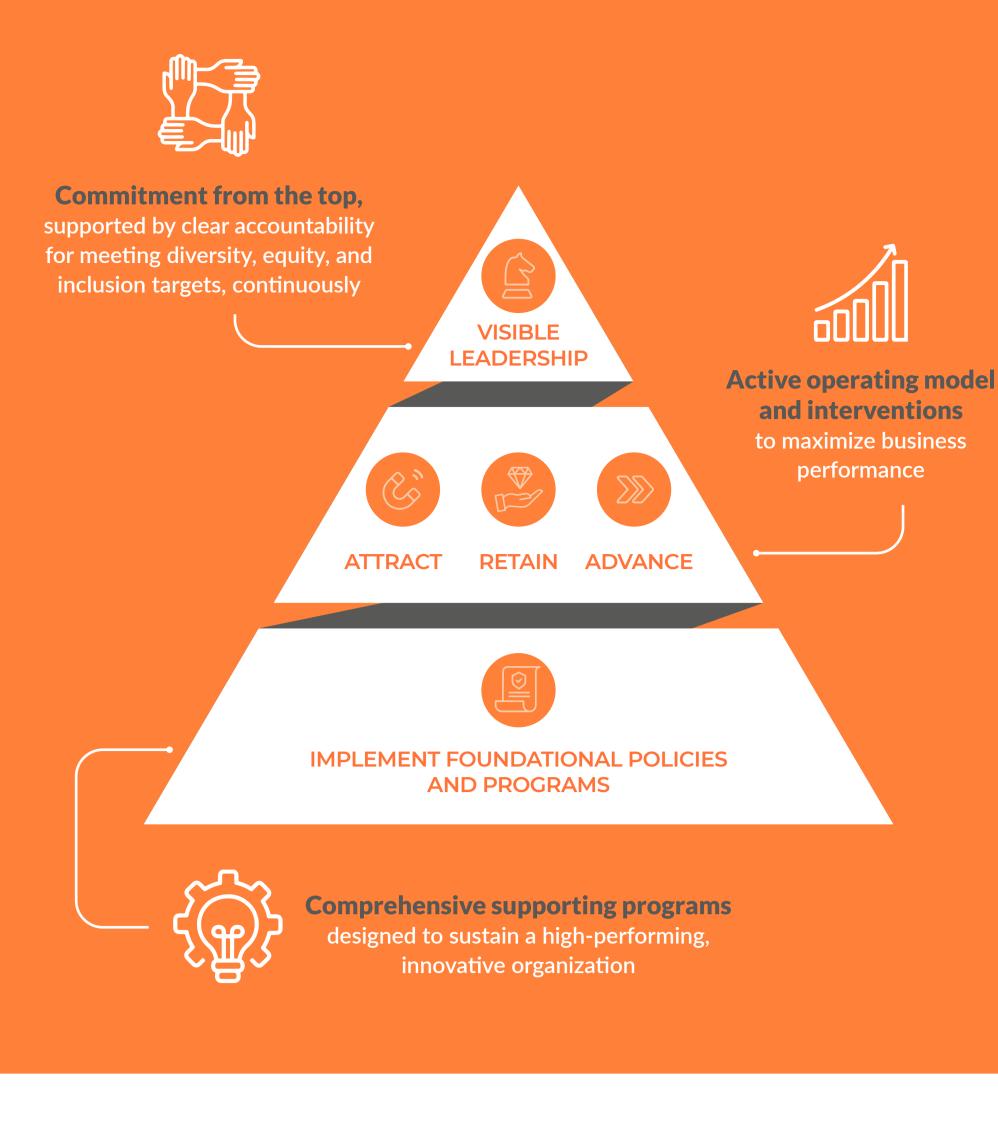
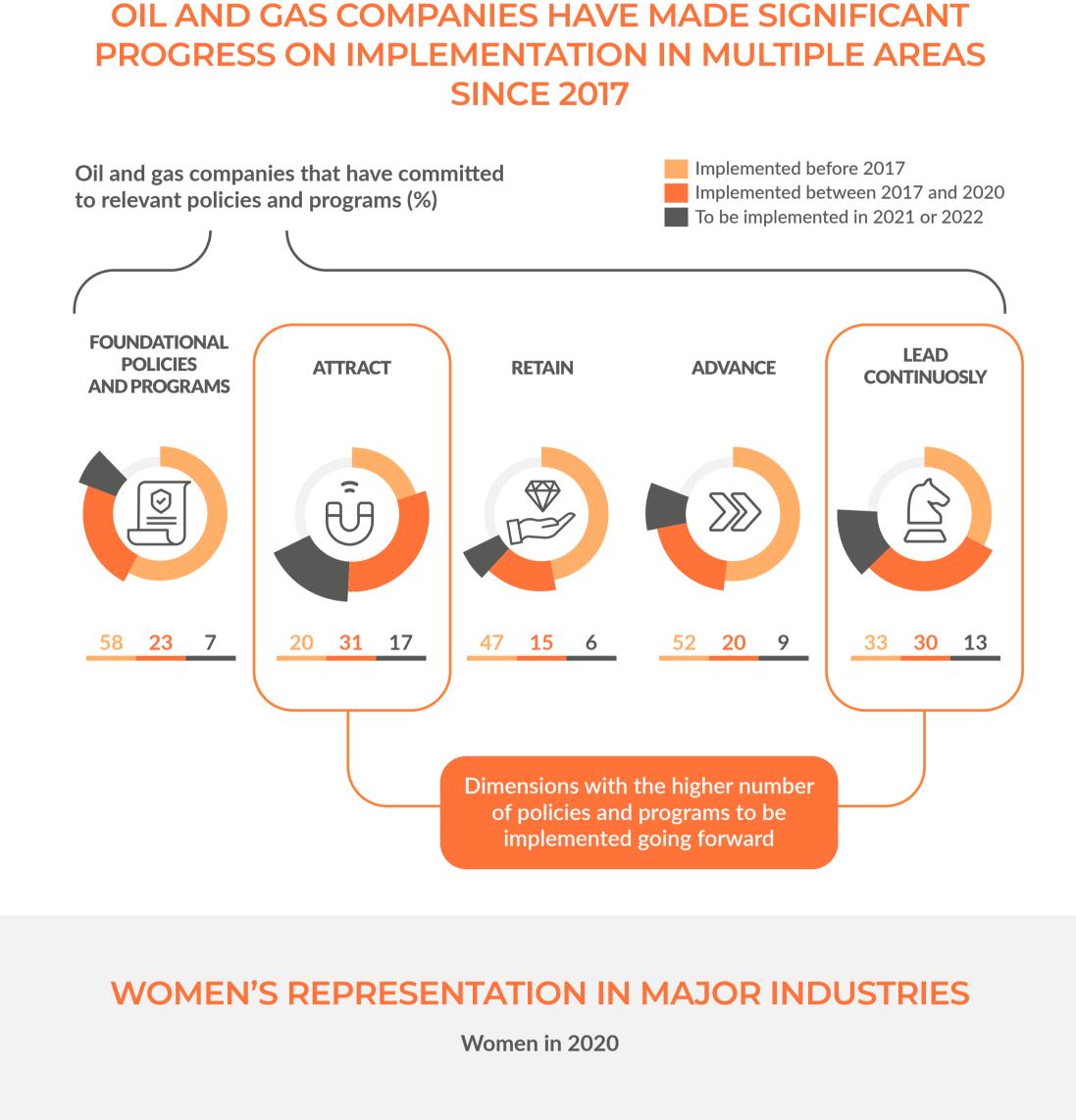
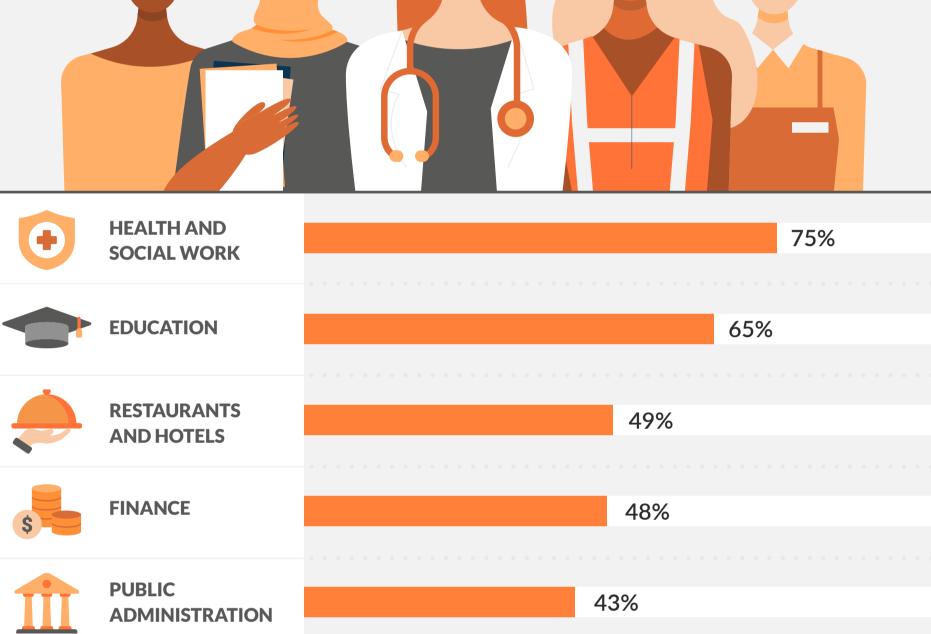
