

CSR Action Plan Targets and Achievements (Fiscal 2024 - 2025)

The JAPEX Group Five Core CSR Themes “SHINE”	S Stable and sustainable energy supply	Materiality	Stable energy supply
	H HSE as our culture		Establishment of CN business
	I Integrity and governance		Promotion of HR development and diversity
	N Being a good Neighbor		Digital transformation (DX)
	E The Employer of choice		

 Japan Petroleum Exploration Co.,Ltd.

JAPEX Core CSR themes	Challenges	Fiscal 2024 Action Plans and Targets	Fiscal 2024 Achievements	Fiscal 2025 Action Plans and Targets	Materiality
 Stable and sustainable energy supply	Stable energy supply	Promote E&P business for stable supply of oil and natural gas	- Acquire additional working interests in tight oil development in the U.S. (June 2024) - Continue to pursue opportunities in Norway through the consolidation of J-Norge as a subsidiary - Continue efforts to achieve daily production of 230,000 barrels at the Garraf Oil Field in Iraq through additional development - Establish Peoria Resources LLC through Japex (U.S.) Corp. to acquire and operate upstream assets in the U.S. E&P business - Decide to conduct exploratory drilling offshore Hidaka area, Hokkaido (October 2024)	Promote E&P business for stable supply of oil and natural gas	Stable energy supply
		Promote I/U business for stable supply of natural gas and electricity	- Electric power sold: 3.3 billion kWh - Participate in the Freeport LNG project in Texas, U.S. (May 2024) - Number of natural gas supply disruptions: 0	Promote I/U business for stable supply of natural gas and electricity	
		Promote DX based on business challenges	- Established a DX promotion roadmap to promote the three main areas of DX promotion: strengthen DX promotion system, establish an integrated database, and provide advanced digital education - Strengthen the DX promotion framework: Launched a mechanism that enables not only DX-led projects by the dedicated DX department but also autonomous and mutually supportive DX initiatives across divisions and digital talents - Build an integrated database: Completed the Minimum Viable Product (MVP) and started operational verification, while developing data governance in parallel - Provide advanced digital education: Out of the plan to train approximately 250 employees by FY2025, 176 employees have completed the program	Promote DX based on business challenges	DX
	Development of new technologies	Promotion of technology development for the early commercialization of CCS※ ¹ / CCUS※ ² ※ ¹ Carbon dioxide capture and storage (CCS) : A technology that captures carbon dioxide (CO ₂) and injects it underground for long-term storage. ※ ² Carbon dioxide capture, utilization and storage (CCUS) : A technology that captures CO ₂ emitted from power plants or factories before it is released into the atmosphere, utilizes it effectively, and then stores it underground. Continue to develop technology for Onnagawa Formation in Ayukawa Oil Field through joint research with JOGMEC※. Expand into Akita tight oil and other tight reservoir development in Japan ※ Japan Organization for Metals and Energy Security (JOGMEC) Continue efforts toward commercialization of methane hydrate	Continuously evaluated CO₂ underground storage capacity, including existing oil and gas fields, and studied suitable storage sites, well specifications, monitoring specifications, storage costs, etc.	Promote technology development for early commercializing of CCS/CCUS	Establishment of CN business
		Continue to develop technology for Onnagawa Formation in Ayukawa Oil Field through joint research with JOGMEC※. Expand into Akita tight oil and other tight reservoir development in Japan	- Continue data evaluation from the demonstration test conducted under the FY2022 joint research project through the FY2024 joint research project with JOGMEC on the development of acid treatment technology for the Akita tight reservoir business (until the end of July 2025) - Selected for JOGMEC’s publicly solicited FY2024 project, “Development of well stimulation technology for Green Tuff formations with strong heterogeneity according to mineral species, quantities, and occurrences,” and submitted deliverables	Pursue well stimulation techniques for domestic tight reservoir development (including Akita tight oil) through joint research with JOGMEC	
		Continue efforts toward commercialization of methane hydrate	Conducted exploratory drilling and simple production experiments offshore Shima Peninsula under contract through Japan Methane Hydrate Operating Co., Ltd.	Continue efforts toward commercialization of methane hydrate	
		Continue efforts to develop deep sea mineral resources through new Horizon Ocean Research & Technology Co.,Ltd.	Conducted STP3 work for the practical application of deep-sea survey technology, production systems, and environmental survey technology under contract through new Horizon Ocean Research & Technology Co., Ltd.	Continue efforts to develop deep sea mineral resources through new Horizon Ocean Research & Technology Co.,Ltd.	
