

Comparison with GRI 2002 Sustainability Reporting Guidelines

Report Content		Page, title and/or heading of the print and web editions		
		Page	Title	Headline
1 Vision and Strategy				
1.1	Statement of the organization's vision and strategy regarding its contribution to sustainable development	5, WEB	A Commitment from Top Management	Cosmo Oil Group Management Vision
1.2	Statement from the CEO (or equivalent senior manager) describing key elements of the report	5 ~ 6, WEB	A Commitment from Top Management	
2 Profile				
Organizational Profile				
2.1	Name of reporting organization	3, WEB	Outline of the Cosmo Oil Group	
2.2	Main products and/or services, including brands if appropriate	4, WEB	Outline of the Cosmo Oil Group	
2.3	Operational structure of the organization	3 ~ 4, WEB	Outline of the Cosmo Oil Group	
2.4	Description of major divisions, operating companies, subsidiaries, and joint ventures	3 ~ 4, WEB	Outline of the Cosmo Oil Group	
2.5	Countries in which the organization's operations are located	-	-	
2.6	Nature of ownership; legal form	3, WEB	Outline of the Cosmo Oil Group	
2.7	Nature of markets served	-	-	
2.8	Scale of the reporting organization	3 ~ 4, WEB 47, WEB	Outline of the Cosmo Oil Group Relationship with our Employees	
2.9	List of stakeholders, key attributes of each, and relationship to the reporting organization	2, WEB	Cosmo Oil Group's Stakeholders	
Report Scope				
2.10	Contact person(s) for the report, including e-mail and web addresses	1, WEB 54, WEB	Editorial Policy	
2.11	Reporting period (e.g., fiscal/calendar year) for information provided	1, WEB	Editorial Policy	
2.12	Date of most recent previous report (if any)	-	-	
2.13	Boundaries of report (countries/regions, products/services, divisions/facilities/joint ventures/subsidiaries) and any specific limitations on the scope	1, WEB	Editorial Policy	
2.14	Significant changes in size, structure, ownership, or products/services that have occurred since the previous report	-	-	
2.15	Basis for reporting on joint ventures, partially owned subsidiaries, leased facilities, outsourced operations, and other situations that can significantly affect comparability from period to period and/or between reporting organizations	-	-	
2.16	Explanation of the nature and effect of any re-statement of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	WEB	Environmental Accounting	Preconditions of accounting
Report Profile				
2.17	Decisions not to apply GRI principles or protocols in the preparation of the report	1, WEB	Editorial Policy	
2.18	Criteria/definitions used in any accounting for economic, environmental, and social costs and benefits	1, WEB	Editorial Policy	

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2.19	Significant changes from previous years in the measurement methods applied to key economic, environmental, and social information	-	-	
2.20	Policies and internal practices to enhance and provide assurance about the accuracy, completeness, and reliability that can be placed on the sustainability report	51, WEB 52, WEB	Third-Party Opinion Independent Review Report	
2.21	Policy and current practice with regard to providing independent assurance for the full report	51, WEB 52, WEB	Third-Party Opinion Independent Review Report	
2.22	Means by which report users can obtain additional information and reports about economic, environmental, and social aspects of the organization's activities, including facility-specific information (if available)	1, WEB 41, WEB 46, WEB 42, WEB	Editorial Policy Sending Out an Environmental Message Relationships with Our Shareholders and Investors Activities Centered on Children, the Environment, and Society	Other publications Communicating Our Initiatives to Society Communications Environmental Education Tools

3 Governance Structure and Management Systems

Structure and Governance

3.1	Governance structure of the organization, including major committees under the board of directors that are responsible for setting strategy and for oversight of the organization	18, WEB	Corporate Governance	
3.2	Percentage of board of directors that are independent, non-executive directors	-	-	
3.3	Process for determining the expertise board members need to guide the strategic direction of the organization, including issues related to environmental and social risks and opportunities	-	-	
3.4	Board-level processes for overseeing the organization's identification and management of economic, environmental, and social risks and opportunities	18, WEB	Corporate Governance	
3.5	Linkage between executive compensation and achievement of the organization's financial and non-financial goals (e.g., environmental performance, labor practices)	-	-	
3.6	Organizational structure and key individuals responsible for oversight, implementation, and audit of economic, environmental, social, and related policies	18, WEB 20, WEB 29, WEB	Corporate Governance Compliance and Risk Management Environmental Management System	
3.7	Mission and values statements, internally developed codes of conduct or principles, and policies relevant to economic, environmental, and social performance and the status of implementation	19, WEB 21, WEB 26, WEB 47, WEB	Consolidated Medium-Term Management Plan and CSR Promotion Toward the Realization of a Sustainable Global Environment Initiatives for Safety Relationship with Our Employees	Consolidated Medium-Term Management Plan, Consolidated Medium-Term CSR Management Plan Consolidated Medium-Term Human Rights/Personnel Plan
3.8	Mechanisms for shareholders to provide recommendations or direction to the board of directors	18, WEB	Corporate Governance	
Stakeholder Engagement				
3.9	Basis for identification and selection of major stakeholders	2, WEB	Cosmo Oil Group's Stakeholders	

