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LOCAL COMMUNITIES

Our Policy

The support we receive from local communities—underpinned by strong and trusted relationships—forms the basis of our social license to operate, and is therefore integral to the success of our business activities.

Our engagement with local communities is guided by commitments within the INPEX Group Sustainability Principles. INPEX is committed to engaging widely with, and fairly and proactively disclosing company information to our stakeholders, including the communities in which we operate. We seek to build and maintain relationships with our stakeholders through open and transparent engagement.

The INPEX Group Human Rights Policy❶ further outlines our pledge to recognize and respect the rights of people in communities who may be affected by our business activities, including the rights of indigenous peoples. In Australia, INPEX's commitment to working with Aboriginal and Torres Strait Islander peoples is set out in and implemented through the INPEX Reconciliation Action Plan❷.

Our Human Rights and Health, Safety & Environment policies include commitments to avoid or minimize any adverse impacts of our business activities on the communities in which we operate. We conduct impact assessments as part of the development of our business activities and implement a variety of control measures during their conduct. We engage with stakeholders as part of these assessments—with findings integrated into our business plans—and provide forums for ongoing community engagement, community inquiries and grievance management.

Our business success relies on access to strong local industries and skilled personnel. We are pleased to support the economic development of our host countries, regions and communities by working closely with our stakeholders to support local employment and business opportunities, respectful of cultural diversity.

Further to the social and economic contributions generated through our core business operations, we engage in social investment activities to support local development priorities and community programs, with the goal of contributing to the sustainability, prosperity and vibrancy of our host communities.

❶ INPEX Group Human Rights Policy
❷ Reconciliation Action Plan (RAP)

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Stakeholder Engagement

Japan

We engage with local stakeholders in Japan through the community engagement teams we have established at our operational sites in Niigata, Minami-Aga, Nagaoka, Kashiwazaki, Naoetsu, Akita, and Chiba.

In recent years, we have actively participated in community events, including providing sponsorship and volunteer support for a marathon in Kashiwazaki. We also sponsor firework displays at summer festivals in Niigata, Nagaoka, Kashiwazaki, Naoetsu and Akita, and help to protect the environment by collaborating with residents of Nagaoka in a semiannual reforestation project (due to COVID-19 impacts, some events were cancelled in 2020 and 2021, and may be cancelled again in 2022).

Naoetsu LNG Terminal—the core facility of our gas supply chain and the receiving terminal for LNG shipped from Ichthys LNG in Australia—publishes a bimonthly newsletter for local residents, municipal offices, and government agencies to inform them on the terminal's operations, safety efforts, and other matters. Our employees also interact with community residents by taking part in local activities such as softball tournaments.

Australia

During 2021, we continued to work closely with key stakeholders in Australia to minimize impacts of the COVID-19 pandemic on our business and to protect the safety and well-being of our personnel and the communities in which we operate. While COVID-19 restrictions prevented some face-to-face meetings, we maintained regular and proactive engagement with stakeholders through virtual meetings, phone calls and e-mails.

More than 300 engagements with government, industry, business, and community stakeholders were held in FY2021, and focused on updates on Ichthys LNG's operational activities and opportunities for communities including employment, business, and community investment.❸

❸ Community engagement in the Northern Territory

Indonesia

We strive to maintain productive communication with the stakeholders we have identified for the Abadi LNG Project in Indonesia, not only the local residents and others directly impacted by our project operations, but also NGOs and the central and local governments. As part of this commitment, we station employees who were raised in the areas surrounding the operating sites in those locations, so they can directly support our efforts to maintain active dialogue with those communities.

Through this dialogue, we became aware that one local community was having difficulty securing access to clean drinking water. Following talks with representatives of the community and local government, we responded by developing and launching the "Clean & Healthy Behavior Program". This initiative aims to establish a community water tank and pipeline network so that clean drinking water can be supplied to every household. Instead of directly building the water system, we are advancing this effort under a model of community-based participation and involvement.

Regarding the environmental and social impact assessment currently underway, we developed a Stakeholder Engagement and Public Consultation Plan (SECP) ahead of the public consultations for local residents that are held as part of the Indonesian Environmental and Social Impact Assessment process (AMDAL). The SECP goes beyond the requirements of AMDAL to incorporate stakeholder engagement requirements stipulated in the IFC Performance Standards (IFC PS). We are implementing initiatives in accordance with the SECP.

