CSR Action Plan Targets and Achievements (Fiscal 2025)

The JAPEX Group Five Core CSR Themes "SHINE"	
	S Stable and sustainable energy supply
	H HSE as our culture
	I Integrity and governance
	N Being a good Neighbor
	E The Employer of choice

Materiality
Stable energy supply
Establishment of CN business
Promotion of HR development and diversity
Digital transformation (DX)

Japan Petroleum Exploration Co., Ltd.

	Challenges	Fiscal 2025 Action Plans and Targets	Fiscal 2025 Achievements	Materiality
S Stable and sustainable energy supply	Stable energy supply	Promote E&P business for stable supply of oil and natural gas	・Participated in the gas field development in the Gebang PSC Block in Indonesia (May 2025) ・Acquired interests in Verdande and Alve Nord oil and gas fields through an asset swap in Norway (July 2025) ・Resolved to acquire U.S. tight oil and gas assets through the acquisition of the entire equity interest in Verdad Resources Intermediate Holdings LLC (Dec 2025) ・Acquired the entire equity interest in Verdad Resources Intermediate Holdings LLC (Feb 2026) ・Acquired exploration licenses in Norway (Jan 2026) ・Continued efforts for stable production at the Garraf Oil Field in Iraq ・Commenced exploratory drilling in the offshore Hidaka area of Hokkaido (March 2026)	Stable energy supply
		Promote I/U business for stable supply of natural gas and electricity	・Electric power sold: 4.6 billion kWh (LNG thermal 3.3 billion kWh, Biomass 1.3 billion kWh) ・Number of natural gas supply disruptions: 0	
		Promote DX based on business challenges	・Advanced the three pillars based on the DX promotion roadmap (BPR implementation, integrated data infrastructure development, and human resources development) to achieve DX-Ready* – Conducted BPR for priority back-office operations ahead of a company-wide rollout from FY2026 onward, promoting a shift to high-value-added work and improving productivity by reducin the workload. – Built a data warehouse to integrate and accumulate internally scattered data, providing an infrastructure for data utilization. – Continued training programs aimed at developing advanced digital talent, and achieved the targe number of attendees against the plan to train approximately 250 employees by FY2025. ※being ready to transform our business through digital technologies	DX
	Development of new technologies	Promote technological 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.	・Promoted the improvement of technical study quality by creating technical guideline documents on technical development results and technical evaluation knowledge regarding the CCS business, aimed at developing CCUS storage technology.	Establishment of CN business
		Pursue well stimulation techniques for domestic tight reservoir development (including Akita tight oil) through joint research with JOGMEC※ ※ Japan Organization for Metals and Energy Security	・Selected for the FY2025 joint research project, "Development of well stimulation technology for Green Tuff formations with strong heterogeneity according to mineral species, quantities, and occurrences," and achieved gas production increase through acid treatment, which is one of the well stimulation technologies.	
		Continue efforts toward commercialization of methane hydrate	・Participated in the next phase of R&D aiming for an offshore production test in FY2028 through Japan Methane Hydrate Operating Co., Ltd.	
		Continue efforts to develop deep sea mineral resources through new Horizon Ocean Research & Technology Co.,Ltd.	・Supported research for the practical application of technologies for rare-earth recovery, mineral separation, and refining from rare-earth mud collected around Minamitorishima Island through investment in new Horizon Ocean Research & Technology Co., Ltd.	
	Climate change response	Promote commercialization studies on CCS/CCUS in Japan and overseas	・Overseas – Reduced associated gas emissions by commencing shipments in the Garraf Oil Field – Advanced feasibility studies toward the realization of CCS/CCUS projects in Indonesia and Malaysia ・Japan – Obtained an exploratory drilling permit for the CCS project in the Tomakomai area from the Minister of Economy, Trade and Industry (Sep. 2025) – Commenced exploratory drilling offshore Tomakomai, Hokkaido, under the Act on Carbon Dioxide Storage Business (Nov. 2025) ・Held Carbon Neutral Business Promotion Committee meetings (4 times/year).	Establishment of CN business
		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) – FY2025 GHG emission intensity target : 3.14t-CO2/TJ (21% reduction) – FY2030 GHG emission intensity target : 2.38t-CO_2/TJ (40% reduction) ・Reduce emissions to achieve the GHG emission reduction target set by JERDA based on the Nippon Keidanren Carbon Neutrality Action Plan	・GHG emission intensity: 3.07 t-CO2/TJ (23% reduction from FY2019)	
		Scale up the renewable energy business	・Commenced commercial operations of the Tahara Biomass Power Plant in Aichi Prefecture (Apr 2025) ・Commenced operations of off-site solar PPAs as a specific wholesale supplier (Sep 2025) ・Decided to construct a 13MW solar power plant in Tomakomai, Hokkaido (Sep 2025)	
		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.	

