



EMPLOYEE DEVELOPMENT

Employees are the most valuable resource and wealth, and the development and success of the Company are attributed to the concerted efforts of all employees. We always put people first in our operations and management, safeguarding employees' legitimate rights and interests. We have built a sound platform for employee development; we promote local recruitment and employee diversity; and we care about the mental and physical health as well as the quality of life of our employees; in so doing, we are sharing our development and innovation results with all employees, and achieving growth together.



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Employee Rights and Interests

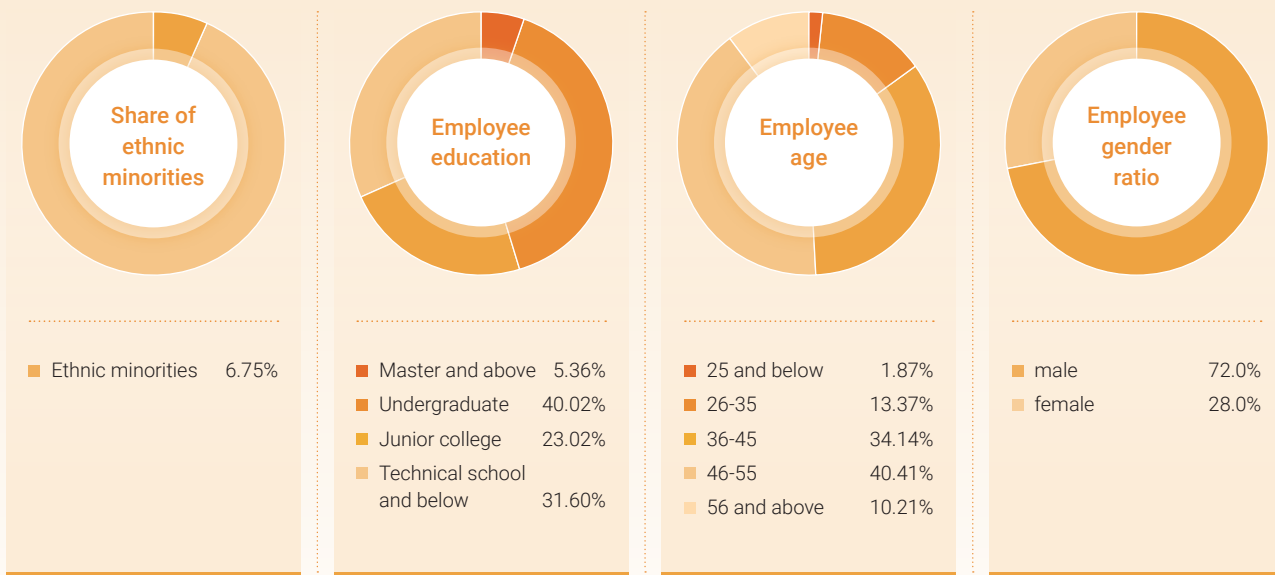
We observe international conventions on labour and human rights, respect and protect employees' legal rights and interests, and create a fair and harmonious working environment with democratic mechanisms, equal and non-discriminatory policies, and sound benefits for all our employees.

» Employment Policies

We put people first, respect and safeguard the legal rights and interests of our employees. We abide by 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*, as well as the relevant international conventions ratified by the Chinese government and the relevant laws, regulations and systems of the host countries. We adopt equal and non-discriminatory employment policies, treating every employee from different nationalities, races, genders, religions and cultures in a fair manner. We never hire child labor or forced labor. We pay attention to employment in ethnic minority areas and poverty-stricken areas, and actively create job opportunities within our business capacity. We take concrete actions to protect the rights and interests of female employees, providing them with maternity and breastfeeding leave, while maintaining equal compensation and benefits and career development opportunities as their male counterparts. By the end of 2024, the Company had 66 female senior managers and 1,411 female middle-level managers.

In 2024

- Over 40% of the fresh graduates (10,327) we recruited are from western China.





