

**HC Human**

Our diverse and high-performing workforce is essential to delivering our strategic priorities. We invest in nurturing agile, innovative, future-ready, skilled employees.

- 49,771 total PETRONAS employees
- 29% of PETRONAS employees are women
- RM264 million invested in training and development
- 5,210 total PETRONAS new hires
- 293 scholars recruited

	2021	2022
Employee Attrition Rate (%)	8.4	<b>6.6</b>
No. of employees completed online training	31,207	<b>41,722</b>
Average total hours of training per employee (hours/person)	30.0	<b>39.1</b>
No. of Technical Professionals developed	1,281	<b>1,384</b>
Lost Time Injury Frequency (LTIF) (Number of cases per one million man-hours)	0.14	<b>0.13</b>
Fatal Accident Rate (FAR) (Number per 100 million man-hours)	1.12	<b>1.37</b>

- Accelerated upskilling and reskilling efforts to equip employees with new skills and capabilities needed to support the delivery of core, new business and NZCE 2050 goals.
- Enriched the learning content on myLearningX, a Groupwide internal training platform to empower a self-learning culture across the organisation.
- Introduced flexible working arrangement (FlexiWork) to promote a conducive work environment and culture to improve employee well-being and productivity.
- Improved Employee Value Proposition to enhance overall employees' experience.

Operating effectively and efficiently in a rapidly changing energy landscape will require investment to shift our talents from resource-based to market-based skills. Growing global competition for talent will need significant investments in retaining and attracting the right talent to see through our strategy and ambition. Managing this will impact our Financial Capital but will positively impact Human Capital to deliver business effectively and benefit Financial Capital in the longer term.

**SRC Social and Relationship**

We remain steadfast in building trust, supporting our communities and forging strong relationships to create a positive impact through numerous initiatives. Establishing a meaningful connection with our communities that grants and preserves our license to operate.

- Close to RM900 million invested in education, community well-being and development and environment programmes aimed at uplifting the livelihoods and living standards of local communities where we operate.

	2021	2022
Total contribution to flood relief efforts (RM million)	15	<b>6.8</b>
No. of beneficiaries from various PETRONAS programmes ('000)	7.3 <sup>1</sup>	<b>1,500<sup>2</sup></b>
Number of students awarded scholarships (Malaysian)	302	<b>587</b>
Scholars recruited by PETRONAS (%)	66	<b>64</b>

<sup>1</sup> Refers to corporate contribution in Malaysia  
<sup>2</sup> Refers to PETRONAS Group contribution Malaysia and international

- Continued to engage and collaborate with various state agencies and Non-Governmental Organisations (NGOs) to uplift communities.
- Introduced Discover PETRONAS to more schools across Malaysia as part of our efforts to invest in future talents that can positively contribute to their communities.
- Increased the number of scholarships awarded to deserving students to pursue tertiary education at leading local and international universities.

While this may have impacted our Financial Capital, it has enhanced our position as a responsible corporate citizen among our stakeholders which indirectly serves all our other capitals.

**NC Natural**

Given our reliance on a wide spectrum of natural resources, we strive to continuously minimise our environmental impact, while ensuring the security of the energy supply over the long term. With our NZCE 2050 Pathway in place, we are focused on reducing emissions from our operations with abatement levers that have been identified to achieve our target.

- 9.25 Bboe 2P Reserve
- 81.6 million m<sup>3</sup> total freshwater withdrawal

	2021	2022
Crude oil, condensates and natural gas production (kboe/d)	2,275	<b>2,434</b>
GHG emissions (Million tCO <sub>2</sub> e)	51.08	<b>54.03</b>
GHG emissions reduction from projects (Million tCO <sub>2</sub> e)	4.1	<b>0.6</b>
Nitrogen Oxides Emissions (tonnes)	133,962	<b>62,790</b>
Sulphur Oxides Emissions (tonnes)	47,954	<b>60,116</b>
Hazardous Waste Disposed (tonnes)	59,228	<b>76,485</b>
Oil in Water Content (tonnes)	452	<b>487</b>

- Increased crude oil production from international operations.
- Focused on delivering energy from our core resources that are cost-optimised and emissions-abated.
- Addressed emissions by focusing efforts on reducing flaring and venting, energy efficiency and electrification.
- Introduced our position on nature and biodiversity to conserve, protect and restore nature.
- Provided customers with cleaner energy solutions in renewable energy, hydrogen and green mobility under Gentari which also contributes to reducing our carbon footprint.

As we progress in our NZCE 2050 Pathway, efforts to abate and/or offset carbon emissions from our operations will result in higher costs. Nevertheless, this will contribute towards reducing our carbon footprint and improving our Natural Capital.