

# Cosmo Oil Group Management Vision, Code of Conduct 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 judgments as members of the Group and to enhance their implementation of CSR activities.

## 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.

In alignment with its Management Vision of "Harmony and Symbiosis" and "Creating Future Value," the Cosmo Oil Group strives to achieve harmony and symbiosis among 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 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

## Management Vision

## Code of Conduct

## Consolidated Medium-Term CSR Management Plan

In conjunction with the Consolidated Medium-Term Management 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 increase corporate value.

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

Reliability and satisfaction for customers

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

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

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

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

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

Honest company