ESG Management

Basic Approach

The ENEOS Group recognizes that society’s trust is essential for achieving sustainable growth as a company. With this understanding, we will contribute to the development of society and help to create a vibrant future by creating both social value and economic value, achieved by acting in accordance with the ENEOS Group Code of Conduct and implementing ESG management to realize the envisioned goals in our Long-Term Vision to 2040.

Basic Policy for ESG Management

ESG management at the ENEOS Group involves formulating management and business strategies based on risks and business opportunities and creating both economic value (profits) and social value (resolution of social issues) through our business in order to realize the ENEOS Group Philosophy. The ENEOS Group is a group of companies that strives to earn the trust of stakeholders through the implementation of ESG management in our business operations.

ESG Management in the ENEOS Group

ESG management in the ENEOS Group means realizing the envisioned goals in our Long-Term Vision to 2040 and creating social and economic value.

E Contribute to the development of a low-carbon, recycling-oriented society

- by transforming our current business structure -

Strive to become carbon neutral by 2040 (in the Group’s own emissions)
Pursue next-generation energy supply and environmentally conscious businesses
Continue to implement energy conservation and other environmental measures

S Make persistent efforts to solve social challenges

Maintain a safe and stable energy supply structure capable of responding to medium- and long-term changes in demand
Supply advanced materials to support the development of society
Strengthen human rights initiatives for all people involved in the supply chain

G Strengthen the governance structure

Develop the management system to enable speedier decision-making and strengthen monitoring by the Board of Directors
Analyze the risks and opportunities in climate change and other changes, and reflect these in the Long-Term Vision, Medium-Term Management Plan, and other plans
Regularly check and explain whether it is optimal to maintain the listed companies as subsidiaries from the perspective of increasing corporate value and improving capital efficiency for the Group as a whole

See the Long-Term Vision to 2040
The ENEOS Group has identified top priorities (material issues) from two viewpoints: priority from an external perspective and priority from the Group’s internal perspective.

After discussing the Group’s top priorities (material issues) for fiscal 2020, we identified the same nine issues as those for fiscal 2019, and established 13 targets (KPIs). Looking ahead, we will work to achieve each of these targets through the Group’s ESG promotion framework. Initiatives included in this report that address the Group’s top priorities (material issues) are denoted with a heart (❤) symbol.

Steps in the Review Process

<table>
<thead>
<tr>
<th>STEP 1</th>
<th>Identify social issues to consider</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Following an exhaustive review of various guidelines (GRI standards, ISO 26000, etc.) as well as the assessment items of ESG research providers and the Sustainable Development Goals (SDGs), 32 social issues were identified for consideration.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STEP 2</th>
<th>Prioritize from an external perspective</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Priority from an external perspective was assessed for the 32 social issues identified in Step 1, taking into account such factors as the assessment weight specified by ESG research providers.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STEP 3</th>
<th>Prioritize from the Group’s internal perspective</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Priority from the Group’s internal perspective was assessed, taking into account such factors as our Medium-Term Management Plan and reviews of the expert committees within the CSR promotion structure, as well as the guidelines of the U.S. Sustainability Accounting Standards Board (SASB).</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STEP 4</th>
<th>Identify the Group’s top priorities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>After assessing priority from an external perspective and priority from the Group’s internal perspective, nine issues of particular significance were identified as the Group’s top priorities (material issues).</td>
</tr>
</tbody>
</table>

The Group’s Top Priorities (Material Issues)
### Table of the Group’s Top Priorities (Material Issues)

