

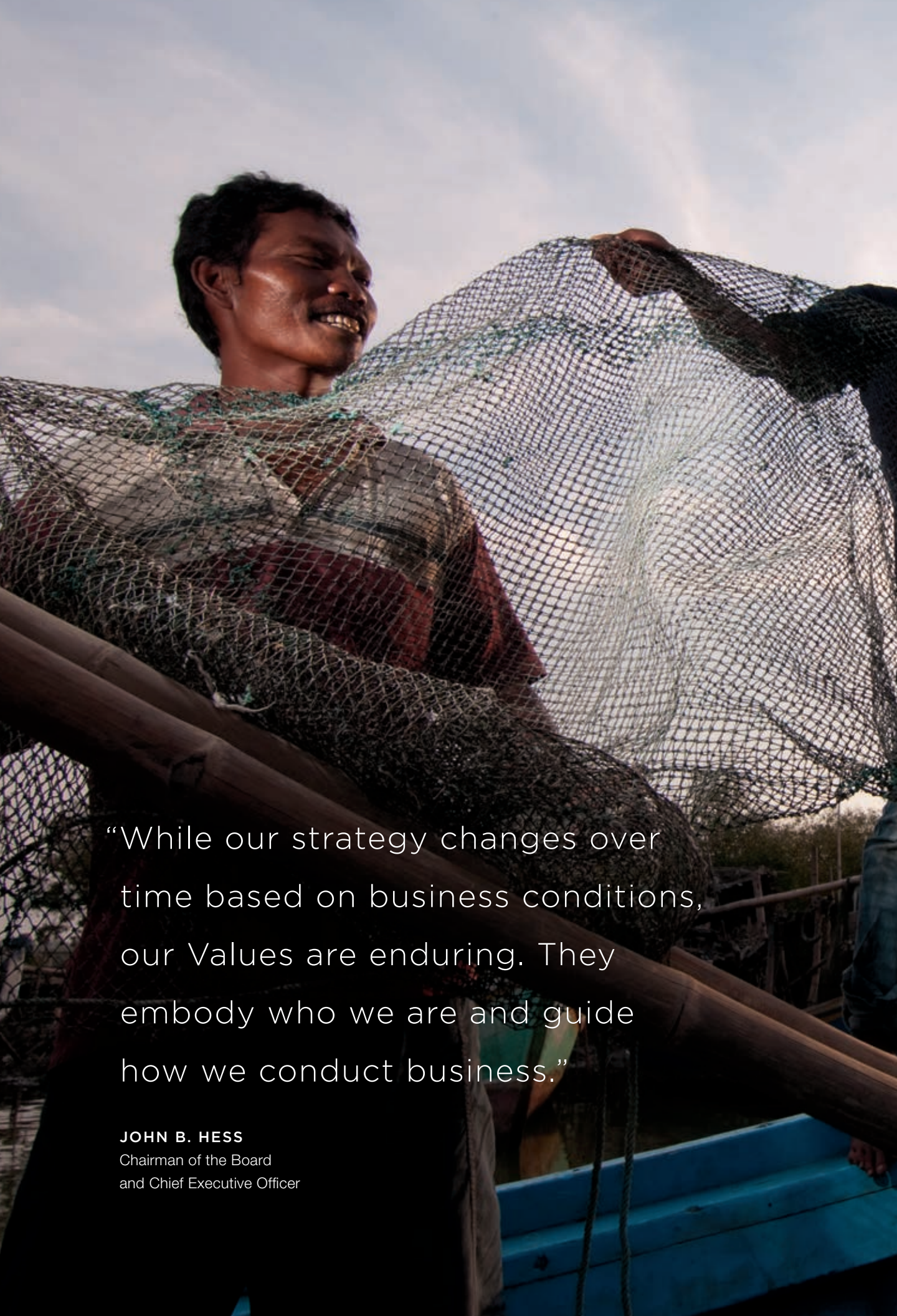


ENERGY ON THE MOVE

# CORPORATE VALUES





A photograph of a smiling fisherman on a boat, holding a large, white fishing net. The fisherman is wearing a red and black patterned shirt. The net is draped over the side of the boat, and the background shows a cloudy sky and some greenery. The text is overlaid on the lower half of the image.

