

Gender Equality in ASEAN Energy Booklet **Vol. II**

ASEAN Centre for Energy
March 2025

Executive Summary

The **Gender Equality in ASEAN Energy Booklet Volume II** brings new perspectives to the ASEAN gender-energy nexus, highlighting the member states' progress in formalising gender policies into their national framework. As an initial overview, this booklet provides information of global gender equality policies and commitments, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the 2030 Sustainable Development Goals, as well as regional level commitments in the European Union and Africa. In ASEAN, the region has strived to establish gender equality through various declarations, committees, and action plans, among many others.

This booklet further highlights gender-based policies and initiatives made by each of the ASEAN Member States and notable efforts by state-owned companies to enhance gender equality as well as presenting women leaders in the region's energy sector. It is acknowledged that the member states have made substantial progresses to integrate gender mainstreaming into more sectoral approach, especially in the energy sector.

However, challenges persist. As shown in the first edition of the booklet, data insufficiency, complexity of issue, cultural norms, limited job opportunities, nature of work, and financial constraints hinder gender mainstreaming in ASEAN. To respond to these challenges, we glanced back to a number of official documents published by the ASEAN Centre for Energy that have promoted the inclusion of gender in the journey toward sustainable energy transition, including (but not limited to) the **ASEAN RE-Gender Roadmap** and **A Guide to A Just and Inclusive Energy Transition**.

In accordance with the next cycle of ASEAN energy blueprint, the ASEAN Plan of Action for Energy Cooperation (APAEC), is set to use the agenda of '**Advancing Regional Cooperation in Ensuring Energy Security and Accelerating Decarbonisation for a Just and Inclusive Energy Transition**.' To support this vision, the upcoming APAEC should integrate gender equality as one of the guiding principles of energy development in ASEAN.

Together, let's **#ACEcelerateAction** in shaping a sustainable, inclusive, and low carbon energy future in ASEAN.

Acknowledgements

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This publication was led by Aldilla Noor Rakhiemah, Project Manager of the ASEAN Climate Change and Energy Project (ACCEPT) II, and prepared by Indira Pradnyaswari, supported by Nathania Azalia, Haningrum Eka Putri Rahayu, and Livia Liannasari of the ACCEPT II Team. ACE colleagues, Dynta Trishana Munardy, Lulu Safira, Rika Safrina, Rio Jon Piter Silitonga, Shania Esmeralda Manaloe, and Silvira Ayu Rosalia, provided helpful support, reviews and feedback.

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A look back at the first edition

- The 2024 Gender Equality in ASEAN Energy Booklet^[1] highlighted ASEAN's commitment to **gender equality** as a human rights issue and as a **precondition for and indicator of sustainable people-centred development**.
- The energy sector remains **male-dominated**, with **only 8% of ASEAN women working in conventional energy and 32% in renewables globally**, despite their potential as household energy managers.
- **Barriers** include gender data gaps, complexity of issue, male-dominated social & cultural norms, low level of employment, uninteresting nature of work, and limited financial access.
- **Financing for energy and gender access programs** among ASEAN Member States from 2011 to 2019 **was unevenly distributed**, with Vietnam receiving the dominant share of 90.4%.
- **Gender-responsive policies** can drive innovation, workforce expansion, and business growth.
- **Policy action, financial resources, and cultural shifts** are essentials to ensure meaningful progress in integrating women into the energy workforce.
- Key next steps include establishing a **Renewable Energy and Gender Working Group (REG-WG)**, strengthening financing, fostering public-private partnerships, and conducting regular progress assessments.



**Scan this barcode to read
the first edition**

How crucial is women's participation in energy?

Women are **vital energy producers and consumers** who make **crucial contributions to global energy security and energy transitions**^[2]. As producers, many of them step into leadership roles within the energy industry, while the others actively generate and distribute energy for their homes. As consumers, women are often the primary users of household energy^[3].

The lack of access to energy disproportionately affects women, worsened by the income gap, susceptibility towards informal and/or unpaid work, and unequal household responsibilities, among others. **These factors restrict women's mobility and time to participate in paid work**^[4].

In what ways do policymakers influence the creation of impactful policies?

Understanding women's needs and bringing them into the conversation is pivotal to build a just, inclusive, and sustainable energy transition in ASEAN.

