

MOL Group Environmental and Social Report 2016  
**GRI Guidelines and U.N. Global Compact Comparison Charts**

In producing "Safety, Environmental and Social Report 2016", we try to convey MOL Group CSR initiatives in an easy-to-understand manner. For this purpose, the chart below shows the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines, the principles of the U.N. Global Compact, which we joined in March 2005, and our relevant activities.

Section	Indicator	Relevant GCI0 Principles	Related pages	External Assurance
<b>GENERAL STANDARD DISCLOSURES</b>				
<b>Strategy and Analysis</b>				
G4-1	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	-	2-4 Top Management Commitment	
G4-2	a. Provide a description of key impacts, risks, and opportunities.	-	2-4 15 18 20 21 22 27-30 33 AR 67-68 Top Management Commitment Safe Operation Initiatives on Safe Operation During Cargo Transport② Yamal LNG Project Environmental Initiatives Ocean Shipping's Impact on the Environment Addressing Environmental Issues with Advanced Technologies Human Resources Development Risk Management	
<b>Organizational Profile</b>				
G4-3	a. Report the name of the organization.	-	Back cover Corporate Profile	
G4-4	a. Report the primary brands, products, and services.	-	Back cover 5-6 Corporate Profile MOL Group's Business Summary	
G4-5	a. Report the location of the organization's headquarters.	-	Back cover Corporate Profile	
G4-6	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	-	Back cover AR 112 Corporate Profile Worldwide Offices	
G4-7	a. Report the nature of ownership and legal form.	-	Back cover Corporate Profile	
G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	-	5-6 MOL Group's Business Summary	
G4-9	a. Report the scale of the organization, including: - Total number of employees - Total number of operations - Net sales (for private sector organizations) or net revenues (for public sector organizations) - Total capitalization broken down in terms of debt and equity (for private sector organizations) - Quantity of products or services provided	-	Back cover Corporate Profile	
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Rule 6	44 Employees	
G4-11	a. Report the percentage of total employees covered by collective bargaining agreements.	Rule 1,3	-	
G4-12	a. Describe the organization's supply chain.	-	5-6 15-20 MOL Group's Business Summary Safe Operation	
G4-13	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: - Changes in the location of, or changes in, operations, including facility openings, closings, and expansions - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) - Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	-	-	
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	Rule 7	2-4 7-10 21-30 Top Management Commitment MOL Group's Management and CSR Initiatives The Environment	
G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	-	2-4 7-8 27-30 Top Management Commitment MOL Group's Management and CSR Initiatives Addressing Environmental Issues with Advanced Technologies	
G4-16	a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: - Holds a position on the governance body - Participates in projects or committees - Provides substantive funding beyond routine membership dues - Views membership as strategic	-	- The United Nations Global Compact Japan Business Federation Japan Association of Corporate Executives Seamen's Employment Center of Japan Mitsui Interbusiness Research Institute The Japanese Shipowners' Association World Shipping Council (WSC) Society of International Gas Tanker & Terminal Operators (SIGTTO) Society of Gas as a Marine Fuel (SGMF) Clean Cargo Working Group (CCWG) INTERTANKO INTERCARGO	
<b>Identified Material Aspects and Boundaries</b>				
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	-	AR 110-111 The MOL Group	
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	-	1 8 22 Editorial Policy Objectives and Organizational Structure of CSR Initiatives Key Environmental Issues	
G4-19	a. List all the material Aspects identified in the process for defining report content.	-	11-12 23-26 CSR Activities Results (FY2015) and Targets (FY2016) Environmental Activities Results (FY2015) and Targets (FY2016)	

