



EmpowerHER Energy Forum



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Introduction

The industry's first women's community, the Women Energy Club, was established at KAZENERGY Association in 2013 to provide a platform, including through forums, for discussion among companies, government bodies and the industry on issues related to gender policies and practices, and to create a supportive professional network for women in the industry.

In 10 years WEC organized regional meetings in Tengizchevroil, Embamunaigas, Karachaganak Petroleum Operating, North Caspian Operating Company, CNPC, also conducted a joint research of KAZENERGY and EBRD "The role of women in the energy sector of the Republic of Kazakhstan", implemented six Women's Forums in 2013, 2015, 2017, 2019, 2021, 2023, where, along with discussions on creating an inclusive work environment that values diversity and fairness, discussions on the role of women in promoting sustainable practices, environmental protection and corporate social responsibility in energy companies, considering that women are the first to change their consumption habits and switch to environmentally friendly services and products, and are more environmentally conscious. A woman can be a leader of current environmental trends, for example, through promoting and encouraging the creation of "green" jobs.

The role of modern women in all dynamic sectors is continuously growing and also shows importance in the development of socio-economic, legal, gender policy and cultural stability of any country. At present, the share of women in the oil and gas and energy sectors of the Republic of Kazakhstan is 25%, and it should be taken into account that contributions to education and improvement of the level of knowledge for female representatives are made along with men, without any restrictions. However, women do not fully realize the education received by contributing to the development of a certain industry or society as a whole.

**THE SHARE OF WOMEN IN THE
OIL AND GAS AND ENERGY
SECTORS OF THE
REPUBLIC OF
KAZAKHSTAN IS 25%**

On October 3 this year VI Forum of Women Energy Club of KAZENERGY Club "EmpowerHER Energy Forum" (hereinafter - WEC Forum) was held. The WEC Forum was organized with the support of the general sponsor Tengizchevroil LLP and sponsors

KAZGIPRONEFTETTRANS LLP, JV Kazgermunai LLP. The WEC Forum addressed issues of representation and leadership, sustainable development and ESG: the role of women in promoting sustainable practices, environmental protection and corporate social responsibility in energy companies, international, financial and governmental support in the field of carbon neutrality, dynamics of operation of vehicles with internal combustion engines, green economy and clean environment, energy transition and energy security, etc.



10 YEARS
of KAZENERGY
Women Energy Club

2013

I Forum of the Women Energy Club

“The Role of Women in Sustainable Energy Development”

The role of modern women in all dynamic sectors is continuously growing and also shows importance in the development of socio-economic, legal, gender policy and cultural stability of any country. In order to support the women’s society, who work in the energy and oil and gas industries, as well as educated in this field, to consider and address issues related to the combination of personal life, family and health protection by broadcasting the experience of leading international organizations for the first time on October 8, 2013, in the framework of the VIII Eurasian Forum KAZENERGY was held the 1st meeting of the Women Energy Club “The Role of Women in Sustainable Energy Development”.





2015

II FORUM OF THE WOMEN ENERGY CLUB

II Forum of the Women Energy Club

On September 28 and 29, 2015, the second extended meeting of the Women Energy Club (WEC) was held in Astana as part of the 10th anniversary KAZENERGY Eurasian Forum.

The second WEC meeting was held in the style of an informal discussion on topical issues of the industry: trends in gender policy over the last 10 years in companies and in the world as a whole; what role gender plays in the search and recruitment of new employees; how women's interests are taken into account in corporate policies; what are the prospects for gender equality as a basis for mutually beneficial partnership in the context of deepening integration processes in the world; what are the opportunities for women's active participation in the economic, political, social, humanitarian and cultural spheres, as well as in times of economic crisis.

In addition, the male part of the top managers of the companies of the industry shared their views on gender policy in the energy sector of the Republic of Kazakhstan. Namely, Ole Johan Bjornoe, Ambassador of the Kingdom of Norway to the Republic of Kazakhstan, Danbay Sh.A., General Director of PNHZ LLP, Berlibayev D.A., Deputy Chairman of the Management Board of NC KMG JSC, Phil Murphy, Vice President and Head of Government and Public Relations of BG Group, Marabayev Zh.N., Deputy First Managing Director of North Caspian Operating Company B.V., and others.

2017

III Forum of the Women Energy Club

“Women in the energy sector. Expanding the frontiers of the future”

On September 7-8, 2017, the III Forum of the KAZENERGY Women Energy Club “Women in the energy sector. Expanding the frontiers of the future” was held as part of the XI Eurasian Forum KAZENERGY.

The Women Energy Club Forum discussed the globally relevant topic of mentoring. Mentoring has always opened up opportunities for professional and personal growth, and today it has become an element of the corporate policy of oil and gas and energy companies to build human resources potential. Adopting the experience of oil and gas and energy sector

companies, a pilot project “Mentoring Program” was implemented as part of the Club’s activities.

The pilot project “Mentoring Program” made it possible to transfer professional experience, knowledge, skills and abilities to young specialists, build capacity and develop multi-competencies of mentors, share experience and promote cooperation between mentors and between our companies.

Speakers of the talk show shared their success stories with the participants of the WEC Forum, what difficulties they faced and what role mentoring played in achieving career heights, how to achieve harmony and balance between work, personal and family life.

At the end of the event, the Declaration of the WEC Forum was announced. The Declaration proclaimed the basic principles of the KAZENERGY Women Energy Club and approved two working committees under the WEC - the Mentoring Committee and the Accreditation and International Cooperation Committee.



2018



Special Session on Gender Policies in the Energy Sector

On October 1, 2018, a special session on “Gender Policy in the Energy Sector” was held in Astana in the framework of the World Petroleum Council, attended by representatives of government agencies and research institutes of Central Asian countries, as well as the KAZENERGY Women Energy Club.

The session discussed the development of a gender-responsive framework to promote clean and affordable energy, improved coordination and cooperation between government institutions, the civil sector and academia on women’s empowerment in the energy sector, and participation in decision-making and governance in the energy and related sectors.

Along with the above event, a meeting of the WEC Executive Committee was held to discuss work plans for 2018-2019: holding regional offsite meetings with women working in oil and gas companies to address professional development issues and opportunities to address them; organizing the Forum and launching a digital mentoring program in 2019; implementing an information and analytical review “Women in Energy”, and other issues.



2019

IV Forum of the Women Energy Club

"The modern female leadership pattern in Energy"

Within the framework of KAZAKHSTAN ENERGY WEEK on September 25, 2019 the IV Forum of KAZENERGY Women Energy Club "The modern female leadership pattern in Energy" was held.

Forum IV focused on women's economic potential and their role in industry development, professional success and leadership, best practices and experiences of oil, gas and energy companies that promote women's empowerment in the industry.

Empowerment of women is one of the goals of the state policy on gender development. Ensuring equal gender opportunities today plays a key role in increasing the economic growth of any state. The Forum emphasized key aspects of women's leadership in the energy sector.



2021

V Forum of the Women Energy Club

“Women in Energy: Equality and Success”

Maintaining a competitive advantage in this rapidly changing global energy landscape requires governments and companies to make full use of all available natural, technological and human resources.

In this context, there is increasing recognition from companies and policy makers that women's participation in the workforce, especially in traditionally male-dominated sectors such as the energy sector, is a potential source of competitive advantage. The female population makes up more than half of the country's population, and therefore half of its economic and social potential. Therefore, the costs of economic and human development

associated with persistent gender inequality are very significant, whereas smoothing out the gender imbalance implies significant positive results in terms of socio-economic development.

According to a joint study by KAZENERGY and the European Bank for Reconstruction and Development “The role of women in the energy sector of Kazakhstan”, the proportion of women in the sector is 24.8%.

In order to create equal opportunities, industry enterprises take various measures to attract women and girls to companies: they adopt targeted projects, hold special forums and

conferences, create women's communities within companies, cooperate with organizations of higher and professional education, and more.