However, policies are influenced by various factors, one of which is **hidden gender bias**^[5]. Decisions on the energy sector—who is involved and why—shape its outcomes. If women are underrepresented, inequalities may persist, and the transition to greener energy will not guarantee a just and inclusive transition. **Therefore, integrating a gender perspective in policymaking** is key to ensuring equality.

Global Commitments on Gender Equality

➔ What global commitments exist to promote gender equality?

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

CEDAW is an international human rights treaty, often described as an international bill of rights for women. It focuses on States' obligation to condemn discrimination against women in all forms. This Convention has been ratified by all ASEAN Member States (AMS).

The 2030 Agenda for Sustainable Development (UN Resolution A/RES/70/1)

The Sustainable Development Goal No. 5, “Achieve Gender Equality and Empower All Women and Girls”, is a global commitment to eliminate discrimination against women in all areas of life.



The Paris Agreement

In line with the international commitments to fight climate change under this Convention, it also highlights the importance of member states' obligations to take into account gender perspectives when taking measures to tackle climate change. The Convention has been ratified by all AMS.

Conference of Parties (COP)

- COP 25: Adopted the five-year enhanced Lima Work Programme on Gender and its Gender Action Plan (GAP).
- COP 27: Conducted an intermediate review of GAP implementation and adopted amendments (Decision 24/CP.27).
- COP 28: Agreed to initiate the final review of the enhanced GAP at the 60th Subsidiary Body for Implementation (June 2024).
- COP 29: Extended the Enhanced Lima Work Programme on Gender for 10 years and called for a new GAP by 2025 to strengthen accountability in climate finance and policy.

Regional Commitments on Gender Equality

➔ What regional commitments exist to promote gender equality?

EU's Gender Equality Strategy

The EU upholds values of non-discrimination, human rights, and gender equality (TEU Articles 2 & 3). Its Gender Equality Strategy is based on TFEU Article 8, which mandates the elimination of inequalities and the promotion of equality between men and women across all Union activities.

The Maputo Protocol

The Maputo Protocol is an agreement that protects the rights of women and girls in Africa. This Protocol focuses on gender equality and non-discrimination, women protection against violence, and women rights.



To implement the principle of gender equality, the EU has adopted several measures:

1. Directive 79/7/EEC: equal treatment for men and women in matters of social security.
2. Directive 2000/78/EC: equal treatment in employment and occupation.
3. Directive 2004/113/EC: equal treatment in the access to and supply of goods and services;
4. Directive 2006/54/EC: equal opportunities and equal treatment of men and women in matters of employment and occupation.
5. Directive 2010/41/EU: equal treatment between men and women engaged in an activity in a self-employed capacity.
6. Directive (EU) 2022/2381: gender balance among directors of listed companies and related measures.