G4-20	a. For each material Aspect, report the Aspect Boundary within the organization, as follows: - Report whether the Aspect is material within the organization - If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: - The list of entities or groups of entities included in G4-17 for which the Aspect is not material or - The list of entities or groups of entities included in G4-17 for which the Aspects is material - Report any Specific limitation regarding the Aspect Boundary within the organization	-	-	-	
G4-21	a. For each material Aspect, report the Aspect Boundary outside the organization, as follows: - Report whether the Aspect is material outside of the organization - If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified - Report any specific limitation regarding the Aspect Boundary outside the	-	-	-	
G4-22	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	-			
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	-	-		Not Applicable
<b>Stakeholder Engagement</b>					
G4-24	a. Provide a list of stakeholder groups engaged by the organization.	-	31 WEB WEB	Environmental Dialogue Identifying Key Issues Dialogue with Stakeholders	
G4-25	a. Report the Basis for identification and selection of stakeholders with whom to engage.	-	31 WEB WEB	Environmental Dialogue Identifying Key Issues Dialogue with Stakeholders	
G4-26	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	-	-	-	
G4-27	a. Report the key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Stakeholder groups that raised each of the key topics and concerns.	-	11-12 23-26	CSR Activities Results (FY2015) and Targets (FY2016) Environmental Activities Results (FY2015) and Targets (FY2016)	
<b>Report Profile</b>					
G4-28	a. Reporting period (such as fiscal or calendar year) for information provided.	-	1	Editorial Policy	
G4-29	a. Date of most recent previous report (if any).	-	1	Editorial Policy	
G4-30	a. Reporting cycle (such as annual, biennial).	-	1	Editorial Policy	
G4-31	a. Provide the contact point for questions regarding the report or its contents.	-	Back cover	For Inquiries	
G4-32	a. Report the 'In accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured.		This table	a. Not complying. This table provides contents applicable to general standard disclosures. b. GRI Guidelines	
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	-	43	Third-party Verification of CO2 Emission Data	
<b>Governance</b>					
G4-34	a. Report the governance structure of the organization, including committees of the highest governance body. Committees responsible for decision-making on economic, environmental and social impacts.	-	8 9 9 16 22 AR 60-63	Objectives and Organizational Structure of CSR Initiatives Corporate Governance Compliance Structure Safety Operation Management Structure Organizational Structure for Environmental Initiatives Corporate Governance	
G4-35	a. Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	-	8 9 9 16 22 AR 60-63	Objectives and Organizational Structure of CSR Initiatives Corporate Governance Compliance Structure Safety Operation Management Structure Organizational Structure for Environmental Initiatives Corporate Governance	
G4-36	a. Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	-	AR 60-63	Corporate Governance	
G4-37	a. Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	-	-	-	
G4-38	a. Report the composition of the highest governance body and its committees by: - Executive or non-executive - Independence - Tenure on the governance body - Number of each individual's other significant positions and commitments, and the nature of the commitments - Gender - Membership of under-represented social groups - Competences relating to economic, environmental and social impacts - Stakeholder representation	-	-	-	
G4-39	a. Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	-	AR 60-63	Corporate Governance	
G4-40	a. Report the Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: - Whether and how diversity is considered - Whether and how independence is considered - Whether and how expertise and experience relating to economic, environmental and social topics are considered - Whether and how stakeholders (including shareholders) are involved	-	-	-	
G4-41	a. Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: - Cross-board membership - Cross-shareholding with suppliers and other stakeholders - Existence of controlling shareholder - Related party disclosures	-	-	-	

G4-42	a. Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	-	-	-	
G4-43	a. Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	-	-	-	
G4-44	a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.	-	AR 62	Compensation for Independent Public Accountants	
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	-	8	Objectives and Organizational Structure of CSR Initiatives	
G4-46	a. Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	-	-	-	
G4-47	a. Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	-	-	-	
G4-48	a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	-	8	Objectives and Organizational Structure of CSR Initiatives	
G4-49	a. Report the process for communicating critical concerns to the highest governance body	-	9	Compliance Structure	
G4-50	a. Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	-	-	-	
G4-51	a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: - Fixed pay and variable pay: - Performance-based pay - Equity-based pay - Bonuses - Deferred or vested shares - Sign-on bonuses or recruitment incentive payments - Termination payments - Clawbacks - Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	-	-	-	
G4-52	a. Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	-	AR 62	Compensation for Independent Public Accountants	
G4-53	a. Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	-	-	-	
G4-54	a. Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-	-	-	
G4-55	a. Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-	-	-	
<b>Ethics and Integrity</b>					
G4-56	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	-	7-8	MOL Group's Management and CSR Initiatives	
G4-57	a. Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	-	9 10	Compliance Structure Compliance Advisory Service Desks	
G4-58	a. Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	-	9 10	Compliance Structure Compliance Advisory Service Desks	

Section	Indicator	Relevant GC10 Principles	Related pages	External Assurance
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## SPECIFIC STANDARD DISCLOSURES

### ECONOMIC

DMA	Management Approach	-	7-12 21-32	MOL Group's Management and CSR Initiatives Environmental Initiatives	
<b>Economic Performance</b>					
EC1	Direct economic value generated and distributed	-	-	-	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Rule 7	3 18 21-30	Top Management Commitment Initiatives on Safe Operation During Cargo Transport① Environmental Initiatives	
EC3	Coverage of the organization's defined benefit plan obligations	-	-	-	
EC4	Financial assistance received from government	-	-	-	
<b>Market Presence</b>					
EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Rule 1	-	-	
EC6	Proportion of senior management hired from the local community at significant locations of operation	Rule 6	-	-	
<b>Indirect Economic Impacts</b>					
EC7	Development and impact of infrastructure investments and services supported	-	37-38 41-42	MOL to Establish Maritime Academy in Philippines MOL Group's Social Contribution Activities: Connecting with the World	
EC8	Significant indirect economic impacts, including the extent of impacts	-	-	-	
<b>ENVIRONMENTAL</b>					
EC9	Proportion of spending on local suppliers at significant locations of operation	-	-	-	

