

## HESS' ANTI-BRIBERY AND ANTI-CORRUPTION GUIDING PRINCIPLES

Hess is committed to operating with the highest level of integrity. All Hess colleagues must adhere to the following Anti-Bribery and Anti-Corruption Guiding Principles:

1. Business activities must be conducted with integrity and in accordance with Hess Values.
2. Bribery or corruption will not be tolerated, whether in the public or private sector.
3. Facilitation payments are prohibited.
4. Anti-corruption laws prohibit improper payments and require maintenance of accurate books and records for all transactions.
5. If there are any inconsistencies between Hess policies and anti-corruption laws or regulations, the more restrictive standards apply.
6. Hess can be held responsible for the acts of third parties associated with or acting on its behalf.
7. Certain interactions with Government Officials must be pre-approved.
8. Compliance due diligence must be conducted on certain third parties prior to entering into engagements with them.
9. Anti-corruption laws provide severe criminal and civil penalties for violations committed by both companies and individual employees.
10. Concerns about potentially improper activity, doubts or questions must be raised to managers, the Legal Department or Global Compliance.