2023



VI Forum of the Women Energy Club

“EmpowerHER Energy forum”



Program of VI Forum of KAZENERGY Women Energy Club "EmpowerHER energy forum"

October 3, 2023

Name of the session

Plenary session
"EmpowerHER Energy: general"

Time of the event

10.00-11.30

Name, position of
moderators/speakers

Moderators:

Gulzada Shakulikova, Chairman of the Board-Rector, Atyrau Oil and Gas University named after Safi Utebayev NJSC
Lyazzat Akhmurzina, Executive Director, KAZENERGY Association

Greeting words:

Kenzhebek Ibrashev, General Director of KAZENERGY Association

Kevin Lyon, General Director of Tengizchevroil LLP

Alexandra Bekisheva, Chief Executive Officer of ENGINEERING COMPANY KAZGIPRONEFTETTRANS LLP

Askhat Khasenov, Vice Minister, Ministry of Energy of the Republic of Kazakhstan

Olzhas Ordabayev, Vice Minister, Ministry of Labor and Social Protection of Population of the Republic of Kazakhstan

Aigul Telesheva, Head of the Standardization Division of the Department of Medical Care Organization of the Ministry of Health of the Republic of Kazakhstan

Lyazzat Ramazanova, Deputy Chairman, National Commission on Women's Affairs and Family and Demographic Policy under the President of the Republic of Kazakhstan,

Name of the session

Time of the event

Name, position of
moderators/speakers

public figure

Aizada Akkaisiyeva, Deputy General Director for Economics and Finance, Mangistau Nuclear Power Plant LLP, Chairperson, KAZENERGY Women Energy Club

Speakers:

Cécile Rauline, Managing Director, ExxonMobil Kazakhstan inc.

Diana Aryssova, Deputy Chairman of the Management Board, NC KazMunayGas JSC

Kamshat Baizhanova, General Manager, Human Resources, Tengizchevroil LLP

Thematic session "EmpowerHER Energy: prospects for decarbonization. Regional aspect"

12.00-13.15

Moderator:

Rysty Tasmagambetova, Deputy Chairman of the Management Board for Economics and Finance of Embamunaigas JSC

Speakers:

Yerlik Karazhan, Director of ESGQ Rating Agency LLP

Altynay Abdykerimova, President of the Association of Women in Energy of Kyrgyzstan

Ainur Sospanova, Member of the Board of Directors of Association of RES "Qazaq Green", General Director of "Smart Volt" Company

Klara Pykhanova, Production Support Manager, Production and Maintenance Department, Karachaganak Petroleum Operating B.V.

Welcoming Part

The Forum participants were welcomed by the heads of the KAZENERGY Association, Tengizchevroil LLP, ENGINEERING COMPANY KAZGIPRONEFTETTRANS LLP, the Ministry of Energy of the Republic of Kazakhstan, the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan, the Ministry of Health of the Republic of Kazakhstan, the National Commission on Women's Affairs and Family and Demographic Policy under the President of the Republic of Kazakhstan, KAZENERGY Women Energy Club.

WELCOMING PART



**General Director of
KAZENERGY Association
Kenzhebek Ibrashev**

Dear delegates of the XVth KAZENERGY Eurasian Forum, today I am pleased to welcome you to one of the first events of the energy week - the forum of the Women Energy Club.

In 2020, Kazakhstan was the first Central Asian country to start developing a Low Carbon Development Concept and later the Government of the Republic of Kazakhstan approved a strategy for achieving hydrocarbon neutrality. The country has thus joined the part of the world that has decided to be guided by the principles of the ESG and to take real steps to change the energy landscape towards carbon neutrality.

In the context of the energy transition, the principles of ESG are more relevant today than ever before. We are at a pivotal moment where the choices we make today will determine the well-being of our planet for generations to

come. As members of the energy industry, we have a special responsibility to align our operations with the requirements of environmental sustainability regulations.

Reducing our carbon footprint will be our mission for the coming decades. Our actions will be measured through our climate ambitions, embedded in the decisions taken to reduce carbon emissions, the transition to renewable energy and, ultimately, our own energy and determination to fight climate change.

This week, on the margins of the KAZENERGY Eurasian Forum, the challenges and prospects of the energy transition will be discussed and I express my gratitude for the gender agenda in discussing the role of women in the green growth of the economy, in stimulating efforts to promote and implement sustainable and low carbon approaches in policies and actions.

Changes towards a better future must take place in the life of a society based on the values of sustainable development. Promoting the principle of equal rights and opportunities is a factor in shaping these values. By involving women and men equally in sustainable energy initiatives, including legislation and policies at all levels, we are bringing that future closer.

Empowering the modern woman is not just about gender equality and social justice, it is a

call for society to become more inclusive and diverse. Women, by nature, are able to adapt more quickly. It is you, through transforming your behavioral patterns, who can set examples of personalized action to reduce emissions by changing individual lifestyles, sustainable consumption and household cultures. You women are best placed to promote a low-carbon culture and green lifestyle in your family, workplace and society at large.

Dear forum participants, the energy sector is undergoing a profound transformation and has historically played a significant role in the development of the country's economy, it is now also a major contributor to CO2 emissions. We are all witnessing a transition to cleaner and more sustainable sources of energy. Energy transition is not a solitary journey, it is a global effort, and women's actions and voices are integral to its success.

In closing let me say, as we gather for energy week, let us, together, create a more sustainable, equitable and prosperous energy future for all!



**General Director
of Tengizchevroil
Kevin Lyon**

Dear Esteemed Members of the Women's Energy Club and Distinguished Guests,

It is my distinct honor and privilege to extend a warm welcome to each of you at this event. Today, we stand together to not only celebrate the remarkable strides made by women in the energy sector but also to reaffirm our collective commitment towards creating a more inclusive and equitable industry.

At TCO, we are deeply committed to championing gender equality. Our initiatives, such as the Women's Employee Network, the Mentoring Program for Women, and the MARC (Men Advocating Real Change) program, are more than just programs – they are the embodiment of our belief in the incredible potential of women in the energy sector.

Our journey towards gender balance and inclusivity is ongoing. We recognize that the path to equality is one that requires constant effort, dedication, and a willingness to challenge the status quo. We are proud of the steps we have taken to support women in leadership roles and to promote gender balance, not just within TCO but across the broader community.

As we continue to navigate the challenges and opportunities ahead, let us draw inspiration from the remarkable women who have paved the way in this industry. Their resilience, creativity, and leadership serve as a guiding light for us all. Together, let us forge ahead with a renewed sense of purpose and determination to build a more inclusive, diverse, and sustainable future.

Once again, I thank you all for your invaluable contributions and for being a part of this important journey towards a brighter, more equitable tomorrow. May this forum become a place for discovering new opportunities and for our hopes of a brighter and more inclusive future to grow.





**Chief Executive Officer of
ENGINEERING COMPANY
KAZGIPRONEFTETTRANS LLP**
Alexandra Bekisheva

Topics discussed at the VI Forum are extremely relevant and important. Environmental protection, green economy, energy transition and the role of women in these sectors are of great importance.

Over the past decades, the concept of Green economy has become a strategic priority for many countries, including the Republic of Kazakhstan. This leads to definition of new professional roles for women and the desire to create a natural and efficient gender balance. Sustainable development is changing the nature of the Energy market and poses new challenges that emphasize the importance of women's participation in the Energy sector development.

Women play an important role in the climate

and environmental sectors, often as leaders of advanced natural resource management strategies. This makes it possible to find and implement efficient and sustainable solutions. The concept of the Republic of Kazakhstan's transition to a Green Economy was approved in 2013. The lack of gender discrimination and the introduction of gender equality in each sector of the economy contribute to its development. It is essential to consider gender aspects in the Energy Sector: adjust training, skills development programs, engage talented female employees and abandon stereotypes. Women's experience, knowledge and capabilities ought to be incorporated into Energy policies and projects to prevent the gender gap between women and men from escalating.

