

# 2010 HALF YEAR SUSTAINABLE DEVELOPMENT REPORT OF MOL GROUP

## Content

Overview of 2010 Targets .....	2
Awards and Recognitions.....	4
Environment .....	5
Social .....	6
Sustainability Data.....	12
Glossary .....	15

## Overview of 2010 Targets

Target	Status
<b>1. Strengthen good governance and risk management</b>	
Review and amend the Code of Ethics and related processes	The review of the Code of Ethics is ongoing; the next step is discussion of the proposal with the stakeholders
Increase the ethical awareness of employees through communication and e-learning	Code of Ethics E-learning was launched: 98.7% of MOL Plc. employees have passed the exam. Internal communication is ongoing (e.g. related articles in internal magazines)
Create HSE (Health, Safety and Environment) Risk Map of PSM (Process Safety Management) critical processes	Compilation of business divisional HSE risk registers – including PSM critical risks – is ongoing and will be completed by the end of year 2010
<b>2. Concentrate on future portfolio steering</b>	
Test water reservoirs based on MOL's selected existing non-productive hydrocarbon wells, and develop a business model for geothermal energy production	The area for the pilot project has been selected and project development has been started. First results expected in 2011
Take further steps towards fulfilling our biogas project aims in our biodiesel plant	Feasibility study, pilot measurements and main technical and financial parameters were estimated
Continue the investigation into possibilities to use renewable energy sources in refining	Research on algae-based technology for CO <sub>2</sub> fixation and biocomponent production R&D on new generation biofuels: scaling-up of technology is ongoing
<b>3. Focus on internal and external customer relations</b>	
Maintain a high level of customer satisfaction in all business divisions	Customer satisfaction surveys will be executed in the second half of the year
Define an integrated international branding process for MOL Group	A comprehensive branding project was initiated as a first step and Retail communications elements have been harmonized and regulated. The next step is the harmonization and regulation of MOL communications
<b>4. Enhance trust &amp; credibility among stakeholders</b>	
Set up and/or formalize the stakeholder engagement processes	Collection of internal good practices is ongoing. In H2 regulations and manuals will be prepared and implemented
Introduce and regulate corporate volunteering (in MOL Plc.)	The concept will be finalized and approved in H2
Prepare a qualitative analysis on the social impact of the "Green Belt" donation programme	With the aim of measuring the impacts of "Green Belt" program, a survey has been sent to all participants (NGOs, foundations, etc)

<b>5. Reduce environmental footprint</b>	
Reduce specific CO <sub>2</sub> emissions by 1% as a direct result of greenhouse gas (GHG) reduction initiatives	Mainly due to energy-rationalization steps, specific CO <sub>2</sub> reduction is more than 1% (excluding INA)
Reduce group level fresh water intake by 10%	Total water withdrawal is more than 14% down on the same period last year (excluding INA)
Set up group and business unit biodiversity systems	Internal good practices were collected and our environmental risk assessment was extended with relevant questions
<b>6. Manage opportunities, risk &amp; liabilities in the value chain</b>	
Have a total reportable occupational illness frequency (TROIF) of zero	On target: no occupational illness in H1 2010
Have each business unit contribute by involving at least 75% of employees in the Workplace Health Promotion program and keep Absence Rate no higher than 2.5% (MOL, SN, SPC, TVK, MOL-LUB)	The cumulate participation rate is 72% in months 1-6 through the participation of more than 5,000 employees at group level (only in H1 2010)
Have no work-related fatalities in MOL Group (staff, contractors and third parties)	Three fatal accidents (1 own staff and 2 contractor fatalities)
Reduce lost time injury frequency (LTIF) to below 1.0	Time-proportional target not met: LTIF in H1 is 1.6
Road accident rate (RAR) should not exceed 1.6	Target fulfilled in H1: our RAR is 1.3 without INA, and 1.1 containing INA data
<b>7. Capitalize on human resources</b>	
Extend the Employee Performance Management System to Hungarian MOL Group companies (MOL-LUB, FGSZ and Petroszolg)	The system has been extended to major Hungarian subsidiaries and the Slovakian maintenance company increasing the total scope of coverage to ca. 10,000 employees
Create group level guideline for equal opportunities and work-life balance; prepare our first equal opportunity plan	Group level guidelines are integrated into New Europe Program 2011-2015. The equal opportunity plan of MOL Plc is complete and came into force in June 2010

## Awards and Recognitions

### Member of the Dow Jones Sustainability Index

MOL has been included in the Dow Jones Sustainability World Index as the first and sole company from the region, based on an evaluation by Sustainable Asset Management (SAM from Switzerland), the leading company in global corporate sustainability analysis.



