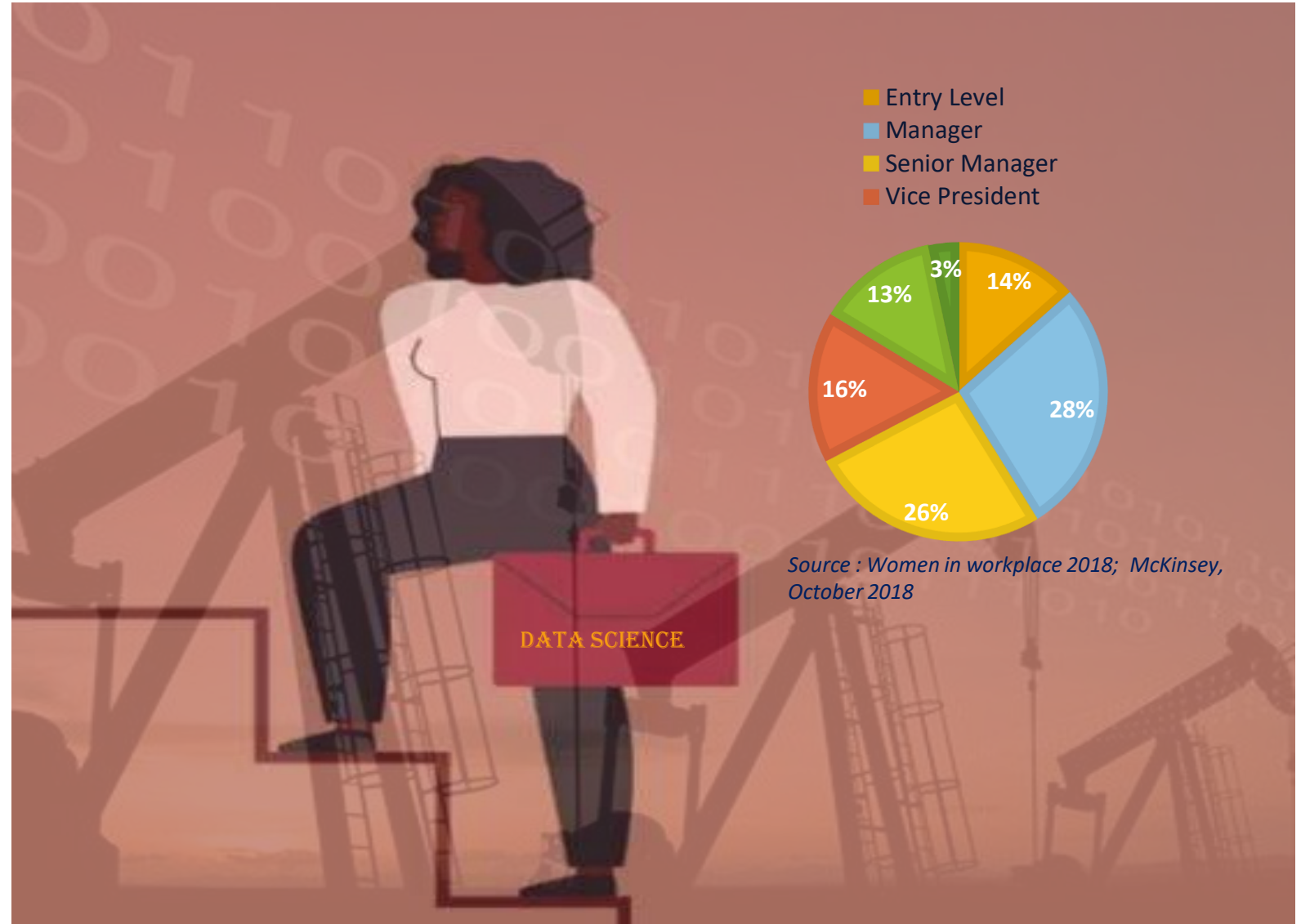


Women Leadership in Oil and Gas – An Outlook



- Transforming Industry Landscape
- Digital Acceleration
- Diversity Equity and Inclusion



Celestina Raggi

Vice President Human Resources Emerson Middle East & Africa

30 years
HR Experience

5 years
Emerson Experience

2+ years
In Dubai



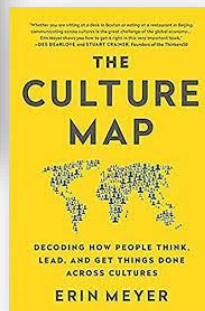
I have always considered differences and diversity not as a source of division but as an opportunity for strength, learning, and creativity. I strive to be an inclusive and trusted leader focused on developing teams.