▲ Geothermal device check

» Compensation and Incentives

We closely link the Company's compensation and incentive scheme with its reform and innovation, quality and efficiency improvement, and Talent Thriving Enterprise activities, stimulate vitality, improve efficiency, promote market-oriented salary reform, and continuously improve the differentiated distribution mechanism. We have improved the total salary determination mechanism, which is composed of efficiency-based salary design, as well as the performance-linked benchmarking method and salary adjustment system. We continue to optimize the incentive and guarantee system for science and technological innovation activities, and adopt supportive policies for introducing high-level talents. Meanwhile, we have optimized the salary structure, giving priority to front-line workers, key and harsh environment working staff and technical professionals. With all these efforts, the compensation and incentive scheme is continuously and precisely oriented towards high-end management talents, key R&D talents, and high-skilled talents.

» Democratic Participation

We fully respect the democratic and legitimate rights and interests of employees, and 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 trade union and workers' congress are in place to ensure employees' right to know, participate, express and 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 disclosure.

We have established multiple channels to communicate with employees, and continued to implement democratic procedures. We carried out multi-level communication and exchanges through employee representative groups and online interactions, encouraging employees to participate in the production, operation and management of the Company.



Coverage of employment contracts signed



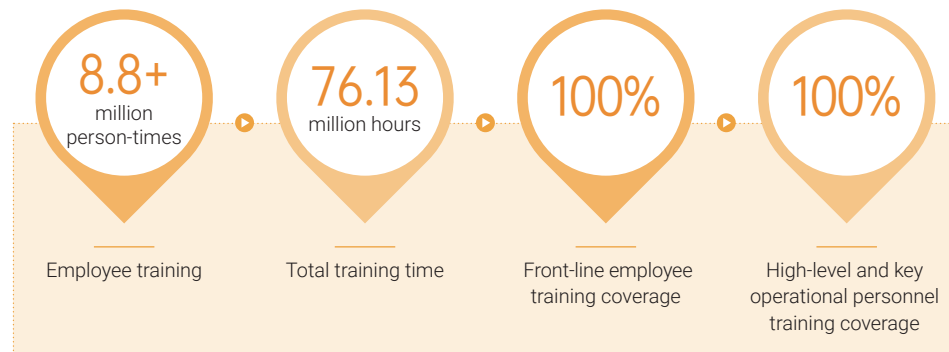
Coverage of social insurance

Career Development Platform

We pay attention to the needs of employees at different development stages, employee education and training and career planning, constantly innovate the environment and mechanism for the growth of talents, and make efforts in providing resources and ensuring conditions for the growth of talents, in order to establish a broad platform for them to realize their self-worth.

» Education and Training

Focused on the goal of becoming a world-class integrated international energy company, we adhere to a modern corporate training vision, gather high-level talents for the main business as well as emerging and future industries, strengthen the top-level design of training, and have timely formulated and implemented the CNPC Leading Party Group's Opinions on Further Strengthening Education and Training. We have improved the linkage mechanism of training and talent selection for "post certification, on-the-job empowerment, promotion and performance", implemented the special empowerment promotion plan for renowned universities, and trained more than 1,100 people jointly with Tsinghua University and other universities. We highlight the internationalization strategy, and carried out six sessions of international talent training cooperation. Annual investment in training reached RMB 3.23 billion, and the Company and its affiliated enterprises implemented 68,000 training projects and more than 113,000 sessions throughout the year, covering more than 8.8 million person-times in total, providing strong support for talent development.



Diversified training programs for different employees' development needs in 2024:



» Career Development

We attach great importance to the career planning of employees and support their career development to realize their value. In 2024, we carried out “the Year of Talent Thriving Enterprise” activity, implemented the national talent program, and continuously promoted the development of young science and technology talents. Meanwhile, the mechanisms for job rotation, evaluation, selection/appointment, and remuneration incentives were further optimized to provide employees with barrier-free and well-paced career paths.

By the end of 2024, we had 234 senior experts, as well as 334 skilled masters and technical experts. We have set up 128 Skilled Expert Workshops, including 38 National Skilled Expert Workshops.



Case

CNPC won 2 honors at the “National Engineer Awards”

The ceremony of the National Engineer Awards was held in Beijing on Jan 19, 2024. Zhang Laiyong, from China Huanqiu Contracting & Engineering, was awarded the title of National Outstanding Engineer, and the chemical flooding R&D team in Daqing Oilfield was named as the National Outstanding Engineering Team.