### ENVIRONMENTAL

DMA	Management Approach	-	13-14 21-32	Making Effective Use of ICT(IoT/Big Data) Environmental Initiatives	
<b>Materials</b>					
EN1	Materials used by weight or volume	-	43	MOL Group's Environmental Data	
EN2	Percentage of materials used that are recycled input materials	Rule 8, 9	-	-	
<b>Energy</b>					
EN3	Energy consumption within the organization	Rule 8	43	MOL Group's Environmental Data	
EN4	Energy consumption outside of the organization	Rule 8, 9	-	-	
EN5	Energy intensity	Rule 8, 9	43	MOL Group's Environmental Data	
EN6	Reduction of energy consumption	Rule 8, 9	43	MOL Group's Environmental Data	
EN7	Reductions in energy requirements of products and services	Rule 8, 9	13-14 23-26 27-30 43	Making Effective Use of ICT(IoT/Big Data) Environmental Activities Results (FY2015) and Targets (FY2016) Addressing Environmental Issues with Advanced Technologies MOL Group's Environmental Data	
<b>Water</b>					
EN8	Total water withdrawal by source	Rule 8	43	MOL Group's Environmental Data	
EN9	Water sources significantly affected by withdrawal of water	Rule 8	-	-	
EN10	Percentage and total volume of water recycled and reused	Rule 8, 9	-	-	
<b>Biodiversity</b>					
EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Rule 8	-	-	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Rule 8	29	Contributing to Conservation of Biodiversity	
EN13	Habitats protected or restored	Rule 8	-	-	
EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Rule 8	-	-	
<b>Emissions</b>					
EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Rule 8	43	MOL Group's Environmental Data	○
EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Rule 8	43	MOL Group's Environmental Data	○
EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Rule 8	43	MOL Group's Environmental Data	○
EN18	Greenhouse gas (GHG) emissions intensity	Rule 7, 8, 9	24	Environmental Activities Results (FY2015) and Targets (FY2016)	
EN19	Reduction of greenhouse gas (GHG) emissions	Rule 7, 8, 9	24	Environmental Activities Results (FY2015) and Targets (FY2016)	
EN20	Emissions of ozone-depleting substances (ODS)	Rule 8	-	-	
EN21	NOx, SOx, and other significant air emissions	Rule 8	27-30 43	Addressing Environmental Issues with Advanced Technologies MOL Group's Environmental Data	

Effluents and Waste					
EN22	Total water discharge by quality and destination	Rule 8	-	-	
EN23	Total weight of waste by type and disposal method	Rule 8	43	MOL Group's Environmental Data	
EN24	Total number and volume of significant spills	Rule 8	-	-	
EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention <sup>2</sup> Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Rule 8	-	-	
EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	Rule 8	29	Contributing to Conservation of Biodiversity	
Products and Services					
EN27	Extent of impact mitigation of environmental impacts of products and services	Rule 7, 8, 9	23-26 27-30	Environmental Activities Results (FY2015) and Targets (FY2016) Addressing Environmental Issues with Advanced Technologies	
EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Rule 8, 9	43	MOL Group's Environmental Data	
Compliance					
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Rule 8	-	-	
Transport					
EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Rule 8	-	-	
Overall					
EN31	Total environmental protection expenditures and investments by type	Rule 7, 8, 9	23-26	Environmental Activities Results (FY2015) and Targets (FY2016)	
Supplier Environmental Assessment					
EN32	Percentage of new suppliers that were screened using environmental criteria	Rule 7, 8, 9	-	-	
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Rule 7, 8, 9	30	Safe, Environment-friendly Ship Recycling	
Environmental Grievance Mechanisms					
EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Rule 8	-	-	
SOCIAL: LABOR PRACTICES AND DECENT WORK					
DMA	Management Approach	-	33-36	Human Resources Development	
Employment					
LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Rule 6	44	MOL Human Resource Data	
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Rule 6	33-36 44	Human Resources Development MOL Human Resource Data	
LA3	Return to work and retention rates after parental leave, by gender	Rule 6	-	-	
Labor/Management Relations					
LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Rule 3	-	-	
Occupational Health and Safety					
LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Rule 1	-	-	
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of workrelated fatalities, by region and by gender	Rule 1	16 44	Key Performance Indicators (KPIs) MOL Human Resource Data	
LA7	Workers with high incidence or high risk of diseases related to their occupation	Rule 1	44	MOL Human Resource Data	
LA8	Health and safety topics covered in formal agreements with trade unions	Rule 1	-	-	
Training and Education					
LA9	Average hours of training per year per employee by gender, and by employee category	-	44	MOL Human Resource Data	
LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	-	20 33-35 37-38	Human Resources Development Human Resources Development MOL to Establish maritime Academy in Philippines	
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	-	-	-	
Diversity and Equal Opportunity					
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Rule 1, 6	44	MOL Human Resource Data	
Equal Remuneration for Women and Men					
LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Rule 1, 6	-	-	
Supplier Assessment for Labor Practices					
LA14	Percentage of new suppliers that were screened using labor practices criteria	Rule 1, 6	-	-	
LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Rule 1, 6	30	Safe, Environment-friendly Ship Recycling	
Labor Practices Grievance Mechanisms					
LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Rule 1, 6	-	-	

