ESG Performance Data (Fiscal 2023)

				Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
‹Environmental›							
Climate Change Response							
Greenhouse gas (GHG) emissions	Scopes 1 and 2 *1,2	Domestic	Scope 1: Direct GHG emissions	thousand tons-CO2	185	217	✓ 217
			(of which, flare emissions)		57	48	52
			Scope 2: Indirect GHG emissions *3		57	33	✓ 20
			Total of Scopes 1 and 2		242	251	✓ 237
		Overseas	Scope 1		369	0	0
			(of which, flare emissions)		0	0	0
			Scope 2		10	0	0
			Total of Scopes 1 and 2		379	0	0
		Domestic and Overseas	Total Scope 1 emissions		554	217	217
			(of which, total flare emissions)		57	48	52
			Total Scope 2 emissions		67	33	20
			Total of Scopes 1 and 2		620	251	237
	Scope 3 *1		Category 1: Purchased goods and services		32	48	50
			Category 2: Capital goods		35	22	25
			Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)		444	476	446
			Category 4: Upstream transportation and distribution		90	96	88
			Category 5: Waste generated in operations		2	7	8
			Category 6: Business travel		0.29	0.28	0.28
			Category 7: Employee commuting		0.71	0.70	0.69
			Category 8: Upstream leased assets		Included in Scopes 1 and 2	Included in Scopes 1 and 2	Included in Scopes 1 and 2
			Category 9: Downstream transportation and distribution		not relevant	not relevant	not relevant
			Category 10: Processing of sold products		3	4	3
			Category 11: Use of sold products *4		9,448	6,471	✓ 7,740
			Category 12: End-of-life treatment of sold products		not relevant	not relevant	not relevant
			Category 13: Downstream leased assets		not relevant	not relevant	not relevant
			Category 14: Franchises		not relevant	not relevant	not relevant
			Category 15: Investments		not relevant	not relevant	not relevant
			Total Scope 3 emissions		10,055	7,125	8,361
			Total of Scopes 1, 2, and 3	thousand tons-CO2	10,675	7,376	8,598
	GHG emission intensity	Domestic and Overseas	E&P Business: GHG emissions per barrel of oil equivalent produced *5	kg-CO2/boe	60	41	39
			Entire business: Intensity of operational GHG emissions from supplied energy *6	tons-CO2/TJ	5.52	3.56	3.38

			Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
Emissions by gas type (CO2 equivalent) *7	Domestic	CO2	thousand tons-CO2	214	191	178
		CH4		28	59	59
		N2O		0.07	0.12	0.10
		HFCs		0.09	0.20	0.14
		PFCs		0.00	0.00	0.00
		SF6		0.01	0.00	0.00
		Other		0.00	0.00	0.00
		Total		242	251	237
	Overseas	CO2		377	0.05	0.06
		CH4		0.12	0.00	0.00
		N2O		1.14	0.00	0.00
		HFCs		0.00	0.00	0.00
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
		Total		379	0.05	0.06
	Domestic and Overseas	CO2		591	191	178
		CH4		28	59	59
		N2O		1.21	0.12	0.10
		HFCs		0.09	0.20	0.14
		PFCs		0.00	0.00	0.00
		SF6		0.01	0.00	0.00
		Other		0.00	0.00	0.00
		Total		620	251	237
Emissions by gas type *7	Domestic	CO2	tons	213,811	191,048	178,104
		CH4		1,114	2,369	2,101
		N2O		0.25	0.39	0.33
		HFCs		0.03	0.08	0.05
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
	Overseas	CO2		377,371	47	57
		CH4		5	0.00	0.00
		N2O		4.00	0.00	0.00
		HFCs		0.00	0.00	0.00
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
	Domestic and Overseas	CO2		591,182	191,095	178,161
		CH4		1,119	2,369	2,101
		N2O		4.25	0.39	0.33
		HFCs		0.03	0.08	0.05
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00

			Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
Energy consumption *8	Domestic	Natural gas	TJ	1,811	1,859	1,804
		Gas oil		14	22	21
		Fuel oil A		44	123	128
		Kerosene		0.78	1.33	0.91
		Gasoline		7	7	8
		Condensate		0	0	0
		LPG		0.94	1.19	0.86
		Purchased electricity		1,163	1,165	1,028
		(of which, amount of non-fossil fuel certificate purchased)		5	526	693
		City gas		10	10	11
		Heat supply from the outside		0	0	0
		Internally generated electricity (solar) *9		-	-	1.12
		Total		3,052	3,190	✓ 3,002
	Overseas	Natural gas		6,718	0.01	0.01
		Gas oil		0	0	0
		Fuel oil A		0	0	0
		Kerosene		0	0	0
		Gasoline		0.16	0.28	0.34
		Condensate		0	0	0
		LPG		0	0	0
		Purchased electricity		741	0.18	0.44
		City gas		0	0	0
		Heat supply from the outside		0	0	0
		Internally generated electricity (solar) *9		-	-	0
		Total		7,459	0.47	0.79
	Domestic and Overseas	Total		10,511	3,190	3,003
Renewable energy	Domestic	Electricity generated	thousand kWh	21,061	55,216	159,324
		Total investment	million yen	10,284	1,835	2,583
Expenditure for environmental protection and biodiversity preservation *10	Domestic		million yen	4	3	3

				Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
Pollution Prevention and Resource Recycling							
Water withdrawal		Domestic	Tap water	thousand kL	106	108	108
			Industrial water		471	480	560
			Underground water		162	154	154
			River waters		108	91	70
			Seawater *11		44,676	46,476	45,822
			Rainwater		0.07	0.07	0.07
			Other		0	0	0
			Total		45,524	47,310	✓ 46,713
		Overseas	Tap water		0	0	0
			Industrial water		0	0	0
			Underground water		166	0	0
			River waters		0	0	0
			Seawater *10		0	0	0
			Rainwater		0	0	0
			Other		0	0	0
			Total		166	0	0
		Domestic and Overseas	Total		45,690	47,310	46,713
	Water stress-related *12	Domestic and Overseas	Water withdrawals in water stressed regions	kL	0	0	0
			Percentage of operations in water stressed regions	%	0	0	0
	Water withdrawal intensity *13	Domestic and	Intensity of water withdrawals required to extract hydrocarbon	kL/boe	0.28	0.56	0.57
Water discharge *14		Domestic	Sewage	thousand kL	31	29	28
			Pit-water reuse/injection		549	494	418
			Release/evaporation		422	398	444
			Marine waters		45,564	47,344	46,741
			Other		0	0	0
			Total		46,566	48,266	✓ 47,631
		Overseas	Sewage		0	0	0
			Pit-water reuse/injection		26	0	0
			Release/evaporation		95	0	0
			Marine waters		0	0	0
			Other		0	0	0
			Total		121	0	0
		Domestic and Overseas	Total		46,687	48,266	47,631
Air pollutant emissions		Domestic	VOC *15	tons	998	989	✓ 977
		Overseas	VOC		17	0	0
		Domestic and Overseas	VOC Total		1,015	989	977
		Domestic	NOx (nitrogen oxide)		134	122	123
			SOx (sulfur oxide)		2	2	6
Specified chemical substances emissions *16		Domestic	Benzene	kg	5,423	14,314	6,054
			Toluene		1,647	5,751	1,138
			Xylene		385	1,729	284
			Normal hexane		11,042	12,406	-
			1, 2, 4-Trimethylbenzene		15	105	-
			Piperazine		0	0	0
			Ethylbenzene		0	140	0
			Hexane		-	-	6,646
			Cyclohexane		-	-	2,569
			Trimethylbenzene		-	-	26
			Heptane		-	-	1,120
			Total		18,513	34,445	17,837
		Overseas	Benzene		0	0	0
			Toluene		0	0	0
			Xylene		0	0	0
			Normal hexane		0	0	0
			1, 2, 4-Trimethylbenzene		0	0	0
			Piperazine		0	0	0
			Ethylbenzene		0	0	0
			Hexane		-	-	0
			Cyclohexane		-	-	0
			Trimethylbenzene		-	-	0
			Heptane		-	-	0
			Total		0	0	0
		Domestic and Overseas	Total		18,513	34,445	17,837

			Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
Waste	Domestic	Non-hazardous waste *17	thousand tons	5	17	21
		Hazardous waste *17		0.71	1.60	1.37
		Total waste		6	19	✓ 23
	Overseas	Non-hazardous waste		49	0	0
		Hazardous waste		0.02	0	0
		Total waste		49	0	0
	Domestic and Overseas	Total		56	19	23
	Domestic	Recycled		0.81	13.14	16.18
		Final disposal		0.21	1.04	4.24
Leakage (pit-wastewater, crude oil, etc.)	Domestic	Leakage	cases	0	0	0
		Leakage amount	kL	0	0	0
	Overseas	Leakage	cases	0	0	0
		Leakage amount	kL	0	0	0
	Domestic and Overseas	Spill of oil to waters (marine waters, river waters, etc.)	kL	0	0	0
Green procurement ratio *18	Domestic		%	99.1	99.4	100.0

				Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
‹Social›							
Occupational Health and Safety							
Occupational safety	Number of fatalities	Domestic	Employees	cases	0	0	0
			Contractors		0	0	0
			Total		0	0	0
		Overseas	Employees		0	Not applicable	Not applicable
			Contractors		0	Not applicable	Not applicable
			Total		0	Not applicable	Not applicable
		Domestic and Overseas	Employees		0	0	0
			Contractors		0	0	0
			Total		0	0	0
	Number of lost time injuries	Domestic	Employees		0	1	1
			Contractors		0	2	0
			Total		0	3	1
		Overseas	Employees		0	Not applicable	Not applicable
			Contractors		0	Not applicable	Not applicable
			Total		0	Not applicable	Not applicable
		Domestic and Overseas	Employees		0	1	1
			Contractors		0	2	0
			Total		0	3	1
	Number of non-lost time injuries	Domestic	Employees		2	1	5
			Contractors		1	4	3
			Total		3	5	8
		Overseas	Employees		0	Not applicable	Not applicable
			Contractors		0	Not applicable	Not applicable
			Total		0	Not applicable	Not applicable
		Domestic and Overseas	Employees		2	1	5
			Contractors		1	4	3
			Total		3	5	8
	Fatal Accident Rate (FAR) *19	Domestic	Employees and Contractors	—	0.00	0.00	0.00
		Overseas	Employees and Contractors		0.00	Not applicable	Not applicable
	Lost Time Injury Frequency (LTIF) *20	Domestic	Employees and Contractors		0.00	0.84	✓ 0.28
		Overseas	Employees and Contractors		0.00	Not applicable	Not applicable
	Total Recordable Injury Rate (TRIR) *21	Domestic	Employees and Contractors		0.88	1.39	✓ 2.53
		Overseas	Employees and Contractors		0.00	Not applicable	Not applicable
	(Reference) Survey on Industrial Accidents; Ministry of Health, Labour and Welfare		Frequency rate *22	—	2.09	2.06	2.14
Health			Percentage of employees receiving annual medical checku	%	100	100	100
Crisis Management							
Overseas security measures			Discussion by the Overseas Security Measures Subcommit	times	15	47	25
			Participation in outside seminars		25	24	33
			Emergency communication training		2	3	7
Social Contribution							
Expenditure for social contribution activities *23			Donation	million yen	39	136	53
			Social contribution expenditure		12	16	21
			Total		51	151	74
Rate of spending on local suppliers			Percentage by cases	%	—	83	82
			Percentage by amount		—	60	65

			Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
Directors, Officers, and Employees						
■Consolidated						
Number of employees		Male	people	1,397	1,377	1,388
		Female		237	240	253
		Total		1,634	1,617	1,641
Percentage of females in the global workforce			%	14.5	14.8	15.4
Number of non-Japanese employees		Total	people	22	20	12
Number of temporary employees		Total	people	443	482	494
■Non-consolidated						
Number of employees		Male	people	802	789	806
		Female		163	165	173
		Total		965	954	979
Number of non-Japanese employees		Male	people	3	2	4
		Female		5	3	4
		Total		8	5	8
Number of temporary employees			people	205	220	217
Employment rate of people with disabilities			%	2.6	2.6	2.8
Labor union participation			people (%)	691 (67.3%)	698 (69.9%)	728 (72.4%)
Wage		Average annual salary	yen	8,544,503	8,567,461	9,588,443
		Ratio of minimum salary to regional minimum wage *24	-	—	1.08	1.03
Average age		Male	age	40.7	40.7	40.7
		Female		39.4	39.7	39.1
		Total		40.5	40.5	40.4
Average length of service		Male	years	16.2	15.8	15.1
		Female		15.3	15.3	14.7
		Total		16.0	15.7	15.0
Management positions	Managers	Male	people	300	283	285
		Female		19	18	18
		Total		319	301	303
		Percentage of female managers	%	6.0	6.0	5.9
		Percentage of mid-careers hires in management positions	%	24.5	25.9	29.0
	Directors *25	Percentage of female directors	%	18.2	18.2	18.2
Re-employment		Number of mandatory retirees *26	people	21	39	26
		Re-employed		19	37	25
		Re-employment rate	%	90.5	94.9	96.2
Turnover	Number of employee turnovers *27	Male	people	54	44	45
		Female		11	6	7
		Total		65	50	52
	Turnover rate	Voluntary turnover rate	%	3.2	2.5	1.6
Number of new-graduates hired		Male	people	18	16	17
		Female		6	7	8
		Total		24	23	25
		Percentage of female new-graduates hired *28	%	33.3	33.0	35.0
Number of mid-career hires		Male	people	26	21	35
		Female		5	4	7
		Total		31	25	42
		Percentage of mid-career hires *29	%	56.4	52.1	62.7
Annual paid leave		Average days of paid leave given	days	19.0	19.0	18.7
		Average days of paid leave taken		15.4	15.8	15.8
		Rate of paid leave taken	%	81.5	83.2	84.3

			Unit	Fiscal 2021	Fiscal 2022	Fiscal 2023
Support systems and leave for maternity, childcare, nursing care, and caregiving		Number of employees taking maternity leave	people	7	12	16
		Number of employees entitled to take maternity leave	people	51	45	42
		Number of male employees taking childcare leave	people	31	23	18
		Number of female employees taking childcare leave		10	6	12
		Total		41	29	30
		Percentage of male employees taking childcare leave	%	75.6	58.9	60.0
		Percentage of female employees taking childcare leave		100	100	100
		Total		80.4	64.4	71.4
		Percentage of employees returning to work after childcare leave *30	%	100	100	100
		Retention rate after childcare leave *31		100	100	100
		Number of employees using shortened working hours for childcare	people	18	20	19
		Number of employees taking days off for child nursing care	people	115	125	149
		Number of days off taken for child nursing care	days	477.5	511.5	621.5
		Number of employees taking caregiver leave	people	1	0	1
		Number of employees using shortened working hours for caregivers	people	0	0	0
		Number of employees taking days off for caregivers		20	17	24
		Number of days off taken for caregivers	days	70.0	65.0	83.0
Social service leave		Number of employees taking social service leave	people	3	4	13
Education and training programs		CSR and compliance training	times	8	8	10
		Training and seminars on occupational health and safety, etc. *32		53	33	28
		Training and seminars on occupational health and safety, etc.	people	730	314	319
		Information security training (e-learning)	%	100	100	100
		Career-stage training	people	69	71	82
		Overseas study and training		0	1	3
		Basic training of global human resource		551	358	554
		Basic business skill training (e-learning)	courses	352	378	648
		Skill improvement courses (basic E&P, project management, etc.)	times	30	13	14
		Annual education and training costs per person	yen	69,264	107,612	154,430
<Governance>						
Governance						
Expenditure for political donation, lobbying campaign, etc.			million yen	0	0	0
Compliance						
Violation of laws	Environment-related	Number of cases	cases	0	0	0
		Costs related to fines for violations	yen	0	0	0
	Water quality/quantity permits, standards, and regulations	Number of cases	cases	0	0	0
		Costs related to fines for violations	yen	0	0	0
	Labour standards	Number of cases	cases	1	5	0
		Costs related to fines for violations	yen	0	0	0
	Anti-corruption	Number of cases	cases	0	0	0
		Costs related to fines for violations	yen	0	0	0
	Other	Number of cases	cases	6	1	1
	Total	Number of cases	cases	7	6	1
Number of reports and inquiries received through the Compliance Reporting and Consultation System *33		Number of cases	cases	5	8	10