CNPC attaches great importance to scientific and technological innovation and the construction of a talent team. It constant improves the scientific and technological innovation system, and continuously cultivates and gathers top and leading talents. CNPC strives to build a talent team capable of undertaking world-class missions.

» Remuneration and Incentives

In order to reward and motivate employees spiritually and materially, we conduct wide selection of model workers, advanced workers, technical experts, and academic leaders, and encourage employees to compete for domestic and global awards, etc. We attach great importance to the growth of scientific and technological personnel, selecting young talents to undertake national and CNPC major scientific and technological projects from key projects at home and abroad, major programs, and important scientific research bases.

Individual/Group winners of national awards

	2	National May 1 Labor Certificates	12	National May 1 Labor Medals
	17	National Workers Pioneer	36	Advanced Collective of Central Enterprises
	60	Model Workers of Central Enterprises	7	National Model Worker Unit
	4	National Model Worker Team	8	National Outstanding Labor Union Workers

We improve employees' vocational skills and professional competencies through the combination of trainings and competitions such as vocational skills competitions. Through these measures, we promote the development of front-line employees. In 2024, we hosted 4 national category II competitions and 14 CNPC competitions; we also organized over 70 competitions among enterprises.

CNPC 2024 competition awards

National competition	CNPC competition
National/industry gold award 53 silver award 69 bronze award 99 ranking first among central enterprises in the industry	CNPC Technical Skills Competition gold award 148 silver award 222 bronze award 357 CNPC Technical Masters 162

