

MOL Pakistan's Corporate Social Responsibility (CSR) Newsletter Issue No. 5 - September, 2020

This Newsletter provides our colleagues and peers with information about MOL Pakistan's Corporate Social Responsibility (CSR) initiatives across the country. We would like to take this opportunity to share with you some of the wonderful work being done by our Corporate Affairs team, people who are passionate about bringing positive change to our local communities, through the hard work and dedication of the Community Development Department.

MOL Pakistan's engagement with our local communities

Community engagement is all about listening to our local communities, understanding their needs, priorities and ideas, to help foster good relation amongst each other and develop mutually beneficial partnerships that lead to positive change and better standards of living through our CSR initiatives.

One of the ways that MOL Pakistan engages with our local communities, is by working with district administrations to help resolve land disputes between our local communities. As such, we recently help sign memorandums of understanding (MOUs) with our local communities in the villages of Hayatabad and Halala, in the province of Khyber Pakhtunkhwa. Our communities in these villages are grateful to MOL Pakistan for its assistance and support, and look forward to building better understanding amongst each other.



MOL Pakistan's Apprenticeship Program

MOL Pakistan has launched an Apprenticeship Program for **20 young adults** hailing from its areas of operation, particularly from District Hangu, who are technical diploma holders or recently graduated from university, with minimum years of experience.

The Apprenticeship Program provides stipends to youth from our local communities, along with the opportunity to significantly increase their employability in their respective technical and non-technical fields, through hands-on skill-based training.

Purely on merit-based selection, through pre-defined criteria, as per company policy, the Apprenticeship Program will be advertised in local newspapers and is open to qualified applicants.

In appreciation of this newly launched Apprenticeship Program, Mr. Khial Zaman Orakzai, Member National Assembly, (NA-33) Hangu, and the Parliamentary Secretary for the Ministry of Energy, Petroleum Division, said, "I am very happy that MOL Pakistan is providing an opportunity for our local youth. This is indeed the best way to ensure appropriate training, improving the economic situation and creating better opportunities for our people."

Likewise, Mr. Ali Murtaza Abbas, MOL Group Regional Vice President for the Middle East, Africa, and Pakistan, said that, "MOL Group has always ensured the uplift of its communities in areas that it operates in. We are very happy to announce this Apprenticeship Program and hope that it provides further skills to our youth and enables them to secure a better future for themselves. This is an innovative approach being used for the first time by the company and we see it as a continuous effort for the future betterment of the local communities."



"MOL Pakistan's newly launched Apprenticeship Program, focused on our local communities in Hangu District, Khyber Pakhtunkhwa, is a great CSR initiative that speaks to the value we place on people hailing from our local communities. As a responsible corporate citizen, MOL Pakistan is keen to develop a practical on-the-job-training system in which we can maximize the potential of our apprentices and build their capacities to make them job-ready when entering the job-market. With the ability to develop their skills and capabilities through on-the-job training, apprentices will definitely have more of a competitive edge when applying for positions for which they are fully qualified. Thus, with more on-the-job experience, young adults from our local communities can look forward to better employment opportunities in their future."

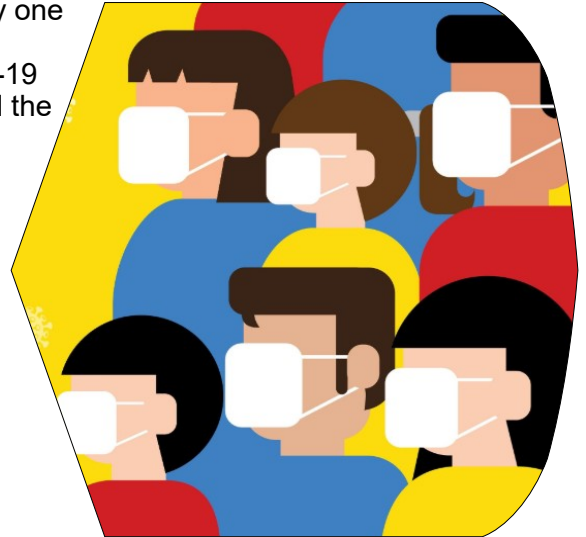
Ms. Adela Miron

Department Head, Human Resources, MOL Pakistan

Unprecedented Times, Unprecedented Unity: Messages from Our Colleagues

As the whole world is faced with the crisis that is COVID-19, every one of us has been affected in some way or another. In spite of the unprecedented situation that we find ourselves in with the COVID-19 pandemic and the devastating effect it has on all countries around the world, MOL Pakistan has undertaken intensive preventive precautionary measures in protecting its most important asset, its people. The health, safety, and well-being of you and your families is MOL Pakistan's top most priority.

MOL Pakistan has responded to the crisis in a resoundingly effective way, the end result would also be to come out of the crisis equally strong. Although the economic crisis will outlive the pandemic, let us continue to support each other in prioritizing our health and wellbeing, understanding changes and adapting in the best way possible to the new circumstances. Together we will get through this difficult time as one team, one nation!