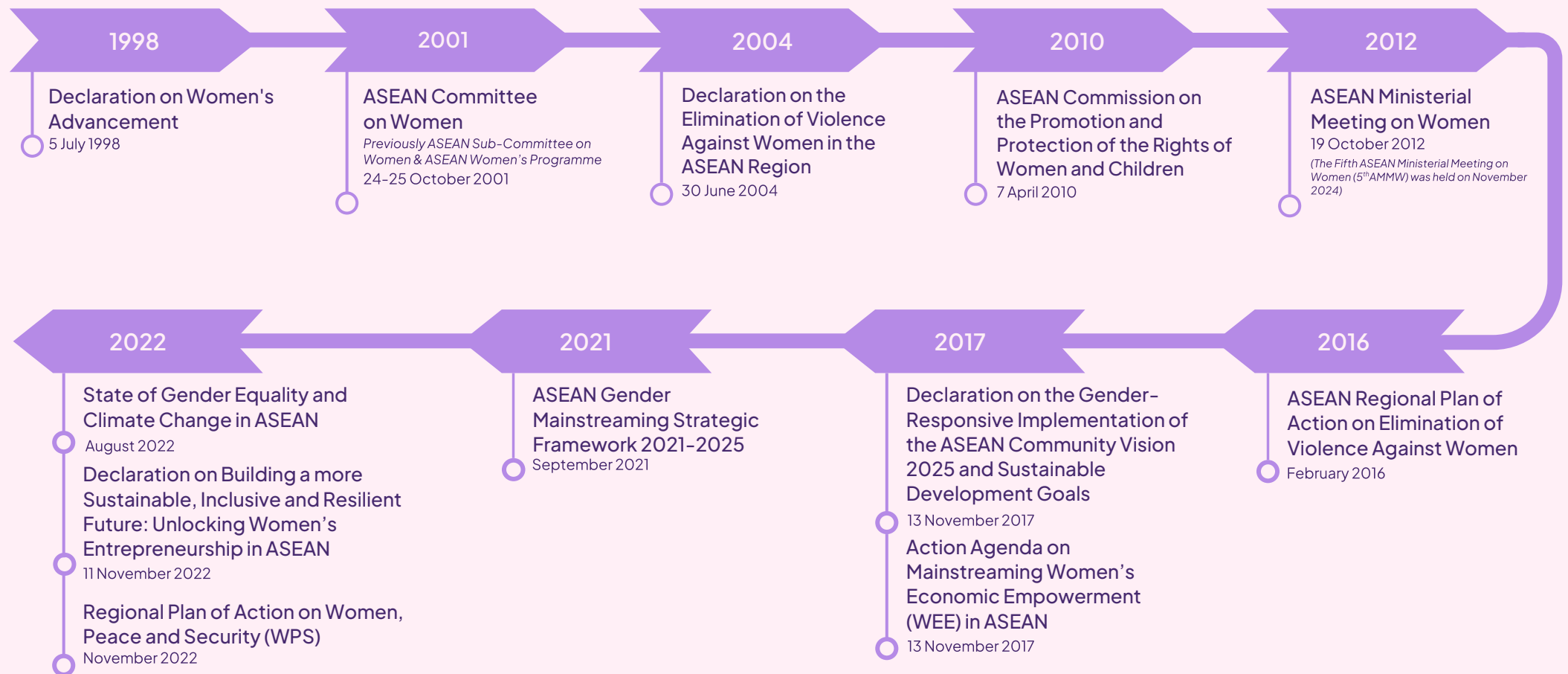
EU has an [Equality Platform for the Energy Sector](#). Entities must sign the Declaration on [Equal Opportunities for All in the Energy Sector](#) to join the Platform. Entities that sign the declaration agree to promote diversity and equal opportunities within their workplaces.

Countries' Affirmative Actions

The EU's Directive 2022/2381 mandates Member States to implement the law of gender balance by 2026, requiring 40% non-executive or 33% of all director roles to be filled by the underrepresented sex. Norway and Iceland have similar laws, with Iceland applying the rule to companies with over 50 employees.

The Journey of Gender Initiatives in ASEAN


In line with global commitments to eliminate gender discrimination, ASEAN has incorporated those values into regional declarations, working groups, and action plans, among many others.







Gender Policies in ASEAN Member States



ASEAN Member States have strived to include gender considerations in their national policies, industries, and leadership. However, we need to improve gender mainstreaming in sectoral strategies, especially energy.





| Country | Policies and Initiatives | Examples of State-Owned Energy Company Effort regarding Gender Equality |
|---|---|---|
|  <p>Brunei Darussalam</p> | <p>Based on the Brunei Darussalam's National Report 2020 – 2024 by the Ministry of Culture, Youth and Sports^[6]:</p> <ul style="list-style-type: none"> • The government, under the auspices of the Ministry of Culture, Youth, and Sports, has conducted a research project by Women's Development in Brunei Darussalam (RWD) to formulate the National Plan of Action on Women. The research was entrusted to the Centre for Strategic and Policy Studies. • The government's commitment to Beijing Declaration and Platform for Action (BPfA)^[7] for advancing women's rights. • Brunei Darussalam has the highest proportion of female executives in the ASEAN region, as per the 2021 ASEAN Gender Outlook^[8]. | <p>Petroleum Authority of Brunei Darussalam, as the regulatory body for the oil and gas industry, was established in 2019 to further realise Wawasan Brunei 2035^[9], with the first goal is to ensure high quality of education and workforce for all individuals^[10].</p> |
|  <p>Cambodia</p> | <ul style="list-style-type: none"> • Cambodia has established the National Five-Year Strategic Plan for Strengthening Gender Mainstreaming and Women's empowerment called "Neary Rattanak."^[11] It mentioned several existing gender-responsive policies, including (but not limited to) the National Action Plan on the Prevention of Violence against Women and the Strategic Plan for Increasing the Number of Women in Management Positions in Administration at Sub-National level. • With the help of USAID and World Bank, the government is also implementing the <u>Country Gender Action Plan</u>^[12] and <u>Ending Violence Against Women (EVAW)</u>^[13]. • The <u>National Financial Inclusion Strategy 2018-2025</u>^[14] was established with aims to empower women's financial status. • The Ministry of Education, Youth and Sport has implemented the <u>Strategic Plan on Gender Mainstreaming in Education Sector (2021-2025)</u>^[15]. • The Gender and Climate Change Committee by the Ministry of Women's Affairs has developed <u>Master Plan on Gender and Climate Change 2018-2030</u>^[16] to address the gender impacts of climate change (CC) and strengthen women's resilience to CC in Cambodia. | <p>Electricité du Cambodge (EDC), co-owned by MIME and the Ministry of Economy and Finance (MEF), receives support from Asia Development Bank through Grid Reinforcement Project, which supports inclusion and gender equality^[17].</p> |

