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KAZENERGY EURASIAN FORUM

Nur-Sultan, Hilton Astana Hotel

Women Energy Club, October 5th, 2021, 16:00

Dear participants,

I'm very pleased again to have an opportunity to speak at the Women Energy Club and share with all of you our experience that we have at TotalEnergies.

Obviously, a quick look at the history of our industry shows that the Energy Industry is a particularly male-dominated industry, where the role played by women at all levels has been and still needs to be expanded.

Nevertheless, we at TotalEnergies have been working for a long time to promote Diversity, Gender Equality, merit-based principles, and eventually to increase the number of women in all our committees – basically, leading-by-example. For instance, our Executive Committee, which is a top executive body of the Company, have gone from zero women in 2016 to two today.

From 2019 TotalEnergies is systematically working on increasing number of women at Management Committees, technical and business segments and major corporate functions. This has happened because we wanted it to. In this matter, the tone from the top is key. The Company made it very clear in the strategy and in its ambition, that the women should be able to express their talents and ambitions fully, no matter what the sector they work in.

That is why we have our corporate network called TWICE – TotalEnergies Women Initiative for Communication & Exchange, it has been existing for 14 years, which is the best proof of its success.

Aligned with the Group's objectives and complementary to HR policies, this initiative serves a collective cause: Gender Diversity in the workplace. It helps to develop women's leadership by offering them a caring and participatory space.

ABOUT TWICE*

TWICE is TotalEnergies' network for women and was created in 2006. It's open to all women, regardless of their geographical location, business, or job level. The network, a forum for sharing experiences and building self-confidence, has two priorities:

- 1) Promoting career development for women at all levels and in all businesses to improve TotalEnergies' gender balance
- 2) Influencing behaviors and attitudes and raising awareness about gender equality among all employees through its initiatives

**Here we can show a banner of TWICE on the screen*

Nowadays many large companies like TotalEnergies have corporate gender diversity networks. But in 2006 when TWICE was created, it was because a number of women took charge and demonstrated their pioneer spirit. This value is the one of the five core values for TotalEnergies, together with Safety, Respect for each other, Stand Together and being Performance-minded. This is indeed in the heart of all our activities, strategies, policies, and way of doing business.

There is a big progress that we achieved since then, and we can be proud about it. Having a women's network in the company is a valuable asset. It is a source of information, experience sharing, trust building and energy. It helps us stay the course over the long term, motivate ourselves and innovate. There now more than 40 TWICE networks around the world, which is a remarkable achievement.

The goal is to achieve a better balance in recourses between men and women at all levels of the organization as well as during the hiring process. As a Country Chair of TotalEnergies in Kazakhstan, and also being a woman, I am particularly conscious of this.

Civil society is expecting many changes from us, both in the types of energies that we produce, but also in the way how we produce and sell it. Greater diversity in our company is essential, and it is changing our relationship to energy and the world around us. For me a gender diversity is a business challenge. Diversity requires persistence over the long term. Starting with trainings and through the development of an assertive career path.

I am fully convinced that the diversity of our workforce is key to our success in a globalized world in which women make up more than half of the talent pool. Gender equality adds a new dimension to the collective intelligence needed to grow and manage businesses. Different perspectives, different attitudes to a range of challenges — these are critical for identifying new avenues for growth and success.

To conclude, I would like to thank all the committed people who helped make the event such a success, and wish you remain bold, keep pioneer spirit, believe in yourself, push further your boundaries, and achieve all the objectives in your career and in your life!