

The Voice of Female Employees of ROC Oil Malaysia



In today's global energy industry, female employees are playing an increasingly important role as a driving force for innovation and development in the industry. In Malaysia, a country with rich, diverse cultural backgrounds and various nationalities in the capital of Kuala Lumpur, a group of outstanding female employees from ROC Oil Malaysia office are making significant contributions to the company's development with their outstanding professional ethics, solid professional skills, and proactive entrepreneurial spirit, demonstrating the power of women through practical actions.

The female employees in the office of ROC Oil Malaysia come from different cultural backgrounds. The Company fully respects the local culture and religious beliefs, providing equal opportunities for female employees of different races to develop. The female employees of ROC Oil Malaysia stand out with firm career goals and unremitting pursuits, breaking through the boundaries of professional gender and becoming an important force in the operation team of ROC and Oil & Gas operation center in Southeast Asia.

Women in management positions

ROC Oil Malaysia's office places great emphasis on cultivating and promoting female leaders, with several female middle-level managers playing core roles in project management, finance, legal & compliance, and people management.



Ms. Azrina Aziz, the Senior HR Advisor, works at ROC Oil and has led the initiation and implementation of multiple HR initiatives for the company. Since the beginning of her tenure, she has showcased her expertise in the field of HR, and has accumulated rich project management, business operations and leadership skills through years of practical experience.

Azrina firmly believes that diversity and inclusivity are the foundation of business success. "As a female leader, I believe, a company that respects and supports women's development, must be praised for their fair representation of women in the Company and this makes us, female employees feel valued and empowered," said Azrina.



Ms. Najlaa Haridan, Contracts Legal Counsel also grew step by step within ROC Oil's corporate environment. Started as a Legal Counsel who mainly deals with contracts documents for projects, she grew herself and becoming the focal person for all legal matters within the business for ROC Oil Malaysia. From handling contracts documents where she was entrusted to lead major contract negotiations such as for Drilling Rig contract, she is now becoming the focal person to handle

all legal matters including industrial relations and corporate governance alongside contracts.

When it comes to her development at ROC, she said, "I am very grateful for the company's women's empowerment. The Company allows and supports every female employee to develop skills and enhance leadership, and at the same time, encourage us to have a work life balance between work and family. This approach allows us to boldly pursue our career growth in the workplace regardless of our gender."

Women's Wisdom in Technological Field

In the technical team of ROC Oil Malaysia, the proportion of female engineers is more than 50% and they work alongside male engineers to showcase their strengths in a traditionally male-dominated industry.



One such outstanding representative is **Ms. Swei Ru, Wong, a Senior Drilling Engineer**. Since joining ROC Oil 5 years ago, she has successfully led drilling projects in the D35/D21/J4 fields with improved drilling efficiency, excellent HSE performance and accurate cost control. Her work and professionalism has made her one of the main leaders of the company's drilling department.

Her success is not only a reflection of personal achievement, but also a result of ROC Oil's emphasis on cultivating female employees. Ru said "I am very grateful to the company for providing countless equal opportunities as well as steadfast support. Not only am I able to utilise my technical expertise, with guidance from leaders who believe in my talent, I am continuously empowered to step into roles that broadened my skills, talents and capabilities. I am proud to be part of the all-female drilling team in ROC Oil Malaysia".



Ms. Ainulhuda Nor Rahmat, Principle Geologist - Subsurface department works for the company for 6 years, Ainul is responsible for the geological work in the D35 PSC project. With outstanding leadership, she has led the team from detailed reservoir characterization, well planning for several drilling campaigns in D35/D21/J4 to the project approval reviews and field development plan submission. These drilling campaigns have managed to increase our oil production and improve our oil recovery.

“I enjoy myself working at Roc Oil because we are a small community and very close to each other that we feel like a family. This company has given me not only the opportunity to leverage my technical skills but also management skills with the ability to work cross disciplines such as finance and planning during project approvals. I am very thankful to be part of Roc Oil Malaysia journey alongside my excellent subsurface team players” said Ainul.

Diversity strategy drives ROCs future development

As an international company with a global perspective and multicultural integration, Roc Oil is committed to creating an inclusive and diverse work environment, providing every employee with a fair, inclusive, and opportunity-filled working environment. The Malaysian office of Roc Oil is a microcosm of this corporate culture, and the success of female employees in ROC KL office is also the best witness to Roc Oil's long-term implementation of diversity strategy and inclusive culture. This corporate value system of equality, respect, and diversity enables Roc Oil to maintain competitiveness and attractiveness in the long run, becoming one of the companies active in the Southeast Asian and Chinese markets, widely recognized by the industry, and trusted by partners.

Roc Oil will always adhere to a diversity strategy to drive the company's future development, continuously promoting innovation and progress through the multidimensional perspectives and experiences of a diverse work team. Roc Oil will also continue to provide more opportunities and broader development platforms for its female employees, allowing more female employees to exert influence in various fields, contribute more women's wisdom and strength to the high-quality development of the company, and promote industry progress.