

CSR Management

The Cosmo Oil Group has adopted the Management Vision of “Harmony & Symbiosis” and “Creating Future Value,” and is promoting CSR management to achieve a sustainable society and help protect the global environment.

The Cosmo Oil Group’s CSR Management

Operating on the dual axes of establishing a stable revenue base and promoting CSR management, the Company is implementing CSR management with the help of all employees.

Cosmo Oil Group Management Vision

In striving for harmony and symbiosis between our planet, humankind, and society, we aim for sustainable growth towards a future of limitless possibilities.

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| <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Harmony and Symbiosis</div> <ul style="list-style-type: none"> ■ Harmony and Symbiosis with the Global Environment ■ Harmony and Symbiosis between Energy and Society ■ Harmony and Symbiosis between Companies and Society | <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Creating Future Value</div> <ul style="list-style-type: none"> ■ Creating the Value of “Customer First” ■ Creating Value from the Diverse Ideas of the Individual ■ Creating Value by Expressing Collective Wisdom |
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Cosmo Oil Group Code of Conduct

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| <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Chapter 1: Live up to customer expectations concerning reliability and satisfaction</div> <ol style="list-style-type: none"> 1. We strive to deliver stable energy supplies 2. We develop and provide products and services that customers can rely on | <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Chapter 3: We value people</div> <ol style="list-style-type: none"> 1. We respect each individual 2. We work to create bright workplaces where employees can work comfortably | <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Chapter 5: We value communications with society</div> <ol style="list-style-type: none"> 1. We work for the development of the community 2. We strive to keep people informed |
| <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Chapter 2: We aspire to become a safe, accident-free company</div> <ol style="list-style-type: none"> 1. We strive rigorously to prevent accidents and industrial injuries 2. We handle accidents and disasters responsibly should they happen 3. We work to improve safety education | <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Chapter 4: We take care of the global environment</div> <ol style="list-style-type: none"> 1. We do what we can to preserve the global environment 2. We act after fully considering the global environment | <div style="background-color: #0070C0; color: white; padding: 5px; text-align: center; font-weight: bold;">Chapter 6: We strive to maintain our position as an honest company</div> <ol style="list-style-type: none"> 1. We engage in sensible activities as members of society 2. We treat company property with care 3. We are honest in our transactions 4. We handle information properly |

Detailed information on the Cosmo Oil Group Code of Conduct can be found at the following Web page:
[web http://www.cosmo-oil.co.jp/eng/company/guideline.html](http://www.cosmo-oil.co.jp/eng/company/guideline.html)

15 ● Cosmo Oil Group Sustainability Report 2008

Basic Stance

In alignment with its Management Vision of Harmony & Symbiosis and Creating Future Value, the Cosmo Oil Group strives to achieve harmony and symbiosis between our planet, humankind, and society, and is working to achieve sustainable growth into a future of limitless possibilities. We know that a stable revenue base must go hand in hand with CSR management if we are to achieve perpetual growth and realize our role in creating a sustainable global environment for the future.

To give concrete shape to our Management Vision, we have developed the CSR Management Goal Vision and the Three Pillars of CSR Management, as well as formulated the Three-Year Consolidated Medium-Term CSR Plan. Furthermore, we are practicing CSR management with the help of employees throughout the Group.



Cosmo Oil Group companies promoting the Consolidated Medium-Term CSR Management Plan (24 companies)

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| Cosmo Oil Co., Ltd. | Hokuto Kogyo Co., Ltd. | Kansai Cosmo Logistics Co., Ltd. | Qatar Petroleum Development Co., Ltd. (Japan) |
| Cosmo Engineering Co., Ltd. | Cosmo Business Support Co., Ltd. | Sakaide Cosmo Kosan Co., Ltd. | Cosmo Oil (U.K.) Plc. |
| Cosmo Petroleum Gas Co., Ltd. | Cosmo Kaiun Co., Ltd. | Cosmo Computer Center Co., Ltd. | Cosmo Oil of U.S.A., Inc. |
| Cosmo Oil Lubricants Co., Ltd. | Cosmo Delivery Service Co., Ltd. | Cosmo Research Institute Co., Ltd. | Cosmo Oil International Pte., Ltd. |
| Cosmo Trade & Service Co., Ltd. | Cosmo Petro Service Co., Ltd. | Abu Dhabi Oil Co., Ltd. (Japan) | Cosmo Oil Sales Co., Ltd. |
| Cosmo Matsuyama Oil Co., Ltd. | Cosmo Techno Yokkaichi Co., Ltd. | Cosmo Energy Exploration & Development Co., Ltd. | Mikawa CSN Co., Ltd. |