We at KAZGIPRONEFTETTRANS ENGINEERING COMPANY strive to fulfill global and local goals and objectives. We recognize ourselves as a socially responsible organization, creating conditions for equal rights and opportunities for men and women, observing safety standards at all levels of project implementation and pursuing an active environmental policy.

So, one message is clear: creating a more equal world today will create the conditions for a more sustainable tomorrow.



**Vice Minister of Energy
of the Republic of Kazakhstan**
Askhat Khassenov

Welcoming the delegates of the KAZENERGY Women Energy Club Forum, I would like to note that the Ministry of Energy of the Republic of Kazakhstan supports initiatives aimed at increasing the role of women in achieving low carbon neutrality congratulates the community on its 10th anniversary!

Such qualities as responsibility, bringing what has been started to the end result, mutual assistance are inherent in our beautiful half of humanity. We see more and more women in leadership in large manufacturing companies, especially in the energy sector. A prime example of this is the successful Tengizchevroil production company in Kazakhstan, where Eimear Bonner was the longtime head of the company at the right level. Women's labor is doubly important, as they need to combine both work and the creation of a cozy family hearth,

accordingly, they are required to give maximum dedication. Numerous international researches show that the active role of women in all sectors of the economy has increased markedly and, in fact, with their participation, the effectiveness of women has also increased. According to statistics from around the world, women make up about 19% of all workers in the energy sector. The majority of international public companies according to ESG standards, which today operate quite successfully, support gender balance, such companies as Chevron, Shell, which have been present in Kazakhstan for quite a long time.

Today, the plenary session of the Women's Energy Forum will discuss such topical issues as women's contribution to innovation in technological advances, inclusiveness in the workplace, current trends in carbon neutrality, energy transition, energy efficiency. I am confident that the discussion of these topical issues in the women's professional circle will be constructive and productive. I wish success to the Women's Energy Club Forum!



**Vice Minister of Labor and Social Protection
of Population of the Republic of Kazakhstan
Olzhas Ordabayev**

It is very difficult to overestimate the role of women in today's society, in today's labour market. In Kazakhstan, everyone has equal rights to labor and other benefits. The prohibition of discrimination on the basis of sex, which is enshrined in the main normative legal act regulating labor relations - the Labor Code of the Republic of Kazakhstan, is a red thread running through it. At the same time, we should note that women have many social roles that are not less important than professional activities. Mothers, wives, daughters, these are all social roles that are certainly very important for women. Often, women overtake men due to the level of professionalism they have. The task of the Ministry of Labor is to support everyone and, first of all, women in ensuring the right to work, in matters of motherhood and childhood. This is the basis of the Social Code of the Republic of Kazakhstan, which includes relevant measures.

Since 2003, lumpsum childbirth benefits have been introduced. Since 2006, all families have been receiving childcare allowances for children up to the age of 1 year. Over the past 10 years, budgetary funding for measures to support families with children has increased five times over. Social support for mothers and children and families in general is a rather important state issue: 5 types of state benefits are paid from the republican budget, 2 types of social payments from the state social insurance fund. In 2023, social payments are envisaged for 3.5 million families for a total amount of more than 1.8 trillion tenge, which is 25% more than was spent in 2022.

According to the report "Global Gender Gap 2023" of the World Economic Forum, Kazakhstan improved its performance on gender inequality and rose in the global ranking to the 62nd place. Overall, the country has improved its performance in this international ranking every year. And the greatest achievement of Kazakhstan within the above criteria is the complete absence of a gap and full equality in access to education. We are in the 27th place and we have full equal access to school and vocational education for women and men. On the criteria of economic activity and opportunity, Kazakhstan ranks 29th, where indicators such as labor market participation, wage gap, holding executive positions, and so on are taken into account. And Kazakhstan also ranks 46th in terms of wage equality for the same job, 51st in

terms of labor force participation rate, and 1st in terms of equal representation of women among highly and medium-skilled workers. And for the most part, it's women.

In general, if we consider gender representation in the labor market based on data from electronic labor contracts, we can see that women make up the main backbone of highly qualified professionals in Kazakhstan. Men are classically represented and dominant in agriculture, construction, industry and transportation, but if we talk about the representation of women in the labor market, 47% is trade, 29% education, 14% industry, 10% agriculture. Our joint goal is to increase the share of women in highly productive sectors of the economy.

The government is taking measures to ensure employment, in particular, regional employment maps have been adopted and are in force in each region. Women are more active in finding employment in jobs subsidized by the government. Since the beginning of the year, around 98,000 women have been employed under such measures as youth internships, social jobs, first jobs, generational contracts and public works. Around 82,000 women have been employed in permanent jobs.

An important measure of state support is being implemented: training with subsequent employment or starting one's own business. To date, 70,000 women have taken courses on the

basics of entrepreneurship. As a result of the training, about 3,400 women received grants. Of these, 68% purchased technological equipment and inventory necessary for the production of goods and services, and 29% engaged in animal husbandry by purchasing livestock.

Thus, the government takes an active part in ensuring women's employment, developing entrepreneurial initiatives, and expanding economic rights and opportunities in the social and labor sphere.





**Deputy Head of the Standardization
Directorate of the Medical Care Organization
Department of the Ministry of Health
of the Republic of Kazakhstan
Aigul Teleshova**

Dear participants of the VI KAZENERGY Women Energy Forum, let me welcome you on behalf of the Minister of Health of the Republic of Kazakhstan and wish you successful work! The history of mankind at all times and in all nations has preserved a huge number of examples of how from the environment of fragile and weak women came out gifted individuals who by their wisdom, amazing foresight, resourcefulness, talent, heroism and selflessness won authority among the people. Nowadays, at the present stage of progressive development of Kazakhstan, there is a tendency of participation of the beautiful half of mankind in the social and political life of the country. Women are members of the Majilis of the Parliament of the country, maslikhats of all levels, they also work in the civil service and in other departments and

structures in our society. One example is also our Ministry of Health of the Republic of Kazakhstan, where, starting from the Minister and more than 70% of the entire staff of the Ministry are women. I would like to note that our Ministry has played a huge role in the fight against the pandemic of a formidable disease that literally engulfed us in previous years. As a representative of the Ministry of Health, I would like to note that during the peak of the spread of coronavirus infection, 70% of Kazakhstani women, including doctors, social workers, and teachers, worked on the front lines under quarantine restrictions. Today about 80 thousand physicians and more than 180 thousand specialists of middle medical personnel work in the health care industry of Kazakhstan. About 80% of them are representatives of the fair sex. Today, one of the top priorities for the health care system is the protection of maternal and child health. As you know for all women in our country the main value in life is children, so in 2021 the caring hands of obstetricians took almost 450 thousand births. This is the highest indicator in the history of independent Kazakhstan, a real “baby boom”. On the instructions of our President, for the last two years we have been implementing a special program “Ansagan Sabi”, within the framework of which 7,000 IVF quotas will be allocated annually until 2026.

At the same time, I would like to note that special attention is paid to women's health

issues. At present, screening tests and other significant health-improving activities aimed at protecting women's health are being carried out in our country for preventive purposes.

Women in Kazakhstan play an important role in the development of the economy, remain an active and large-scale resource for overcoming the crisis and achieving economic progress.

On behalf of the staff of the Ministry of Health and the health care system as a whole, I would like to assure you that the health care system is guarding your health, the health of your loved ones, the health of your relatives and friends. I would like to wish all the women present women's health, prosperity, preserve family values, and I would also like to wish prosperity to our society, Kazakhstan, and new creative horizons to the Forum.