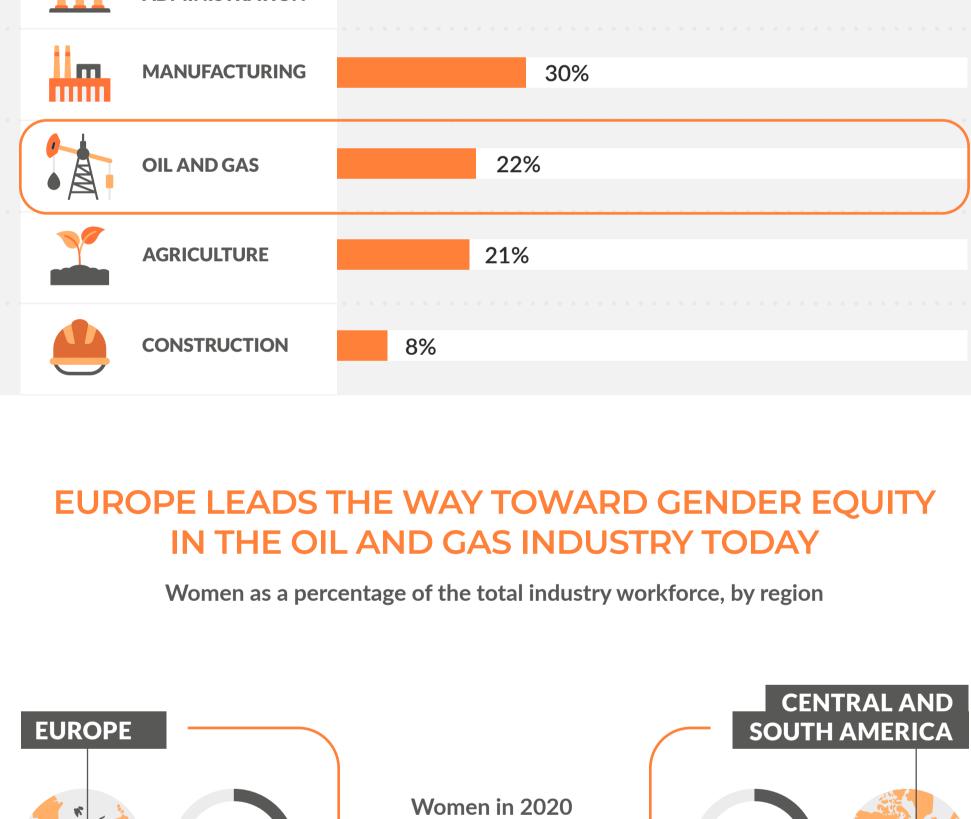
UNTAPPED RESERVES 2.0 **DRIVING GENDER BALANCE IN OIL & GAS** TO DRIVE GENDER BALANCE, OIL AND GAS COMPANIES **NEED TO TAKE ACTIONS ON THREE LEVELS**









