

GROUP HSE STRATEGY 2021-2025



**SHAPE
TOMORROW**

MOL Group **2030+** Strategy

HSE is a value that shapes decisions in MOL Group



RAISE AWARENESS

- ▶ Increasing management's HSE commitment
- ▶ Increasing HSE awareness in all employees
- ▶ Spreading knowledge, shaping mindset with innovative tools



ENHANCE THE HSE PROFESSION

- ▶ Developing skills and capabilities of hse staff
- ▶ Competency mapping, improvement of visibility
- ▶ Building agile, proactive, flexible and adaptive problem solving attitude



BUILD STRATEGIC PARTNERSHIP

- ▶ Collaboration with Businesses and contractors
- ▶ Supporting a shared HSE vision in BU strategies
- ▶ Delivering valuable outcome



OHS

- ▶ Addressing new generation
- ▶ Health awareness raising in all employees
- ▶ Collaboration with key contractors



FIRE SAFETY

- ▶ Standardization and harmonization
- ▶ Managing of ageing assets



ENVIRONMENT

- ▶ Supporting MOL Group decarbonization and circular economy strategic goals



To develop positive HSE Culture in MOL Group based on committed managers and employees with high awareness.

ENVIRONMENT

To reduce the use of natural resources, minimize negative impacts and waste.

OCCUPATIONAL HEALTH AND SAFETY

All employees to take care of own and other's health and safety thus decreasing number of accidents and avoiding fatalities.

FIRE SAFETY

To reach optimized facility protection backed by professional justification.

HEALTH PROTECTION AND PROMOTION

- ▶ Deliver group level health strategy and action plan in all companies
- ▶ Ensure private healthcare access in countries where statutory healthcare is not sufficient
- ▶ Through increasing the overall health status of employees, achieve an Absence Rate below 2.6

OCCUPATIONAL SAFETY

- ▶ Increase the safety awareness and knowledge of workers
- ▶ Ensure safer workplaces including contractors' activities
- ▶ Decrease TRIR* below 1.0 till 2025 YE
- ▶ Avoid any work related fatalities

*TRIR: Total Recordable Injury Rate



All employees to take care of own and other's health and safety thus decreasing number of accidents and avoiding fatalities.



HEALTH PROTECTION

- ▶ Comprehensive analysis of workforce health data for targeted actions
- ▶ High level insurance based medical healthcare service for all employees
- ▶ Supporting employee mobility with health protection tools
- ▶ Maintaining mental health while putting focus on psychological screening and support



OCCUPATIONAL SAFETY

- ▶ Continuing behavior based safety programs aiming to reduce risks and manage exposures
- ▶ Focusing on practical and job specific trainings through renewed digital HSE training system
- ▶ Partnership with contractors and professional organizations to increase safety performance



HEALTH PROMOTION

- ▶ Providing Group wide workplace health promotion program focusing on sports, nutrition and ergonomics – to create a physical and mental wellbeing framework

FIRE PROTECTION AND PREVENTION

- ▶ ≤100 th. \$ direct losses of single fire cases
- ▶ No fire & explosion cases that leads to major outage of our operations

FIRE FIGHTING

- ▶ Interventions within expected quality frame of fire brigades
- ▶ Emergency response & rescue without major losses on life and asset



To reach **optimized facility protection** backed by professional justification.



FIRE PREVENTION/PROTECTION

- ▶ Harmonization of professional requirements and developing integrated procurement strategy of fire fighting means
- ▶ Complying with EU requirements and seeking innovative solutions



FIRE FIGHTING

- ▶ Standardization of fire-brigades, harmonization of specific services and development of the related staff
- ▶ Harmonization of first attack intervention and developing rescue team interventions scenarios

AIR PROTECTION

- ▶ Zero Routine Flaring in E&P Operated companies by 2030, no new project with routine flaring from 2025
- ▶ LDAR program is implemented for all Production, Logistics, operated E&P sites by 2025
- ▶ EU conform methane emission monitoring program is implemented in all E&P companies (operated and non-operated) by 2025
- ▶ Upstream: Decrease scope 1+2 CO2 emissions to net zero by 2030*
- ▶ Downstream: Decrease CO2 emission of current operations by 20% until 2030 (scope 1+2)*
- ▶ At least 50% of investments to be EU taxonomy-aligned by 2030*

*Based on Group Sustainable targets

WATER MANAGEMENT

- ▶ Reduce the negative environmental impact on the surface and subsurface water bodies

COMMUNITY IMPACT

- ▶ Action plan established to reduce the community complaints from noise and smell for big sites (Bratislava, Danube Refinery, Tisza Site, Rijeka Refinery)

WASTE MANAGEMENT

- ▶ Minimize the landfill of the produced waste and set the quantitative target for landfill and recycling based on Group waste review.

BIODIVERSITY

- ▶ Pilot back to Nature project is implemented by 2025



To reduce the use of natural resources, minimize negative impacts and waste.



ENVIRONMENTAL MS

- ▶ Reviewing Group level environmental compliance for selected sites
- ▶ Developing comprehensive performance measurement system



COMMUNITY IMPACT

- ▶ Developing noise and odour reduction action plan for critical sites



BIODIVERSITY

- ▶ Developing biodiversity assessment guide
- ▶ Utilizing non used areas



WASTE MANAGEMENT

- ▶ Developing MOL Group waste strategy focusing on reduction possibilities and environmental conscious waste handling
- ▶ Restricting single-use plastic



WATER MANAGEMENT

- ▶ Developing detailed water management plan
- ▶ Improving spill management
- ▶ Optimization of major remediation activities



AIR PROTECTION

- ▶ Zero routine flaring by 2030
- ▶ Focusing on fugitive/diffuse and methane emission