



November 25, 2024  
Cosmo Energy Holdings Co., Ltd.

Cosmo Earns Highest “Gold” Rating in PRIDE Index 2024  
for its LGBTQ+ Inclusivity Initiatives

*~Seeks to Promote a Workplace Environment Where Diverse Talent Can Thrive~*

Cosmo Energy Holdings Co., Ltd. (hereafter, “the Company”) today announced that it has earned the highest “Gold” rating for the first time in the PRIDE Index 2024, a performance index that assesses a company’s efforts to support LGBTQ+ and those with other gender preferences in the workplace (hereafter “LGBTQ+”)¹.

The Cosmo Energy Group (hereafter, “the Group”) has long focused on “prohibiting discrimination,” “respecting diversity,” and “prohibiting harassment” under its Group Code of Conduct, and is committed to creating a workplace that respects each individual’s uniqueness and enables them to develop and fully demonstrate their capabilities. In the context of “respecting diversity,” diversity also includes SOGI², with the Group implementing various inclusivity initiatives, recognizing the importance of creating an environment where LGBTQ+ employees can work productively, free from anxiety and frustration.

One recent initiative focused on revising LGBTQ+-related personnel systems to allow same-sex partners to access the same employee benefits available to opposite-sex partners and permit employees to register their preferred gender. Additionally, the Group has been proactively working to promote understanding across Group companies, including raising awareness about SOGI harassment and conducting study sessions for those in charge of human resources.

As a result of these initiatives, the Group earned a “Gold” rating in the PRIDE Index, a performance index based on five certification criteria established by the work with Pride Association. This marks the third consecutive year that the Group has been recognized following a “Bronze” rating in FY2022 and a “Silver” rating in FY2023, and it is the first time the Group has earned a “Gold” rating.

Moving forward, the Group will continue its efforts to prohibit discrimination based on sexual orientation, gender identity, and gender expression. Furthermore, the Group remains

committed to fostering a workplace environment where employees of all SOGI backgrounds can work with peace of mind and demonstrate their full potential. By harnessing the collective wisdom of a diverse workforce, the Group will positively contribute to creating future value and achieving harmony and symbiosis with the planet and society.

**【PRIDE Index 2024】**

The PRIDE Index was established in 2016 by the work with Pride Association as Japan's first performance index to measure a company's efforts to ensure the inclusion of LGBTQ+ in the workplace. It is comprised of five performance indexes: Policy (Declaration of Action), Representation (LGBTQ+ Community), Inspiration (Awareness-Raising Activities), Development (Personnel Systems and Programs), and Engagement/ Empowerment (Social Contribution and Public Relations Activities).



1. The following Group companies have also received a “Gold” rating together with the Company: Cosmo Oil Co., Ltd., Cosmo Oil Marketing Co., Ltd., Cosmo Energy Exploration & Production Co., Ltd., Cosmo Oil Lubricants Co., Ltd., Cosmo Business Associates Co., Ltd.

2. SOGI: Abbreviation for Sexual Orientation and Gender Identity.

(End)

(The official language for Cosmo Energy Group's filings with the Tokyo Stock Exchange and Japanese authorities, and for communications with our shareholders, is Japanese. We have posted English versions of some of this information on this website. While these English versions have been prepared in good faith, Cosmo Energy Group does not accept

responsibility for the accuracy of the translations, and reference should be made to the original Japanese language materials.)