



**TVK Plc.**

MEMBER OF THE MOL GROUP

Tiszaújváros, 28<sup>th</sup> of January 2014

### **The opinion of the TVK Workers Council regarding MOL's Voluntary Public Tender Offer**

Tisza Chemical Group Public Limited Company hereby informs its shareholders and capital market participants that, the TVK Workers Council made the following comment on the Voluntary Public Tender Offer published by MOL Plc. on 13 January 2015,

#### **" The general opinion:**

Workers Council of TVK Plc. took note of the information that MOL Plc. wishes to purchase all shares currently not owned by MOL Plc.

#### **Specific opinion:**

Workers Council of TVK Plc. is not surprised by the purchase offer, given the fact that MOL Plc. already has a 94.86% shareholding ratio, and an equivalent number voting rights at TVK Plc.

The recently implemented reorganisation of the operations of the company and the new business strategy have demonstrated that the event was likely to happen. We appreciate that the tender document as shows enshrined in the future of the petrochemical business and confidence in the company.

It is important for us that the offer is not expected to have any impact on employment, given the fact that currently the employees of the company are working on a significant tight schedule, and a similar level of requirements will need to be met in the future as well.

Given that TVK Plc. is located in Tiszaújváros, and given the fact that it plays a strategic role in the region in terms of employment, both in the city itself, and the neighbouring towns, it is extremely important for us that MOL is committed to the implementation of the current strategic development goals (butadiene, synthetic rubber factory) and other business opportunities in order to strengthen the position and the competitive advantage of TVK.

Given that employees of TVK Plc. have a strong attachment to the company, it is very important that the cultural and social achievements as well as the values that have been built over several decades are maintained and retained, as this will strengthen employees' loyalty to the company.

Workers Council of TVK Plc. is interested in continuing the convergence and harmonization of the workers' income to the level of the parent company (MOL Plc)."