



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

February 26, 2019
Japan Petroleum Exploration Co., Ltd.

JAPEX named "the 2019 Certified Health & Productivity Management Outstanding Organizations Recognition Program" for 3 Years in a Row

Japan Petroleum Exploration Co., Ltd. (JAPEX) was selected as one of "the 2019 Certified Health & Productivity Management Outstanding Organizations Recognition Program(*)" for the 3 years in a row from 2017, which is an annual program by the Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi, to unveil the certified large enterprises that pursue efforts for "health and productivity management."

"The Certified Health & Productivity Management Outstanding Organizations Recognition Program" has certified the enterprises including non-listed companies that are making excellent practices for "health and productivity management" collaborating with their insurer such as health insurance society, and has unveiled the list of certified enterprises annually since 2017. This program aims to organize an environment in which enterprises engaging in strategic "health and productivity management" to maintain employees' health from a management perspective are able to gain enhanced public recognition.

The JAPEX Group Code of Conduct upholds that JAPEX takes the actions with the consideration of HSE (Health, Safety, and Environment) as our top priority, and company-wide efforts have been promoted for the realization of work environment enabling all employees to work comfortably and actively.

As employees' healthcare support, health promotion activities to keep health by themselves including after retirement, have been provided continuously such as follow-ups of medical check and stress check test, support program to leave off smoking, and health education classes. Also, "JAPEX Diet Campaign" has been continued to support enabling employees to reduce their weight proactively, systematically, and reasonably, to improve employees' awareness against lifestyle diseases.

In April 2017, the flex-time working with core time of 10 AM to 3 PM on every working day and no core time on "premium Friday" of monthly last Friday were implemented officially, and "no overtime day" to call leaving until 6 PM was newly settled in every Wednesday. As a result of setting their targets and measures in each department to reduce overtime works utilizing the programs mentioned above, its company-widely figure achieved to reduce 28.6% compared with the previous year.

JAPEX will further promote employees' health as a company-wide important priority and will pursue to increase our corporate value.

Note)

* Please refer the official announcement "Announcement of Organizations Recognized under the 2019 Certified Health & Productivity Management Outstanding Organizations Recognition Program" by the Ministry of Economy, Trade and Industry (METI) on February 21, 2019: https://www.meti.go.jp/english/press/2019/0221_002.html

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