

ESG Data (Fiscal 2020)

		Units	Fiscal 2018	Fiscal 2019	Fiscal 2020			
<Environment>								
Climate Change Response								
Greenhouse gas (GHG) emissions Scope1+2 *1,2	Domestic	Scope1 : Direct GHG emissions	thousand tons-CO2	268	230	✓	207	
		Scope2 : Indirect GHG emissions		51	53	✓	61	
		Scope1,2 Total		319	284	✓	268	
	Overseas	Scope1		446	542		534	
		Scope2		35	41		14	
		Scope1,2 Total		481	582		548	
	Domestic + Overseas	Scope1 Total		714	772		741	
		Scope2 Total		86	94		75	
		Scope1,2 Total		800	866		816	
	Scope3 *1	Category1 : Purchased goods and services		thousand tons-CO2	-	-		37
		Category2 : Capital goods			-	-		55
		Category3 : Fuel- and energy-related activities (not included in scope 1 or scope 2)			-	-		624
		Category4 : Upstream transportation and distribution			-	-		72
		Category5 : Waste generated in operations			-	-		3
		Category6 : Business travel			-	-		0.29
Category7 : Employee commuting		-	-			0.73		
Category8 : Upstream leased assets		-	-			Included in Scope1+2		
Category9 : Downstream transportation and distribution		-	-			not relevant		
Category10 : Processing of sold products		-	-			3		
Category11 : Use of sold products *3		-	-		✓	15,717		
Category12 : End-of-life treatment of sold products		-	-			not relevant		
Category13 : Downstream leased assets		-	-			not relevant		
Category14 : Franchises		-	-			not relevant		
Category15 : Investments		-	-			not relevant		
Scope3 Total	-	-		16,511				
Scope1+2+3 Total	-	-		17,327				
GHG emission intensity	Domestic + Overseas	E&P Operations: GHG emissions per barrel of oil equivalent *4	kg-CO2/boe	64	58		68	
		Whole Business: Intensity of operational GHG emission *5	tons-CO2/TJ	-	6.44		6.36	

		Units	Fiscal 2018	Fiscal 2019	Fiscal 2020
Emissions by GHG (CO2 equivalent) *6	Domestic	CO2	234	231	230
		CH4	96	63	38
		N2O	0.08	0.08	0.07
		HFCs	0.18	0.05	0.15
		PFCs	—	—	0
		SF6	—	—	0
		Other	—	—	0
		Total	330	294	268
	Overseas	CO2	480	580	547
		CH4	0.11	0	0.48
		N2O	0.63	2.62	0.77
		HFCs	0	0	0
		PFCs	—	—	0
		SF6	—	—	0
		Other	—	—	0
		Total	481	582	548
	Domestic + Overseas	CO2	714	811	777
		CH4	96	63	38
		N2O	0.71	2.70	0.85
		HFCs	0.18	0.05	0.15
		PFCs	—	—	0
		SF6	—	—	0
		Other	—	—	0
		Total	811	877	816
Emissions by GHG	Domestic	CO2	233,671	231,364	229,627
		CH4	3,823	2,519	1,514
		N2O	0.26	0.26	0.25
		HFCs	70	24	0.06
		PFCs	—	—	0
		SF6	—	—	0
		Other	—	—	0
		Total	480,403	579,750	547,217
	Overseas	CO2	5	0	19
		CH4	2	9	3
		N2O	0	0	0
		HFCs	—	—	0
		PFCs	—	—	0
		SF6	—	—	0
		Other	—	—	0
		Total	714,074	811,114	776,845
Domestic + Overseas	CO2	3,828	2,519	1,534	
	CH4	2	9	3	
	N2O	70	24	0.06	
	HFCs	—	—	0	
	PFCs	—	—	0	
	SF6	—	—	0	
	Other	—	—	0	
	Total	—	—	0	

