

## MOL Group Golden Barrel Award 2020

MOL Pakistan is proud to announce that two of its projects received 2nd prize in the Golden Barrel Award for the year 2020. Congratulations to all those who were involved in the planning and execution process, the projects that received recognition are as follows:

### MOL Pakistan Operational Excellence Programme

The Operational Excellence (OE) Programme was launched in MOL Pakistan at the end of 2018 with the sponsorship of Group E&P EVP, Group E&P COO and GCFO, with the main objective of arresting the production decline of TAL Block currently producing ~90 kboepd (gross), a significant contributor to MOL Group Upstream portfolio. The programme also focused on optimizing the companies external spending by strengthening efficiency mind-set, and on increasing the employee engagement of our workforce. The programme's aspirations were set by a top down analysis, which identified a potential of USD 110 mn (pre-tax, gross) annualized average incremental Free Cash Flow (FCF) for a 5 years horizon from 2019 to 2023. As part of the bottom-up working, the programme with an intensive routine managed to gather more than 300 initiatives substantiating an annual average FCF of USD 146mn (pre-tax, gross).

In 2019, the OE programme has already delivered outstanding results of FCF USD 187 mn (pre-tax, gross) vs. 2019 original aspiration of USD 25 mn on top of the business plan. MOL Pakistan is keen on continuing the same performance in the upcoming years, and will share their knowledge with other MOL Group subsidiaries. The Programme also encompasses the corporate values of Ownership, Agility and People.

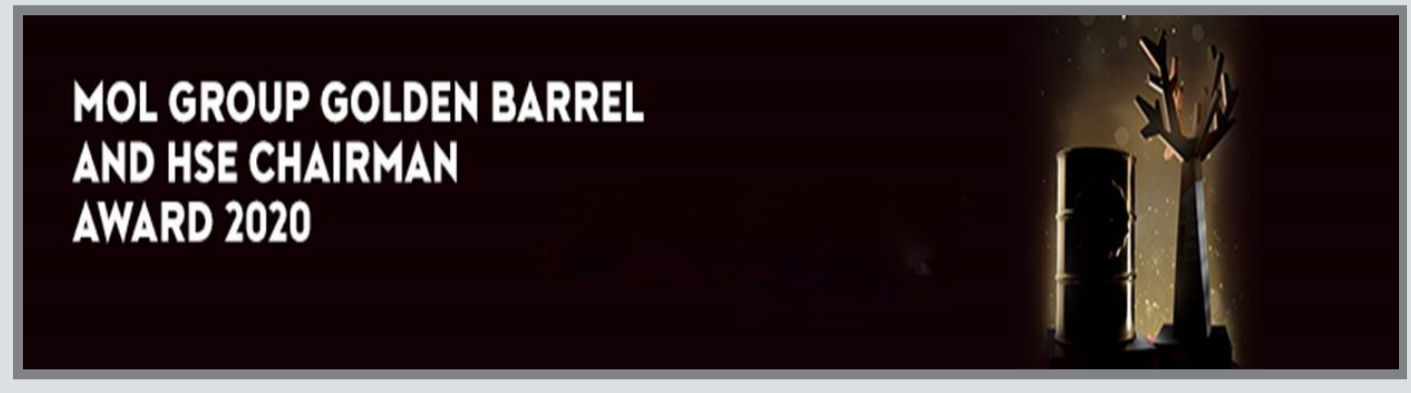
### Women Empowerment through Field Based Day Care Facility at MOL Pakistan

In efforts to improve on People and Culture as well as Female Empowerment, HR along with the Administration Departments' cooperation, and support from the Leadership, initiated a Day Care Facility at the Field for MOL Pakistan's female staff. The Day Care Facility at the Field was established last year with all the necessary arrangements including a care taker.

This initiative helped to address the retention and engagement issue of female employees that was observed in the last few years. A large percentage of female employees at MOL Pakistan, especially female engineers at the field, left their jobs to stay at home and take care of their children as they did not have any alternate, safe and secure facility available for their children.

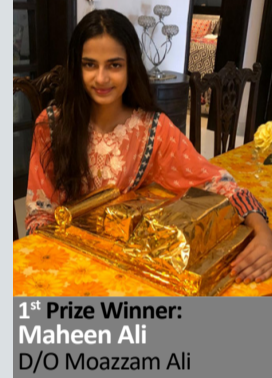
The idea of developing this facility was to create a safe and comfortable environment for both the infants and their mothers, to provide MOL Pakistan's employees with a sense of ownership towards the company with the realization that they are important assets of the company, and are being valued. Furthermore, it emphasizes the fact that the company is willing to facilitate all its employees, in every possible way, and values a culture of openness and collaboration towards mutual growth.

