ESG Performance Data (Fiscal 2024)

				Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
<Environmental>							
Climate Change Response							
Greenhouse gas (GHG) emissions	Scope1,2 *1,2	Domestic	Scope1: Direct GHG emissions	thousand tons-CO2	217	217	✓ 184
			(of which, flare emissions)		48	52	46
			Scope2: Indirect GHG emissions *3		33	20	✓ 30
			(amount of non-fossil certificate purchased for domestic Scope 2)		27	38	21
			Total of Scope 1 and 2		251	237	✓ 213
		Overseas	Scope1		0	0	0
			(of which, flare emissions)		0	0	0
			Scope 2		0	0	0
			Total of Scope 1 and 2		0	0	0
		Domestic and Overseas	Total Scope1 emissions		217	217	184
			(of which, total flare emissions)		48	52	46
			Total Scope2 emissions		33	20	30
			Total of Scope1 and 2		251	237	213
	Scope3 *1		Category 1: Purchased goods and services		48	50	58
			Category 2: Capital goods		22	25	30
			Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)		476	446	438
			Category 4: Upstream transportation and distribution		96	88	87
			Category 5: Waste generated in operations		7	8	4
			Category 6: Business travel		0.28	0.28	0.21
			Category 7: Employee commuting		0.70	0.69	0.51
			Category 8: Upstream leased assets	thousand tons-CO2	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		4	3	5
			Category 11: Use of sold products *4		6,471	7,740	✓ 9,472
			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		7,125	8,361	10,094
			Total of Scope 1, 2, and 3	thousand tons-CO2	7,376	8,598	10,308
	GHG emission intensity	Domestic and Overseas	E&P Business: GHG emissions per barrel of oil equivalent produced *5	kg-CO2/boe	41	39	36
			Intensity of operational GHG emissions from supplied energy *6	tons-CO2/TJ	3.56	3.38	3.11
	Methane emission intensity	Domestic and Overseas	E&P business: Emissions per unit of hydrocarbon production		0.12	0.19	0.17
			Infrastructure/Utility business: Emissions per unit of hydrocarbon production		0.05	0.15	0.05

			Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
Emissions by gas type (CO2 equivalent) *7	Domestic	CO2	thousand tons-CO2	191	178	176
		CH4		59	59	37
		N2O		0.12	0.10	0.12
		HFCs		0.20	0.14	0.12
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
		Total		251	237	213
	Overseas	CO2		0.05	0.06	0.06
		CH4		0.00	0.00	0.00
		N2O		0.00	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
		Total		0.05	0.06	0.06
	Domestic and Overseas	CO2		191	178	176
		CH4		59	59	37
		N2O		0.12	0.10	0.12
		HFCs		0.20	0.14	0.12
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
		Total		251	237	213
Emissions by gas type *7	Domestic	CO2	tons	191,048	178,104	176,278
		CH4		2,369	2,101	1,309
		N2O		0.39	0.33	0.45
		HFCs		0.08	0.05	0.12
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
	Overseas	CO2		47	57	57
		CH4		0.00	0.00	0.00
		N2O		0.00	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		191,095	178,161	176,335
		CH4		2,369	2,101	1,309
		N2O		0.39	0.33	0.45
		HFCs		0.08	0.05	0.12
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00

			Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
Energy consumption *8	Domestic	Natural gas	TJ	1,859	1,804	1,750
		Gas oil		22	21	20
		Fuel oil A		123	128	112
		Kerosene		1.33	0.91	0.87
		Gasoline		7	8	7
		Condensate		0	0	0
		LPG		1.19	0.86	1.08
		Purchased electricity		1,165	1,028	1,012
		(of which, amount of non-fossil certificate purchased)		526	693	448
		City gas		10	11	9
		Heat supply from the outside		0	0	0
		Internally generated electricity (solar) *9		-	1	1.57
		Total		3,190	3,002 ✓	2,914
	Overseas	Natural gas		0.01	0.01	0.01
		Gas oil		0	0	0
		Fuel oil A		0	0	0
		Kerosene		0	0	0
		Gasoline		0.28	0.34	0.34
		Condensate		0	0	0
		LPG		0	0	0
		Purchased electricity		0.18	0.44	1.02
		City gas		0	0	0
		Heat supply from the outside		0	0	0
		Internally generated electricity (solar) *9		-	0	0
		Total		0.47	0.79	1.36
	Domestic and Overseas	Total		3,190	3,003	2,915
Renewable energy	Domestic	Electricity generated	thousand kWh	55,216	159,324	522,562
		Total investment	million yen	1,835	2,583	5,770
Expenditure for environmental protection and biodiversity preservation *10	Domestic		million yen	3	3	3

