



February 27, 2023

To whom it may concern:

Company name: ENEOS Holdings, Inc.
Representative: Saito Takeshi
Representative Director, President
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Strengthening and Implementation of Measures to Ensure Respect for Human Rights and Compliance

ENEOS Holdings, Inc. (President: Saito Takeshi; the “Company”) has been working continuously to ensure respect for human rights and thorough compliance, which it considers to be top management priorities. To this end, and taking into account the inappropriate actions of the former chairman of the Company last year, the Board of Directors resolved today to strengthen and implement measures to ensure respect for human rights and thorough compliance as follows.

1. Implementation of human resources due diligence (HR due diligence)

In order to increase the impartiality and objectivity of the nomination process for directors, the Company has decided to implement HR due diligence for director candidates nominated from inside the Company and submit results on this process to the Company’s Nomination Advisory Committee. In the HR due diligence process, a third-party organization will conduct hearings of current or former colleagues and subordinates of these director candidates and will confirm, based on the hearings, whether the candidates align with the policy on nomination established in the Basic Policy on Corporate Governance of ENEOS Group.

2. Implementation of measures to maintain and confirm awareness of respect for human rights and thorough compliance

In order to maintain the appointed directors’ awareness of respect for human rights and thorough compliance, and to confirm that this awareness is being appropriately maintained, the Company has decided to regularly implement training for directors on respect for human rights and thorough compliance.

3. Clarification of the process for disciplinary measures for officers

In order to clarify disciplinary measures and related procedures for material compliance violations, etc., the Company has decided to include provisions of disciplinary measures and related procedures in the Officer Appointment Contract concluded between the Company and each officer, and to establish related internal rules and regulations.

4. Introduction of disciplinary provisions for officers

As penalties for material compliance violations, etc., the Company has decided to establish provisions for recovery or cancellation of officer remunerations (to a maximum of remunerations for the four fiscal years in principle) by resolution of the Board of Directors after deliberation, if necessary, by the Compensation Advisory Committee, and to include these provisions (introduction of clawback and malus provisions) in the Officer Appointment Contract and related internal rules and regulations mentioned in 3. above. Damages to the Company resulting from material compliance violations, etc. will be claimed separately.

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