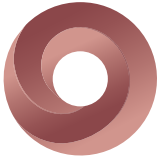


HELD UNDER THE PATRONAGE OF HIS EXCELLENCY ABDEL FATTAH EL SISI, PRESIDENT OF THE ARAB REPUBLIC OF EGYPT



EGYPES  
**LEADERSHIP &  
DEVELOPMENT**  
CONFERENCE



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WEDNESDAY 19 FEBRUARY 2025 | EGYPT INTERNATIONAL EXHIBITION CENTER

# SHAPING

THE FUTURE OF ENERGY ACROSS  
**INDUSTRY, TECHNOLOGY,  
WORKFORCE AND CULTURES**

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# BUILDING A SECURE AND SUSTAINABLE ENERGY FUTURE

The EGPES 2025 Conferences help shape the future energy agenda to unlock the potential of the energy transition and drive sustainable production and climate-conscious practices. The EGPES strategic dialogue focuses upon the need for a new global energy system, one that reduces reliance on single energy sources and supports supply and demand cycles globally. At the same time, the EGPES technical programme provides enrichment from practical, scientific and innovative R&D to project management across the entire oil, gas and wider energy supply and value chains.



Egyptian women have shown that they are strong enough to enjoy human rights in an unprecedented way. I'm proud to spotlight the remarkable success stories of women in the petroleum and energy sector, where they represent 22% of the global workforce in this vital, fiercely competitive field.

**MOUSHIRA KHATTAB**  
President  
National Council for Human Rights



EGYPES 2025  
CONFERENCES



# SHAPING THE FUTURE OF ENERGY ACROSS INDUSTRY, TECHNOLOGY, WORKFORCE AND CULTURES

Today's energy leaders are at the forefront of a pivotal era where the transition to sustainable energy solutions is no longer a mere aspiration but an urgent necessity. Leading high-performing businesses and teams across the energy value chain, they are navigating a rapidly evolving ecosystem that is driving innovation, reshaping business models, and redefining the future of energy.

Recent geopolitical events and renewed industry realism have heightened the urgency of energy security and affordability, pushing leaders to reassess strategies that increase the exploration of affordable, sustainable, and reliable energy sources, including gas. With disruptions to global energy markets and a real sense of industry purpose, leaders now face the challenge of addressing immediate supply needs while pursuing long-term environmental goals. To deliver on these commitments, the industry is building a workforce capable of meeting the evolving market demands and supporting the transition to more sustainable energy practices.

The EGPES Leadership & Development Conference brings together C-level executives including technology, sustainability and decarbonisation experts, plus chief people officers and human capital specialists to explore strategies, cutting-edge technologies, and evolving workforce dynamics that enable leaders to deliver a prosperous and secure energy future with an abundance of readily available talent.

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## TRANSFORMATIONAL LEADERSHIP



