

ESG Performance Data (Fiscal 2022)

		Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	
<Environmental>						
Climate Change Response						
Greenhouse gas (GHG) emissions Scope1,2 *1,2	Domestic	Scope1: Direct GHG emissions	207	185	217 ✓	
		(of which, flare emissions)	63	57	48	
		Scope2: Indirect GHG emissions *3	61	57	33 ✓	
		Total of Scope 1 and 2	268	242	251 ✓	
	Overseas	Scope1	534	369	0	
		(of which, flare emissions)	1	0	0	
		Scope 2	14	10	0	
		Total of Scope 1 and 2	548	379	0	
	Domestic and Overseas	Total Scope1 emissions	741	554	217	
		(of which, total flare emissions)	64	57	48	
		Total Scope2 emissions	75	67	33	
			Total of Scope1 and 2	816	620	251
	Scope3 *1	Category 1: Purchased goods and services		37	32	48
		Category 2: Capital goods		55	35	22
		Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)		624	608	580
Category 4: Upstream transportation and distribution		72	67	115		
Category 5: Waste generated in operations		3	2	1		
Category 6: Business travel		0.29	0.29	0.28		
Category 7: Employee commuting		0.73	0.71	0.70		
Category 8: Upstream leased assets		Included in Scope 1,2	Included in Scope 1,2	Included in Scope 1,2		
Category 9: Downstream transportation and distribution		not relevant	not relevant	not relevant		
Category 10: Processing of sold products		3	3	4		
Category 11: Use of sold products *4		15,717	9,448	6,471 ✓		
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	16,511	10,196	7,243	
		Total of Scope 1, 2, and 3	17,327	10,816	7,494	
GHG emission intensity	Domestic	E&P Business: GHG emissions per barrel of oil equivalent produced *5	kg-CO2/boe	68	60	41
	Overseas	Entire business: Intensity of operational GHG emissions from supplied energy *6	tons-CO2/TJ	6.36	5.52	3.56

		Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Emissions by gas type (CO2 equivalent) *7	Domestic	CO2	230	214	191	
		CH4	38	28	59	
		N2O	0.07	0.07	0.12	
		HFCs	0.15	0.09	0.20	
		PFCs	0.00	0.00	0.00	
		SF6	0.00	0.01	0.00	
		Other	0.00	0.00	0.00	
		Total	268	242	251	
	Overseas	CO2	547	377	0.05	
		CH4	0.48	0.12	0.00	
N2O		0.77	1.14	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		548	379	0.05		
Emissions by gas type *7	Domestic and Overseas	CO2	777	591	191	
		CH4	38	28	59	
		N2O	0.85	1.21	0.12	
		HFCs	0.15	0.09	0.20	
		PFCs	0.00	0.00	0.00	
		SF6	0.00	0.01	0.00	
		Other	0.00	0.00	0.00	
		Total	816	620	251	
	Emissions by gas type *7	Domestic	CO2	229,627	213,811	191,048
			CH4	1,514	1,114	2,369
N2O			0.25	0.25	0.39	
HFCs			0.06	0.03	0.08	
PFCs			0.00	0.00	0.00	
SF6			0.00	0.00	0.00	
Other			0.00	0.00	0.00	
Overseas			CO2	547,217	377,371	47
		CH4	19	5	0.00	
		N2O	2.59	4.00	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	776,845	591,182	191,095	
CH4		1,534	1,119	2,369		
N2O		2.84	4.25	0.39		
HFCs		0.06	0.03	0.08		
PFCs		0.00	0.00	0.00		
SF6		0.00	0.00	0.00		
Other		0.00	0.00	0.00		

		Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Energy consumption *8	Domestic	Natural gas	1,915	1,811	1,859	
		Gas oil	20	14	22	
		Fuel oil A	45	44	123	
		Kerosene	0.96	0.78	1.33	
		Gasoline	8	7	7	
		Condensate	0	0	0	
		LPG	1.06	0.94	1.19	
		Purchased electricity	1,103	1,163	1,165	
		(of which, amount of non-fossil fuel certificate purchased)	-	5	526	
		City gas	10	10	10	
		Heat supply from the outside	0	0	0	
		Total	3,102	3,057	3,190	
		Overseas	Natural gas	TJ	9,876	6,718
	Gas oil		0	0	0	
	Fuel oil A		0	0	0	
	Kerosene		0	0	0	
	Gasoline		0.22	0.16	0.28	
	Condensate		0	0	0	
	LPG		0	0	0	
	Purchased electricity		1,060	741	0.18	
City gas	0		0	0		
Heat supply from the outside	0		0	0		
Total	10,936	7,459	0.47			
Domestic and Overseas	Total	14,038	10,517	3,190		
Renewable energy	Domestic	Electricity generated	thousand kWh	20,725	21,061	55,216
		Total investment	million yen	438	10,284	1,835
Expenditure for environmental protection and biodiversity preservation *9	Domestic		million yen	4	4	3

		Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	
<b>Pollution Prevention and Resource Recycling</b>						
<b>Water withdrawal</b>						
Water withdrawal	Domestic	Tap water	105	106	108	
		Industrial water	541	471	480	
		Underground water	151	162	154	
		River waters	73	108	91	
		Seawater *10	-	44,676	46,476	
		Rainwater	0.06	0.07	0.07	
		Other	0	0	0	
		<b>Total</b>	<b>871</b>	<b>45,524</b>	<b>✓ 47,310</b>	
	Overseas	Tap water	0	0	0	
		Industrial water	0	0	0	
		Underground water	293	166	0	
		River waters	0	0	0	
		Seawater	-	0	0	
		Rainwater	0	0	0	
		Other	0	0	0	
<b>Total</b>		<b>293</b>	<b>166</b>	<b>0</b>		
Domestic and Overseas	<b>Total</b>	<b>1,164</b>	<b>45,690</b>	<b>47,310</b>		
Water stress-related *11	Domestic and Overseas	Water withdrawals in water stressed regions	kL	0	0	0
	Domestic and Overseas	Percentage of operations in water stressed regions	%	0	0	0
Water withdrawal intensity *12	Domestic and Overseas	Intensity of water withdrawals required to extract hydrocarbon	kL/boe	0.08	0.28	0.56
<b>Water discharge *13</b>						
Water discharge *13	Domestic	Sewage	31	31	29	
		Pit-water reuse/injection	373	549	494	
		Release/evaporation	1,204	422	398	
		Marine waters	-	45,564	47,344	
		Other	0	0	0	
		<b>Total</b>	<b>1,607</b>	<b>46,566</b>	<b>✓ 48,266</b>	
	Overseas	Sewage	0	0	0	
		Pit-water reuse/injection	44	26	0	
		Release/evaporation	166	95	0	
		Marine waters	-	0	0	
		Other	0	0	0	
		<b>Total</b>	<b>210</b>	<b>121</b>	<b>0</b>	
	Domestic and Overseas	<b>Total</b>	<b>1,816</b>	<b>46,687</b>	<b>48,266</b>	
	<b>Air pollutant emissions</b>					
	Air pollutant emissions	Domestic	VOC *14	1,417	998	✓ 989
Overseas		VOC	18	17	0	
Domestic and Overseas		<b>Total</b>	<b>1,435</b>	<b>1,015</b>	<b>989</b>	
Domestic		NOx (nitrogen oxide)	155	134	122	
		SOx (sulfur oxide)	2	2	2	
<b>Specified chemical substances emissions *15</b>						
Specified chemical substances emissions *15	Domestic	Benzene	7,525	5,423	14,314	
		Toluene	2,162	1,647	5,751	
		Xylene	425	385	1,729	
		Normal hexane	14,399	11,042	12,406	
		1, 2, 4-Trimethylbenzene	14	15	105	
		Piperazine	0	0	0	
		Ethylbenzene	0	0	140	
		<b>Total</b>	<b>24,526</b>	<b>18,513</b>	<b>34,445</b>	
	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	
<b>Total</b>		<b>0</b>	<b>0</b>	<b>0</b>		
Domestic and Overseas	<b>Total</b>	<b>24,526</b>	<b>18,513</b>	<b>34,445</b>		

			Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022
Waste	Domestic	Non-hazardous waste *16		7	5	17
		Hazardous waste *16		0.86	0.71	1.60
		Total waste		8	6	19
	Overseas	Non-hazardous waste		67	49	0
		Hazardous waste		0.03	0.02	0
		Total waste	thousand tons	67	49	0
	Domestic and Overseas	Total		75	56	19
	Domestic	Recycled		0.38	0.81	13.14
		Final disposal		0.12	0.21	1.04
	Leakage (pit-wastewater, crude oil, etc.)	Domestic	Leakage	cases	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 *17		Domestic		%	98.7	99.1

			Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	
<b>&lt;Social&gt;</b>							
<b>Occupational Health and Safety</b>							
Occupational safety	Number of fatalities	Domestic	Employees		0	0	0
			Contractors		0	0	0
			Total		0	0	0
		Overseas	Employees		0	0	Not applicable
			Contractors		0	0	Not applicable
			Total		0	0	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	0	1
			Contractors		1	0	2
			Total		1	0	3
		Overseas	Employees		0	0	Not applicable
			Contractors		0	0	Not applicable
			Total		0	0	Not applicable
	Domestic and Overseas	Employees		0	0	1	
		Contractors		1	0	2	
		Total		1	0	3	
	Number of non-lost time injuries	Domestic	Employees		1	2	1
			Contractors		0	1	4
Total				1	3	5	
Overseas		Employees		0	0	Not applicable	
		Contractors		2	0	Not applicable	
		Total		2	0	Not applicable	
Domestic and Overseas	Employees		1	2	1		
	Contractors		2	1	4		
	Total		3	3	5		
Fatal Accident Rate (FAR) *18	Domestic	Employees and Contractors		0.00	0.00	0.00	
	Overseas	Employees and Contractors		0.00	0.00	Not applicable	
Lost Time Injury Frequency (LTIF) *19	Domestic	Employees and Contractors		0.29	0.00	0.84	
	Overseas	Employees and Contractors		2.42	0.00	Not applicable	
Total Recordable Injury Rate (TRIR) *20	Domestic	Employees and Contractors		0.58	0.88	1.39	
	Overseas	Employees and Contractors		7.25	0.00	Not applicable	
(Reference) Survey on Industrial Accidents; Ministry of Health, Labour and Welfare		Frequency rate *21	-	1.95	2.09	2.06	
Health		Percentage of employees receiving annual medical checkups	%	100	100	100	
<b>Crisis Management</b>							
Overseas security measures		Discussion by the Overseas Security Measures Subcommittee (business trips and others)	times	6	15	47	
		Participation in outside seminars		29	25	24	
		Emergency communication training		6	2	3	
<b>Social Contribution</b>							
Expenditure for social contribution activities *22		Donation		22	39	136	
		Social contribution expenditure	million yen	10	12	17	
		Total		32	51	153	
Rate of spending on local suppliers		Percentage by cases	%	-	-	83	
		Percentage by amount		-	-	60	

			Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022
<b>Directors, Officers, and Employees</b>						
<b>■ Consolidated</b>						
Number of employees	Male		people	-	1,397	1,377
	Female			-	237	240
	Total			1,780	1,634	1,617
Percentage of females in the global workforce			%	-	14.5	14.8
Number of non-Japanese employees		Total	people	162	22	20
Number of temporary employees		Total	people	464	443	482
<b>■ Non-consolidated</b>						
Number of employees	Male		people	783	802	789
	Female			154	163	165
	Total			937	965	954
Number of non-Japanese employees	Male		people	4	3	2
	Female			6	5	3
	Total			10	8	5
Number of temporary employees			people	203	205	220
Employment rate of people with disabilities			%	2.8	2.6	2.6
Labor union participation			people (%)	678 (66.1%)	691 (67.3%)	698 (69.9%)
Wage	Average annual salary		yen	8,689,087	8,544,503	8,567,461
	Ratio of minimum salary to regional minimum wage *23		-	-	-	1.08
Average age	Male		age	41.9	40.7	40.7
	Female			39.1	39.4	39.7
	Total			40.7	40.5	40.5
Average length of service	Male		years	17.8	16.2	15.8
	Female			15.4	15.3	15.3
	Total			16.6	16.0	15.7
Management positions	Managers	Male	people	305	300	283
		Female		19	19	18
		Total	324	319	301	
		Percentage of female managers	%	5.9	6.0	6.0
	Percentage of mid-careers hires in management positions	%	20.1	24.5	25.9	
	Directors *24	Percentage of female directors	%	9.1	18.2	18.2
Re-employment		Number of mandatory retirees *25	people	26	21	39
		Re-employed	people	26	19	37
		Re-employment rate	%	100	90.5	94.9
Turnover	Number of employee turnovers *26	Male	people	32	54	44
		Female		5	11	6
		Total		37	65	50
	Turnover rate	Voluntary turnover rate	%	2.0	3.2	2.5
Number of new-graduates hired		Male	people	12	18	16
		Female		5	6	7
		Total		17	24	23
	Business staff (administrative div.)	Male	people	5	7	6
		Female		2	4	5
		Total		7	11	11
	Business staff (technical div.)	Male	people	7	11	10
		Female		3	2	2
		Total		10	13	12
		Percentage of female new-graduates hired *27	%	38.5	33.3	33.0
Number of mid-career hires		Male	people	27	26	21
		Female		3	5	4
		Total		30	31	25
	Business staff (administrative div.)	Male	people	19	18	15
		Female		3	5	4
		Total		22	23	19
	Business staff (technical div.)	Male	people	8	8	6
		Female		0	0	0
		Total		8	8	6
		Percentage of mid-career hires *28	%	63.8	56.4	52.1
Annual paid leave		Average days of paid leave given	days	19.1	19.0	19.0
		Average days of paid leave taken	days	14.0	15.4	15.8
		Rate of paid leave taken *29	%	73.3	81.5	83.2

		Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022		
Support systems and leave for maternity, childcare, nursing care, and caregiving	Number of employees taking maternity leave	people	7	7	12		
	Number of employees entitled to take maternity leave	people	65	51	45		
	Number of male employees taking childcare leave	people	24	31	23		
	Number of female employees taking childcare leave		12	10	6		
	Total		36	41	29		
	Percentage of male employees taking childcare leave	%	45.3	75.6	58.9		
	Percentage of female employees taking childcare leave		100	100	100		
	Total		55.4	80.4	64.4		
	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	18	20		
	Number of employees taking days off for child nursing care	people	108	115	125		
	Number of days off taken for child nursing care	days	376.5	477.5	511.5		
	Number of employees taking caregiver leave	people	1	1	0		
	Number of employees using shortened working hours for caregivers	people	0	0	0		
	Number of employees taking days off for caregivers	days	13	20	17		
Number of days off taken for caregivers	59.5		70.0	65.0			
Social service leave	Number of employees taking social service leave	people	0	3	4		
Education and training programs	CSR and compliance training	times	9	8	8		
	Training and seminars on occupational health and safety, etc. *32		16	53	33		
	Training and seminars on occupational health and safety, etc.	people	921	730	314		
	Information security training (e-learning)	%	100	100	100		
	Career-stage training	people	95	69	71		
	Overseas study and training		1	0	1		
	Basic training of global human resource		700	551	358		
	Basic business skill training (e-learning)	courses	600	352	378		
	Skill improvement courses (basic E&P, project management, etc.)	times	28	30	13		
	Annual education and training costs per person	yen	-	69,264	107,612		
<b>Respect for Human Rights</b>							
Number of harassment cases		cases	0	0	0		
<b>&lt;Governance&gt;</b>							
<b>Governance</b>							
Expenditure for political donation, lobbying campaign, etc.		million yen	0	0	0		
<b>Compliance</b>							
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	0	1	5	
		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	0	6	1	
	Total	Number of cases	cases	0	7	6	
	Number of reports and inquiries received through the Compliance Reporting and Consultation System		Number of cases	cases	5	5	8



