ESG Performance Data (Fiscal 2025)

■ Organization Boundary

25 companies, including Japan Petroleum Exploration Co., Ltd. (JAPEX), consolidated subsidiaries, non-consolidated subsidiaries, associates, and other affiliated entities

(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.; GEOSYS, Inc.; Japex Energy Co., Ltd.; Kirsch Energy Services LLC; Abashiri Biomass Power 2 LLC.; Abashiri Biomass Power 3 LLC.; Solar Power Tomakomai Co., Ltd.; Chofu Bio Power LLC; Ozu Biomass Power Co., Ltd.; and Tahara Biomass Power Plant LLC (newly added in FY2025);
Overseas: Japex (U.S.) Corp.; JAPEX UK E&P Ltd.; Japex Garraf Ltd.; JAPEX Insurance Ltd.; and JAPEX Norge AS (newly added in FY2024))

The environmental data covers the companies listed below out of the 25 companies, including JAPEX, its consolidated subsidiaries, non-consolidated subsidiaries, associates, and other affiliated entities.

- GHG emissions (Scope 1, Scope 2, GHG emission intensity, and Emissions by gas type) and Energy consumption
  - 17 companies, including the Company, consolidated subsidiaries, 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.; GEOSYS, Inc.; Japex Energy Co., Ltd.; and Kirsch Energy Services LLC; Overseas: Japex (U.S.) Corp.; JAPEX UK E&P Ltd.; and JAPEX Norge AS)
- 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)
  - 13 companies, including the Company and 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.; GEOSYS, Inc.; and Japex Energy Co., Ltd.)
- GHG emissions (Scope 3, excluding Category 11)
  - 14 companies, including the Company, consolidated subsidiaries, 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.; GEOSYS, Inc.; and Kirsch Energy Services LLC)
- GHG emissions (Scope 3, Category 11)
  - 19 companies, including the Company, consolidated subsidiaries, 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.; GEOSYS, Inc.; Japex Energy Co., Ltd.; and Kirsch Energy Services LLC;
    Overseas: Japex (U.S.) Corporation; JAPEX UK E&P Limited; Japex Garraf Ltd.; JAPEX Insurance Ltd.; and JAPEX Norge AS)
- Green procurement ratio
  - JAPEX and Japex Offshore Ltd.
- Renewable energy (Electricity generated)
  - 8 power plants in which JAPEX participates (Abashiri Biomass 2nd and 3rd Power Plants,Mega Solar Power Generation at JAPEX Hokkaido District Office, Yufutsu Solar Power Plant, Niigata Matsuhama Solar Power Plant, Mitsuke Solar Power Plant, Tahara Biomass Power Plant, Chofu Biomass Power Plant, and Ozu Biomass Power Plant)

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

The Occupational Health and Safety Data covers the scope listed below out of the 18 companies, including JAPEX and its consolidated subsidiaries.

- Data other than Percentage of employees receiving annual medical checkups and Overseas security measures
  - JAPEX and Japex Offshore Ltd.
- Percentage of employees receiving annual medical checkups and Overseas security measures
  - JAPEX (non-consolidated)

Data on "Social Contribution", "Directors, Officers, and Employees", "Governance" and "Compliance" 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.

