

# Performance Data

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# ESG data

## Environment

### Climate Change

Item				FY2023	FY2024	FY2025	Unit
<b>GHG (Scope 1 and Scope 2) - Equity share <sup>1,2</sup></b>							
Direct GHG emissions (Scope 1) <sup>3,4</sup> ✓				6,864	6,833	6,385	thousand tons-CO <sub>2</sub> e
Indirect GHG emissions (Scope 2) <sup>3,4</sup> ✓				56	45	43	
Net carbon intensity <sup>5</sup>				28	28	27	kg-CO <sub>2</sub> e/boe
<b>GHG (Scope 1 and Scope 2) -Operational control <sup>2,6</sup></b>							
Direct GHG emissions (Scope 1) <sup>4</sup>	Emissions source	Japan ✓	Energy use	160	147	91	thousand tons-CO <sub>2</sub> e
			Flaring	4	8	4	
			Other ventings and fugitives	17	19	13	
			Raw-CO <sub>2</sub> venting	83	64	58	
		Overseas ✓	Energy use	3,178	3,243	3,087	
			Flaring	318	395	288	
			Other ventings and fugitives	139	112	80	
			Raw-CO <sub>2</sub> venting	2,722	2,626	2,501	
	Gas types <sup>7</sup>	Japan ✓	CO <sub>2</sub>	245	219	152	
			CH <sub>4</sub>	19	19	13	
			N <sub>2</sub> O	0	0	0	

		Overseas ✓	CO <sub>2</sub>	6,192	6,235	5,852	
			CH <sub>4</sub>	160	136	99	
			N <sub>2</sub> O	5	5	5	
		Total		6,622	6,614	6,121	
Indirect GHG emissions (Scope 2) <sup>4</sup>	Location-based	Japan ✓		36	32	36	
		Overseas ✓		1	1	1	
		Total		36	33	38	
	Market-based	Japan ✓		34	35	34	
		Overseas ✓		1	1	1	
		Total		35	36	35	
<b>GHG (Scope 3)<sup>7</sup></b>							
Indirect GHG Emissions (Scope 3) <sup>2</sup>	Category 1	Purchased goods and services <sup>8</sup>		1,973	2,725	2,170	thousand tons-CO <sub>2</sub> e
	Category 11	Use of sold products <sup>8</sup> ✓		86,199	86,238	87,135	
<b>Methane emissions intensity - Operational control<sup>6</sup></b>				0.05	0.05	0.04	%
<b>Reduction contributions - Equity share<sup>1</sup></b>				n/c	n/c	1,109	thousand tons-CO <sub>2</sub> e
<b>Energy consumption - Operational control<sup>6</sup></b>							
Energy consumption <sup>9</sup>	Japan ✓	Fuels (oil, natural gas, etc.)		3,096	2,874	1,773	TJ
		Purchased electricity and heating		754	672	700	
	Overseas	Fuels (oil, natural gas, etc.)		61,552	62,878	48,041	
		Purchased electricity and heating		6	8	9	
	Total				65,408	66,430	

\* Items for which data is not collected are marked with n/c (not collected).

- 1 The total amount of emissions corresponds to the net economic share of each production project
- 2 Scope 1: Direct emissions from sources we owned or controlled.  
 Scope 2: Indirect emissions from the consumption of electricity, steam, heat, and cooling we purchased  
 Scope 3: All indirect emissions that occur in our value chain  
 Scope 1 and Scope 2 emissions include all emissions from the consolidated accounting group. Non-consolidated companies are primarily engaged in solar and wind power generation, and therefore have no Scope 1 or Scope 2 emissions.
- 3 Of the equity share emissions in FY2025, we have obtained third-party assurance for Scope 1 emissions (4,204 thousand tons) and Scope 2 emissions (35 thousand tons) from the production projects where we take the operator role as of December 31, 2025, and from our head office and Technical Research Center.
- 4 The emissions are calculated in accordance with local laws and regulations and rules for HSE-related data.
- 5 Net carbon intensity includes offset. Intensity indicates the volume of GHG emitted per unit of consolidated production of oil and natural gas (converted to calorific values) in Japan and overseas.
- 6 HSE data are reported on an operational control basis including head office, Technical Research Center, overseas offices, and operational organizations in Japan and overseas.
- 7 The emissions of the seven gases specified in the Kyoto Protocol were reviewed; based on materiality, actual emissions of CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O are disclosed.
- 8 Category 1: The volume of contractor emissions and upstream emissions from the production of purchased goods.  
 Category 11: The emissions are calculated by multiplying the total sales volume of crude oil, natural gas, and LPG both domestically and internationally by CO<sub>2</sub>/CH<sub>4</sub>/N<sub>2</sub>O emission factor under the assumption that all amounts of crude oil, natural gas, and LPG are combusted. The emissions are calculated from 2006 IPCC Guidelines for National Greenhouse Gas Inventories emissions factors.
- 9 The data are calculated in accordance with local laws and regulations (including the Act on Rationalization of Energy Use and Shift to Non-fossil Energy in Japan).

