



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

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JAPEX to Start a Clothes Casualization Trial in Office Hours (Information)

Japan Petroleum Exploration Co., Ltd. (JAPEX) will start a clothes casualization trial, which eases our dress code during office hours, on March 1, 2023. This trial is part of our efforts to promote diversity and improve the working environment, and expects to increase productivity, innovation, and communication by working with comfortable clothes for each personnel.

We established a Closing Guideline for the beginning of the trial and will try to make improvements during the trial term through status verification, including an employee survey, for the official implementation by April 2024.

The Closing Guideline has a basic policy that every personnel can choose clothes during office hours for autonomous working, with attention to cleanliness and safety, and there is no specification of colors, patterns, and materials. Also, the guideline states the requirement to wear office formals when attending outside persons and venues as necessary and our official work uniform during on-site work.

We would like to ask our stakeholders, including clients and business partners, for their understanding in light of the purpose of this trial.

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