**Deputy Chairman, National Commission on Women's Affairs and Family and Demographic Policy under the President of the Republic of Kazakhstan, public figure
Lyazzat Ramazanova**

Dear delegates of the Forum, let me congratulate the Women Energy Club KAZENERGY on a significant date, the 10th anniversary of its formation! Over the years, the WEC, with the support of the Commission, has done a lot of work to respect gender balance and promote women's leadership in the energy sector. On a regular basis, we meet on the margins of the Forum, discussing issues of relevance to the country and the industry. Today we were united by the Forum of the KAZENERGY Women Energy Club. The Commission originated the formation and establishment of the WEC and many activities have been implemented jointly. With the participation of KAZENERGY, a study was conducted on the role of women in the energy sector, in which we were able to see the representation of women in the industry. The

Commission is now asking that the representation of women in senior positions in state-owned and non-state-owned companies be brought closer to the figures of the Soviet period, when 35% were women. With the active participation of the KAZENERGY Association, the initiative of the President of the Republic of Kazakhstan to remove the list of jobs where the use of women's labor is restricted was implemented, which contributed to reducing the gender gap and involving the potential of human resources in full employment. KAZENERGY Association has been paying great attention to the gender issue for 10 years, clearly and methodically promoting women's leadership in the energy industry, now it is time to expand the platform. The audience includes industry leaders who have the right to make managerial decisions. And I am very glad that there are those women in the audience who are role models for young people, as an example of continuous professional growth. The level of professionalism of women in the energy industry is quite high, women contribute not only to the activities of companies, but also to the development of Kazakhstan. It should be recognized that given the strategic importance of the energy sector for Kazakhstan's economy, the argument in favor of increasing women's employment in the industry is obvious.



**Deputy General Director for Economics and Finance, Mangistau Nuclear Power Plant LLP, Chairperson, KAZENERGY Women's Energy Club
Aizada Akkaisiyeva**

In September 2013, on the initiative of the National Commission on Women's Affairs and Family and Demographic Policy under the President of the Republic of Kazakhstan, it was proposed to create the Women Energy Club and under the auspices of the KAZENERGY Association to create this club, which united all women in the oil and gas and energy sector. Today this club includes more than 20 thousand women who work in companies and they are represented in KAZENERGY Association. We have our own executive committee, it's made up of leaders, women managers. The objectives of this club are to bring together all the female representatives of these companies and to nurture leaders. This was our very first task. Since 2013, we have been organizing the six WEC Forum in 10 years.

In addition to the Forum, regional retreats of the Executive Committee of the WEC are regularly organized, and Women Networking Forums of companies are held. In recent years, the number of women in the management bodies of companies has increased. The leaders in terms of the number of women on the Management Board are Shell Kazakhstan (5 women), Embamunaigas JSC (2 women), Tengizchevroil LLP (2 women), Karachaganak Petroleum Operating B.V. (2 women). It is encouraging that in a traditionally male-dominated industry, women are gaining recognition and becoming leaders. We see this trend in companies such as: NC KazMunayGas JSC, Samruk-Energy JSC, NMSC Kazmortransflot LLP; JV Kazgermunai LLP, KEGOC JSC, MAEK LLP, KAZENERGY Association, PSA, CNPC, Shardara HPP LLP, KPI, Atyrau University of Oil and Gas named after S. Utebayev. This is the success of our club, these are the challenges we set ourselves when none of these companies had any women in leadership positions and that is gradually changing. Today's Forum hosts women leaders and they will share their successes, how they reached these peaks. Each Forum gives us an impetus for the next accomplishments, and our meeting today gives us a blueprint for the next 10 years. As Coco Chanel said, "If you want to have what you have never had, you have to do what you have never done". Women fear nothing, go only forward!

An abstract graphic on the left side of the image, composed of multiple concentric, rounded rectangular lines in white and gold, creating a sense of depth and movement. The lines are set against a solid blue background.

Plenary Session

**“EmpowerHER
Energy: general”**



**Chairman of the Board-Rector
Atyrau Oil and Gas University
named after Safi Utebayev NJSC
moderator of the forum
Gulzada Shakulikova**

The objectives of our club are aimed at supporting women in the professional field, primarily through the exchange of experience, the creation of networks of professional contacts, as well as the development of leadership qualities and skills to create conditions for access to resources and information for career growth and success.

Session Speakers:

Lyazzat Ramzanova, *Deputy Chairman, National Commission on Women's Affairs and Family and Demographic Policy under the President of the Republic of Kazakhstan, public figure*

Cécile Rauline, *Managing Director, ExxonMobil Kazakhstan inc.*

Diana Aryssova, *Deputy Chairman of the Management Board, NC KazMunayGas JSC*

Kamshat Baizhanova, *General Manager, Human Resources, Tengizchevroil LLP*



**Deputy Chairman, National Commission
on Women's Affairs and Family and
Demographic Policy under the President
of the Republic of Kazakhstan, public figure
Lyazzat Ramzanova**

Being among women entrepreneurs, we wondered whether we have an Association in which we want to see the result. In this regard, two years ago, the National Chamber of Entrepreneurs of the RK "Atameken" created the Association for Women Entrepreneurs "ASMAR". From the Old Turkic language "asmar" means to guarantee, to bring to the hearts of people, to entrust noble values to them. And these values are carried by our women in their professional lives. Analysis of open source data has shown that over the past 10 years, the number of women in small business has reached 70% and this figure continues to grow year after year. But it is disconcerting that over the past 10 years, the measures of state support for women have been mainly for small businesses. Women have been

left with only small and micro-businesses, and there are no further stimulating measures. At the same time, in any mature state, society is based on the middle class. In Kazakhstan, the middle class is at the stage of formation. For us, as a women's community in business, one of the challenges is to reformat the work and connect government resources to promote women-owned businesses to the mid-market level, identifying "unicorn" company-level startups.

The National Association of Women Entrepreneurs regularly organizes the "ASMAR" congress. It is the largest dialog platform for discussing approaches to the development of women's entrepreneurship in Kazakhstan, reviewing international practices to support women's entrepreneurship, and developing

tools that help women overcome social barriers and ensure their economic activity. This year it was held in Mangistau region, where there was lively networking and discussion for three days.

Today's KAZENERGY Women Energy Club Forum is an authoritative platform that brings together women leaders of the energy industry, and I very much hope that your experience and leadership skills will contribute to the development of business in the country. It is now that one can boldly go into business, as there is both a desire on the part of the state to help and a demand from the population for highly intelligent, digital business. The share of women's representation in digitalization, unfortunately, does not change in our country. Only 29% of women are involved in digitalization globally, even less in the IT field, although this is the future. In the field of digitalization of the economy, increasing the digital potential of entrepreneurs and supporting women's entrepreneurship, Kazakhstan plans to implement important projects in a whole range of directions.



**Managing Director,
ExxonMobil Kazakhstan inc.
Cécile Rauline**

Today we are experiencing difficult and challenging times in our industry. The world is evolving rapidly with changes in geopolitics and the ongoing energy transition. In such a dynamic situation, diversity is no longer just a buzzword, but an imperative. Our industry's sustainability and ability to innovate depends on the unique potential and expertise that each individual, regardless of gender, brings to the table. At the same time, I firmly believe that by actively encouraging and developing women leaders, we are unlocking previously untapped talent pools that can make a significant contribution to our organizations and the industry as a whole. Women leaders see challenges and opportunities from a different angle, bringing a wide range of diverse ideas, perspectives and experiences to traditionally male-dominated fields. So how do we get more women in leadership positions in the energy

sector? First, we must avoid assumptions rooted in traditional gender roles. We should refrain from assuming that women will prioritize family over career. Instead, we should approach each person on the basis of their strengths and aspirations. In my career path, I have witnessed many women successfully balance their family and career aspirations, often accepting international jobs that required them to be away from their families. Second, it is important to listen to women's goals and aspirations by creating an environment where women are given opportunities to demonstrate their abilities and talents. This, in turn, gives them the opportunity to make significant contributions that will benefit not only their own careers, but also the growth and prosperity of our entire industry. Third, let us emphasize that gender equality is a collective effort. Recognizing the equal value of women in the

workplace is critical. Men must actively participate in creating an environment where women's voices are heard and respected, ensuring that women's careers are built on their own merit and contribution. Finally, women in leadership positions should take on the role of mentors and role models by openly sharing their experiences, including both their triumphs and challenges. This invaluable guidance and inspiration offer aspiring women leaders a crucial source of support and motivation.