## STRATEGIC DECISION MAKING



## NET-ZERO WORKFORCE DEVELOPMENT



## INNOVATION-DRIVEN CULTURE

# LEADERSHIP & DEVELOPMENT CONFERENCE SPEAKERS

 <p><b>Moataz Atef</b> Undersecretary Minister's Technical Office and Official Spokesperson <b>Ministry of Petroleum &amp; Mineral Resources</b></p>	 <p><b>Eleanor Rowley</b> Managing Director, Egypt <b>Capricorn Energy</b></p>	 <p><b>Ashraf Hamasa</b> Managing Director Egypt <b>Siemens Energy</b></p>
 <p><b>Iman Hill</b> Country Manager &amp; Director <b>Vaalco Energy Egypt</b></p>	 <p><b>Narayanan Valayaputtur</b> Chief Executive Officer <b>Egyptian Fertilizers Company (EFC) and Egypt Basic Industries Corporation (EBIC)</b></p>	 <p><b>Moath Al Rawi</b> Chief Executive Officer <b>ARGAS</b></p>
 <p><b>Paolo Albini</b> Chief Supply Chain Digital and IT Officer <b>Saipem</b></p>	 <p><b>Mohammed Bahatem</b> Executive Director, HSSE &amp; Asset Integrity <b>Mubadala Energy</b></p>	 <p><b>Antonios Mountouris</b> Head of Group HSE &amp; Sustainable Development Division <b>HELLENIQ ENERGY</b></p>
 <p><b>Ossama Maguid</b> Countries Manager Egypt/Africa <b>Yokogawa</b></p>	 <p><b>Mohamed El-Haddad</b> Vice President, Energy <b>IRSC</b></p>	 <p><b>Hussain Al Bulushi</b> Vice President People &amp; Culture, MENA <b>bp</b></p>
 <p><b>Jacqueline Elboghdadi</b> Chief Marketing Officer <b>ADNOC Distribution</b></p>	 <p><b>Walid Tayel</b> Group Chief HR Officer <b>El Sewedy Electric</b></p>	 <p><b>Dina Ghanem</b> Human Resources Director <b>TotalEnergies</b></p>
 <p><b>Celestina Raggi</b> Vice President HR <b>Emerson</b></p>	 <p><b>Ahmed El Saeed</b> General Manager, Digital and Integration, North Africa and East Mediterranean <b>SLB</b></p>	 <p><b>Shamrendra Singh</b> General Manager and Managing Director <b>Bapetco</b></p>
 <p><b>Boyana Achovski</b> Former Secretary General <b>Gas Infrastructure Europe</b></p>	 <p><b>Nawal Nourie</b> Head of HR, North Africa <b>ENGIE</b></p>	 <p><b>Isabel Geerdes</b> Asset Manager &amp; Exploration Manager <b>Chevron</b></p>
 <p><b>Mavis Anagboso</b> Global Head of Diversity, Equity and Inclusion <b>Harbour Energy</b></p>	 <p><b>Deena McMullen</b> Public Affairs, Director <b>Apache Corporation</b></p>	 <p><b>Jim Green</b> Director Marketing, IMEA Downstream <b>Nalco Water, an Ecolab Company</b></p>
 <p><b>Sherif Aboelgheit</b> Procurement Director <b>NMDC Energy</b></p>	 <p><b>Nour Elabbady</b> Head of Communications <b>Organisation Méditerranéenne de l'Energie et du Climat</b></p>	 <p><b>Maha Ahmed</b> Head of HR, Egypt/Libya <b>TAQA</b></p>
 <p><b>Yasmine Yehia</b> Global Employer Branding Head <b>Schneider Electric</b></p>	 <p><b>Paddy Blewer</b> Corporate Communications Director <b>Energean</b></p>	 <p><b>Jonathan Ashton</b> Head of Marketing and Communications Middle East and Africa <b>KROHNE</b></p>
 <p><b>Manale El Kareh</b> Partner <b>Kearney</b></p>	 <p><b>Mounia Attiga</b> Chair of North Africa <b>Lean in Equity &amp; Sustainability</b></p>	 <p><b>Eithne Treanor</b> Presenter <b>EGYPES 2025</b></p>

## KEYNOTE SPEECHES

10:00 – 10:10

**Redefining Leadership in the Era of New Energy Systems**

Energy leaders bear the responsibility of steering global economies towards a future centred on reliable, sustainable, and clean energy. As the energy world continues to significantly change, traditional leadership approaches face increasing challenges from global market disruptions, policy changes, digital advancements, and shifting stakeholder expectations. Redefining leadership in the age of the energy trilemma requires leaders to remain agile and balance responsibilities, including setting their company's strategic direction, managing external relationships with customers, and overseeing internal operations. Equally important to the role of a CEO is creating a positive work environment by selecting the right team which ensures alignment between organisational culture, behaviours, and company goals.

**Attendee Insights** This keynote speech will address how leaders are redefining the energy landscape, looking beyond traditional approaches and governance structure to make a real impact.



