

CSR Initiatives of the Cosmo Oil Group

In order to realize the Management Vision of the Cosmo Oil Group, all employees are conscientiously engaged in CSR activities. CSR management is being promoted under the Consolidated Medium-Term Management Plan and the CSR Initiative Policy, based on the Cosmo Oil Group Code of Conduct.

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.

Cosmo Oil Group Code of Conduct

Chapter 1 We strive to deliver stable energy supplies

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

Chapter 3 We value people

Chapter 4 We take care of the global environment

Chapter 5 We value communications with society

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

Fifth Consolidated Medium-Term Management Plan

(Fiscal 2013–2017)

Under the Fifth Consolidated Medium-Term Management Plan (Fiscal 2013–2017), the Group intends to improve its position mainly by increasing profitability in the oil refining and marketing business, while working towards a resumption of dividend payments. Over the long term, the Group aims to become a vertically integrated global energy company that contributes to society.

CSR Initiative Policy Filling Up Your Hearts and Safety

(Fiscal 2013–2017)

While promoting CSR management based on the Management Plan and CSR Initiative Policy, all employees of the Cosmo Oil Group perform their work conscientiously in order to realize the Management Vision and meet the expectations of society.

Corporate message to customers
“Filling Up Your Hearts, Too”

Corporate message to society
“Living with Our Planet”

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

Basic Policy

Five years to establish a solid business foothold for further expansion

- Regain profitability in the oil refining and marketing sector
- Secure stable income from investments made during the previous medium-term management plan
- Further strengthen alliances with IPIC and Hyundai Oilbank¹
- Further enhance CSR management

Long-term goal

Vertically integrated global energy company

“Six Programs” under the Basic Policy

1. Further Enhancement of Safe Refinery Operation and Stable Supply

Related information See Special Feature 1 on p. 9

2. Extensive Rationalization Focusing Mainly on the Supply Division

3. Strengthening the Retail Business

Related information See Special Feature 3 on p. 13

4. Petrochemical Business

Related information See Special Feature 2 on p. 12

5. Oil Exploration & Production Business

Related information See Special Feature 2 on p. 11

6. Renewable Energy Businesses

Related information See Special Feature 4 on p. 15

Initiative Themes

- Safety and Integrity (Restore social trust)
- Sharing and Self-driven (Share across the organization until established as routine)

Goal for Fiscal 2017

Cosmo Oil Group—Earning social trust and always making a positive contribution to society

Five Priority Items in the CSR Initiative Policy

1. Strict safety management

Priority Item p. 18

2. Working with integrity

Priority Item p. 22

3. Enhancing human rights/personnel policies

Priority Item p. 25

4. Promoting environmental initiatives

Priority Item p. 29

5. Implementing better internal and external communication

Priority Item p. 32

1. See p. 12 for more information concerning Hyundai Oilbank.