

November 26, 2020

ENEOS Holdings, Inc.

### **ENEOS participates in "The Valuable 500", a global initiative to support the activities of people with disabilities**

ENEOS Holdings, Inc. (President: Ota Katsuyuki) announces that it will be participating in "The Valuable 500", a global initiative to support the activities of people with disabilities with President, Katsuyuki Ota placing his signature on the participation form to validate our commitment.



President Ota holding the signed participation form

The Valuable 500 is an initiative launched in January 2019 at the World Economic Forum Annual Meeting (commonly called "Davos Conference") to promote the active participation of people with disabilities. It was established based on the concept of "inclusive business creates an inclusive society", and its purpose is for business leaders



to carry out reforms that enable people with disabilities to realize the potential value they bring to business, society, and the economy. As of November 20, 349 companies worldwide had expressed their support, making ENEOS the 26th company in Japan to do so.

ENEOS has established the following specific actions in support of this initiative.

1. Establish, maintain and improve targets for the employment rate of persons with disabilities as a priority issue.
2. Enhancing our support systems for the long-term stable employment of people with disabilities.
3. Working to further increase employee awareness of diversity and inclusion in order to create a workplace environment in which anyone, including those with disabilities can play an active role.

ENEOS is also implementing the following measures in relation to the inclusion of persons with disabilities.

Measures	Details
Support for workplace adaptation	Providing support for workplace adaptation by establishing career life counselors for the disabled and workplace adaptation assistants (job coaches).
Initiatives for the promotion and development of sports for the disabled	ENEOS Corporation, one of the Group's leading companies, actively supports sports for the disabled by sponsoring the Japan Wheelchair Basketball Federation, Japan Deaf Basketball Association, and the Japan Dream Baseball League.
Fostering employee understanding of disabilities	We publish an in-house magazine, "active communication" to raise awareness of diversity and inclusion and to promote employees understanding of the types of disabilities and domestic and overseas legal systems related to disabilities.

ENEOS will continue to actively promote diversity and inclusion in order to create an environment where each and every employee can work energetically, and strive to enhance our corporate value in order to contribute to the development of society and the creation of a vibrant future.