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Press release

TonenGeneral Sekiyu K.K.  
Contact:  
EMG Marketing Godo Kaisha  
Public Relations & CSR  
Tel: 03-6713-4400

### **2016 Entrance Ceremony Speech to Welcome New Employees (summary)**

The TonenGeneral Group (“the Group” herein) held an entrance ceremony for new employees at a hotel in Tokyo at 9:00 a.m. on April 1, 2016. This year, TonenGeneral Sekiyu K.K. (“the Company” herein) welcomed 50 new employees.

The following is a summary of the speech delivered at the ceremony by TonenGeneral Sekiyu K.K. Representative Director and President Jun Mutoh.

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Good morning. I’m very pleased to have you here and to have the opportunity to hold this entrance ceremony today. On behalf of TonenGeneral Group management, I would like extend a warm welcome to all of you.

Today I will touch on three topics: the Group’s corporate philosophy, our expectations of employees, and the company-employee relationship sought by the Group.

First, I would like to tell you about our mission and values, which make up the Group’s corporate philosophy. We define our mission in terms of a mission for society, and mission for the environment and a mission for stakeholders. Our mission for society is to contribute to the development of a vibrant society by maintaining a stable supply of energy and offering high-quality products and services. Our mission for the environment is to make effective use of limited resources and seek to maintain a sustainable environment. Our mission for stakeholders is to create value that is chosen and appreciated by customers, employees, shareholders, business partners and local communities. The Group’s mission will figure prominently in your work, so I encourage you to deepen your understanding of it.

Next, our values. As many of you know, as it was a motivating factor for you in choosing the Company, we place great importance on safety, health and the environment, along with honesty, integrity, and fairness. Our values comprise these core values, along with other elements, namely focus on customers, take on challenges, take action, diversity, and growth. In going about your work, if you are ever unsure about making the right decisions, I ask that you come back to these values and think about the best way to proceed. These values are not simply words for you to memorize. They are concepts that you should discuss with your colleagues and senior employees during your training and after you begin your jobs, and put into your own words to ensure complete understanding and acceptance.

Secondly, I would like to talk about the Group's expectations of our employees, whom we consider to be our greatest assets. What we expect of you is to create added value by constantly pursuing opportunities for improvement, maintaining a sense of ownership in our organization and taking the initiative in all aspects of your work. From here on, keeping our mission and values in mind, you must always think not just about "how", but also "why" and "for what" in your day-to-day business operations.

Lastly, I would like to talk about the company-employee relationship sought by the Group. Today I have talked about the importance the Group places on safety, health and the environment as one of its central values. I have also talked about the importance the Group places on its employees, whom we consider to be our greatest assets. As you may be aware, the Company has been selected for the second consecutive year for the "KENKO KEIEI Brand" as a listed company with outstanding health and productivity management. We want to enable our staff to be highly productive in their work, with workplaces where employees can work vigorously and with a sense of purpose, and are in sound health both physically and mentally. We want to offer an environment where each employee can voluntarily work on health maintenance and improvement, and think about his or her health over the long term to live an abundant life. We want our employees to remain in good health even after retirement and look back positively on their careers. This is the kind of company we are striving to be.

In conclusion, all of you have chosen to work in the energy industry, and further, with our company. Likewise, each of you has been chosen by the Company through a rigorous selection process. The present and future of the Company depends on our most valuable assets, our employees. I encourage you to spread your wings as you embark on your new careers, and I anticipate great things from you.

Congratulations on joining the Group. We look forward to working with you.

#### About the TonenGeneral Group

The TonenGeneral Group has a nationwide network of service stations operated under the Esso, Mobil and General brands, and is engaged in business operations, centered on Group company TonenGeneral Sekiyu K.K., which include crude oil procurement, petroleum and petrochemical product manufacturing, and electric power supply. The TonenGeneral Group strives to contribute to the development of a vibrant society by maintaining a stable supply of energy and offering high-quality products and services while working to reduce effects on the environment. For more information, please visit our website at <http://www.tonengeneral.co.jp/english>.

*[The official language for TonenGeneral Sekiyu's filings with the Tokyo Stock Exchange and Japanese authorities, and for communications with our shareholders, is Japanese. We have posted English versions of some of this information on this website. While these English versions have been prepared in good faith, TonenGeneral Sekiyu does not accept responsibility for the accuracy of the translations, and reference should be made to the original Japanese language materials.]*