In conclusion, developing future women leaders is not just a matter of achieving gender equality; it is about strengthening our industry, driving innovation and ensuring a more balanced and prosperous future. This is a collaborative effort where we all, regardless of gender, work together to create a more inclusive and diverse

Question from moderator Gulzada Shakulikova: *"What initiatives is ExxonMobil taking to empower and support women?"*

Cécile Rauline, Managing Director, ExxonMobil Kazakhstan inc.: *"ExxonMobil is a global company led by engineers, researchers and scientists. Diversity is our catalyst for innovation and our competitive advantage. In 2005, ExxonMobil launched the Women's Economic*

world. Let us continue to support this endeavor and empower the women leaders of tomorrow. Together we can ensure that our industry continues to thrive, adapt and lead in these challenging times of change.

Opportunity Initiative, a global initiative that helps women realize their economic potential and drive economic and social change in their communities. We are also committed to partnering with women-owned businesses around the world, spending half a billion dollars annually on procurement. In addition, we encourage participation in STEM careers by prioritizing science, technology, engineering and math as a means of opening opportunities for young girls and women".



Deputy Chairman of the Management Board, NC KazMunayGas JSC
Diana Aryssova

Today we are talking about an important and relevant topic not only for the energy industry of Kazakhstan, but also for the whole modern world as a whole, about the role of women in society, our President Kassym-Jomart Kemelevich Tokayev has spoken many times and our company NC KazMunayGas JSC fully supports the initiative of the head of our state. As a representative of a national company, today I would like to talk about the topic of unlocking the business potential of women as part of the sustainable development of NC KazMunayGas JSC.

The strategy of NC KazMunayGas JSC with regard to human capital assumes and takes into account all opportunities and challenges of the modern world. The Company aims to make a meaningful contribution to the oil and gas industry of the country and the lives of its

citizens in the long term. Therefore, NC KazMunayGas JSC has chosen sustainable development as one of the priority objectives within its strategy. Among the objectives of sustainable development, special attention is paid to the development of human capital, gender equality and diversity. The main asset of our company is first and foremost our human capital, our employees. Today the company employs more than 47 thousand people.

NC KazMunayGas JSC welcomes global initiatives, the company follows all ten principles of the UN Global Compact and is committed to all 17 sustainable development goals. Relevant initiatives have been approved already in 2020 by our Board of Directors. For example, under Global Goal 5, KazMunayGas has eliminated all forms of discrimination against women, girls and ensures women's full

participation and equal opportunities for leadership at all levels of decision-making, political, economic and social life. A bit of statistics: our company is purposefully creating opportunities to increase the share of women in management positions. As previously mentioned, women are represented in the Board of Directors and Management Board of NC KazMunayGas JSC. This is a positive moment, which cannot but please. The share of women in the total number of employees of NC KazMunayGas JSC at the end of 2022 was 18%, with the share of women in the managerial staff being 18%, in the number of specialists of the company's group being 39% and in the number of working specialties being 12%, while in the central office the share of women is much higher, with the average indicator for the group being 45%. The youngest female employee of our company's apparatus is 26 years old, and the oldest female employee is 61 years old. 17% of women are present in the Supervisory Boards of Level I subsidiaries of NC KazMunayGas JSC and 23% of women are present in Level II subsidiaries.

Historically, the proportion of women in technical specialties in companies, as well as in the industry as a whole, has been significantly lower than their representation in administrative positions. We create all conditions for increasing the number of women in technical specialties. To this end, on an annual basis, the company provides training and development of

personnel, forms new approaches and programs. Employee development is carried out regardless of gender and position. Every year the Company provides its employees with seminars and trainings to improve their competence and professionalism. It should be noted that among the trainees, a very large share is accounted for by our women, who constantly improve their skills and thus contribute to the development and prosperity of the company.

Women's labor is respected, supported and highly valued in the company. Among the gender initiatives of the company: in 2022, representatives of NC KazMunayGas JSC together with KMG Engineering Institute were trained under the OSCE program together with the Global Network of Women in Energy Transition (GWNET) "Empowering Central Asian women in Energy Sector". In April 2023, NC KazMunayGas JSC held a session on the development of women's potential in the "TechWomen" program. The event was attended by about 100 women from the group of NC KazMunayGas JSC, working in various business areas, including geology, production, oilfield services, transportation, oil processing. In general, JSC NC KazMunayGas implements various initiatives such as supporting gender equality initiative and women's empowerment, the so-called WEPs - Women's Empowerment Principles. We also take into account the gender aspect in the action plan to improve the ESG risk rating of our company.

In conclusion, I would like to emphasize that female colleagues have played an important role in the development of the oil and gas industry in Kazakhstan and NC KazMunayGas JSC in particular. We are proud of their results, as you know, in 2021 changes were made to the labor legislation and we are very happy about it and fully support the initiative of the Government of Kazakhstan in this direction and in this regard we will strive to involve more women in technical specialties along with creating equal opportunities for women to hold managerial positions. NC KazMunayGas JSC will continue to implement the planned initiatives in the field of gender equality, diversity and will always provide fair support to Kazakhstan women, not to forget the significant role of women in the history, way of life, everyday life of our people and to be always self-sufficient, free, responsible for their choices.





**General Manager,
Human Resources, Tengizchevroil LLP
Kamshat Baizhanova**

Tengizchevroil places great emphasis on diversity and inclusion in the workplace and the development of women leaders in the oil and gas industry. At TCO, each of our employees brings value through the diversity of their experiences, nationality, ethnicity, gender, age, education and socioeconomic backgrounds.

Employee communities are one of the tools that support a culture of diversity and inclusion. There are three employee communities at TCO: XYZ, a community aimed at fostering understanding between different generations of employees; WEN - a women's community aimed at developing and supporting women in the organization; CDN - a community created to maintain respect for cultural differences among employees. All of these communities provide additional opportunities for employees to develop and transfer knowledge and ex-

perience within the company. Each community is supported by a member of the company's management who actively supports and promotes the mission and activities of the community. The WEN community was established in 2013 and since then has been a platform for collaboration, knowledge transfer and mentoring at TCO and it plays an important role in promoting women's leadership in the energy sector. The issues discussed in the WEN community are aimed at creating a favorable working environment for women, their professional development and personal growth, increasing competitiveness, career and personal life balance, and raising awareness of gender equality issues.

Also, one of the major initiatives to promote gender equality and a culture of diversity and inclusion is the introduction in 2022 of the MARC

education program, "Men Advocating for Real Change", which was developed by Catalyst and is used by many global companies, including Chevron. This two-year educational program aims to raise awareness among workers, particularly men, about the challenges women face in the workplace. MARC participants explore issues such as bias in the workplace, equality advocacy, inclusion and other issues, and engage in group discussions through which they learn to challenge gender stereotypes, support female colleagues and become advocates for change in their workplaces and society. Diversity and inclusion is a key value of TCO's corporate culture. Employee communities, as well as the MARC program, contribute significantly to creating a positive work environment, maintaining organizational culture and advancing women in their career paths at TCO.

Awarding from the Association in honor of the 10th anniversary of KAZENERGY Women Energy Club activity

An award ceremony from the Association in honor of the 10th anniversary of the KAZENERGY Women Energy Club was held at the VIWEC Forum.