## Other environmental data

Item			FY2023	FY2024	FY2025	Unit
<b>Water management - Operational control<sup>1</sup></b>						
Freshwater consumption	Japan ✓	Tap water	144,619	119,919	115,437	m <sup>3</sup>
		Water for industrial use	123,415	123,431	125,660	
		Groundwater and surface water	806,317	772,324	563,886	
		Total	1,074,351	1,015,674	804,983	
	Overseas	Tap water	551,260	573,975	567,892	
		Water for industrial use	0	0	0	

		Groundwater and surface water	0	0	0	
		Total	551,260	573,975	567,892	
	Total		1,625,610	1,589,650	1,372,875	
Discharge of produced water	Japan ✓	Discharged into public water areas	98,532	88,687	80,267	m <sup>3</sup>
		Injection return to groundwater	233,422	282,667	266,122	
		Total	331,954	371,354	346,389	
	Overseas	Discharged into public water areas	487,435	474,237	458,666	
		Injection return to groundwater	0	0	0	
		Total	487,435	474,237	458,666	
Total		819,389	845,591	805,054		

**Waste management - Operational control<sup>1</sup>**

Waste <sup>2,3</sup>	Japan <sup>4</sup> ✓	Non-hazardous waste (waste diverted from disposal)	Preparations for reuse	0	0	0	tons
			Recycling	962	1,015	1,019	
			Others	0	328	120	
			Total	962	1,343	1,140	
		Non-hazardous waste (waste directed to disposal)	Incineration (with energy recovery)	105	32	39	
			Incineration (without energy recovery)	136	85	86	
			Landfill	193	129	101	
			Others	180	0	0	
			Total	613	247	226	
		Hazardous waste (waste diverted from disposal)	Preparations for reuse	0	0	0	

		Recycling	0	0	0
		Others	15	769	1,072
		Total	15	769	1,072
	Hazardous waste (waste directed to disposal)	Incineration (with energy recovery)	22	0	26
		Incineration (without energy recovery)	95	18	71
		Landfill	0	0	0
		Others	782	0	0
		Total	899	18	97
	Total		2,490	2,376	2,534
Overseas	Non-hazardous waste (waste diverted from disposal)	Preparations for reuse	2,850	3,167	765
		Recycling	385	547	2,380
		Others	1,639	3,994	9,143
		Total	4,875	7,708	12,288
	Non-hazardous waste (waste directed to disposal)	Incineration (with energy recovery)	76	3	2
		Incineration (without energy recovery)	0	0	0
		Landfill	1,312	1,636	1,727
		Others	0	0	0
		Total	1,389	1,639	1,729
	Hazardous waste (waste diverted from disposal)	Preparations for reuse	0	1	0

			Recycling	47	91	229		
			Others	0	200	1,345		
			Total	47	292	1,574		
		Hazardous waste (waste directed to disposal)	Incineration (with energy recovery)	605	23	0		
			Incineration (without energy recovery)	0	0	29		
			Landfill	86	76	218		
			Others	0	0	41		
			Total	691	99	288		
		Total		7,001	9,738	15,879		
	Total			9,491	12,115	18,413		
Waste (drilling-related work) <sup>3,5</sup>	Japan <sup>4</sup> ✓	Waste diverted from disposal		10,920	14,523	1,944	tons	
		Waste directed to disposal		16,121	487	170		
		Cuttings		n/c	8,089(0)	824(0)		
		Total		27,041	23,099	2,939		
	Overseas	Waste diverted from disposal		2,400	2,778	85		
		Waste directed to disposal		1,981	722	31		
		Cuttings		n/c	2,076(0)	0(0)		
		Total		4,382	5,575	117		
	Total			31,422	28,675	3,055		
	<b>Other environmental management - Operational control<sup>1</sup></b>							
Emissions to atmosphere	VOC <sup>6</sup>	Japan ✓		490	413	370	tons	
		Overseas ✓		2,161	2,610	3,349		
		Total		2,651	3,023	3,719		

	NOx	Japan ✓	187	133	80	
		Overseas ✓	3,269	3,247	3,655	
		Total	3,456	3,380	3,735	
	SOx	Japan ✓	4	4	4	
		Overseas ✓	89	649	302	
		Total	94	653	305	
Oil spills	Number of spills		0	0	0	cases
	Quantity of spills ✓		0	0	0	bbbl

\* Items for which data is not collected are marked with n/c (not collected).

