



Note: The following press release is an English translation of the Japanese-language original

April 3, 2017

Japan Petroleum Exploration Co., Ltd.

### Introduction of Flextime Working Hours in Japan (Notification)

Japan Petroleum Exploration Co., Ltd. (JAPEX) has introduced the flextime working hours in April 1, 2017 to accelerate individual and efficient work including reducing overtime work hours.

In the flextime working hours of JAPEX, each employee can manage their working hours based on core time\* (10:00-15:00) and range of flexible time\*\* considering within monthly total working hours determined by the company. We had implemented this flexible working hours on a trial basis since July 2016 and decided to introduce this officially.

The outline of JAPEX's flextime working hours is as follows:

Classification	Time
Core Time*	10 : 00 - 15 : 00
Flexible Time**	7 : 00 - 10 : 00 and 15 : 00 - 21 : 00
Break	12 : 00 - 13 : 00

This is applied for employees in Headquarters, Research Center, District Offices, Iron Factory, Production Operator Training Center, and other construction offices and it will remain unchanged working hours of field workers such as shift workers.

\* Hours that is required to work every working day

\*\* Hours that employees can manage starting and leaving time

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