## PANEL DISCUSSIONS

10:10 – 10:50

**Leading Through Policy Uncertainty and Rapidly Evolving Markets**

The global energy crisis has prompted investors to redefine their business strategies, while policymakers have shifted their focus toward developing resilient energy systems. As energy security concerns rise, governments must balance the demand for reliable, affordable energy supplies with sustainability goals. These market dynamics require energy leaders to navigate evolving regulations, particularly around emissions, and manage bureaucratic processes in decision-making. Furthermore, as globalisation becomes more regionalised, energy executives must adapt to new geopolitical environments and learn how to operate effectively in different regions to make the right local investments.

**Attendee Insights** The panel discussion will explore the challenges leaders face in dealing with evolving regulatory frameworks in local, regional and international markets.



**Shamrendra Singh**  
General Manager and  
Managing Director  
**Bapetco**



**Moderator  
Manale El Kareh**  
Partner  
**Kearney**

10:50 – 11:30

**Leading Sustainable Commercial and Operational Decision Making**

As the world increasingly prioritises reducing greenhouse gas emissions, oil and gas leaders are stepping up to demonstrate the sector's commitment to being part of the solution. Rising stakeholder and investor expectations from ESG are driving transparent communication, pushing operators to showcase their contributions to sustainability and outline clear roadmaps that detail how they are balancing market supply and demand with decarbonisation. With HSE as a cornerstone, leaders are embedding safety and environmental considerations into their sustainability strategies, reflecting a leadership style that values agility, adaptability, and quick decision-making. Leading from the front, these executives are actively driving change, working closely with customers and teams to empower their workforce to build optimal, safe, and decarbonised hydrocarbon portfolios.

**Attendee Insights** The panel will provide valuable perspectives on the changing dynamics of leadership in driving sustainable change and the strategic decisions shaping the future of commercial operations.



**Moath Al Rawi**  
Chief Executive Officer  
**ARGAS**



**Antonios Mountouris**  
Head of Group HSE &  
Sustainable Development Division  
**HELLENIQ ENERGY**



**Mohamed El-Haddad**  
Vice President, Energy  
**IRSC**



**Moderator  
Iman Hill**  
Country Manager & Director  
**Vaalco Energy Egypt**

11:30 – 12:10

### Building a Leadership Legacy Through AI and Digitalisation

With technology evolving at an unprecedented pace, leadership in strategic digitalisation has become essential for effective decision-making. As the energy transition accelerates and the demands on energy companies evolve, technology and AI are reshaping the sector, proving invaluable for making swift, high-quality decisions. Leaders who combine AI, automation, and human insight can drive operational excellence, improve financial performance, and create sustainable value, positioning their companies at the forefront of industry transformation. While AI and digitalisation is fundamental in boosting productivity, it also presents a threat of displacing the workforce rather than ensuring that it complements it. Leaders must carefully manage technological advancements with human capital to create a net positive impact, ensuring employees benefit rather than lose opportunities.

**Attendee Insights** This session will look at how senior energy leaders are making impact with AI and digitalisation into business strategies.






 <b>Ashraf Hamasa</b> Managing Director Egypt Siemens Energy	 <b>Eleanor Rowley</b> Managing Director, Egypt Capricorn Energy	 <b>Paolo Albini</b> Chief Supply Chain Digital and IT Officer Saipem
 <b>Mohammed Bahatem</b> Executive Director, HSSE & Asset Integrity Mubadala Energy	 <b>Ahmed El Saeed</b> General Manager, Digital and Integration, North Africa and East Mediterranean SLB	 <b>Moderator Eithne Treanor</b> Presenter EGYPES 2025

12:10 – 12:50

### Maximising Energy Talent Acquisition and Retention Through Employer Branding Strategies

The transition to clean energy sources and decarbonisation is creating a demand for new skills, innovative technologies, and fresh talent, intensifying the competition for top professionals. This challenge is further compounded by the retirement of experienced professionals, a decline in the number of young STEM graduates and a growing number of professionals leaving the sector altogether. As the industry continues the journey of redefining itself to become an attractive career choice, how an organisation presents and positions itself in the job market becomes crucial for retaining employees and attracting the next generation of talent. Building a strong employer brand has therefore become an essential component of corporate strategies and communications, to promote the value, culture, and opportunities that an organisation can offer to its potential and existing employees.

