.	-	-	-	No	-	-	-
MARKETING AND LABELING												
MAD	Management Approach and Disclosure	Customers	242	-	-	-	-	-	-	-	Issue: Product health, safety and environmental risks	-
417-1	Requirements for product and service information and labeling	-	-	http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in-marketing-processes	-	-	-	-	No	-	-	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-	-	http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in-marketing-processes	No incidents were reported within MOL Group, except for 1 fine incurred by MOL Slovenia for non-compliance with regulation.	-	-	-	No	-	-	-
417-3	Incidents of non-compliance concerning marketing communications	-	-	http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in-marketing-processes	No incidents were reported in MOL Group.	-	-	-	No	-	-	-
CUSTOMER PRIVACY												
MAD	Management Approach and Disclosure	Customers	242	http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in-marketing-processes	-	-	-	-	-	-	-	-
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	-	No incidents were reported in MOL Group.	-	-	-	No	-	-	-
SOCIO-ECONOMIC COMPLIANCE												
MAD	Management Approach and Disclosure	Customers	242	http://molgroup.info/en/sustainability/economic-sustainability/responsibility-in-marketing-processes	-	-	-	-	-	-	-	-
MAD	Management Approach and Disclosure	-	-	http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance/fair-market-behaviour	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
419-1	Non-compliance with laws and regulations in the social and economic area	Authority procedures, litigation HSE Compliance	184 219	http://molgroup.info/en/sustainability/economic-sustainability/ethics-and-compliance	Penalties are presented in the report if significant from financial point of view, values and if relevant descriptions can be found in the 'Management Discussion and Analysis' and 'Notes to the Financial Statement' chapter. HSE penalties are separately described, see disclosure 307-1. Pending legal actions are included in "Authority procedures, litigation" section of the consolidated financial statements prepared in accordance with International Financial Reporting Standards as adopted by the European Union ("IFRS").	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
EMERGENCY PREPAREDNESS												
MAD	Management Approach and Disclosure	Emergency response and crisis management	222	http://molgroup.info/en/sustainability/health-and-safety/emergency-preparedness-and-response	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-
INVOLUNTARY RESETTLEMENT												
OG12	Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process	Human rights	241	http://molgroup.info/en/sustainability/communities/social-impact-on-communities	No involuntary resettlements occurred in 2017	-	-	-	Yes, p. 247 of the Annual Report	-	Issue: Community and society	-
ASSET INTEGRITY AND PROCESS SAFETY												
OG13	Number of process safety events, by business activity	Process Safety Management	222	http://molgroup.info/en/sustainability/health-and-safety/process-safety-management	-	-	-	-	Yes, p. 247 of the Annual Report	-	HSS	Process safety
BIOFUELS												
OG14	Volume of biofuels produced and purchased meeting sustainability criteria	Future product portfolio	206	http://molgroup.info/en/sustainability/climate-change/renewable-energy	-	-	-	-	Yes, p. 247 of the Annual Report	-	-	-

* GRI linkage document used as guidance: <https://www.globalreporting.org/standards/resource-download-center/linking-gri-standards-and-european-directive-on-non-financial-and-diversity-disclosure/>