- HSE data are reported on an operational control basis including head office, Technical Research Center, overseas offices, and operational organizations in Japan and overseas.
- Complying with the reporting standards of GRI306.
- The definition of hazardous waste is in accordance with local laws and regulations. Within Japan, "specially controlled industrial waste" as stipulated in the Act on Waste Management and Public Cleaning is set as "hazardous waste," and other waste (including "industrial waste" and "municipal waste") is set as "non-hazardous waste."
- Among municipal waste, all waste is counted as landfill since the amount of waste classified as non-flammable is not known by treatment category.
- The amount of waste generated from drilling-related work such as cuttings has been counted individually. From FY2024 onward, the waste from drilling-related work is categorized and counted separately as cuttings and non-cuttings. The figures in parentheses indicate the amount of cuttings that were landfilled.
- Japan: VOC emissions are calculated using the PRTR Release and Transfer Calculation Manual for Oil Refineries and Oil Storage Depots, etc. published by the Petroleum Association of Japan.  
Overseas: The emissions are calculated in accordance with local laws and regulations.

## Renewable Energy

Boundary	Item		FY2023	FY2024	FY2025	Unit
<b>Consolidated</b>	Electricity generated by using renewable energy	Geothermal	668,425	661,957	642,527	MWh
		Wind	836,832	1,260,009	1,436,904	
		Solar	37,318	160,734	344,444	
		Total	1,542,575	2,082,700	2,423,875	

	Total investment in renewable energy	77,435	5,707	23,391	million yen
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## Environmental Conservation-related CAPEX and OPEX

Item	FY2023		FY2024		FY2025		Unit
	CAPEX	OPEX	CAPEX	OPEX	CAPEX	OPEX	
<b>Environmental conservation-related CAPEX and OPEX - Operational control<sup>1</sup></b>							
Global warming prevention (including energy saving)	412,680	832,122	547,249	758,108	724,525	1,163,063	thousand yen
Prevention of air pollution	48,755	7,841	72,017	8,403	189,837	50,270	
Conservation of soil and groundwater environment	38,830	0	182,295	0	217,562	0	
Conservation of water quality	0	316,673	0	1,312,939	120	179,503	
Treatment and disposal of waste	22,849	591,494	131,664	748,499	95,277	586,649	
Project management	345,690	220,885	102,833	310,604	54,921	334,618	
Monitoring of environmental impacts / conservation of soil and groundwater environment (onshore)	179	6,860	37,725	27,714	25,500	88,189	
Monitoring of environmental impacts / conservation of water quality (onshore)							
Monitoring of environmental impacts / conservation of water quality (offshore)	2,485	72,293	2,963	93,728	2,466	23,881	
Monitoring of environmental impacts / project management (offshore)							
Monitoring of environmental impacts / biodiversity conservation	22,344	287,526	25,014	297,805	25,280	311,867	

Total	893,812	2,335,693	1,101,760	3,557,802	1,335,487	2,738,039
Grand total		3,229,505		4,659,562		4,073,526

1 HSE data are reported on an operational control basis including head office, Technical Research Center, overseas offices, and operational organizations in Japan and overseas.

# Social

## Safety <Occupational Health and Safety>

Boundary	Item	FY2023	FY2024	FY2025	Unit	
<b>Safety data - Operational control<sup>1</sup></b>						
Incident frequency	LTIR <sup>2</sup> ✓	Employees	0.44	0.14	0.00	-
		Contractors	0.57	0.73	0.68	
		Total	0.51	0.45	0.33	
	TRIR <sup>3</sup> ✓	Employees	1.18	0.55	0.53	-
		Contractors	3.12	3.40	3.38	
		Total	2.17	2.06	1.93	
Fatalities✓	Employees	0	0	0	persons	
	Contractors	0	0	1		
	Total	0	0	1		
Lost time injury	Employees	3	1	0	cases	
	Contractors	4	6	3		
	Total	7	7	3		
Restricted workday injury	Employees	1	1	2	cases	
	Contractors	12	14	14		
	Total	13	15	16		
Medical treatment of injury	Employees	4	2	2	cases	
	Contractors	6	8	6		
	Total	10	10	8		
Serious injuries✓	Employees	0	0	0	persons	

	Contractors	0	0	1
	Total	0	0	1

- 1 HSE data are reported on an operational control basis including head office, Technical Research Center, overseas offices, and operational organizations in Japan and overseas.
- 2 The lost time injury rate (LTIR) refers to the rate of injuries resulting in fatalities or lost time per million hours worked.
- 3 The total recordable injury rate (TRIR) refers to the rate of injuries resulting in fatalities, lost time, not entailing lost work time, or occupational injuries requiring medical treatment per million hours worked.