### CSR 24/7 Rating

In 2010, MOL was ranked third among CEE-100 companies with a score of 83%, while on the Hungarian list we came in second place.

The CSR 24/7 Rating is developed by Braun & Partners to assess the demonstrated CSR performance of companies from Hungary, Poland, Romania, and Austria, based on publicly available information accessible to all stakeholders in the local language. The rating methodology is based on GRI indicators and the principles of the UN Global Compact.

### Best Managed Company Award from Euromoney

Slovnaft was awarded the title of 'Best Managed Company in Slovakia' by Euromoney magazine.

This ranking is based on a survey of market analysts at major banks, consultancy firms, and research institutes which focus on Central and Eastern Europe. Respondents were asked to nominate the top three companies in each of the countries or sectors they covered, taking into account the companies' market strength, profitability, growth potential, quality of management, and earnings.

### Family Friendly Employer Award

Slovnaft won an award for "The Employer Friendly to Family, Gender Equality and Equal Opportunities". The contest is held under the patronage of the Ministry of Labour, Social Affairs and Family of the Slovak Republic, and its aim is to highlight the need to balance work and family life. Slovnaft and the Sanofi-Aventis Company took second place. Renowned experts from the evaluation committee appreciated Slovnaft's comprehensive system of benefits for employees and their families.

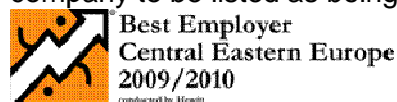
### People for People Award

MOL Romania was awarded the Green Belt Program's best community programme prize, the 'People for People' Award, which was organized by the Community Relations Association (ARC) and the American Chamber of Commerce (AMCham) for the seventh time. MOL Romania started their Green Belt Program in 2006 with the aim of building and developing community green areas and to boost acceptance of the company within local communities, non-governmental organizations and schools.

### Best Employer Award

FGSZ Zrt. was been awarded the title of "Best Employer" as a result of a 2009-10 regional survey carried out by Hewitt Associates. Hewitt conducted its research in seven countries in the region, in which approximately 123,000 employees from nearly 700 companies rated their employers.

Six companies from the Hungarian Best Employers were represented among the best regional companies. From the Hungarian group, FGSZ finished in a distinguished position: fourth best in its category for enterprises with 250 – 1000 employees, and was the only company to be listed as being among the best in the region's energy sector.



# Environment

## Climate change

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In MOL's new business strategy we are paying special attention to the impacts of climate change. The first milestone of the strategy formulation process was in February 2010, when the Board of Directors discussed and approved the strategy document: "MOL business model in a low carbon future", which outlined a vision for MOL businesses evolving in an energy system moving towards deep decarbonisation. The time horizon for achieving decarbonisation is beyond normal business planning terms, but by having an end-vision, the Board decision established important principles for investment and capital allocation decisions for the coming strategic period.

## CO<sub>2</sub> emissions

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In the first half year our installations emitted approximately 2.25 Mt of CO<sub>2</sub> (excluding INA). This is roughly 45% of the yearly allocation under the ETS and at the end of 2010 the expected MOL Group position (incl. power generation) is predicted to amount to a surplus of ca. 315 kt.

In INA, in line with local legislation, CO<sub>2</sub> monitoring plans were prepared for 4 individual sites, where the emissions in 2010 H1 amounted to ca. 640 kt CO<sub>2</sub>.

As regards our indirect emissions ('Scope-2'), we are working to further improve our reporting system so that in our annual report more accurate data will be disclosed.

## Air emissions

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As part of our efforts to reduce VOC emissions, we are examining the possibility of implementing a Leakage Detection and Repair (LDAR) program in the Danube Refinery in Százhalombatta.

Our two-year project aimed at reducing odour impacts in Zala Refinery is now in the implementation phase. The environmental results for last year and future plans were presented at a local stakeholder forum, and positive feedback was received.

## Waste and spills

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Hazardous waste generated amounted to slightly more than 30 kt and non-hazardous waste less than 25 kt. In some sites, due to adequate waste storage capacity, waste transportation is necessary only on a yearly basis so the waste generated is accounted for at the end of the year. The decrease in non-hazardous waste can be explained by a reduction in construction and demolishing work.