Notes

■ Organization Boundary

Japan Petroleum Exploration Co., Ltd. (JAPEX) and its 16 consolidated subsidiaries (including non-consolidated subsidiaries, etc. for some data)

Among JAPEX and its 16 consolidated subsidiaries (including non-consolidated subsidiaries, etc. for some data), Environmental data covers the following companies.

- GHG emissions (Scope 1, Scope 2, GHG emission intensity, and Emissions by gas type) and Energy consumption
  - Fiscal 2021: JAPEX and its 15 consolidated subsidiaries (Domestic: Japex Offshore Ltd.; Akita Natural Gas Pipeline Co., Ltd.; SK ENGINEERING CO., LTD.; JAPEX SKS Corporation; North Japan Oil Co., Ltd.; Shirone Gas Co., Ltd.; Japex Pipeline Ltd.; JGI, Inc.; Geophysical Surveying Co., Ltd.; North Japan Security Service Co., Ltd.; Japex Energy Co., Ltd.; and GEOSYS, Inc. Overseas: Japan Canada Oil Sands Limited (ended its operation in fiscal 2021); Japex (U.S.) Corporation; and JAPEX UK E&P Limited)
  - From fiscal 2022: Added Kirsche Energy Service LLC. to the scope of "Domestic" above.
- Water withdrawal, Water discharge, Air pollutant emissions (excluding NOx and SOx), Specified chemical substances emissions, and Leakage (pit-wastewater, crude oil, etc.)
  - JAPEX and its 13 consolidated subsidiaries (Domestic: Japex Offshore Ltd.; Akita Natural Gas Pipeline Co., Ltd.; SK ENGINEERING CO., LTD.; JAPEX SKS Corporation; North Japan Oil Co., Ltd.; Shirone Gas Co., Ltd.; Japex Pipeline Ltd.; JGI, Inc.; Geophysical Surveying Co., Ltd.; North Japan Security Service Co., Ltd.; Japex Energy Co., Ltd.; GEOSYS, Inc.; and Overseas: Japan Canada Oil Sands Limited (ended its operation in fiscal 2021))
- Air pollutant emissions (NOx and SOx)
  - JAPEX and its 12 domestic consolidated subsidiaries
- GHG emissions (Scope 3, excluding Category 11)
  - Fiscal 2021: JAPEX and its 13 consolidated subsidiaries
  - From fiscal 2022: Added Kirsche Energy Service LLC. to the scope of "Domestic" above. Japan Canada Oil Sands Limited ended its operation in fiscal 2021.
- GHG emissions (Scope 3, Category 11)
  - Fiscal 2021: JAPEX and its 18 consolidated subsidiaries
  - From fiscal 2022: Added Kirsche Energy Service LLC. to the scope of "Domestic" above; added JAPEX Insurance Limited to the scope of "Overseas;" and three consolidated subsidiaries related to the two projects in Canada ended their operations in fiscal 2021.
- Waste (Non-hazardous waste and Hazardous waste)
  - JAPEX and its 12 domestic consolidated subsidiaries (including Japan Canada Oil Sands Limited until fiscal 2021)
- Green procurement ratio
  - JAPEX and Japex Offshore Ltd.
- Renewable energy (Electricity generated)
  - JAPEX and three associates (Solar Power Tomakomai Co., Ltd.; Abashiri Biomass Power 2 LLC.; and Abashiri Biomass Power 3 LLC.)