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H 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: 0.28 (down by 0.01 from the previous year) ・ TRIR※2: 1.70 (up by 0.25 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	
	Pollution prevention and resource recycling	Continue efforts to maintain a 45% reduction in VOC emissions compared to the base year (FY2000)	・ VOC emissions: 47% reduction compared to the base year	
		Promote efforts to reduce water consumption	・ Continued collection and monitoring of data on water use	
		Promote efforts to reduce waste	・ Assessed the current status of waste volumes, including recycling rates by vendor and discharge volumes by location and type.	
		Prevent marine pollution incidents caused by oil spills and other leaks	・ In March 2026, an oil spill occurred during loading oil into a ship near the West No. 1 Pier at East Port District on Port of Niigata. Although the spilled amount was 17 to 35 L, which did not result in a large-scale accident, JAPEX identified the causes and thoroughly implemented initiatives to prevent recurrence.	
	Preserving biodiversity and ecosystems	Continue efforts to create a positive impact in protected areas	・ Continued to plant trees since 2005 at 4 sites in Hokkaido, Akita, and Niigata prefectures where w have offices, and to provide support for subsequent management.	
		Continue efforts to reduce negative impact at operating sites and surrounding areas	・ Conducted LEAP analysis※1 and scenario analysis in line with the TNFD※2 framework to identify and assess short-, medium-, and long-term nature-related risks and opportunities ※1 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. ※2 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.	
I Integrity and governance	Governance	Strengthen our corporate governance system	・ Conducted seminars for management officers (4 days in total) and training sessions for newly appointed Executive Officers -Seminar themes: cybersecurity, digital transformation training for officers, and overseas security in diplomacy and safety assurance ・ Held the Outside Officer Liaison Meeting prior to Board of Directors meetings (4 times a year) to provide a forum for information sharing with Outside Officers ・ Reviewed the implementation method of the effectiveness evaluation of the Board of Directors ・ Identified and implemented improvement measures regarding the operation of the Board of Directors (3 improvement measures)	
		Promote company-wide risk management	・ Held the Risk Management Committee on a quarterly basis -Main agenda items: Identification and evaluation of company-wide risks, management of progress in key projects currently in the execution and operation stage and the determination of response to issues, verification of compliance violation incidents, etc. ・ Conducted 1 project review	
		Strengthen information security and promote personal information protection	・ Serious information security incidents: 0 ・ Conducted awareness-raising activities for employees regarding personal information protection. -Conducted information security training for all employees -Provided explanations on personal information protection at the FY2025 new employee training and newly appointed manager training ・ Introduced a new ID management platform to enhance security	
	Risk management	Continue to strengthen the Business Continuity Plan (BCP) - Maintain and enhance disaster prevention capabilities (Improvement and enhancement of emergency response capabilities)	・ Revised and communicated the Emergency Countermeasure Regulations in line with the reorganization of offices, and conducted joint drills among Tokyo, Nagaoka, and Soma	
		Strengthen cybersecurity	・ Strengthened responses to increase the maturity of each item in the Cybersecurity Management Guidelines issued by the Ministry of Economy, Trade and Industry (METI) and the Innovation Platform Agency, Japan (IPA) ・ Restructured and strengthened the structure of the Computer Security Incident Response Team (CSIRT) to respond promptly to cybersecurity incidents -Conducted practical exercises simulating increasingly sophisticated cyberattacks	
		Continue overseas security response	・ Strengthened security intelligence	
	Compliance	Ensure compliance	・ Provided explanations on insider trading at the FY2025 new employee training and newly appointed manager training ・ Number of insider trading cases: 0 ・ Number of bribery cases: 0	

