



China Oilfield Services Limited

(STOCK CODE H-share : 2883 ; A-share : 601808)



2024

Environmental, Social and Governance Report

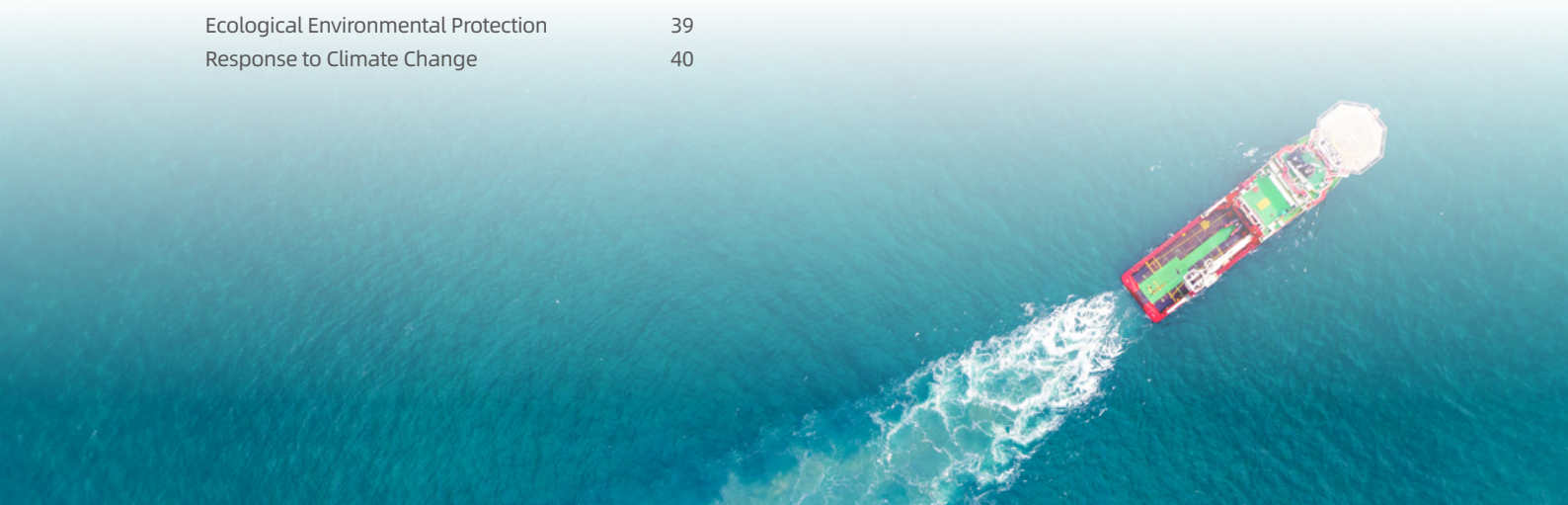
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Report Information

This report is the third environmental, social and governance (ESG) report and the19th sustainability report issued by China Oilfield Services Limited (hereinafter referred to as "COSL", "the Company" or "we").