#### Fiscal 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>The Group’s top priorities (material issues)</th>
<th>Initiative</th>
<th>Target (KPI)</th>
<th>Achievement (fiscal year)</th>
<th>Results/Progress</th>
<th>Applicable companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental</td>
<td>Development of a low-carbon society</td>
<td>Reduction in CO₂ emissions (Reduction amount through own efforts)</td>
<td>Reduce by 2.72 million tons compared to fiscal 2009</td>
<td>Fiscal 2019</td>
<td>Reduce by 2.75 million tons compared to fiscal 2009</td>
<td>Principal operating company groups NIPPO (Total of 43 companies)</td>
</tr>
<tr>
<td></td>
<td>Development of a recycling-oriented society</td>
<td>Reduction in landfill disposal</td>
<td>Ratio of landfill disposal Maintain zero emissions (less than 1%)</td>
<td>Fiscal 2019</td>
<td>0.3%</td>
<td>Principal operating company groups NIPPO (Total of 42 companies)</td>
</tr>
<tr>
<td>Social</td>
<td>Ensuring safety</td>
<td>Reduction in occupational injuries</td>
<td>Zero serious occupational injuries*</td>
<td>Fiscal 2019</td>
<td>0</td>
<td>Principal operating company groups NIPPO (Total of 42 companies)</td>
</tr>
<tr>
<td>Respect for human rights</td>
<td>Human rights awareness</td>
<td>100% participation rate in human rights training</td>
<td>Fiscal 2019</td>
<td>100%</td>
<td></td>
<td>ENEOS Holdings, ENEOS, JX Nippon Oil &amp; Gas Exploration, JX Nippon Mining &amp; Metals (Total of 4 companies)</td>
</tr>
<tr>
<td>Human resource development</td>
<td>Development of human resources responsible for enhancing corporate value</td>
<td>Implementation of effective training based on human resource development plan</td>
<td>Fiscal 2019</td>
<td>Completed</td>
<td></td>
<td>ENEOS Holdings, ENEOS, JX Nippon Oil &amp; Gas Exploration, JX Nippon Mining &amp; Metals (Total of 4 companies)</td>
</tr>
<tr>
<td>Promotion of diversity and inclusion</td>
<td>Advancement of women in the workplace</td>
<td>Women comprise at least 25% of newly hired graduates</td>
<td>Fiscal 2019</td>
<td>28.5%</td>
<td></td>
<td>ENEOS Holdings, ENEOS, JX Nippon Oil &amp; Gas Exploration, JX Nippon Mining &amp; Metals (Total of 4 companies)</td>
</tr>
</tbody>
</table>
Advancement of employees with disabilities

Maintain employment rate of people with disabilities at 2.2% or higher

Fiscal 2020

ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)

Utilization of work-life balance support systems/programs

Maintain 100% rate of return to work after childcare leave

Fiscal 2019

ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)

Health enhancement

Ensure health of employees

Achieve cancer screening rate of 70% or higher

Fiscal 2019

ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)

Governance

Compliance

Legal compliance inspections

Conduct legal compliance inspections

Fiscal 2019

Companies for which legal compliance inspections are carried out (Total of 57 companies)

Compliance with important laws and regulations (Anti-Monopoly Act, etc.)

Implement training on important laws and regulations (Anti-Monopoly Act, etc.)

Fiscal 2019

Companies for which legal compliance inspections are carried out (Total of 57 companies)

Fiscal 2020

Category | The Group’s top priorities (material issues) | Initiative | Target (KPI) | Achievement (fiscal year) | Applicable companies
--- | --- | --- | --- | --- | ---
Environmental | Development of a low-carbon society | Reduction in CO₂ emissions (Reduction amount through own efforts) | Reduce by 3.63 million tons compared to fiscal 2009 | Fiscal 2020 | Principal operating company groups NIPPO (Total of 43 companies)

Development of a recycling-oriented society | Reduction in landfill disposal | Ratio of landfill disposal | Maintain zero emissions (less than 1%) | Fiscal 2020 | Principal operating company groups NIPPO (Total of 42 companies)

Social | Ensuring safety | Reduction in occupational injuries | Zero serious occupational injuries* | Fiscal 2020 | Principal operating company groups NIPPO (Total of 42 companies)

*Occupational fatalities

Achieve TRIR of 1.0 or less Number of occupational injuries of non-loss-time severity or greater per one million hours | Fiscal 2020 | ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)

Respect for human rights | Human rights awareness | 100% participation rate in human rights training | Fiscal 2020 | ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)

Human resource development | Development of human resources responsible for enhancing corporate value | Implementation of effective training based on human resource development plan | Fiscal 2020 | ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)

Promotion of diversity and inclusion | Advancement of women in the workplace | Women comprise at least 25% of newly hired graduates | Fiscal 2020 | ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)

Advancement of employees with disabilities | Maintain employment rate of people with disabilities at | Fiscal 2020 | ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, JX Nippon Mining & Metals (Total of 4 companies)
| ESG Management Structure (1) Up to Fiscal 2019 |

Note:
The information below pertains to our ESG management structure up to fiscal 2019. The Group is referred to as the “JXTG Group,” as this was its trade name in fiscal 2019.