| Country | Policies and Initiatives | Examples of State-Owned Energy Company Effort regarding Gender Equality |
|--|---|---|
|  <p>Indonesia</p> | <ul style="list-style-type: none"> • Presidential Instruction No. 9/2000 on Gender Mainstreaming^[18] mandates the integration of gender perspective in all development policies, programs, and activities. • Ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) through Law No. 7/1984^[19]. • National Strategy to Accelerate Gender Mainstreaming through Gender Responsive Planning and Budgeting (2009), and the Gender Equity and Equality Index and Gender Mainstreaming Institutionalization Indicators to measure the progress of gender equality in development (2012). • Indonesia also integrates gender mainstreaming into the National Long-Term Development Plan (RJPN) 2005-2025 and 2025-2045, demonstrating the government's long-term commitment to gender equality^[20]. • Through the ACCESS initiative^[21], Indonesia is empowering women in remote villages by providing access to clean energy electricity facilities. | <ul style="list-style-type: none"> • Emma Sri Martini, Pertamina's (Indonesia state-owned energy company) Finance Director who received the 2022 Indonesia Women Empowerment Principles (WEPs) Award^[22] explained regarding PERTIWI, Pertamina's women's worker community, "PERTIWI was formed as an inclusive forum for Pertamina's women workers to improve their abilities and prepare a cadre of leaders to contribute to society and global society." • CEO of Perusahaan Listrik Negara (PLN) — an Indonesian government-owned corporation for electric power distribution has a strong commitment on gender equality through Statement of Support for the Women's Empowerment Principle (2021)^[23]. |
|  <p>Lao PDR</p> | <p>Based on the UN Women Factsheet^[24], Laos has several legal frameworks and structures for gender equality:</p> <ul style="list-style-type: none"> • A National Commission for the Advancement of Women (NCAW) was set up in 2003 to drive national policy to promote gender equality and empower women, previously under the Lao Women's Union. • The 2004 Law on the Development and Protection of Women focuses on eliminating discrimination against women and enabling environment for women's empowerment. • Developed its second National Strategy on the Advancement of Women for 2011-2015, which outlines how to translate political commitments into practical actions, as well as integrate gender equality principles into national laws and policies. • 10-year Women's Development Strategy (2016-2025). • The Law on Gender Equality was implemented in 2019 to push for women and girls' empowerment. • The Fourth-Five Year National Plan of Action on Gender Equality (2021-2025). | <p>At present, there is limited information available.</p> |