		Units	Fiscal 2018	Fiscal 2019	Fiscal 2020	
Energy consumption *7	Domestic	Natural gas	1,919	1,944	1,915	
		Gas oil	20	20	20	
		Fuel oil A	42	58	45	
		Kerosene	0.76	0.74	0.96	
		Gasoline	8	8	8	
		Condensate	0	0	0	
		liquefied petroleum gas (LPG)	0.55	0.89	1.06	
		Purchased electricity	873	930	1,103	
		City gas	9	9	10	
		Heat supply from the outside	0	0	0	
		Total		2,873	2,971	3,102
		Overseas	Natural gas	8,136	9,667	9,876
	Gas oil		0	0	0	
	Fuel oil A		0	0	0	
	Kerosene		0	0	0	
	Gasoline		0	0	0.22	
	Condensate		0	0	0	
	liquefied petroleum gas (LPG)		0	0	0	
	Purchased electricity		946	1,097	1,060	
	City gas		0	0	0	
Heat supply from the outside	0		0	0		
Total		9,082	10,764	10,936		
Renewable energy	Domestic	Production of electricity	thousand kWh	19,620	21,775	20,725
		Investments	million yen	0	154	429
Expenditure for environmental protection and biodiversity preservation	Domestic		million yen	0.79	0	0

		Units	Fiscal 2018	Fiscal 2019	Fiscal 2020	
Pollution prevention and resource recycling						
Water withdrawal	Domestic	Tap water	116	108	105	
		Industrial water	510	666	541	
		Underground water	121	100	151	
		River water	58	68	73	
		Rainwater	0.05	0.05	0.06	
		Other *8	0	0	0	
		Total	806	943	871	
	Overseas	Tap water	thousand kL	0	0	0
		Industrial water	0	0	0	
		Underground water	406	201	293	
		River water	0	0	0	
		Rainwater	0	0	0	
		Other *8	0	0	0	
	Total	406	201	293		
Domestic+ Overseas	Total		1,212	1,144	1,164	
Water stress related data *9	Domestic+ Overseas	Water withdrawals in water stressed regions	kL	0	0	0
		operates in water stressed regions	%	0	0	0
Water withdrawal intensity *10	Domestic+ Overseas	Water withdrawal intensity to extract hydrocarbon	kL/boe	0.09	0.05	0.08
Water discharge	Domestic	Sewage	28	27	31	
		Pit-wastewater reuse/ Injection	307	340	373	
		Release/ Evaporation	746	845	1,204	
		Other	-	-	0	
		Total	1,081	1,212	1,607	
	Overseas	Sewage	thousand kL	-	-	0
		Pit-wastewater reuse/ Injection	43	49	44	
		Release/ Evaporation	216	233	166	
		Other	-	-	0	
	Total	260	282	210		
	Domestic+ Overseas	Total		1,341	1,494	1,816
	Air pollutant emissions	Domestic	VOC *11	1,391	1,125	1,417
			Overseas	21	26	18
		Domestic+ Overseas	Total	1,412	1,151	1,435
Domestic		NOx (Nitrogen Oxide)	135	158	155	
		SOx (Sulfur Oxide)	0	2	0	
Chemical substances *12	Domestic	Benzene	8,899	6,674	7,525	
		Toluene	3,592	2,172	2,162	
		Xylene	930	468	425	
		Normal hexane	12,188	13,530	14,399	
		1,2,4-Trimethylbenzene	0	0	14	
		Piperazine	110	72	0	
		Ethylbenzene	0	79	0	
		Total	25,719	22,995	24,526	
	Overseas	Benzene	kg	1	0	0
		Toluene	2	0	0	
		Xylene	0	0	0	
		Normal hexane	26	0	0	
		1,2,4-Trimethylbenzene	0	0	0	
		Piperazine	0	0	0	
		Ethylbenzene	0	0	0	
	Total	29	0	0		
	Domestic+ Overseas	Total		25,748	22,995	24,526

			Units	Fiscal 2018	Fiscal 2019	Fiscal 2020
Waste volume	Domestic	Non-hazardous waste	thousand ton	6	4	7
		Hazardous waste		1.01	0.80	0.86
		Total		7	5	8
	Overseas	Non-hazardous waste		54	85	67
		Hazardous waste		0.01	0.04	0.03
		Total		54	85	67
	Domestic+ Overseas	Total		62	90	75
	Domestic	Recycled		2.62	0.58	0.38
		Final disposal		0.14	0.14	0.12
	Leakage (Pit-wastewater or crude oil)	Domestic		Leakage	cases	0
Leakage amount			kL	0	0	0
Overseas		Leakage	cases	0	0	0
		Leakage amount	kL	0	0	0
Domestic+ Overseas		Discharge of oil to water	kL	0	0	0
Green procurement *13		Domestic	%	99.9	99.3	98.7

