



Human Resources

Upholding the people-first philosophy, we attach great importance to employees' legal rights and interests, build an effective platform for employees' career development, deepen the reform of the talent development system, work to build a competent workforce and maximize the value of talents. We pay close attention to the physical and mental health of employees, care about their lives, and ensure all employees can grow along with the Company while benefiting from the Company's development.



Employees' Rights and Interests



labor contract coverage



social insurance coverage

Strictly complying with international conventions on labor and human rights, we respect and safeguard employees' legal rights and interests, and advocate employment policies focused on equality and non-discrimination. We continue to perfect the compensation and benefits system, and improve workplace democracy, so as to create a fair and harmonious working environment for employees.

Employment Policies

We always value and safeguard the lawful rights and interests of our employees in line with the "people-first" principle. We strictly comply with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and the Trade Union Law of the People's Republic of China, relevant international conventions approved by the Chinese Government, and relevant laws and regulations of the host countries. We promote the employment policies of equality and non-discrimination, and provide equal opportunities and fair treatment for all employees regardless of nationality, race, gender, religion or cultural background. We resolutely prohibit child labor and forced labor. We endeavor to create jobs in minority areas and poverty-stricken areas. We uphold the rights and interests of women and ensure that female employees have equal remuneration, benefits and career development opportunities. A hundred percent of our employees are covered by labor contract and social insurance in line with the Social Insurance Law of the People's Republic of China.

Remuneration and Incentives

At CNPC, we continue to deepen the market-oriented salary reform and improve the mechanism for differentiated compensations, focusing on the tasks in reform and innovation, quality improvement and efficiency enhancement, and talent-driven corporate development. We continue to perfect a gross payroll coordination mechanism for merit-based compensation and performance-driven benchmarking and salary adjustments; optimize the incentive schemes to encourage scientific and technological innovation and introduce high-level talents; streamline salary structure, with priorities given to front-line workers, key and demanding positions and technical professionals; and increase incentives for high-end management talents, key R&D talents, and high-skilled talents.

Employee Engagement

At CNPC, we fully respect the democratic and legitimate rights and interests of employees, values the role of our employees in democratic management, democratic participation and democratic supervision. A democratic management system and an open bulletin system based on the labor union and workers' congress are in place to ensure employees' right to know, to participate, to express and to supervise. By clarifying the various powers, organizational systems, and work systems of the workers' congress, we will further standardize the content, procedures, and forms of the disclosure.

The Company has established various channels of communication with employees, adhering to democratic procedures, and conducting multi-level communication and exchange through employee representative groups and online interactions, encouraging employees to participate in the production and operation management of the Company.

Career Development Platform

At CNPC, we understand the needs for career development of our employees at different stages, stress the importance of career planning, promote innovation in the environment and mechanism for talent development and provide the necessary resources to support talent development. All this provides a great platform for employee self-realization.

Education and Training

At CNPC, based on the modern corporate training practices and focusing on building a world-class integrated international energy enterprise, we work to build a competent workforce and build up the ability to foster people with talent in accordance with the requirements for "setting standards, building systems and creating value". We continue to introduce innovative training methods and offer a wide range of differentiated employee training programs to unleash the potential of human resources through an "Internet + training" approach. We strive for positive interaction between employee development and business growth to provide the human resources and intellectual resources needed to build a world-class enterprise. In 2023, the Company spent RMB 2.84 billion in employee training, covering 53,000 training projects.

In 2023, focusing on the training of high-quality professional management personnel, the Company pushed ahead with the standardized training system for management positions and formulated the *Certification Management Measures on Standardized Training for Management Positions (Trial)* to further standardize work standards and improve management mechanisms. For administrative positions, professional and technical positions and skilled workers, training programs for building competencies were implemented to address the talent shortage in specialized areas and weak areas, thereby achieving a comprehensive improvement in employee competencies and supporting the Company's high-quality development.



53,000 training programs were implemented in 2023

100% training coverage for front-line employees

6.512 million employees participated in training

100% training coverage for employees in high-skilled positions and key operating positions

The total training time reached **57.15** million hours



Career Development

At CNPC, we attach great importance to career planning of employees, enhance their values and support their career development. The Company continued to build up its talent strength in 2023, covering top tech talents, technological innovation teams, young tech talents and excellent engineers etc. Meanwhile, the mechanisms for job rotation, evaluation, selection/appointment, and the remuneration incentives were further optimized to provide employees with a barrier-free and well-paced career path.

Job skill competitions, in combination with on-the-job training programs, helped improve skill excellence and professionalism and facilitate the career development of front-line employees. In 2023, the Company organized 4 Class II national competitions and 12

CNPC competitions; it also hosted the drilling skills category of the Second National Vocational Skills Competition and won all the golden and silver medals.

As of the end of 2023, the Company had 257 high-level experts and 353 skilled masters and skilled experts. The Company has established 128 corporate skilled expert workshops, including 34 national skilled master workshops.