### Safety <Process Safety>

Boundary	Item	FY2023	FY2024	FY2025	Unit
<b>Process safety event - Operational control <sup>1</sup></b>					
Tier 1 ✓		1	1	0	cases
Tier 2		2	1	0	

\* Tier 1 and Tier 2 process safety events are unexpected releases or leakages of any material, including flammable liquids. In line with internationally accepted guidelines, we classify and report such events as Tier 1 or Tier 2 depending on the degree of consequence (personal harm, direct cost to the Company, type and quantity of material released, etc.).

- 1 HSE data are reported on an operational control basis including head office, Technical Research Center, overseas offices, and operational organizations in Japan and overseas.

### Human Capital <Employment>

Boundary	Item			FY2023	FY2024	FY2025	Unit	
<b>Consolidated</b>	Overall employees	By gender (Figures in parentheses denote the percentage.)	Male	General employees	1,970 (74.8)	2,046 (74.5)	2,058 (73.7)	persons (%)
				Managerial employees	839 (93.6)	859 (92.3)	850 (91.6)	
				Total	2,809 (79.6)	2,905 (79.0)	2,908 (78.2)	
		Female	General employees	665 (25.2)	702 (25.6)	734 (26.3)		

		Managerial employees	57 (6.4)	72 (7.7)	78 (8.4)	
		Total	722 (20.5)	774 (21.0)	812 (21.8)	
	Total		3,531	3,679	3,720	
By employment contract	Full-time employees	Male	2,809	2,905	2,908	persons
		Female	722	774	812	
		Total	3,531	3,679	3,720	
	Temporary employees	Male	361	435	451	
		Female	104	145	181	
		Total	465	580	632	
By region	Japan	Full-time employees	1,819	1,829	1,832	persons
		Temporary employees	244	268	274	
		Total	2,063	2,097	2,106	
	Asia and Oceania	Full-time employees	1,478	1,611	1,657	
		Temporary employees	171	279	339	
		Total	1,649	1,890	1,996	
	Europe	Full-time employees	97	106	111	
		Temporary employees	16	10	15	
		Total	113	116	126	
	Middle East and Africa	Full-time employees	106	101	94	

			Temporary employees	33	22	3		
			Total	139	123	97		
		Americas	Full-time employees	31	32	26		
			Temporary employees	1	1	1		
			Total	32	33	27		
	By nationality	Japan		2,062	2,108	2,114	persons	
		Australia		1,111	1,161	1,193		
		Indonesia		49	72	83		
		Singapore <sup>1</sup>		n/c	21	23		
		Norway		47	49	51		
		U.K.		57	56	62		
		Others <sup>2</sup>		205	212	194		
<b>Unconsolidated</b>	Number of employees	Male		1,075	636	618	persons	
		Female		309	253	271		
		Total		1,384	889	889		
	Average years of employment	Male		13.9	12.0	11.8	years	
		Female		10.4	10.8	10.6		
		Total		13.1	11.6	11.4		
	Number of employee turnovers	Male	29 and under		2	4	2	persons
			30 to under 60		15	14	14	
			Total		17	18	16	
Female		29 and under		1	1	2		
		30 to under 60		5	3	7		

			Total	6	4	9	
		Total		23	22	25	
		Employee turnover rate <sup>3</sup>		1.67	1.20	1.36	%
Recruitment	New graduate hires	By gender	Male	33	39	38	persons
			Female	12	15	28	
			Total	45	54	66	
	Mid-career hires	By gender	Male	51	47	31	
			Female	18	9	14	
			Total	69	56	45	
		By employee classification	Managerial employees	19	16	12	
			General employees	50	40	33	
		By age group	40s and over	15	11	11	
	30s		35	34	26		
Teens and 20s	19		11	8			
		Ratio of standard minimum salary to local minimum wage <sup>4</sup>		1.20	1.17	1.14	times
		Number of employees with disabilities (Figures in parenthesis denote the percentage in total employment.)		45 (2.9)	48 (3.0)	48 (2.9)	persons (%)
		Labor union participation rate <sup>5</sup>		59.7	59.3	60.2	%

\* Items for which data is not collected are marked with n/c (not collected).