**Attendee Insights** HR leaders and talent managers from energy firms will discuss how employer branding is key to winning the talent race in the clean energy transition.

 <b>Walid Tayel</b> Group Chief HR Officer El Sewedy Electric	 <b>Dina Ghanem</b> Human Resources Director TotalEnergies	 <b>Yasmine Yehia</b> Global Employer Branding Head Schneider Electric
 <b>Nawal Nourie</b> Head of HR, North Africa ENGIE	 <b>Moderator Manale El Kareh</b> Partner Kearney	

12:50 – 14:00

### Lunch, exhibition and networking

14:00 – 14:40

### Leveraging the power of communication to strengthen the new energy narrative

The global spotlight on the climate crisis and transition from fossil fuels to renewable and low-carbon energy sources has intensified, increasing attention from media, legislators, the public, and various stakeholders. Energy companies face the challenge of communicating their commitment to environmental sustainability through their operations and by adopting climate technology to reduce greenhouse gas emissions. At the same time, they must maintain trust with investors, consumers, and policymakers. These evolving factors have significantly transformed the role of corporate affairs and communication leaders, positioning them as key players in shaping the industry's narrative and brand, strengthening a company's influence in policy discussions, public perception, and stakeholder engagement, ultimately driving the broader transition towards a sustainable future.

**Attendee Insights** A discussion on the future of corporate affairs and communications in securing business and industry brand buy-in from all key stakeholders.

 <b>Jacqueline Elboghdadi</b> Chief Marketing Officer ADNOC Distribution	 <b>Nour Elabbady</b> Head of Communications Organisation Méditerranéenne de l'Énergie et du Climat	 <b>Deena McMullen</b> Public Affairs, Director Apache Corporation
 <b>Jonathan Ashton</b> Head of Marketing and Communications Middle East and Africa KROHNE	 <b>Paddy Blewer</b> Corporate Communications Director Energiean	 <b>Moderator Eithne Treanor</b> Presenter EGYPES 2025

14:40 – 15:20

### Upskilling and Reskilling the Workforce to Drive Digital Transformation

Digital technologies, data analytics, and AI are key enablers of future energy systems, playing a vital role in advancing low-carbon energy production and consumption. These innovations are reshaping the energy sector by automating processes, lowering costs, and boosting efficiency. However, to fully harness their potential and prepare the workforce for this digital transformation, the sector is focused on reskilling, upskilling and identifying future skills gaps, ensuring that employees are equipped with the knowledge to utilise new digital tools and technologies effectively. Additionally, the industry is collaborating to develop educational policies and workforce models that will equip the present and next generation with the tools required to meet current and future skill demands in delivering a net-zero future.

**Attendee Insights** Experts will discuss the changing skill sets required for emerging digital technologies, as well as initiatives organisations are taking to reskill their existing workforce and attract high-performing individuals with creative minds to take meaningful action.

 <b>Narayanan Valayaputtur</b> Chief Executive Officer Egyptian Fertilizers Company (EFC) and Egypt Basic Industries Corporation (EBIC)	 <b>Ossama Maguid</b> Countries Manager Egypt/Africa Yokogawa	 <b>Sherif Aboelghait</b> Procurement Director NMDC Energy
 <b>Celestina Raggi</b> Vice President HR Emerson	 <b>Jim Green</b> Director Marketing, IMEA Downstream Nalco Water, an Ecolab Company	 <b>Moderator Rasha Hasaneen</b> Presenter EGYPES 2025