<Environmental>

				Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Climate Change Response							
Greenhouse gas (GHG) emissions	Scope1,2 *1,2	Domestic	Scope1: Direct GHG emissions ✓	thousand tons-CO2	217	184	182
			(of which, flare emissions)		52	46	42
			Scope2: Indirect GHG emissions *3 ✓		20	30	28
			(amount of non-fossil certificate purchased for domestic Scope 2)		38	21	23
			Total of Scope 1 and 2 ✓		237	213	211
		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	184	183
			(of which, total flare emissions)		52	46	42
			Total Scope2 emissions		20	30	28
			Total of Scope 1 and 2		237	213	211
	Scope 3 *1		Category 1: Purchased goods and services	thousand tons-CO2	50	58	40
			Category 2: Capital goods		25	30	22
			Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)		446	438	439
			Category 4: Upstream transportation and distribution		88	87	87
			Category 5: Waste generated in operations		8	4	4
			Category 6: Business travel		0.28	0.21	0.21
			Category 7: Employee commuting		0.69	0.51	0.53
			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	5	3
			Category 11: Use of sold products *4 ✓		7,740	9,472	8,442
			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		8,361	10,094	9,037
			Total of Scope 1, 2, and 3	thousand tons-CO2	8,598	10,308	9,248
	GHG emission intensity	Domestic and Overseas	E&P Business: GHG emissions per barrel of oil equivalent produced *5	kg-CO2/boe	39	36	39
			Intensity of operational GHG emissions from supplied energy *6	tons-CO2/TJ	3.38	3.11	3.07
	Methane emission intensity	Domestic and Overseas	E&P business: Emissions per unit of hydrocarbon production		0.19	0.17	0.23
			Infrastructure/Utility business: Emissions per unit of hydrocarbon production		0.15	0.05	0.02
	Emissions by gas type (CO2 equivalent) *7	Domestic	CO2	thousand tons-CO2	178	176	173
			CH4		59	37	37
			N2O		0.10	0.12	0.14
			HFCs		0.14	0.12	0.12
			PFCs		0.00	0.00	0.00
			SF6		0.00	0.00	0.00
			Other		0.00	0.00	0.00
			Total		237	213	210
		Overseas	CO2		0.06	0.06	0.05
			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		0.06	0.06	0.05
		Domestic and Overseas	CO2		178	176	173
			CH4		59	37	37
			N2O		0.10	0.12	0.14
			HFCs		0.14	0.12	0.12
			PFCs		0.00	0.00	0.00
			SF6		0.00	0.00	0.00
			Other		0.00	0.00	0.00
			Total		237	213	210

<Environmental>

			Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Emissions by gas type *7	Domestic	CO2	tons	178,104	176,278	173,016
		CH4		2,101	1,309	1,314
		N2O		0.33	0.45	0.52
		HFCs		0.05	0.12	0.06
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
	Overseas	CO2		57	57	48
		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		178,161	176,335	173,064
		CH4		2,101	1,309	1,314
		N2O		0.33	0.45	0.52
		HFCs		0.05	0.12	0.06
		PFCs		0.00	0.00	0.00
		SF6		0.00	0.00	0.00
		Other		0.00	0.00	0.00
Energy consumption *8	Domestic	Natural gas	TJ	1,804	1,750	1,762
		Gas oil		21	20	28
		Fuel oil A		128	112	93
		Kerosene		0.91	0.87	10.39
		Gasoline		8	7	6
		Condensate		0	0	0
		LPG		0.86	1.08	1.06
		Purchased electricity		1,028	1,012	990
		(of which, amount of non-fossil certificate purchased)		693	448	478
		City gas		11	9	9
		Heat supply from the outside		0	0	0
		Internally generated electricity (solar) *9		1.12	1.57	1.55
		Total ✓		3,002	2,914	2,901
	Overseas	Natural gas		0.01	0.01	0.00
		Gas oil		0	0	0
		Fuel oil A		0	0	0
		Kerosene		0	0	0
		Gasoline		0.34	0.34	0.27
		Condensate		0	0	0
		LPG		0	0	0
		Purchased electricity		0.44	1.02	0.96
		City gas		0	0	0
		Heat supply from the outside		0	0	0
		Internally generated electricity (solar) *9		0	0	0
		Total		0.79	1.36	1.23
	Domestic and Overseas	Total		3,003	2,915	2,902
Renewable energy	Domestic	Electricity generated	thousand kWh	159,324	522,562	1,355,652
		Total investment	million yen	2,583	5,770	2,522
Expenditure for environmental protection and biodiversity preservation *10	Domestic		million yen	3	3	3