1 This item is newly disclosed from Sustainability Report 2024 (issued on June 30, 2025).

2 Those whose nationality is unknown are included.

3 Calculated based on the number of voluntary resignees; INPEX Corporation employees (unconsolidated employees in Japan and seconded employees in Japan and overseas, excluding seconded employees from other companies)

4 Data source of "Local Minimum Wage": Japanese Ministry of Health, Labour and Welfare

5 Fixed-term employees are not included.

## Human Capital <Human Resource Development>

Boundary	Item		FY2023	FY2024	FY2025	Unit		
<b>Unconsolidated</b> <sup>1</sup>	Number of participants in training programs	Level-specific training	511	540	902	persons		
		Career design training	For age 50	48	45		32	
			For age 40	47	50		48	
			For age 30	46	57		62	
			Business knowledge training	178	145		202	
			Business-practice training in Japan and overseas	66	82		88	
			Program for study overseas	4	5		5	
<b>Unconsolidated</b> <sup>1</sup>	Training hours per person	Gender	Male	62.5	49.3	48.0	hours/person	
			Female	75.7	51.9	77.0		
		Country	Japan	65.0	49.8	53.8		
			Australia	64.5	45.0	41.7		
<b>Australia</b> <sup>2</sup>			64.8	47.8	48.7			
<b>Unconsolidated</b> <sup>1</sup> + <b>Australia</b> <sup>2</sup>								
<b>Unconsolidated</b> <sup>1</sup>	Training cost per person	Gender	Male	228,387	265,347	247,840	yen	
			Female	227,253	218,776	224,034		
		Country	Japan	228,179	256,550	243,055		
			Australia	437,028	417,330	297,189		
<b>Australia</b> <sup>2</sup>			315,899	324,987	266,169			
<b>Unconsolidated</b> <sup>1</sup> + <b>Australia</b> <sup>2</sup>								
<b>Unconsolidated</b> <sup>1</sup>	Percentage of employees who seek performance and career development reviews regularly	Gender	Male	100	100	100	%	
			Female	100	100	100		
			Total	100	100	100		

	Employee classification	Managerial employees	100	100	100
		General employees	100	100	100
		Total	100	100	100

1 INPEX CORPORATION employees (unconsolidated employees in Japan and seconded employees in Japan and overseas, excluding seconded employees from other companies)

2 Employees of subsidiaries in Australia

## Human Capital <Work-life Balance>

Boundary	Item		Apr. 2023— Mar. 2024	Apr. 2024— Mar. 2025	Apr. 2025— Mar. 2026	Unit	
<b>Unconsolidated</b>	Unconsolidated monthly average of overtime work		21.2	20.9	20.6	hours	
	Average days of paid leave taken (Figures in parentheses denote the average rate of paid leave taken <sup>1</sup> .)	Male		13.7 (73.8)	12.7 (69.6)	12.8 (70.7)	days
		Female		15.1 (81.7)	14.3 (77.5)	15.0 (81.2)	
		Total		14.0 (75.4)	13.1 (71.8)	13.4 (73.9)	
	Rate of physical examinations and checkups taken			100	100	100	%
	Number of employees taking maternity leave <sup>2</sup>			13	9	18	persons
	Number of employees using childcare leave system <sup>2</sup>	Male	Number of employees <sup>3,4</sup>	40	32	50	persons
			Rate of employees taking childcare leave	76.9	68.1	78.1	%
		Female	Number of employees <sup>3,4</sup>	13	9	16	persons
			Rate of employees taking childcare leave	100	100	94.1	%
		Total	Number of employees <sup>3,4</sup>	53	41	66	persons
			Rate of employees taking childcare leave	81.5	73.2	81.4	%

Number of employees using shortened working hours system for childcare	Male	6	5	8	persons
	Female	43	47	55	
	Total	49	52	63	
Number of employees taking child healthcare leave	Male	48	55	111	
	Female	50	60	70	
	Total	98	115	181	
Number of employees using childcare, nursery, and babysitter subsidies	Male	62	101	100	
	Female	24	33	32	
	Total	86	134	132	
Number of employees using nursing care leave system	Male	1	0	1	
	Female	0	1	1	
	Total	1	1	2	
Number of employees using shortened working hours system for nursing care	Male	0	0	0	
	Female	1	0	1	
	Total	1	0	1	
Number of employees taking special leave for family care	Male	21	32	47	
	Female	18	21	29	
	Total	39	53	76	
Number of employees using volunteer leave system		3	4	22	

- 1 Data includes some fixed-term employees.
- 2 Figures are reported for the period from January to December.
- 3 Employees with less than one year of service are not eligible for the Company's childcare leave system.
- 4 This item indicates the actual number of individuals.