| Country | Policies and Initiatives | Examples of State-Owned Energy Company Effort regarding Gender Equality |
|---|---|--|
|  <p>Malaysia</p> | <p>Based on ARROW's Monitoring Report 2020^[25] :</p> <ul style="list-style-type: none"> • Malaysia has ratified CEDAW in 1995. • Introduced the National Policy on Women and its Plan of Action in 1989. • Created a Cabinet Committee on Gender Equality in 2007. • Piloted a system of Gender Focal Points and Gender Responsive Budgeting in five ministries in 2003. <p>Based on ASEAN Renewable Energy and Gender-Responsive Policy Roadmap^[26], Malaysia also has 5-year Plans (2011-2015)/(2016-2020)/(2021-2025), which includes its programme action plan to enhance women inclusion.</p> | <ul style="list-style-type: none"> • Launched in June 2015, the Petronas Leading Women Network (PLWN)^[27] is a manifestation of Petronas' dedication to fostering equal opportunities for women across every echelon of the organisation. • Farehana Hanapiah, senior vice-president of Petronas group human resource management, stated that by the end of 2023, women made up 29% of the group's total workforce and 31% of its senior leadership roles, surpassing the group's target of 28% for 2024^[28]. |
|  <p>Myanmar</p> | <ul style="list-style-type: none"> • The National Strategic Plan for the Advancement of Women (NSPAW) 2013 – 2022^[29] was launched as part of Myanmar's government commitment to promoting and protecting the human rights of women across the country. This includes ensuring women's equal access to resources, opportunities, and services, as well as their representation and participation in decision-making and policy formulation at all levels and in all areas of society. • The Myanmar Gender Humanitarian Strategy^[30] is based on the HCT Commitment on Gender Equality Programming, the 2024 IASC Policy on Gender Equality and the Empowerment of Women and Girls, and other IASC instruments, particularly the IASC Engagement, Participation, and Decision-Making by Women-Led Organizations in Humanitarian Action. | <p>At present, there is limited information available.</p> |

| Country | Policies and Initiatives | Examples of State-Owned Energy Company Effort regarding Gender Equality |
|--|--|--|
|  <p>Philippines</p> | <ul style="list-style-type: none"> • Republic Act No. 9710 an Act Providing for the Magna Carta of Women (2009). • Gender Equality and Women's Empowerment Plan (2019–2025). • The Philippine Commission on Women has established a Gender and Development Strategic Plan^[31] used as a blueprint for interventions, indicators, and targets to achieve gender mainstreaming. The DOE uses the GAD to improve gender mainstreaming that will help achieve gender equality and women empowerment in the energy sector. • The DOE has established Department Order on the Reconstitution of the Department of Energy (DOE) Gender and Development-Focal Point System (GAD-FPS) and Special Order on the Designation of the Members to Compose the Gender and Development Focal Point System (GAD-FPS) complete with the Gender Toolkit to integrate the GAD-SP to the energy sector. | <p>Philippine National Oil Company (PNOC) supports the national Gender and Development program. Through its official website, PNOC shares accomplishment reports to showcase their efforts ranging from capacity building on gender mainstreaming training workshop to outreach programs^[32].</p> |
|  <p>Singapore</p> | <p>The <u>White Paper on Singapore Women's Development</u>^[33] (2022) serves as a 10-year roadmap, outlining 25 action plans aimed at fostering a fairer and more inclusive society. It highlights key milestones in Singapore's journey toward women's development, including:</p> <ul style="list-style-type: none"> • The enactment of the Women's Charter in 1961, equalising the legal status of men and women in marriage. • The establishment of National Family Violence Networking System in 1996 to better support families affected by violence. • In 2007, the formation of the Tripartite Workgroup on Enhancing Employment Choices to assist women in entering or remaining in the workforce, alongside the introduction of the Tripartite Guidelines on Fair Employment Practices to promote fair, merit-based treatment in the workplace. • It identified five key areas of focus around women's development, including equal opportunities in the workplace; recognition and support for caregivers; protection against violence and harm; other support measures for women; and mindset shifts. | <p>Singapore Power Group (SP Group), a state-owned electricity and gas distribution company, is led by Ms Leong Wai Leng as Chairman and Non-Independent Director. Under her leadership, SP Group has made significant stride toward low-carbon energy through the establishment of SP PowerInterconnect (SPPI) to support Singapore's energy initiatives.</p> |