• Reporting Scope	This report covers the performance of COSL and its affiliated units in economic, environmental, social and corporate governance aspects. This reporting period is from 1 January to 31 December 2024 with some content from beyond this time span.
• Reporting Principles	The preparation of this report adheres to the principles of "Materiality, Quantification, Balance, and Consistency" to ensure the objective, standardized, open and transparent presentation of relevant information. We address the "Materiality" principle with a matrix analysis of material issues, address the "Quantification" principle by including data tables with thorough quantitative data, address the "Balance" principle with accurate, objective information regarding each issue, and address the "Consistency" principle with consistent data disclosure methodology and statistical method, ensuring that report readers can reasonably evaluate the overall performance of the Company.
• Reference Standard	"Consultation Paper on the Environmental, Social and Governance Reporting Guide" and Related "Listing Rules" Provisions of the Hong Kong Stock Exchange "Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)" Ten Principles of the United Nations Global Compact Global Reporting Initiative (GRI) "Sustainability Reporting Standards (GRI Standards)" Sustainability Accounting Standards Board (SASB) "Oil and Gas Services Industry Standards" International Sustainability Standards Board (ISSB) "International Financial Reporting Sustainability Standard 2 - Climate-related Disclosures (IFRS S2)"
• Source of Report Information	The data used in this report is sourced from the Company's official documents and statistical reports. Financial data in the report are expressed in RMB unless otherwise stated. Key financial performance data of this report comes from the annual report of the Company, and other data are from the internal management system of the Company. There is no material adjustment to the disclosure scope of this report to the Company's ESG reports in previous years, and consistent disclosure statistical methods are used for all these reports.
• Report Version	The report is available in Chinese and English versions, and the Chinese version shall prevail in case of any conflict or inconsistency.
• Report Access	This report can be accessed and downloaded from the websites of Shanghai Stock Exchange (http://www.sse.com.cn), Hong Kong Stock Exchange (www.hkexnews.hk), and official website of the Company (http://www.cosl.com.cn).



Statement by the Board of Directors

The Board of Directors of the Company makes the following statement in accordance with the requirements of the "Environmental, Social and Governance(ESG) Reporting Guide" of The Stock Exchange of Hong Kong Limited (the "Hong Kong Stock Exchange").

The Company and its Board of Directors strive to follow the requirements of the "Guidelines for the Governance of Listed Companies" issued by the China Securities Regulatory Commission, the "Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)", and the "Code of Corporate Governance", "Environmental, Social and Governance Reporting Guidelines" issued by Hong Kong Stock Exchange, continuously optimize its environmental, social and corporate governance(hereinafter referred to as "ESG") mechanism, strengthen the Board's role in supervising and participation in ESG related issues, and vigorously integrate ESG considerations into the Company's strategies, major decision-making processes and various business practices.

» **Board's Role in ESG Governance**

As the highest decision-making authority of the Company's ESG management, the Board of Directors is responsible for considering the Company's ESG strategy, objectives and risks, and supervising and approving the implementation and progress of ESG planning, supervising the Company's commitments, actions and performance on key issues such as compliance management and address climate change, overseeing ESG issues related to the Company's businesses and reviewing the Company's ESG reports, cooperating with special committees and management departments to integrate ESG considerations into the Company's production and operation, and implementing the Company's ESG management.

» **ESG Management Strategy and Policies**

The Company's strategic goal of "Becoming a World-class Energy Services Provider with Chinese Characteristics" conforms to the consensus of global trends of green economic transformation, emission and carbon reduction, and new energy development, ESG has become one of the cornerstones of the Company's strategy. In accordance with the principles of "Connection Strategy, Comprehensive Integration, Driving Development and Continuous Improvement", the Company organically integrated its ESG targets with the Company's strategic targets, actively promoted the comprehensive integration of ESG with the Company's management and operation, explored new markets and opened up new tracks with good ESG practices, accelerated the Company's high-quality development by supporting customers' low-carbon transformation, and continuously optimized its ESG management by identifying ESG risks, analyzing macro policy trends, and communicating with stakeholders.

» **Targets, Indicators and Review of Progresses**

Based on a comprehensive analysis of macro policies and economic environment, industry trends, corporate strategic plans and operations, the Company actively initiates green and low-carbon technological innovation focusing on the green and low-carbon transformation of energy, resource conservation and utilization, and the construction of green and low-carbon infrastructure. The Company carried out analysis and evaluation in environmental protection, production safety management, occupational health and safety, resource utilization, anti-corruption and compliance, etc. on a regular basis.

