



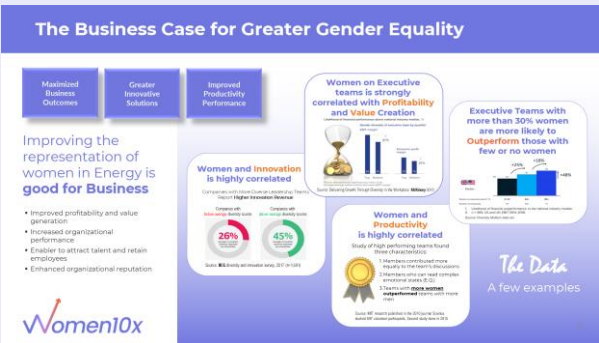
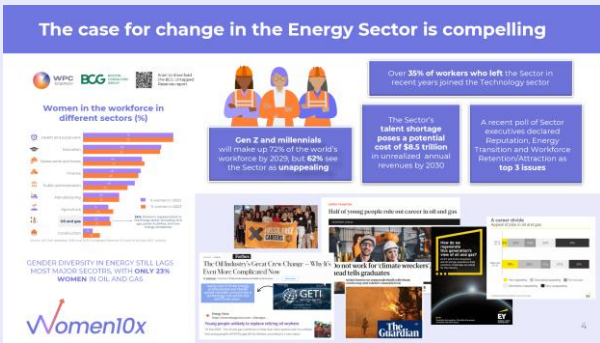
Women10x **ENERGY** Global Ecosystem Accelerator



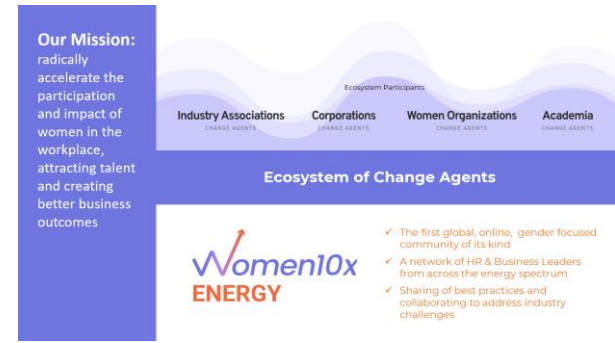
Readers Guide:



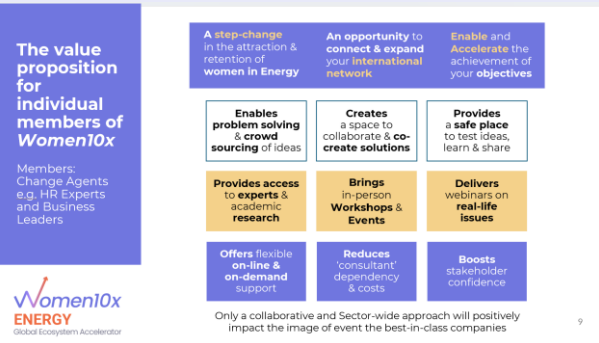
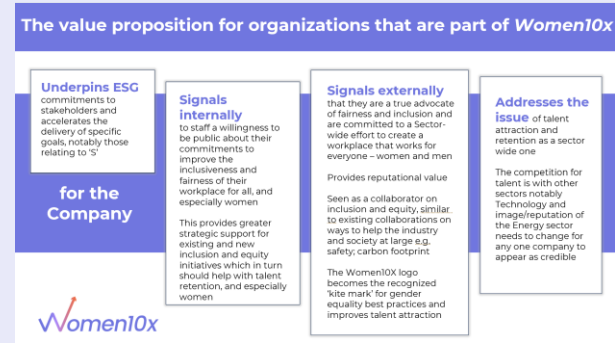
The case for change and why **improving the representation of women in Energy** it is good for business