| Country | Policies and Initiatives | Examples of State-Owned Energy Company Effort regarding Gender Equality |
|---|---|--|
|  <p>Thailand</p> | <ul style="list-style-type: none"> Based from UN Women ^[34], Thailand has ratified CEDAW in 1985 and its Optional Protocol in 2000, endorsed the Beijing Platform for Action (BPFA) in 1995. The Gender Equality Act 2015, which was enacted in 2015, established a committee to Promote Gender Equality (CPGE) to enact the Act's legal policies and mechanisms to advance gender equality. The Women Development Strategy (2017-2021), developed by the Ministry of Social Development and Human Security, incorporates gender values which for effective budget allocations. <p>Based on the overview of achievements and challenges in promoting gender equality and women's empowerment ^[35] by UN ESCAP, the Women's Development in the Tenth National Economic and Social Development Plan (2007- 2011) has been implemented. It aims to shift societal attitudes towards gender equality and empower women to reach their full potential in national development.</p> | <p>Based on a Report by PTT Public Company Limited ^[36] (Thai state-owned oil and gas company) in 2021:</p> <ul style="list-style-type: none"> Established the Sarn Palung Social Enterprise Company Limited (SPSE) in 2017. Here, they have performed PTT Day Care, which created career and stable income for the Housewives Associate of the State Railway of Thailand. Conducted Thanyaporn Home for Girls to promote and develop working skills for the underprivileged by hiring them to work in restaurants. |
|  <p>Viet Nam</p> | <ul style="list-style-type: none"> Viet Nam adopted the National Strategy on Gender Equality for 2021-2030 ^[37], aiming to foster gender equality and women entrepreneurship: <ul style="list-style-type: none"> By 2025, 60% of state agencies and local governments must have women in key leader positions, rising to 75% by 2030. The Vietnamese government prioritizes increasing women's participation in the workplace and has enacted measures to support women in business, especially SMEs. The Law on Support to SMEs (2017) ^[38] outlines preferential measures for women-owned SMEs. La Gan Wind Project ^[39], a women-led project, is expected to generate over 45,000 full-time equivalent (FTE) jobs, contribute over \$4.4 billion to the Vietnamese economy and support further women's participation in the renewable energy industry. | <p>Based on the PetroVietnam (a state-owned oil and gas corporation) PV Drilling Integrated Annual Report 2023 ^[40]:</p> <ul style="list-style-type: none"> Women Union, a division of Labor Union, functioning to protect the female employees' rights. In 2023, PV Drilling implemented a Social Welfare Program with a total budget of over one billion VND in many provinces and regions across the country Maintain and develop equality policy in HR policies, currently having 19% female employees in the total HR structure and encourage women participation in the Board. |

In 2022, ASEAN Centre for Energy developed the **ASEAN RE-Gender Roadmap^[4]** to incorporate gender-responsive approach into energy policies. However, **challenges still persist** in mainstreaming gender by these **6 factors**.



Data insufficiency

- Lack of gender data in the energy sector
- Significant gap^[42] between country capacity to produce data and its capacity to disseminate them
- Dependence on external funding for initiatives related to gender data
- Core gender data systems face an annual lack of funding^[43] by around an average of USD 448 million, receiving only half of the necessary resources to effectively inform policy decisions and accelerate gender equality
- Limited data hinder monitoring and enforcement of gender-related activities



Complexity of issue

- Complex intersectionality of the gender nexus, comprising education, income gap, and the disproportionate burden of unpaid care, among others
- There is a need for mainstreaming the view that women need empowerment^[44], rather than only needing protection
- Lack of understanding^[45] among policymakers about the significance of gender perspectives into policies



Male-dominated education, social, and cultural norms

- Women in Southeast Asian societies still show pronounced gender disparity and minimal political representation^[46], reinforced by the patriarchal system
- Misconceptions^[47] around women's ability in the STEM field
- Glass ceiling for women entrepreneurs^[48] causing limited mobility and participation in decision-making processes



Low job vacancies

- Lack of job availability in the renewable energy sector
- Women, making up 45% of workers in the region, comprise less than half of the paid work force and earning less^[48]
- Many women study STEM, but few pursue careers in the field^[49], especially in the low-carbon sector



Nature of work

- Male-dominated field
- Existing gender stereotyping which can lead to discomfort^[47] for women working in non-traditional occupations
- Women in STEM in ASEAN^[50] have increased, especially among researchers, with some countries even leading globally. However, more progress is needed, particularly in engineering where women remain a minority



Financial constraints

- Limited access to funding, limited networking, and lack of access to partnership opportunities
- Lack of funding towards gender data systems^[42]

Road to the next ASEAN Energy Blueprint

APAEC's Theme

APAEC 2026-2030: 'Advancing Regional Cooperation in Ensuring Energy Security and Accelerating Decarbonisation for a Just and Inclusive Energy Transition'

The next ASEAN energy blueprint is set to endorse a new theme which incorporates **just and inclusive** principles into the region's energy planning. In order to achieve a "Just and Inclusive Energy Transition,"^[51] there are prioritised areas that should be considered in the upcoming APAEC, including **gender equality**.