Our stakeholder engagements at each process of the environmental and social impact assessment are summarized on the next page.

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Year	Processes	Initiatives regarding Stakeholders
2018	Identifying stakeholders	● Identifying a wide array of stakeholders in the project and creating a stakeholder map.
2019	Developing a Stakeholder Engagement and Public Consultation Plan (SECP)	● Identifying requirements for AMDAL and stakeholder engagement as stipulated in the IFC PS. ● Developing a SECP to comprehensively manage the above requirements.
	Implementing AMDAL Public Consultations	● Holding AMDAL public consultations in each project location area and hearing the local community's concerns.
	Developing KA-ANDAL	● Developing Terms of Reference (KA-ANDAL) for an environmental and social impact assessment that take into consideration the community concerns identified in the aforementioned public consultations.
	Baseline Survey	● Implementing surveys through face-to-face dialogues, such as Focus Group Discussions, Household Surveys and Key Informant Interviews to understand the current situation of the affected communities.
2020–2021	Impact Assessment	● Assessing the impacts on affected communities during construction and operation. Implementing the impact assessment relevant to the community concerns.

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Addressing Community Feedback

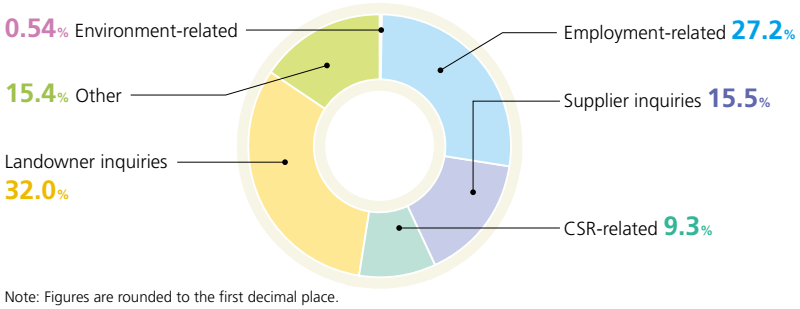
In accordance with the principles outlined under "Our Policy" (page 82), we record and manage the feedback we receive from local communities, and endeavor to provide appropriate responses where needed.

We receive feedback via diverse channels, including our toll-free hotlines, email, and face-to-face consultations. This information is shared with relevant personnel and used to monitor community sentiment and the types of inquiries received. We strive to identify community concerns at an early stage and minimize potential risks. We properly respond to grievances by following our established procedures and establishing the facts of each matter with the cooperation of the relevant stakeholders.

The following graph provides a breakdown of the inquiries and feedback received in FY2021 from residents living near our key project sites and operational facilities, based on our external stakeholder response procedures.

No grievances were recorded under those procedures during the year.

Breakdown of inquiries and feedback received from local communities in Japan, Australia, Indonesia, and the US in FY2021[4]



Note: Figures are rounded to the first decimal place.

[4] Community feedback in Australia

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Working with Indigenous Communities

Reconciliation Action Plan

In Australia, our commitment to working with Aboriginal and Torres Strait Islander peoples to build sustainable and mutually beneficial relationships is underpinned by our Reconciliation Action Plan (RAP).

Included in our second Stretch RAP 2019-2022[5] are practical actions and deliverables that help to advance our contribution to reconciliation in the communities in which we operate. A Steering Committee comprised of senior management provides regular oversight of the RAP and monitors the implementation of actions and deliverables, with progress being reported publicly on an annual basis.[6]

Workshops have been held with relevant teams to set actions and deliverables in preparation for our next RAP from 2023 onward.

5 INPEX Stretch Reconciliation Action Plan (RAP) 2019-2022
6 Reconciliation Action Plan Report 2021

Employment and Local Businesses

Through our business activities, INPEX is laying the foundations in Australia to support sustainable, multi-generational economic participation opportunities for Aboriginal and Torres Strait Islander communities. We integrate both employment and business participation opportunities into the way we do business through regular reviews of our human resources and procurement practices to remove barriers to engaging Aboriginal and Torres Strait Islander peoples and businesses.

Our "Solid Pathways" program provides learning and developmental employment opportunities to Aboriginal and Torres Strait Islander individuals to work in the oil and gas industry. The program's participants receive on-the-job support and external training for 12 to 18 months, in preparation for potential long-term direct employment with INPEX Australia. In FY2021, thirteen Aboriginal and Torres Strait Islander individuals commenced employment with INPEX.