Environmental data other than the above covers JAPEX alone.

Among JAPEX and its 16 consolidated subsidiaries, Occupational Health and Safety data covers the following companies.

- Data other than Percentage of employees receiving annual medical checkups and Overseas security measures
  - Domestic: JAPEX and Japex Offshore Ltd.
  - Overseas: Japan Canada Oil Sands Limited (until fiscal 2021): No data subject to disclosure as there has been no overseas operator project since fiscal 2022.
- Percentage of employees receiving annual medical checkups and Overseas security measures
  - JAPEX alone.

Data on "Social Contribution," "Directors, Officers, and Employees" (excluding Consolidated), "Number of harassment cases," and "Governance" covers JAPEX alone.

■Third-party Assurance

Data subject to third-party assurance is indicated with symbol ✓. Data subject to the assurance are as follows:

GHG emissions (Domestic Scope 1, Domestic Scope 2, and Scope 3 Category 11), Energy consumption (Domestic, Total), Water withdrawal (Domestic, Total), Water discharge (Domestic, Total), Air pollutant emissions (Domestic, VOC), Waste (Domestic, Total waste), and Occupational safety (Domestic, LTIF; and Domestic, TRIR).
Since fiscal 2020, JAPEX has obtained assurance for certain environmental performance index for the results.

■Data

- All data are as of the end of each fiscal year unless otherwise noted.
- Data shown in ■ have been modified from the figures disclosed in the ESG Performance Data: Fiscal 2022.

*1 The scope of GHGs is set in accordance with the operational control approach of the GHG Protocol. Supply chain emissions (Scopes 1, 2, and 3) are defined as follows:
Scope 1: Direct GHG emissions occurring from sources that are owned or controlled by the company
Scope 2: Indirect emissions from the consumption of electricity, steam, heat, and cooling purchased by the company
Scope 3: All indirect emissions that occur in the value chain of the company

*2 Domestic: Calculated in accordance with the reporting guidelines of the Act on Rationalization of Energy Use and Shift to Non-fossil Energy (the Energy-Saving Act), and the Act on Promotion of Global Warming Countermeasures. Electricity emission factors are based on the adjusted emission factors for each utility company, which were published in accordance with the Act on Promotion of Global Warming Countermeasures.
Overseas: Calculated in accordance with the guidelines of reporting to local governments. Electricity emission factors are based on country-specific CO2 emission factors published by the International Energy Agency (IEA).

*3 Calculated with the CO2 conversion factor for energy consumption equivalent to the amount of non-fossil fuel certificate purchased set to zero.

*4 Calculated on the assumption that full amount of crude oil, natural gas, LNG and other fuel products sold by JAPEX, its 16 consolidated subsidiaries and one non-consolidated subsidiary was burned.
Calculated with sales volume of the products and emission factor for product combustion based on the Act on Promotion of Global Warming Countermeasures. However, since the Act on Promotion of Global Warming Countermeasures doesn't have an emission factor for bitumen, it is quoted from IPCC Guidelines for National Greenhouse Gas Inventories, 2006 and 2016 Energy Balances: United Nations. Scope 3 Category 11 emission is decreasing since fiscal 2021 due to the change in accounting method by the application of revenue recognition standards and the closure of the two projects in Canada.

*5 GHG emissions (Scopes 1 and 2) per barrel of oil or natural gas produced in E&P business under the operational control approach of the GHG Protocol.

*6 Calculated GHG emissions (Scopes 1 and 2) per supplied energy within the scope of JAPEX's operator business. Data for fiscal 2021includes emissions from Japan Canada Oil Sands Limited and has a different scope than the GHG emissions reduction target.

