



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

December 17, 2021
Japan Petroleum Exploration Co., Ltd.

Notice of Establishment of JAPEX Diversity, Equity & Inclusion (DE&I) Policy

Japan Petroleum Exploration Co., Ltd. (JAPEX) today established the “JAPEX Diversity, Equity & Inclusion (DE&I) Policy,” a new policy to develop our human resources and internal environment. This policy is a revision of the JAPEX Diversity Policy, which was established in 2016 and has been promoted since then, to incorporate the concepts of equity and inclusion in light of recent changes in the external and our business environment.

JAPEX Diversity, Equity & Inclusion (DE&I) Policy

In order to respond to changes in the business environment and achieve further growth as a comprehensive energy company, we regard the promotion of diversity, equity and inclusion (DE&I) as an important management issue, and aim to strengthen our corporate competitiveness and achieve sustainable development. To this end, we enable our diverse employees to create new value by encouraging each and every one to play their active role and grow their careers through fully demonstrating their inherent capabilities.

By respecting diversity in terms of gender, nationality, age, disability, career, personality, and values, and by correcting social imbalances caused by these characteristics and differences, we will realize an organizational culture in which all employees can be productive and active.

◆ **Foster an organizational culture that makes the most of diversity**

We seek to improve productivity and create innovation by fostering an organizational culture to make the most of their individual characteristics and qualities of all employees, with positively accepting diversity and respecting differences.

◆ **Promote the activities of diverse human resources**

By securing outstanding talents regardless of gender, nationality, age, etc., and by providing timely and appropriate placement and training as well as providing support for career and skill development tailored to each employee, we put in place a system that allows all human resources to demonstrate their capabilities and play their active role as self-directed professionals, thereby increasing individual engagement.

◆ **Create an environment that respects diversity**

We promote the development of a work environment that allows employees to exert themselves to the fullest in all situations, taking into consideration the circumstances and characteristics of each individual, including childcare, nursing care, disabilities, and LGBTQ+.

In addition, JAPEX has set the following numerical targets for diversity under this policy. Through this policy and efforts to achieve these numerical targets, we aim to achieve further growth and increase our corporate value.

[Targets under the DE&I Policy]

- Number of female managers: 25 or more by the end of FY2025
- Ratio of female new graduates: 30% or more each year
- Ratio of mid-career hires in management positions: 20% or more to be maintained until FY2025
- Ratio of mid-career hires to total hires: 50% or more each year
- Ratio of male employees taking childcare leave: 80% or more by FY2025

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