

Cosmo Oil Group CSR Management

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

At the Cosmo Oil Group, each individual employee takes the initiative in implementing CSR management to realize the Group’s Management Vision. In October 2008, Cosmo Oil thoroughly revised the Cosmo Oil Group Code of Conduct, a fundamental element in its CSR management, and then took steps to familiarize it among employees.

Cosmo Oil Group Management Vision

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

Harmony and Symbiosis

- Harmony and Symbiosis with the Global Environment
- Harmony and Symbiosis between Energy and Society
- Harmony and Symbiosis between Companies and Society

Creating Future Value

- Creating the Value of “Customer First”
- Creating Value from the Diverse Ideas of the Individual
- Creating Value by Expressing Collective Wisdom

Cosmo Oil Group Code of Conduct

Chapter 1 Live up to customer expectations concerning reliability and satisfaction

- 1 We strive to deliver stable energy supplies
- 2 We develop and provide products and services that customers can rely on

Chapter 2 We aspire to become a safe, accident-free company

- 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

Chapter 3 We value people

- 1 We respect each individual
- 2 We work to create bright workplaces where employees can work comfortably

Chapter 4 We take care of the global environment

- 1 We do what we can to preserve the global environment
- 2 We act after fully considering the global environment

Chapter 5 We value communications with society

- 1 We work for the development of the community
- 2 We strive to keep people informed

Chapter 6 We strive to maintain our position as an honest company

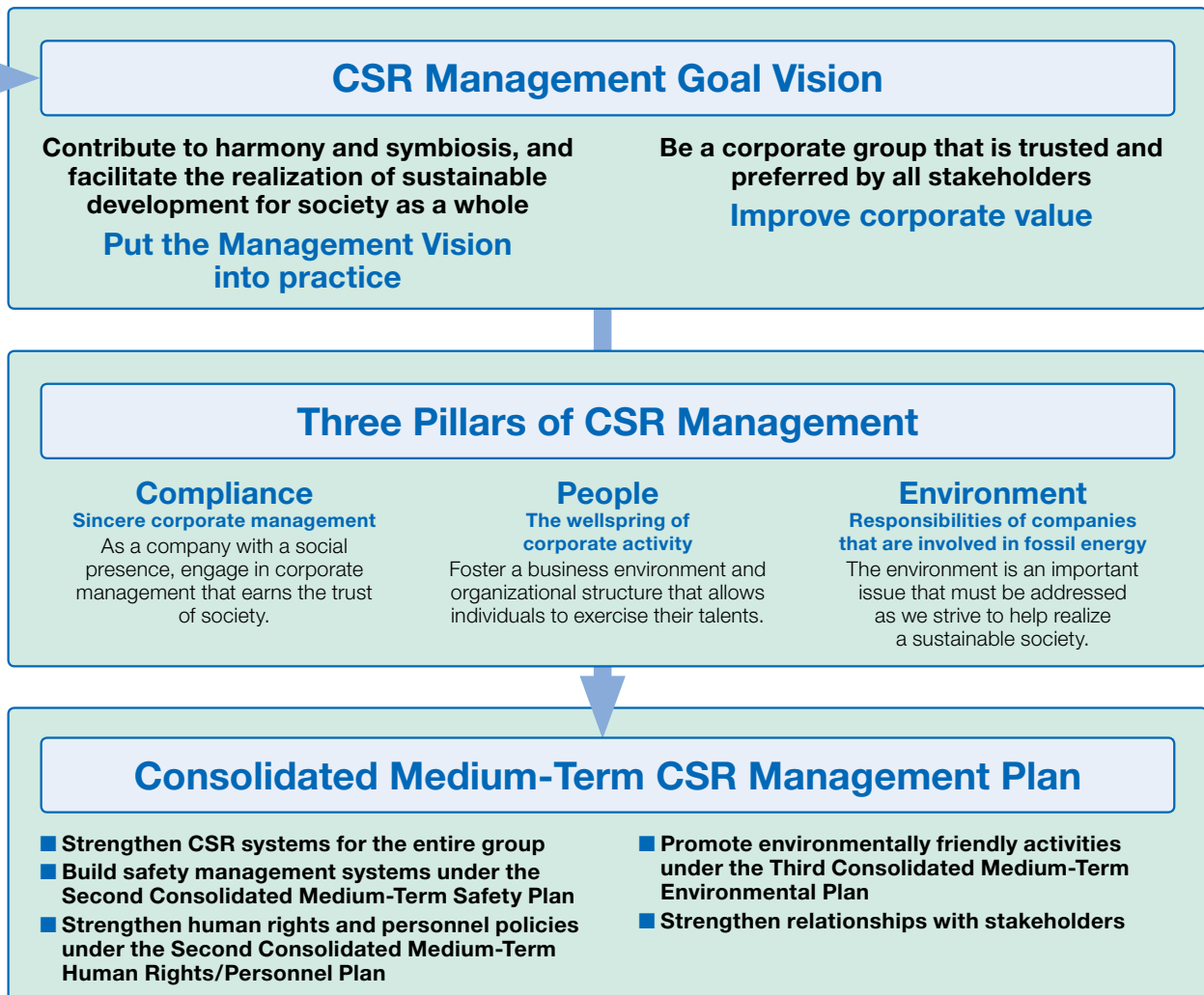
- 1 We engage in sensible activities as members of society
- 2 We treat company property with care
- 3 We are honest in our transactions
- 4 We handle information properly

 Detailed information: Cosmo Oil Group Code of Conduct
<http://www.cosmo-oil.co.jp/eng/company/guideline.html>

Basic Stance

In alignment with its Management Vision of Harmony and 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 Management 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 (23 companies)

Cosmo Oil Co., Ltd.
Cosmo Engineering Co., Ltd.
Cosmo Petroleum Gas Co., Ltd.
Cosmo Oil Lubricants Co., Ltd.
Cosmo Trade & Service Co., Ltd.
Cosmo Matsuyama Oil Co., Ltd.
Hokuto Kogyo Co., Ltd.

Cosmo Business Support Co., Ltd.
Cosmo Kaiun Co., Ltd.
Cosmo Delivery Service Co., Ltd.
Cosmo Petro Service Co., Ltd.
Cosmo Techno Yokkaichi Co., Ltd.
Kansai Cosmo Logistics Co., Ltd.
Sakaide Cosmo Kosan Co., Ltd.

Cosmo Computer Center Co., Ltd.
Cosmo Research Institute
Abu Dhabi Oil Co., Ltd. (Japan)
Cosmo Energy Exploration & Development Ltd.
Qatar Petroleum Development Co., Ltd. (Japan)

Cosmo Oil (U.K.) Plc.
Cosmo Oil of U.S.A., Inc.
Cosmo Oil International Pte., Ltd.
Cosmo Oil Sales Corp.