

ESG Data (Fiscal 2021)

				Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021	
<Environmental>								
Climate Change Response								
Greenhouse gas (GHG) emissions	Scope1+2 *1,2	Domestic	Scope1: Direct GHG emissions	thousand tons-CO2	230	207	✓ 185	
			(of which, flare emissions)		59	63	57	
			Scope2: Indirect GHG emissions*3		53	61	✓ 57	
			Total of Scope 1 and 2		284	268	✓ 242	
			Overseas		Scope1	542	534	369
					(of which, flare emissions) *4	0	1	0
					Scope 2	41	14	10
					Total of Scope 1 and 2	582	548	379
			Domestic + Overseas		Total Scope1 emissions	772	741	554
					(of which, total flare emissions)	59	64	57
		Total Scope2 emissions		94	75	67		
		Total of Scope1 and 2		866	816	620		
		Scope3 *1		Category 1: Purchased goods and services	thousand tons-CO2	–	37	32
				Category 2: Capital goods		–	55	35
				Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)		–	624	608
				Category 4: Upstream transportation and distribution		–	72	67
				Category 5: Waste generated in operations		–	3	2
				Category 6: Business travel		–	0.29	0.29
				Category 7: Employee commuting		–	0.73	0.71
				Category 8: Upstream leased assets		–	Included in Scope 1+2	Included in Scope 1+2
Category 9: Downstream transportation and distribution	–			not relevant		not relevant		
Category 10: Processing of sold products	–			3		3		
Category 11: Use of sold products *5	–			15,717		✓ 9,448		
Category 12: End-of-life treatment of sold products	–			not relevant		not relevant		
Category 13: Downstream leased assets	–			not relevant		not relevant		
Category 14: Franchises	–			not relevant		not relevant		
Category 15: Investments	–			not relevant		not relevant		
Total Scope 3 emissions				–	16,511	10,196		
Total of Scope 1, 2, and 3				thousand tons-CO2	–	17,327	10,816	
GHG emission intensity	Domestic + Overseas	E&P Business: GHG emissions per barrel of oil equivalent produced *6	kg-CO ₂ /boe	58	68	60		
		Entire business: Intensity of operational GHG emissions from supplied energy *7	tons-CO ₂ /TJ	6.44	6.36	5.52		

			Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021
Emissions by gas type (CO2 equivalent) *8	Domestic	CO2	thousand tons-CO2	231	230	214
		CH4		63	38	28
		N2O		0.08	0.07	0.07
		HFCs		0.05	0.15	0.09
		PFCs		-	0.00	0.00
		SF6		-	0.00	0.01
		Other		-	0.00	0.00
		Total		294	268	242
	Overseas*4	CO2		580	547	377
		CH4		0	0.48	0.12
		N2O		2.62	0.77	1.14
		HFCs		0.00	0.00	0.00
		PFCs		-	0.00	0.00
		SF6		-	0.00	0.00
		Other		-	0.00	0.00
		Total		582	548	379
	Domestic + Overseas	CO2		811	777	591
		CH4		63	38	28
		N2O		2.70	0.85	1.21
		HFCs		0.05	0.15	0.09
		PFCs		-	0.00	0.00
SF6		-	0.00	0.01		
Other		-	0.00	0.00		
Total		877	816	620		
Emissions by gas type *8	Domestic	CO2	tons	231,364	229,627	213,811
		CH4		2,519	1,514	1,114
		N2O		0.26	0.25	0.25
		HFCs		24.05	0.06	0.03
		PFCs		-	0.00	0.00
		SF6		-	0.00	0.00
		Other		-	0.00	0.00
		Overseas*4		CO2	579,750	547,217
	CH4			0	19	5
	N2O			8.79	2.59	4.00
	HFCs			0.00	0.00	0.00
	PFCs			-	0.00	0.00
	SF6			-	0.00	0.00
	Other			-	0.00	0.00
	Domestic + Overseas			CO2	811,114	776,845
		CH4		2,519	1,534	1,119
		N2O		9.05	2.84	4.25
		HFCs		24	0.06	0.03
		PFCs		-	0.00	0.00
		SF6		-	0.00	0.00
		Other		-	0.00	0.00

			Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021
Energy consumption *9	Domestic	Natural gas		1,944	1,915	1,811
		Gas oil		20	20	14
		Fuel oil A		58	45	44
		Kerosene		0.74	0.96	0.78
		Gasoline		8	8	7
		Condensate		0	0	0
		LPG		0.89	1.06	0.94
		Purchased electricity		930	1,103	1,163
		City gas		9	10	10
		Heat supply from the outside		0	0	0
		Total		2,971	3,102	✓ 3,052
		Overseas	Natural gas	TJ	9,667	9,876
	Gas oil			0	0	0
	Fuel oil A			0	0	0
	Kerosene			0	0	0
	Gasoline			0	0.22	0.16
	Condensate			0	0	0
	LPG			0	0	0
	Purchased electricity			1,097	1,060	741
	City gas			0	0	0
	Heat supply from the outside			0	0	0
	Total			10,764	10,936	7,459
	Domestic + Overseas	Total		13,734	14,038	10,511
Renewable energy	Domestic	Electricity generated	thousand kWh	21,775	20,725	21,061
		Total investment *10	million yen	154	438	10,284
Expenditure for environmental protection and biodiversity preservation	Domestic		million yen	0	0	0

			Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021		
Pollution Prevention and Resource Recycling								
Water withdrawal	Domestic	Tap water	thousand kL	108	105	106		
		Industrial water		666	541	471		
		Underground water		100	151	162		
		River waters		68	73	108		
		Seawater		-	-	44,676		
		Rainwater		0.05	0.06	0.07		
		Other		0	0	0		
		Total		943	871	✓ 45,524		
	Overseas	Tap water		0	0	0		
		Industrial water		0	0	0		
		Underground water		201	293	166		
		River waters		0	0	0		
		Seawater		-	-	0		
		Rainwater		0	0	0		
		Other		0	0	0		
Total	201	293	166					
Domestic + Overseas	Total	1,144	1,164	45,690				
Water stress-related *11	Domestic + Overseas	Water withdrawals in water stressed regions	kL	0	0	0		
		Percentage of operations in water stressed regions	%	0	0	0		
Water withdrawal intensity *12	Domestic + Overseas	Intensity of water withdrawals required to extract hydrocarbon	kL/boe	0.05	0.08	0.28		
Water discharge	Domestic	Sewage	thousand kL	27	31	31		
		Pit-water reuse/injection		340	373	549		
		Release/evaporation		845	1,204	422		
		Marine waters		-	-	45,564		
		Other		-	0	0		
		Total		1,212	1,607	✓ 46,566		
	Overseas	Sewage		-	0	0		
		Pit-water reuse/injection		49	44	26		
		Release/evaporation		233	166	95		
		Marine waters		-	-	0		
		Other		-	0	0		
	Total	282		210	121			
	Domestic + Overseas	Total		1,494	1,816	46,687		
	Air pollutant emissions	Domestic		VOC *13	tons	1,125	1,417	✓ 998
		Overseas*4		VOC		26	18	17
Domestic + Overseas		Total	1,151	1,435		1,015		
Domestic		NOx (nitrogen oxide)	158	155		134		
		SOx (sulfur oxide) *14	2	2	2			
Specified chemical substances emissions *15	Domestic	Benzene	kg	6,674	7,525	5,423		
		Toluene		2,172	2,162	1,647		
		Xylene		468	425	385		
		Normal hexane		13,530	14,399	11,042		
		1, 2, 4-Trimethylbenzene		0	14	15		
		Piperazine		72	0	0		
		Ethylbenzene		79	0	0		
		Total		22,995	24,526	18,513		
	Overseas*4	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		
		Total		0	0	0		
	Domestic + Overseas	Total		22,995	24,526	18,513		

			Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021
Waste	Domestic	Non-hazardous waste	thousand tons	4	7	5
		Hazardous waste		0.80	0.86	0.71
		Total waste		5	8	6 ✓
	Overseas*4	Non-hazardous waste		85	67	49
		Hazardous waste		0.04	0.03	0.02
		Total waste		85	67	49
	Domestic + Overseas	Total		90	75	56
	Domestic	Recycled		0.58	0.38	0.81
		Final disposal		0.14	0.12	0.21
	Leakage (pit-wastewater, crude oil, etc.)	Domestic		Leakage	cases	0
Leakage amount			kL	0	0	0
Overseas		Leakage	cases	0	0	0
		Leakage amount	kL	0	0	0
Domestic + Overseas		Spill of oil to waters (marine waters, river waters, etc.)	kL	0	0	0
Green procurement ratio *16		Domestic	%	99.3	98.7	99.1

			Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021
<Social>						
Occupational Health and Safety						
Occupational safety	Domestic	Number of physical injuries (mining field workers)	cases	0	0	0
		Frequency rate (mining field workers) *17	-	0.00	0.00	0.00
		Severity rate (mining field workers) *18	-	0.00	0.00	0.00
Number of fatalities	Domestic	Employees	cases	0	0	0
		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		
Number of lost time injuries	Domestic	Employees	cases	0	0	0
		Contractors		0	1	0
		Total		0	1	0
	Overseas	Employees		0	0	0
		Contractors		0	0	0
		Total		0	0	0
Domestic + Overseas	Employees	0	0	0		
	Contractors	0	1	0		
	Total	0	1	0		
Number of non-lost time injuries	Domestic	Employees	cases	2	1	2
		Contractors		3	0	1
		Total		5	1	3
	Overseas	Employees		1	0	0
		Contractors		2	2	0
		Total		3	2	0
Domestic + Overseas	Employees	3	1	2		
	Contractors	5	2	1		
	Total	8	3	3		
Fatal Accident Rate (FAR) *19	Domestic	Employees + Contractors	-	0.00	0.00	0.00
	Overseas	Employees + Contractors		0.00	0.00	0.00
Lost Time Injury Frequency (LTIF) *20	Domestic	Employees + Contractors	-	0.00	0.29	0.00
	Overseas	Employees + Contractors		0.00	2.42	0.00
Total Recordable Injury Rate (TRIR) *21	Domestic	Employees + Contractors	-	1.46	0.58	0.88
	Overseas	Employees + Contractors		7.94	7.25	0.00
(Reference) Survey on Industrial Accidents; Ministry of Health, Labour and Welfare	Frequency rate		-	1.80	1.95	2.09
	Severity rate			0.09	0.09	0.09
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	30	6	15
	Participation in outside seminars			19	29	25
	Emergency communication training			8	6	2
Social Contribution						
Expenditure for social contribution activities	Donation		million yen	28	22	19
	Social contribution expenditure			14	10	12
	Total			42	32	31

			Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021
Directors, Officers, and Employees						
■ Consolidated						
Number of employees	Male		people	–	–	1,397
	Female			–	–	237
		Total		1,739	1,780	1,634
Percentage of females in the global workforce			%	–	–	14.5
Number of non-Japanese employees			people	160	162	22
Number of temporary employees			people	473	464	443
■ Non-consolidated						
Number of employees	Male		people	764	783	802
	Female			155	154	163
		Total		919	937	965
Number of non-Japanese employees	Male		people	4	4	3
	Female			7	6	5
		Total		11	10	8
Number of temporary employees			people	193	203	205
Employment rate of people with disabilities			%	2.6	2.8	2.6
Labor union participation (%)			people	665 (64.5%)	678 (66.1%)	691 (67.3%)
Wage			yen	8,678,483	8,689,087	8,544,503
Average age	Male		age	41.3	41.9	40.7
	Female			38.5	39.1	39.4
		Total		40.9	40.7	40.5
Average length of service	Male		years	17.5	17.8	16.2
	Female			15.0	15.4	15.3
		Total		17.1	16.6	16.0
Management positions	Managers	Male	people	312	305	300
		Female		17	19	19
			Total	329	324	319
		Percentage of female managers	%	5.2	5.9	6.0
		Percentage of mid-careers hires in management positions	%	17.0	20.1	24.5
	Directors *22	Percentage of female directors	%	8.3	9.1	18.2
Re-employment	Number of mandatory retirees		people	21	26	21
	Re-employed *23			17	26	19
	Re-employment rate		%	81.0	100	90.5
Turnover	Number of employee turnovers *24	Male	people	21	32	54
		Female		6	5	11
			Total	27	37	65
Turnover rate			%	2.0	2.0	3.2
Number of new-graduates hired	Total	Male	people	9	12	18
		Female		4	5	6
			Total	13	17	24
	Business staff (administrative div.)	Male	people	4	5	7
		Female		3	2	4
			Total	7	7	11
	Business staff (technical div.)	Male		5	7	11
		Female		1	3	2
			Total	6	10	13
	Percentage of female new-graduates hired *25			%	36.4	38.5
Number of mid-career hires	Total	Male	人	13	27	26
		Female		4	3	5
			Total	17	30	31
	Business staff (administrative div.)	Male		5	19	18
		Female		4	3	5
			Total	9	22	23
	Business staff (technical div.)	Male		8	8	8
		Female		0	0	0
			Total	8	8	8
	Percentage of mid-career hires *26			%	56.7	63.8
Annual paid leave	Average days of paid leave given		days	19.0	19.1	19.0
	Average days of paid leave taken			14.7	14.0	15.4
	Rate of paid leave taken *27		%	77.4	73.3	81.5

		Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021	
Support systems and leave for maternity, childcare, nursing care, and caregiving	Number of employees taking maternity leave	people	24	7	7	
	Number of employees entitled to take maternity leave	people	43	65	51	
	Number of male employees taking childcare leave	people	15	24	31	
	Number of female employees taking childcare leave		9	12	10	
	Total		24	36	41	
	Percentage of male employees taking childcare leave	%	44.1	45.3	75.6	
	Percentage of female employees taking childcare leave		100	100	100	
	Total		55.8	55.4	80.4	
	Percentage of employees returning to work after childcare leave *28	%	100	100	100	
	Retention rate after childcare leave *29		100	100	100	
	Number of employees using shortened working hours for childcare	people	18	18	18	
	Number of employees taking days off for child nursing care	people	97	108	115	
	Number of days off taken for child nursing care	days	370.0	376.5	477.5	
	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		12	13	20		
Number of days off taken for caregivers	days	45.0	59.5	70.0		
Social service leave	Number of employees taking social service leave	people	10	0	3	
Education and training programs	CSR and compliance training	times	11	9	8	
	Training and seminars on occupational health and safety, etc.*30		53	16	53	
	Training and seminars on occupational health and safety, etc.	people	707	921	730	
	Information security training (e-learning)	%	100	100	100	
	Career-stage training	people	378	95	69	
	Overseas study and training		9	1	0	
	Basic training of global human resource		190	700	551	
	Basic business skill training (e-learning)	courses	461	600	352	
Skill improvement courses (basic E&P, project management, etc.)	times	27	28	30		
Respect for Human Rights						
Number of harassment cases		cases	0	0	0	
<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	1	0	1
		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	6
	Total	Number of cases	cases	1	0	7
Number of reports and inquiries received through the Compliance Reporting and Consultation System		Number of cases	cases	6	5	5

Notes

■ Organization Boundary

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

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

• Greenhouse gas (GHG) emissions (Scope 1+2 emissions, GHG emission intensity, emissions by gas type); Energy consumption; Water withdrawal; Water discharge; Air pollutant emissions (except for NO_x, SO_x); Specified chemical substances emissions; Leakage (pit-wastewater, crude oil, etc.)

- Fiscal 2019: 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 Limited
 - Fiscal 2020 and 2021: JAPEX and its 13 consolidated subsidiaries (added GEOSYS, Inc. to the scope of "Domestic" above)
 • Air pollutant emissions (NO_x, SO_x)
 - JAPEX and its 12 consolidated subsidiaries
 • GHG emissions (except for Scope 3, Category 11)
 - JAPEX and its 13 consolidated subsidiaries
 • GHG emissions (Scope 3, Category 11)
 - JAPEX and its all 18 consolidated subsidiaries
 • Waste (non-hazardous waste, hazardous waste)
 - Fiscal 2019: JAPEX and its two consolidated subsidiaries (Domestic: JAPEX Offshore Ltd.; Overseas: Japan Canada Oil Sands Limited)
 - Fiscal 2020 and 2021: JAPEX and its 13 consolidated subsidiaries
 • Green procurement ratio
 - JAPEX and JAPEX Offshore Ltd.

The environmental data other than those noted above cover JAPEX's non-consolidated data.

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

• Data other than Percentage of employees receiving annual medical checkups and Overseas security measures
 - Domestic: JAPEX and JAPEX Offshore Ltd.
 - Overseas: Japan Canada Oil Sands Limited
 • Percentage of employees receiving annual medical checkups and Overseas security measures
 - JAPEX (non-consolidated)

Social contribution: Directors, Officers, and Employees (except for Consolidated); Number of harassment cases; and governance data cover JAPEX's non-consolidated data.