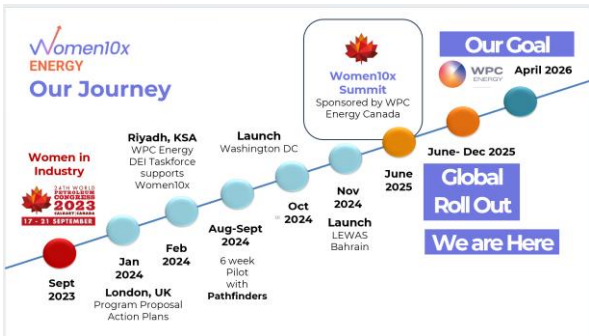
Our **mission, ecosystem members** and what makes **Women10x** different



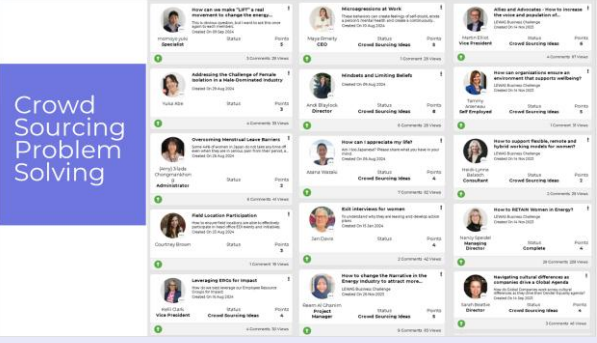
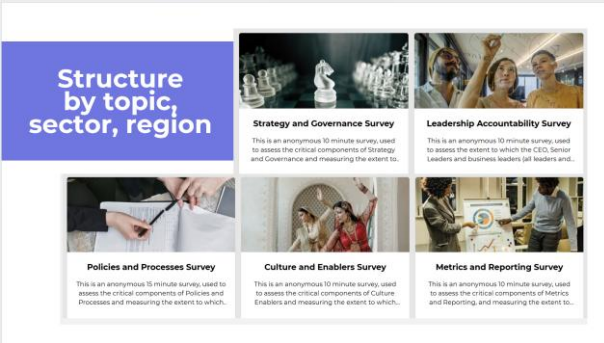
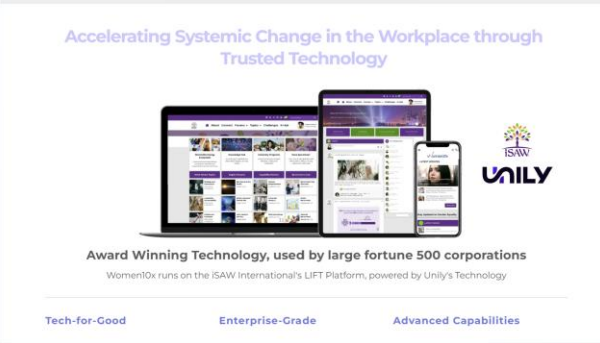
Value Proposition for **Organizations**
Value Proposition for **Individual Members**