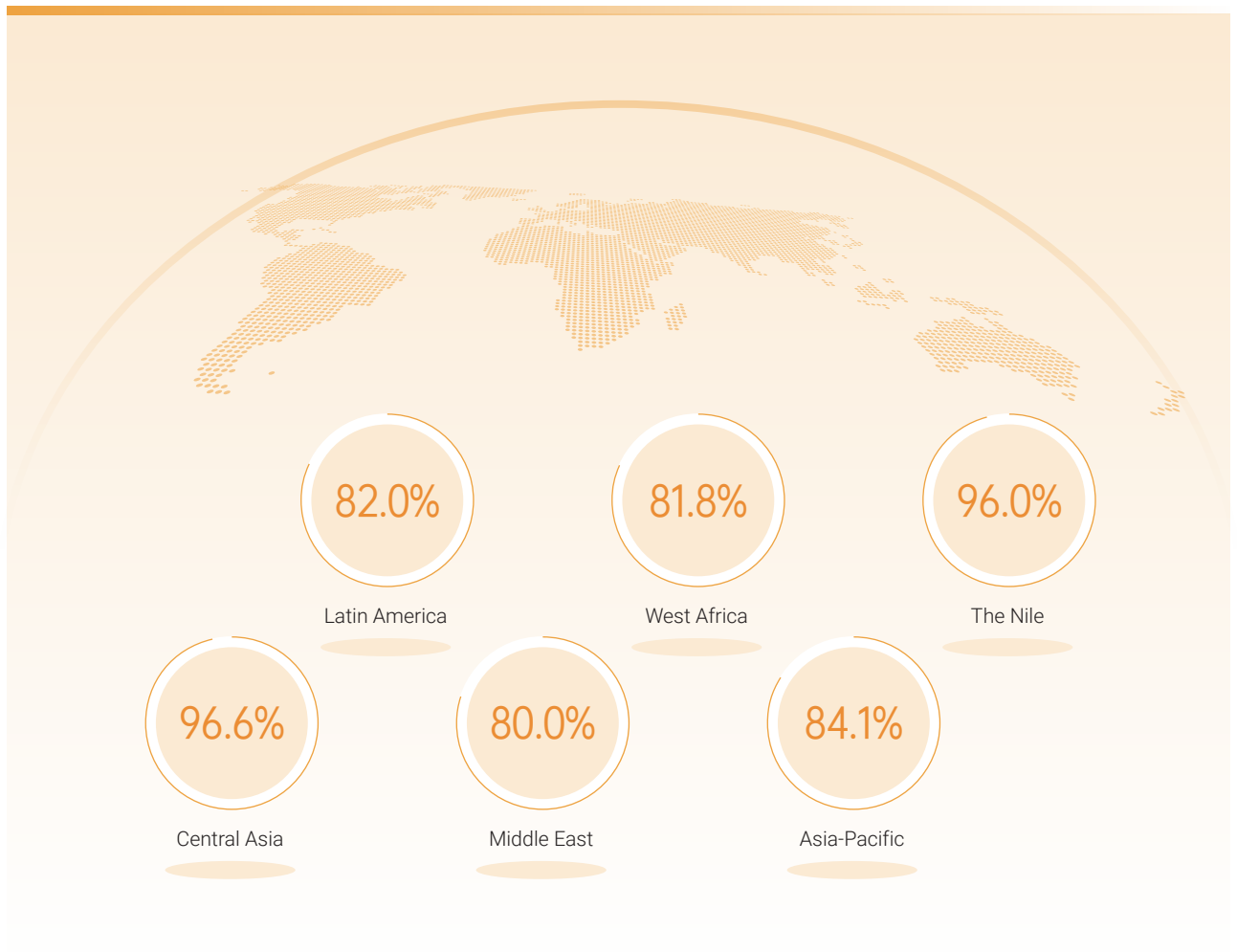
Localization and Diversity

We advocate a culture of respect, openness and inclusiveness, adhere to the hiring principle of "localization, specialization and marketization of overseas talents", and follow the laws and regulations of the host country. We formulated the Measures for the Management of Overseas Local Employees. In so doing, we promoted the innovation and practice of overseas employment management, and established a sound system for the recruitment, use, performance assessment, rewarding and punishment of employees. We also made great efforts to attract and cultivate excellent local talents and create a platform for their career growth.

» Local Employment

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 overseas investment business was 92%.

Share of localized employee in overseas business cooperation zones



Case CNPC helps training talents for N'Djamena Refinery in Chad

On May 30, 2024, CNPC carried out a three-month technical training for 30 local employees of N'Djamena Refinery. The deputy general manager of the refinery, Mohammed Guyrit Khan Mouqi said, "For 16 years, Yumen Oilfield has been a part of the design, construction and operation of the refinery, and now we have reached a consensus for strategic collaboration in skilled personnel cultivation, making the refinery a cradle of petrochemical talents for Chad."

» Cultural Diversity

We respect our employees' personality, ability and background, and value their diversified talents. We oppose occupational and employment discrimination, strive to create a relaxing and inclusive working environment, and promote mutual respect and understanding among employees from different ethnic groups, nationalities and cultural backgrounds.

Case Closer bonds based on cross-cultural communication and integration

CNPC promoted multicultural integration through the Mid-Autumn Festival activity in the Rumaila and West Qurna-1 projects in Iraq, which saw the thoughtful preparation of ingredients and molds for making moon cakes, as well as decorations such as festive jade rabbits and lanterns. Participants were taught how to make moon cakes step by step, including material selection, kneading, filling, molding and impression. While waiting for the baking process, the participants wrote festive blessings on rice paper and greeting cards in traditional Chinese calligraphy in different languages.

► Multicultural integration



Physical and Psychological Health

Attaching great importance to our employees' health, we continuously rolled out a series of policies and measures to provide a favorable working environment and ensure that employees can work in good physical conditions and a sound state of mind.

» Occupational Health

We give priority to improving the occupational health of our employees. We held the publicity week of the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, among other efforts, to build a healthy CNPC. The occupational health examination rate reached 100%, the screening rate of occupational hazard factors reached 100%, and the coverage of occupational health records was 100%.