22% **GLOBAL COMPANIES**

TOTAL

33%

"Women get

less support"

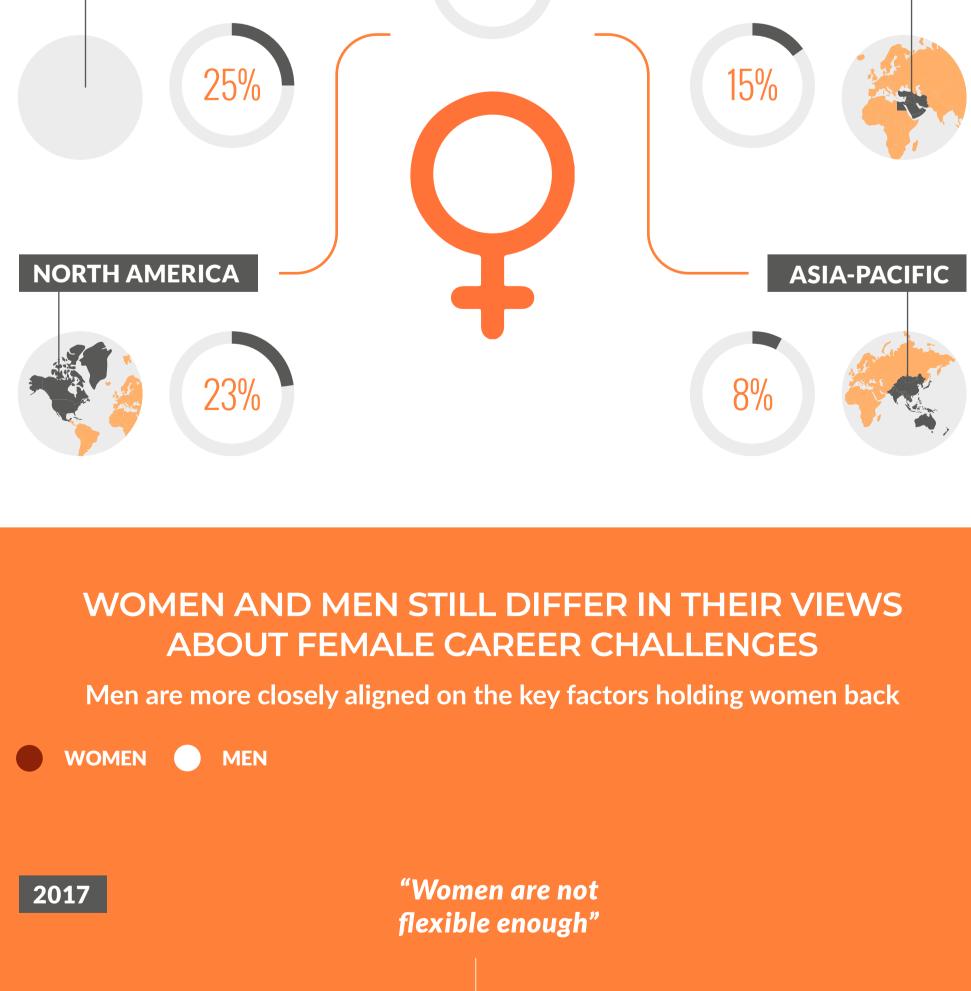
MIDDLE EAST

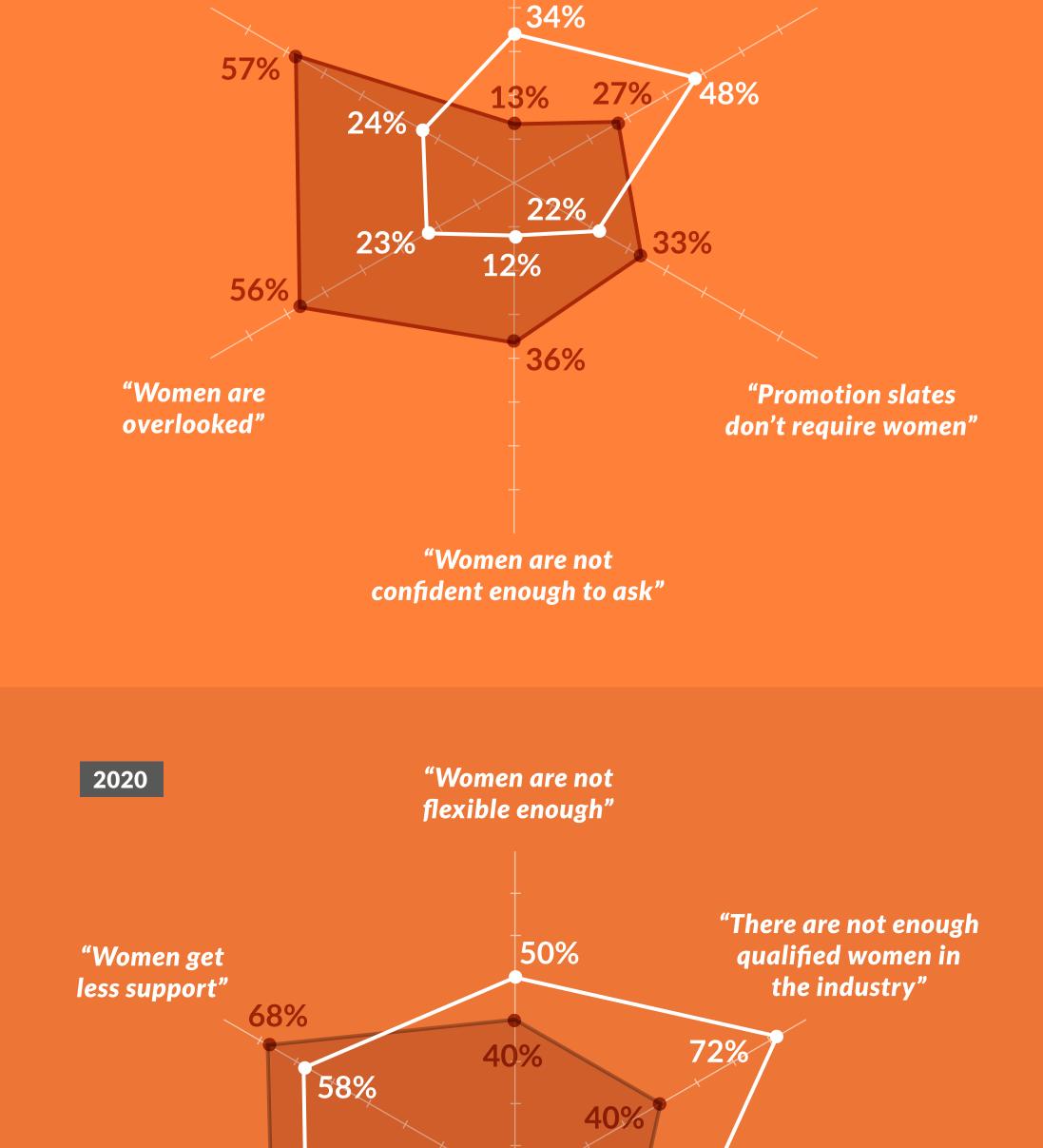
21%

"There are not enough

qualified women in

the industry"





57%

66%

"Women are

overlooked"

operations roles

UPSTREAM

(Exploration and

Production)

COMPANIES

think is most important

43%

MIDSTREAM

in 2020 (%)