		Promote CCS/CCUS commercialization studies in Japan and overseas	- Overseas - Concluded a joint study agreement in August 2024 for the implementation of a CO₂ injection test between multiple wells at the Sukowati Oil Field in Indonesia - Concluded a joint study agreement in August 2024 for the feasibility assessment of BECCS application in South Sumatra, Indonesia - Started a CO₂ injection test between multiple wells at the Sukowati Oil Field in October 2024 - Commenced FEED work in November 2024 for onshore terminal and jetty topside receiving facilities under the CCS project in Sarawak, Malaysia - Japan (including some overseas projects) - Awarded three studies under JOGMEC’s FY2024 publicly solicited project, “Design work, etc. for advanced CCS projects”: East Niigata area (Sep 2024), Sarawak, Malaysia (Sep 2024), and Tomakomai area (Oct 2024) - Held 7 Carbon Neutral Business Promotion Committee meetings.	Promote commercialization of CCS/CCUS in Japan and overseas	Establishment of CN business
	Climate change response	Achieve our GHG emission reduction targets ・ Achieve our GHG emission intensity targets (Scope 1 + 2) based on the JAPEX2050 - FY2019 result: 3.97 t-CO ₂ /TJ (base year) - FY2024 target: 3.26 t-CO₂/TJ (14% reduction from the base year) - FY2030 target: 2.38 t-CO ₂ /TJ (40% reduction from the base year) ・ Reduce emissions to achieve the 2030 GHG emission reduction target set by the Japan Petroleum Development Association based on the Nippon Keidanren Carbon Neutrality Action Plan	- GHG emission intensity: 3.11 t-CO₂/TJ (22% reduction from FY2019) - The total GHG emissions at the sites covered by the Japan Petroleum Development Association (EPDA) target decreased by 14,000 t-CO₂ (8.4%) compared to the previous year, mainly due to the resolution of equipment troubles. In addition, through energy-saving activities and reduction of venting and flaring at each site, the emissions decreased by 49,000 t-CO₂ (approximately 24.2%) compared to the FY2013 baseline for the FY2030 target. * Calculation is based on FY2023 emission coefficient.	- Achieve our GHG emission reduction targets ・ Achieve our GHG emission intensity targets (Scope1+2) based on the JAPEX2050 - FY2019 result: 3.97 t-CO₂/TJ - FY2025 target: 3.14 t-CO₂/TJ (21% reduction) - FY2030 target: 2.38 t-CO₂/TJ (40% reduction) - Reduce emissions to achieve the 2030 GHG emission reduction target set by JERDA based on the Nippon Keidanren Carbon Neutrality Action Plan	
		Scale up the renewable energy business	- Commenced commercial operation of the Ozu Biomass Power Plant in Ehime Prefecture (Aug 2024) - Commenced commercial operation of the Chofu Biomass Power Plant in Yamaguchi Prefecture (Jan 2025)	Scale up the renewable energy business	
		Contribute to a low-carbon society by promoting the use of natural gas	Expanded use of natural gas through solution sales for fuel conversion (from other fuels to natural gas) and introduction of cogeneration systems, etc.	Contribute to a low-carbon society by promoting the use of natural gas	
 HSE as our culture	Occupational health and safety	Promote initiatives based on the HSE mid-term plan - Promote initiatives to achieve zero occupational accidents	- LTIF※¹: 0.29 (up by 0.01 from the previous year) - TRIR※²: 1.45 (down by 1.08 from the previous year) ※¹ Lost Time Injury Frequency : Number of lost time injuries per one million working hours ※² Total Recordable Injury Rate : Number of total recordable injuries per one million working hours	- Promote efforts based on the Medium-term HSE Plan - Promote initiatives to achieve zero occupational accidents	
	Pollution prevention and resource recycling	Continue efforts to maintain a 45% reduction in VOC emissions compared to the base year (FY2000)	VOC emissions: 48% reduction compared to the base year (17% reduction from the previous year)	Continue efforts to maintain a 45% reduction in VOC emissions compared to the base year (FY2000)	
		Promote efforts to reduce water consumption	Collected and monitored data on water use, and examined measures to reduce water consumption based on the collected data * Water consumptions are disclosed in ESG Performance Data.	Promote efforts to reduce water consumption	
		Promote efforts to reduce waste	Conducted an assessment of the current status of waste volume in terms of recycling rates by vendor and volume by location and by type. * Waste volume is disclosed in ESG Performance Data.	Promote efforts to reduce waste	