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3.10	Approaches to stakeholder consultation reported in terms of frequency of consultations by type and by stakeholder group	1, WEB 2, WEB 13~16, WEB 44, WEB 46, WEB 47~48, WEB 49~50, WEB	Other Publications Cosmo Oil Group's Stakeholders Expert Panel Discussion Relationship with Our Customers Relationships with Our Shareholders and Investors Relationship with Our Employees Relationships with the International Community and Oil-Producing Countries	Consolidated Medium-Term Human Rights/Personnel Plan (Management and Labor)
3.11	Type of information generated by stakeholder consultations	2, WEB 44~45, WEB	Cosmo Oil Group's Stakeholders Relationship with our Customers	
3.12	Use of information resulting from stakeholder engagements	2, WEB 44~45, WEB 47~48, WEB	Cosmo Oil Group's Stakeholders Relationship with Our Customers Relationship with Our Employees	Consolidated Medium-Term Human Rights/Personnel Plan (Management and Labor)
Overarching Policies and Management Systems				
3.13	Explanation of whether and how the precautionary approach or principle is addressed by the organization	20, WEB 44~45, WEB	Compliance and Risk Management Relationship with Our Customers/ Compliance and Risk Management	Risk management system, Stable supplies of oil products in disaster situations (BCP) Promotion of Compliance Corporate Activity Guidelines (Environmental Preservation Activities)
3.14	Externally developed, voluntary economic, environmental, and social charters, sets of principles, or other initiatives to which the organization subscribes or which it endorses	47, WEB WEB WEB	Relationship with our Employees Activities for the Global Compact Compliance and Risk Management	Consolidated Medium-Term Human Rights/Personnel Plan (Human Rights) <Global Compact> Compliance promotion Corporate Activity Guideline <Respect for Human Rights> <Universal Declaration of Human Rights>
3.15	Principal memberships in industry and business associations, and/or national/international advocacy organizations	-	-	
3.16	Policies and/or systems for managing upstream and downstream impacts, including: •Supply chain management as it pertains to outsourcing and supplier environmental and social performance; and •Product and service stewardship initiatives	20, WEB 33~34, WEB 38, WEB	Compliance and Risk Management Prevention of Global Warming Environmental Preservation Measures	Product Quality Assurance Initiatives in Logistics Promoting Green Purchasing with our Suppliers
3.17	Reporting organization's approach to managing indirect economic, environmental, and social impacts resulting from its activities	20, WEB 33~34, WEB 38, WEB	Compliance and Risk Management Prevention of Global Warming Environmental Preservation Measures	Product Quality Assurance Initiatives in Logistics Promoting Green Purchasing with our Suppliers
3.18	Major decisions during the reporting period regarding the location of, or changes in, operations	-	-	
3.19	Programs and procedures pertaining to economic, environmental, and social performance. Include discussion of: • priority and target setting; • major programs to improve performance; • internal communication and training; • performance monitoring; • internal and external auditing; and • senior management review	7, WEB 8, WEB 19, WEB 20, WEB 28, WEB 29~30, WEB WEB WEB	Stance on Compliance Stance on Compliance Consolidated Medium-Term Management Plan and CSR Promotion Compliance and Risk Management Comprehensive Overview of Environmental Activities Environmental Management System Global Compact Initiatives Compliance and Risk Management	Compliance-Related Preventative Measures Strengthening Adherence to Corporate Ethics Consolidated Medium-Term Management Plan, Consolidated Medium-Term CSR Management Plan Promotion of Compliance Promotion of Compliance Corporate Activity Guidelines