<Environmental>

			Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Pollution Prevention and Resource Recycling						
Water withdrawal	Domestic	Tap water	thousand kL	108	103	111
		Industrial water		560	595	545
		Underground water		154	236	148
		River waters		70	79	97
		Seawater *11		45,822	45,947	47,244
		Rainwater		0.07	0.05	0.07
		Other		0	0	0
		Total ✓		46,713	46,960	48,145
	Overseas	Tap water		0	0	0
		Industrial water		0	0	0
		Underground water		0	0	0
		River waters		0	0	0
		Seawater		0	0	0
		Rainwater		0	0	0
		Other		0	0	0
		Total		0	0	0
	Domestic and Overseas	Total		46,713	46,960	48,145
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	0.57	0.52	0.54
Produced water (water co-produced with oil and natural gas)	Domestic		thousand kL	918	882	907
	Overseas			0	0	0
	Domestic and Overseas	Total		918	882	907
Water discharge *14	Domestic	Sewage	thousand kL	28	28	30
		Pit-water reuse/injection		418	460	459
		Release/evaporation		444	593	557
		Marine waters		46,741	46,761	48,005
		Other		0	0	0
		Total ✓		47,631	47,842	49,052
	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		47,631	47,842	49,052
Air pollutant emissions	Domestic	VOC *15 ✓	トン	977	811	829
	Overseas	VOC		0	0	0
	Domestic and Overseas	VOC Total		977	811	829
	Domestic	NOx (nitrogen oxide)		123	135	141
		SOx (sulfur oxide)		6	3	1
Specified chemical substances emissions *16	Domestic	Benzene	kg	6,054	4,167	14,268
		Toluene		1,138	1,095	1,160
		Xylene		284	256	261
		Normal hexane		-	-	-
		1, 2, 4-Trimethylbenzene		-	-	-
		Piperazine		0	0	0
		Ethylbenzene		0	0	0
		Hexane		6,646	6,101	6,969
		Cyclohexane		2,569	3,573	4,252
		Trimethylbenzene		26	21	19
		Heptane		1,120	1,066	991
		Total		17,837	16,279	27,919
	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	0
		Cyclohexane		0	0	0
		Trimethylbenzene		0	0	0
		Heptane		0	0	0
		Total		0	0	0
	Domestic and Overseas	Total		17,837	16,279	27,919

<Environmental>

			Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Waste	Domestic	Non-hazardous waste *17	thousand tons	21	12	9
		Hazardous waste *17		1.37	1.43	2.22
		Total waste ✓		23	13	11
	Overseas	Non-hazardous waste		0	0	0
		Hazardous waste		0	0	0
		Total waste		0	0	0
	Domestic and Overseas	Total waste		23	13	11
	Domestic	Recycled		16.18	4.62	4.94
		Recycling rate		70.9%	34.6%	42.8%
		Final disposal		4.24	6.47	5.76
Leakage (pit-wastewater, crude oil, etc.)	Domestic	Leakage	cases	0	0	2
		Leakage amount	kL	0	0	1
	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		%	100.0	100.0	100.0

*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:

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 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.

<Social>

					Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
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			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 losttime injuries	Domestic	Employees			1	1	1
			Contractors			0	0	0
				Total		1	1	1
		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	1	1
			Contractors			0	0	0
				Total		1	1	1
	Number of non-lost time injuries	Domestic	Employees			5	4	4
			Contractors			3	1	1
				Total		8	5	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			5	4	4
			Contractors			3	1	1
				Total		8	5	5
	Fatal Accident Rate (FAR)*1	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)*2	Domestic	Employees and Contractors	✓		0.28	0.29	0.28
		Overseas	Employees and Contractors			Not applicable	Not applicable	Not applicable
	Total Recordable Injury Rate (TRIR) *3	Domestic	Employees and Contractors	✓		2.53	1.45	1.70
		Overseas	Employees and Contractors			Not applicable	Not applicable	Not applicable
	(Reference) Survey on Industrial Accidents; Ministry of Health, Labour and Welfare		Frequency rate *4		—	2.14	2.10	2.01
Health			Percentage of employees receiving annual medical checkups		%	100	100	100
Crisis Management								
Overseas security measures			Discussion by the Overseas Security Measures Subcommittee (business trips and others)		times	25	31	11
			Participation in outside seminars			33	33	29
			Emergency communication training			7	7	5
Social Contribution								
Expenditure for social contribution activities *5			Donation		million yen	53	157	392
			Social contribution expenditure			21	34	41
				Total		74	191	433
Rate of spending on local suppliers			Percentage by cases		%	82	82	81
			Percentage by amount			65	65	67

