30th of March 2018

INPEX Action Plan to Promote Women's Participation and Advancement in the Workplace

The company has conducted an internal assessment based on the "Act on Promotion of Women's Participation and Advancement in the Workplace" and developed an action plan to resolve the identified challenges as below:

【Timeline】
1st April 2018 to 31st March 2023

【Challenges】
✓ There is a low number of females who are managerial level employees
✓ The recruitment of females is quite low in most job categories

【Action Plan】

Target 1: Increase the number of female managerial employees to a minimum of 3%

＜Action＞ To be progressively implemented from April 1, 2018
1. Ongoing training for managerial employees to support female career progression
2. Introduce a career training program for female employees
3. Guide our managerial and female employees on our internal policies, and clarify the career paths available to females
4. Reduce the attrition rate of females by investigating the reason for their departure, and improve our internal processes accordingly

Target 2: Recruit female graduates at 25% and increase the female ratio in each job category

＜Action＞ To be progressively implemented from April 1, 2018
1. Continue to feature female employees on the Company's recruitment website and brochures
2. Conduct seminars targeting female students to improve our visibility to potential graduates
3. Encourage female students to visualize working at INPEX through opportunity for engagement with our female employees

Target 3: Cap overtime work at 15 hours/month, and increase the usage of leave to 85% (overall)

＜Action＞ To be progressively implemented from April 1, 2018
1. Implement a flexible work policy to facilitate a healthy work-life balance
2. Adopt ongoing measures to reduce overtime work (finish work by 8pm, dedicated no-overtime day, pre-approval required for overtime work)
3. Ongoing measures to promote the usage of leave (promoting longer-term leave and recommended leave days)