



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

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Implement of the 'Challenge Support System' (Information)

Japan Petroleum Exploration Co., Ltd. (JAPEX) implemented the Challenge Support System in April this year.

This system aims to enable employees to enhance their skills and utilize the knowledge and challenging mindset they have gained by tackling new challenges for transformation and innovation in their workplaces. We will entitle employees to a special leave and a support payment for every five consecutive years of service. With the implementation of this system, encouraging challenges regardless of their length of service, the current long-service award system will be discontinued.

Eligible employees will be able to choose between the 'Skill Development Challenge Course,' which focuses on self-improvement, or the 'Challenge Mind Development Course,' which focuses on cultivating a mindset by exploring new initiatives. They will take on challenges in line with the objectives of each course. The specific details of the initiatives are left to the discretion of each individual. By effectively using this system based on innovative ideas, we support our employees to develop their skills autonomously and foster a challenging mindset.

By sharing its results after the challenge is implemented, we intend to encourage synergies, such as generating fresh ideas and expanding the network, and permeate and take hold of a challenge culture.

JAPEX eagerly anticipates a 'Challenge Year' for its employees every five years, leading to sustainable growth by supporting each employee's development and fostering a culture of embracing challenges.

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