Kenzhebek Niyazovich Ibrashev, General Director of KAZENERGY Association, presented awards to women workers of oil and gas sector.

Medal of KAZENERGY Association in recognition and encouragement for labor, professional merits in development in oil and gas and energy industry were awarded to:



General Manager, Human Resources, Tengizchevroil LLP, Kamshat Baizhanova



Chairperson of Public Association "Kazakhstan Oil and Gas Sectoral Trade Union", Yelena Mustafina



Head of Corporate Relations, Shell Kazakhstan, Aigul Barmenkulova



*Director for HR and Service Management of Karachaganak
Petroleum Operating B.V., Slushash Izbassarova*



*Human Resources Manager, Shell Kazakhstan,
Almagul Kazbayeva*

Honorary diplomas of the KAZENERGY Association for many years of conscientious work, great contribution to the development of the oil and gas and energy industry of the country were awarded to:



Head of the Department for Social and Labor Issues in the Oil and Gas Industry of the Ministry of Energy of the Republic of Kazakhstan Gulzhan Uisimbayeva



Director, Legal Support and Asset Management Department, PetroRetail LL, Zhanna Aimasheva



Social Performance Advisor, Shell Kazakhstan, Gulnafis Akhmarova



General Director of the KAZENERGY Association, Kenzhebek Ibrashev and General Manager of the Human Resources Department of Tengizchevroil LLP, Kamshat Baizhanova



Participants of the VI Forum of the KAZENERGY Women Energy Club "EmpowerHER Energy forum"

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Thematic Session

**“EmpowerHER
Energy: prospects
for decarbonization.
Regional aspect”**



Moderator of the thematic session
Deputy Chairman of the Management Board for
Economics and Finance of Embamunaigas JSC
Rysty Tasmagambetova

In December 2020, President Kassym-Jomart Tokayev announced a new goal for Kazakhstan to achieve carbon neutrality by 2060, thus reaffirming our commitments under the Paris Agreement. In 2023, the Strategy for Achieving Carbon Neutrality of the Republic of Kazakhstan until 2060 was approved, which sets the following targets: reduction of GHG emissions by 2030 by 15% relative to the level of emissions in 1990 (unconditional target) and reduction by 25% subject to international support for decarbonization of the economy (conditional target). The dialogue platform of the KAZENERGY Women Energy Club Forum is dedicated to the prospects of decarbonization and achieving carbon neutrality in our country and around the world. Speakers will share their views on the prospects of decarbonization and achieving carbon neutrality.

Session Speakers:

Yerlik Karazhan, *Director of ESGQ Rating Agency LLP*

Altynay Abdykerimova, *President of the Association of Women in Energy of Kyrgyzstan*

Ainur Sospanova, *General Director of "Smart Volt" Company, Member of the Board of Directors of the Association "RES Qazaq Green"*

Klara Pykhanova, *Production Support Manager, Production and Maintenance Department, Karachaganak Petroleum Operating B.V.*



Director of ESGQ
Rating Agency LLP
Yerlik Karazhan

It is significant that it is at the KAZENERGY Women Energy Club Forum that issues of decarbonization are discussed. Women play an important role in the formation and promotion of the strategy. Understanding history teaches us many lessons about what strategy should be. There is an interesting quote "History is strategy. If you make your story better, you make your strategy better". The role of women is not something that is underestimated, it is difficult to overestimate. Women have a better understanding of the strategy, a better understanding of the mission if they believe in it.

Our company's mission is to support the industry and the government in the dialogue that needs to be built around decarbonization, the energy transition. Historically, every transition to a new type of fuel has been justified economically: more efficiency, lower price and

greater effect. The period of the fourth energy transition has a certain peculiarity: it is as if it were economically unjustified. RES is still expensive, but it is necessary to stick to the mission of saving our planet.

Companies are shaping their strategies and approaches in this direction - through ESG. ESG is a triple pillar of sustainable development: environmental, social responsibility and corporate governance. Corporate governance, all internal and external processes - this is what promotes Kazakhstani business in the implementation of the ESG principles. The ESG principles serve as a framework for all areas of business: from the supply chain (companies cascade ESG requirements to their suppliers) to finance (ESG criteria, ESG investment). Awareness of the ESG principles: more and more companies are adopting them.

We conducted a review of the sustainable development of Kazakhstan's economy based on information from available sources. We found that companies do not tell us much about both sustainability and gender issues. Disclosure of information on corporate governance of companies, such as ownership structure, composition of the supreme management body (board of directors or supervisory board), the level of women's representation in management, and the existence of approved ESG policies remain low. Important information on corporate governance is often found in different sections of corporate websites.

As a recommendation to improve the quality of corporate governance, I would like to note the following: it is recommended that companies strengthen transparency in publishing data on the ownership structure, composition and diversity of the highest governance body, including information on measures taken to increase the representation of women and independent directors. To ensure transparency of processes within the company and confirm ethical business conduct, post specific internal sustainability policies on corporate websites.



**President of the Association
of Women in Energy of Kyrgyzstan
Altynay Abdykerimova**

The Kyrgyz Republic has a large hydropower potential. Kyrgyzstan ranks third among the CIS countries in terms of the number of water resources formation objects on the territory of the republic. There are 252 large and medium-sized rivers in our country with a combined capacity of 18 GW and more than 140 billion hours of electricity. Of these, only 10% are currently utilized. The Kyrgyz Republic has 7 large HPPs with a capacity of 3030 MW, 22 small HPPs with a capacity of 65.3 MW and 2 CHPPs with a capacity of 862 MW.

Prospects of decarbonization for Kyrgyzstan are encouraging. The potential of small hydropower in the Kyrgyz Republic is about 5-8 billion kWh. At present it is possible to build 88 small HPPs with capacity up to 200 MW, construction of 7 HPPs on reservoirs with capacity up to 75 MW.

The average duration of sunshine in Kyrgyzstan is more than 2,670 hours per year. The annual sum of solar radiation in Kyrgyzstan on the horizontal surface is from 1,000 to 1,700 KW per hour per 1 square kilometer and more than 50% of direct solar radiation. Solar generation potential of about 490 million KWh per year.

Approximately 94,000 square kilometers of territory has an onshore wind zone suitability rating above 50%. Wind zones are clustered in the southern part of Osh along the border with Tajikistan, the northern and southern areas of Naryn and the southern part of Issyk-Kul. Wind generation potential of about 44.6 GWh per year. In the Kyrgyz Republic, apart from wind and solar power plants, geothermal sources and biomass are considered for application. Practical implementation of a number of projects using renewable energy sources has

become possible due to the fact that Kyrgyzstan has now mastered the production of solar collectors, solar water heaters and plants of various modifications, microhydroelectric power plants and biogas plants of various capacities.

There are 22 small HPPs in operation in Kyrgyzstan, including 9 state-owned and 13 private small HPPs. Construction of 12 small HPPs with a total capacity of 62 MW is underway.

In 2021, the Kyrgyz Republic joined the Statute of the International Renewable Energy Agency (IRENA) and became its full member. Currently, IRENA is implementing a project to study the potential of solar and wind energy with interactive maps and determine the potential for their use.

The use of RES improves women's quality of life, increases women's socioeconomic status, and reduces time and effort associated with housework. Modern energy-efficient technologies make it possible to provide hot water supply, heating and cooling within the same installation, contributes to the reduction of health risks for women by using wood and peat fuel for heating dwellings and cooking purposes.

Adoption of cleaner energy creates training, employment and entrepreneurial opportunities for women, helps to eliminate disparities in

energy access.

Priorities for increasing women's participation in humanity's transition to a green economy and the use of renewable energy sources include:

- getting education, awareness and involvement of women in environmental, energy and green economy discussions;
- comprehensive support for the development of women's entrepreneurship and investment projects, including PPPs, in the field of green economy;
- improving access to financing instruments for women entrepreneurs, in particular direct and targeted lending, capacity development of commercial banks and integrated web-based platforms;
- ensuring a safe, bias-free working environment.