This initiative has helped MOL Pakistan retain around 20% of its field based female employees and all expectant mothers in the organization, by giving them a sense of security for their children without a significant financial burden on their families. It has also allowed the company, as an employer, to boost their 'One' unit philosophy and helped them to step ahead in their journey of becoming the 'Employer of Choice' by setting high benchmarks of Diversity and Inclusion for the other players in the Pakistani market. In their knowledge, MOL Pakistan is the first to implement a field based Day Care facility in the country.



## MOL Pakistan's Kid's Art Competition

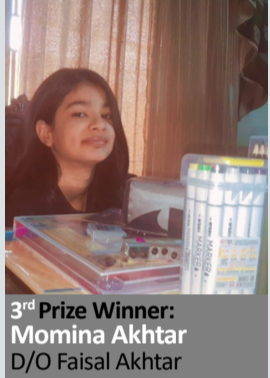
Congratulations to all the children who participated in MOL Pakistan's Kid's Art Competition. The competition received a great response from the MOL Pakistan families and around 56 submissions were made. The judges indeed found it quite difficult to select the best and in the end, the final selections were made and heartiest congratulations to the top three, Maheen Ali d/o Moazzam Ali, Manal Arif d/o Arif Abbas Bangash, and Momina Akhtar d/o Faisal Akhtar, for winning the competition! The topic of the competition was, "What did I learn from the Corona Virus Lockdown?" and the winning submissions are as follows:



1<sup>st</sup> Prize Winner:  
**Maheen Ali**  
D/O Moazzam Ali



2<sup>nd</sup> Prize Winner:  
**Manal Arif**  
D/O Arif Abbas Bangash



3<sup>rd</sup> Prize Winner:  
**Momina Akhtar**  
D/O Faisal Akhtar

## Eid-ul-Adha Celebrations at the Field

The sacrifice of animals on the occasion symbolizes our willingness to give up things that are close to our heart, in order to follow Allah's commands. The slaughtering of the animals was carried out at the CPF, MGP, TPF, VA-3 and Mamikhel-2 compression facilities. This year, in light of the coronavirus pandemic, people were specifically cautious to avoid large gatherings and practised social distancing. Sweets were distributed amongst all the staff and security members and a cake cutting ceremony was held at CPF and TPF but no further entertainment activity was held in respect of the sad demise of Mr. Abdul Shafeeq, Senior Production Foreman (Process). May he be granted the highest rank in paradise and may Allah protect us all in these challenging times.

## Leadership Nuggets

The Leadership Nuggets focus on our organizational values through the eyes of our company leaders. They provide an insight and enable the leaders to reinforce these principles in the company and other useful tools that can facilitate growth and improve the development journey.

- MOL Leadership Principles are clear guidelines for all leaders on MOL's expectations towards them, especially in perspective of Strategy 2030. There will be one Nugget for each Principle coming up. Check out the introductory episode of the principles on: <https://youtu.be/Z2dijO17H2A>
- With some of the OpCos coming back to the office, work location is currently a hot topic. Based on the learnings of the pandemic, Goran Pavlovic, Operative Director of Industrial Services at INA is sharing his thoughts on Office or flexi office: Interview is available on: <https://youtu.be/YoUK94TK6bw>
- With the upcoming kick-off of Mentoring in MOL Pakistan, the interview on Mentoring, with Haskó Tünde, General Counsellor of MOL Hungary, can be very useful to all of us to learn from her experience and how to benefit the most from it, both as mentors and mentees. Check it out on: <https://www.youtube.com/watch?v=QzSk8iQWos>
- Thomas Quigley, Group E&P Chief Operating Officer, shared his views with us on "Why recognition is important." Check out the video on: <https://youtu.be/xclSwQtvWu0>



## Pakistan Independence Day Celebrations

In August, Independence Day celebrations take place everywhere and the staff at the field showed immense enthusiasm ensuring complete compliance of COVID-19 SOPs. The celebrations commenced with a flag hoisting ceremony, at 8 am, with the available staff assembled outside the auditorium in a spirit of pride and patriotism, to sing the National Anthem. Following all safety protocols, the celebrations were, indeed, different to that of the previous years. An armed FC Guard presented the National Salute to the National Flag of Pakistan in a graceful march past. A cake cutting ceremony was held at CPF and TPF and a smaller activity comprising a quiz and national songs were played at the CPF Auditorium, where everyone enjoyed their slice of the Azaadi cake. May God bless Pakistan! Pakistan Zindabad!