Pollution Prevention and Resource Recycling

				Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
Water withdrawal	Domestic	Tap water		thousand kL	108	108	103
		Industrial water			480	560	595
		Underground water			154	154	236
		River waters			91	70	79
		Seawater *11			46,476	45,822	45,947
		Rainwater			0.07	0.07	0.05
		Other			0	0	0
		Total			47,310	46,713	✓ 46,960
	Overseas	Tap water			0	0	0
		Industrial water			0	0	0
		Underground water			0	0	0
		River waters			0	0	0
		Seawater *10			0	0	0
		Rainwater			0	0	0
		Other			0	0	0
		Total			0	0	0
	Domestic and Overseas	Total			47,310	46,713	46,960
	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 Overseas	Intensity of water withdrawals required to extract hydrocarbon	kL/boe	0.56	0.57	0.52
Produced water (water co-produced with oil and natural gas)	Domestic			thousand kL	956	918	882
	Overseas				0	0	0
	Domestic and Overseas	Total			956	918	882
Water discharge *14	Domestic	Sewage		thousand kL	29	28	28
		Pit-water reuse/injection			494	418	460
		Release/evaporation			398	444	593
		Marine waters			47,344	46,741	46,761
		Other			0	0	0
		Total			48,266	47,631	✓ 47,842
	Overseas	Sewage			0	0	0
		Pit-water reuse/injection			0	0	0
		Release/evaporation			0	0	0
		Marine waters			0	0	0
		Other			0	0	0
		Total			0	0	0
	Domestic and Overseas	Total			48,266	47,631	47,842
Air pollutant emissions	Domestic	VOC *15		tons	989	977	✓ 811
	Overseas	VOC			0	0	0
	Domestic and Overseas	VOC	Total		989	977	811
	Domestic	NOx (nitrogen oxide)			122	123	135
		SOx (sulfur oxide)			2	6	3
Specified chemical substances emissions *16	Domestic	Benzene		kg	14,314	6,054	4,167
		Toluene			5,751	1,138	1,095
		Xylene			1,729	284	256
		Normal hexane			12,406	-	-
		1, 2, 4-Trimethylbenzene			105	-	-
		Piperazine			0	0	0
		Ethylbenzene			140	0	0
		Hexane			-	6,646	6,101
		Cyclohexane			-	2,569	3,573
		Trimethylbenzene			-	26	21
		Heptane			-	1,120	1,066
		Total			34,445	17,837	16,279
	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	0
		Cyclohexane			-	0	0
		Trimethylbenzene			-	0	0
		Heptane			-	0	0
		Total			0	0	0
	Domestic and Overseas	Total			34,445	17,837	16,279

			Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
Waste	Domestic	Non-hazardous waste *17	thousand tons	17	21	12
		Hazardous waste *17		1.60	1.37	1.43
		Total waste		19	23	✓ 13
	Overseas	Non-hazardous waste		0	0	0
		Hazardous waste		0	0	0
		Total waste		0	0	0
	Domestic and Overseas	Total		19	23	13
	Domestic	Recycled		13.14	16.18	4.62
		Recycling rate		70.9%	70.9%	34.6%
		Final disposal		1.04	4.24	6.47
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		%	99.4	100.0	100.0

					Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
<Social>								
Occupational Health and Safety								
Occupational safety	Number of fatalities	Domestic	Employees			0	0	0
			Contractors			0	0	0
				Total		0	0	0
		Overseas	Employees			Not applicable	Not applicable	Not applicable
			Contractors			Not applicable	Not applicable	Not applicable
				Total		Not applicable	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			1	1	1
			Contractors			2	0	0
				Total		3	1	1
		Overseas	Employees			Not applicable	Not applicable	Not applicable
			Contractors		cases	Not applicable	Not applicable	Not applicable
				Total		Not applicable	Not applicable	Not applicable
		Domestic and Overseas	Employees			1	1	1
			Contractors			2	0	0
				Total		3	1	1
	Number of non-lost time injuries	Domestic	Employees			1	5	4
			Contractors			4	3	1
				Total		5	8	5
		Overseas	Employees			Not applicable	Not applicable	Not applicable
			Contractors			Not applicable	Not applicable	Not applicable
				Total		Not applicable	Not applicable	Not applicable
		Domestic and Overseas	Employees			1	5	4
			Contractors			4	3	1
				Total		5	8	5
	Fatal Accident Rate (FAR) *19	Domestic	Employees and Contractors			0.00	0.00	0.00
		Overseas	Employees and Contractors			Not applicable	Not applicable	Not applicable
	Lost Time Injury Frequency (LTIF) *20	Domestic	Employees and Contractors		—	0.84	0.28	✓ 0.29
		Overseas	Employees and Contractors			Not applicable	Not applicable	Not applicable
	Total Recordable Injury Rate (TRIR) *21	Domestic	Employees and Contractors			1.39	2.53	✓ 1.45
		Overseas	Employees and Contractors			Not applicable	Not applicable	Not applicable
	(Reference) Survey on Industrial Accidents; Ministry of Health, Labour and Welfare		Frequency rate *22		—	2.06	2.14	2.14
Health			Percentage of employees receiving annual medical checkups		%	100	100	100
Crisis Management								
Overseas security measures			Discussion by the Overseas Security Measures Subcommittee (		times	47	25	31
			Participation in outside seminars			24	33	33
			Emergency communication training			3	7	7
Social Contribution								
Expenditure for social contribution activities *23			Donation		million yen	136	53	157
			Social contribution expenditure			16	21	34
				Total		151	74	191
Rate of spending on local suppliers			Percentage by cases		%	83	82	82
			Percentage by amount			60	65	65

			Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
Directors, Officers, and Employees						
■Consolidated						
Number of employees		Male	people	1,377	1,388	1,388
		Female		240	253	265
		Total		1,617	1,641	1,653
Percentage of females in the global workforce			%	14.8	15.4	16.0
Number of non-Japanese employees		Total	people	20	12	29
Number of temporary employees		Total	people	482	494	516
■Non-consolidated						
Number of employees		Male	people	789	806	789
		Female		165	173	183
		Total		954	979	972
Number of non-Japanese employees		Male	people	2	4	6
		Female		3	4	5
		Total		5	8	11
Number of temporary employees			people	220	217	223
Employment rate of people with disabilities			%	2.6	2.8	2.9
Labor union participation			people (%)	698 (69.9%)	728 (72.4%)	685 (62.2%)
Wage		Average annual salary	yen	8,567,461	9,588,443	10,314,588
		Ratio of minimum salary to regional minimum wage *24	-	1.08	1.03	1.04
Average age		Male	age	40.7	40.7	40.3
		Female		39.7	39.1	39.2
		Total		40.5	40.4	40.1
Average length of service		Male	years	15.8	15.1	14.3
		Female		15.3	14.7	14.8
		Total		15.7	15.0	14.7
Management positions	Managers	Male	people	283	285	280
		Female		18	18	19
		Total		301	303	299
		Percentage of female managers	%	6.0	5.9	6.4
		Percentage of mid-careers hires in management positions	%	25.9	29.0	27.1
	Directors *25	Percentage of female directors	%	18.2	18.2	18.2
Re-employment		Number of mandatory retirees *26	people	39	26	26
		Re-employed		37	25	25
		Re-employment rate	%	94.9	96.2	96.2
Turnover	Number of employee turnovers *27	Male	people	44	45	54
		Female		6	7	6
		Total		50	52	60
	Turnover rate	Voluntary turnover rate	%	2.5	1.6	3.5
Number of new-graduates hired		Male	people	16	17	21
		Female		7	8	12
		Total		23	25	33
		Percentage of female new-graduates hired *28	%	33.0	35.0	33.3
Number of mid-career hires		Male	people	21	35	33
		Female		4	7	2
		Total		25	42	35
		Percentage of mid-career hires *29	%	52.1	62.7	51.5
Annual paid leave		Average days of paid leave given	days	19.0	18.7	18.8
		Average days of paid leave taken		15.8	15.8	15.2
		Rate of paid leave taken	%	83.2	84.3	80.8