We established a promotion structure centered on the JXTG Group CSR Council, chaired by the representative director and president of JXTG Holdings, as the body for promoting CSR activities in priority fields throughout the JXTG Group.

The JXTG Group CSR Council was composed of Group company presidents and relevant executives. The council deliberated on basic policies as well as reviewed and evaluated the status of activities from a Group-wide perspective.

The matters deliberated by and reported to the JXTG Group CSR Council were in turn reported to the JXTG Holdings Executive Council and the Board of Directors.

Group ESG Management Structure (Up to Fiscal 2019)
In fiscal 2019, the JXTG Group held two meetings of the JXTG Group CSR Council. In these meetings, discussions were held on the Group’s top priorities (material issues), and the council confirmed the activities of the expert committees and progress on raising awareness of the Group Philosophy and the Code of Conduct. The council also confirmed the JXTG Group’s ESG initiatives and deliberated on related policies. The content of deliberation and reports by the council were reported to the Board of Directors and the Executive Council, which affirmed the direction of ESG in the Group.

### JXTG Group CSR Council

<table>
<thead>
<tr>
<th>Positioning</th>
<th>Organization subordinate to the JXTG Holdings Executive Council</th>
</tr>
</thead>
</table>
| Roles       | 1. Formulation and implementation of the JXTG Group’s Basic Policy for CSR  
2. Review and evaluation of the JXTG Group’s CSR promotion structure and status of CSR activities (including degree of understanding and prevalence of the JXTG Group Philosophy and JXTG Group Code of Conduct) |
| Chair       | Representative director and president of JXTG Holdings |
| Members     | 1. Members of the JXTG Holdings Executive Council (including directors) and the officers responsible for CSR at the Group’s principal operating companies  
2. JXTG Group company presidents nominated by the Chair  
3. Other persons nominated by the Chair |
| Frequency of meetings | In principle, twice a year (April and October), and extraordinarily as required |
| Priority fields and JXTG Group Code of Conduct standards overseen by the council | All fields and standards |

### Expert Committees

#### JXTG Group Compliance Committee

<table>
<thead>
<tr>
<th>Positioning</th>
<th>Advisory body to the president of JXTG Holdings</th>
</tr>
</thead>
</table>
| Roles       | 1. Deliberation on compliance matters (policy, direction, etc.) for the JXTG Group, and reporting on these matters to the JXTG Group CSR Council  
2. Confirmation, evaluation and sharing of information on the status of compliance measures at each JXTG Group company, and reporting to the JXTG Group CSR Council |
| Chair       | Officer (director) responsible for the Legal & Corporate Affairs Department at JXTG Holdings |
| Members     | 1. Relevant general managers at JXTG Holdings nominated by the Chair  
2. Relevant officers and general managers of the Group’s principal operating companies  
3. Other persons nominated by the Chair |
| Frequency of meetings | In principle, twice a year (April and October), and extraordinarily as required |
| Priority fields and JXTG Group Code of Conduct standards overseen by the committee | Priority field: Compliance  
1. Compliance  
7. Equitable and fair transactions  
8. Appropriate relationships with governments and public administrations  
9. Avoidance of conflicts of interest  
10. Corporate asset protection and management  
11. Information management and disclosure  
14. Actions for violations and measures to prevent recurrence (whistleblowing system development and promotion of its use) |

#### JXTG Group Environment & Safety Committee

<table>
<thead>
<tr>
<th>Positioning</th>
<th>Advisory body to the president of JXTG Holdings</th>
</tr>
</thead>
</table>
| Priority field: Compliance  
1. Compliance  
7. Equitable and fair transactions  
8. Appropriate relationships with governments and public administrations  
9. Avoidance of conflicts of interest  
10. Corporate asset protection and management  
11. Information management and disclosure  
14. Actions for violations and measures to prevent recurrence (whistleblowing system development and promotion of its use) |
ESG Management Structure (2) From Fiscal 2020

Based on the Basic Policy for ESG Management, the ENEOS Group has transitioned to a new structure for the sound and effective execution of ESG Management.

Comprehensive Discussions on Risk

Up to fiscal 2019, the Group CSR Council focused on ESG-related policies in its deliberations. From fiscal 2020, the ENEOS Holdings Executive Council, chaired by the president of ENEOS Holdings, carries out deliberations concerning business opportunities for the Group’s Long-Term Vision to 2040 and other plans, as well as comprehensive discussions on enterprise risk management (ERM), internal controls, and risks in general, including response to important ESG issues.