**General Director of "Smart Volt" Company,
member of the Board of Directors
Ainur Sospanova**

The debates about Kazakhstan achieving carbon neutrality by 2060 have been going on for the past five years. The Strategy for Achieving Carbon Neutrality of the Republic of Kazakhstan until 2060, approved by Presidential Decree No. 121 dated February 2, 2023, envisages a gradual reduction of fossil fuels. While the Kyrgyz Republic's power system has an overwhelming percentage of clean energy generation from hydroelectric plants, in Kazakhstan's power system, 70% of coal-fired generation is fossil fuel, which is not clean energy.

The Strategy for Achieving Carbon Neutrality of the Republic of Kazakhstan until 2060 envisages a transition to the use of electricity and heat instead of direct combustion of fossil fuels, i.e. electrification of all processes and where possible.

Active engagement of alternative renewable low carbon energy sources, this is a key component as we are all large consumers of electrical energy. The choice of energy type is the responsibility of the consumer. Not only taxpayers, but also large energy consumers will have to deal with the energy transition in the next decades. One of the challenges facing Kazakhstan is the introduction of the European Union's transboundary carbon mechanism. From 2026, the European Union will tax raw materials and goods with a significant carbon footprint. Businesses that use "brown power" or directly burn fossil fuels will become uncompetitive.

It is important to realize that we are not just talking about decisions and regulation that are within our country, it is an international process. The most important thesis for our enterprises is

energy saving and energy efficiency, and the second important thesis is the greening of electricity consumption.

Today the share of renewable electricity in Kazakhstan is only 4.5%. Our country has a large share of gas-fired plants, and this is a transition fuel from coal-fired generation to low-carbon renewables. It is very optimistic that renewable energy is progressively increasing and there is a growth of renewable energy capacity.

Today, 245 out of 1,643 jobs in renewable energy plants are held by women. These are the green, sustainable jobs in remote regions of Kazakhstan that women are involved in.

Future plans for renewable energy development within Kazakhstan are quite ambitious. In 2023-2027 it is planned to select projects through auctions: 4000 MW of wind power plants, 500 MW of solar power plants, 2220 MW of hydropower plants, 50MW of biogas plants. In addition, there are bilateral agreements with companies such as Total, MASDAR, ACWA Power and the Chinese company China Tower, relations with them will be introduced actually in 2032.

In Kazakhstan, there are activities to spread green energy. However, it is worth understanding that if we do not deal with infrastructure, grids, smart grid solutions, it may not

be a good thing, it may be a problem. Therefore, when talking about renewal and diversification of the energy sector, it is necessary not to forget about infrastructure, personnel training and other things. The next trend that is conquering the world is "green" hydrogen. This year Samruk-Energy JSC signed an agreement with a consortium of banks. This project became possible only under the condition that after 2032-2035 the gas station will gradually switch to the use of hydrogen.

The use and development of "green" hydrogen in Kazakhstan can be the next competitive advantage of our country at the level of the European Union requirements. "Green" hydrogen - using electricity from renewable energy sources and using water. Do we have enough water to develop these hydrogen projects? The functioning of hydrogen energy centers of competence in KMG Engineering LLP cannot be more timely and appropriate.

The next 10 years for Kazakhstan are marked not only by the global energy transition, but also by the renewal of our domestic energy infrastructure. Many coal plants will be retired and what will replace them depends not only on the generating companies and the Ministry of Energy, but also on us consumers. The intention to consume electricity that will reduce the carbon footprint of the ESG must come from ordinary consumers.





**Production Support Manager,
Production and Maintenance Department,
Karachaganak Petroleum Operating B.V.
Klara Pykhanova**

Karachaganak Petroleum Operating is committed to ensuring that operations at the Karachaganak oil field are conducted with minimal environmental impact. We operate with high standards of environmental protection. We are in the process of developing an environmental concept that will form the basis of KPO's green strategy. KPO has addressed the need for environmental awareness training and skills development for contractors: active awareness raising of contractors' employees, regular meetings with staff, and familiarization with requirements at quarterly and annual contractor safety and environmental forums are being carried out. Operation of the KPO industrial complex is inevitably associated with the emission of pollutants into the atmosphere, which are generated at all stages of the technological cycle, including gas and con-

densate production, treatment, storage and transportation. At KPO facilities, atmospheric emissions come mainly from combustion of raw gas and mixed formation fluids at flares combustion of fuel gas in turbines, furnaces and boilers, combustion of diesel fuel in diesel generators. The main combustion products are sulfur dioxide, carbon oxide and nitrogen oxide. Despite the current uncertainties with carbon management, KPO continues to explore opportunities to reduce greenhouse gases in the short term. KPO is actively engaged in dialogue with shareholders, the government, the competent authority and other stakeholders to jointly define the future field strategy and create an enabling environment for investment and technologies. At the same time, the world is witnessing a trend towards personal eco-friendliness, ecological thinking, conscious

consumption. KPO supports this idea. In its turn, KPO has developed its own rules to ensure effective application of existing procedures, environmental and energy management systems and implementation of the "green" office concept. In the field of water supply and wastewater disposal, the company's objective is the rational use of water resources. The Company regulates the consumption of clean water at its facilities through water conservation measures. In 2022, KPO consumed 16% less technical water compared to 2021. The volume of water consumption for domestic needs was slightly higher than in 2021. During 2022, a number of activities were carried out to optimize the consumption of technical water and increase the reuse of treated, wastewater, rainwater and meltwater. In addition, groundwater, after filtration tests on wells, was sent to production facilities for re-testing for technical purposes. Disposal of formation and production wastewater in the Karachaganak field is one of our company's objectives. Compared to 2021, the amount of KPO waste in 2022 increased by 17,000 tons, which is mainly due to an increase in well operations, workover operations at the main field facilities, construction of new facilities, as well as the inclusion of waste generated from works performed by contractors on the field territory. Drilling waste is recycled using technologies that not only reduce waste, but also extract valuable components from the waste and process it for reuse. Returning waste back to the production process

practiced by the company is the best way to reuse the waste generated. The company is working on the organization of sorting and separate collection of such waste. Such waste as plastic, plastic, polyethylene, packaging, waste paper, cardboard, paper, glass wallpaper, all types of waste. Further these wastes are transferred to enterprises for use as secondary raw materials. Since 2012, KPO has been monitoring the status of biodiversity and identifying the level of potential risks in its operations. KPO assesses four main factors affecting biodiversity in the field area. These are emissions of pollutants, these are physical impacts, these are noise, vibrations, light, and factors such as mechanical impacts, construction, quarries, roads. In 2022, for the first time, KPO developed a biodiversity action plan for the area along the export pipeline route. In general, all normal field operations are within acceptable biodiversity risks. The way in which an oil and gas company supports a green program today is to reduce greenhouse gas emissions, minimize waste generation, and reduce the amount of waste produced. In 2025, KPO plans to launch a pilot project to develop an emissions offset strategy 2023-2024, to achieve more than 150 tons of CO₂e by 2030.

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Award ceremony with
memorable gifts in honor
of the 10th anniversary of
the Women Energy Club

KAZENERGY Association member companies' female networkers were honored at the WEC Forum.

A memorable gift was presented to the representative of Tengizchevroil LLP. WEN (Women Employee Network) community founded at Chevron in 2000 and at Tengizchevroil in 2013. WEN's mission is to inspire and develop the potential of women to achieve personal success as well as the company's business goals.

Women's Community representation in TCO has 2 divisions in Atyrau (leaders - Aidana Gubasheva, Dinara Yergaliyeva) and Tengiz (leader - Elvira Burganova).

The team's activities are clearly categorized into groups: development and mentoring, work/leisure balance, community support and there are also groups that provide technical, communication and financial support.