■ Third-party Assurance

The data assured by a third party are marked with the symbol ✓ in this data book, and they are as follows:

GHG emissions (Domestic: Total Scope 1 emissions, Total Scope 2 emissions); Energy consumption (Domestic); Scope 3, Category 11 emissions; Total water withdrawal (Domestic); Total water discharge (Domestic); Total waste (Domestic); VOC (Domestic); LTIF (Domestic: Employees + Contractors); TRIR (Domestic: Employees + Contractors)
 Some of the environmental performance indicators have been assured since fiscal 2020. Please refer to our ESG Data (Fiscal 2020) for details.

■ Data

• In the environmental data, "Seawater" and "Marine waters" have been added as breakdown items for "Water withdrawal" and "Water discharge" from fiscal 2021. As a result of including the items not previously taken into account, the total volume has increased significantly.

• All data are as of the end of each fiscal year unless otherwise noted.

*1 The scope of GHGs is set in accordance with the operational control approach of the GHG Protocol. Supply chain emissions (Scope 1, 2, and 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 the Rational Use of 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 Scope 2 emissions (Domestic) for fiscal 2021 were obtained by subtracting a reduction of 239 tons-CO₂ calculated based on the non-fossil fuel certificate purchased in accordance with the GHG Protocol.

*4 The environmental data for Japan Canada Oil Sands Limited for fiscal 2021 are based on data up to August 2021 due to the transfer of all shares in the company. Estimated values are used for some data as they are difficult to collect.

*5 Calculated based on the assumption that all fuel products such as crude oil, natural gas, and LNG sold by JAPEX and its all 18 consolidated subsidiaries are combusted. 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. Scope 3, Category 11 emissions for fiscal 2021 decreased, reflecting the changes in accounting method due to the application of the Accounting Standard for Revenue Recognition as well as the end of two projects in Canada.

*6 GHG emissions (Scope 1+2) per barrel of oil and gas equivalent produced in the E&P Business under the operational control approach of the GHG Protocol (covering JAPEX and its 13 consolidated subsidiaries)

*7 Calculated based on GHG emissions (Scope 1+2) per unit of supplied energy in the scope of projects where JAPEX serves as an operator. As the intensity of GHG emissions includes the emissions of Japan Canada Oil Sands Limited, its scope differs from that of our GHG emission reduction target.

*8 Global Warming Potential (GWP) is quoted from the Integrated Report of the Fourth Assessment Report by the Intergovernmental Panel on Climate Change (IPCC). CO₂ emissions are obtained by subtracting a reduction calculated based on the purchased non-fossil fuel certificate.

*9 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.

*10 The figure for fiscal 2020 has been revised due to errors in the data.

*11 Based on the GHG Protocol's operational control approach, water stressed regions are defined as the JAPEX Group's operator locations (JAPEX and its 13 consolidated subsidiaries) that are classified as "Extremely High" in the Aqueduct Water Risk Map assessment developed by World Resources Institute (WRI).

*12 Calculated water withdrawal per barrel of oil and gas equivalent produced in the E&P Business under the operational control approach of the GHG Protocol (covering JAPEX and its 13 consolidated subsidiaries).

*13 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.

*14 The figure for fiscal 2020 has been revised due to errors in the data.

*15 The amount of specified chemical substances that meet the conditions specified in the PRTR (Pollutant Release and Transfer Register) Law and are subject to notification.

*16 Covers the procurement of "stationery and office supplies" for use at the Head Office and other district offices.

*17 Frequency rate = (Number of fatalities and injuries caused by accidents / Number of hours worked) × 1,000,000

*18 Severity rate = (Number of days of work lost / Number of hours worked) × 1,000

*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 Calculated based on the number of Directors and Officers resolved at an ordinary general meeting of shareholders in June of the following fiscal year (the figures for fiscal 2019 have been revised due to errors in the data). (Example) The figures for fiscal 2021 were calculated based on the figures after the Ordinary General Meeting of Shareholders held on June 27, 2022.

*23 The number of re-employed retirees does not include those transferred to subsidiaries.

*24 The number of employee turnovers includes mandatory retirees.

*25 New-graduates are college and university graduates.

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

*27 The rate of paid leave taken is calculated to four significant figures.

*28 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

*29 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

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