			Units	Fiscal 2018	Fiscal 2019	Fiscal 2020
<Social>						
Occupational health and safety						
Occupational safety		Physical injury (mining field workers)	cases	0	0	0
	Domestic	Frequency rate (mining field workers) *14	-	0.00	0.00	0.00
		Severity rate (mining field workers) *15		0.00	0.00	0.00
	Fatalities	Employees		0	0	0
	Domestic	Contractors		0	0	0
		Total		0	0	0
	Overseas	Employees		0	0	0
		Contractors		0	0	0
		Total		0	0	0
	Domestic+Overseas	Employees		0	0	0
		Contractors		0	0	0
		Total		0	0	0
	Accidents requiring time off work	Employees		0	0	0
	Domestic	Contractors		1	0	1
		Total		1	0	1
	Overseas	Employees	cases	0	0	0
		Contractors		0	0	0
		Total		0	0	0
	Domestic+Overseas	Employees		0	0	0
		Contractors		1	0	1
		Total		1	0	1
	Accidents not requiring time off work	Employees		6	2	1
	Domestic	Contractors		1	3	0
		Total		7	5	1
	Overseas	Employees		1	1	0
		Contractors		1	2	2
		Total		2	3	2
	Domestic+Overseas	Employees		7	3	1
		Contractors		2	5	2
		Total		9	8	3
	Fatal Accident Rate (FAR) *16	Domestic Employees+Contractors		0.00	0.00	0.00
		Overseas Employees+Contractors		0.00	0.00	0.00
	Lost Time Injury Frequency (LTIF) *17	Domestic Employees+Contractors		-	0.00	0.29
		Overseas Employees+Contractors		0.00	0.00	2.42
	Total Recordable Injury Rate (TRIR) *18	Domestic Employees+Contractors		-	1.46	0.58
		Overseas Employees+Contractors		5.13	7.94	7.25
	(reference) Survey on Industrial Accidents; Ministry of Health, Labor and Welfare	Frequency rate	-	1.83	1.80	1.95
		Severity rate		0.09	0.09	0.09
Health		Response rate of medical checkups	%	100	100	100
Crisis management						
Overseas security measures		Discussions by the overseas security measures working group	times	46	30	6
		Participation in outside seminars		15	19	29
		Emergency communication training		8	8	6
Social contribution						
Expenditure for social contribution activities		Donation		52	28	22
		Social contribution expenditure	million yen	14	14	10
		Total		66	42	32

			Units	Fiscal 2018	Fiscal 2019	Fiscal 2020
Directors, officers and employees						
■ Consolidated						
Employees	Total	people	1,741	1,739	1,780	
Non-Japanese employees	Total	people	159	160	162	
Temporary staff	Total	people	494	473	464	
■ Non-consolidated						
Employees	Male	people	747	764	783	
	Female		157	155	154	
	Total		904	919	937	
Non-Japanese employees	Male	people	4	4	4	
	Female		7	7	6	
	Total		11	11	10	
Temporary staff		people	200	193	203	
Employment rate of people with disabilities		%	2.8	2.6	2.8	
Labor union participation		people	665 (63.4%)	665 (64.5%)	678 (66.1%)	
Average monthly wage *19		yen	352,741	352,741	352,741	
Average age	Male	age	41.1	41.3	41.9	
	Female		37.8	38.5	39.1	
	Total		40.5	40.9	40.7	
Average length of service	Male	years	18.3	17.5	17.8	
	Female		15.7	15.0	15.4	
	Total		17.9	17.1	16.6	
Management positions	management *20	people	309	312	305	
	Female		17	17	19	
	Total		326	329	324	
	Rate of women in management positions	%	5.2	5.2	5.9	
	board member *21	%	0.0	6.3	9.1	
Re-employment	At mandatory retirement age	people	27	21	26	
	Re-employed		22	17	26	
	Re-employment rate		%	81.5	81.0	100
Turnover	Number of Staff Turnovers	people	26	21	32	
			Female	7	6	5
			Total	33	27	37
	Turnover Rate	%	2.7	2.0	2.0	
New-graduate recruits	Male	people	2	9	12	
	Female		0	4	5	
	Total		2	13	17	
Business staff (administrative div.)	Male	people	0	4	5	
	Female		0	3	2	
	Total		0	7	7	
Business staff (technical div.)	Male	people	2	5	7	
	Female		0	1	3	
	Total		2	6	10	
Mid-career recruits	Male	people	10	13	27	
	Female		0	4	3	
	Total		10	17	30	
Business staff (administrative div.)	Male	people	4	5	19	
	Female		0	4	3	
	Total		4	9	22	
Business staff (technical div.)	Male	people	6	8	8	
	Female		0	0	0	
	Total		6	8	8	
Annual paid leave *22	Average number of days given	days	19.3	19.0	19.1	
	Average number of days taken		14.3	14.7	14.0	
	Rate of usage		%	74.1	77.4	73.3