Agile Response to Important ESG Issues
The deliberation results of the Executive Council are reported to the Board of Directors of ENEOS Holdings, supervised and monitored by the Board of Directors, and shared among Group companies. This ensures that deliberation results are accurately reflected in the formulation of business strategies of each Group company.

We transitioned to this new structure in fiscal 2020, and through this structure we will identify important ESG issues for fiscal 2021.

For more information on the new structure, see “ESG Management Structure” on p. 42 of our Integrated Report.

### Major Initiatives

#### Discussions by the Board of Directors

ESG-related matters discussed by the Board of Directors in fiscal 2019 and fiscal 2020 are outlined in the table below.

Separately from the Board of Directors, we held training sessions for executive management in November 2019 on human rights due diligence and social initiatives concerning business and human rights, including the Corporate Human Rights Benchmark (CHRB).

<table>
<thead>
<tr>
<th>Fiscal 2019</th>
<th>Fiscal 2020</th>
</tr>
</thead>
</table>

*1 For details, see [Enterprise Risk Management (ERM)](https://www.hd.eneos.co.jp/english/csr/management/).

*2 For details, see [The Group's Top Priorities (Material Issues)](https://www.hd.eneos.co.jp/english/csr/management/).

*3 For details, see [Internal Control](https://www.hd.eneos.co.jp/english/csr/management/).

*4 Example: Internal Control Department and Legal & Corporate Affairs Department work together to build and operate a comprehensive internal control structure.
Measures to Raise Awareness of the Group Philosophy and Code of Conduct

The ENEOS Group believes that understanding and implementation of the ENEOS Group Philosophy and the ENEOS Group Code of Conduct by all officers and employees plays an important role in the fulfillment of our social responsibilities. Therefore, we have implemented various measures to enable all officers and employees to reference the Group Philosophy and the Code of Conduct at any time and return to the basics when necessary. In fiscal 2019, we established the Competition Law Compliance Policy to complement the ENEOS Group Code of Conduct. For details, see Competition Law Compliance Policy.

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensure awareness</td>
<td>Distribution of Group Philosophy cards and Code of Conduct handbooks</td>
</tr>
<tr>
<td></td>
<td>Posters</td>
</tr>
<tr>
<td></td>
<td>Digital signage in company workplaces</td>
</tr>
<tr>
<td></td>
<td>Translation of Group Philosophy into 10 languages (English, Chinese [Simplified / Traditional], Korean, Spanish, Portuguese, German, Vietnamese, Thai, Indonesian) and distribution</td>
</tr>
<tr>
<td>Promote understanding</td>
<td>Dissemination of information through the Group employee magazine and intranet</td>
</tr>
<tr>
<td></td>
<td>Training on Group Philosophy and Code of Conduct for newly hired employees</td>
</tr>
<tr>
<td>Monitoring</td>
<td>Confirmation using awareness surveys targeting all officers and employees</td>
</tr>
</tbody>
</table>

Internal Training to Promote Understanding of ESG and the SDGs
ENEOS holds various training sessions on the Group’s ESG management. During an internal seminar held in December 2019, we fostered greater understanding of the SDGs by organizing a card game where employees competed to see who could come up with the best ideas for resolving social issues by combining the Company’s management resources and employees’ knowledge and experience.

Stakeholder Engagement

The ENEOS Group conducts its business activities through its relationships with stakeholders, including shareholders, investors, customers, business partners and employees. We actively engage in dialogue with stakeholders and work to ensure that our business activities meet their expectations and requirements.

