



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

April 3, 2023

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JAPEX to Introduce the Same-sex Partnership System in April 2023 (Information)

Japan Petroleum Exploration Co., Ltd. (JAPEX) established the "Inner Rule of Same-sex Partnership" on April 1, 2023, which defines treating our employees' same-sex partners in the same manner as legally married spouses to enable the application of allowances and benefits in the relevant inner rules.

Under the "JAPEX Diversity, Equity & Inclusion (DE&I) Policy," we have been making efforts to realize a corporate culture that allows all employees to be more productive and active by respecting the difference of gender, nationality, age, disabilities, careers, personalities, and values in each employee, and by correcting social inequalities caused by those features and differences.

Particularly, the movement is accelerating in Japan and abroad to consider respect for sexual minorities such as LGBTQ+ as one of the human rights issues. In JAPEX, as one of the specific measures for DE&I, we established and started to apply the inner rule for recognizing and accepting sexual minorities. At the same time, to prevent prejudice and discrimination against sexual minorities, we revised the "Inner Rule of Anti-harassment" to include the harassment regarding SOGI (Sexual Orientation and Gender Identity) as an object to prevent.

JAPEX will provide training programs to employees to better understand sexual minorities based on the introduced system. Also, we will enhance the support for sexual minority employees, such as consultation services.

<Reference>

- The JAPEX Diversity, Equity & Inclusion (DE&I) Policy
(on the page of "Diversity, Equity & Inclusion (DE&I)" in JAPEX website)

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

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