The Solid Pathways program is a key deliverable contained in INPEX's Stretch RAP 2019-2022 and is a major contributor to INPEX achieving its commitment to employ 36 Aboriginal and Torres Strait Islander peoples, or 3% of our workforce, by 2022.

This commitment was achieved by end of December 2021, with a total of 36 individuals employed. In addition, more than 100 Aboriginal and Torres Strait Islander peoples were engaged through Ichthys LNG operations contractors in FY2021, exceeding the target of an average 60 positions each year from 2019 to 2021.

To increase Aboriginal and Torres Strait Islander supplier diversity, a target has been set for INPEX and its contractors to engage 12 Aboriginal and Torres Strait Islander majority-owned businesses, to the value of more than A$1 million, in the period from 2019 to 2021. Since the commencement of the RAP in 2019, INPEX and its contractors have engaged 17 majority-owned Aboriginal or Torres Strait Islander businesses for scopes of work with a total value exceeding A$10 million.

Cultural Heritage

In Australia, heritage management plans have been developed and implemented to protect the cultural heritage of the communities in which we operate. The INPEX Larrakia Advisory Committee—a group primarily comprising of Larrakia people from a range of backgrounds and experience—is consulted on cultural heritage matters as the traditional owners of the Larrakia lands and waters (the Darwin region) on which the Ichthys LNG onshore processing plant is located.

In keeping with the 2021 NAIDOC Week[7] theme of "Heal Country" and as part of INPEX's NAIDOC Week celebrations, we published an article on our Australian intranet about "Heritage Hill," a protected area situated on the boundary of the onshore processing plant and a site of cultural significance to the Larrakia people.

INPEX has long been committed to preserving items of cultural significance to Aboriginal peoples and was the first company in the Northern Territory (NT) to engage Larrakia Heritage Monitors during the early stages and prior to construction of the onshore plant. During archaeological surveys, a number of known Aboriginal heritage sites were identified in and just outside the onshore development area. Following consultation with the Larrakia Heritage Management Executive Committee (the predecessor to the INPEX Larrakia Advisory Committee) and the NT Government Heritage Branch, some sites and objects of cultural significance remained in situ while others were relocated to Heritage Hill.

A Larrakia-owned business has been engaged to provide the Heritage Hill grounds maintenance services, with Larrakia Heritage Monitors employed when required.

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In Indonesia, INPEX has conducted interviews regarding the cultural heritage and sacred sites of affected communities as part of the Indonesian Environmental and Social Impact Assessment process (AMDAL) for the Abadi LNG Project. We have used the insights gained to assess potential project impacts on cultural heritage and sacred sites, and are formulating measures for minimizing those impacts.

❼ NAIDOC originally stood for "National Aborigines and Islanders Day Observance Committee." NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated by Australians from all walks of life.

Case study: Supporting Aboriginal conservation of cultural and environmental values

INPEX-led Ichthys LNG Joint Venture has committed A$24 million over two decades to assist Aboriginal rangers in the management and protection of land and sea country in the Northern Territory (NT), Australia.

The Aboriginal Ranger Grants Program (ARGP) will receive funding from Ichthys LNG Joint Venture as part of a new plan between the company and the NT Government under the existing Ichthys Project Voluntary Offsets Agreement.

The funding will help Aboriginal rangers and sea managers deliver a program for the conservation management of dugongs, cetaceans and threatened marine matters of national environmental significance in the Top End region of the NT.

NT Minister for Parks and Rangers, Selena Uibo, said she was delighted that Ichthys LNG Joint Venture was partnering with Government to add more value to the work of this remarkable group of Territorians, and helping to create local jobs for Aboriginal rangers in remote parts of the NT.

"Their multi-million, two-decade commitment is a standout example of corporate investment in the public good," said the Minister.

The Larrakia Rangers, who cover sea and land country around Darwin, said the funding opportunities have enabled them to lead projects that Larrakia want to do and use their local knowledge.

Under the ARGP, two types of grants are available through a competitive, merit-based system:

- Capital funding – which has helped rangers purchase vehicles and trailers, boats, fire and weed spray units, heavy equipment, information technology and communication systems and infrastructure.
- Conservation land management funding – which has provided rangers with assistance for activities including feral animal management, fire and weed management, protection of threatened and "iconic" species, cultural management, and training and skills development.