31%

32%

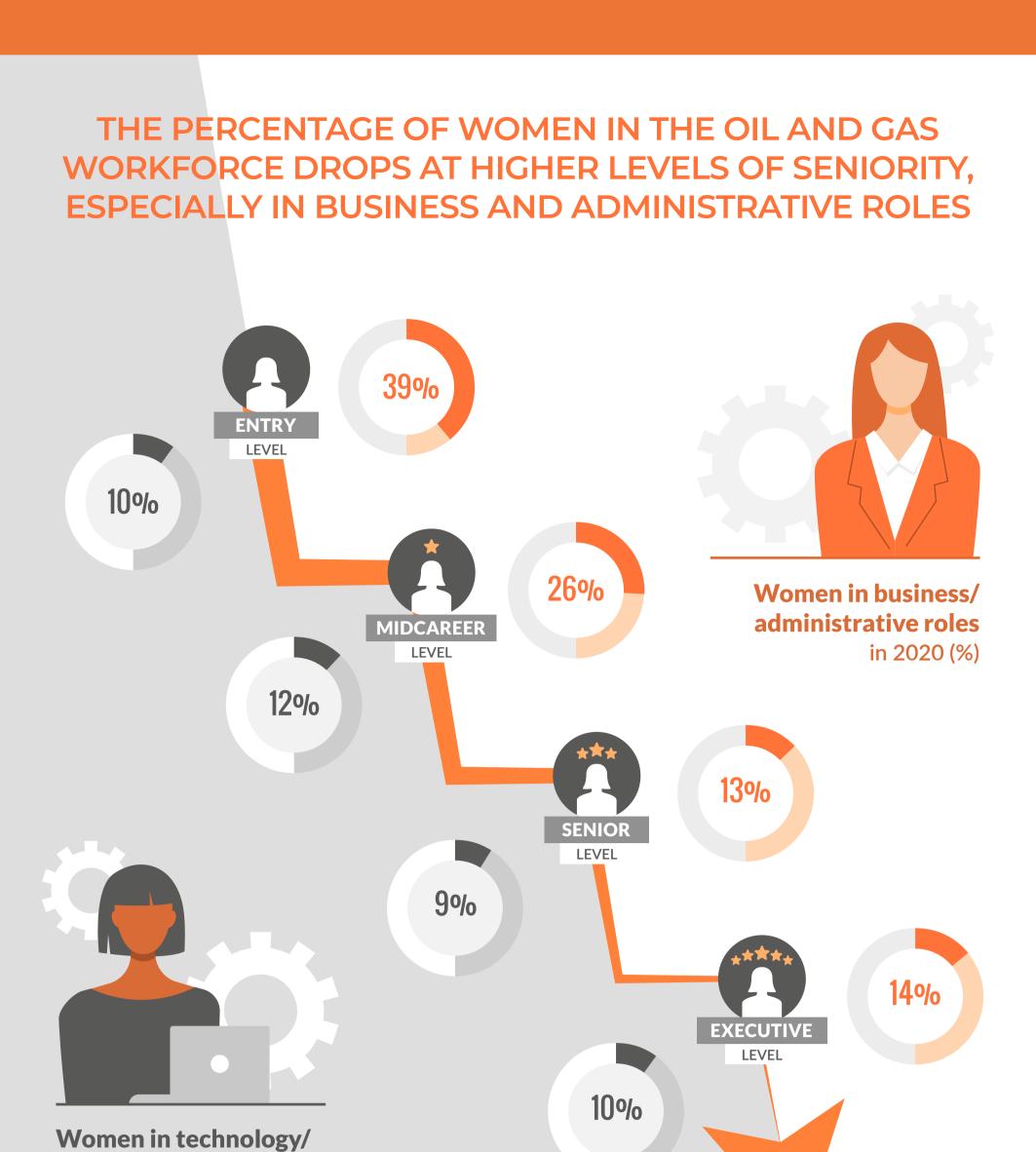
"Women are not

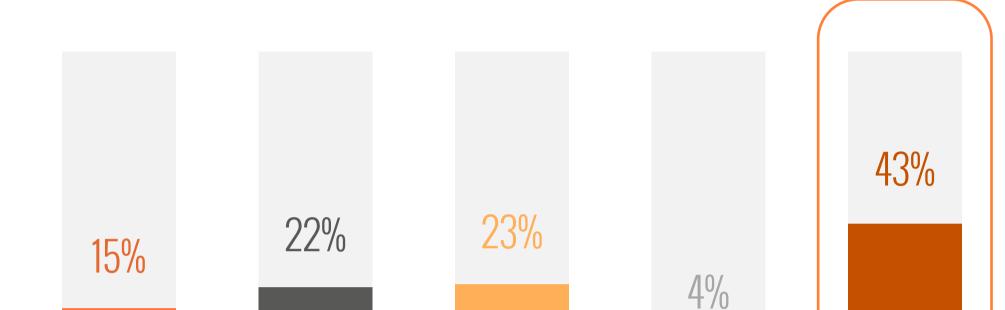
confident enough to ask"

42%

"Promotion slates

don't require women"