Timeline and **Goal**



Technology, Enablers and Accelerators

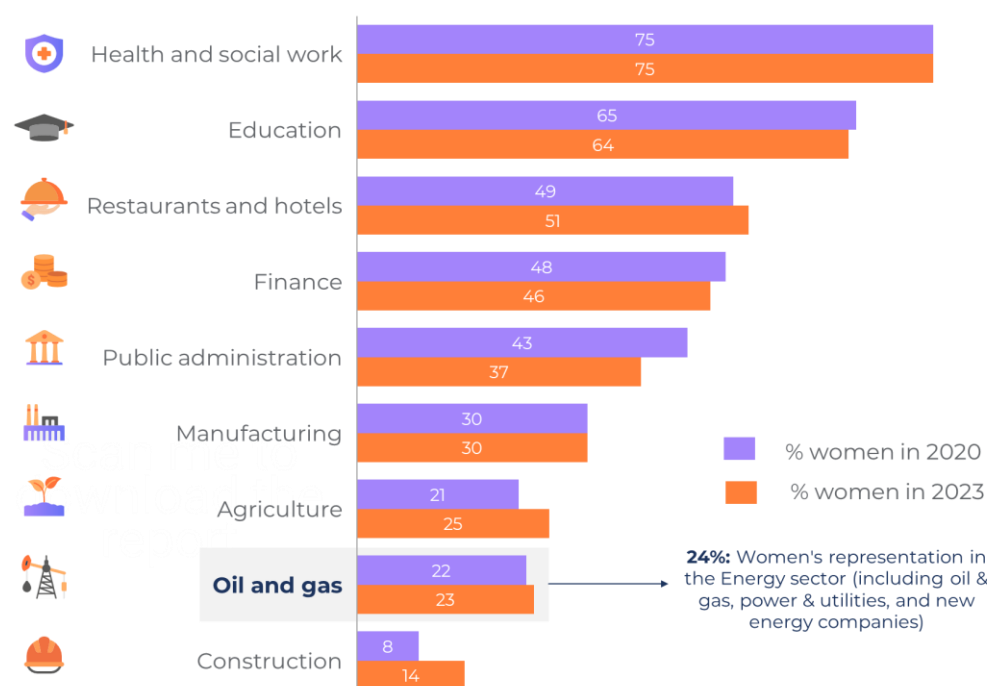


The case for change in the Energy Sector is compelling



Scan to download
the BCG Untapped
Reserves report

Women in the workforce in different sectors (%)



Source: ILO Stat database, 2020 and 2023; Untapped Reserves 2.0 and 3.0 surveys; BCG analysis

GENDER DIVERSITY IN ENERGY STILL LAGS
MOST MAJOR SECTORS, WITH **ONLY 23%
WOMEN IN OIL AND GAS**

Women10x



Gen Z and millennials
will make up 72% of the world's
workforce by 2029, but **62%** see
the Sector as **unappealing**

Over **35% of workers who left** the Sector in
recent years joined the Technology sector

The Sector's
talent shortage
poses a potential
cost of \$8.5 trillion
in unrealized annual
revenues by 2030

A recent poll of Sector
executives declared
Reputation, Energy
Transition and Workforce
Retention/Attraction as
top 3 issues



ENERGY TRANSITION

Half of young people rule out career in oil and gas

22/02/2024, 8:00 am



Do not work for 'climate wreckers', lead tells graduates

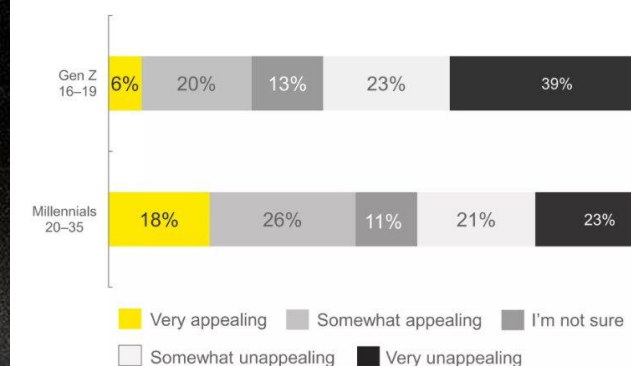
António Guterres says young people should tackle climate
crisis by using talent to deliver a renewable future



How do we regenerate this generation's view of oil and gas?

An EY poll of US consumers
and oil and gas executives finds
workforce challenges are ahead
for the industry