**SOCIAL:HUMAN RIGHTS**

DMA	Management Approach	-	8 10	Participating in the UN Global Compact Initiatives on Human Rights	
<b>Investment</b>					
HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Rule 1, 2, 3, 4, 5, 6	-	-	
HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Rule 1, 2, 3, 4, 5, 6	10	Initiatives on Human Rights	
<b>Non-discrimination</b>					
HR3	Total number of incidents of discrimination and corrective actions taken	Rule 1, 2, 6	-	-	
<b>Freedom of Association and Collective Bargaining</b>					
HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Rule 1, 2, 3	8 10	Participating in the UN Global Compact Initiatives on Human Rights	
<b>Child Labor</b>					
HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Rule 1, 2, 5	8 10	Participating in the UN Global Compact Initiatives on Human Rights	
<b>Forced or Compulsory Labor</b>					
HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor	Rule 1, 2, 6	8 10	Participating in the UN Global Compact Initiatives on Human Rights	
<b>Security Practices</b>					
HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Rule 1, 2	-	-	
<b>Indigenous Rights</b>					
HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Rule 1, 2	-	-	
<b>Assessment</b>					
HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Rule 1, 2	-	-	
<b>Supplier Human Rights Assessment</b>					
HR10	Percentage of new suppliers that were screened using human rights criteria	Rule 1, 2	-	-	
HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Rule 1, 2	-	-	
<b>Human Rights Grievance Mechanisms</b>					
HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Rule 1, 2	-	-	

**SOCIAL:SOCIAL**

DMA	Management Approach	-	9-10	MOL Group's Management and CSR Initiatives	
<b>Local Communities</b>					
S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	-	-	-	
S02	Operations with significant actual or potential negative impacts on local communities	-	-	-	
<b>Anti-corruption</b>					
S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Rule 10	-	-	
S04	Communication and training on anti-corruption policies and procedures	Rule 10	8 9-10	Participating in the UN Global Compact Thoroughness of Compliance	
S05	Confirmed incidents of corruption and actions taken	Rule 10	-	-	
<b>Public Policy</b>					
S06	Total value of political contributions by country and recipient/beneficiary	Rule 10	-	-	
<b>Anti-competitive Behavior</b>					
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	-	9-10	Thoroughness of Compliance	

<b>Compliance</b>					
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	-	-	-	
<b>Supplier Assessment for Impacts on Society</b>					
S09	Percentage of new suppliers that were screened using criteria for impacts on society	-	-	-	
S010	Significant actual and potential negative impacts on society in the supply chain and actions taken	-	-	-	
<b>Grievance Mechanisms for Impacts on Society</b>					
S011	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	-	-	-	

**SOCIAL:PRODUCT RESPONSIBILITY**

DMA	Management Approach	-	13-14 15-20	Making Effective Use of ICT (IoT/Big Data) Safe Operation	
<b>Customer Health and Safety</b>					
PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Rule 1	15-20	Safe Operation	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Rule 1	-	-	
<b>Product and Service Labeling</b>					
PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Rule 8	-	-	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Rule 8	-	-	
PR5	Results of surveys measuring customer satisfaction	-	-	-	
<b>Marketing Communications</b>					
PR6	Sale of banned or disputed products	-	-	-	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	-	-	-	
<b>Customer Privacy</b>					
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Rule 1	-	-	
<b>Compliance</b>					
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	-	-	-	