		Units	Fiscal 2018	Fiscal 2019	Fiscal 2020	
Support systems and leavefor maternity, childcare, and nursing care	Number of employees taking maternity leave	people	10	24	7	
	Number of employees entitled to take maternity leave	people	55	43	65	
	Number of employees taking childcare leave (male) *23	people	13	15	24	
	Number of employees taking childcare leave (female)		10	9	12	
	Total		23	24	36	
	Rate of employees taking childcare leave (male) *23	%	28.9	44.1	45.3	
	Rate of employees taking childcare leave (female)		100	100	100	
	Total		41.8	55.8	55.4	
	Rate of employees returning to work after childcare leave *24	%	100	100	100	
	Retention rate after childcare leave *25		100	100	100	
	Number of employees reducing working hours for childcare	people	18	18	18	
	Number of employees staggering office hours for childcare		0	0	0	
	Number of employees taking day off for nursing care for children	people	79	97	108	
	Number of leave days taken for nursing care for children	days	310.0	370.0	376.5	
	Number of employees taking nursing care leave	people	0	0	1	
	Number of employees reducing working hours for nursing care	people	0	0	0	
	Number of employees taking day off for nursing care		19	12	13	
	Number of leave days taken for nursing care	days	64.5	45.0	59.5	
	Number of employees staggering office hours for nursing care	people	0	0	0	
	Social service leave	Number of employees taking social service leave	people	0	10	0
Work-Life Balance	Rate of flex-time system utilization	%	90	90	90	
Educational programs	CSR-Compliance		11	11	9	
	Training and seminars on occupational safety and health, etc. *26	times	13	53	16	
	Training and seminars on occupational safety and health, etc.	people	532	707	921	
	Information Security (e-learning)	%	100	100	100	
	Career-Stage		106	378	95	
	Overseas study or training	people	9	9	1	
	Foundation training of global human resource		609	190	700	
	Basic business skill training (e-learning)	courses	1,132	461	600	
	Training Programs designed to enhance employees' skills	times	27	27	28	
Respect for Human Rights						
Number of harassments		cases	2	0	0	
<Governance>						
Governance						
Expenditure for political donation or lobbying campaign		million yen	0	0	0	
CSR activities (Number of committee meetings)	CSR Committee		2	3	2	
	Internal Control Committee		3	3	3	
	HSSE *27Committee	times	3	5	2	
	Information Security Committee		1	1	1	
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	1	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	0	0	0
	Total	Number of cases	cases	0	1	0
Compliance Reporting and Consultation System	Number of cases	cases	16	6	5	

Notes

■ Organization Boundary

Japan Petroleum Exploration Co., Ltd. (JAPEX) and its 18 consolidated subsidiaries

The environmental data covers the following scope of JAPEX and all 18 of its consolidated subsidiaries.