A career divide Appeal of jobs in oil and gas



9 | Regenerating this generation's view of oil and gas

The Business Case for Greater Gender Equality

Maximized
Business
Outcomes

Greater
Innovative
Solutions

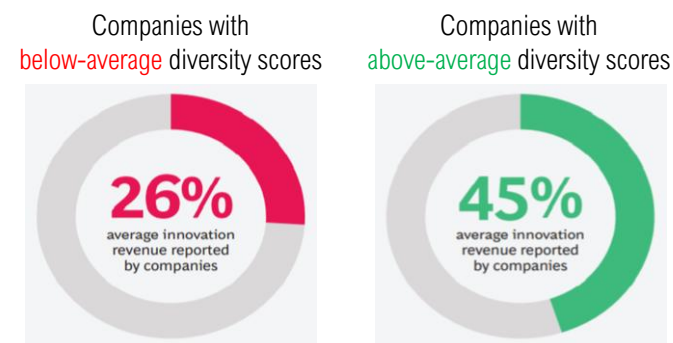
Improved
Productivity
Performance

Improving the representation of women in Energy is **good for Business**

- Improved profitability and value generation
- Increased organizational performance
- Enabler to attract talent and retain employees
- Enhanced organizational reputation

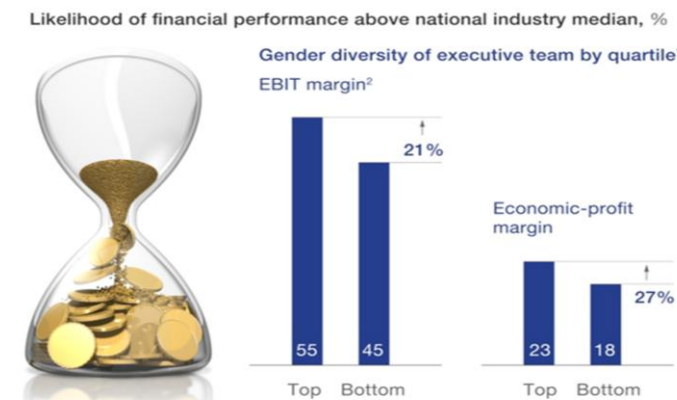
Women and Innovation is highly correlated

Companies with More Diverse Leadership Teams Report **Higher Innovation Revenue**



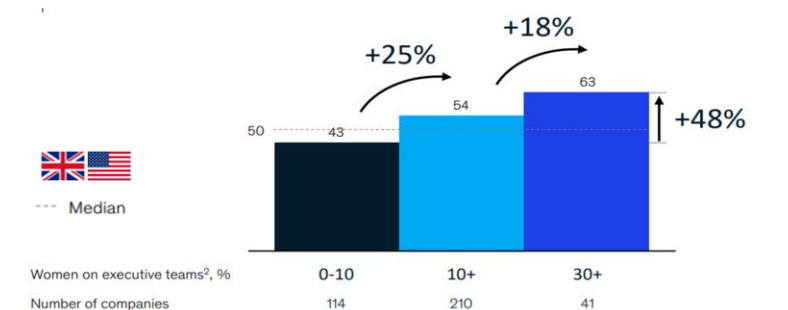
Source: BCG diversity and innovation survey, 2017 (n=1,681)

Women on Executive teams is strongly correlated with Profitability and Value Creation



¹Results are statistically significant at p-value <0.05.
²Average earnings-before-interest-and-taxes (EBIT) margin.
Source: Delivering Growth Through Diversity in the Workplace McKinsey 2018

Executive Teams with more than 30% women are more likely to Outperform those with few or no women



1. Likelihood of financial outperformance vs the national industry median.
2. n = 365; US and UK; EBIT 2014-2018.
Source: Diversity Matters data set

Women and Productivity is highly correlated

Study of high performing teams found three characteristics:



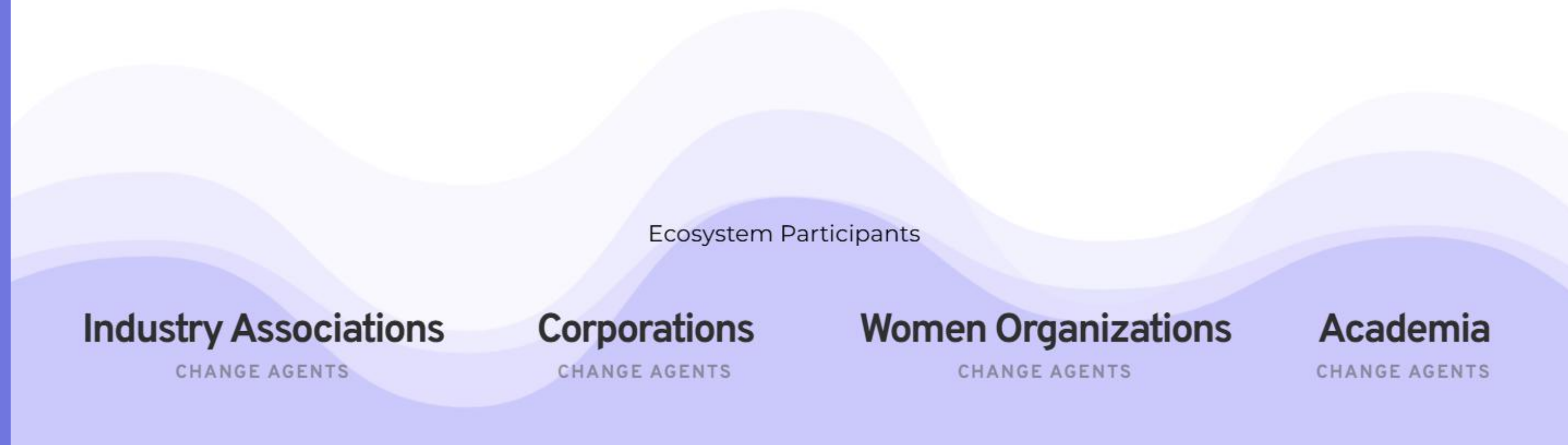
1. Members contributed more equally to the team's discussions
2. Members who can read complex emotional states (E.Q.)
3. Teams with **more women outperformed** teams with more men

Source: MIT research published in the 2010 journal Science, studied 697 volunteer participants. Second study done in 2015

The Data
A few examples

Our Mission:

radically
accelerate the
participation
and impact of
women in the
workplace,
attracting talent
and creating
better business
outcomes



Ecosystem of Change Agents



- ✓ The first global, online, gender focused community of its kind
- ✓ A network of HR & Business Leaders from across the energy spectrum
- ✓ Sharing of best practices and collaborating to address industry challenges

Women10x

What makes it different?

It is a unique and innovative ecosystem, creating a collective impact across companies, industry associations, women's organizations and academia, to enable and accelerate gender equality, underpinned by powerful technology.



Innovative Solutions and Platforms

What: A global network of change-agents driving impactful collaboration at scale. **Why:** To accelerate progress, a unified global effort is essential.

What: An innovative technology platform enabling on-demand learning, sharing, and connections. **Why:** To achieve broad scale, reach, and inclusivity, a user-friendly digital platform is crucial.

Emphasis on Systemic Change

What: Leadership prioritizing systemic change in the workplace. **Why:** For true empowerment, systemic issues must be addressed by those in authority.

What: Drive towards improved business outcomes, including ESG goals, paired with increased social responsibility. **Why:** Instilling confidence in leaders about the ROI of investing in gender equality and inclusion is essential.

Global Collaboration and Co-Creation

What: Solutions crafted by practitioners and leaders with proven insights into effective strategies. **Why:** Co-created solutions foster collective commitment and resilience, unlike advice from external experts.

What: A benchmarking club to measure progress against a gold standard and peers. **Why:** Transparent measures foster individual and collective motivation, building confidence in our efforts.

Research and Education Partnerships

What: Collaborative partnerships with international universities. **Why:** To tackle complex challenges, we need innovative thinking backed by research on emerging trend.



