



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

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[Information]

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JAPEX Awarded the Bronze Rating in the PRIDE Index 2024 (Notice)

Japan Petroleum Exploration Co., Ltd. (JAPEX) has been awarded the “Bronze” rating in the “PRIDE Index 2024” ^{(*)1} formulated by the general incorporated association “work with Pride” ^{(*)2} as an evaluation index for efforts to address sexual minorities in the workplace.



Under the JAPEX Diversity, Equity & Inclusion (DE&I) Policy, JAPEX works to realize an organizational culture in which all employees can be highly productive by respecting differences in gender, nationality, age, disability, career, personality, values, and other characteristics, and by correcting the social imbalance caused by these characteristics and differences.

As our efforts to address sexual minorities, JAPEX introduced a same-sex partnership system in 2023, which stipulates that same-sex partners are to be treated in the same manner as spouses in a legal marriage. In addition, JAPEX is improving its internal environment to promote understanding of LGBTQ+ and prevent harassment, by conducting awareness-raising activities including conducting training for all employees and distributing internal guidelines, and by establishing a counseling service.

JAPEX will continue to foster a corporate culture and organizational climate in which all employees can maximize their capabilities, and promote the development of workplace environments, with aiming to further enhance its corporate value.

*1: The “PRIDE Index” was established by “work with Pride” in 2016 to create LGBTQ+-friendly workplaces in Japan as the first LGBTQ+ index in Japan to evaluate the efforts of companies and other organizations. The index consists of five indicators, Policy (Declaration of Action), Representation (Communities of Concern), Inspiration (Awareness-raising activities), Development (personnel system and programs), and Engagement/Empowerment (social contribution and external relations). If the specified requirements are met within each indicator, companies and other organizations are assigned points and are recognized as Gold, Silver, or Bronze rating according to the points awarded.

*2: The general incorporated association “work with Pride” supports the promotion and establishment of diversity management for LGBTQ+ and other sexual minorities in companies and other organizations. Once a year, the organization hold a conference on LGBTQ+ for person in charge of human resources, human rights, and diversity in companies and other organizations, as well as operates the “PRIDE Index” and the “Rainbow Certification”.

<https://workwithpride.jp/>

<reference>

JAPEX Diversity, Equity & Inclusion (DE&I) Policy

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

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