



Brussels, July 15, 2008

To: Asset Management Europe and Africa Contractor Management and Employees
Cc: Asset Management Europe and Africa ExxonMobil Employees,
Asset Management Europe OSP Employees

Dear All,

First I want to congratulate the companies and their workers listed below, who, and some of them for the consecutive time, have won the 2007 Tiger Performance Awards. I also want to issue special thanks to the individuals and companies who received special recognition for demonstrating safety is indeed in their "heart and mind".

2007 Tiger performance Award winners in alphabetical order

- AES Electrical Services Ltd, Cyprus,
- AK Granheim AS, Norway,
- Bragagnolo, Italy,
- Cipes , Italy,
- Cleaning Services Group (CSG), UK
- CP Installation, UK
- El-Alamia, Egypt,
- El-Gomhoria, Egypt,
- Euroil, Italy
- COTTAM, Tunisia
- Ent. Zayen Maher, Tunisia
- FKF, Morocco
- HBG Hellwig GmbH, Central Europe
- JP construction, UK
- Lenoir , France
- LaMod Engineering, Nigeria
- Laurin, France
- Maamounn Nafeaa, Egypt
- NSI GmbH, , Central Europe
- P- Multitech, Benelux
- P. Andreopoulos Signs Ltd, Cyprus
- Petroassist, Portugal
- Petrotec, Spain
- Seici, Italy
- Sores, Morocco
- Steinebach/Tokheim, Central Europe
- Thiem GmbH, Central Europe
- Tokheim, Benelux
- XMO Strata, Signage

Special recognition was given to:

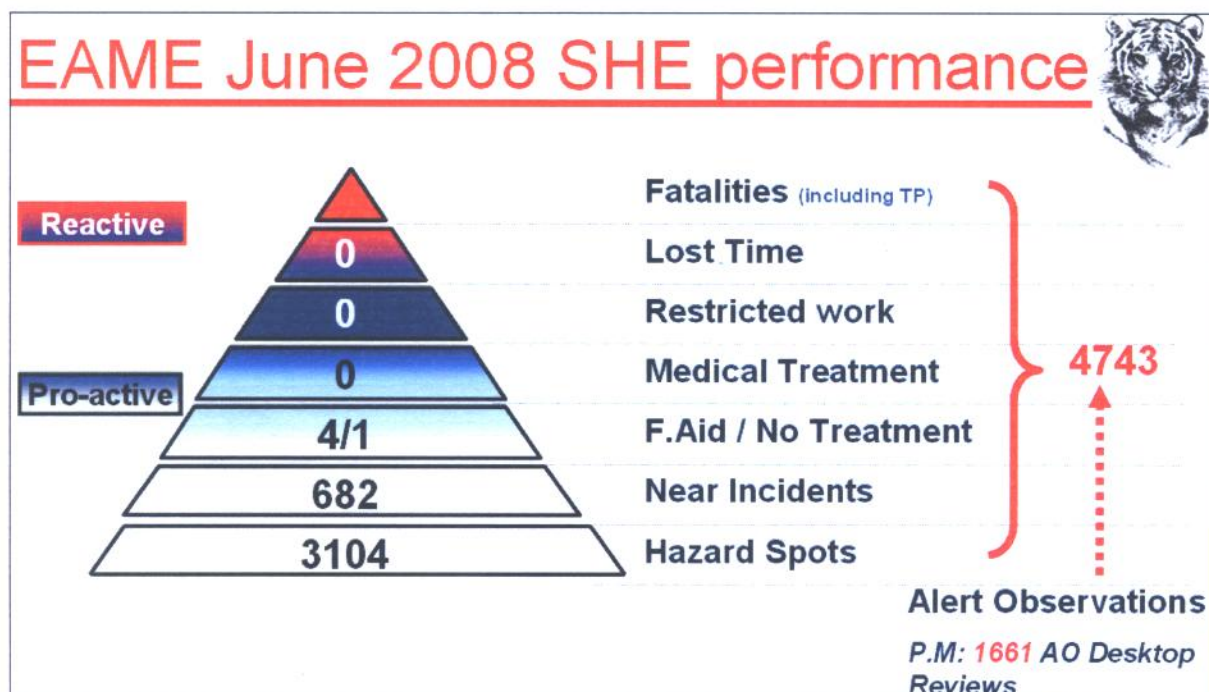
- Ashraf Moawad Supervisor in Omar Contracting, Egypt, who has initiated several technical and Safety ideas within his company
- Ms. Manuela Boas, SH&E specialist of Petroassist, Portugal, for her continued work in the area of Safety and her contributions to clarify Lock out Tag out principles,
- Kees de Koning of the company De Koning b.v - Design and implementation of the ladder support on all the service stations through out the Benelux
- Herman Gerittsen of De Koning b.v., Benelux , for his leadership in Safety he demonstrates by taking ownership in the field, his interventions with other workers when work performed is deemed unsafe, his active participator in toolbox discussions
- Mohammed of Pidress, Morocco, who has achieved a step change in Safety within his company
- The companies Amaparma and Coimpe, both from Italy



Let's return to here and now.

Today, from a Safety point you are all winners, because up to this moment, nobody got injured, to the extent that, the person needed medical treatment or could not continue working. We did had however close calls with people getting hurt and requiring first aid treatment, so again, I have said this before, no time to become complacent.

Looking further down the pyramid, a lot of pro-active activity is observed and logged, resulting in a sound shaped Safety pyramid, something we seem to be able to sustain from last year.



For me this means that we have entered the phase in which Quality rather than Quantity determines success.

Can we truly speak of quality observations with an average % of safe behavior varying between 95 and 97 % and with the vast majority at 100% correct?

Can we claim quality observations if only on 35 % of the observations a Desktop quality review is performed? Don't think so....

In support of the Quality focus we have initiated Behavior Based Safety conference calls which are set up in the country and which gradually will involve many of you.

I invite you to actively participate in these discussion forums and to share the good, the bad, and also the ugly, because Quality means presence of value and not absence of mistake.

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Now is the time that many of you take that well deserved break. Enjoy the "Quality time" with your family and friends.

For those that take the car to explore cities and country sides, stay Alert of the hazards you may encounter, as there are children playing on the road, bicyclists, other road users, perhaps unfamiliar with the roads or distracted by the scenery, or just driver fatigue.

You see, Safety has no "off" switch, and upon your return from vacation, I will be counting on all of you to deliver quantity of work, with quality in Safety.

Safe travels.

Jean-Georges Oberle
Asset Management Manager
Europe, Africa & Middle East

J.G.O.