*7 Global Warming Potential (GWP) was quoted from IPCC Fifth Assessment Report. CO2 emission was calculated with the CO2 conversion factor for energy consumption equivalent to the amount of non-fossil fuel certificate purchased set to zero.

*8 Domestic: Calculated in accordance with the reporting guidelines of the Energy-Saving Act.
Overseas: Calculated in accordance with the guidelines of reporting to local governments.

*9 Added data on internally generated electricity (solar) as a breakdown item of energy consumption from fiscal 2023 in line with revisions to the Energy-Saving Act.

*10 The expenditure for projects such as environmental protection and biodiversity preservation takes into account the afforestation management.

*11 JAPEX' s Soma District Office uses seawater as a heat source for LNG vaporizers, and Japex Offshore Ltd. uses it for cooling offshore gas compressors and gas turbine generators.

*12 With reference to the operational control approach of the GHG Protocol, the sites where the Group conducts operator business and classified as "Extremely High" by the water risk mapping tool (Aqueduct) of the World Resources Institute (WRI) are defined as water stressed regions.

*13 Calculated water withdrawal per barrel of oil or natural gas produced in E&P business under the operational control approach of the GHG Protocol.

*14 While the water produced from the well during production of oil or natural gas is not included in domestic total water withdrawal, it is included in domestic total water discharge.

*15 Volatile Organic Compounds VOC is calculated for volatile organic compounds emitted from crude oil storage tanks, loading and unloading operations (tanker trucks and tankers), glycol regenerators, emission gases, and CO2 removal equipment, except for methane, based on the "Research Report on the Total System for Preventing the Release of Hydrocarbon Vapor in the Oil Industry" published by the Agency for Natural Resources and Energy.

*16 The amount of specified chemical substances that meet the conditions specified in the Pollutant Release and Transfer Register (PRTR) Law and are subject to notification. Disclosure items were revised to reflect the revision of specified chemical substances based on the amendment of the law enforced in April 2023.

*17 Hazardous waste refers to specially controlled industrial waste. Non-hazardous waste refers to industrial waste that are not specially controlled industrial waste.

*18 Covers the procurement of "stationery and office supplies" for use at the Head Office and other district offices.

*19 Fatal Accident Rate: Calculated as the number of fatal accidents per 100,000,000 work hours.

*20 Lost Time Injury Frequency: Calculated as the number of lost time injuries per 1,000,000 work hours.

*21 Total Recordable Injury Rate: Calculated as the number of total recordable injuries per 1,000,000 work hours.

*22 Frequency rate = (Number of fatalities and injuries caused by accidents / Number of hours worked) x 1,000,000. Figures are those published by the Ministry of Health, Labor and Welfare, posted as benchmarks for LTIF.

*23 The expenditures for social contribution activities in domestic and overseas businesses are in consideration.

*24 The lowest value calculated for JAPEX's regional minimum wage ratio against the latest regional minimum wage published by the Ministry of Health, Labor and Welfare.

*25 Calculated based on the number of directors resolved at the general meeting of shareholders in June of the following fiscal year. (Example) For fiscal 2023, posted information is as of June 26, 2024.

*26 The number of retirees does not include those who transferred to subsidiaries at the time of retirement.

*27 The number of employee turnovers includes mandatory retirees.

*28 New-graduates are college and university graduates.

*29 Calculated in accordance with the Labor Measures Comprehensive Promotion Act.

*30 Percentage of employees returning to work after childcare leave = (Number of employees returning to work after taking childcare leave during the current fiscal year / Number of employees expected to return to work during the current fiscal year after taking childcare leave) x 100

*31 Retention rate after childcare leave = (Out of those returning to work in the previous fiscal year after taking childcare leave, Number of employees who remained employed as of March 31 of the current fiscal year / Number of employees returning to work after taking childcare leave in the previous fiscal year) x 100

*32 Includes training on security as well as training on occupational health and safety.

*33 Includes inquiries and consultations on harassment.