Announcement of A$24 million contribution over 20 years to the Aboriginal Ranger Grants Program with the Northern Territory Minister for Parks and Rangers and the Larrakia Rangers

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Contributing to Local Economies

Business and employment opportunities are some of the key economic benefits that our business can provide in local communities.

INPEX Australia developed an Industry Participation Plan[8] for Ichthys LNG to provide full, fair and reasonable opportunities for Australian suppliers. These commitments are cascaded to contractors through our contracts and procurement processes. Regular progress reporting and scheduled meetings with key contractors are incorporated to assess levels of local content achieved against submitted plans and targets.

A supplier opportunities portal[9] has been established on the INPEX Australia website to provide guidance to suppliers seeking opportunities with INPEX Australia. The Industry Capability Network Northern Territory (ICNNT) has been engaged to help identify local suppliers, and we encourage local suppliers seeking opportunities to establish and maintain a company profile with the ICNNT. In FY2021, an overall Australian content level of 89% was achieved for Ichthys LNG operations.

Training and apprentice programs continue to be run by INPEX and key contractors to provide opportunities for locals—including Aboriginal and Torres Strait Islander peoples—to commence careers in the industry and contribute to building local workforce capability.

8 Australian Industry Participation Policy
9 INPEX Australia Website: Disclosed information for suppliers

Case study: Long-term social and economic benefits of Ichthys LNG

An independent report forecasting a bright decade ahead for the Northern Territory (NT) courtesy of INPEX-operated Ichthys LNG was released in 2021.

The report, titled *A social and economic impact assessment: Ichthys LNG 2020 – 2030*, was launched in September 2021 by the NT Chamber of Commerce and supported by the NT Deputy Chief Minister. INPEX also held briefings for key stakeholders together with ACIL Allen's lead economist.

ACIL Allen considered business indicators such as operational and capital expenditure, employment and local contract values to assess Ichthys LNG's contribution to Gross Territory Product, wages and salaries paid to Territory workers, population growth, social services and the valuable contribution of volunteers in the community. The report found that for every full-time job created by Ichthys LNG an additional two jobs were generated in the Northern Territory.

Each year, Ichthys LNG will directly pay A$250 million in wages and salaries to its Northern Territory-based workforce and workers across other sections of the economy in roles created as a result of Ichthys LNG's operations in the Northern Territory.

Other key economic and social benefits identified in the report included:

- A$7.1 billion in total tax revenue to be generated, with an average of A$649 million going to the Australian and Northern Territory governments each year
- A$2.8 billion of income to be generated, or A$251 million each year
- A$8.4 billion in exports to be contributed, equating to A$770 million each year.

The report also found that Ichthys LNG employees contributed approximately 50,000 hours of volunteering work per annum.

An independent report was launched in 2021 to forecast the economic and social impact of Ichthys LNG in the Northern Territory from 2020 to 2030.

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Supporting Local Communities

We engage in social contribution activities to support and enhance the social and economic development of host communities in response to their needs. INPEX contributed JPY 2 billion to social investment programs in FY2021. Next generation education and training is one of the focus areas for our social investment activities, comprising approximately 30% of our global social investment spend in FY2021. Regular meetings are held between CSR teams in Tokyo, Australia, Indonesia and Abu Dhabi to provide updates on community engagement and contribution activities and to share lessons learned.

Australia

In Australia, we focus our community investment activities on initiatives that promote positive educational and health and well-being outcomes for people in our host communities, and those that support capacity building in local businesses.

Since 2012, we have contributed more than A$8.4 million to community initiatives in Australia, and in FY2021, we supported more than 30 community programs, ranging from small community grants to strategic partnerships with for-purpose organizations. In recent years, more attention has been placed on establishing larger and longer-term community partnerships that will contribute to more meaningful social impact in our communities of interest.

In FY2021, our activities continued to be influenced by COVID-19 impacts to our community partner operations and the initiatives we funded. We maintained a flexible approach in our engagement and support of our community partners, focusing on organization and program sustainability.

Case study: Supporting community mental health and well-being outcomes

In late 2021, the Aboriginal and Islander Mental health initiative (AIMhi) "Stay Strong" mobile phone app was launched in Darwin as a collaboration between Menzies School of Health Research (Menzies) with funding support from INPEX-led Ichthys LNG Joint Venture.