In order to further improve our waste management we are investigating solutions for using contaminated waste oil generated by TVK's maintenance activities in bitumen production.

In MOL Group (without INA) only 7 spills exceeding 1 m<sup>3</sup> (with a total volume of 25.6 m<sup>3</sup>) happened during the first half of the year: 3 smaller cases at Exploration and Production and 4 cases at Logistics, where the largest happened during barge loading where the overload system of the foreign-owned barge failed to function properly and barge staff were not paying adequate attention – the entire spill was collected by industrial fire brigade's water rescue team.

This number of spills and spilled volume compared to last year (same period - 10 cases / 103.3 m<sup>3</sup>) or the whole of last year (17 cases / 244.7 m<sup>3</sup>) indicates a clear improvement in performance.

## Water management

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Total water withdrawals are down by more than 14% compared to the same period last year (excluding INA). This is mainly because of production patterns and the balanced weather conditions of H1. In Zala Refinery the capacity of the waste water treatment unit was improved by 100% allowing us to reduce the COD (Chemical Oxygen Demand) of discharge water. In order to manage the level of COD we connected our system to the public sewage system, so final cleaning is carried out in the waste water treatment unit of the town.

Our Petrochemicals division launched two initiatives in order to reduce its water consumption and discharge at Tiszaújváros. Through technical modifications to the waste water (condensate) of the TVK Power Plant, waste water will now be directed to the Tisza Water Treatment Plant for further utilization (this water was previously treated at the central TVK wastewater treatment plant). Through implementing this action a decrease in cca. 110,000 m<sup>3</sup> of industrial water consumption and 130.000 m<sup>3</sup> of waste water will be realised annually. TVK also utilised polymer powder contaminated water (derived from polymer plants) which was sent to the waste water treatment plant (WWTP) for treatment. After technological treatment this polymer powder contaminated water is now used to mix the chemicals in waste water. Previously we used raw water to mix in chemicals - this water can now be saved and we avoid loading the WWTP with polymer powder contaminated water. Due to this measure cca. 100,000 m<sup>3</sup> of water will be saved by the end of 2010.

## Remediation

We have faced major difficulties in the area of soil and groundwater remediation due to this year's rainy weather. We were only able to accomplish our field activities following significant delays in the first half of 2010.

Innovative remediation equipment is under commission within a National Office of Research and Technology (NKTH) supported project. The main part of the project starts with a field testing phase.

The assessment of the provision based environmental liabilities of INA is ongoing and will be completed by the end of the year.

## HSE compliance

As a continuous and obvious target, MOL Group is committed to full compliance not only to HSE-related laws and external regulations but to our internal, higher level standards as well. Consequently, we did not incur any penalties related to longstanding legal violations. However during the first half of 2010 we were exposed to some ad-hoc type penalties (4.2 million HUF) due to minor environmental (report/documentation delay and use of improper fuel in burners) and safety (rule violations discovered during an LTI investigation) non-compliance issues.

Due to the fatal accidents which happened at our facilities, further penalties are foreseen in the second half of the year.

## Social

### Work Safety

Although the industry we work in is widely known for its high operational risks, our work-related injury statistics regarding severe injuries show that we are in control of our operations in terms of health and safety, but at the same time it is clear that we still have to improve on safety by decreasing the number of less severe injuries.

	2005	2006	2007	2008	2009	2010 H1
Lost Time Injury (LTI)	33	58	37	24	28	20
Lost Time Injury Frequency (LTIF)	1,7	2,20	1,52	0,99	1,18	1,61

The positive message is still that the majority of injuries that occurred on our sites were not serious technology-related injuries, but rather slips, trips and falls, mainly caused by a lack of attention and the wintery conditions at the beginning of the year which were also a factor in the increase in injury cases.

In 2010 H1 we need to report on three fatal accidents:

- One of our own staff lost his life at Slovnaft Refining (the worker was found dead in a pit) – external and internal investigations were conducted and corrective actions are being implemented.
- One contractor fatality in Pakistan (security contractor’s armed guard was hit during a firefight) – the investigation is now closed and is not considered to be a HSE issue.
- One contractor fatality in Hungary at MOL Logistics’ Csepel base depot (an explosion occurred during tank cleaning being executed by contractors). The investigation was closed and corrective actions are being implemented.

We deeply regret the loss of these lives.