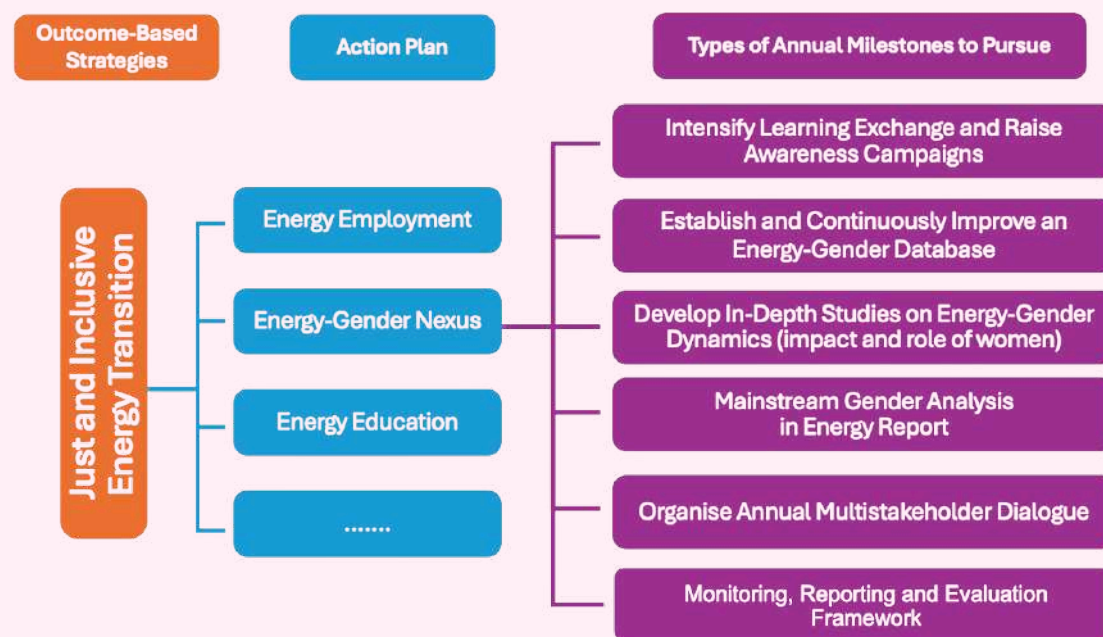
Prioritised areas for AMS to consider in the upcoming APAEC



Source: ASEAN Centre for Energy, A Guide to a Just and Inclusive Energy Transition in ASEAN, Jakarta, ASEAN Centre for Energy, 2025.

The next APAEC cycle should include strategies for a “Just and Inclusive Energy Transition” that address the energy–gender nexus

To support this vision, the following policy recommendations^[52] are proposed to advance a Just and Inclusive Energy Transition, with a focus on the energy–gender nexus. However, this approach should be institutionalised beyond APAEC to ensure effective gender considerations within the energy sector.



Source: ASEAN Centre for Energy, “Mainstreaming Gender in ASEAN Energy Policy and Planning,” *Policy Brief No. 8*, 2024.

Women Leaders in ASEAN's Energy Sector

ASEAN's energy sector has seen substantial growth in women leadership. In this booklet, we highlight several women leaders who are spearheading the region's energy growth. **If you would like to recommend your country's leaders, please scan this barcode:**



go.aseanenergy.org/ASEANEnergyWomenLeaders

Women Leaders in ASEAN's Energy Sector

Brunei Darussalam



**Yang Mulia Dayang Hajah Farida
binti Dato Seri Paduka Haji Talib**
Permanent Secretary of Energy
Prime Minister's Office



Shirley Sikun
Director of Energy Transition Division,
Department of Energy Prime Minister's
Office



Noor Dina Zharina Yahya
Head of Policy and Strategy Division,
Department of Energy Prime Minister's
Office