## MOL Pakistan staff on their EID Celebrations:

Eid Ul Adha is our Islamic festival that we have been celebrating for centuries. This year's Eid is very different from the previous years, as we all know the whole world is being impacted due to Covid-19, so I had to celebrate our Islamic festival while taking extra care of myself and those around me. Eid Ul-Adha, traditionally begins in the morning with the Eid prayer. The major part of this Eid is the Qurbani (which means sacrifice), after which the meat was then distributed to the poor and the needy. After doing all this, I, along with my family, made BBQ and prepared different dishes and played indoor board and e-Games. Yes, this was not like a regular Eid day but we made this Eid memorable and special in its own way.

**Mr. Saqib Hussain**  
Assistant Security Officer, Security Department

Eid Ul Azha, not only gives us an opportunity to sacrifice in the name of Allah, but deep inside it gives us a lesson to sacrifice our personal wishes and to help others around us.

Because of the pandemic, the responsibility of completing all the religious obligations while ensuring safe practices to protect myself and my family was a bit new. I, along with my family, ensured to follow the recommend guidelines and avoided social gatherings. However, we were committed to help others more than ever, as the economic recession has hit the masses severely. Few of the sacrifices were donated for those in need as well.

This Eid was different, no handshakes, no hugs to the loved ones but with more love and care. May Allah help us overcome the situation and resume our normal life.

**Mr. Muhammad Omer Saeed**  
Head Crude/Condensate & LPG Logistics/Billing Operations, Billing & Logistic

This year, Eid was different due to the global pandemic issue. After offering Eid prayer and performing Qurbani, we distributed the meat among the poor people. Usually, Eid is a time for Muslims to meet, pray and celebrate with family and friends, but due to coronavirus we stayed at home. We wished Eid to everyone on telephone, WhatsApp and other electronic gadgets, instead of visiting our friends, relatives and colleagues in person. I along with my family did a BBQ at home due to restrictions at public places. Although this Eid was very different from the previous ones but I still enjoyed a lot with my family.

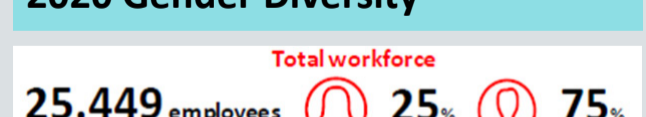
**Mr. Mobeen Ur Rehman**  
Head Security, Security Department

Eid-ul-Azha is the Eid of sacrifice and this not only includes the sacrifice of animals but it also helps us understand the sacrifices done by our Prophets. Eid-ul-Azha 2020 was somehow different from all other Eid festivals. The coronavirus pandemic took praying in congregation and enjoying bar-b-que with loved ones off the table. I believe that being quarantined at home does have its drawbacks but it is a time where we can be more self-reflective. I spent my Eid with my immediate family members while being at home so that the protection of my family wasn't neglected. This Eid was filled with love and happiness for me as well as for my family but I also missed my colleagues who are my MOL Family.

**Mr. Dawood Akhtar**  
Senior Administration Expert, Administration Department



## 2020 Gender Diversity



MOL needs to bring in female talent on all levels of the organization which further contributes to becoming a more innovative and diverse company.

In the 2nd half of the year, MOL plans to continue quarterly Women Leadership Network events virtually, organize D&I Days and develop digital learning content on unconscious bias to ensure that the gender topic is kept high on MOL's agenda.

Major highlights:

- ~500 FTE decrease on Group level, mainly driven by INA and OTI restructuring
- No significant change in MOL Group's European Roundtable for Industry Gender commitments:
  - Continuously increase share of women by 2020.
  - Min 40% of female talents hired via graduate programs.
  - Increase share of women in management to 26% by 2020 and to 30% by 2022.
- Female ratio in GPRM scope decreased by 4 pp, while women's share increased among top talents.
- The female ratio in GPRM succession planning decreased by 10 pp. By initiatives such as WoMentoring and Women Leadership Network, we are strongly committed towards developing and nurturing our female talent to become future leaders of MOL Group. These can be utilized even more to become more attractive to female talent and to achieve our European Roundtable for Industry Gender commitments.
- In terms of Recruitment Gender Ambitions, during H1 we managed to keep the female ratio of hires high, similar to 2019 – 35% of all hires are women. This is a crucial achievement which needs to be retained by continuously keeping in mind unconscious biases and by ensuring at least one female candidate interviewee and at least one women participant as interviewer in each hiring process.