- Greenhouse gas (GHG) emissions (Scope1+2, Intensity, Gas Types), Energy consumption, Water withdrawal, Water discharge, Air pollutant emissions (Except NO_x, SO_x), Chemical substances, Leakage (Pit-wastewater or crude oil)
 - FY2018 and FY2019 : JAPEX and its 12 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., Overseas : Japan Canada Oil Sands Ltd.)
 - FY2020 : JAPEX and its 13 consolidated subsidiaries (GEOSYS, Inc added in Domestic.)
- Air pollutant emissions (NO_x, SO_x)
 - JAPEX and its 12 consolidated subsidiaries
- GHG emissions (Scope3, Except Category11)
 - JAPEX and its 13 consolidated subsidiaries
- GHG emissions (Scope3 Category11)
 - JAPEX and its 18 consolidated subsidiaries
- Waste volume (Non-hazardous waste, Hazardous waste)
 - FY2018 and FY2019 : JAPEX and its 2 consolidated subsidiaries (Domestic : JAPEX Offshore Ltd., Overseas : Japan Canada Oil Sands Ltd.)
 - FY2020 : JAPEX and its 13 consolidated subsidiaries
- Green procurement ratios
 - JAPEX and JAPEX Offshore Ltd.

Other than the environmental data noted above, JAPEX non-consolidated data is applicable.

The occupational health and safety data covers the following scope of JAPEX and all 18 of its consolidated subsidiaries.

- Physical injury, Frequency rate, Severity rate
 - JAPEX and its 12 consolidated subsidiaries
- Fatalities, Accidents requiring time off work, Accidents not requiring time off work
 - JAPEX and its 13 consolidated subsidiaries
- Fatal Accident Rate (FAR), Lost Time Injury Frequency (LTIF), Total Recordable Injury Rate (TRIR)
 - JAPEX and its 2 consolidated subsidiaries (Domestic : JAPEX Offshore Ltd., Overseas : Japan Canada Oil Sands Ltd.)
- Response rate of medical checkups, Overseas security measures
 - JAPEX non-consolidated

Social contribution, Directors, officers and employees (excluding consolidated), number of harassment cases, and governance data are for JAPEX non-consolidated.

■ Third-Party Assurance

The data marked with the symbol ✓ are provided assurance in this data book.

- FY2020 GHG emissions (Domestic : Scope1, Scope2)
- FY2020 Energy consumption (Domestic)
- FY2020 GHG emissions (Scope3 Category11)

■ Data are as of the end of fiscal year unless otherwise noted.

