



December 12, 2025
Cosmo Energy Holdings Co., Ltd.

Cosmo Receives Prestigious “Best Workplace for Diversity & Inclusion” Award for Second Consecutive Year in D&I AWARD 2025

Cosmo Energy Holdings Co., Ltd. (hereafter, “the Company”) has been honored with the highest recognition in the D&I AWARD 2025, the “Best Workplace for Diversity & Inclusion” award¹. This marks the second consecutive year that the Company has received this distinguished accolade, which measures companies’ performance in advancing diversity and inclusion (D&I).

The D&I AWARD is Japan’s leading awards program visualizing, recognizing, and honoring companies’ progress in advancing D&I. The Award evaluates diversity efforts across five key areas: gender gap, LGBTQ+ inclusion, support for individuals with disabilities, multicultural coexistence, and childcare and caregiving initiatives.

The Cosmo Energy Group (hereafter, “the Group”) promotes D&I across all Group companies based on its commitment, as set forth in its Code of Conduct, to prohibiting discrimination, ensuring fair and equitable assessments, respecting diversity, prohibiting harassment, and ensuring stable employment.

In FY2025, the Group promoted the active participation and advancement of women in the workplace. These efforts included cultivating women leaders, providing female employees with opportunities to network with female role models, and implementing cross-organizational mentoring. In addition, the Group carried out a wide-range of initiatives² to foster D&I, such as holding seminars for all employees to enhance understanding of LGBTQ+ individuals and issues, extending the same benefits to all employees regardless of sexual orientation or gender identity, and establishing an external consultation line dedicated to LGBTQ+-related topics. The Group also worked to increase the employment and retention rates of individuals with disabilities. These activities culminated in the Group earning the most prestigious “Best Workplace for Diversity & Inclusion” award for the second year in a row.

Looking ahead, the Group remains steadfast in its commitment to creating workplaces where discrimination on the basis of birthplace, nationality, race, creed, religion, gender, age,

disability, sexual orientation, or other such factors is not tolerated, and employees of all backgrounds can confidently demonstrate their full potential.



About the D&I AWARD

The D&I AWARD is Japan's leading awards program recognizing and honoring companies committed to advancing D&I. It assesses companies' D&I efforts using 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 leading companies that promote D&I to an exceptionally 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.

1. The following Group companies have also been honored 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 continue to account for 50% or more of new graduate hires
- Holding seminars to promote women's active participation and advancement in the workplace, providing cross-industry networking opportunities, and implementing cross-organizational mentoring
- Establishing systems to ensure LGBTQ+ inclusion (extending the same personnel systems and benefits to all employees regardless of sexual orientation or gender identity, introducing a system allowing employees to register their preferred gender)
- Holding seminars for all employees to enhance understanding of LGBTQ+ individuals and issues
- Establishing an external consultation line dedicated to LGBTQ+-related topics
- Conducting annual harassment-prevention 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 following childcare leave, with a male employee childcare leave usage rate of over 79%

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

- Has maintained Eruboshi certification annually since 2016
- Has maintained Platinum Kurumin certification annually since 2018
- Earned a “Gold” rating in PRIDE Index 2025

(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.)