



Publication date: 4 March 2025

INPEX Australia Employer Statement on the Gender Pay Gap 1 April 2023 – 31 March 2024

At INPEX we believe when people of different backgrounds and experiences work together in an inclusive way, it results in improved decision making and better business performance.

Our values guide our actions and our relationships – and our people help support society’s growing need for secure, affordable and clean energy.

We are committed to narrowing our gender pay gap at INPEX, as we strive to further improve gender equity outcomes and foster a diverse and inclusive workplace. We recognise the lower representation of women in leadership, operational, and technical roles is reflected in our Gender Pay Gap (GPG*), and this is why we have been focusing our efforts to ensure everyone has fair and equal access to opportunities, regardless of their gender.

We are achieving this through:

- Committing to internal recruitment principles, as well as supporting our senior leaders to improve gender diversity in their teams.
- Updating recruitment processes to improve inclusivity, including job advertisements and interview guide questions.
- Encouraging female students through outreach initiatives to consider a STEM career pathway, particularly in engineering.
- Highlighting and celebrating the achievements of women, as well as those championing gender diversity through internal and external awards programs.
- Advocating that working part time is not a barrier to promotion.
- Reviewing and improving systems to prevent and respond to inappropriate workplace behaviour.
- Consulting with employees on gender equality related issues, both formally and informally.

These initiatives have allowed us to make strong progress on closing the gender pay gap, with our median GPG across INPEX corporate group** improving from 41.4 per cent to 37.3 per cent.

Highlights in the latest reporting period include:

- Women were better recognised in **promotions** across the organisation, representing 30.7% of our promotions over the reporting period compared to 25% the previous year.
- Gender balance across **Manager and Executive** level has improved, with women now filling 15.4% of these positions, compared to 12.7% the previous year.
- More men are taking on the role of **primary carer**, with 24 men accessing primary parental leave, up from 17 in the previous year.
- 10 **part time** employees were promoted, nine women and one man, two of whom were promoted into Manager or Executive level positions (both women).

INPEX remains committed to the United Nations Sustainable Development Goal 5, to achieve gender equality and empower all women and girls. The full and effective participation of women in our business—including in leadership roles—remains key to our ambition and an expression of our corporate values.

**GPG is the difference in average earnings between women and men across our workforce. It is not the same as equal pay, which is where women and men performing equivalent work are paid the same.*

***INPEX corporate group employing entities include INPEX Australia Pty Ltd and INPEX Browse Ltd*