



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

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[Information]

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JAPEX Awarded the Silver Rating in the PRIDE Index 2025 (Notice)

Japan Petroleum Exploration Co., Ltd. (JAPEX) has been awarded the “Silver” rating in the “PRIDE Index 2025” ^{(*)1} formulated by the general incorporated association “work with Pride” ^{(*)2} as an evaluation index for efforts to address sexual minorities, including LGBTQ+ (hereinafter “LGBTQ+”), in the workplace.



Under the JAPEX Diversity, Equity & Inclusion (DE&I) Policy, JAPEX has respected differences in gender, nationality, age, disability, career, personality, values, and other characteristics. JAPEX tackles to realize an organizational culture in which all employees can be highly productive by correcting the social imbalance caused by these characteristics and differences.

Examples of JAPEX's LGBTQ+ initiatives include the introduction of a same-sex partnership system in 2023, which stipulates that same-sex partners are treated as same as spouses in legal marriages. In fiscal year 2025, JAPEX continues to advance the creation of a workplace environment where employees can work with peace of mind through conducting more proactive training for all employees to promote understanding of LGBTQ+ issues and to prevent harassment, strengthening awareness activities, as well as establishing a consultation desk.

JAPEX will continue to foster a corporate culture and organizational climate in which all employees can maximize their capabilities, and promote the development of workplace environments, with aiming to further enhance its corporate value.

Notes)

*1: The “PRIDE Index” was established by “work with Pride” in 2016 to create LGBTQ+ friendly workplaces in Japan as the first

LGBTQ+ index in Japan to evaluate the efforts of companies and other organizations. The index consists of five indicators: Policy (Declaration of Action), Representation (Communities of Concern), Inspiration (Awareness-raising activities), Development (personnel system and programs), and Engagement/Empowerment (social contribution and external relations). If the specified requirements are met within each indicator, companies and other organizations are assigned points and are recognized as Gold, Silver, or Bronze rating according to the points awarded.

*2: The general incorporated association “work with Pride” supports the promotion and establishment of diversity management for LGBTQ+ in companies and other organizations. Once a year, the organization holds a conference on LGBTQ+ issues for people in charge of human resources, human rights, and diversity in companies and other organizations, as well as operates the “PRIDE Index” and the “Rainbow Certification”.

<Reference>

work with Pride Association

<https://workwithpride.jp/>

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

<https://www.japex.co.jp/en/sustainability/social/diversity/>

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