“Indeed, the last few months have remained very challenging due to the pandemic, but we have successfully and efficiently managed our operations. In doing so, people in our company and our local communities have come together to overcome difficulties with sheer dedication and good will thanks to our CSR initiatives. Its worthy to mention, that in such times MOL Pakistan has valued its people more than ever as a socially responsible company.”

Mr. Mohammad Azeem
Department Head, Finance



“MOL Pakistan's CSR efforts are commendable and I am proud to work for a company that is committed to our colleagues and our communities. With our collective efforts, we will overcome the challenges posed by the COVID-19 pandemic, and continue to ensure the health and safety of our colleagues, as well as continue to contribute to the development of our communities, and our nation.”

Ms. Hifza Inam
Assistant SD & HSE Advisor, SD & HSE



“I am very proud to work with our local communities for MOL Pakistan. Through our CSR initiatives, I take great pride in helping improve the standard of living of our local communities living in rural and remote areas of Pakistan. In these areas, where MOL Pakistan operates, we have focused on maintaining good relations with our local communities. This value placed on positive relationships amongst our colleagues and our communities is especially important during the pandemic.”

Mr. Mohammad Naveed Khattak
Senior Community Relations Professional (SCRP),
Corporate Affairs Directorate

MOL Pakistan's Scholarship Program

For students hailing from our areas of operation in the districts of Karak, Kohat, and Hangu, MOL Pakistan launched its scholarship program in 2005 for Intermediate Scholarships and 2007 for Technical Scholarships.

Intermediate Scholarships along with stipends of Rs. 4,000 per month are awarded to students at the Intermediate level (FA/FSc) for a duration of two years per scholarship. To date, **135 students** have been awarded Intermediate Scholarships.

Technical Scholarships along with stipends of Rs. 7,000 to Rs. 10,000 per month are awarded to Students studying engineering and geology/geophysics for a duration of two years per scholarship. To date, **49 students** have been awarded Technical Scholarships.

In Pakistan, the Diploma of Associate Engineer (DAE) is a three year post-secondary program of technical instruction, equivalent to 12th grade high school, in various engineering disciplines. After obtaining an DAE, diploma holders are called associate engineers and can either join their respective fields, or take university admission to obtain a Bachelor of Technology (BTech) or a Bachelor of Engineering (BEng) in their related discipline.

Thanks to a Technical Scholarship provided by MOL Pakistan, Mr. Qudrat Ullah was able to obtain his DAE from the Khyber Institute of Technology (KIT), Peshawar in 2009 and joined MOL Pakistan as a Junior Instrument Technician in 2010.

Hailing from Village Bahadur Khel, District Kohat, Mr. Qudrat Ullah's childhood and youth was spent outdoors in the forests and hills, streams and rivers, valleys and mountains of Khyber Pakhtunkhwa. As he points out, in Urdu, the word for "nature" is *qudrat*, and it is in nature that Mr. Qudrat Ullah feels the most at home.

As a young adult, Mr. Qudrat Ullah was one of the first in his immediate and extended family to obtain a formal education. His father, who worked in Qatar as a professional mason, was very keen for his son to obtain higher education in order to become gainfully employed and improve the family's standard of living. Likewise, Mr. Qudrat Ullah's mother always encouraged him to study, and starting at a young age, instilled the value of education in her children.

However, with the death of his father in 2002, the family endured significant financial hardship and Mr. Qudrat Ullah was left the sole breadwinner of his family. At a young age, while trying his best to obtain an education, Mr. Qudrat Ullah was responsible for his mother and five sisters.



MOL Pakistan's Scholarship Program

All of Mr. Qudrat Ullah's sisters are now happily married and live with their respective families, while his elderly mother lives with him and his family. Mr. Qudrat Ullah and his wife have three children: Muhammad Hubaish, age 9; Muhammad Hubaib, age 7; and Eshal Gul, age 4.

He has the same hopes and dreams for his own children, that his father once had for him. He wishes for them to obtain higher education and have the same educational and professional opportunities he was given as a young adult.

Today, Mr. Qudrat Ullah is a Senior Instrument Technician with MOL Pakistan. He too wishes to continue with higher studies and seeks professional advancement. He greatly values and appreciates his education and employment with MOL Pakistan.



"I am very grateful for the scholarship provided by MOL Pakistan, as without it, I would not have had the education nor employment that I have today. I have seen first hand how obtaining an education improves the standard of living for one person, one family, one community at a time. Education is the key to our great nation's successful development and our advancement as a society."

Mr. Qudrat Ullah
Senior Instrument Technician,
Production Directorate



Dear Colleagues and Peers,
Your valued feedback, input, comments and suggestions about MOL Pakistan's CSR initiatives are very much welcomed and appreciated!

Please send your email to:
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We thank our joint venture partners for supporting MOL Pakistan's corporate social responsibility (CSR) initiatives.