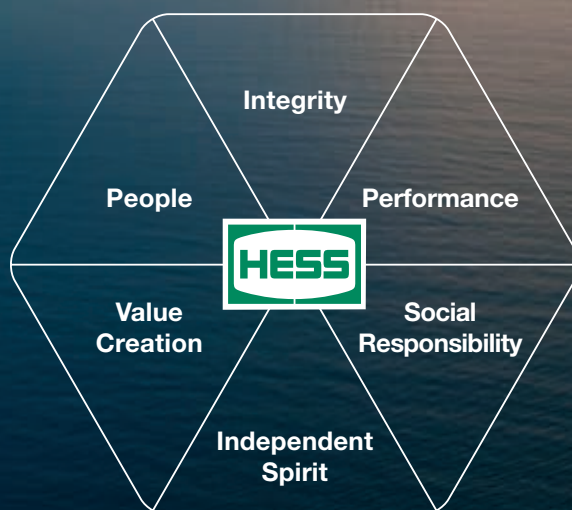
“While our strategy changes over time based on business conditions, our Values are enduring. They embody who we are and guide how we conduct business.”

**JOHN B. HESS**

Chairman of the Board  
and Chief Executive Officer







The Values presented in this booklet reinforce a commitment to traditional Hess strengths and underscore our aspiration to further instill qualities that can help us become a great company.

Every Hess employee, regardless of geography, business or job title, is expected to make a personal commitment to living these Values.





## | INTEGRITY

We are committed to the highest level of integrity in all our relationships.

## | PEOPLE

We are committed to attracting, retaining and energizing the best people by investing in their professional development and providing them with challenging and rewarding opportunities for personal growth.

## | PERFORMANCE

We are committed to a culture of performance that demands and rewards outstanding results throughout our business.

## | VALUE CREATION

We are committed to creating shareholder value based on sustained financial performance and long-term profitable growth.

## | SOCIAL RESPONSIBILITY

We are committed to meeting the highest standards of corporate citizenship by protecting the health and safety of our employees, safeguarding the environment and creating a long-lasting, positive impact on the communities where we do business.

## | INDEPENDENT SPIRIT

We are committed to preserving the special qualities and unique personality that have made us a successful independent enterprise.



Retail Store, East Coast United States

# INTEGRITY

We are committed to the highest level of integrity in all our relationships.

We will always be guided by the highest standards of ethical business conduct and by the simple principle: Do the right thing. Our business is built on long-lasting relationships, founded on trust. Our handshake is our

bond; we stand behind our promises. We treat our employees, customers and partners with fairness, honesty and respect, just as we would want them to treat us.





Refinery, United States

# PEOPLE

We are committed to attracting, retaining and energizing the very best people by investing in their professional development and providing them with challenging and rewarding opportunities for personal growth.

We strive to attract, motivate and reward highly talented people who embrace their work with pride and passion. We inspire their dedication and best efforts by investing in their personal development and rewarding their accomplishments. We are

committed to diversity and value each individual's opinions. We are committed to frequent and open communication of information and ideas.



Offshore Drilling

# PERFORMANCE

We are committed to a culture of performance that both demands and rewards outstanding results throughout our business.

Our goal is a culture that values individual initiatives, entrepreneurial decision-making, teamwork and a passion for excellence that produces outstanding results.

We intend to be an industry leader wherever we compete. We are committed to operational excellence, product quality and customer service. Our people are empowered to exercise their initiative and are accountable for their results. We embrace change and encourage innovation, and seek continuous improvement by learning from our experiences.





Production Platform, Southeast Asia

# VALUE CREATION

We are committed to creating shareholder value based on sustained financial performance and long-term growth.

Our business decisions are guided by the priorities of building long-term value and rigorous financial discipline. We focus on opportunities where we can establish competitive advantage, deliver outstanding results and create significant value. We are committed

to creating and managing a portfolio of assets that will deliver strong, sustainable financial performance and long-term growth.



Education Initiative, West Africa

# SOCIAL RESPONSIBILITY

We are committed to meeting the highest standards of corporate citizenship by protecting the health and safety of our employees, by safeguarding the environment and by creating a long-lasting, positive impact on the communities where we do business.

As a company, we feel a strong sense of social responsibility. We are committed to ensuring the health and safety of our employees and all who are affected by our business operations. We are committed to protecting the environment. We are committed, as

a company and as individuals, to obeying the laws, respecting the cultures and having a positive impact on the lives of the people in the communities where we do business.





Onshore Production, United States

# INDEPENDENT SPIRIT

We are committed to preserving the special qualities and unique personality that have made us a successful, independent enterprise.

We must continue to live our legacy as an independent – to build upon those attributes that have distinguished and enabled our company to compete successfully.

We must take prudent risks and seize exciting opportunities with speed and agility. We must always remember the importance of personal relationships,

and strive to be the company of choice for our employees, customers, partners and investors.

Above all, we must continue to be a company that cares – about its people, about its impact, about its reputation and about always doing the right thing.



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