The First Digital Operation & Maintenance Skills Competition, Southwest Oil & Gas field



The Second CNPC Innovation Competition successfully concluded

On April 7, 2023, the final Young Talent Tech Creativity and Production Innovation sessions of the Second CNPC Innovation Competition was rounded off in Beijing. Daqing Oilfield's R&D project "gate-type regulating agent for dynamic control of oil-water flows in high-water-cut fields", Bohai Drilling's "addressing low efficiency in rust removal from inner walls of oil pipes" were the winners of the Young Talent Tech Creativity and Production Innovation final sessions.

This competition symbolizes the Company's commitment to implementing the innovation-driven development strategy at a faster pace, giving full play to the technology and skill competencies of high-skilled talents and promoting the high-quality development in line with the national guidance on innovation-driven development.

Talent-Driven Corporate Development

The Company implemented the Talent-Driven Corporate Development Program – Year of Enhancement comprehensively in 2023, formulated the *Guidelines on Implementation of National Talent Development Plan for the 14th Five-Year Plan Period* and issued the *Talent-Driven Corporate Development Casebook*. An annual assessment of the Talent-Driven Corporate Development Program was conducted; the conference for review and commendation of the Advancement Year and launch of the Enhancement Year was held; the annual action plan and progress chart were formulated to ensure the fulfillment of key tasks under the Talent-Driven Corporate Development Program.

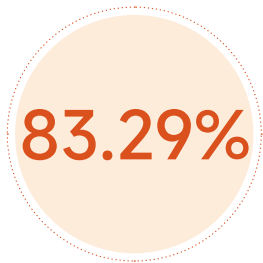


CNPC National Graduate College for Engineers was inaugurated

On March 28, 2023, the inauguration of CNPC National Graduate College for Engineers was held in Beijing. Dai Houliang, Chairman of CNPC, attended the ceremony. According to Dai, CNPC will leverage its financial and intellectual resources and work closely with colleges and universities to build, use and promote the development of the Graduate College for Engineers effectively as part of CNPC's ongoing contribution to building China into a great modern socialist country.

The Young Tech Talent Program continued to develop. There were two new academicians coopted in 2023, bringing the total number of academicians to 24. One expert and one team received the first "National Engineer Award"; CNPC National Graduate College for Engineers was established, and the onboarding program for the first group of employees holding a master's or doctorate degree in engineering was completed. The work plan for high-skilled talents further advanced. The Petroleum Master Program used an "engineer + technician" approach to train more than 2,700 inter-disciplinary participants.

Localization and Diversity



The share of international and local employees in the Company's total overseas employees

At CNPC, we embrace a culture of respect, openness and inclusiveness and take a profession-based and market-driven approach to local employment. We continue to improve our HR procedures for recruitment, employment, performance review and reward/punishment under the applicable laws and regulations of the host country. Meanwhile, we encourage innovation and best practices in the management of locally hired employees, and attract and retain top talents from the local community by providing them with a career development platform.

Promoting Local Employment

At CNPC, we create job opportunities, employ and train local people, and promote local employees to management positions. Our overseas operations are hiring professional talents in E&P, refining and chemicals, pipeline operation, international trade, finance, accounting and human resources management etc. In 2023, international employees and local employees accounted for 83.29% of the Company's overseas employees.



Youth Training Program in Iraq

On May 11, 2023, PetroChina Halfaya FZ-LLC launched the Fourth Youth Training Program in Iraq. 151 local college graduates received training for mechanical engineers, instrumentation engineers, reservoir engineers or electrical engineers in the oil and gas industry through an 18-month training program.

In response to the Belt and Road Initiative, PetroChina Halfaya FZ-LLC's highly acclaimed training program has trained more than 260 local young people in recent years to promote youth employment in the local community and support the talent training and capacity building strategy of Iraq's oil and gas sector.

Respecting Cultural Diversity

At CNPC, we give full accommodation to the personality, ability and background of employees, and cherish their varied talents. We take a firm stand against the employment and occupational discrimination, create a relaxing and inclusive working environment, and promote the mutual respect and understanding among employees from different ethnic groups, nationalities and cultural backgrounds.

Employee Health

At CNPC, we attach great importance to employees' health. We continue to improve working conditions and roll out a series of policies and measures to provide a favorable working environment and ensure our employees can work in good physical conditions with positive attitudes.

99.41%

coverage in occupational physical examinations

100%

coverage in occupational hazard factors screening

100%

coverage in occupational health files

Occupational Health

At CNPC, we give priority to improving occupational health of our employees and scale up efforts to build a "Healthy Enterprise" and build awareness through the publicity week of the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. In 2023, 99.41% of our employees received occupational physical examinations, the screening rate of occupational hazard factors was 100%, and occupational health files were prepared for 100% of our employees.

Mental Health

At CNPC, we take measures to continuously improve the employee recuperation and vacation system. We offer the overseas employee assistance program (EAP) and promote positive and healthy attitudes in our employees through psychological counseling hotline and website, as well as various forms of training on mental well-being to encourage professional fulfillment and improve the quality of life. A mental health volunteer service team is in place to provide cross-regional and organization-wide mental health counseling.

