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.

Harmony and Symbiosis with

the Global Environment

Harmony and Symbiosis

between Energy and Society

Harmony and Symbiosis

between Companies and Society

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. The Cosmo Oil Group Code of Conduct has been enacted to ensure that this vision of management is firmly instilled throughout the Group and is reflected in the behavior of each employee.

Harmony and Creating **Symbiosis Future Value**

Creating the Value of "Customer First"

Creating Value from the Diverse Ideas of the Individual

Creating Value by Expressing **Collective Wisdom**

Management Vision

Code of Conduct

Consolidated Medium-Term **CSR Management Plan**

In conjunction with the Consolidated Medium-Term Manage-

ment Plan, the Consolidated Medium-Term CSR Management Plan has been drawn up in order to ensure that the Code of Conduct is put into practice. The entire Cosmo Oil Group is working together to develop activities that will earn the trust of stakeholders and

Live up to customer expectations concerning reliability and satisfaction co

Live up to customer expectations concerning reliability and satisfaction

Chapter 1

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

We aspire to become a safe, accident-free company

Chapter 2

- 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

We strive to maintain our position as an honest company

Chapter 6

- 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

We take care of the global environment

3

We value people