Value proposition for organizations

Underpins ESG

commitments to stakeholders and accelerates the delivery of specific goals, notably those relating to 'S'

**for the
Company**

Signals internally

to staff a willingness to be public about their commitments to improve the inclusiveness and fairness of their workplace for all, and especially women

This provides greater strategic support for existing and new inclusion and equity initiatives which in turn should help with talent retention, and especially women

Signals externally

that they are a true advocate of fairness and inclusion and are committed to a Sector-wide effort to create a workplace that works for everyone – women and men

Provides reputational value

Seen as a collaborator on inclusion and equity, similar to existing collaborations on ways to help the industry and society at large e.g. safety; carbon footprint

The Women10X logo becomes the recognized 'kite mark' for gender equality best practices and improves talent attraction

Addresses the issue

of talent attraction and retention as a sector wide one

The competition for talent is with other sectors notably Technology and image/reputation of the Energy sector needs to change for any one company to appear as credible

Value proposition for individuals

Members:
Change Agents
e.g. HR Experts
and Business
Leaders

A **step-change**
in the attraction &
retention of
women in Energy

An opportunity to
connect & expand
your **international**
network

Enable and
Accelerate the
achievement of
your **objectives**

Enables
problem solving
& **crowd**
sourcing of ideas

Creates
a space to
collaborate & **co-**
create solutions

Provides
a **safe place**
to test ideas,
learn & share

Provides access
to **experts** &
academic
research

Brings
in-person
Workshops &
Events

Delivers
webinars on
real-life
issues

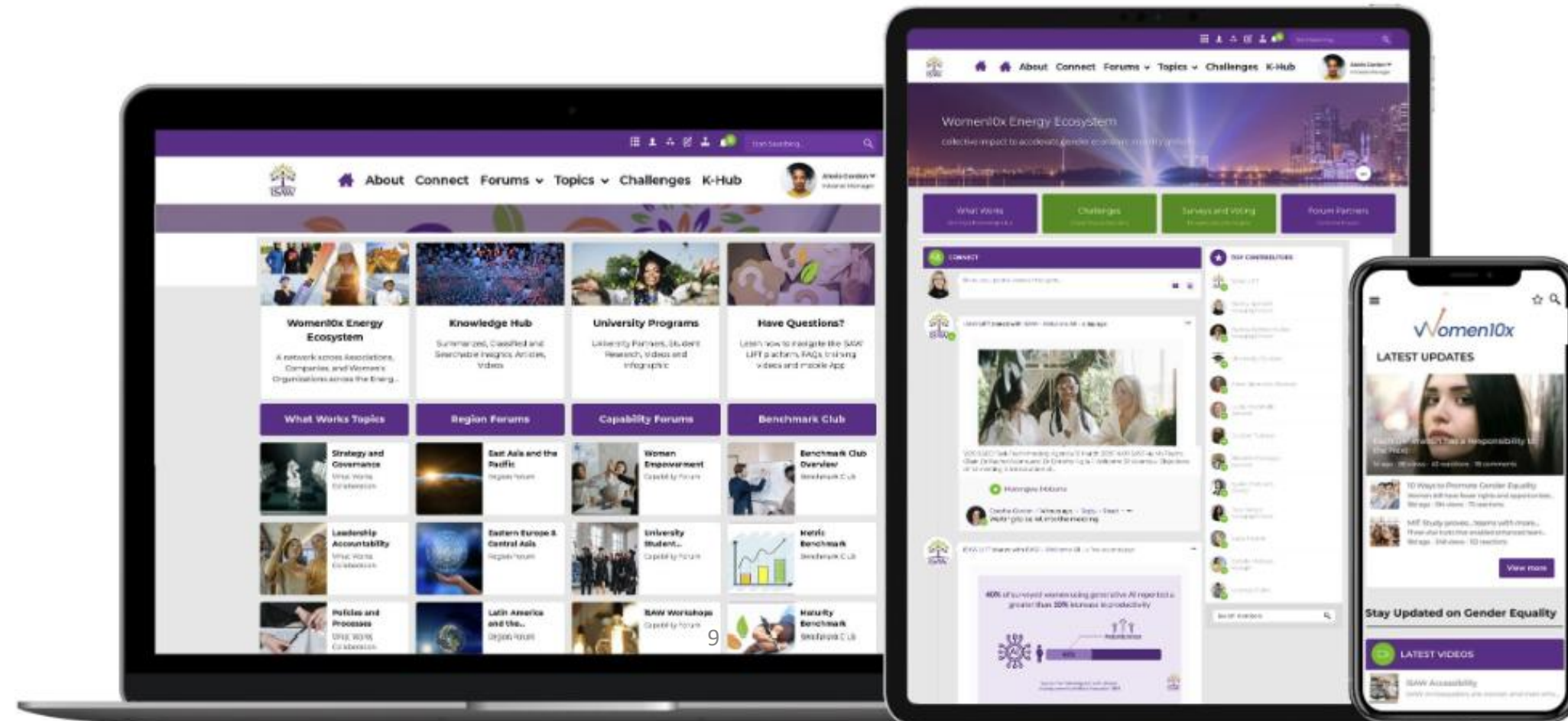
Offers flexible
on-line &
on-demand
support

