

Cosmo Energy Obtains WELL™ Gold Certification for the First Time
~Promoting the Creation of a Healthier and More Comfortable Workplace
Following Head Office Relocation~

Cosmo Energy Holdings Co., Ltd. (hereafter, “the Company”) has earned Gold-level certification for its Kyobashi head office under the WELL Building Standard (WELL™), the world's leading healthy building certification program. In addition, the Company was recognized at the awards ceremony held during the WELL 2026 Tokyo Summit at Tokyo Midtown, marking the first time the Company has received WELL Certification.

WELL Certification is an international certification program administered by the International WELL Building Institute (IWBI), and evaluates how well buildings and office spaces support human health, comfort, and well-being. Built environments are rated across various core concepts, including Air, Water, Light, Thermal Comfort, Mind, and Community.

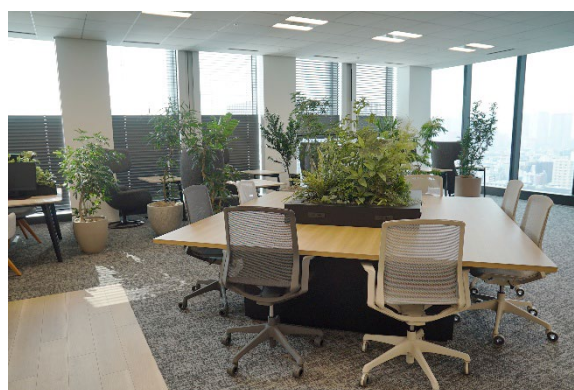
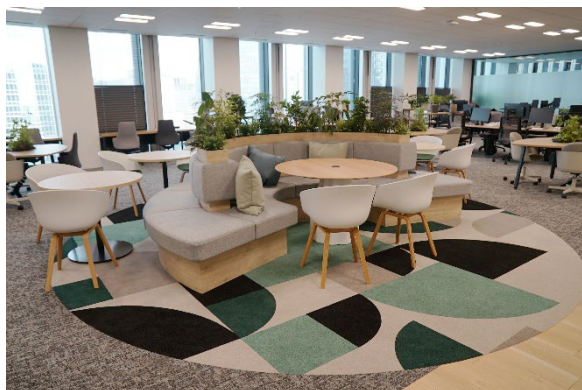


Photo from the awards ceremony held during the
WELL 2026 Tokyo Summit on May 19, 2026
Right: Rachel Hodgdon, President & CEO of IWBI;
Left: Izumi Serita, General Manager of the Company's
Legal and General Affairs Dept.

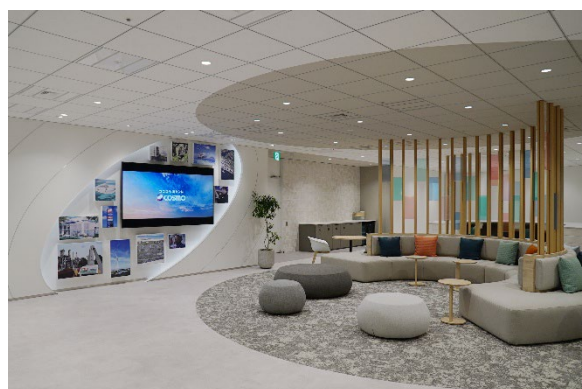
Following the relocation of its head office in July 2025¹, the Company has been working to create a healthy, comfortable workplace based on the concept of “a workplace for the future—comfortable, inspiring, and uniquely Cosmo.” In recognition of these efforts, the Company was awarded WELL Gold Certification this year.

Specifically, the Company has enhanced fundamental aspects of the workplace environment—including air, water, and light quality—while designing thermal conditions and workspaces that accommodate diverse work styles and individual preferences. It has also introduced activity-based working, allowing employees to choose where they work based on the nature of their tasks rather than being tied to assigned desks. Furthermore, through the incorporation of relaxation areas and layouts that encourage communication, the Company seeks to create an office that fosters natural interaction across departments and sparks fresh ideas. These initiatives have all been undertaken with input from employees and continue to be refined and improved in line with the Company's commitment to “fostering employee vitality and creativity through the office.”

Going forward, the Company will continue to create an environment where every employee can work with confidence while continuing to promote initiatives that enhance employee well-being.



Office floor where employees can choose their seats based on the nature of their work



Guest lounge in front of the main reception



Wellness area available for employees to use freely

<Overview of the Kyobashi Head Office>

Address	1-7-1 Kyobashi, Chuo-ku, Tokyo
Main affiliates located in the same office	Cosmo Oil Co., Ltd., Cosmo Oil Marketing Co., Ltd., Cosmo Energy Exploration & Production Co., Ltd., Cosmo Oil Lubricants Co., Ltd.

1. Press release issued on March 14, 2025

Cosmo Energy to Relocate its Head Office, Aiming to Create a More Comfortable Workplace That "Fills the Hearts" of Employees

<https://www.cosmo-energy.co.jp/en/information/press/2025/250314-01.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.)