Number of fatalities	2005	2006	2007	2008	2009	2010 H1
Employees	1	0	0	0	1	1
Contractors	0	1	0	2	1	2
3rd parties	0	1	2	2	0	0

## Fires

Although the number of fires for the first half of 2010 includes the cases that occurred at INA d.d. for first time – 3 cases occurred at INA refineries – H1 figures do not show a significant increase on the same period in 2009 without INA figures. The other four cases from 2010 H1 occurred in refineries in Duna and Bratislava, one in a TVK petrochemical plant, and one at the Csepel Logistics depot.

	2005	2006	2007	2008	2009	2010 H1*
Number of fire cases	11	19	9	14	12	7*

\* INA d.d. figures included for the first time

## Contractor safety

In the first half of 2010, more than 50 external audits of Contractors were executed on behalf of and at the request of MOL Group. An increase in contractor-related HSE events (after a run of years with decreases) reflects a negative trend. This has forced MOL to rethink its approach and to focus more directly on the employees of contractors as well as at contractor company level. Assurance of higher contractor safety will be in future supported through the use of an improved vendor management system.

	2005	2006	2007	2008	2009	2010 H1
Number of Contractor LTI	29	22	25	15	15	16

## Process Safety and Risk Management

For the successful implementation of our HSE risk assessment framework, we have continued our COMPASS program (Comprehensive HSE Risk Assessment):

- the HSE risk registers are being created at a unit and site level and the most critical risks are fed into a divisional- and group-level risk map;
- these maps provide the necessary data for line management’s risk-based decisions and support for other risk-related Group processes (e.g. Enterprise Risk Management, legal compliance, like SEVESO);
- to support this process, the development of an IT system has started.

## **REACH**

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REACH regulation concerns eight legal entities of the MOL Group which intend to register 210 substances (166 substances in 2010, 26 substances in 2013, and 18 substances in 2018). The substances to be registered were identified in 2008 when pre-registration was completed. MOL Group's legal entities joined several consortia to meet registration requirements with other companies from the business sector.

The preparation for the first registration deadline (2010) is ongoing; in 14 cases MOL Group will act as a "Lead Registrant".

Supply chain communication has commenced with both suppliers and customers.

## **Health Protection and Promotion**

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In the current phase of our workplace health promotion program (STEP), the key objective is to create an adequate culture of company health which encompasses the company's health promotion traditions. The main program elements are Extra Screening, STEP Active, Effective Health Communication, and the Stop Smoking campaign. Fourteen MOL-Group member companies already take part in the program which covers 45% of the total workforce (excluding INA).

Regarding 2010, the aggregate participation rate is 72% for months 1-6 (YE target: 75%), with the participation of more than 5,000 employees.

The new STEP office program was a significant success, including office gymnastics and mobile massage.

A new project (COHESIO) was launched, aimed at preventing workplace stress and related illnesses and work-related incidents/injuries and occupational diseases (especially musculoskeletal disorders) due to manual handling and lifting.

## **Attracting employees**

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### **Sponsorship of secondary school competitions**

As of 2010, MOL Plc. is supporting several secondary-school competitions in mathematics, physics, and chemistry. At award ceremonies in the spring, MOL handed out many valuable and useful presents to the most successful students.

### **MesterM Award**

MOL established the MOL MesterM Award (which means "My Master" in Hungarian), which aims to recognise the professional efforts and outstanding performances of chemistry, physics, and mathematics teachers who promote young talents. Teachers – who can be nominated by university students and undergraduates, i.e., their former pupils - receive cash prizes. In 2010, over 160 nominations were received, which included nominations from outside of Hungary. Ten secondary school teachers of mathematics, chemistry and physics received the Award in June from CEO György Mosonyi in Budapest.

### **Together for the Future Engineers Association**

This Association was established in May 2010 by MOL and eleven other Hungarian multinational companies. The aim of the association is to garner greater prestige for the engineering profession and natural sciences in order to enhance their popularity amongst the next generation. The Association's four working groups (Secondary School Relations headed by MOL, University Relations, Social Prestige, and Lobby) have already started to work on their programs with MOL delegates in each group.

### **Freshhh**

Our international on-line competition was organized for the fourth time in 2010. Almost 600 teams of 3 students were competing from 28 countries. The continuously increasing number of participating universities and teams shows that students all over the world are interested in taking part in a meaningful competition and gaining a better understanding of the exciting world of the oil and gas industry. In 2010 one of the four topics was sustainable development and HSE.