		Continue to obtain Blue ranking in the environmental management performance evaluation program (PROPER※) conducted by KEI in Indonesia ※ Program for Pollution Control, Evaluation and Rating (PROPER): A rating program administered by the Ministry of Environment and Forestry of Indonesia to evaluate companies’ environmental initiatives and regulatory compliance. Companies are rated in the order of Gold, Green, Blue, Red, and Black.	Achieved the higher Green ranking above Blue through continuous implementation of environmental initiatives		
		Continue efforts to create a positive impact in protected areas	- Continued monitoring of mangrove forests planted in 2019 for environmental protection around Pagerungan Island, Indonesia. - Continued to plant trees since 2005 at 4 sites in Hokkaido, Akita, and Niigata prefectures where we have offices, and to provide support for subsequent management.	Continue efforts to create a positive impact in protected areas	

	Preserving biodiversity and ecosystems	Continue efforts to reduce negative impact at operating sites and surrounding areas	- Conducted LEAP analysis※² in line with the TNFD※¹ framework and carried out quantification of nature-related risks - Assessed water risks in areas where development and production sites operated as an operator are located, and confirmed that there are no operational sites in areas with high water stress ※¹ An international initiative established to develop a framework that enables companies and financial institutions to appropriately assess and disclose risks and opportunities related to natural capital and biodiversity. ※² An integrated assessment process for identifying and evaluating nature-related risks and opportunities in business areas, based on the four steps — Locate, Evaluate, Assess, and Prepare.	Continue efforts to reduce negative impact at operating sites and surrounding areas	
I Integrity and governance	Governance	Strengthen our corporate governance system	- Conducted 3 seminars for management executives and training sessions for newly appointed executive officers - Seminar themes: Corporate governance, roundtable discussion with outside directors, and generative AI and biodiversity (including water and waste reduction) - Held meetings with outside directors prior to Board of Directors meetings to provide a forum for information sharing - Identified and implemented improvement measures based on the evaluation of Board effectiveness (2 improvement measures implemented)	Strengthen our corporate governance system	
		Promote company-wide risk management	- Held the Management Risk Committee on a quarterly basis - Conducted 1 risk management review and 3 project reviews	Promote company-wide risk management	
		Strengthen information security and promote personal information protection	- Serious information security incident: 0 - Conducted awareness-raising activities for employees regarding personal information protection.	Strengthen information security and promote personal information protection	
	Crisis management	Continue to strengthen the Business Continuity Plan (BCP) Maintain and enhance disaster prevention capabilities (Improvement and enhancement of emergency response capabilities)	Conducted disaster drills: ongoing joint drills between head office and offices/affiliated companies	- Continue to strengthen the Business Continuity Plan (BCP) - Maintain and enhance disaster prevention capabilities (Improvement and enhancement of emergency response capabilities)	
		Strengthen cybersecurity	- Implemented measures in line with the Cybersecurity Management Guidelines issued by the Ministry of Economy, Trade and Industry (METI) and the Information-technology Promotion Agency (IPA), with completion scheduled for December 2025 - Formulated the “CSIRT Management Standards” to establish a Computer Security Incident Response Team (CSIRT) that can respond promptly to cybersecurity incidents	Strengthen cybersecurity	
		Continue overseas security response	Inadequate response to overseas security incidents: 0	Continue overseas security response	
Compliance	Ensure compliance	Number of insider trading and bribery cases: 0	Ensure compliance		
N Being a good Neighbor	Respect for human rights	Promote efforts to respect human rights	- Disclose the UK Modern Slavery Act statement (September 2024) - Conduct human rights due diligence (overseas group companies and business partners) - Complete preparation for establishing an external reporting channel (operation to start in April 2025) - Conduct harassment prevention training (for directors and managers at department head level)	- Promote efforts to respect human rights ※ The individual challenge has been moved from “Compliance” to “Coexistence and co-prosperity with stakeholders.”	