Reduces
'consultant'
dependency
& costs

Boosts
stakeholder
confidence

Only a collaborative and Sector-wide approach will positively impact the image of event the best-in-class companies

Accelerating Systemic Change in the Workplace through Trusted Technology



Award Winning Technology, used by large fortune 500 corporations
Women10x runs on the iSAW Platform, powered by Unily's Technology

Tech-for-Good

Enterprise-Grade

Advanced Capabilities

Structure by topic, sector, region



Strategy and Governance Survey

This is an anonymous 10 minute survey, used to assess the critical components of Strategy and Governance and measuring the extent to..



Leadership Accountability Survey

This is an anonymous 10 minute survey, used to assess the extent to which the CEO, Senior Leaders and business leaders (all leaders and...



Policies and Processes Survey

This is an anonymous 15 minute survey, used to assess the critical components of Policies and Processes and measuring the extent to which..



Culture and Enablers Survey

This is an anonymous 10 minute survey, used to assess the critical components of Culture Enablers and measuring the extent to which...



Metrics and Reporting Survey

This is an anonymous 10 minute survey, used to assess the critical components of Metrics and Reporting, and measuring the extent to...

Examples

Best Practices Shared

Best Practice - Bapco Energies - Women of Tomorrow - A strategic initiative for Gender & Inclusion



WPC Energy DE Excellence A

24th WPC Energy Congress in

Good Practice - WOMEN'S LEADERSHIP MENTORING PROGRAM OF IBP - Brazilian Petroleum and Gas Institute



Good Practice - IndianOil - Aarohi- Customized Women Leadership Programme



Good Practices - LEWAS - Transparency and Authenticity as a Business Practice



Leadership Excellence
for Women Awards & Symposium

Good Practice - JAPEX - Empowering All Employees to Demonstrate Their Capabilities



Japan Petroleum Exploration Co., Ltd.

Talent4Energy Employer Forums & Hiring Events - Good Practice

By Pat Hufnagel-Smith Consultant - Wed, Nov 19, 2025 12:00 AM - Rutendo Changara +1

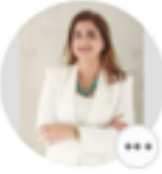
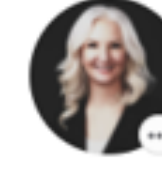