DOWNSTREAM

ELEMENTS OF DIVERSITY AND INCLUSION IN 2020,

ACCORDING TO COMPANIES AND EMPLOYEES IN THE

OILFIELD

SERVICES

CORPORATE

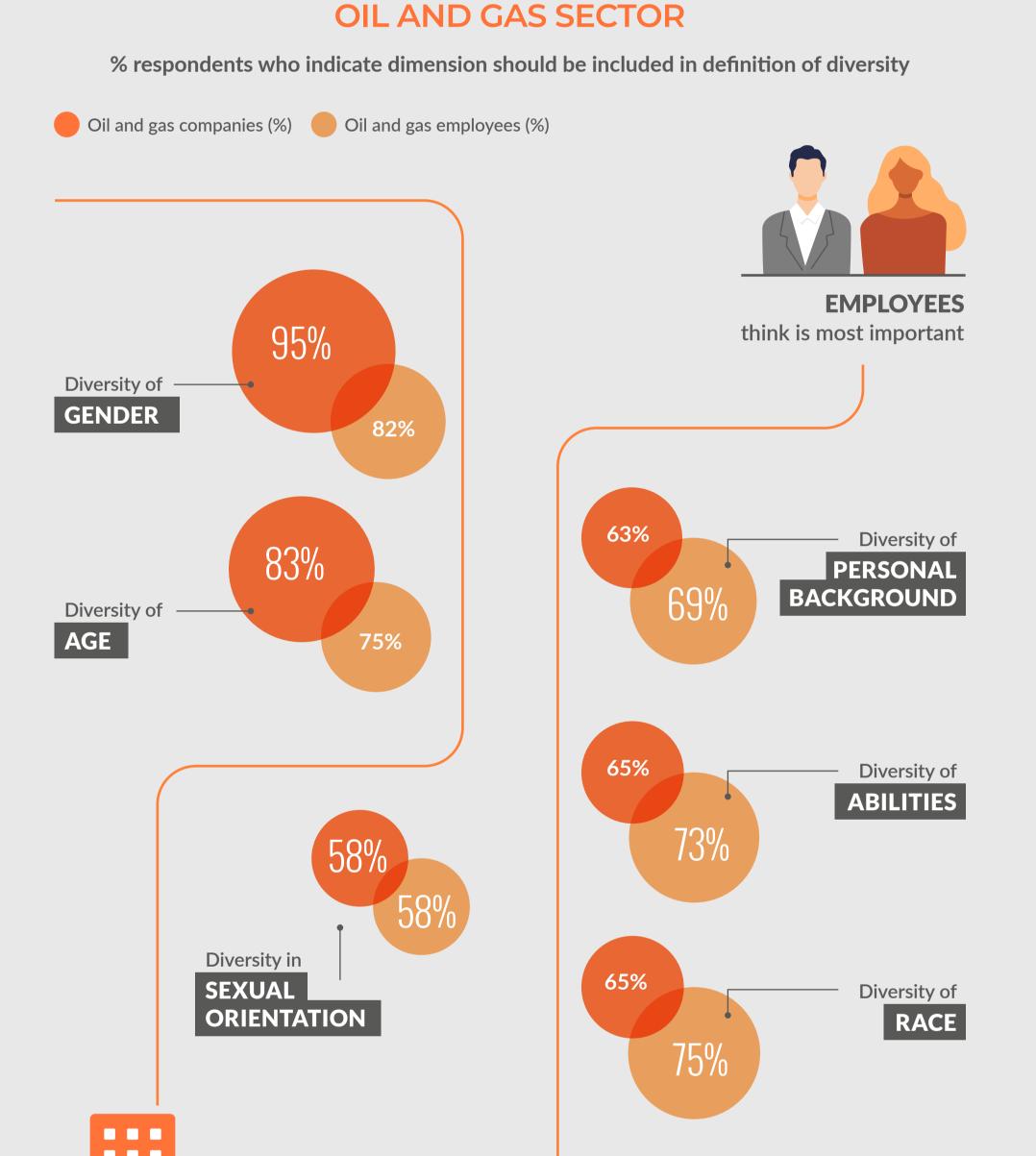
FUNCTIONS

IN THE OIL AND GAS INDUSTRY TODAY, CORPORATE

FUNCTIONS ARE CLOSEST TO REACHING GENDER

PARITY

Women in each functional area



53%