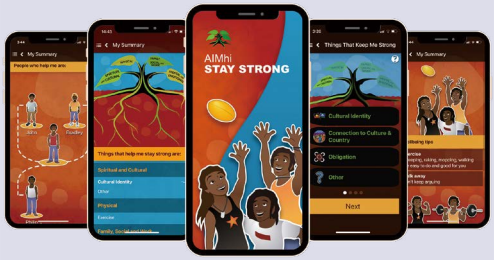
The AIMhi Stay Strong app is a colorful, user-friendly and free-to-download digital tool developed by Menzies with Aboriginal and Torres Strait Islander peoples to provide information about mental health and well-being. It currently incorporates Pitjantjatjara language and Aboriginal English, with plans to include other Aboriginal and Torres Strait Islander languages.

AIMhi Stay Strong was initially developed for tablet use to support health service providers to have well-being conversations with Aboriginal and Torres Strait Islander clients in primary care and specialist settings. The app has undergone consultation, co-design and implementation cycles for more than a decade, confirming its acceptability, feasibility and effectiveness.

Professor Tricia Nagel, Head of the Well-being Preventable and Chronic Diseases Division at Menzies, mentioned the AIMhi Stay Strong team were excited to launch the phone app version of this simple and practical self-management care planning tool.

"The phone app makes the AIMhi Stay Strong approach even more accessible, putting help easily within reach. This tool and the holistic strengths-based approach it brings to mental health is in use in lots of different services across Australia," Prof. Nagel said.

Health practitioners and Aboriginal and Torres Strait Islander stakeholders have reported the mobile app is empowering clients to take greater control in managing their health and well-being.



The AIMhi Stay Strong mobile phone app is a tool co-designed by Aboriginal and Torres Strait Islander peoples and mental health professionals to support practical self-management care.

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Since 2009, we have engaged in diverse activities at the Abadi LNG Project in Indonesia to support the sustainable growth of local communities, including efforts to preserve the environment and traditional culture and create economic opportunities. We identify community needs through dialogue with stakeholders and carry out activities that serve those needs, based on the Social Investment Strategy, which is formulated from a medium- to long-term strategic perspective.

A wide array of activities have been planned and are being implemented under the Social Investment Strategy 2021-2023, which was drafted in December 2020. Five focus areas have been identified under this Strategy: (1) strengthening local economies; (2) education; (3) public health; (4) environment; and (5) strategic community contribution. Key efforts made in FY2021 include the following:

- **Scholarship & Mentoring Program:**
  Scholarships, coaching, and mentoring were provided to selected local students attending college or graduate school.

- **Clean & Healthy Behavior Program:**
  We supported efforts to secure a clean drinking water supply for the community nearest the project site. Specifically, we worked together with the community and the local government to install a community water tank and supply pipelines. We also carried out actions with local authorities to educate local residents on public health and water management and to encourage them to follow recommended hygienic practices.

- **Tanimbar Ikat Weaving Development Program:**
  We provided support to help preserve, pass down, and spread the culture of ikat (traditional woven textiles) in the Tanimbar Islands in Maluku Province, and create new markets for these textiles.

- **Environmental Preservation and Conservation Program:**
  We planted native trees along major roads in urban areas in collaboration with local environmental authorities. We also helped to develop, maintain, and manage a local park.

Clean & Healthy Behavior Program activities

Environmental Preservation and Conservation Program

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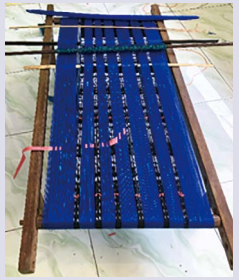
Tanimbar Ikat Weaving Development Program in Indonesia

We have run the Tanimbar Ikat Weaving Development Program since 2017 to help preserve, pass down, and spread the culture of ikat (traditional woven textiles) in the Tanimbar Islands in Maluku Province, and to support the creation of new markets for the textiles.

As part of the program, fashion shows featuring ikat have been held in Jakarta, Tokyo, and elsewhere.

In FY2021, we carried out the following efforts to promote the passing down of ikat weaving skills, the wider use of ikat textiles, and the creation of business opportunities:

- Skills training and mentoring for 20 ikat artisans
- Mentoring on SME-related matters
- Construction of two local galleries to display ikat products.



Tanimbar Ikat Weaving Development Program

Scholarship Program (INPEX Scholarship Foundation)

The INPEX Scholarship Foundation, established in March 1981, provides scholarships aimed at promoting mutual understanding, friendship and goodwill between Japan and Indonesia through student exchanges.