## Human Capital <Gender Equality>

Boundary	Item	FY2023	FY2024	FY2025	Unit	
Unconsolidated <sup>1</sup>	Gender pay gap <sup>2</sup>	Full-time employees	62.4	65.1	64.5	%
		Temporary employees	65.9	70.1	93.2	
		Total	62.6	65.4	66.0	
Consolidated	Full-time employees	74.1	73.6	74.8		
Unconsolidated <sup>1</sup>	Percentage of women in management positions in the GM level	2.0	1.9	1.0		
Consolidated		4.7	5.7	6.5		
Unconsolidated <sup>1</sup>	Percentage of women in management positions in the Lead/Manager level	4.7	5.7	6.4		
Consolidated		6.7	8.2	8.8		
Unconsolidated <sup>1</sup>	Percentage of women among new hires	26.3	21.8	37.8		
Consolidated		25.5	26.5	32.7		

1 INPEX CORPORATION employees (unconsolidated employees in Japan and seconded employees in Japan and overseas, excluding seconded employees from other companies)

2 Percentage is calculated by (average annual wage for women) divided by (average annual wage for men).

## Human Rights <Local Communities>

Boundary	Item	FY2023	FY2024	FY2025	Unit	
Consolidated	Social contribution activities (by purpose)	Education and fostering future generations <sup>1</sup>	785	795	729	million yen
		Support for local communities	2,438	1,841	1,493	
		Charitable donations (including disaster relief)	9	38	9	
		Environment	419	427	433	
		Culture, Arts, and Sports <sup>1,2</sup>	605	118	261	
		Others <sup>1,2</sup>	166	144	40	

	Total <sup>1</sup>	4,422	3,363	2,965	
Percentage of senior executives appointed from local communities <sup>3</sup>	Overseas subsidiaries	60.1	58.7	61.2	%

1 Historical data has been revised.

2 Following a revision to the classification, "Culture & Arts" and "Sports" were consolidated into "Culture, Arts and Sports," while "Health & Medical Care" was reclassified into "Others."

3 Senior executives refer to line managers and above.

## Governance

### Directors and Officers

Boundary	Item		As of March 26, 2024	As of March 28, 2025	As of March 27, 2026	Unit
Consolidated	Directors and Executive Officers	Male	36	37	37	persons
		Female <sup>1</sup>	3	4	4	
		Total number of Directors and Executive Officers	39	41	41	
	Outside Directors (Figures in parentheses denote the ratio of Outside Directors)		5 (50)	5 (50)	5 (50)	persons (%)
		Outside Auditors (Figures in parentheses denote the ratio of Outside Auditors)	4 (80)	4 (80)	4 (80)	

<sup>1</sup> The percentage of female directors and executive officers is 9.8% (as of March 27, 2026).

### Amounts paid to EITI countries

Boundary	Item		FY	Amount	Unit
Consolidated	Payment amounts to governments (EITI)	Kazakhstan	2022	5,440	thousand USD
		Timor-Leste <sup>1</sup>	2023	24,224	
		Indonesia	2023	204	
		Norway	2024	373,402	

<sup>1</sup> Total payment amounts by INPEX Timor Sea, Ltd. and INPEX Sahul, Ltd.

## Compliance

Boundary	Item		FY2023	FY2024	FY2025	Unit
<b>Number of Internal Reports Received<sup>1</sup></b>	Number of whistleblowing reports and consultations <sup>2</sup>		45	37	19	cases
<b>Japan<sup>3</sup></b>	Breakdown of contents	Corruption or bribery	0	0	0	cases
		Antimonopoly or competition laws violation	0	0	0	
		Accounting	0	1	0	
		Human rights, discrimination, or harassment	8	8	4	
		Labor management	2	1	2	
		Customer privacy data	0	0	0	
		Conflicts of Interest	0	0	0	
		Money laundering or insider trading	0	0	0	
		Others	1	2	2	
<b>Australia<sup>4</sup></b>	Breakdown of contents	Corruption or bribery	n/c	2	0	cases
		Antimonopoly or competition laws violation	n/c	0	0	
		Accounting	n/c	6	1	
		Human rights, discrimination, or harassment	n/c	11	1	
		Labor management	n/c	0	0	
		Customer Privacy data	n/c	0	0	
		Conflicts of Interest	n/c	0	2	
		Money Laundering or Insider trading	n/c	0	0	

