

## Modern Slavery Act Statement FY2022

INPEX CORPORATION (hereinafter “INPEX”) discloses its initiatives to prevent slavery and human trafficking in the business and supply chain of the INPEX Group (hereinafter “the Group”) pursuant to Section 54(1) of the UK Modern Slavery Act 2015 as follows.

### 1. INPEX Business Overview

Pursuant to its mission of contributing to the creation of a brighter future for society through its efforts to develop, produce and deliver energy in a sustainable way, the Group is engaged in its primary business that includes research, exploration, development, production and sales of oil, natural gas and other mineral resources; research, development, production and sales of renewable energy; investing in and financing these business activities; and other business activities related to these. In addition, INPEX has formulated its Long-term Strategy and Medium-term Business Plan (hereinafter “INPEX Vision @2022”). Based on INPEX Vision @2022, the Group will proactively engage in energy structure reforms towards the realization of a net zero carbon society by 2050, while responding to the energy demands of Japan and other countries around the world.

The Group is currently engaged in projects located in approximately 20 countries worldwide, and employs more than 3,000 people on a consolidated basis.

- INPEX Vision @2022 (<https://www.inpex.co.jp/english/company/midterm.html>)

INPEX has an office in London in the United Kingdom. The duties of the London office mainly consist of carrying out administrative operations concerning businesses located in the region, supporting business development and new ventures and gathering intelligence and information on the oil and gas industry and new businesses including renewable energy.

The Group’s Australian affiliate discloses a statement under the Modern Slavery Act 2018 (Australia), which entered into force in January 2019. Australia is one of the Group’s core business areas.

- INPEX Australia Home Page (<https://www.inpex.com.au/>)

The Group's Norwegian affiliate publishes an account under the Transparency Act, which entered into force in July 2022. The affiliate is engaged in oil and natural gas business.

- INPEX Idemitsu Norge Home Page (<https://inpex-idemitsu.no/>)

## 2. Policy and Organizational Structure for the Prevention of Slavery and Human Trafficking

### Policy

INPEX comprehensively demonstrates its firm commitment to respect and uphold human rights in the INPEX Group Human Rights Policy (hereinafter "Human Rights Policy"). In addition, INPEX Group has formulated its Sustainability Principles which directs our sustainability initiatives and reaffirms our commitment to promoting them. Under its Sustainability Principles, the Group provides for the respect of human rights in its Business Principles and Code of Conduct, which all officers and employees are required to comply with.

- Human Rights Policy  
(<https://www.inpex.co.jp/english/csr/compliance/pdf/INPEX-Group-Human-Rights-Policy-en.pdf>)
- Sustainability Principles  
(<https://www.inpex.co.jp/english/company/philosophy.html>)
- Business Principles and Code of Conduct  
(<https://www.inpex.co.jp/english/company/policy.html>)

### INPEX Values

The Group sets INPEX Values which consist of Safety, Integrity, Diversity, Ingenuity and Collaboration as a common foundation to unit all officers and employees.

- INPEX Values  
(<https://www.inpex.co.jp/english/company/value.html>)

### Respect for International Norms and Participation in External Initiatives

The Group supports international norms relating to human rights, such as those laid out by the International Bill of Human Rights, the International Labour Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights. Additionally, the Group has participated in the United Nations Global Compact since 2011 and the IPIECA since 2013.

### Organizational Structure

Under its Human Rights Policy, Sustainability Principles, Business Principles and Code of Conduct, the Group requires all officers and employees to comply with laws and regulations, respect social norms and perform their duties while adhering to the highest principles of ethical conduct. In order to ensure that corporate ethics and behavior adhere to the policy and principles, the Compliance Committee led by the director in charge of compliance and consisting of full-time directors and executive officers holds regular scheduled meetings as well as ad-hoc meetings as required.

The Statement has been approved by INPEX's Board of Directors and signed by Kenji Kawano, Director, Senior Executive Vice President in charge of compliance of INPEX.