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N Being a good Neighbor	Respect for human rights	Promote efforts to respect human rights	・Conducted a "Questionnaire on Respect for Human Rights" for business partners ・Conducted training on "Corporate Responsibility to Respect Human Rights" for officers and employees ・Number of reports to the external reporting desk: 0 ・Provided a harassment training session for officers, managers, and career-track employees	
	Growing together with stakeholders	Make contributions to local communities and engage in social activities in our domestic and overseas operating areas	・In domestic operating areas, held on-site tours for local parties concerned, participated in community events, and volunteered to stand guard to ensure safety for children commuting to school	
		Promote supply chain management	・Conducted CSR survey to transaction partners ・Implemented initiatives to ensure and create a fair trading and competitive environment -CSR study sessions, regular risk assessments, and information dissemination on CSR activities	
		Promote constructive dialogue with stakeholders	・Provided information to the Tokyo Stock Exchange and the press in a timely and appropriate manner, and produced and distributed publications ・Maintained and created opportunities for dialogue through IR site tours, IR briefings, one-on-one meetings, etc. ・Conducted activities to foster local understanding of CCS and exhibited at environmental events	
E The Employer of choice	Promotion of HR development and diversity	Promote DE&I Achieve targets based on the DE&I policy - Percentage of female new graduates hired: 30% or more - Percentage of mid-career hires to total hires: 50% or more - Number of female managers: 25 or more (by the end of FY2025) - Percentage of mid-career hires in management positions: Maintain 20% or more (by the end of FY2025) - Percentage of male employees taking childcare leave: 80% or more (by the end of FY2025)	・Percentage of female new graduates hires: 33.3% ・Percentage of mid-career hires to total hires: 51.5% ・Number of female managers: 23 ・Percentage of mid-career hires in management positions: 26.7% ・Percentage of male employees taking childcare leave: 84.2% ・PRIDE Index: "Silver" ・Diversity-related initiatives: conducted training on sexual diversity for employees ・Obtained the "Platinum Kurumin" certification	Promotion of HR development and diversity
		Build a human resource development system to strengthen human capital management	・Development of human resource development system -Conducted management skill surveys for managers and training to promote understanding of the results -Identified the priority issues in developing personnel in management positions, and built a future stable training foundation centered on the survey results -Developed overseas-related training in line with the overseas business human resource development policy -Expanded educational opportunities for core staff through the introduction of new training programs ・Held professional education to technical employees (82 times a year)	Promotion of HR development and diversity
	Creating a fair and good working environment	Promote an employee-friendly workplace	・Results of an employee engagement survey improved in total score from the previous fiscal year (FY2024: 53.7 pt → FY2025: 55.3 pt) 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)	Promotion of HR development and diversity DX
		Promote health management	・Selected as one of the "KENKO Investment for Health Stock Selection 2026" companies (3rd consecutive year) ・Recognized as a "White 500" enterprise under the KENKO Investment for Health Outstanding Organizations Recognition Program ・Continued 100% participation rate in regular health checkups ・Stress check participation rate: 96.2% (up 1.2% from the previous fiscal year) ・High stress ratio maintained at 5-10%: 8.6% ・Conducted training on women's health issues for all employees	
		Improve office environment	・Promoted a work environment to maximize the utilization of human capital -Office renovation, promotion of paperless operations, and business efficiency improvement through system introduction	DX