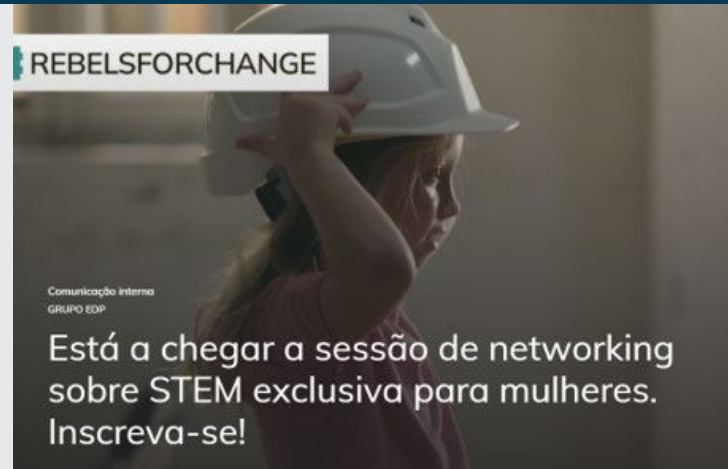


SUCCESS CASE 9.2025

STEM CAREERS FOR YOUNG WOMEN



THE CHALLENGE

The energy sector, traditionally male-dominated, faces a persistent gender gap, particularly in science, technology, engineering, and mathematics (STEM) fields. This underrepresentation of women in STEM limits the talent pool, hinders innovation, and perpetuates stereotypes that discourage girls and young women from pursuing STEM careers. E-REDES recognizes the importance of addressing this challenge to foster a more diverse and inclusive workforce, unlock the full potential of female talent, and drive progress in the energy transition.

THE SOLUTION

E-REDES has adopted a multi-faceted approach to attract, retain, and empower more women in STEM careers. This includes initiatives such as the E-REDES Top Women Scholarship, which provides merit-based scholarships and mentoring to female Master's students in electrical and computer engineering, encouraging them to pursue careers in the energy sector. The #REBELSFORCHANGE campaign raises awareness of the need for greater female participation in STEM and aims to inspire young women to consider these fields. Additionally, the MentoringON Programme offers mentoring and skills development to women in the Generation Platform, supporting their professional growth and advancement.

MAIN ACHIEVEMENTS

These initiatives have yielded positive results in promoting gender diversity in STEM within E-REDES and the broader energy sector. The scholarship program has supported 30 young students from 11 institutions, providing them with financial assistance and valuable mentorship opportunities. The #REBELSFORCHANGE campaign has reached a global audience through various channels, sparking conversations and challenging stereotypes. The MentoringON program has provided personalized development support to 10 women, empowering them to advance their careers and contribute their skills and perspectives to the energy transition.

KEY SUCCESS FACTORS

The success of these initiatives hinges on a strong commitment to diversity and inclusion at all levels of the organization. Collaboration with educational institutions and other partners has been crucial in reaching and supporting female talent. By providing both financial and mentoring support, E-REDES creates a supportive environment that encourages young women to pursue and thrive in STEM careers.

WAY FORWARD

E-REDES is committed to continuing and expanding its efforts to promote gender diversity in STEM. This includes tracking the impact of existing programs on female representation in STEM roles and exploring new ways to engage and inspire young women to pursue STEM education and careers. By fostering a more inclusive and diverse workforce, E-REDES aims to drive innovation, enhance its competitiveness, and contribute to a more sustainable energy future.