



March 11, 2026  
Cosmo Energy Holdings Co., Ltd.

Cosmo Co-Hosts KYOBASHI International Women's Day  
~A Special Event Organized by Three Companies Headquartered in Kyobashi~

Cosmo Energy Holdings Co., Ltd. (hereafter, "the Company") held a special lecture event on March 10 at the Toda Building, where the Company is located, together with TODA CORPORATION and neighboring company PILOT CORPORATION, in support of International Women's Day established by the United Nations. The event was held in a hybrid format combining in-person and online participation, with many employees and other stakeholders from the three companies attending.



From left: Mashiho Kojo (Executive Officer & General Manager, International Sales Division, PILOT CORPORATION)

Noriko Rzonca (Senior Executive Officer and CDO of the Company)

Shigeru Yamada (Representative Director and Group CEO of the Company)

Rumiko Seya (President, Certified NPO REALs (Reach Alternatives))

Fumio Fujisaki (Representative Director and President, PILOT CORPORATION)

Seisuke Otani (Representative Director and President, TODA CORPORATION)

Kazumi Atago (Corporate Officer in charge of Board of Directors Office, Secretarial Div., Internal Control Div., TODA CORPORATION)

The three companies welcomed Rumiko Seya, President of Certified NPO REALs (Reach Alternatives)<sup>1</sup>, an organization that supports conflict prevention and peacebuilding, as guest speaker.

As a high school student, Ms. Seya was deeply affected by photographs of the Rwandan genocide, which inspired her to pursue a career in conflict resolution. After serving as a diplomat in Afghanistan and other postings, she now works on the frontlines of global peacebuilding, including in Gaza, Syria, and Afghanistan.

Her keynote speech, which highlighted the realities of conflict zones and emphasized a mindset of self-leadership that allows diverse values to coexist, offered attendees a valuable opportunity to reflect on the paths women choose to walk and their contributions to society.

Following the lecture, Noriko Rzonca, Senior Executive Officer and CDO of the Company, Kazumi Atago, Corporate Officer at TODA CORPORATION, and Mashiho Kojo, Executive Officer at PILOT CORPORATION, joined Ms. Seya on stage for a panel discussion on women's empowerment and global business. The discussion included a lively exchange on creating organizational cultures where diverse talent—including women—can thrive, drawing insights from multiple industries.



Keynote speech by Rumiko Seya



Panel discussion  
(From left: Kazumi Atago, Noriko Rzonca,  
Mashiho Kojo, Rumiko Seya)

During the opening of the event, Seisuke Otani, Representative Director and President of TODA CORPORATION, and Fumio Fujisaki, Representative Director and President of PILOT CORPORATION, emphasized their commitment to transcending industry boundaries and leveraging diversity as a strength. In his closing remarks, Shigeru Yamada, Representative Director and Group CEO of the Company, echoed this sentiment.

In addition, after the main event, the three companies held an interactive session where participants could experience a menstrual pain simulator.

The Cosmo Energy Group regards DE&I as a key element in its people strategy and prioritizes women's active participation and advancement in the workplace as one of its most important management agendas so that diverse talent can continue to grow and demonstrate their full potential.

Going forward, the Group remains committed to enhancing its enterprise value through such initiatives, while contributing to society by enabling its diverse employees to leverage their individual strengths.

#### 1. Overview of Certified NPO REALs

Certified NPO REALs operates in seven countries and regions around the world, such as Palestine/Gaza, Somalia, South Sudan, and Afghanistan, working to prevent and overcome conflict, terrorism, and social violence and to build a society where people can coexist peacefully. Drawing on this expertise, the organization not only works on building systems within Japanese society but also offers lectures and advisory services to companies, educational institutions, and local governments.

Website: <https://reals.org/about/index.html>

(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.)