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3.20	Status of certification pertaining to economic, environmental, and social management systems	29~30, WEB WEB	Environmental Management System Site Data	Site-based Environmental Management System
4 GRI Content Index				
4.1	A table identifying location of each element of the GRI Report Content, by section and indicator	53, WEB	GRI Content Index	
5 Performance Indicators * ■ Shaded: Mandatory ■ Not shaded: Optional				
Economic Performance Indicators				
[Direct Economic Impacts]				
Customers				
EC1.	Net sales	4, WEB	Outline of the Cosmo Oil Group	Financial data
EC2.	Geographic breakdown of markets	-	-	
Suppliers				
EC3.	Cost of all goods, materials, and services purchased	-	-	
EC4.	Percentage of contracts that were paid in accordance with agreed terms, excluding agreed penalty arrangements	-	-	
EC11.	Supplier breakdown by organization and country	-	-	
Employees				
EC5.	Total payroll and benefits (including wages, pension, other benefits, and redundancy payments) broken down by country or region	-	-	
Providers of Capital				
EC6.	Distributions to investors, broken down by interest on debt and borrowings, and dividends on all classes of shares, with any arrears of preferred dividends to be disclosed	-	-	
EC7.	Increase/decrease in retained earnings at end of period	-	-	
Public Sector				
EC8.	Total sum of taxes of all types paid broken down by country	-	-	
EC9.	Subsidies received, broken down by country or region	-	-	
EC10.	Donations to community, civil societies and other groups, broken down in terms of cash and in-kind donations per type of group	-	-	
EC12.	Total spent on non-core business infrastructure development	-	-	
[Indirect Economic Impacts]				
EC13.	The organization's indirect economic impacts	-	-	
Environmental Performance Indicators				
Materials				
EN1.	Total materials use other than water, by type	31, WEB	Environmental Impacts from Business Activities	
EN2.	Percentage of materials used that are waste (processed or unprocessed) from sources external to the reporting organization	-	-	
Energy				
EN3.	Direct energy use segmented by primary source	31, WEB	Environmental Impacts from Business Activities	

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EN17.	Initiatives to use renewable energy sources and to increase energy efficiency	31~32, WEB 33~34, WEB	Environmental Impacts from Business Activities Prevention of Global Warming	
EN4.	Indirect energy use	31~32, WEB	Environmental Impacts from Business Activities	
EN18.	Energy consumption footprint (i.e., annualized lifetime energy requirements) of major products	-	-	
EN19.	Other indirect (upstream/downstream) energy use and implications, such as organizational travel, product lifecycle management, and use of energy-intensive materials	31~32, WEB	Environmental Impacts from Business Activities	
Water				
EN5.	Total water use	31~32, WEB	Environmental Impacts from Business Activities	
EN20.	Water sources and related ecosystems/habitats significantly affected by use of water	-	-	
EN21.	Annual withdrawals of ground and surface water as a percent of annual renewable quantity of water available from the sources	-	-	
EN22.	Total recycling and reuse of water	-	-	
Biodiversity				
EN6.	Location and size of land owned, leased, or managed in biodiversity-rich habitats	-	-	
EN23.	Total amount of land owned, leased, or managed for production activities or extractive use	-	-	
EN7.	Description of the major impacts on biodiversity associated with activities and/or products and services in terrestrial, freshwater, and marine environments	34, WEB	Prevention of Global Warming	COLUMN: Preventing Impacts on the Marine Environment from Crude Oil Transportation
EN24.	Amount of impermeable surface as a percentage of land purchased or leased	-	-	
EN25.	Impacts of activities and operations on protected and sensitive areas	-	-	
EN26.	Changes to natural habitats resulting from activities and operations, and percentage of habitat protected or restored	-	-	
EN27.	Objectives, programs, and targets for protecting and restoring native ecosystems and species in degraded areas	-	-	
EN28.	Number of IUCN Red List species with habitats in areas affected by operations	-	-	
EN29.	Business units currently operating or planning operations in or around protected or sensitive areas	-	-	
Emissions, Effluents, and Waste				
EN8.	Greenhouse Gas emissions (CO ₂ , CH ₄ , N ₂ O, HFC _s , PFC _s , SF ₆)	31~32, WEB 33, WEB	Environmental Impacts from Business Activities Prevention of Global Warming	

