



## Human Resources

At CNPC, upholding the people-first philosophy, we attach great importance to its employees' legal rights and interests, provide an effective platform for employees' career development, deepen the reform of the talent development system, and work hard 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

**100%**

Social insurance coverage

**100%**

At CNPC, we strictly comply with international conventions on labor and human rights, respect and safeguard employees' legal rights and interests, and advocate employment policies focused on equality and non-discrimination. The Company continues to streamline the compensation and benefits system, and improve workplace democracy, so as to create a fair and harmonious working environment for employees.

### Employment Policies

At CNPC, 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*, 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. 100% of our employees are covered by labor contracts 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 with merit-based compensation, performance-driven benchmarking and salary adjustment; 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, value 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 Company affairs disclosure.

At CNPC, we have established various channels of communication with employees. Adhering to democratic procedures, we encourage employees to participate in the production and operation management by conducting multi-level communication through employee representative meetings and online interactions.

## 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 necessary resources to support talent development. All of these provide 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 accelerate the gathering of high-level talents to serve the Company's core operations as well as emerging and future industries, and strengthen the top-level design of training schemes by introducing the *Guidelines for Further Strengthening Education and Training*. The mechanism for talent selection, training, and performance management was improved, focusing on onboarding certification, on-the-job empowerment, and promotion management. We launched a special empowerment and enhancement plan, in partnership with prestigious universities such as Tsinghua University and trained more than 1,100 people. Six international talent training classes were organized, highlighting the Company's internationalized strategy. In 2024, the Company spent RMB 3.23 billion on employee training to underpin efforts in talent empowerment, covering 68,000 training projects and more than 8.8 million person-times.



Over  
**8.8**  
million employees  
participated in training

The total training time reached  
**76.13**  
million hours

**100%**  
training coverage for  
front-line employees

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

## Career Development

At CNPC, we attach great importance to career planning of employees, and enhance their values and support their career development. In 2024, the Company forged ahead with its talent programs for strategic sci-tech experts, scientific and technological leaders, and young scientists and engineers. Meanwhile, the mechanisms for job rotation, evaluation, selection/appointment, and the remuneration incentives were further optimized to provide employees with barrier-free and well-paced career paths.

Job skill competitions, in combination with on-the-job training programs, helped front-line employees to improve skill excellence and professionalism as well as facilitate the career development. In 2024, the Company, in collaboration with the Ministry of Human Resources and Social Security, organized four Class II national competitions for gas extraction workers, ethylene plant operators, well workover workers, and non-destructive testing technicians, using industrial benchmarks to foster the comprehensive competences of front-line employees. We also sent teams to the national vocational skills competitions for oil production workers, instrument and meter maintenance workers, and well logging workers, achieving outstanding results and enhancing the strengths of our front-line teams. The Company won 53 gold medals, 69 silver medals, and 99 bronze medals in national and industry competitions throughout the year, ranking first among Central SOEs in the oil and gas industry in terms of the number of award winners.



Liaoning Marketing: employee skills competition

## Talent-Driven Corporate Development

CNPC implemented the Talent-Driven Corporate Development Program – Year of Advancement comprehensively in 2024 to strengthen the top-level design and introduce a long-term mechanism in line with the overall requirements of the talent-driven corporate development in the new era. The plan for staged-based objectives was deployed under the Talent-Driven Corporate Development Program, focused on the fulfillment of key tasks. The *Case Studies of Talent-Driven Corporate Development Program* and the *Newsletter on Talent-Driven Corporate Development Program* were compiled with insights from the practices and typical cases in relation to the Talent-Driven Corporate Development Program, in order to promote exemplary practices, recognize achievements and facilitate sharing of experience.



### Winning the National Engineer Award

On January 19, 2024, the ceremony of the National Engineer Award was held at the Great Hall of the People in Beijing. One individual and one team from CNPC received this prestigious award.



**Zhang Laiyong, chief expert of China Huanqiu Contracting & Engineering Co., Ltd., was awarded the title of National Outstanding Engineer.**



**The Chemical Flooding R&D Team of Daqing Oilfield was named the National Outstanding Engineering Team.**

At CNPC, we have long placed high value on innovation and talent strengthening. We continue to improve the technological innovation framework and cultivate and gather top sci-tech talents to build a workforce with world-class capabilities.

In 2024

**70** experts from CNPC were selected to receive the Special Government Allowances; **25** were recognized as high-level experts; the number of candidates under the Young Tech Talent Program reached **1,000**.

The Company held its inaugural award ceremony for recognizing **8** CNPC Masters, **100** technical experts and **200** Iron Man shift leaders.

As of the end of 2024

There were a total of **234** high-level experts and **344** skilled masters and skilled experts in the Company.

CNPC has established **128** corporate skilled expert workshops, including **38** national skilled master workshops.



## Localization and Diversity

At CNPC, we embrace a culture of respect, openness and inclusiveness, taking 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 outstanding talents from the local community by providing them with a career development platform.



Amu Darya Company: inspection in the Samandepo gas terminal

## 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 2024, the localization rate of employees in the Company's overseas investment business reached 92%.

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**92%**



### CNPC trains Petrochemical Talents for Chad

On May 30, 2024, N'Djamena Refinery and Yumen Oilfield signed the *Strategic Memorandum on Training Program for Vocational Skills Certification*. Thirty Chadian employees from N'Djamena Refinery in Chad participated in a three-month training program at Yumen Oilfield. These employees were assessed after completing one-on-one training modules for vocational skills, safety and emergency response etc. Mohammed Gouiret Khan Mouchi, Deputy General Manager of N'Djamena Refinery in Chad, said, "For 16 years, Yumen Oilfield has been fully engaged in the construction of the refinery in Chad. Now, we have reached a consensus on strategic cooperation with Yumen Oilfield on talent training, making the refinery in Chad a cradle for Chad's national petrochemical talents."



## 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 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, roll out a series of policies and measures to provide a favorable working environment, and ensure that our employees can work in good physical conditions with positive attitudes.

Coverage in occupational physical examinations

**100%**

Coverage in occupational hazard factors screening

**100%**

Coverage in occupational health files

**100%**

## Occupational Health

At CNPC, we give priority to improving occupational health of our employees, 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 2024, 100% 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 employee assistance program (EAP), 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.