<table>
<thead>
<tr>
<th>Shareholders and Investors</th>
<th>Customers</th>
<th>Business Partners</th>
</tr>
</thead>
</table>
| ENEOS Holdings is committed to the prompt, proper, and fair disclosure of information to shareholders and investors in accordance with its Disclosure Policy. Main means of communication:  
- General meetings of shareholders, presentation meetings on financial results, information sessions for Individual investors, and ESG briefings  
- Disclosure of Information through the Integrated Report, the ESG Data Book, shareholder reports, and our websites | The ENEOS Group is committed to developing and delivering products and services that fulfill customer needs and expectations and earn customer trust and satisfaction. Main means of communication:  
- Communications through marketing activities  
- Provision of safe, reliable, and valuable products and services  
- Disclosure of information on websites  
- Inquiry channels through phone and websites | The ENEOS Group makes purchasing information available to business partners on its websites, actively provides business opportunities, and strives to ensure fair business opportunities. Main means of communication:  
- Communications through procurement activities  
- Use of websites  
- CSR procurement surveys |

<table>
<thead>
<tr>
<th>NPOs/NGOs</th>
<th>Local Communities/Global Society</th>
<th>Employees</th>
</tr>
</thead>
</table>
| The ENEOS Group has built cooperative relationships with NPOs and NGOs and actively undertakes environmental preservation and social contribution activities. Main means of communication:  
- Collaboration on biodiversity preservation activities  
- Collaboration on child-rearing support activities  
- Verification from third-party perspective in human rights due diligence | The ENEOS Group strives to engage in responsible corporate activities by responding to the needs and expectations of and engaging in active communication with the local communities in the areas where it conducts its business activities, as well as international society. Main means of communication:  
- Information sessions for members of local communities, participation in and sponsorship of events  
- Volunteer activities  
- Establishment of support systems for oil-, gas-, and copper-producing countries  
- Involvement in international initiatives | The ENEOS Group considers employees to be critical stakeholders in its operations and has established various systems to ensure that each employee can work with peace of mind and to his or her full potential. Main means of communication:  
- Periodic dialogue between labor unions and management  
- Dissemination of Information through the Group employee magazine and the company Intranet  
- Periodic implementation of awareness surveys  
- Dialogue between officers and employees utilizing training and other means |

Engagement with Stakeholders

The Group solicits the views of outside experts and stakeholders regarding specific ESG-related themes and responds accordingly. To date, the Group has carried out engagement with outside experts and stakeholders as indicated in the table below. Separate from this engagement, we held an ESG briefing for investors in December 2019 and conducted engagement with Climate Action 100+, a climate change action initiative of institutional investors.

We will continue our engagement with outside experts and stakeholders in our contribution to the resolution of social issues.

<table>
<thead>
<tr>
<th>Fiscal year</th>
<th>Event</th>
<th>Speaker</th>
<th>Theme</th>
<th>For</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fiscal 2018</td>
<td>Study session on TCFD recommendations</td>
<td>Four speakers from Mizuho Information &amp; Research Institute, Inc.</td>
<td>Overview of TCFD and peer analysis</td>
<td>Related departments</td>
</tr>
<tr>
<td></td>
<td>Report on integrated reporting analysis</td>
<td>Tase Kazuo, CEO of SDG Partners, Inc.</td>
<td>Improvement recommendations from an SDG standpoint</td>
<td>Officers and related departments</td>
</tr>
</tbody>
</table>
ENEOS Group Awareness Survey

The ENEOS Group periodically conducts an anonymous awareness survey of all its officers and employees. This survey comprises questions covering such topics as the Group Philosophy, the Code of Conduct, compliance, awareness of workplace culture, and problems in day-to-day operations. The results of the survey conducted in fiscal 2019 indicated that there is much room for improvement in terms of operational efficiency. Accordingly, executive management held discussions on initiatives for fostering a corporate culture where employees can tackle challenges with a sense of purpose, and are now reviewing and implementing measures, including those for increasing the efficiency of operations. Issues that need to be addressed as an organization as indicated by the survey results are reported based on the Group’s ESG management structure.

Principal Declarations and Initiatives the ENEOS Group Participates in and Supports

UN Global Compact (UNGC)

Four Group companies (ENEOS Holdings, ENEOS, JX Nippon Oil & Gas Exploration, and JX Nippon Mining & Metals) participate in the UN Global Compact, supporting the compact’s 10 principles in the four categories of human rights, labor standards, the environment, and anti-corruption.