Cambodia



Thida Kheav
CEO of Solar Green Energy
Cambodia (SOGEC)



H.E. Chan Pheary
President of Cambodian Women
Entrepreneurs Association (CWEA)



Chanraksmeay Vorn
CEO of EGE
Cambodia Energy Solutions

Women Leaders in ASEAN's Energy Sector

Indonesia



Eniya Listiana Dewi
Director General of New, Renewable
Energy and Energy Conservation
(Dirjen EBTKE)



Sinthya Roesly
Chief Financial Officer
PT PLN



Tri Mumpuni
Indonesian researcher and
micro-hydropower inventor



Yani Y. Panigoro
President Commissioner
Medco Energy

Lao PDR



Dr Santisouk Phimpachanh
Senior Official Energy (SOE)
of Lao PDR



Khotamy Chanthamalin
Deputy Director General, Department
of Planning and Cooperation
Ministry of Energy and Mines



Sengdeuan Vongin
President of the Women's Union
Ministry of Energy & Mines



Davanhny Xaneth
Director of Division,
Department of Energy Policy and
Planning Ministry of Energy and Mines

Women Leaders in ASEAN's Energy Sector

Malaysia



**Puan Siti Safinah
binti Salleh**

Chief Executive Officer
Malaysia's Energy Commission,
Suruhanjaya Tenaga (ST)



Mareena binti Mahpudz

Deputy Secretary General
of Energy,
Ministry of Energy Transition and
Water Transformation (PETRA)



**Ir. Magdalene Chu
Wai Quan**

Deputy Chief Executive Officer
Planning & Economic Regulation
Energy Commission of Sabah



Liza Mustapha

Executive Vice President & Group
Chief Financial Officer
Petronas



Leo Pui Yong

Chief Sustainability Officer
Tenaga Nasional Berhad



Feldatun Sharif

Chief People Officer
Tenaga Nasional Berhad

Myanmar



Wint Thiri Swe

Director, Oil and Gas Planning Department
Ministry of Energy



Tin Tin Htoo

Deputy Director General
Directorate of Industrial Collaboration
Ministry of Industry



Daw Swe Swe Than

Assistant Director, Oil and Gas
Planning Department,
Ministry of Energy



Lydia Naunt

Senior Coordinator, Strategy
Implementation
Smart Power Myanmar



Daw War War Thauang

Director of Myanmar Oil and Gas
Enterprise (MOGE),
Ministry of Energy Myanmar

Women Leaders in ASEAN's Energy Sector

Philippines



Sharon S. Garin

Undersecretary and Nuclear Energy
Programme Coordinating Council
(NEP-CC) Chair
Department of Energy



Rowena Cristina Guevara

Undersecretary of Department of Energy
Renewable Energy Management Bureau
and Electric Power Industry Management
Bureau



Zenaida Y. Monsada

Former Secretary
Department of Energy



Maria Victoria M. Olivar

Vice-President
National Geothermal Association
of the Philippines

Singapore



Agnes Koh

Assistant Director of External Relations,
Energy Planning and Development
Division of EMA and Alternate
SOE Leader of Singapore



Leong Wai Leng

Chairman
Singapore Power Limited



Jeanne Cheng

Chief Risk Officer
Singapore Power Group



Jacqueline Lam

Regional Director for Asia
SE4ALL

Women Leaders in ASEAN's Energy Sector

Thailand



Nantika Thangsuphanich

Director-General of the
Department of Alternative Energy
Development and Efficiency



Dr. Titiporn Sangpetch

Chief, Power System
Connection & Cooperation
Planning Department
Electricity Generating Authority
of Thailand



**Dr. Sumittra
Charojrochkul**

Executive Director
National Energy Technology
Center (ENTEC)



Pannalin Mahawongtikul

Chief Financial Officer
PTT Plc



Yupapin Wangviwat

Director of Finance
Gulf Energy Development
Public

Viet Nam



Jessica Nga Tran

Country Manager for Vietnam
Clime Capital



Winnie Huynh

Founder and CEO
Green Solutions Group



Van Nguyen

Regional Commercial Director
Envision Energy



Nguyen Phuong Mai

Vice Director
Technology Transfer Group Corp

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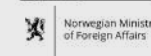
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