

In order to realize the Management Vision of the Cosmo Oil Group, all employees are conscientiously engaged in CSR activities. CSR management is being undertaken 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 are determined to be a safe, accident-free corporate group

Chapter 2 We live up to customer expectations concerning reliability and satisfaction

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 corporate group

Fifth Consolidated Medium-Term Management Plan

(Fiscal 2013–2017)

Under the Fifth Consolidated Medium-Term Management Plan, 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.

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

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

CSR Initiative Policy “Filling Up Your Hearts” and Safety

(Fiscal 2013–2017)

While undertaking 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.

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

Items and Themes of the CSR Initiative Policy

Fiscal 2013–2017

Priority Items	Initiative Themes
1. Strict safety management Priority Item 1 → p. 17	Safety management initiatives for refineries by Refinery Safety Reform Committee
	Group-wide safety management initiatives by Group Safety Promotion Committee
2. Working with integrity Priority Item 2 → p. 22	Emphasize CSR, ensure compliance, and increase employee understanding of Code of Conduct
	Reorganize risk management structure
	Group-wide quality management by Quality Assurance Committee
3. Enhancing human rights/ personnel policies Priority Item 3 → p. 26	Pursuit of customer satisfaction
	Increase work efficiency and better manage working hours
	Encourage work-life balance
	Create workplaces with respect for diversity
4. Promoting environmental initiatives Priority Item 4 → p. 29	Maintain/improve mental and physical health
	Eliminate power/sexual harassment
	Respond strategically to global warming
	Reduce environmental impact
	Promote environmental contribution activities
5. Implementing better internal and external communication Priority Item 5 → p. 32	Community contribution initiatives
	Social initiatives
	Internal and external corporate communications

1. Established in 1964, Hyundai Oilbank is an oil refining and marketing company in South Korea. Cosmo Oil established a joint venture with the company in 2009 to develop a paraxylene business.