## Notes

## ■ Organization Boundary

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

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

- GHG emissions (Scope 1, Scope 2, GHG emission intensity, and Emissions by gas type) and Energy consumption
  - Fiscal 2020 and 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).
  - 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 2020 and fiscal 2021: JAPEX and its 13 consolidated subsidiaries
  - 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 2020 and fiscal 2021: JAPEX and its 18 consolidated subsidiaries
  - 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, LTI/F; and Domestic, TRIR). Since fiscal 2020, JAPEX has obtained assurance for certain environmental performance index for the results.

## ■ Data

- In the environmental data, "Seawater" and "Marine waters" have been added as breakdown items for "Water withdrawal" and "Water discharge" from fiscal 2021. As a result of including the items not previously taken into account, the total volume has increased significantly.
- All data are as of the end of each fiscal year unless otherwise noted.
- \*1 The scope of GHGs is set in accordance with the operational control approach of the GHG Protocol. Supply chain emissions (Scope 1, 2, and 3) are defined as follows:
  - Scope1 : Direct GHG emissions occurring from sources that are owned or controlled by the company
  - Scope2 : Indirect emissions from the consumption of electricity, steam, heat, and cooling purchased by the company
  - Scope3 : 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 the Rational Use of 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 (Scope 1 and Scope 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 (Scope 1 and Scope 2) per supplied energy within the scope of JAPEX's operator business. Data for fiscal 2021 and earlier includes 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 Fourth 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 The amount of expenditure for projects such as environmental protection and biodiversity preservation revised to include afforestation management.
- \*10 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.
- \*11 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.
- \*12 Calculated water withdrawal per barrel of oil or natural gas produced in E&P business under the operational control approach of the GHG Protocol.
- \*13 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.
- \*14 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.
- \*15 The amount of specified chemical substances that meet the conditions specified in the PRTR (Pollutant Release and Transfer Register) Law and are subject to notification.
- \*16 Hazardous waste refers to specially controlled industrial waste. Non-hazardous waste refers to industrial waste that are not specially controlled industrial waste.
- \*17 Covers the procurement of "stationery and office supplies" for use at the Head Office and other district offices.
- \*18 Fatal Accident Rate: Calculated as the number of fatal accidents per 100,000,000 work hours.
- \*19 Lost Time Injury Frequency: Calculated as the number of lost time injuries per 1,000,000 work hours.
- \*20 Total Recordable Injury Rate: Calculated as the number of total recordable injuries per 1,000,000 work hours.
- \*21 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 LTI/F.
- \*22 The expenditures for social contribution activities in overseas business based on data from fiscal 2021 are in consideration.
- \*23 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.
- \*24 Calculated based on the number of directors resolved at the general meeting of shareholders in June of the following fiscal year. (Example) For fiscal 2022, posted information is as of June 27, 2023, after the general meeting.
- \*25 The number of retirees does not include those who transferred to subsidiaries at the time of retirement.
- \*26 The number of employee turnovers includes mandatory retirees.
- \*27 New-graduates are college and university graduates.
- \*28 Calculated in accordance with the Labor Measures Comprehensive Promotion Act.
- \*29 The rate of paid leave taken is calculated to four significant figures.
- \*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.