



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

October 15, 2020
Japan Petroleum Exploration Co., Ltd.

Notice of “JAPEX Health Management Declaration”

Japan Petroleum Exploration Co., Ltd. (JAPEX) established the "JAPEX Health Management Declaration" in October 2020, aiming to promote our employees and their families' health promotion and realize a better workplace environment.

With the recognition of HSE (Health, Safety, and Environment) as the priority in our business activities, the JAPEX group has been proceeding the safety and health management for the employees based on the "JAPEX HSE Policy," which states securing HSE and environmental protection.

The "JAPEX Health Management Declaration" clearly states our recognition that employees' health is our management commitment as well as one component of the priority in our business, in response to social demands for workstyle innovation, new normal, and diversity awareness.

The JAPEX group will support employees and their families' health promotion, particularly in the following items in the declaration, and aim for its sustainable growth.

JAPEX Health Management Declaration

The JAPEX group has the mission for stable energy supply and making social contributions by our business. Aiming to realize our sustainable growth and value maximization based on the mission, HSE (Health, Safety, and Environment) is the top priority in our business actions.

With understanding that each employee's health is essential for sustainable growth and value maximization, JAPEX declares to promote health management.

- Always be conscious of occupational safety and health, and strive to ensure it and prevent industrial accidents.
- Create a comfortable work environment for better health both physically and mentally, including promoting work-life balance.
- Respect the diversity in values, individuality, and privacy and prevent discrimination and harassment.
- Promote physical and mental health in cooperation with the health insurance association and the labor union so that employees and their families can live healthily for longer years.

October, 2020

Masahiro Fujita
Representative Director and President
Japan Petroleum Exploration, Co., Ltd.

Please visit our website for details in the JAPEX group's health management.

JAPEX Website: CSR > Occupational Health and Safety
<https://www.japex.co.jp/english/csr/hse.html>