## 3. Initiatives Concerning the Prevention of Slavery and Human Trafficking

### Respect of Human Rights through Business Risk Assessments

The Group voluntarily adopts the International Finance Corporation (IFC) Performance Standard and conducts studies on the possible environmental and social impact — including labor issues and the impact on human rights of its business activities in the areas where the Group operates. The Group first identifies the risks and then takes the appropriate actions, such as avoiding, mitigating or monitoring these risks.

- Human Rights Initiatives

(<https://www.inpex.co.jp/english/csr/compliance/humanrights.html>)

### Supply Chain Management

The Group is engaged in business activities with a variety of stakeholders including contractors, suppliers and joint venture partners.

The Group operates in Japan, Australia, Indonesia, UAE and Norway(\*). Each of its operator projects have supply chains that provide labour, goods and services.

The Group procures approximately 260 billion yen per year in goods and services from approximately 2,000 suppliers. The Group takes appropriate actions to manage risks in our supply chain.

In carrying out procurement activities, all officers and employees strive to comply with relevant laws, social norms and Sustainability Principles in accordance with internal rules governing ethical procurement. The Group also requests its contractors and suppliers to respect the content of the principles included in the Human Rights Policy in the application and execution of contracts including procurement agreements. In 2022, the Group has formulated its Supplier Code of Conduct. This Supplier Code of conduct outlines our expectations including human rights and labour rights of suppliers to strive for sustainability throughout supply chain.

In addition, the Group identifies and assesses human rights risks in the registration and commissioning of new suppliers and the evaluation of tenders, and appraising some existing contractors through questionnaires. The Group held a seminar on human rights inviting external presenters and conducts CSR audits. As for the projects with a non-operating interest, the Group regularly monitors operators' initiatives on human rights through questionnaires.

In order to raise awareness of human rights for not only officers and employees but also contractors, suppliers and their subcontractors, the Group displays a poster relating to the Human Rights Policy in its operated project sites and offices in Japan and outside of Japan.

(\*) In the State of Texas in the United States, the Group was engaged in the development, production and marketing of tight oil as the Operator. In 2023 the Group has divested from them and sold its subsidiary.

#### Educational Activities and Whistle-Blowing System

The Group provides for the respect and upholding of human rights in its Human Rights Policy, Business Principles and Code of Conduct, which all officers and employees are required to comply with, and strives to enhance the awareness of officers and employees through its intranet. The Group also proactively promotes employee education on compliance including human rights by providing web based human rights training for executives and employees, training to employees and issuing internal newsletters on compliance issues. In addition, the Group promotes whistle-blowing by providing officers

and employees with a Helpline consisting of both internal and external desks, as well as the INPEX Global Hotline(\*) under its whistle-blowing system (<https://www.inpex.co.jp/english/csr/compliance/>). Serious compliance violations are dealt with in the appropriate manner and disclosed in the INPEX sustainability report issued annually. The Group also reports annually through the sustainability report the performance data related to human rights.

(\*) In June 2020, INPEX established the INPEX Global Hotline which supplemented the already existing Helpline. The purpose of the Global Hotline is to detect and immediately correct compliance violations in relation to three areas: (1) bribery and corruption, (2) antitrust laws (competition laws), and (3) accounting fraud, which are the risks assessed to be particularly high for our business.

#### 4. Future Efforts

The Group will ensure it fulfills its social responsibilities to the local communities in which it conducts business and contributes to the creation of a sustainable society through prioritizing protection of health and safety of stakeholders by implementing various measures to prevent COVID-19 infections as well as ongoing in-house training on human rights issues and enhanced human rights management including the prevention of slavery and human trafficking in its supply chain.

In addition, the Group has formulated the Guideline for the Supplier Code of Conduct. This guideline outlines concrete measures for each of our suppliers to conduct business in a manner that is expected in the Supplier Code of Conduct.

June 26, 2023



Kenji Kawano

Director, Senior Executive Vice President

INPEX CORPORATION