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## MOL Group Thanks YOU

In these trying times, MOL Group thanks all its employees at the field and home office for their efforts in “keeping the business running”...



### Working under Critical Circumstances

Currently, the whole world is facing an extra ordinary, crisis situation due to the COVID-19 pandemic. This has had a major impact on Pakistan, and as a company, it has added operational challenges to maintain vital energy supplies to the nation. As part of the MOL family, you, as a great team, have always successfully managed multiple challenges in the past. There is no doubt in your strength and spirit; together, we shall be able to handle this situation too, as extra ordinary situations require extra ordinary efforts and as you are all extra ordinary people, the call of the hour is to step up to contribute all that we can.

‘Knowledge is not enough; we must apply. Willing is not enough; we must do’.

Our colleagues at CPF have somewhat more challenges than those who are at home, so we need to support each other, many of us are already doing so. Families of the teams who are at fields might be needing urgent support like groceries medicines etc. The staff at home or working from home may get in touch with colleagues at CPF with respect to their city wise locations and make efforts to be able to help their families if required; but obviously with due consideration of social distancing and movement constraints. This is just one idea to support each other, so please feel free to discuss any other practical suggestions to help each other during this time of crisis.

*(Inspirational note to the Production Team, written by Muhammad Zaheer Alam, Director Production, MOL Pakistan)*



### Women’s Day at MOL Pakistan

MOL Pakistan celebrated International Women’s Day on the 9th of March 2020, by gathering together at the Islamabad Branch Office, to recognize and appreciate the achievements and successes of our female colleagues. The celebration started with the HSE moment and a welcome note by Adela Miron, HR Manager. MOL Pakistan DMD/CFO, Mr. Andras Madi presented his thoughts on Women’s Day. He welcomed everyone to the women empowerment platform and held an informal interaction with all the female colleagues.

With continuing efforts to create a more gender-inclusive workplace, raising awareness of bias and generating equal opportunities for all, inspirational stories were shared by MOL Pakistan’s leading females: Miss. Shanza Baig - Legal Manager, Ms. Natasha Kamal - Chief CORA and Strategic Planning and Miss. Adela Miron - HR Manager. MOL Pakistan’s Female Diversity Ambassador, Rida Altaf along with her colleagues, were live streamed from the field to be part of the session. Miss. Altaf introduced upcoming initiatives for women

empowerment at the company and encouraged everyone to participate and provide constructive feedback on the various ideas.

To further celebrate the auspicious event, a cake cutting ceremony took place after which flowers and gift vouchers were presented to all female colleagues. A fun game called “Passing the parcel – with a difference” was arranged for everyone to participate in where different issues at the workplace were discussed and awareness was raised on how to handle certain situations.

In his message wishing everyone a Happy Women’s Day, Dr. Berislav Gaso, MOL Group Executive Vice President E&P stated “Let us use this opportunity to invite everyone to implement inclusivity in all our processes, from hiring to talent management and people development. My ambition is that all our employees are empowered to generate ideas and bring their full potential to the workplace. Only this way we will thrive in our transformation journey towards a highly resilient and value-creating E&P business.”

### Male-Female Ratio at MOL Pakistan

MOL Pakistan, wholly believes that gender balance is more than a moral imperative, and that diversity, inclusion and equal opportunities for all are the crux of a successful business. The following table provides a department-wise representation of Male - Female ratio for MOL Pakistan employees, as of March 2020. For MOL Group in 2019, the Female-Male ratio is 25%:75% respectively and for MOL Pakistan it stands at 6%:94%. This table will help in putting things into perspective and take us in the direction of achieving our goals of inclusivity.

Department	Female	Male
Accounting & Tax	11%	89%
Administration	9%	91%
Community Development	0%	100%
CORA Directorate	50%	50%
Drilling	0%	100%
E & P COO	50%	50%
Exploration & Business Development	13%	88%
Financial Directorate	0%	100%
Human Resources	17%	83%
IT / IS	6%	94%
Legal	50%	50%
Logistics and Billing Operations	0%	100%
Management Support	33%	67%
MD SECRETARIAT	50%	50%
Planning & Controlling	0%	100%
Procurement	9%	91%
Production	4%	96%
Projects & Facilities Engineering	0%	100%
Regulatory Affairs, JV Relations & Commercial	0%	100%
Reservoir Engineering	9%	91%
SD & HSE	8%	92%
Security	0%	100%
Subsurface Operations & Dev	0%	100%
Treasury	0%	100%
Grand Total	6%	94%