		Others	n/c	2	7	
<b>Indonesia</b> <sup>4</sup>	Breakdown of contents	Corruption or bribery	n/c	0	0	cases
		Antimonopoly or competition laws violation	n/c	0	0	
		Accounting	n/c	0	0	
		Human rights, discrimination, or harassment	n/c	0	0	
		Labor management	n/c	1	0	
		Customer privacy data	n/c	0	0	
		Conflicts of Interest	n/c	0	0	
		Money laundering or insider trading	n/c	0	0	
		Others	n/c	1	0	
<b>Norway</b> <sup>4</sup>	Breakdown of contents	Corruption or bribery	n/c	0	0	cases
		Antimonopoly or competition laws violation	n/c	0	0	
		Accounting	n/c	0	0	
		Human rights, discrimination, or harassment	n/c	2	0	
		Labor management	n/c	0	0	
		Customer privacy data	n/c	0	0	
		Conflicts of Interest	n/c	0	0	
		Money laundering or insider trading	n/c	0	0	
		Others	n/c	0	0	
<b>Japan</b>	Training provided to whistle-blowing response personnel <sup>4</sup>		n/c	34	0	persons
<b>Japan</b>	Human rights training (for new	Attendance rate	100	100	100	%

	employees)	Training hours	23	27	33	hours
<b>Japan, Australia, Indonesia</b>	Anti-bribery and anti-corruption (ABC) training	Japan <sup>5</sup>	219	215	291	persons
		Australia	1,680	1,369	1,194	
		Indonesia	114	263	303	

\* Items for which data is not collected are marked with n/c (not collected).

- 1 The number includes some reports and consultations received through the head office whistleblowing contact point, whistleblowing contact points at overseas sites, and the Global Hotline. However, there were no reports or consultations regarding the United States during the reporting period.
- 2 Of the reports and consultations, no cases involved serious violations of laws or regulations.
- 3 The number of reports and consultations to head office includes some reports and consultations to internal whistle-blowing desk from officers and employees of subsidiaries and affiliates in Japan and overseas.
- 4 This item is newly disclosed from Sustainability Report 2024 (issued on June 30, 2025).
- 5 The number in FY2023 and FY2025 includes participants in training at overseas sites other than Australia and Indonesia.

## Independent Assurance Report

To ensure the reliability of environmental and social performance data included in Sustainability Report 2025, INPEX has obtained independent third-party assurance from SOCOTEC Certification Japan for all data marked with the symbol (✓) in the Performance Data.

**Scope of Assurance: 2025 data covering the period from January to December for the following environmental and social performance data.**

### Environmental performance indicators

#### <Scope: Operational control in Japan <sup>\*1</sup>>

- Direct GHG emissions(Scope 1) (Emissions source, Gas types)
- Indirect GHG emissions(Scope 2) (Location-based, Market-based)
- Energy consumption
- Fresh water consumption
- Discharge of produced water
- Emissions to the atmosphere (VOC, NOx, and SOx)
- Waste
- Waste (drilling-related work)

#### <Scope: Overseas operational control <sup>\*2</sup>>

- Direct GHG emissions(Scope 1) (Emissions source, Gas types)
- Indirect GHG emissions(Scope 2) (Location-based, Market-based)
- Emissions to the atmosphere (VOC, NOx, and SOx)

#### <Scope: Equity share based <sup>\*3</sup>>

- Direct GHG emissions (Scope 1)
- Indirect GHG emissions (Scope 2)

#### <Scope: ->

- Indirect GHG Emissions (Scope 3) Category11 Use of sold products <sup>\*4</sup>

#### <Scope: Operational control including Japan and global organizations <sup>\*5</sup>>

- Oil Spills (Quantity of spills)

### Social performance indicators

#### <Scope: Operational control including Japan and global organizations <sup>\*5</sup>>

- LTIR
- TRIR
- Fatalities
- Serious injuries
- Tier 1

\*1 Reported on an operational control basis including Head office, Technical Research Center and Operational organizations in Japan(operated by INPEX Corporation and its consolidated subsidiaries)as of the end of December 2025

\*2 Reported on an operational control basis including Overseas offices and Overseas operational organizations(operated by INPEX Corporation and its consolidated subsidiaries)as of the end of December 2025

- \*3 Equity share based Scope1, 2 emissions cover the production projects where INPEX takes the role of operator as of the end of December, 2025, Headquarters and Technical Research Center
- \*4 Category 11 is calculated by multiplying the total sales volume of crude oil, natural gas, and LPG by each product's emission factor under the assumption that all amounts of them are combusted
- \*5 Reported on an operational control basis including Head office, Technical Research Center and Overseas offices and Operational organizations in Japan and overseas(operated by INPEX Corporation and its consolidated subsidiaries) as of the end of December 2025



**Independent Assurance Report**

**Mr. Takayuki Ueda**  
Representative Director, President & CEO  
INPEX CORPORATION

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from INPEX CORPORATION (hereafter the "Company"), in order to provide an opinion as to whether the environmental and social performance indicators marked with ✓ included in the subject matter information ("Sustainability Report 2025" (period: 1 January 2025 to 31 December 2025)) of the Company meets the criteria in all material respects.