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EN30.	Other relevant indirect greenhouse gas emissions (CO ₂ , CH ₄ , N ₂ O, HFC _s , PFC _s , SF ₆)	31~32, WEB	Environmental Impacts from Business Activities	
EN9.	Use and emissions of ozone-depleting substances	-	-	
EN31.	All production, transport, import, or export of any waste deemed "hazardous" under the terms of the Basel Convention Annex I, II, III, and VIII	-	-	
EN10.	NO _x , SO _x , and other significant air emissions by type	31~32, WEB	Environmental Impacts from Business Activities	
EN11.	Total amount of waste by type and destination	31, WEB 35, WEB	Environmental Impacts from Business Activities Pollutant Control and Waste Management	
EN12.	Significant discharges to water by type	31, WEB	Environmental Impacts from Business Activities	
EN13.	Significant spills of chemicals, oils, and fuels in terms of total number and total volume	-	-	
EN32.	Water sources and related ecosystems/habitats significantly affected by discharges of water and runoff	-	-	
Suppliers				
EN33.	Performance of suppliers relative to environmental components of programs and procedures described in response to the Governance Structure and Management Systems section (Section 3.16)	-	-	
Products and Services				
EN14.	Significant environmental impacts of principal products and services	22, WEB 32, WEB	Providing Stable Supplies of High-Quality Petroleum Products Environmental Impacts from Business Activities	
EN15.	Percentage of the weight of products sold that is reclaimable at the end of the products' useful life, and percentage that is actually reclaimed	-	-	
Compliance				
EN16.	Instances of and fines for non-compliance with all applicable international declarations/conventions/treaties, and national, sub-national, regional, and local regulations associated with environmental issues	-	-	
Transport				
EN34.	Significant environmental impacts of transportation used for logistical purposes	31~32, WEB 34, WEB	Environmental Impacts from Business Activities Prevention of Global Warming	Initiatives in Logistics
Overall				
EN35.	Total environmental expenditures by type	30, WEB	Environmental Management System at Respective Business Sites	Environmental Accounting

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Social Performance Indicators: Labor Practices and Decent Work				
Employment				
LA1	Breakdown of workforce, where possible, by region/country, status (employee/non-employee), employment type (full time/part time), and by employment contract (indefinite or permanent/fixed term or temporary). Also identify workforce retained in conjunction with other employers (temporary agency workers or workers in co-employment relationships), segmented by region/country	47, WEB	Relationship with Our Employees	
LA2	Net employment creation and average turnover segmented by region/country	-	-	
LA12	Employee benefits beyond those legally mandated	47~48, WEB	Relationship with Our Employees	Consolidated Medium-Term Human Rights/ Personnel Plan (Welfare)
Labor/Management Relations				
LA3	Percentage of employees represented by independent trade union organizations or other bona fide employee representative broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region/country	-	-	
LA4	Policy and procedures involving information, consultation, and negotiation with employees over changes in the reporting organization's operations (e.g., restructuring)	47~48, WEB	Relationship with Our Employees	Consolidated Medium-Term Human Rights/ Personnel Plan (Management and Labor)
LA13	Provisions for formal worker representation in decision-making or management, including corporate governance	-	-	
Health and Safety				
LA5	Practices on recording and notification of occupational accidents and diseases, and how they relate to the ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases	-	-	
LA6	Description of formal joint health and safety committees comprising management and worker representatives and proportion of workforce covered by any such committees	-	-	
LA7	Standard injuries, lost days, absentee rates and number of work-related fatalities (including subcontracted workers)	-	-	
LA8	Description of policies or programs (for the workplace and beyond) on HIV/AIDS	-	-	
LA14	Evidence of substantial compliance with the ILO Guidelines for Occupational Health Management Systems	-	-	
LA15	Description of formal agreements with trade unions or other bona fide employee representatives covering health and safety at work and proportion of the workforce covered by any such agreements	-	-	
Training and Education				
LA9	Average hours of training per year per employee by category of employee	-	-	

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LA16	Description of programmes to support the continued employability of employees and to manage career endings	48, WEB	Relationship with Our Employees	Consolidated Medium-Term Human Rights/ Personnel Plan (Education and Skills Development) (Creation and Guarantee of Employment)
LA17	Specific policies and programs for skills management or for lifelong learning	-	-	
Diversity and Opportunity				
LA10	Description of equal opportunity policies or programs, as well as monitoring systems to ensure compliance and results of monitoring	47, WEB	Relationship with Our Employees	Consolidated Medium-Term Human Rights/ Personnel Plan (Respect for Diversity and Equal Opportunity)
LA11	Composition of senior management and corporate governance bodies (including the board of directors), including female/male ratio and other indicators of diversity as culturally appropriate	-	-	
Social Performance Indicators: Human Rights				
Strategy and Management				
HR1	Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results	47, WEB	Relationship with Our Employees	Consolidated Medium-Term Human Rights/ Personnel Plan
HR2	Evidence of consideration of human rights impact as part of investment and procurement decisions, including selection of suppliers/ contractors	-	-	
HR3	Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and results of monitoring	-	-	
HR8	Employee training on policies and practices concerning all aspects of human rights relevant to operations	47, WEB	Relationship with Our Employees	Consolidated Medium-Term Human Rights/ Personnel Plan
Non-discrimination				
HR4	Description of global policy and procedures/ programs preventing all forms of discrimination in operations, including monitoring systems and results of monitoring	-	-	
Freedom of Association and Collective Bargaining				
HR5	Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programs to address this issue	-	-	
Child Labor				
HR6	Description of policy excluding child labor as defined by the ILO Convention 138 and extent to which this policy is visibly stated and applied, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring	-	-	

