



Note: The following is an English translation of the Japanese-language original.

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[Information]

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## **Participation in “Women 10x”, the first cross industrial international platform for supporting women in the oil and gas industry (Announcement)**

Japan Petroleum Exploration Co., Ltd. (JAPEX) announces that it has become the first Japanese company to participate in “Women 10x Energy (hereinafter “Women 10x”), a platform of the oil and gas industry for supporting women.

Women 10x’s world launch was announced on October 23, 2024 by WPC Energy<sup>(\*1)</sup> (formerly known as the World Petroleum Council), the Leadership Excellence Women Awards and Symposium (LEWAS)<sup>(\*2)</sup>, and the International Strategic Accelerator for Women (iSAW)<sup>(\*3)</sup>, an NPO supporting the advancement of women internationally. Women 10x was established with the aim of promoting gender equality through the advancement of women in the oil and gas industry internationally. The activity started from the Women’s Empowerment Session at the 24<sup>th</sup> World Petroleum Congress (Calgary) in which JAPEX was one of the panelists. JAPEX is the first Japanese company to participate in Women 10x.

Participating companies will use the digital platform “iSAW LIFT” (hereinafter “LIFT”) operated by iSAW to gather information and solve problems by sharing examples of initiatives and systems to promote the advancement of women in their companies and countries, and by exchanging opinions on the issues and concerns of individual participants regardless of their job title and generations. JAPEX believe that the Women 10x initiative using LIFT will be a driving force for promoting the advancement of women in JAPEX and the industry.

JAPEX has established the “JAPEX Diversity, Equity & Inclusion (DE&I) Policy” and has formulated KPIs related to this policy in the form of an action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace. JAPEX is taking action to achieve its goals. JAPEX will continue to promote the development of a corporate culture and climate in which all employees can demonstrate their abilities and will also aim to further enhance our corporate value by promoting the improvement of the workplace environment and the review of personnel systems.

Note)

\*1: WPC Energy was established in London in 1933 as an organization to provide a forum for discussion on the science, technology, economics and management of oil, gas and energy. As of January 2024, 60 petroleum-producing and consuming countries participate in the WPC Energy.

\*2: LEWAS is a non-profit organization that supports the advancement of women in the energy industry. LEWAS breaks down stereotypes by introducing women, men and companies that support women in the energy industry and enables them to support the development of the industry.

\*3: iSAW (International Strategic Accelerator for Women) a non-profit organization whose mission is to achieve economic equality between men and women in the workplace, enabled and accelerated through an innovative digital platform called iSAW LIFT.

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