



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

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## **JAPEX Officially Starts Free Dress Code in Office Hours (Information)**

Japan Petroleum Exploration Co., Ltd. (JAPEX) officially starts free dress code at work on April 1, 2024. This initiative is part of our efforts to promote diversity and improve the work environment, and is expected to increase productivity, create innovation, and foster communication by working with comfortable clothing for each employee.

The free dress code has been in effect approximately one year since last March as a trial period, while considering employees' input. The Clothing Guideline allows employees to autonomously choose the clothing that is comfortable for their work while maintaining a sense of cleanliness and safety. The policy also states the requirement to wear office attire as necessary when attending outside people and places and our official work uniform during on-site work.

We would like to ask our stakeholders, including clients and business partners, for their understanding.

Note) See the information dated February 22, 2023, [“JAPEX to Start a Clothes Casualization Trial in Office Hours”](#)

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