<Social>

			Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Directors, Officers, and Employees						
■Consolidated						
Number of employees		Male	people	1,388	1,388	1,395
		Female		253	265	275
		Total		1,641	1,653	1,670
Percentage of female employees			%	15.4	16.0	16.5
Number of non-Japanese employees		Total	people	12	29	40
Number of temporary employees		Total	people	494	516	497
■Non-consolidated						
Number of employees		Male	people	806	789	799
		Female		173	183	194
		Total		979	972	993
Number of non-Japanese employees		Male	people	4	6	5
		Female		4	5	4
		Total		8	11	9
Number of temporary employees			people	217	231	226
Employment rate of people with disabilities			%	2.8	2.9	2.9
Labor union participation			people (%)	728 (72.4%)	685 (62.2%)	695 (63.0%)
Wage		Average annual salary	yen	9,588,443	10,314,588	10,606,937
		Ratio of minimum salary to regional minimum wage *6	—	1.03	1.04	1.10
Average age		Male	age	40.7	40.3	40.0
		Female		39.1	39.2	39.2
		Total		40.4	40.1	39.8
Average length of service		Male	years	15.1	14.3	13.9
		Female		14.7	14.8	14.6
		Total		15.0	14.7	14.1
Management positions	Managers	Male	people	285	280	261
		Female		18	19	23
		Total		303	299	284
		Percentage of female managers	%	5.9	6.4	8.1
		Percentage of mid-careers hires in management positions	%	29.0	27.1	26.7
	Directors *7	Percentage of female directors	%	18.2	18.2	18.2
Re-employment		Number of mandatory retirees *8	people	26	26	26
		Re-employed		25	25	23
		Re-employment rate	%	96.2	96.2	88.5
Turnover	Number of employee turnovers *9	Male	people	45	54	56
		Female		7	6	6
		Total		52	60	62
	Turnover rate	Voluntary turnover rate	%	1.6	3.5	2.4
Number of new-graduates hired		Male	people	17	21	21
		Female		8	12	11
		Total		25	33	32
		Percentage of female new-graduates hired *10	%	35.0	33.3	33.3
Number of mid-career hires		Male	people	35	33	27
		Female		7	2	7
		Total		42	35	34
		Percentage of mid-career hires *11	%	62.7	51.5	51.5
Annual paid leave		Average days of paid leave given	days	18.7	18.8	18.9
		Average days of paid leave taken		15.8	15.2	15.5
		Rate of paid leave taken	%	84.3	80.8	81.7

<Social>

		Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Support systems and leave for maternity, childcare, nursing care, and caregiving	Number of employees taking maternity leave	people	16	6	6
	Number of employees entitled to take childcare leave	people	42	31	42
	Number of male employees taking childcare leave	people	18	23	32
	Number of female employees taking childcare leave		12	8	4
	Total		30	31	36
	Percentage of male employees taking childcare leave	%	60.0	100	84.2
	Percentage of female employees taking childcare leave		100	100	100
	Total		71.4	100	85.7
	Percentage of employees returning to work after childcare leave *12	%	100	100	100
	Retention rate after childcare leave *13		100	100	100
	Number of employees using shortened working hours for childcare	people	19	22	26
	Number of employees taking days off for child nursing care	people	149	151	195
	Number of days off taken for child nursing care	days	621.5	593.5	789.0
	Number of employees taking caregiver leave	people	1	1	0
	Number of employees using shortened working hours for caregivers	people	0	0	1
	Number of employees taking days off for caregivers		24	32	31
	Number of days off taken for caregivers	days	83.0	130.5	127.0
Social service leave	Number of employees taking social service leave	people	13	2	4
Education and training programs	CSR and compliance training	times	10	9	9
	Training and seminars on occupational health and safety, etc. *14		28	28	46
	Training and seminars on occupational health and safety, etc.	people	319	324	660
	Information security training (e-learning)	%	100	95	83
	Career-stage training	people	82	88	97
	Overseas study and training		3	3	7
	Basic training of global human resource		554	154	198
	Basic business skill training (e-learning)	courses	648	554	6,618
	Skill improvement courses (basic E&P, project management, etc.)	times	14	16	21
	Annual education and training costs per person *15	yen	154,430	181,765	235,700

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

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

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

*4 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.

*5 The expenditures for social contribution activities in domestic and overseas businesses are taken into consideration.

*6 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.

*7 Calculated based on the number of directors resolved at the general meeting of shareholders in June of the following fiscal year.

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

*9 The number of employee turnovers includes mandatory retirees.

*10 New-graduates are college and university graduates.

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

*12 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

*13 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

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

*15 Excludes expenses related to study abroad and overseas training.

＜Governance＞

			Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
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	0	3	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	2	5	2
	Total	Number of cases	cases	2	8	2
Number of reports and inquiries received through the Compliance Reporting and Consultation System*1		Number of cases	cases	7	10	11

*1 Includes inquiries and consultations on harassment.