The Ten Principles of the UN Global Compact

<table>
<thead>
<tr>
<th>Human Rights</th>
<th>Principle 1</th>
<th>Principle 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.</td>
<td>Principle 1</td>
<td>Principle 2</td>
</tr>
<tr>
<td>Labour</td>
<td>Principle 3</td>
<td>Principle 4</td>
</tr>
<tr>
<td>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.</td>
<td>Principle 5</td>
<td>Principle 6</td>
</tr>
<tr>
<td>Environment</td>
<td>Principle 7</td>
<td>Principle 8</td>
</tr>
<tr>
<td>Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.</td>
<td>Principle 7</td>
<td>Principle 8</td>
</tr>
<tr>
<td>Anti-Corruption</td>
<td>Principle 9</td>
<td>Principle 10</td>
</tr>
<tr>
<td>Businesses should work against corruption in all its forms, including extortion and bribery.</td>
<td>Principle 9</td>
<td>Principle 10</td>
</tr>
</tbody>
</table>
In May 2019, we signed the TCFD recommendations, and we disclose information on climate change in accordance with the TCFD recommendations to the greatest extent possible.

**Communication with Industry Organizations**

<table>
<thead>
<tr>
<th>Organization Name</th>
<th>Position Held by Group Executive, etc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENEOS Holdings</td>
<td>Japan Business Federation (Keidanren)</td>
</tr>
<tr>
<td></td>
<td>Vice Chair, Chair of Committee on Environment and Safety</td>
</tr>
<tr>
<td>ENEOS</td>
<td>Petroleum Association of Japan</td>
</tr>
<tr>
<td></td>
<td>President, Representative Secretary</td>
</tr>
<tr>
<td></td>
<td>Japan Petrochemical Industry Association</td>
</tr>
<tr>
<td></td>
<td>Director</td>
</tr>
<tr>
<td></td>
<td>Japan Chemical Industry Association</td>
</tr>
<tr>
<td></td>
<td>Policy Coordinating Committee member, Labor Committee member</td>
</tr>
<tr>
<td>JX Nippon Oil &amp; Gas Exploration</td>
<td>Japan Petroleum Development Association</td>
</tr>
<tr>
<td></td>
<td>Vice Chairman</td>
</tr>
<tr>
<td></td>
<td>Japan Natural Gas Association</td>
</tr>
<tr>
<td></td>
<td>Director</td>
</tr>
<tr>
<td>JX Nippon Mining &amp; Metals</td>
<td>Japan Mining Industry Association (JMIA)</td>
</tr>
<tr>
<td></td>
<td>Director</td>
</tr>
<tr>
<td></td>
<td>The Sulphuric Acid Association of Japan</td>
</tr>
<tr>
<td></td>
<td>Chairman</td>
</tr>
<tr>
<td></td>
<td>Japan Copper and Brass Association (JCBA)</td>
</tr>
<tr>
<td></td>
<td>Director</td>
</tr>
<tr>
<td></td>
<td>Japan Society of Newer Metals</td>
</tr>
<tr>
<td></td>
<td>Director</td>
</tr>
<tr>
<td></td>
<td>Japan Catalyst Recovering Association</td>
</tr>
<tr>
<td></td>
<td>Chairman</td>
</tr>
</tbody>
</table>

**Inclusion in ESG-related Investment Indexes**

- Challenge Zero
- World Business Council For Sustainable Development (WBCSD)
- IPIECA—a global oil and gas industry association for advancing environmental and social performance
- CDP
- International Council on Mining & Metals (ICMM)
- Corporate Human Rights Benchmark (CHRB)
- Extractive Industries Transparency Initiative (EITI)
- Council for Better Corporate Citizenship (CBCC)
- Japan Business Initiative for Biodiversity (JBIB)
- The Sulphuric Acid Association of Japan
- IPIECA—a global oil and gas industry association for advancing environmental and social performance
- CDP
- International Council on Mining & Metals (ICMM)
- Corporate Human Rights Benchmark (CHRB)
- Extractive Industries Transparency Initiative (EITI)
- Council for Better Corporate Citizenship (CBCC)
- Japan Business Initiative for Biodiversity (JBIB)
- JX Nippon Mining & Metals
- Japan Mining Industry Association (JMIA)
- Director
- The Sulphuric Acid Association of Japan
- Chairman
- Japan Copper and Brass Association (JCBA)
- Director
- Japan Society of Newer Metals
- Director
- Japan Catalyst Recovering Association
- Chairman
FTSE4Good Index Series
FTSE Blossom Japan Index
MSCI Japan ESG Select Leaders Index
MSCI Japan Empowering Women Index (WIN)
S&P/JPX Carbon Efficient Index
SOMPO Sustainability Index
2020 Health and Productivity Management
Digital Transformation Stock Selection (DX Stock) 2020

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