	Growing together with stakeholders	Make contributions to local communities and engage in social activities in our domestic and overseas operating areas	- Overseas project Garraf (Iraq) - Constructed and repaired facilities at schools and other educational facilities, conducted educational campaigns at elementary schools, distributed foods for local events, and donated facilities and equipment to medical institutions. - Domestic operating area - Held site tours for local stakeholders, participated in community events, volunteered to stand guard to ensure the safety of schoolchildren, sponsored advertisements, made donations, etc.	Make contributions to local communities and engage in social activities in our domestic and overseas operating areas	
		Promote supply chain management	- Conducted human rights due diligence for business partners - Ensured and created a fair trading and competitive environment	Promote supply chain management	
		Promote constructive dialogue with stakeholders	- Provided information to the Tokyo Stock Exchange and the press in timely and appropriate manner. Produced and distributed publications. - Maintained and created opportunities for dialogue by holding IR site tours for securities analysts and institutional investors as well as IR briefings for individual investors.	Promote constructive dialogue with stakeholders	
E The Employer of choice	Promotion of HR development and diversity	Promote DE&I - Achieve targets based on the DE&I policy - Rate of female new graduates: 30% or more - Rate of mid-career hires to total hires: 50% or more - Number of female managers: 25 persons or more (by FY2025) - Rate of mid-career hires in management positions: Maintain at least 20% (by FY2025) - Rate of male employees obtaining childcare leave: 80% or more (by FY2025)	- Rate of female new graduates: 33.3% - Rate of mid-career hires to total hires: 51.5% - Number of female managers: 19 - Rate of mid-career hires in management positions: 27.1% - Rate of male employees obtaining childcare leave: 100.0% - Diversity-related initiatives: Conducted cross-cultural understanding training for employees	- Promote DE&I - Achieve targets based on the DE&I policy - Rate of female new graduates: 30% or more - Rate of mid-career hires to total hires: 50% or more - Number of female managers: 25 persons or more (by FY2025) - Rate of mid-career hires in management positions: Maintain at least 20% (by FY2025) - Rate of male employees obtaining childcare leave: 80% or more (by FY2025)	Promotion of HR development and diversity
		Strengthen human capital management Promote reskilling and skilling programs (Promote DX education, make use of the learning platform as JAPEX UNIVERSITY, etc.)	- Introduced new training programs (5 business skill training courses introduced) - Expanded and enhanced the JAPEX University program - Conducted specialized training for technical employees (78 sessions held annually)	Strengthen human capital management	Promotion of HR development and diversity
	Creating a fair and good working environment	Promote an employee-friendly workplace	- Promoted a comfortable and employee-friendly work environment - Improved overall results of the employee engagement survey compared to the previous fiscal year - Promoted the use of paid leave (fostering a culture of taking 1 day off per month and encouraging consecutive leave of 7 days or more) - Introduced a new personnel system	Promote an employee-friendly workplace	Promotion of HR development and diversity; DX
		Make consideration on side jobs/second jobs	- Pilot introduction of in-house side jobs for career development purposes - Organized external side job arrangements		
		Promote health management	- Selected as one of the “KENKO Investment for Health Stock Selection 2025” companies - Recognized as a “White 500” enterprise under the Certified “KENKO Investment for Health” Outstanding Organizations program - Certified as a “Sports Yell Company 2025” by the Japan Sports Agency - Continued 100% participation rate in regular health checkups - Stress check participation rate: 95.7% (up by 3.0% from the previous year) - Smoking rate: 20.2% (down by 0.4% from the previous year) - Initiatives for women's health issues: Conducted three training sessions for female employees, all employees, and managers	Promote health management	
		Improve office environment	- Continued the trial of Activity Based Working (ABW) in selected areas of the head office - Officially launched the “casual dress code” policy during working hours - Accumulated internal business knowledge (10 cases of knowledge sharing recorded)	Improve office environment	DX