Beyond Participation: Shaping Decisions

Women, AI and the future of chemicals

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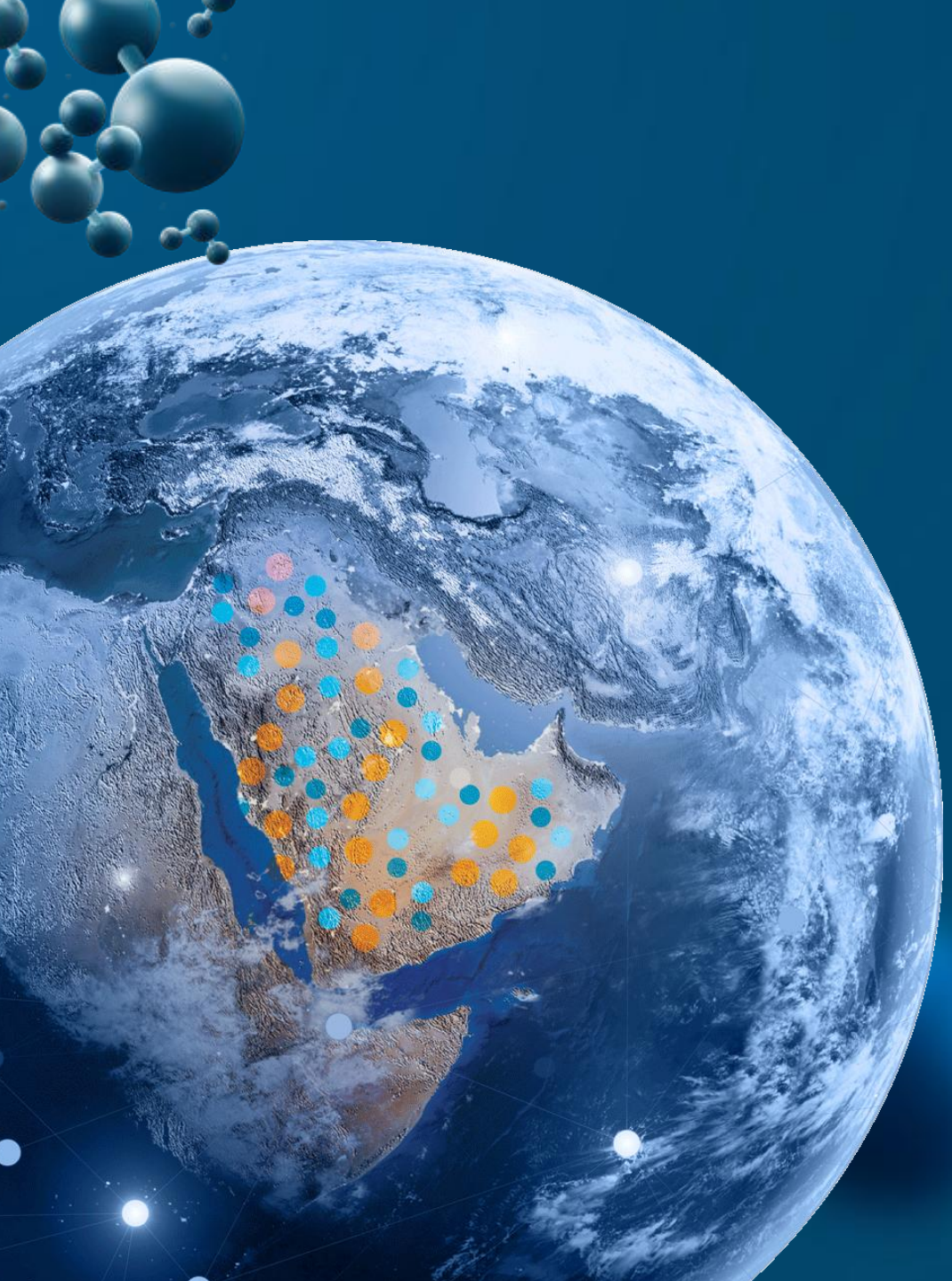

ABOUT GPCA

OUR MISSION

To support the growth and sustainable development of the petrochemical and chemical industries in the Arabian Gulf in partnership with our members and other stakeholders.

GPCA'S STRATEGIC FOCUS AREAS

- Responsible Care® & Chemical Policy
- International Trade & Market Access
- Circularity & Plastics
- Energy & Climate
- Future Talent
- Food Security

GPCA FULL MEMBERS

Accounting for over 95% of the chemical output in the Arabian Gulf region. +210 across the value chain from worldwide.

SAUDI ARABIA

- CHEMANOL
- ASTRA POLYMERS
- Advanced
- FARABI PETROCHEMICALS
- MA'ADEN
- NAMA CHEMICALS
- NATPET
- Petro Rabigh
- sabic
- Sadara
- aramco
- Sipchem
- S-Chem
- TASNEE
- satorp
- InoChem
- Saudi Industrial Investment Group

KUWAIT

- EQUATE
- PETROCHEMICAL INDUSTRIES COMPANY K.S.C.
- KARO
- Kuwait Aromatics Co.

BAHRAIN

- GPIC
- Bapco energies

UAE

- Borouge
- Fertil

QATAR

- QChem
- QAFCO
- QAPCO
- QatarEnergy
- QVC

OMAN

- OQ
- OMIFCO
- OQ8

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The Arabian Gulf's talent opportunity

4.8%

Women's share of employment in the GCC petrochemical industry

2024 data, GPCA member companies surveyed

88%

of surveyed companies prioritize diversity and inclusion

92%

support internships and traineeships

The next step: connect talent development with meaningful responsibility

Source: GPCA, Driving ESG Adoption; Facts and Figures and Sustainability Pavilion survey (2025).

New technology. New pathways to influence.

The business case for women's leadership

Companies in the top quarter for executive-team gender diversity were **39%** more likely to outperform financially than those in the bottom quarter.

The leadership opportunity

Give women practical AI training and opportunities to lead projects.

Women need pathways through change

41.1%

of women's manufacturing employment in the UK is in occupations exposed to GenAI

Compared with 23.6% of men's

Exposure means tasks could change.
It does not predict job losses.

Sources: McKinsey, Diversity Matters Even More (2023); Noetic AI / Beko, The Default Setting (2026).
Association, not causation. Manufacturing figures refer to UK employment, not GCC estimates.

GPCA connects capability with opportunity

From participation to responsibility

The next question is what follows:
a new assignment, project leadership
or a stronger voice in decisions.

Evidence that informs action

GPCA research helps the industry understand participation and development

Access for the next generation

GPCA Youth Council **(32%) are female** and Leaders of Tomorrow Program connect young talent with industry

Experience shared across borders

Women in Chemicals and GPCA content connect perspectives across career stages

THE NEXT CONVERSATION IS IN DUBAI

HOSTED BY 20 gpca FORUM

WOMEN IN CHEMICALS

PRESENTED BY McKinsey & Company

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Bring your experience.
Help shape the next opportunity.

Join the conversation: gpcaforum.com/women-in-chemicals

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Thank you

www.gpcachem.org