**1 Subject Matter Information and Criteria**

The subject matter information for our assurance is the environmental and social performance indicators marked with ✓ included in "Sustainability Report 2025" (period: 1 January 2025 to 31 December 2025) covering the operations and activities of the Company and the consolidated subsidiaries.  
The criteria for preparing subject matter information is "its own calculating and reporting criteria".

**2 Management Responsibility**

The environmental and social performance indicators marked with ✓ included in "Sustainability Report 2025" (period: 1 January 2025 to 31 December 2025) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.  
The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that the environmental and social performance indicators marked with ✓ included in "Sustainability Report 2025" (period: 1 January 2025 to 31 December 2025) is free from material misstatement whether intentional or negligent.

**3 Assurance Practitioner's Responsibility**

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.  
We have performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO 14064-3:2019) Specification with guidance for the verification and validation of greenhouse gas statements", the International Standard on Assurance Engagements (ISAE) 3410, "Assurance Engagements on Greenhouse Gas Statements" and the ISAE 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" of International Auditing and Assurance Standards Board (IAASB).  
The procedures performed in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures performed in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.  
Our procedures performed depend on the assurance professional practitioner's judgement, including an assessment of the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls.  
We believe that we have obtained the evidence to provide a basis for our limited assurance conclusions.



**4 Assurance Procedures**

The procedures that SOCOTEC has performed are based on professional judgement and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Inquiries to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- Sites visited to confirm the calculation structure and procedures, data collection and implementation status of record control:

Operation Division, East Japan Regional Office, Chiba Field Office of INPEX JAPAN, LTD./  
Operation Division, East Japan Regional Office, Nagaoka Field Office of INPEX JAPAN, LTD.

**5 Statement of Our Independence, Quality Management and Competence**

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "JIS Q 17021-1:2015(ISO/IEC 17021-1:2015) Conformity assessment - Requirements for bodies providing audit and certification of management systems - Part 1: Requirements". In addition, we have also established a management system according to "JIS Q 14065:2025(ISO 14065:2020) General principles and requirements for bodies validating and verifying environmental information". These meet the requirements of International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality management system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations. The SOCOTEC Group is a comprehensive third-party organisation in testing, inspection and certification operations, and provides management system certification and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge and experience in the relevant industry, as well as the competence requirements for this assurance engagement.

**6 Use of Report**

Our responsibility in performing our limited assurance activities is to the management of the Company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

**7 Our Conclusion**

On the basis of our procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

Masahide Fukushima  
Head of Verification  
12 June 2026  
ESDT6083-1

## Other data sets

### External Evaluations

INPEX places importance on dialogue with stakeholders through information disclosure and proactively participates third-party evaluations. The evaluations by external organizations and the major ESG indexes for which we have been selected as a component stock are detailed below (as of June 30, 2026).

#### MSCI Japan ESG Select Leaders Index

## 2026 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

The inclusion of INPEX Corporation (INPEX) in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of INPEX by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

#### FTSE4Good Developed Index, FTSE4Good Japan Index



FTSE4Good

#### FTSE JPX Blossom Japan Index, FTSE JPX Blossom Japan Sector Relative Index



FTSE JPX Blossom Japan Index



FTSE JPX Blossom Japan Sector Relative Index

#### Selected as Yearbook Member in the S&P Global Sustainability Award 2026



#### Dow Jones Best-in-Class World and Dow Jones Best-in-Class Asia Pacific

#### CDP Climate Change 2025 Score: B



#### S&P/JPX Carbon Efficient Index



#### Selected as an "Environmental Sustainable Company" in the Ministry of the Environment's ESG Finance Awards Japan



#### iSTOXX MUTB Japan Platinum Career 150 Index



**Daiwa Investor Relations  
"Internet IR Awards 2025"  
Excellence Award in the  
Sustainability Category**



**"Gomez ESG Web Award 2025"  
Excellence Award in the  
Sustainability Category**



## Disclaimer

### Disclaimer

This report contains not only past and present facts about INPEX CORPORATION (hereinafter, "INPEX" or "the Company") and its subsidiaries and affiliates (collectively, "the INPEX Group" or "the Group"), but also forward-looking information such as estimates, forecasts, targets, and plans. These estimates, forecasts, targets, and plans are based on information available at the time of writing and therefore involve uncertainties. Such uncertainties could cause the Company's actual results, performance, achievements, or position to be materially different from any forward-looking information expressed or implied in this report. The Company undertakes no obligation to publicly update or revise any information in this report (including forward-looking information).

### From the Editorial Team

This report is intended to serve as a key opportunity for us to communicate with our stakeholders. Please read it and share your feedback with us.