			Unit	Fiscal 2022	Fiscal 2023	Fiscal 2024
Support systems and leave for maternity, childcare, nursing care, and caregiving		Number of employees taking maternity leave	people	12	16	6
		Number of employees entitled to take maternity leave	people	45	42	31
		Number of male employees taking childcare leave	people	23	18	23
		Number of female employees taking childcare leave		6	12	8
		Total		29	30	31
		Percentage of male employees taking childcare leave	%	58.9	60.0	100.0
		Percentage of female employees taking childcare leave		100	100	100
		Total		64.4	71.4	100.0
		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	20	19	22
		Number of employees taking days off for child nursing care	people	125	149	151
		Number of days off taken for child nursing care	days	511.5	621.5	593.5
		Number of employees taking caregiver leave	people	0	1	1
		Number of employees using shortened working hours for caregivers	people	0	0	0
		Number of employees taking days off for caregivers		17	24	32
		Number of days off taken for caregivers	days	65.0	83.0	130.5
Social service leave		Number of employees taking social service leave	people	4	13	2
Education and training programs		CSR and compliance training	times	8	10	9
		Training and seminars on occupational health and safety, etc. *32		33	28	28
		Training and seminars on occupational health and safety, etc.	people	314	319	324
		Information security training (e-learning)	%	100	100	95
		Career-stage training	people	71	82	88
		Overseas study and training		1	3	3
		Basic training of global human resource		358	554	154
		Basic business skill training (e-learning)	courses	378	648	554
		Skill improvement courses (basic E&P, project management, etc.)	times	13	14	16
		Annual education and training costs per person	yen	107,612	154,430	181,765
<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	5	0	3
		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	1	1	0
	Total	Number of cases	cases	6	1	3
Number of reports and inquiries received through the Compliance Reporting and Consultation System *33		Number of cases	cases	8	10	12

Notes

■ Organization Boundary

Japan Petroleum Exploration Co., Ltd. (JAPEX) and its 24 consolidated, non-consolidated, and affiliated companies

The environmental data covers the companies listed below among the 24 companies comprising JAPEX and its consolidated, non-consolidated, and affiliated companies.

- GHG emissions (Scope 1, Scope 2, GHG emission intensity, and Emissions by gas type) and Energy consumption
  - JAPEX and its 17 consolidated and non-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. : Kirsche Energy Service LLC : Overseas ; Japex (U.S.) Corporation; and JAPEX UK E&P Limited. : JAPEX Norge AS(newly added in FY2024))
- Water withdrawal, Water discharge, Air pollutant emissions, Specified chemical substances emissions, and Leakage (pit-wastewater, crude oil, etc.), Waste (Non-hazardous waste and Hazardous waste)
  - 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: No data subject to disclosure as there has been no overseas operator project.)
- GHG emissions (Scope 3, excluding Category 11)
  - JAPEX and its 14 consolidated and non-consolidated subsidiaries
- GHG emissions (Scope 3, Category 11)
  - JAPEX and its 19 consolidated and non-consolidated subsidiaries
- Green procurement ratio
  - JAPEX and Japex Offshore Ltd.
- Renewable energy (Electricity generated)
  - JAPEX and its 6 affiliated companies (Solar Power Tomakomai Co., Ltd.; Abashiri Biomass Power 2 LLC.; and Abashiri Biomass Power 3 LLC: Chofu Bio-Power LLC.; Ozu Biomass Power Corp.)

Environmental data other than the above cover JAPEX on a non-consolidated basis.

The Occupational Health and Safety Data covers the scope listed below among the 18 companies comprising JAPEX and its consolidated subsidiaries.

- Data other than Percentage of employees receiving annual medical checkups and Overseas security measures
  - Domestic: JAPEX and Japex Offshore Ltd.
  - Overseas: No data subject to disclosure as there has been no overseas operator project.
- Percentage of employees receiving annual medical checkups and Overseas security measures
  - JAPEX (non-consolidated)

Data on "Social Contribution", "Number of harassment cases," and "Governance" covers JAPEX on a non-consolidated basis..

■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 (Scope 1, Scope 2, and Scope 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 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 certificate purchased set to zero.

*4 Emissions were calculated on the assumption that all crude oil, natural gas, LNG, and other fuel products sold by JAPEX, its 16 consolidated subsidiaries, and one non-consolidated subsidiary were combusted, using the sales volumes of these products and the emission factors for product combustion specified under the Act on Promotion of Global Warming Countermeasures.

*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 GHG emissions (Scope 1 and Scope 2) per unit of energy supplied within JAPEX's operator business scope were calculated.

*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 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 Water withdrawal + produced water = 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.

*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) × 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) × 100

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

*33 Includes inquiries and consultations on harassment.