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Forced and Compulsory Labor				
HR7	Description of policy to prevent forced and compulsory labor and extent to which this policy is visibly stated and applied as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring	-	-	
Disciplinary Practices				
HR9	Description of appeal practices, including, but not limited to, human rights issues	20, WEB	Compliance and Risk Management	Corporate Ethics Consultation Helpline
HR10	Description of non-retaliation policy and effective, confidential employee grievance system (including, but not limited to, its impact on human rights)	20, WEB	Compliance and Risk Management	Corporate Ethics Consultation Helpline
Security Practices				
HR11	Human rights training for security personnel, including type of training, number of persons trained, and average training duration	-	-	
Indigenous Rights				
HR12	Description of policies, guidelines, and procedures to address the needs of indigenous people	-	-	
HR13	Description of jointly managed community grievance mechanisms/authority	-	-	
HR14	Share of operating revenues from the area of operations that are redistributed to local communities	-	-	
Social Performance Indicators: Society				
Community				
SO1	Description of policies to manage impacts on communities in areas affected by activities, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring	-	-	
SO4	Awards received relevant to social, ethical, and environmental performance	-	-	
Bribery and Corruption				
SO2	Description of the policy, procedures/management systems, and compliance mechanisms for organizations and employees addressing bribery and corruption	-	-	
Political Contributions				
SO3	Description of policy, procedures/management systems, and compliance mechanisms for managing political lobbying and contributions	-	-	
SO5	Amount of money paid to political parties and institutions whose prime function is to fund political parties or their candidates	-	-	
Competition and Pricing				
SO6	Court decisions regarding cases pertaining to anti-trust and monopoly regulations	-	-	
SO7	Description of policy, procedures/management systems, and compliance mechanisms for preventing anti-competitive behaviour	-	-	
Social Performance Indicators: Product Responsibility				
Customer Health and Safety				

Report Content		Page, title and/or heading of the print and web editions		
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PR1	Description of policy for preserving customers' health and safety during use of products and services, and extent to which this policy is visibly stated and applied, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring	-	-	
PR4	Number and type of instances of non-compliance with regulations concerning customer health and safety, including the penalties and fines assessed for these breaches	-	-	
PR5	Number of complaints upheld by regulatory or similar official bodies to oversee or regulate the health and safety of products and services	-	-	
PR6	Voluntary code compliance, product labels or awards with respect to social and/or environmental responsibility that the reporter is qualified to use or has received	22, WEB	Providing Stable Supplies of High-Quality Petroleum Products	Reducing the Environmental Impact of Gasoline, Reducing Sulfur in Diesel Fuel Oil
Products and Services				
PR2	Description of policy, procedures/management systems, and compliance mechanisms related to product information and labelling	20, WEB	Relationship with Our Customers Compliance and Risk Management	Product Quality Assurance
PR7	Number and type of instances of non-compliance with regulations concerning product information and labelling, including any penalties or fines assessed for these breaches	20, WEB	Relationship with Our Customers Compliance and Risk Management	Product Quality Assurance
PR8	Description of policy, procedures/management systems, and compliance mechanisms related to customer satisfaction, including results of surveys measuring customer satisfaction Identity geographic areas covered by policy	44, WEB	Relationship with Our Customers	Filling Up Your Hearts, Too Declarations, Service Evaluation at Our Service Stations, Customer Center
Advertising				
PR9	Description of policies, procedures/management systems, and compliance mechanisms for adherence to standards and voluntary codes related to advertising	-	-	
PR10	Number and types of breaches of advertising and marketing regulations	-	-	
Respect for Privacy				
PR3	Description of policy, procedures/management systems, and compliance mechanisms for consumer privacy	45, WEB	Relationship with Our Customers	CSR at Cosmo Oil Service Stations Thorough Implementation of Compliance
PR11	Number of substantiated complaints regarding breaches of consumer privacy	-	-	