Key Actions for Occupational Health in 2024

<p>Occupational health knowledge popularization</p>	<ul style="list-style-type: none"> Organized the publicity week of the <i>Law of the People's Republic of China on Prevention and Control of Occupational Diseases</i>, engaging more than 930,000 participants.
<p>Health-caring enterprise enhancement</p>	<ul style="list-style-type: none"> Issued the Health-caring Enterprise Enhancement Plan, optimizing review procedure, establishing a dynamic management mechanism. Conducted health-caring enterprise certification and review, with 52 companies passed the health-caring enterprise review; 20 health-care enterprise cases of 17 companies were promoted by the National Health Commission (NHC), ranking top among central enterprises.
<p>"Weight management year" campaign</p>	<ul style="list-style-type: none"> Issued the Implementation Plan for Weight Management Year, specifying targets and key tasks. Issued the Guide Book for Weight Management, improving organizational-wide health literacy in weight management.
<p>Occupational health enhancement</p>	<ul style="list-style-type: none"> Implemented the pilot program of classified assessment and management of occupational hazard, taking differentiated measures to manage and control occupational hazards. Executed NHC's three-action work plan of occupational disease control, conducting self-examination/correction of occupational hazards projects, summer heat hazards and prevention. Issued the Health Risk Group Classification and Health Intervention Guidelines, offering technical support for sound targeted classification and management of health risk groups. Issued the Guiding Opinions on Strengthening Health Management of Employees in Plateau Areas, establishing management framework for employee health in high-altitude localities.
<p>Overseas employee health management</p>	<ul style="list-style-type: none"> Revised the Administrative Measures for Health Examination and Assessment before Going Abroad, completed 24,000 health checks in the year. Enhanced supports on overseas sudden disease response, with 22 person-times remote medical treatments and 1 severe myocardial infarction cured. Established CNPC overseas medical system pilot in Africa, building a three-level medical structure of "Center+Intensive+General" in Chad, upgrading medical facility, enhancing personnel ability and open medical resources/channels for sharing, and forming functions of monitoring, warning, prevention/control, treatment. Set up an emergency medical fund of RMB 5 million for the emergency treatment of critically ill employees.

» Mental Health

We take measures to continuously improve the employee vacation system, continue to implement the Employee Assistance Program (EAP), set up a hotline and a website for psychological counseling, and carry out various forms of training on mental health improvement, in order to build a positive and healthy state of mind among employees.



Caring for Employees

We advocate a work-life balance, help employees in difficulty, enrich the cultural life of employees, and strive to create a healthy and comfortable environment for employees to work and live happily.

» Employee Assistance

We continuously carried out employee assistance activities, focusing on solving various difficulties facing employees, including retirees, employees' family members and family dependents of deceased employees.

Case Staff care for a happy family

In order to enhance the sense of gain, happiness and security of overseas employees and enhance the sense of belonging of employees' families, CNPC launched the Health Month campaign "Healthy Mood, Warm Life".

Before the national examination for senior high schools and colleges, China Petroleum Technology and Development Corporation (CPTDC) held lectures on adolescent psychology themed "Face the Exam With You". Employees in Iraq watched the lecture online. "I talked with my child in the way the lecturer instructed, and we opened our heart for closer conversation. I realize that I can walk in the shoes of my child in that way."

At the eve of Father's Day, CNPC Bohai Drilling Engineering (BHDC) hosted a special online course themed "happy parents", attracting over 800 overseas employees and families. Active interactions were conducted, and the lecturer shared examples of fathers' role in families, and taught how to express love and care, helping fathers to build warmer and stronger family bonds. Also, in offline activities, overseas employees returned home to spend time with their families and solved problems in family relationships and parenting together, giving children opportunities to feel and reach out to their beloved fathers by story-sharing and letter-writing.

CNPC Chad conducted the one-week campaign of "staff care overseas", in which Chinese psychological experts gave lectures and one-on-one counseling to employees at oilfields and camps, receiving wide attention and active participation. Employees enhanced their abilities in emotion and stress management.

Even when employees work away from home, love and care are always there. With various staff-caring activities, we help our overseas employees to build and maintain happy families.

» Cultural and Sport Activities

We carried out wonderful and diversified cultural and sports activities through the establishment of cultural and sports associations, organization of cultural activities, sports and intellectual competitions, etc. to enrich the spare time of our employees and improve their comprehensive ability and team cohesion.

Case

Building a healthy CNPC, enhancing cohesion abroad

CNPC hosted the first sports festival themed “together for a healthy win-win life” in the Middle East. The one-month festival covered a variety of events, including the “Striver Cup” football game, basketball, badminton and ping pong games, as well as tug-of-war, engaging over 260 Chinese and foreign participants (employees). Employees strengthened their physical fitness and enhanced their collaborative abilities, hence improving team cohesion substantially.

