

SUSTAINABILITY PERFORMANCE DATA (GRI G4)

Definitions of the indicators used below can be found on our website

INDICATOR	NOTE	UNIT	2013	2014	2015	CHANGE 2014-2015 (%)	GRI G4 CODE
Climate Change							
Greenhouse Gas Emissions							
Carbon Dioxide (CO₂)	1.2	mnt	6.19	5.79	6.11	6	G4-EN15
Carbon Dioxide based on equity share approach (CO ₂) ⁽¹⁾	1.2	mnt	5.66	5.16	5.68	10	G4-EN15
Carbon Dioxide (CO ₂) under ETS ⁽²⁾	1.2	mnt	5.42	5.12	5.61	10	G4-EN15
Methane (CH ₄)	1.2	t	2,057	690	354	(49)	G4-EN15
Total Direct GHG (scope-1)	1.2	mnt CO₂ eq	6.23	5.81	6.15	6	G4-EN15
Total Indirect GHG (scope-2)	1.2	mnt CO₂ eq	1.47	1.24	1.27	3	G4-EN16
Total GHG emission of Upstream (Scope-1 + Scope-2)	1.2	mnt CO ₂ eq	0.95	0.92	0.71	(22)	G4-EN15. G4-EN16
Total GHG emission of Refining (Scope-1 + Scope-2)	1.2	mnt CO ₂ eq	5.11	5.56	4.65	(16)	G4-EN15. G4-EN16
Total Indirect GHG from product use, business trips and crude oil supply (Scope-3)	1.2	mnt CO₂ eq	59.03	55.70	58.03	4	G4-EN16
CO ₂ emission from flaring in Upstream activities	1.2	mnt CO ₂ eq	0.05	0.07	0.06	(5)	G4-EN21
Energy Consumption							
Natural Gas	1.2	GJ	24,313,457	21,024,637	17,917,957	(15)	G4-EN3
Other hydrocarbon (fuel, gas, etc.)	1.2	GJ	65,639,326	59,089,080	67,374,322	14	G4-EN3
Total primary energy consumption	1.2	GJ	89,952,783	80,113,717	85,292,279	6	G4-EN3
Electricity	1.2	GJ	9,849,031	9,084,171	9,562,509	5	G4-EN3
Other indirect energy (steam, heat, etc.)	1.2	GJ	9,035,525	8,168,338	8,322,541	2	G4-EN3
Total indirect energy consumption	1.2	GJ	18,884,557	17,252,509	17,885,050	4	G4-EN3
Total energy consumption of Upstream (direct + indirect)	1.2	GJ	9,083,351	7,826,090	8,579,143	10	G4-EN3
Total energy consumption of Refining (direct + indirect)	1.2	GJ	67,149,450	59,017,293	62,246,256	5	G4-EN3
Total energy consumption	1.2	GJ	108,837,340	97,366,226	103,177,328	6	G4-EN3
Environment							
Air Emissions							
Sulphur Dioxide (SO ₂)	2.1	t	5,776	5,368	6,146	14	G4-EN21
Nitrogen Oxides (NO _x)	2.1	t	6,057	4,715	5,175	10	G4-EN21
Volatile Organic Compounds (VOC)	2.1	t	5,643	5,251	7,950	51	G4-EN21
Carbon Monoxide (CO)	2.1	t	4,248	2,275	2,309	2	G4-EN21
Particulate Matter (PM)	2.1	t	552	367	353	(4)	G4-EN21