**FIRESIDE CHAT**

16:00 – 16:30

Cultivating the Next Generation of Energy Leaders

Navigating the energy transition and achieving net-zero by 2050 is a generational challenge. Today's young energy professionals and STEM students are the future leaders who will be at the forefront of driving innovation, reducing greenhouse gas emissions and implementing sustainable solutions to decarbonise the global economy. As energy systems grow increasingly complex, the next generation of geoscientists, engineers, and innovators must be equipped with the knowledge and technology to build a sustainable energy future. Today's industry leaders recognise a collective action is needed to inspire and position students and young professionals to become future leaders capable of combatting climate change and continue leading the transition from fossil fuels to renewable energy. This cannot be achieved without strategic investment in education, along with industry collaboration to bridge the gap between academic knowledge and practical skills.

**Attendee Insights** This fireside chat will explore how the next generation of professionals are being equipped with the necessary knowledge, skills, and technologies to deliver energy systems of the future.



**Moataz Atef**  
Undersecretary  
Minister's Technical Office  
and Official Spokesperson  
**Ministry of Petroleum & Mineral Resources**



**Moderator**  
**Eithne Treanor**  
Presenter  
**EGYPES 2025**

15:20 – 16:00

Unlocking Leadership Potential and D&I Through Mentorship

Since 2017 EGPES has been shedding light on the empowerment of women and the importance of inclusion and diversity within the energy sector. As industry dynamics change so too does the dialogue around workforce and culture and people development. Evidence clearly demonstrates that female engagement is more than just about equality, it is a strategic need for a sustainable future. While the industry is taking positive steps in implementing policies for inclusivity, challenges still exist in career progression. Mentorship has emerged as a powerful tool to support these challenges and facilitate a more inclusive and diverse energy workforce. Through effective mentorship programmes and networks, energy companies are building an environment that empowers young females, dismantling systemic barriers by connecting them with role models who provide valuable career guidance.

**Attendee Insights** Energy leaders championing diversity will discuss the impact of mentorship on empowering women to excel in technical and leadership roles in the industry.



**Hussain Al Bulushi**  
Vice President  
People & Culture, MENA  
**bp**



**Mavis Anagboso**  
Global Head of Diversity,  
Equity and Inclusion  
**Harbour Energy**



**Maha Ahmed**  
Head of HR, Egypt/Libya  
**TAQA**



**Isabel Geerdes**  
Asset Manager &  
Exploration Manager  
**Chevron**



**Mounia Attiga**  
Chair of North Africa  
**Lean in Equity & Sustainability**



**Moderator**  
**Boyana Achovski**  
Former Secretary General  
**Gas Infrastructure Europe**

16:30

Closing Remarks



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## BUILDING A SECURE AND SUSTAINABLE ENERGY FUTURE

The need for open dialogue to deliver energy security, energy affordability and energy sustainability remains constant. The energy trilemma challenges, whether strategic or technical, must be addressed to build a secure and sustainable energy future.

Not recognising geopolitical tensions, trade constraints or global crises, the trilemma requires all stakeholders including government officials, policymakers, industry leaders, investors, engineers, tech champions and solution providers to drive a cohesive yet multi-faceted path towards our energy future.

The EGYPES 2025 Conferences play a vital role in addressing transformation and accelerating momentum across the full spectrum of current and future energy systems with the purpose of shaping the future of energy today.

## BENEFIT FROM INVALUABLE OPPORTUNITIES AS A CONFERENCE DELEGATE

As a conference attendee, the opportunities for you to gain new industry insights and hear the latest strategic and technical oil, gas and energy trends are endless.



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The EGYPES Leadership & Development Conference brings together C-level executives to explore strategies, cutting-edge technologies, and evolving workforce dynamics that enable leaders to deliver a prosperous and secure energy future with an abundance of readily available talent.

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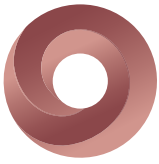


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delegates@egypes.com





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