The Foundation has supported 144 Indonesian and 61 Japanese students as of March 2022. Many of the students are now contributing to their home countries in the research and development fields they studied during their time abroad.

2021 INPEX Scholarship Foundation year-end exchange

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Social Contribution Activities in Abu Dhabi

Our business activities in Abu Dhabi have entered a new phase following: the acquisition of an interest in the onshore oil fields in 2015; the extension of an interest in the Upper Zakum oil field in 2017; and the extension of an interest in the Satah and Umm Al- Dalkh oil fields and acquisition of an interest in the Lower Zakum oil field, both in 2018. In addition, we were awarded the rights to operate Onshore Block 4 in 2019 and are undertaking exploration activities. To further enhance our long-term relationship with the UAE and Abu Dhabi over the next 40 years, we focus our social contribution activities on support for the country's next generation.

Introduction of Kumon Method to Abu Dhabi

Since 2018, with the aim of nurturing young minds to develop mathematical proficiency—the foundation for education in the fields of science, technology, engineering, and mathematics (STEM)—, we have collaborated with the Kumon Institute of Education and the Abu Dhabi National Oil Company to introduce the Kumon Method in four Abu Dhabi elementary schools. In 2019, we commenced the world's first tablet computer-based Kumon learning program outside Japan.

From 2020 onward, we developed a new Kumon mathematics learning format using tablets and other digital tools in order to facilitate at-home learning amid the COVID-19 pandemic. This program is being run for some 6,000 students at nine schools. Since 2021, efforts funded by INPEX are being made to expand the program to more students and schools.

The five PR ambassadors (courtesy of Expo 2020 Dubai Japan Pavilion website)

Student ambassadors at Expo 2020 Dubai

We support an education program for UAE children at the Japanese School in Abu Dhabi, and dispatch instructors to teach participating children, with assistance from other companies. Five UAE graduates of the school who are studying at high schools and universities in Japan were appointed by the Japanese Minister of Economy, Trade and Industry to serve as PR ambassadors at the Japan Pavilion at Expo 2020 Dubai, where they helped to communicate the appeal of Japanese culture.

Promotion of judo and judoka training

We also strive to promote the spread of judo in the UAE by supporting the training of young, Abu Dhabi-based judoka by a judo instructor invited from Tokai University in Japan. We also co-host the annual Judo Japanese Ambassador's Cup tournament in Abu Dhabi.

Judo Japanese Ambassador's Cup award ceremony

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Social Contribution Activities in Japan

Our headquarters runs a charitable giving program whereby employees can opt to have a portion of their pay deducted for donation to NGOs and NPOs chosen through an annual employee vote. The beneficiaries engage in activities related to three themes: Environment, Education and Fostering Future Generations, and Support for Local Communities. In May 2022, the program sponsored the Music Festival for Children and Young People (organized by the Sony Music Foundation and Suntory Foundation for the Arts) as one contribution to Education and Fostering Future Generations.

Since 2020, a program coordinated by our subsidiary INPEX Solutions has provided on-site workshops—led by richly experienced employees—to students at junior and senior high schools and colleges. The lessons cover energy development, the general energy situation, and climate change. In 2021, a workshop titled "The Changing World of Energy" was held at Nobi Junior High School in Yokosuka, and other seminars were hosted at the Department of Civil Engineering at the National Institute of Technology, Gunma College, as well as other technical colleges and universities.

Our Akita Field Office staff teams up with local residents to plant flower seeds along Cosmos Road in Akita City's Yabase district, while Nagaoka Field Office employees join with agricultural workers and organizations to pick up litter and maintain flower beds in the area around Koshijihara Plant.

Personnel at Naoetsu LNG Terminal participate in beach clean-ups organized by a local environmental group, pick up litter and cut grass along roads near the office, and carry out other beautification activities to do their bit for the local community. We also support requests for educational field trip opportunities from the local community—e.g. government offices, residents, businesses, and other stakeholders—and offer tours that explore the terminal's LNG tanks and other facilities. The tour includes a stop at the on-site INPEX Museum, a small theater that screens a fascinating video presentation of the story of oil and natural gas—from its formation through to its use in our everyday lives.
(The tour program was suspended in 2021 due to COVID-19 precautions).

INPEX exhibition booth at the Music Festival for Children and Young People

Maintaining flower beds at Nagaoka Field Office