Freshhh participants:

	2007	2008	2009	2010
Number of teams	271	273	342	580
Number of countries	12	29	35	28
Number of universities	35	60	95	117

### **Growww**

MOL Group's one-year graduate program is continuing in 2010 with a higher volume than ever before. The number of applicants exceeded 2,500, out of which more than 260 fresh graduates joined the Group - including INA for the first time - in September.

The program is primarily designed to attract and recruit students with an engineering background, but also available for other applicants from various disciplines. The participants applied for real vacant positions appointed by business units.

## **Retaining employees**

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### **Performance management**

In previous years we created a complex Performance Management System (PMS) which ensures a unified, harmonized way of obtaining regular performance feedback which is used to define bonus payouts and salary increases, and to also provide input for career and development plans.

From now on we are in an extension and fine-tuning phase, with a focus on employees: until the beginning of 2010 we increased the coverage of our Employee Performance Management System (EPMS) from around 6,000 to 9,000 employees. 2010 we extended the system to further Hungarian and Slovakian subsidiaries, increasing its scope to around 10,000 employees.

### **Employee engagement**

The latest round of the biannual Employee Engagement Survey ended in the summer of 2010. Approximately 9,200 colleagues responded to the questionnaires, sharing their opinions about our workplace. This response ratio of 64% showed a remarkable increase in comparison to previous results.

We were to glad to see that at INA (and its three subsidiaries) - which are taking part in the survey for the first time – more than 6,000 employees gave feedback about their working conditions, allowing us to attain a response rate of 46%.

Employee engagement survey	2006	2008	2010
Response rate (%)	34	50	64*
Engagement level (%)	65	67	**

\* Without INA

\*\* Evaluation of the results and specification of necessary improvement programs are ongoing.

## **Commitment to fair employment**

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### **Equal opportunity and diversity, work-life balance**

In June 2010, MOL managers and employee representative bodies signed the Equal Opportunity Plan of MOL Plc for the period 2010-2012. It is the first document in the Group that, besides declaring the necessity of equal opportunity and a ban on discrimination, specifies the employees responsible and establishes the deadlines for actions that will help to increase the social awareness of our managers and employees of certain employee groups which require more attention.

We would like the implementation of this document to become a good example for MOL group companies to follow.

## Ethics

In the first half of 2010 we focused on e-learning and the review of the Code of Ethics within the framework of Ethics management.

The e-learning system was launched and 98.7% of MOL Plc. employees have passed the exam.

In the second phase of the e-learning project the employees of TVK Plc., MOL-LUB, and MOL Romania will be involved.

The number of notifications and ethical investigations shows the same trend in comparison to 2009. The leading topics are still ethical issues related to employees, especially regarding compensation issues. The table below shows the types of ethical notifications and investigations, and the results of the investigations categorised according to stakeholders.

Stakeholders	Type of Notification	Type of Investigation	Ethical misconduct
Customers, external buyers	-	-	-
Stockholders	Jeopardising company property	Security investigation	No
Employees	Harassment	-	-
	Unfair wage (3)	Ethical investigation (2)	No
	Religious discrimination	Ethical investigation	No
Health, safety and environment	-	-	-
Governmental relations, political activity	-	-	-
Local communities and society	-	-	-
Suppliers, business partners	Accepting accommodation offered by external supplier	Security investigation	Yes
Competitors	Unfair competition	-	-
<b>Total</b>	<b>6*</b>	<b>3*</b>	<b>0</b>

\* Several notifications have concerned more stakeholders.

## Social Investment

MOL Group is also destined to show leadership in the area of good corporate citizenship. That is why we have a structured and channelled donation policy, allowing us to avoid responding in an ad hoc way to queries.

MOL Group's commitment to social investment is centred on the following main areas:

- New Europe Foundation
  - Talent support programme – Arts and Sciences
  - Talent support programme – Sports
  - Child healing programme
- Culture and sciences
- Environment and health
- Education
- Sport

During the first half of 2010 we received nearly two thousand applications from individuals, associations, institutions, and foundations of all kinds. MOL Group allocated a total budget of 362.9 million HUF solely for donation purposes, from which our main projects amount to 170.1 million HUF.

