Fiscal2026 Sustainability Action Plans and Targets

Japan Petroleum Exploration Co., Ltd.

	Sustainability Themes	Fiscal 2026 Action Plans and Targets
Environment	Climate change response	Scale up the renewable energy business
		Contribute to a low-carbon society by promoting the use of natural gas
		Promote studies on the commercialization of liquefied carbon dioxide in Japan
	Pollution prevention and resource recycling	Continue measures to maintain a 45% reduction in VOC (volatile organic compounds) emissions compared to the base year (FY2000)
		Promote efforts to reduce water consumption
		Promote efforts to reduce waste
		Prevent environmental pollution accidents
	Preserving biodiversity and ecosystems	Continue efforts to mitigate negative impacts in and around our operating sites
Social	Stable energy supply	Number of natural gas supply disruptions: 0
		Execute stable procurement
		Maintain a stable energy supply and expand our supply base
	Development of new technologies	Pursue well stimulation technologies for domestic tight reservoir development (including Akita tight oil) through joint research with the Japan Organization for Metals and Energy Security (JOGMEC), and expand them overseas
		Continue efforts toward commercialization of methane hydrate
		Continue efforts to develop deep sea mineral resources through new Horizon Ocean Research & Technology Co., Ltd.
	Occupational health and safety	Promote initiatives based on the Medium-term HSE Plan – Promote initiatives to achieve zero occupational accidents
	Respect for human rights	Promote efforts to respect human rights
	Growing together with stakeholders	Contribute to and engage with local communities in our domestic and overseas operating areas
		Promote supply chain management
		Promote constructive dialogue with stakeholders
	Human resources development	Support continuous skill enhancement and autonomous career development
	Diversity and fulfilling environments	Promote diversity, equity, and inclusion (DE&I) Achieve targets based on the DE&I policy – Percentage of female new graduates hires: 30% or more – Percentage of female management candidates (assistant manager level): 20% (by the end of FY2030) – Percentage of female managers: 10% or more (by the end of FY2030) – Percentage of male employees taking childcare leave: 100%
		Promote health management
		Improve office environment
Governance	Corporate governance	Strengthen our corporate governance system
		Promote the Enterprise Risk Management (ERM) framework
	Risk management	Continue to strengthen the Business Continuity Plan (BCP) – Maintain and enhance disaster prevention capabilities (improvement and enhancement of emergency response capabilities)
		Strengthen cybersecurity – Strengthen security measures for operational technology (OT) to establish high resilience – Strengthen response and recovery capabilities against increasingly sophisticated cyberattacks through the dedicated organization Computer Security Incident Response Team (CSIRT) – Minimizing business disruption risks by strengthening the integrated IT and OT security management system
		Strengthen information security and promote personal information protection – Establish global Group-wide information security governance by 2030 – Raise information management standards across the Group by applying effective, advanced security measures and rules – Reduce human-related risks and thoroughly protect personal information through continuous education and training
		Continue overseas security response
	Compliance	Ensure thorough compliance