Personal information

- Italian of origin, global citizen
- A highly feminist daughter

Interests & Hobbies:

- Traveling (in 2022 only, I visited 11 different countries)
- Reading (The Culture Map is one of my favorites from last year!)
- Wine tasting
- Member of Dubai Businesswomen Council
- Supporting a small NGO in Namibia focused on children's education



Education:

- University Degree as Translator / Cultural mediator, Milan
- Master in HR, Bocconi University
- Business & Executive Coaching (member of the International Coaching Federation)

Career Highlights:

- Developed the HR function in Italy for a leading American Corporation in the O&G industry and became the first female in Leadership
- Led the Italian start-up of a large American multinational leader in multimedia retail
- Was self-employed for 5 years
- Received the ADIPEC O&G Inclusion and Diversity Company Award in 2022



Lisa Hui Jiang

Global Vice President Human Resources, Commercial & Segments Schneider Electric



22 years
HR Experience

9 years
Schneider Electric
Experience

6+ years
In Paris

- *True North: "People will forget what you said, what you did, but people will never forget how you made them feel"*

Personal information

- Chinese of origin, and global nomad

Interests & Hobbies:

- Enjoy all kinds of cuisines
- Travel the world, visited 25+ countries
- Reading and Hiking my top 2 favorites
- Mentors for both CEIBS and SUFE MBA programs



Education:

- Bachelor degree of Accounting
- MBA graduate

Career Highlights:

- Worked for 2 conglomerate companies: Honeywell and Schneider Electric
- Passionate to bring the impact to the organization by injecting new culture and new ways of working
- Global experience to lead the organization of Supply Chain and Commercial



Sushma Bhan

*SPE Chair, Data Science & Engineering Analytics
Prior, Chief Data Officer - Shell Subsurface & Wells*



Diversity is an integral part of all organizations, cultures and countries. We must educate others, be courageous and deterred with right mindset, skills and training to compete and excel by showcasing results. It could be as a corporate employee, Data Science leader or contributor, wife, mother or a community leader. Nothing succeeds like success!

Personal information

- Indian origin, US citizen over 35 years
- Global leadership experience of past 25 years, over 32 years Shell career
- Recognized Data Leader of Shell's Wells, Reservoir and Facility Management - over 20 countries, over 70 producing assets and millions of USD impact
- Presented SPE papers, and keynote in conferences and webinars –Public Speaker
- Educations; MSc and MBA; Leadership & technical training on-going
- Board leadership (Corp. and non-profit) and started youth leadership Houston org,
- Helping children education in Jammu camps, mentor professionals and women; Enjoy walking, jogging, gym, reading, painting, cooking, travel

Being Successful at Career

- Belief in **yourself**, and be a **keen learner**
 - Data Science is a **growing** important, with available training and opportunities
- Find **role models to excel** both technically, business-wise and personally
 - Effective communications
 - Keep the **saw sharpened**
 - Build yourself **holistically**
 - Capacity, Achievement, **Relationships**
 - Build **trust and credibility**
 - **Seek feedback** and improve
- **EQ** is as important as Empathy – calm, centered and non-victim mentality is useful
- Be goals oriented, demonstrate **results** and outshine expectations (competitive)



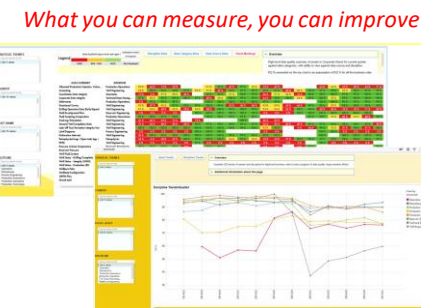
*If I could do it, so can you –
with grandma-in-law in Kashmir*



SPI International Award 2020



Global Shell job



*Shell Data Quality Dashboard &
Successful Global WRFM Data Leadership*

What you can measure, you can improve!



