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Speech to Welcome New Employees at 2013 Entrance Ceremony (summary)

The TonenGeneral Group held an entrance ceremony for new employees at a Tokyo area hotel at 9:00 a.m. on April 1, 2013. A speech presented at the ceremony by TonenGeneral Sekiyu Representative Director and President Jun Mutoh is summarized below.

On behalf of TonenGeneral Group management and employees, I would like to congratulate you on your recent graduation and welcome you to TonenGeneral Sekiyu K.K., EMG Marketing Godo Kaisha and Tonen Chemical Corporation.

In June of last year, with the purchase of the Japan business from ExxonMobil, we embarked on a new chapter in our history as the TonenGeneral Group.

Though we have been in business in Japan for 119 years, 2012 will go down in our history as a year of great transformation for our group. Today we are delighted to welcome you as the first new employees of the new TonenGeneral Group.

The new relationship with ExxonMobil and the continuance of our amicable partnership, along with the complete integration in Japan of production and sales in our petroleum, petrochemicals and lubricants businesses, will enable us to conduct our business and make management decisions more suited to the actual conditions of the Japan market and to further strengthen our competitiveness.

As we must now make our own decisions and determine our own actions, we can truly say that 2013 is the beginning of our new system. Having successfully completed the transition to the new system, we must now work innovatively to bring about further changes in order to capture even better results. As our new employees, you hold the future of our company in your hands, and we look forward to seeing you grow into "innovation leaders" who will take the initiative in implementing these changes. The first step on the road to becoming innovation leaders is to master the basics of your jobs and learn as much as you can.

You will soon begin your training and start your new jobs. Going forward, I ask you to keep three very important things in mind.

The first is safety. Safety is one of our most important values and is our highest priority, not only in our refinery work sites, but in our offices as well. We do not compromise when it comes to safety. You must not perform any task that you cannot perform safely. If you are not sure how to carry out a task safely, ask before you act. I ask that starting today, you resolve to take responsibility for your own safety and for the safety of your colleagues.

The second is to perform your work with integrity and a sense of ethics. Along with safety, one of our most important basic principles is not only to comply with applicable laws and regulations, but also to

operate with the highest ethical standards. We apply many rules and procedures to the various processes involved in our operations, from production to sales. You may find this bothersome at times and be tempted to take shortcuts. However, you must remember that our procedures have been developed through a great deal of experience, and failure to implement them properly could lead to a major incident, causing us to lose the trust of our customers and our communities. As you go about your work, I urge you to think about the significance and objectives of our rules and procedures, and to implement them with the highest level of discipline.

The third is to pursue opportunities for improvement. As I mentioned previously, our operations involve many procedures. But these procedures are not set in stone. New technologies and changes in the business environment can lead to opportunities to improve them. Instead of simply learning your job by rote, I encourage you to think carefully about the purpose of each task you perform. In this way, you are sure to find inspiration for improvement and innovation.

Finally, though significant changes will continue to occur in our company, our mission has not changed since we began operations, and will remain unchanged in the future. This mission is to provide a stable supply of petroleum and petrochemical products, which are critical to maintaining daily life and the economy as part of the social infrastructure, in a safe and efficient manner with proper attention to the environment. Our achievement of this mission is the result of the efforts of each one of our highly capable employees, who carry it out with a sense of pride and responsibility. These employees are our greatest asset. I look forward to seeing your growth, your success and your contributions as part of this outstanding team.

Once again, congratulations and welcome to the TonenGeneral Group!

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About the TonenGeneral Group

The TonenGeneral Group comprises TonenGeneral Sekiyu K.K. and its related companies and subsidiaries including EMG Marketing Godo Kaisha and Tonen Chemical Corporation. Elements of the Group began operations in Japan in 1893. With an emphasis on safety and the environment, the Group's operations are involved in all aspects of the supply chain, from crude export, refining and production to distribution and sales. We will continue to provide a stable supply of energy as we strive to be an energy company that moves Japan into the future. TonenGeneral Sekiyu is listed on the first section of the Tokyo Stock Exchange. For more information, see our website at www.tonengeneral.co.jp.