

# GRI Content Index

The Cosmo Oil Group has prepared this report using the GRI Sustainability Reporting Guidelines 2006. We self-declare it to GRI Application Level B+ to clearly indicate to its readers the extent to which elements of the GRI Guidelines framework were applied in preparing this report.

KPMG AZSA Sustainability Co., Ltd. provides assurance on the self-declared application level as well as the performance indicators disclosed in this report.

GRI Guidelines are a set of guidelines developed by the Global Reporting Initiative, an international non-profit organization working in close collaboration with the United Nations Environment Programme. It provides a framework for reporting on an organization's economic, environmental and social performance.



This report is aligned with the GRI Sustainability Reporting Guidelines 2006 at an application level of B+.

Report Application Level	C	C+	B	B+	A	A+	
Standard Disclosures	<b>G3 Profile Disclosures</b> OUTPUT	Report on: 1.1 2.1-2.10 3.1-3.8, 3.10-3.12 4.1-4.4, 4.14-4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5-4.13, 4.16-4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	<b>G3 Management Approach Disclosures</b> OUTPUT	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach disclosed for each Indicator Category	
	<b>G3 Performance Indicators &amp; Sector Supplement Performance Indicators</b> OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: social, economic, and environment.		Report on a minimum of 20 Performance Indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.		Respond on each core G3 and Sector Supplement indicator with due regard to the materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

## GRI Guidelines 2006

No.	Indicator	Page
<b>1. Strategy and Analysis</b>		
1.1	Statement from the most senior decisionmaker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	P5
1.2	Description of key impacts, risks, and opportunities.	P17-20
<b>2. Organizational Profile</b>		
2.1	Name of the organization.	P2
2.2	Primary brands, products, and/or services.	P3-4
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	P3-4
2.4	Location of organization's headquarters.	P2
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	P3-4
2.6	Nature of ownership and legal form.	P3-4 P4 ► web (Annual Report)
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	P4 ► web (Annual Report)
2.8	Scale of the reporting organization, including: Number of employees; 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); and Quantity of products or services provided	P2, P44 P2 ► web (Fact Book)
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: The location of, or changes in operations, including facility openings, closings, and expansions; and Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	P2
2.10	Awards received in the reporting period.	P31, P38, P42

No.	Indicator	Page
<b>3. Report Parameters</b>		
<b>Report Profile</b>		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	P1
3.2	Date of most recent previous report (if any).	P1
3.3	Reporting cycle (annual, biennial, etc.)	P1
3.4	Contact point for questions regarding the report or its contents.	P1
<b>Report Scope and Boundary</b>		
3.5	Process for defining report content, including: -Determining materiality; -Prioritizing topics within the report; and -Identifying stakeholders the organization expects to use the report.	P1
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	P1
3.7	State any specific limitations on the scope or boundary of the report.	P1, P3-4, P15, P25-32, P34, P43-45
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	P1-4
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	P27-28
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/ periods, nature of business, measurement methods).	P29-30, P34
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	P2
<b>GRI Content Index</b>		
3.12	Table identifying the location of the Standard Disclosures in the report.	P49-50
<b>Assurance</b>		
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	P48

No.	Indicator	Page
<b>4. Governance, Commitments, and Engagement</b>		
<b>Governance</b>		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	P17
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	P17 P17 ► web (The CSR Management section of the Annual Report)
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	P17 P17 ► web (The CSR Management section of the Annual Report)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	P45 P42 ► web (The General Meeting of Shareholders, the shareholders report C's MAIL)
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	P17 P17 ► web (The CSR Management section of the Annual Report)
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	P17 P17 ► web (The CSR Management section of the Annual Report)
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	P17 ► web (The CSR Management section of the Annual Report)
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	P15-16, P17-18, P19-20
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	P17 ► web (The CSR Management section of the Annual Report)
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	P17 P17 ► web (The CSR Management section of the Annual Report)
<b>Commitments to External Initiatives</b>		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	P25-32 P43 ► web (The United Nations Global Compact)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	P33, P43-44
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: Has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; or Views membership as strategic.	P4 ► web (Industry associations and advocacy organizations with membership)
<b>Stakeholder Engagement</b>		
4.14	List of stakeholder groups engaged by the organization.	P39
4.15	Basis for identification and selection of stakeholders with whom to engage.	P39
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	P1, P39-47
4.17	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.	P10, P39-45
<b>5. Management Approach and Performance Indicators</b>		
<b>Economic</b>		
	Management Approach	P19
<b>Economic Performance Indicators</b>		
Aspect: Economic Performance		
EC1. CORE	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	P2 P39 ► web (CSR Accounting (Value added generated and its distributions to stakeholders))
<b>Environmental</b>		
	Management Approach	P25-26
<b>Environmental Performance Indicators</b>		
Aspect: Materials		
EN1. CORE	Materials used by weight or volume.	P27-28

No.	Indicator	Page
Aspect: Energy		
EN3. CORE	Direct energy consumption by primary energy source.	P27-28
EN4. CORE	Indirect energy consumption by primary source.	P27-28
EN6. ADD	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	P27-30
EN7. ADD	Initiatives to reduce indirect energy consumption and reductions achieved.	P29
Aspect: Water		
EN8. CORE	Total water withdrawal by source.	P27-28
Aspect: Emissions, Effluents, and Waste		
EN16. CORE	Total direct and indirect greenhouse gas emissions by weight.	P27-28, P29-30
EN17. CORE	Other relevant indirect greenhouse gas emissions by weight.	P27-28
EN18. ADD	Initiatives to reduce greenhouse gas emissions and reductions achieved.	P29-30
EN20. CORE	NO, SO, and other significant air emissions by type and weight.	P27-28
EN21. CORE	Total water discharge by quality and destination.	P27-28
EN22. CORE	Total weight of waste by type and disposal method.	P27-28, P31
Aspect: Products and Services		
EN26. CORE	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	P29-34
Aspect : Transport		
EN29. ADD	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	P27-28, P29-30
Aspect: Overall		
EN30. ADD	Total environmental protection expenditures and investments by type.	P34
<b>Labor Practices and Decent Work</b>		
	Management Approach	P43
<b>Labor Practices and Decent Work Performance Indicators</b>		
Aspect: Labor/Management Relations		
LA4. CORE	Percentage of employees covered by collective bargaining agreements.	P44
Aspect: Occupational Health and Safety		
LA9. CORE	Health and safety topics covered in formal agreements with trade unions.	P45
Aspect: Training and Education		
<b>Human Rights</b>		
	Management Approach	P43, P45
<b>Human Rights Performance Indicators</b>		
Aspect: Investment and Procurement Practices		
Aspect: Freedom of Association and Collective Bargaining		
HR5. CORE	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	P43 ► web (The United Nations Global Compact)
Aspect: Child Labor		
HR6. CORE	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	P43 ► web (The United Nations Global Compact)
Aspect: Forced and Compulsory Labor		
HR7. CORE	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	P43 ► web (The United Nations Global Compact)
<b>Society</b>		
	Management Approach	P18
<b>Society Performance Indicators</b>		
Aspect: Corruption		
SO2. CORE	Percentage and total number of business units analyzed for risks related to corruption.	P17
<b>Product Responsibility</b>		
	Management Approach	P40-41
<b>Product Responsibility Performance Indicators</b>		
Aspect: Product and Service Labeling		
PR5. ADD	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	P40