### **MOL Talent Support Programs**

In 2010, 145 talented young athletes received 32 million HUF in financial support in Hungary. In Slovakia, 42 talented children were supported with the sum of 66,500 EUR (18.1 million HUF). Decisions regarding the art category for Hungary are going to be made at the end of November - the amount will be 15 million HUF.

In Romania, 130 young athletes and artists are going to be supported with 60,000 EUR (16.3 million HUF). Decisions regarding the winning applicants were announced at the end of July.

### **MOL Child Healing Program**

The budget for 2010 in Hungary is 42.5 million HUF which is going to be apportioned among thirty not-for-profit organizations at the end of September.

In Romania, a decision regarding the apportionment of 60,000 EUR (16.3 million HUF) will be made at the end of November).

### **MOL Pakistan, Free Eye Medical Camp**

MOL sponsored an Eye Camp to the sum of 4,775 USD (1 million HUF). 795 patients were examined and supplied with needed medicine and spectacles. Out of 72 patients recommended for operation, 55 operations were performed.

### **MOL Talent Care Award**

Four teachers and four coaches were awarded in 2010 with the sum of 500,000 HUF/person.

### **Green Belt Program**

As of today, 18.9 million HUF has been allocated to the Ökotárs Foundation in Hungary, as has 66,400 EUR (18 million HUF) in Slovakia to the Ekopolis foundation and other participants.

In Romania, applicants to the Green Belt program have received donations of 175,000 EUR (47.5 million HUF). Both MOL and the Partnership Foundation were awarded the most prestigious prizes for CSR in Romania. MOL won The Best Communitarian Program prize at the 2010 'People for People' Gala, the most important event in terms of awarding companies for their social involvement.

More information: [http://www.mol.hu/en/about\\_mol/social\\_investments/](http://www.mol.hu/en/about_mol/social_investments/)

### **Corporate giving by countries in 2010 H1:**

Indicator	Unit	Hungary	Slovakia	Croatia	Romania	Pakistan	Italy
Donations in cash	mn HUF	172.7	96.4	9.2	47.5	1.0	6.8
In-kind giving (products and services)	mn HUF	8.9	0.8	2.9	1.7	15.0	0
Corporate volunteering	hours	944	59	160	320	0	10

### **Special humanitarian aid in addition:**

Due to the huge devastation caused by monsoon rains and subsequent floods we have tried to give help to flood-stricken areas.

In Hungary, the company supported flood victims with a fifteen million HUF donation, and our employees donated 1.5 million HUF.

In Slovakia, we joined a financial fundraising effort initiated by the Slovak Red Cross; our employees contributed an amount of 7,333 EUR (2 million HUF).

In Romania, we helped the flood victims with 3,000 EUR (0.8 million HUF).

MOL Pakistan supplied tents, food items, medicine, etc. valued at 71,200 USD (15 million HUF) to the victims of the disaster.

## Sustainability Data

Short name	Measuring Unit	2008	2009 H1	2009	2010 H1	GRI Code
<b>Economic data*</b>						
Revenues	bn HUF	3,669.5	1,409.0	3,380.8	1,950.2	EC1
Operating cost	bn HUF	2,881.7	1,048.5	2,562.5	1,454.1	EC1
Employee wages and benefits	bn HUF	139.7	70.5	200.8	128.5	EC1
Payments to capital investors	bn HUF	164.2	20.2	31.8	113.0	EC1
Payments to governments	bn HUF	249.3	81.6	197.7	128.0	EC1
Economic value retained	bn HUF	234.5	188.2	388.0	126.0	EC1
Financial assistance received from government	bn HUF	0.4	0.2	0.5	0.5	EC4
<b>Energy Consumption Data**</b>						
Natural Gas	GJ	n.a.	n.a.	16,758,698	8,761,619	EN3
Other hydrocarbon (fuel, gas, etc.)	GJ	n.a.	n.a.	53,823,834	25,003,299	EN3
<b>Total primary energy consumption</b>	<b>GJ</b>	<b>n.a.</b>	<b>n.a.</b>	<b>70,582,532</b>	<b>33,764,918</b>	<b>EN3</b>
Electricity	GJ	n.a.	n.a.	8,228,776	4,112,520	EN4
Other indirect energy (steam, heat, etc.)	GJ	n.a.	n.a.	10,800,605	6,065,284	EN4
<b>Total indirect energy consumption</b>	<b>GJ</b>	<b>n.a.</b>	<b>n.a.</b>	<b>19,029,381</b>	<b>10,177,804</b>	<b>EN4</b>

"n.a." - no data available.

