

# The 21<sup>st</sup> FCW Forum

November 20, 2025  
Al Ain, UAE



Under the patronage of Her Highness Sheikha Fatima bint Mubarak, the Friendship Committee for Women Career Development (FCW) marked a decade of empowerment with its 10th Anniversary Forum. This milestone event was held at the historic UNESCO World Heritage site, Qasr Al Muwaiji, in its roots in Al Ain.

Among the participation of approximately 230 people, including H.E. Dr. Maitha Al Shamsi, Minister of State, UAE / Chair of the FCW Committee), H.E. Mr. Ken Okaniwa, Ambassador of Japan to the UAE, and Mr. Hiroshi Hasegawa, METI, Japan, and past contributors of ADNOC executives, it was looked back on the achievements and progress accomplished in the past 10 years, and the message was delivered that to exchange the knowledge of both countries and participating countries are essential for women career development toward a sustainable future.



H.E. Dr. Maitha Al Shamsi, Minister of State, UAE /  
Chair of the FCW Committee



Ms. Fatema Al Nuaimi, CEO, ADNOC Gas, announced the results of several female CEOs including herself were appointed since the 2016 establishment of gender balance targets in ADNOC, and highlighted the transformative impact of ADNOC's commitment to gender diversity, including that her past experience of participating in this community became an opportunity to obtain valuable advice and inspiration in her own career.



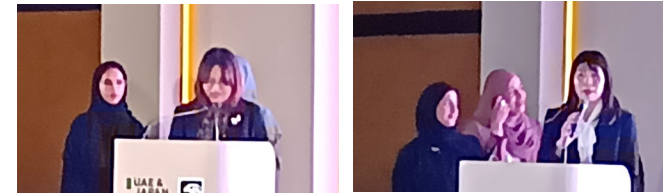
Ms. Fatema Al Nuaimi  
CEO of ADNOC Gas

Dr. Ayako Kameda, Executive Officer and Senior General Manager of Green Energy Division, Obayashi Corporation, the guest speaker from Japan, present her perspective that every person becomes someone's inspiration and is guiding the future leads to sustainable leadership, which was sampled of her own career which influenced by her father, who was engaged in the energy industry for nearly 50 years. She emphasized that it is a mission not only for individuals but also for the energy industry and society as a whole.



Dr. Ayako Kameda, Executive Officer,  
Senior General Manager of Green Energy Division  
Obayashi Corporation

In the presentation of the results of the workshop, following three days of intensive dialogue, participating from the UAE, Oman, and Japan collaborated across four thematic groups, it was shared many important insights and visionary ideas as the next generation of leaders to shape a sustainable and innovative future of the energy industry.



#### UAE-Japan Women Friendship Committee (FCW) Celebrating 10 Years of Partnership and Progress



### 第21回FCWフォーラム 実施概要