

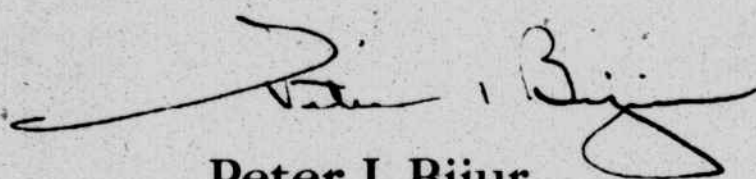
# Moving Forward

Texaco recently announced significant new initiatives to ensure fairness and economic opportunity for all its employees and business partners. This comprehensive plan builds on and accelerates a number of strong programs already in place and covers every aspect of employee recruitment, hiring, retention and promotion, and workplace environment. It also expands our minority business partnering efforts.

We are pleased that numerous minority and religious leaders have expressed their support for this plan.

This plan is the right thing to do - and is simply good business for the entire Texaco family...for our customers, employees, stockholders, suppliers and business partners.

Everyone here at Texaco - every man, every woman - is committed to this plan and to its success.



Peter I. Bijur  
Chairman & CEO

