



November 17, 2025
Cosmo Energy Holdings Co., Ltd.

**Cosmo Rated “Gold” in PRIDE Index 2025 for LGBTQ+ Inclusivity for Second Year Running
~Fostering Workplace Environments Where Diverse Talent Can Thrive~**

Cosmo Energy Holdings Co., Ltd. (hereafter, “the Company”) has earned the highest “Gold” rating for the second consecutive year in the PRIDE Index 2025, a performance index that assesses a company’s efforts to support LGBTQ+ individuals in the workplace¹.

The Cosmo Energy Group (hereafter, “the Group”) has long focused on “prohibiting discrimination,” “respecting diversity,” and “prohibiting harassment” under its Code of Conduct, and is committed to creating workplaces that respect each individual’s uniqueness and enable them to develop and demonstrate their capabilities.

With “respecting diversity” also encompassing SOGI², the Group has been implementing a range of inclusivity initiatives, recognizing the importance of creating workplace environments where LGBTQ+ employees can work productively, free from anxiety or frustration. Building on last year’s efforts, the Group has continued to revise LGBTQ+-related personnel systems, including extending the same benefits to all employees regardless of sexual orientation or gender identity, as well as introducing a system for employees to register their preferred gender. Most recently, the Group has proactively implemented initiatives aimed at fostering workplaces where employees can work with peace of mind, such as holding seminars for all employees to enhance understanding of LGBTQ+ individuals and issues, raising awareness about SOGI harassment, and establishing an external consultation line dedicated to LGBTQ+-related topics.

In recognition of these initiatives, the Company has earned a “Gold” rating in the PRIDE Index—a performance index based on five certification criteria established by the work with Pride Association—for the second year running.

Moving forward, the Group will continue its efforts to prohibit discrimination based on sexual orientation, gender identity, and gender expression, and remains committed to fostering workplace environments where employees of all SOGI backgrounds can work with peace of mind and demonstrate their capabilities. Furthermore, by harnessing the collective wisdom

of a diverse workforce, the Group will positively contribute to creating future value and achieving harmony with society and our planet.



■ About PRIDE Index 2025

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+ individuals 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.

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(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.)