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Water							
Total Water Withdrawal	2.2	th m ³	94,518	94,130	84,657	(10)	G4-EN8
Total Water Discharge	2.2	th m ³	100,700	103,795	94,002	(9)	G4-EN22
Total Petroleum Hydrocarbons (TPH)	2.2	t	63	95	38	(60)	G4-EN22
Chemical Oxygen Demand (COD)	2.2	t	1,712	1,647	1,514	(8)	G4-EN22
Biological Oxygen Demand (BOD)	2.2	t	417	471	307	(35)	G4-EN22
Solid Substances (SS)	2.2	t	609	873	765	(12)	G4-EN22
Waste							
Hazardous Waste	2.3	t	60,528	80,866	92,720	15	G4-EN23
Non-hazardous Waste	2.3	t	185,528	170,970	183,686	7	G4-EN23
Waste Disposed / Landfilled	2.3	t	86,574	102,413	94,197	(8)	G4-EN23
Waste Reused / Recycled / Recovered	2.3	t	159,482	149,423	182,461	22	G4-EN23
Reused/recycled ratio	2.3	%	64,8	59,3	66,0	11	
Spills and Discharges⁽³⁾							
Number of Spills (→1m ³)	2.3		18	5	6	20	G4-EN24
Volume of Spills (HC content)	2.3	m ³	133	194	17	(91)	G4-EN24
Other							
HSE-related Penalties	2.5	mn HUF	341	18	21	15	G4-EN29
HSE investments ⁽⁴⁾		mn HUF	6,114	12,550	15,518	24	G4-EN31
HSE operating costs		mn HUF	14,776	12,477	14,159	13	G4-EN31
Spending on waste (operating cost)		mn HUF	2,604	2,371	2,048	(14)	G4-EN31
Spending on emissions (operating cost)		mn HUF	1,620	1,030	1,270	23	G4-EN31
Spending on remediation (investment + operating cost)		mn HUF	2,727	1,919	2,057	7	G4-EN31
Spending on environmental management and prevention (operating cost) ⁽⁴⁾		mn HUF	619	296	454	54	G4-EN31
ISO 14001 certifications in proportion to revenue		%	68	66	66	0	

'n.a.' indicates where no data is available

Data was calculated according to GRI definitions.

(1) GHG emissions according to the share of equity in the operation. Upstream Joint Ventures (INA offshore, Egypt, Angola, UK offshore, KRI) are excluded. The following Joint Ventures are included: TVK Powerplant Ltd, Duna Steam Boiler Ltd, and Slovnaft Power Plant.

(2) CEMPS and TVK Power Plant are not included as they are non-operated entities, irrespective of financial consolidation.

(3) Spills excluding spills from road accidents from 2014 onwards

(4) Total MOL Group without INA group in 2013

Sustainability Performance Data (GRI G4)

INDICATOR	NOTE	UNIT	2013	2014	2015	CHANGE 2014-2015 (%)	GRI G4 CODE
Health and Safety							
Safety Indicators							
Lost Time Injury (LTI) - employees	3.1		82	66	79	20	G4-LA6
Lost Time Injury (LTI) - contractors	3.1		18	39	21	(0.46)	G4-LA6
Lost Time Injury Frequency (LTIF) - employees	3.1		1.50	1.02	1.29	27	G4-LA6
Lost Time Injury Frequency (LTIF) - contractors ⁽¹⁾	3.1		0.50	0.92	0.60	(35)	G4-LA6
Total Recordable Injury Rate (TRIR) ⁽²⁾	3.1		1.8	1.50	1.44	(4)	G4-LA6
Total Recordable Occupational Illnesses Frequency (TROIF)	3.1		0	0	0	-	G4-LA6
Lost day rate (LDR)	3.1	%	0.23	0.20	0.16	(18)	G4-LA6
Absentee Rate (AR)	3.1	%	3.07	2.83	3.17	12	G4-LA6
Number of fatalities – employees	3.1		0	0	1	100	G4-LA6
Number of fatalities – contractors - onsite	3.1		0	1	4	300	G4-LA6
Number of fatalities – contractors - offsite	3.1		2	4	1	(75)	G4-LA6
Number of fatalities – 3 rd parties	3.1		1	2	3	50	G4-LA6
Process safety events (Tier1+Tier2)	3.3		45	33	41	24	OG13
Human Capital							
Employees							
Total workforce	4.2	no of persons	28,769	27,499	25,959	(6)	G4-10
Number of part-time employees	4.2	no of persons	263	282	380	35	G4-10
Number of full-time employees	4.2	no of persons	28,506	27,217	25,579	(6)	G4-10
Leavers	4.2	no of persons	1,932	2,383	3,229	36	G4-10
Number of new hires	4.2	no of persons	2,068	1,764	3,142	78	G4-LA1
Employee turnover rate	4.2	%	6.7	8.7	12.4	44	G4-LA1
Employees represented by trade unions	4.4	%	96.0	94.4	94.9	1	G4-11
Employees covered by collective bargaining agreement	4.4	%	90.1	88.7	91.5	3	G4-11
Diversity							
Proportion of women in total workforce	4.2	%	21.9	21.4	22.0	3	G4-LA12
Proportion of women in non-managerial positions	4.2	%	22.0	21.5	21.9	2	G4-LA12
Proportion of women in managerial positions	4.2	%	20.4	19.4	23.8	23	G4-LA12
Trainings							
Average hours of training per employee	4.3	hours	22	24	34	42	G4-LA9
Average training cost per employee	4.3	th HUF	57	76	114	51	G4-LA9
Total training cost	4.3	mn HUF	1,652	2,089	2,970	42	