- *1 Calculated in Scopes 1, 2 and 3 as defined by the GHG Protocol. Scope3 emissions are calculated for 15 categories on FY2020 results.
 - 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 Act on the Rational Use of Energy (the Energy Saving Act), Act on Promotion of Global Warming Countermeasures. Electricity emission factors are based on the adjusted emission factors for each utility company, which are published in accordance with Act on Promotion of Global Warming Countermeasures. Overseas : Calculated in accordance with reporting guidelines to local governments. Electricity emission factors are based on country-specific CO₂ emission factors from the International Energy Agency (IEA).
- *3 The emissions are calculated on the assumption that all fuel products such as crude oil, natural gas, and LNG sold by JAPEX and all 18 consolidated subsidiaries are combusted. The emissions are calculated by multiplying the sales volume of products by the emission factor for product combustion based on the Act on Promotion of Global Warming Countermeasures, except for bitumen. The emission factor for bitumen is calculated with figures available from the IPCC Guidelines for National Greenhouse Gas Inventories (2006) and 2016 Energy Balances (United Nations), as no emission factor for bitumen is available in the Act on Promotion of Global Warming Countermeasures.
- *4 GHG emissions per barrel of oil equivalent produced by E&P operations under the Operational Control of the GHG Protocol (covering JAPEX and its 13 consolidated subsidiaries). Figures have been revised due to errors in a part of the FY2018 and FY2019 data.
- *5 Calculated the emissions of GHG per unit of energy produced in the scope of our operator business. Japan Canada Oil Sands Ltd.'s emissions are included in the Intensity of GHG emission of this data book, so the scope of the target differs from our GHG emission reduction target.
- *6 Global Warming Potential (GWP) was quoted from the Integrated Report of the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).
- *7 Domestic : Calculated in accordance with the reporting guidelines of the Energy Saving Act. Overseas : Calculated in accordance with reporting guidelines to local governments.
- *8 Includes quarry water, external wastewater.
- *9 Based on the GHG Protocol's operational control approach, water stressed areas are defined as those sites among the JAPEX Group's operator sites (JAPEX and its 13 consolidated subsidiaries) that are classified as "Extremely High" in the World Resources Institute's (WRI) Aqueduct water risk map assessment.
- *10 Calculated water withdrawal per barrel equivalent of oil and gas production in the E&P business under the GHG Protocol's operational control approach (covering JAPEX and its 13 consolidated subsidiaries).
- *11 Volatile Organic Compounds
- *12 The amount of specified chemical substances that meet the conditions specified in the PRTR (Pollutant Release and Transfer Register) system and are subject to notification.
- *13 Covering procurement of "stationery and office supplies" for use at the head office and other offices
- *14 Frequency rate = (Number of deaths and injuries caused by occupational accidents/Number of hours worked) x 1,000,000
- *15 Severity rate = (Number of days of work lost/Number of hours worked) x 1,000
- *16 Fatal Accident Rate : The number of fatal accidents per 100 million working hours.
- *17 Lost Time Injury Frequency : The number of lost time injuries per 1,000,000 work hours.
- *18 Total Recordable Injury Rate : The number of total recordable injuries per 1,000,000 hours worked.
- *19 Data for the case of a 30-year-old, Tokyo worker, married with one child.
- *20 From this data book, disclosure data has been changed from figures as of April 1 of the following fiscal year to figures as of the end of the fiscal year. Due to this change, past figures have been retroactively revised.
- *21 Calculated based on the number of directors and officers elected at general meeting of shareholders in every June of the following fiscal year.
- *22 Figures have been revised due to errors in a part of the FY2018 and FY2019 data.
- *23 Figures have been revised due to errors in a part of the FY2019 data. The total value is also revised.
- *24 Rate of employees returning to work after childcare leave = (Number of employees returning to work after taking childcare leave during a fiscal year / Number of employees expecting to return to work during a fiscal year after taking childcare leave) x 100
- *25 Retention rate after childcare leave = (Out of the employees returning to work in the previous fiscal year after taking childcare leave, number who remained employed as of March 31 of the current fiscal year / Number of employees returning to work after childcare leave in the previous fiscal year) x 100
- *26 Includes training on security as well as occupational health and safety.
- *27 HSSE : Health, Safety, Security and Environment

External evaluation	
Major Awards in FY2020	
2020 National Award for Mine Safety (METI Minister Awards) <Mines in safety : Misima Mine><Distinguished Service and Contribution : Sarukawa Mine><Safety personnel : 2 employee>	Ministry of Economy, Trade and Industry: METI
2020 Mine Safety Promotion Council President Award<Mines in safety : Amarume operation area, Akita Branch Office, JAPEX SKS Corporation><Safety personnel : 5employee>	Ministry of Economy, Trade and Industry: METI
2020 Hokkaido Mine Safety Award (Hokkaido Industrial Safety and Inspection Department) <Safety personnel : 1 employee>	Ministry of Economy, Trade and Industry: METI
2020 Kanto region Mine Safety Award (Kanto Tohoku Industrial Safety and Inspection Department) <Mines in safety : Shiunji Mine><Safety personnel : 3employee>	Ministry of Economy, Trade and Industry: METI
2020 Tohoku region Mine Safety Award (Kanto Tohoku Industrial Safety and Inspection Department) <Distinguished Service and Contribution : Yurihara Mine>	Ministry of Economy, Trade and Industry: METI
2020 Distinguished Gas safety award recipient (Kanto Tohoku Industrial Safety and Inspection Department) <individual category : 1employee>	Ministry of Economy, Trade and Industry: METI
2021 Health & Productivity Management Outstanding Organizations Recognition Program (large enterprise category)	Ministry of Economy, Trade and Industry: METI
Women's advancement promotion company certification "Eruboshi certification" (Highest Level : 3rd stage)	Ministry of Health, Labour and Welfare
15th Toyo Keizai CSR Corporation Ranking <Ranked 212th of 1614 total companies>	TOYO KEIZAI INC.