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Speech to Welcome New Employees at 2015 Entrance Ceremony (summary)

The TonenGeneral Group (“the Group” herein) held an entrance ceremony for new employees at a Tokyo-area hotel at 9:00 a.m. on April 1, 2015. This year the Group welcomed 95 new employees to three of its companies, TonenGeneral Sekiyu K.K., Tonen Chemical Corporation, and Kyokuto Petroleum Industries, Ltd. A speech presented at the ceremony by TonenGeneral Sekiyu K.K. Representative Director and President Jun Mutoh is summarized below.

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Good morning, everyone, and congratulations. I’m very happy to welcome all of you to the TonenGeneral Group today.

The mission of the TonenGeneral Group is to continue a stable supply of quality petroleum and petrochemical products by leveraging our supply chain, to quickly adapt to the needs of our customers and provide value-added services, and to contribute to our stakeholders and our communities.

To this end, we are constantly working to create value that is chosen and appreciated. For example, to be chosen by customers, we offer attractive service stations, which are the front line of our business. We also create and offer value to ensure that we are the top choice in oil companies for the dealers who operate our service stations.

In addition, through fair competition, we work to increase recognition of petroleum as the logical choice among various types of energy in terms of safety, supply stability, cost, and other factors.

After the Great East Japan Earthquake, the importance of petroleum received renewed recognition in the Ministry of Economy, Trade and Industry’s Basic Energy Plan, in which it was cited as “an important energy source that will continue to be utilized.” However, as the decline in Japan’s oil demand is likely to continue, we must work to strengthen our core business while developing our growth options and management resources.

In our core business, comprising petroleum and petrochemicals, and in our growth options, which include electric power, overseas businesses and specialty chemicals, the continued creation of value that is chosen and appreciated by our customers, business partners, and the general public will raise our corporate value, contributing to sustained growth and the development of society.

The foundation that supports all of the Group’s operations comprises five elements: safety, high standards of corporate ethics, financial discipline, strong brands and outstanding employees. I ask that all of you pay particular attention to the following three points.

The first is that safety is a fundamental value of the Group. Safety must be given top priority, with no exceptions. The second point is that we conduct our operations with honesty, integrity, and a strong sense of ethics. The third point is that our employees, in their efforts to create new value, are constantly pursuing opportunities for improvement with a sense of ownership and initiative.

Finally, as you take your first steps as TonenGeneral Group employees and fully-fledged members of society, I hope you will be attuned not only to “how”, but also to “why” and “what” in all of your endeavors.

I wish you great success in your new careers. Once again, congratulations and welcome to the TonenGeneral Group. I look forward to working with you.

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#### About the TonenGeneral Group

The TonenGeneral Group, comprising TonenGeneral Sekiyu K.K. and its related companies and subsidiaries, is primarily engaged in the petroleum and petrochemical businesses. Under our three brands, Esso, Mobil and General, 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, please visit our website at [www.tonengeneral.co.jp](http://www.tonengeneral.co.jp).

*[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.]*