talent4energy



Sharing proven policies & strategies

Crowd Sourcing Problem Solving

 momoyo yuki Specialist	How can we make "LIFT" a real movement to change the energy... This is obvious question, but I want to ask this once again to each members. Created On 09 Sep 2024	Status Points 5
 3 Comments 29 Views		
 Yuka Abe	Addressing the Challenge of Female Isolation in a Male-Dominated Industry Created On 29 Aug 2024	Status Points 3
 4 Comments 33 Views		
 (Amy) Jilada Chongmankhong Administrator	Overcoming Menstrual Leave Barriers Some 44% of women in Japan do not take any time off even when they are in serious pain from their period, a... Created On 26 Aug 2024	Status Points 2
 6 Comments 41 Views		
 Courtney Brown	Field Location Participation How to ensure field locations are able to effectively participate in head office EDI events and initiatives. Created On 23 Aug 2024	Status Points 3
 1 Comment 19 Views		
 Kelli Clark Vice President	Leveraging ERGs for Impact How do we best leverage our Employee Resource Groups for Impact Created On 16 Aug 2024	Status Points 4
 4 Comments 30 Views		
 Maya Rmeity CEO	Microaggressions at Work These behaviors can create feelings of self-doubt, erode a person's mental health and create a continuously... Created On 10 Aug 2024	Status Points 5
 1 Comment 28 Views		
 Andi Blaylock Director	Mindsets and Limiting Beliefs Created On 09 Aug 2024	Status Points 8
 8 Comments 28 Views		
 Asana Wasaki	How can I appreciate my life? Am I too Japanese? Please share what you have in your mind. Created On 06 Aug 2024	Status Points 4
 7 Comments 82 Views		
 Jan Davis	Exit interviews for women To understand why they are leaving and develop action plans Created On 15 Jan 2024	Status Points 4
 2 Comments 42 Views		
 Reem Al Ghanim Project Manager	How to change the Narrative in the Energy Industry to attract more... LEWAS Business Challenge Created On 26 Nov 2023	Status Points 5
 9 Comments 83 Views		
 Martin Elliot Vice President	Allies and Advocates - How to increase the voice and population of... LEWAS Business Challenge Created On 14 Nov 2023	Status Points 6
 4 Comments 87 Views		
 Tammy Arseneau Self Employed	How can organizations ensure an environment that supports wellbeing? LEWAS Business Challenge Created On 14 Nov 2023	Status Points 5
 1 Comment 31 Views		
 Heidi-Lynne Balasch Consultant	How to support flexible, remote and hybrid working models for women? LEWAS Business Challenge Created On 14 Nov 2023	Status Points 2
 2 Comments 29 Views		
 Nancy Speidel Managing Director	How to RETAIN Women in Energy? LEWAS Business Challenge Created On 14 Nov 2023	Status Points 4
 28 Comments 229 Views		
 Sarah Beattie Director	Navigating cultural differences as companies drive a Global Agenda How do Global Companies work across cultural differences as they drive their Gender Equality agenda? Created On 14 Sep 2023	Status Points 4
 3 Comments 46 Views		

Knowledge Hub and University Alliances

Energy & Utilities K-Hub

The Knowledge Hub (K-Hub) provides additional resources related to Gender Economic Equality for this sector. You can access supporting articles, videos, insights and practices related to the Energy and Utilities Sector.

[Go to Energy & Utilities K-Hub](#)



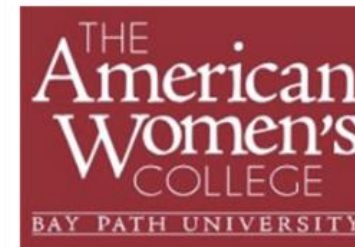
Royal Melbourne Institute of
Technology
Melbourne, Australia



Ontario, Canada



Vancouver, British Columbia,
Canada



Massachusetts, United States



Florida, United States



University of North Carolina at
Greensboro, United States



Tucson, Arizona, United States



London, United Kingdom



Ohio, United States



Arizona, United States



Harare, Zimbabwe



London, United Kingdom



Colorado, United States



New Jersey, United States

University of
Lethbridge



Alberta, Canada



Ontario, Canada



North Carolina, United States



London, United Kingdom

Join the Ecosystem of Change Agents

Women10x
ENERGY
Global Ecosystem Accelerator



Copyright © 2025 Women10x - All Rights Reserved.

