



December 19, 2024  
Cosmo Energy Holdings Co., Ltd.

## Cosmo Receives Prestigious “Best Workplace for Diversity & Inclusion” Award in D&I AWARD 2024

Cosmo Energy Holdings Co., Ltd. (hereafter, "the Company") has been honored with the highest recognition, the “Best Workplace for Diversity & Inclusion” award<sup>1</sup>, in the D&I Award 2024. This marks the first time the Company has received this distinguished accolade, which serves as an index to measure companies’ performance in promoting diversity and inclusion (D&I).

The D&I Award is Japan’s leading award program to recognize and honor organizations that demonstrate a strong commitment to D&I. The D&I Award 2024 evaluated companies on five key pillars: gender gap, LGBTQ+ inclusion, support for individuals with disabilities, multicultural coexistence, and childcare and caregiving initiatives.

The Cosmo Energy Group (hereafter, "the Group") has long championed D&I through its Code of Conduct, which emphasizes prohibiting discrimination, ensuring assessments are fair and equitable, respecting diversity, prohibiting harassment, and ensuring stable employment. Guided by these principles, the Group as a whole has implemented wide-ranging initiatives to foster a more diverse and inclusive workplace.

As a result, in FY2023, the Company’s efforts were recognized for the first time with the “Advanced” award. Building on this achievement, in FY2024, the Group focused on various initiatives<sup>2</sup>, including cultivating women leaders, providing female employees with opportunities to network with female role models, enhancing support for gynecological health issues, revising personnel systems to ensure inclusivity for LGBTQ+ employees, and increasing the rate of employment and retention of individuals with disabilities. These efforts culminated in the Group earning the prestigious “Best Workplace for Diversity & Inclusion” award.

Looking ahead, the Group remains steadfast in its commitment to creating a workplace where discrimination on the basis of birthplace, nationality, race, creed, religion, gender, age, disability, or sexual orientation is not tolerated, and all employees can confidently demonstrate their full potential.



#### 【About the D&I Award】

The D&I Award is Japan's leading award for recognizing and honoring companies committed to D&I. It uses the "Diversity Score," a unique assessment metric developed by JobRainbow, Co., Ltd. to visualize companies' D&I initiatives, with scores serving as the basis for awarding certifications. The Diversity Score evaluates efforts across five key categories: gender gap, LGBTQ+ inclusion, support for individuals with disabilities, multicultural coexistence, and childcare and caregiving initiatives. Each category is further broken down into five elements and assessed against four criteria, resulting in a detailed evaluation covering 100 distinct items that measure the breadth and depth of a company's D&I initiatives.

(Reference) <https://diaward.jobrainbow.jp/top> (available in Japanese only)

#### 【About the “Best Workplace for Diversity & Inclusion” award】

The “Best Workplace for Diversity & Inclusion” award represents the highest level of recognition for companies demonstrating an exceptional commitment to D&I. It is awarded to leaders in D&I who are working to promote D&I to a high standard not only within Japan but also at the global level. In addition to fostering a corporate culture rooted in D&I principles, individual employees at such companies are empowered to take ownership in promoting D&I. Their commitment to D&I is evident in every facet of their services, business operations, and organizational structure, extending beyond the company to positively influence broader society.

#### 【What is an “Advanced” company?】

An “Advanced” company is a Japan-based organization recognized for its progressive approach to D&I. These companies serve as role models, helping to drive D&I efforts across Japan by setting a high standard for others to follow. An Advanced company fosters a corporate culture where individual employees embrace and respect D&I principles. At the same time, they actively pursue further transformation and implement a wide range of

comprehensive, multifaceted initiatives to promote D&I at all levels.

1. The following Group companies have also been recognized with the "Best Workplace for Diversity and Inclusion" award together with the Company: Cosmo Oil Co., Ltd., Cosmo Oil Marketing Co., Ltd., Cosmo Energy Exploration & Production Co., Ltd., Cosmo Oil Lubricants Co., Ltd., and Cosmo Business Associates Co., Ltd.

2. Implemented initiatives include the following:

- Ensuring women graduates continue to account for 50% or more of all new graduate hires and hosting seminars to promote women's active participation and advancement in the workplace
- Establishing LGBTQ+-related employee benefits and personnel systems to allow same-sex partners to access the same benefits available to opposite-sex partners, and revising policies to permit employees to register their preferred gender
- Conducting annual harassment training for all employees
- Achieving an employment rate of individuals with disabilities of 2.76%, exceeding the legally mandated employment rate
- Attaining a 100% return-to-work rate from childcare leave and ensuring 62% or more of male employees take childcare leave

As a result, the Company has been recognized as follows:

- Received Eruboshi certification since 2016
- Obtained Platinum Kurumin certification since 2018
- Earned a "Gold" rating in PRIDE Index 2024

(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.)