INDICATOR	NOTE	UNIT	2013	2014	2015	CHANGE 2014-2015 (%)	GRI G4 CODE
Communities							
Social Indicators							
Donations	5.2	mn HUF	6,618	3,005	1,898	(37)	G4-EC7
In-kind giving (products and services)	5.2	mn HUF	138	96	34	(64)	G4-EC7
Corporate volunteering	5.2	hours	4,032	6,291	6,085	(3)	G4-EC7

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Data was calculated according to GRI definitions.

(1) First reported in 2013. Single service companies of MOL Group are considered in LTIF-employees indicator.

In part due to this reason contractor LTIF is significantly lower."

(2) Including own staff, filling station staff and contractors.

INDICATOR	NOTE	UNIT	2013	2014	2015	CHANGE 2014-2015 (%)	GRI G4 CODE
Economic Sustainability							
Economic Data⁽¹⁾							
Revenues		bn HUF	5,506	4,929	4,209	(15)	G4-EC1
Financial assistance received from government		bn HUF	1.5	1.2	1.7	42	G4-EC4
Operating costs		bn HUF	4,558	4,095	3,193	(22)	G4-EC1
Company cash		bn HUF	947	834	1,017	22	G4-EC1
Employee wages and benefits		bn HUF	260	260	267	3	G4-EC1
Capital investors		bn HUF	121	175	141	(19)	G4-EC1
Payments to governments		bn HUF	170	161	116	(27)	G4-EC1
Economic value retained		bn HUF	397	238	492	107	G4-EC1
Research & Development spendings		mn HUF	2,114	1,592	2,904	82	
Research & Development spending on renewables in downstream		mn HUF	657	268	232	(14)	
Customer Satisfaction⁽²⁾							
Wholesale customer satisfaction (MOL)		%	85	86	90	5	G4-PR5
Ethics							
Ethical notifications	6.2	cases	81	88	90	2	G4-58
Ethical investigations	6.2	cases	45	61	58	(5)	G4-58
Ethical misconduct ⁽³⁾	6.2	cases	26	16	25	56	G4-58
Total investigations performed by Corporate Security	6.2	cases	1,437	877	1,241	42	G4-SO5
Total number of misconduct revealed by Corporate Security	6.2	cases	526	427	562	32	G4-SO5

n.a.' indicates where no data is available

Data was calculated according to GRI definitions.

(1) Data is calculated according to GRI definition, see in details on MOL's website

(2) Customer satisfaction measurement varies by business. The aggregate figure is a simple average drawn from surveys done on Wholesale Fuel customers (fewer clients buying large quantities) and Fuel Card customers (more clients buying smaller quantities). Further details can be found on our website.

(3) The investigations started in 2014 and closed in 2015 revealed additional 6 misconducts resulting in a total 22 misconducts for 2014.