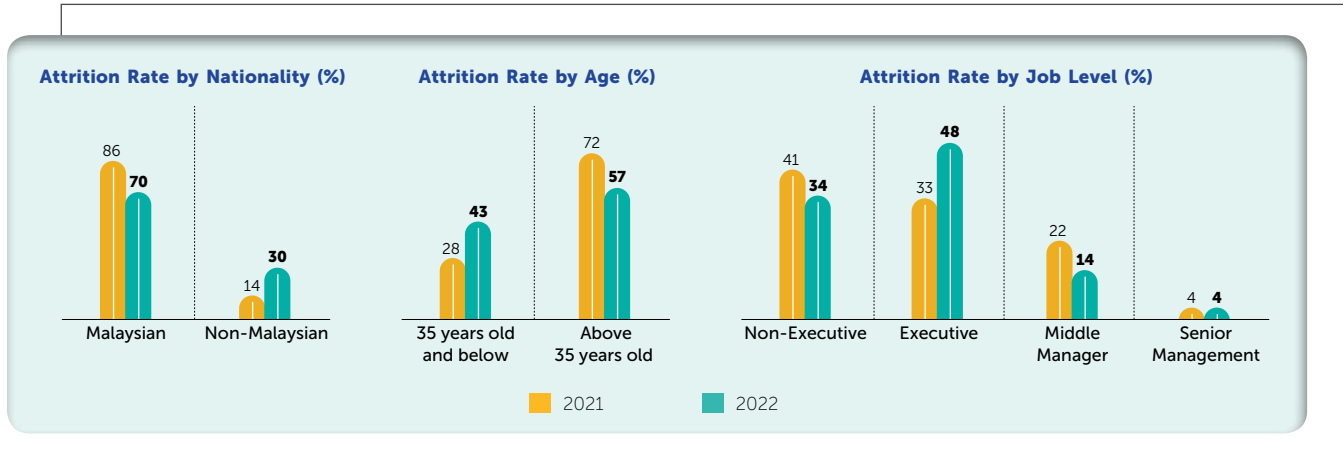


Employee Attrition

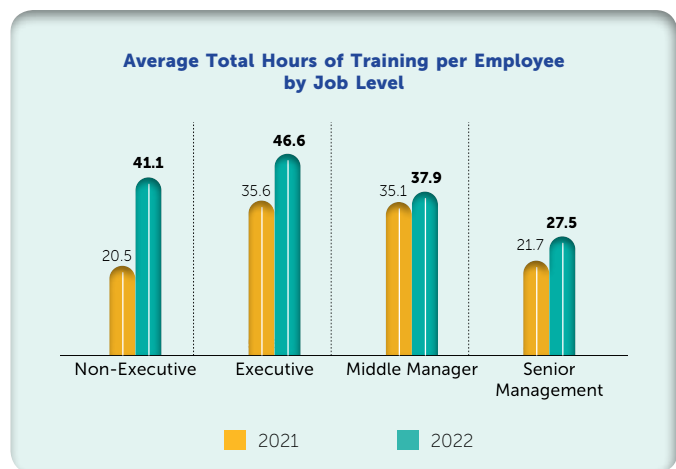
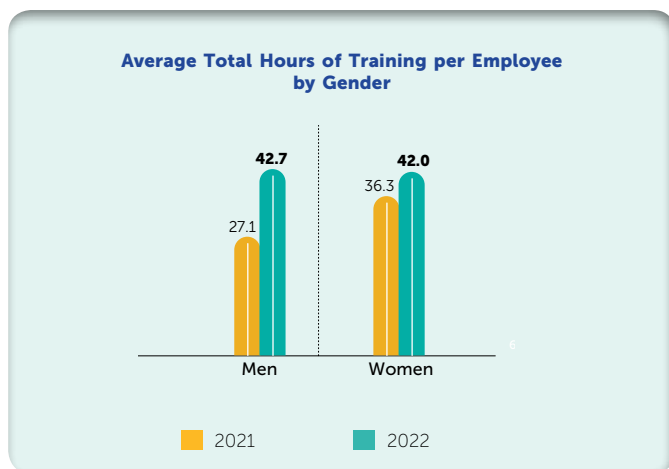
Key Performance Indicators	2018	2019	2020	2021	2022
Employee Attrition Rate (%)	6.5	5.5	4.9	8.4	6.6
Women	7.3	1.8	1.3	2.8	1.9
Men	6.2	3.7	3.6	5.7	4.7



Talent and Future Pipeline

Training and Development

Key Performance Indicators	2018	2019	2020	2021	2022
Training days per employee	7	7	5	4	4.9
Training investment per employee (RM)	6,649	6,543	3,588	2,386	5,433
Average total hours of training per employee (person hours)	52.8	53.6	36	30	39.1



Five-Year Sustainability Key Performance Data

Groupwide Technical Expertise

Key Performance Indicators	2018	2019	2020	2021	2022
Technical Authorities (TA)	577	340	501	601	618
Technical Professionals (TP)	941	1,028	1,173	1,281	1,384
Technical Trade Specialists (TTS)	225	240	259	262	266

Sponsorship

Key Performance Indicators	2018	2019	2020	2021	2022
Number of PETRONAS Scholars Recruited	262	206	219	220	293
Recruited by PETRONAS (%)	63	67	61	66	64
Recruited by Others (%)	37	33	39	34	7
Number of Scholarships Awarded to Malaysians	329	399	370	302	587
International Universities (%)	49	46	25	34	34
Malaysian Universities (%)	51	54	75	66	66
Number of Scholarships Awarded to Non-Malaysians at Universiti Teknologi PETRONAS	88	78	42	41	41

Note:

29 per cent of PETRONAS' scholars are currently pending placement.

Human Rights

Key Performance Indicators	2018	2019	2020	2021	2022
Number of security personnel trained in human rights policies or procedures	210	161	913	1,415	617