80%

37%

Diversity of

SOCIAL

CLASS

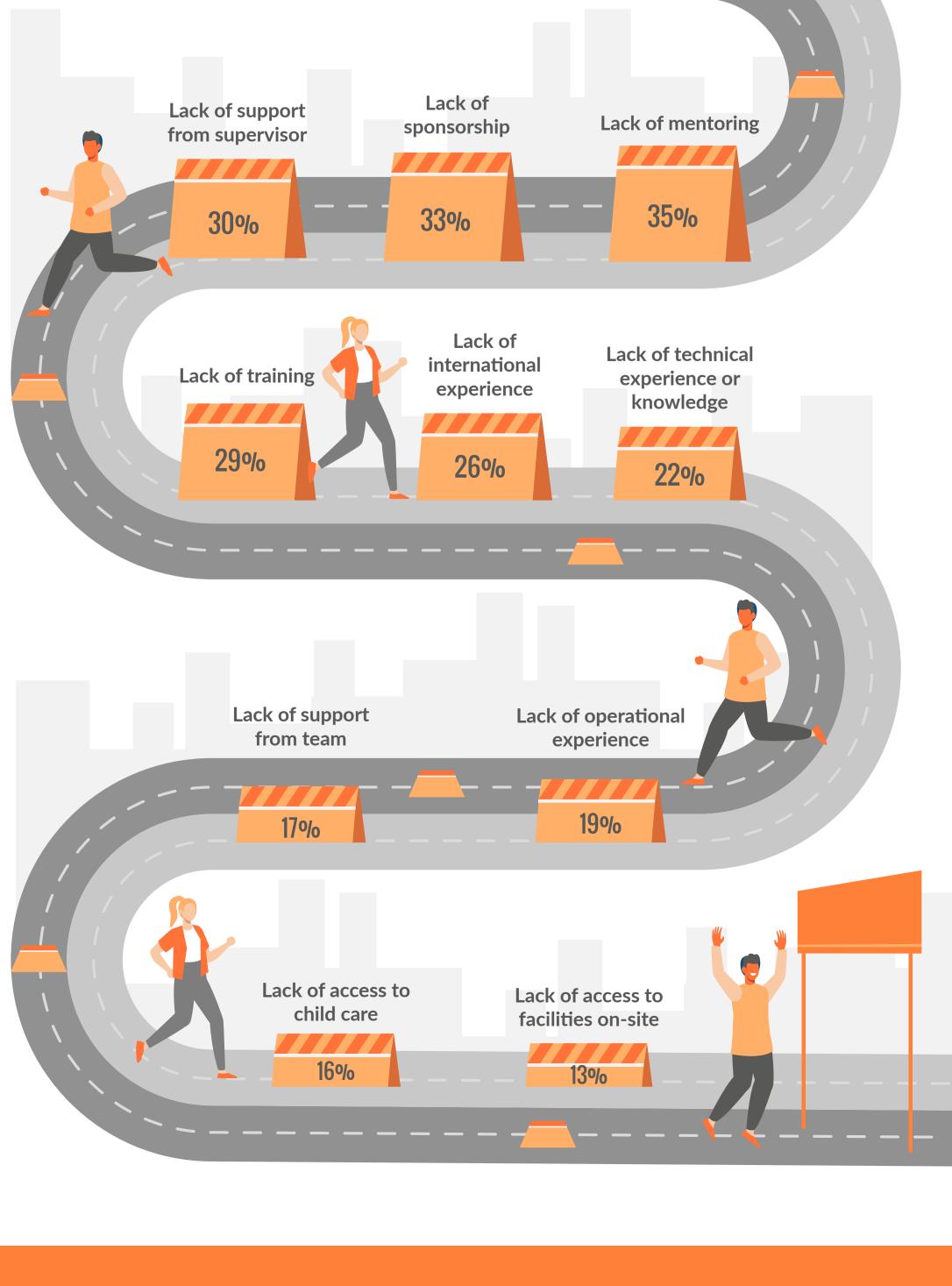
Lack of awareness **Unfair evaluation** Lack of support from of opportunities and promotion senior leaders

38%

SOME CAREER OBSTACLES ARE ESPECIALLY

PROBLEMATIC FOR WOMEN

Obstacles identified by survey respondents (%)





Petroleum Council