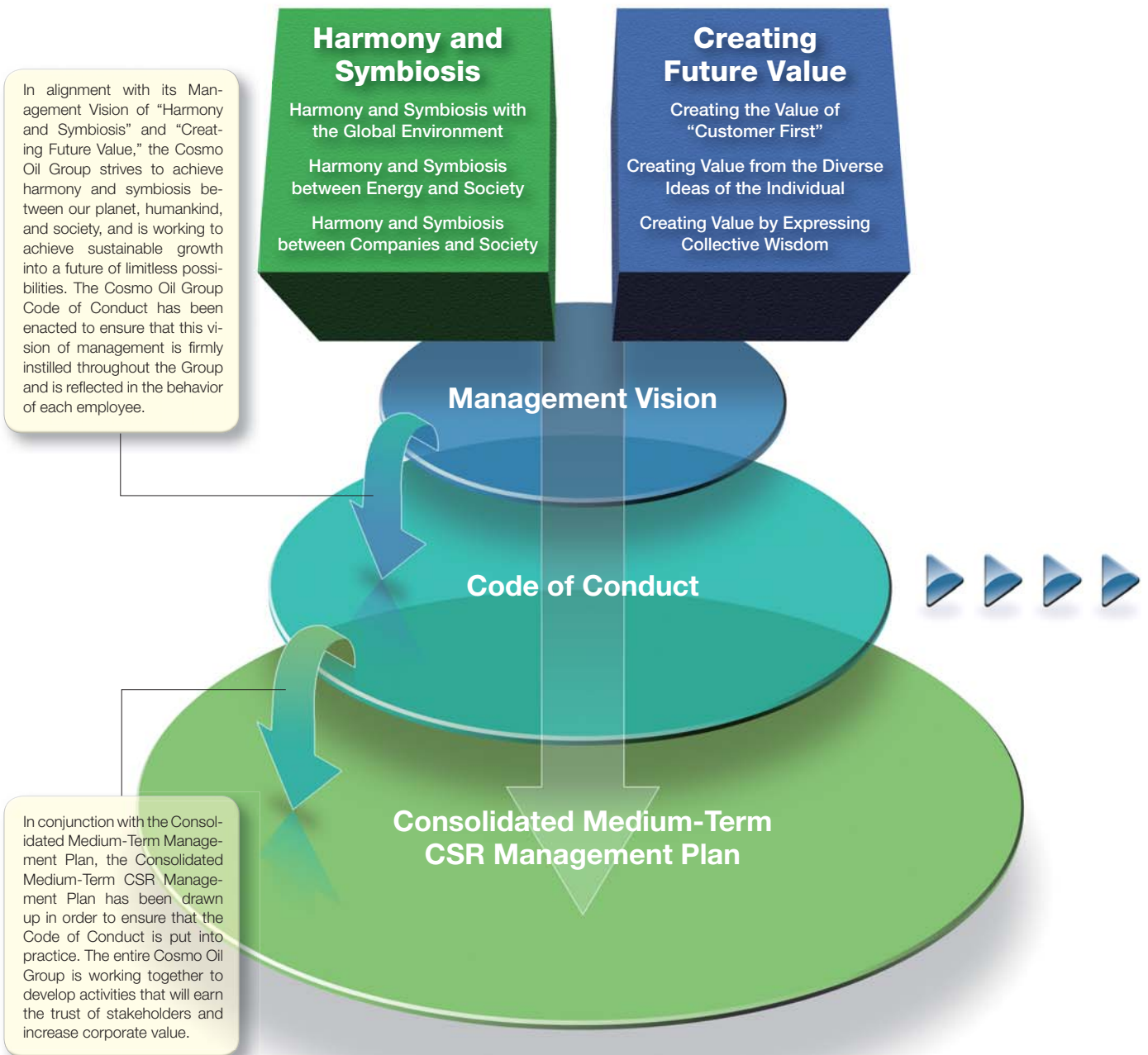


Cosmo Oil Group Management Vision and CSR Management

Cosmo Oil Group employees take initiative in implementing CSR activities to realize the Group Management Vision. The Cosmo Oil Group Code of Conduct provides employees with the tools necessary to make sound judgment as members of the Group. The degree to which employees implement these guidelines is a work in progress that the Group continually strives to enhance.

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.



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

1 Live up to customer expectations concerning reliability and satisfaction

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

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

Chapter 3

We value people

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

3 We value people

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

4 We take care of 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

5 We value communications with society

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

6 We strive to maintain our position as an honest company