TCO's women's community realizes its mission through events that not only promote growth and development, but also provide an excellent platform for networking. For example, given the urgency of the topic of reducing carbon emissions, a panel session led by the General Director was organized to ensure that each employee understood the company's direction toward a low-carbon future.

Also, one of the recent activities is a breast cancer awareness campaign, which took place with the participation of oncomammologists from the Atyrau Regional Oncology Dispensary.

Social activities should also be mentioned: the Community Support Group conducts annual charity projects - "Angel Tree" - providing New Year presents and warm clothes for children from large and low-income families or "Road to School" project - helping Atyrau children get ready for the school year.



A memorable gift was presented to a representative of Embamunaigas JSC. Ability to adapt women oil industry workers to the realities of modern life, increase their status and full disclosure of their potential, observance of gender balance are the goals of the

establishment of the Women club "Munayshy kyz" in JSC "Embamunaigas". The club was established five years ago, in 2018 and today it is actively involved in providing women with counseling and, if required, medical and psychological assistance. The club consists of



more than 800 women. The head of the club is Rysty Tasmagambetova, Deputy General Director of Embamunaigas JSC for Economics and Finance, member of the Executive Committee of the Women Energy Club "KAZENERGY". The Club pays close attention to women working in production. The Company has six production structural subdivisions, four of which are located in the districts of Atyrau region. Especially for women working on a rotational basis, the Club holds consultations, trainings, and seminars with doctors and psychologists on topical issues. For example, taking into account the urgency of the problem of high cancer incidence in Atyrau region, a visit of obstetrician-gynecologist and mammologist was organized to all NGDUs. In addition to awareness-raising activities, consultations and medical examinations were conducted at the request of women. In 2019, when the Women's Club was one-year-old, a conference of republican significance was held "Men - aielmin. Alemnnin anasymyn!". At this event, girls and women employed in the oil and gas sector had the opportunity to discuss the most pressing issues of gender equality, formation of personal qualities, shared their experiences, talked about their successes and achievements. Several trainings and master classes were organized in Almaty with the participation of leading trainers and experts. After the pandemic, the Club organized the "Mereili munaishy" contest, in which both genders took an active part, to recognize the work of those

who ensured uninterrupted oil and gas production during a difficult period. Since another task of the Club is to find common ground in all the differences between men and women and in commonwealth to bring together a large group of people. Along with caring for the physical and social well-being of women, the members of the "Munaishy Kyz" Club also make efforts for their cultural development. To this end, in 2019, poetry contests were organized in all PSDs in honor of the 80th anniversary of Fariza Ongarsynova, People's Writer of Kazakhstan, State Prize Laureate, poetess. A trip to Moscow was organized for six winners of the competition, where they saw the play "Fariza" on the stage of the legendary theater "Sovremennik", and attended a reception by Imangali Tasmagambetov, Ambassador Extraordinary and Plenipotentiary of Kazakhstan to Russia.

In the summer of 2023, in order to promote healthy lifestyles, medical workers visited production facilities, where medical consultations were held along with lectures. At the end of the current year, in honor of the 5th anniversary of the Club it is planned to hold a forum with the participation of leaders of women's movement of subsidiaries and affiliates of NC KazMunayGas JSC with the invitation of women's networks of companies-members of KAZENERGY Association.

A memorable gift was awarded to the KPO Women Club, which was launched in May 2019 as a platform for women to share knowledge, provide mutual support and strengthen their bonds. Since its inception, the Company's Women Club has held a number of sessions to engage KPO women in Club activities, encourage active participation in the life of the Company, encourage young people to get involved in social projects and experienced staff to share their experiences and inspirational success stories.

The Club's mission is to promote the vision of "Women Support Women". The aim of the Club is to create a positive culture of mutual support in KPO, especially among women employees of the Company. First and foremost, the Club supports and assists the Company in creating a safe and friendly working environment where all women will have the opportunity to fully realize their professional, leadership and managerial potential and can achieve their goals in accordance with their talents and ambitions.

KPO Women Club supports and applies best practices of oil and gas and energy companies to support working women and international experience to empower women in the industry, develops various programs and activities to assist women in career advancement and increase the number of women in leadership positions, as there is currently a high potential

for women in leadership positions in the company.

The following activities are planned in order to promote women's leadership ahead of the curve:

- develop a mentoring program, continue to educate, have an open dialogue at all levels about the importance of breaking stereotypes;
- promote women's professional development;
- organize and engage in training workshops on inclusion and diversity topics and issues;
- learn and share experiences with national and international companies;
- holding round tables with senior management, etc.





A memorable gift was presented to the youngest club of MAEK LLP, "Kuatty Arular". On April 27, 2023, under the leadership of Aizada Akkaisiyeva, Member of the Board of MAEK LLP and Chairman of the Women Energy Club "KAZENERGY", the opening of the women's club of MAEK LLP "Kuatty Arular" took place.

The club was established to develop, strengthen the role and empowerment of female employees of the power plant.

The main directions of the club: professional and career development of women; improvement of working conditions with care for women's health at work; balance of women's personal and working time; increasing the role of women in the life of the organization; creation of socio-economic conditions for women at work.

In a short period of time the Club managed to hold a meeting dedicated to the issues of women's health of the company's employees with the famous doctor Aikerim Doshchanova, doctor of medical sciences, professor, obstetriciangynecologist of the highest category, gynecologist-endocrinologist.

This year in Astana, as part of the celebration of the 25th anniversary of CNPC in Kazakhstan, the Women Energy Forum "Gender Perspectives in Decisions and Actions" was held jointly with the WEC of the KAZENERGY

Association, which was attended by female employees and members of the "Kuatty Arular" Club.

At the meeting in Aktau of leading oil, gas and energy companies of Mangistau region, where the employees of Mangistaumunaigas JSC, MAEK LLP, MREC JSC, Maschystau Zharyk LLP, TenizService LLP, Ozenmunaigas JSC, Karazhanbasmunai JSC, Mangistaumunaigas JSC took place, Sholpan Ilmukhanbetova, Director of Financial Department of Mangistaumunaigas JSC announced an initiative to create a female wing of KAZENERGY WEC in MMG.



The NCOC Gender Balance Network women's community, which was rebranded and revitalized in 2022, was honored with a memorable gift.

The community was established in 2015 with the aim of developing the professional skills of the company's employees through formal and informal communication and sharing professional opportunities, ensuring a proper work-life balance.

Membership of the Women Community is open to both NCOC and contractor employees. The NCOC Women's Community is a platform whose goals are to:

- to promote the personal and professional growth of all NCOC employees;
- to empower working women in their pursuit of professional development while maintaining a balanced lifestyle;
- to unite and interact with like-minded individuals within NCOC and beyond;
- to make positive changes in our organization and local community;
- to apply the knowledge acquired in the multicultural NCOC team.

Since 2015, the NCOC women's community has facilitated a number of programs and events, including a mentoring program, discussions, personal growth, family events, guest speakers, philanthropy events, and joint events with local businesses.

The women's community's strong reputation has enabled it to gain the support of NCOC's senior management in its efforts to improve working conditions and realize its long-term goals of supporting the company's operations.



Memorable gifts were awarded to the representatives of the companies that took an active part in the organization and holding of the VI Forum of the Women Energy Club EmpowerHER Energy Forum represented by Bekisheva Alexandra Maratovna, General

Director of "ENGINEERING COMPANY "KAZGIPRONEFTETTRANS" LLP, and Ashirbekova Botagoz Serikbayevna, Deputy General Director for Human Resources and Social Issues of "JV "Kazgermunai" LLP.





Thematic session "EmpowerHER Energy: prospects for decarbonization. Regional aspect"



Participants of the VI Forum of the KAZENERGY Women Energy Club "EmpowerHER Energy forum"