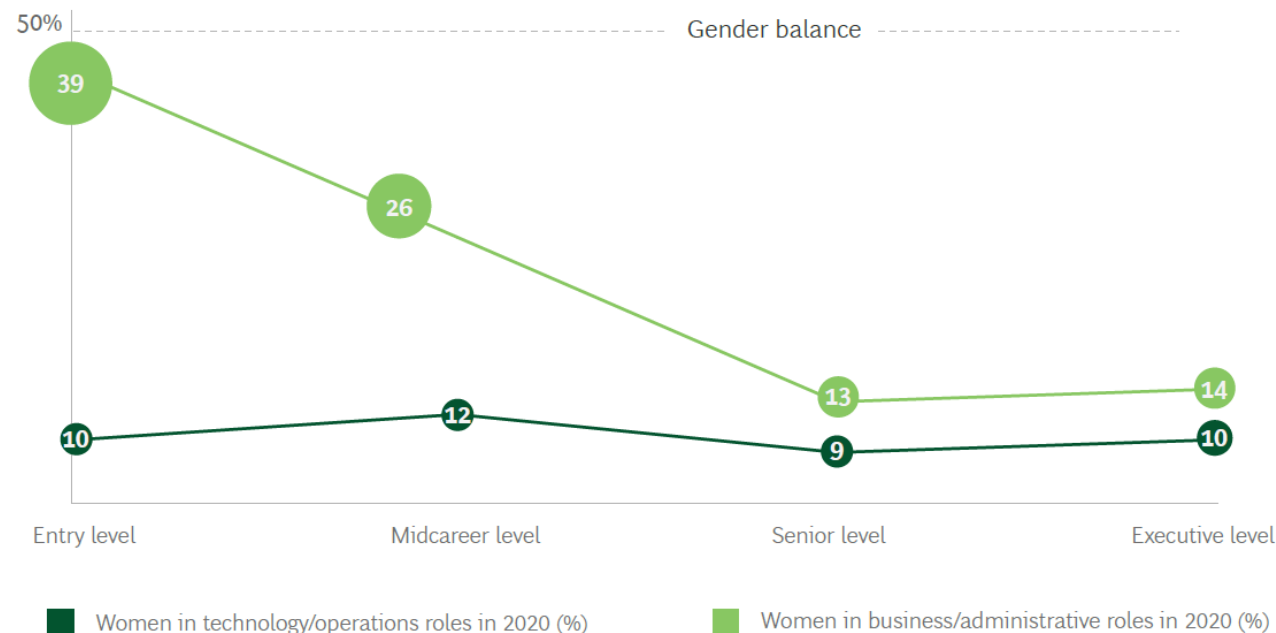
SPE Data Science & Engineering Analytics Board & Team

Overall we have 22% Women in Oil & Gas sector which is just above agriculture and construction sectors



Challenges Persist in the Sector

- Underrepresentation of Women in Entry-Level Jobs.
- Lack of Women's Representation in Technical and Operations Roles and Expatriate Positions.
- Low Uptake of Existing D&I Policies.
- Persistent Unconscious Biases Around Gender-Related Challenges.
- Low Female Representation in Senior Roles.



Source: BGC + WPC report - Untapped Reserves 2.0 survey; Dec 2021



Data Science - can it be the balancer for gender diversity in the Industry?



- While women make up, on average across countries, around 55% of university graduates, they account for just over one-third of STEM degrees.
- As per the statistical report from the Boston Consulting Group, only 15 to 22 per cent of the Data Science-related professional roles are occupied by women
- Companies cannot rely on the hype around AI to fix the gender gap in data science hiring.
- For companies hiring STEM students into tech and analytics roles, this is a very real constraint on talent.

EXHIBIT 1 | The STEM Talent Funnel Loses Women at All Stages

Women make up...



Sources: World Economic Forum, *The Global Gender Gap Report 2018*; BCG research.



Questions



Can you share your views on the reasons behind less women representation in Oil and Gas Industry ? Your personal experience about certain challenges faced while paving your career path?- **Sushma**

What does Diversity Equity and Inclusion mean to you personally ? Can you share your personal experiences in this regard?- **Lisa**

The best practices that the Industry is following for bringing in gender diversity in leadership ? Can you share your personal journey and experiences?- **Celestina**

Can you share your outlook on future perception of the industry with Data Science as the key enabler ? Do you see this as a key accelerator for gender diversity in the Oil and Gas ?- **Sushma**

What are some of the key cultural changes required for attracting and retaining women workforce in the Industry?- **Lisa and Celestina**

Oil & Gas is seeing rapid transformation with energy transition. What is your message to young aspiring women just out of university-**Sushma- Lisa-Celestina**