\*Financial data (EC1, EC4) covers total MOL Group 2009 including INA Group d.d. 2009 H2 data

\*\*Energy consumption data (EN3, EN4) covers total MOL Group 2010 H1 without INA d.d. 2010

Short Name	Measuring unit	2008	2009 H1	2009*	2010 H1**	GRI Code
<b>Air</b>						
CO <sub>2</sub> under ETS	tonnes	6,404,233	2,305,952	5,133,819	2,253,965	EN16
CO <sub>2</sub> INA	tonnes	2,270,270	n.a.	2,330,632	968,205	EN16
<b>Water</b>						
Total water withdrawal	m <sup>3</sup>	109,655,433	47,752,336	152,936,700	59,118,359	EN8
<b>Waste</b>						
Hazardous waste	tonnes	98,791	26,672	70,845	30,088	EN22
Non-hazardous waste	tonnes	57,619	26,783	75,232	23,973	EN22
<b>Spills and discharges</b>						
Number of spills	pieces	12	10	21	10	EN23
Volume of spills	m <sup>3</sup>	912.2	103.3	264.7	25.6	EN23
<b>HSE related expenditures</b>						
Remediation expenditures	mn HUF	3,390.94	863.96	2,011.90	548.70	
HSE related penalties	mn HUF	92.23	6.09	14.68	4.20	EN28
Number of environmental non-monetary sanctions	pieces	1	0	0	0	EN28

"n.a." - no data available.

\*Total MOL Group 2009 including INA d.d. 2009 full year data; except CO<sub>2</sub> (EN16), remediation expenditures and HSE related expenditures (EN28)

\*\*Total MOL Group 2010 H1 including INA d.d. except CO<sub>2</sub> under ETS (EN16), volume of spills (EN23) and remediation expenditures.

Short Name	Measuring unit	2008	2009 H1	2009*	2010 H1**	GRI Code
<b>Safety</b>						
Lost Time Injury (LTI)***	pieces	24	13	93	20	LA7
Lost Time Injury Frequency (LTIF)***		0.99	1.04	2.09	1.61	LA7
TROIF (Total Reportable Occupational Illnesses Frequency)		0.0	0.0	0.0	0.0	LA7
Number of fatalities for employees	pieces	0	0	1	1	LA7
Number of fatalities for contractors	pieces	2	1	1	2	LA7
Number of fatalities for 3rd parties	pieces	2	0	1	0	LA7
Number of fires	pieces	14	7	21	7	
Fire damage	mn HUF	49.4	55.0	55.8***	537.5	
Road accident rate (RAR)		n.a.	1.81	1.60	1.09	LA7
<b>Employees**</b>						
Total workforce	ppl	17,339	17,421	34,241	34,673	LA1
Number of part-time employees	ppl	125	109	151	185	LA1
Number of full-time employees	ppl	17,214	17,312	34,090	34,488	LA1
Leavers	ppl	1,133	511	1,304	599	LA2
Employee turnover rate	%	6.6	2.95	3.8	1.7	LA2
<b>Other Social</b>						
Ethical notifications***	pcs	13	n.a.	8	6	
Ethical investigations***	pcs	7	n.a.	6	3	
Ethical misconducts***	pcs	1	n.a.	4	0	
Donations	mn HUF	752.0	n.a.	1,158.2	333.6	EC8
In-kind giving (products and services)	mn HUF	n.a.	n.a.	23.1	29.3	EC8
Corporate volunteering	hours	n.a.	n.a.	3,508	1,493	EC8

"n.a." - no data available.

\*Total MOL Group 2009 including INA d.d. 2009 full year data

\*\*Employee data includes total MOL Group (incl. INA d.d. and its subsidiaries)

\*\*\* Without INA d.d.

## **Glossary**

**COD** = Chemical Oxygen Demand

**CoE** = Code of Ethics

**ENRAC** = Energy Rationalization

**EPMS** = Employee Performance Management System

**ETS** = Emission Trading Scheme

**FTE** = Full-time Equivalent

**HSE** = Health, Safety and Environment

**LTI** = Lost Time Injury Frequency

**LTIF** = Lost Time Injury Frequency

**PSM** = Process Safety Management

**RAR** = Road Accident Rate

**SD** = Sustainable Development

**TROIF** = Reportable Occupational Illness Frequency

**VOC** = Volatile Organic Compound