The Board of Directors of China Oilfield Services Limited
25 March 2025

About COSL

Company Profile

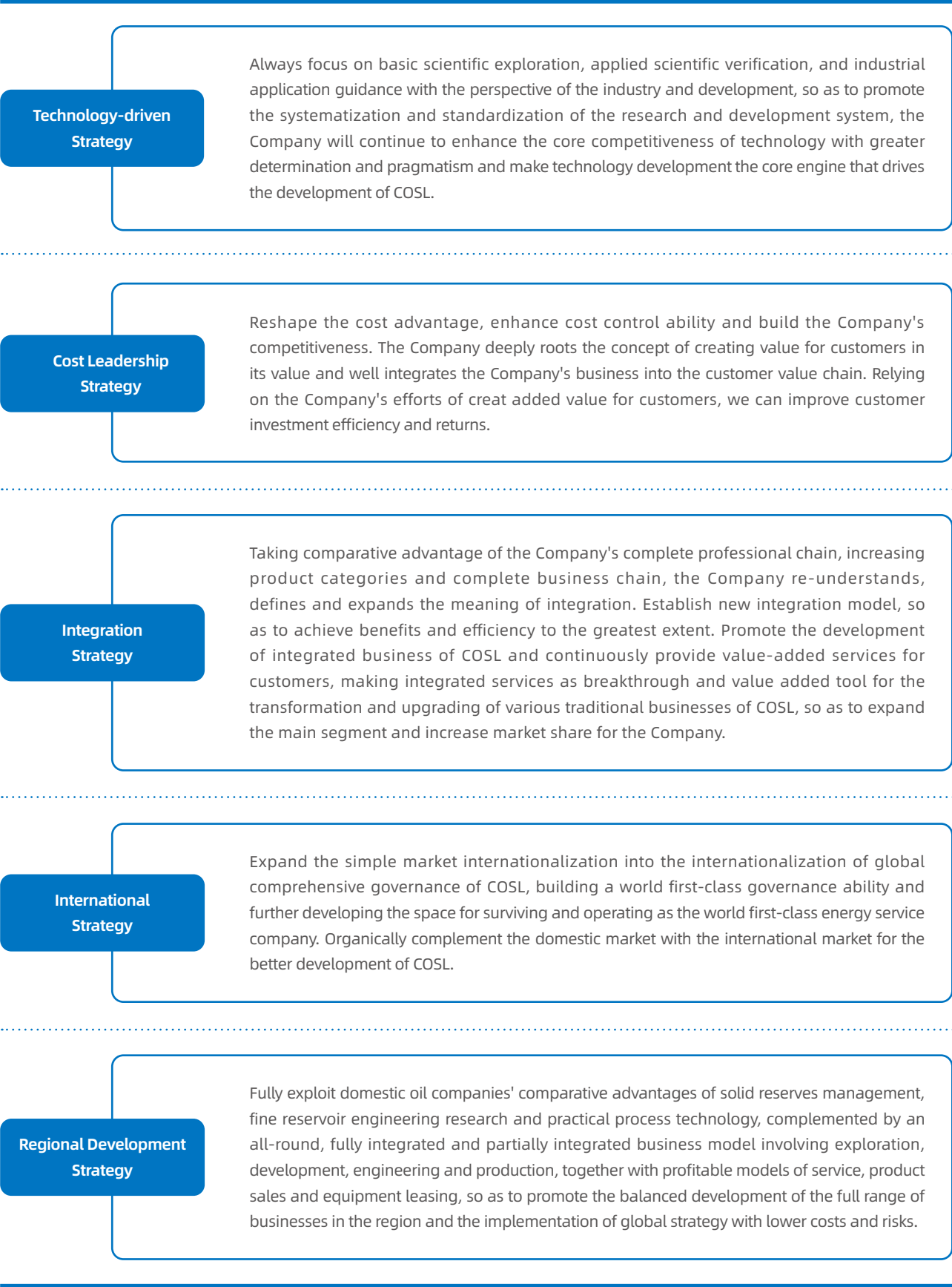
COSL is one of the most extensive integrated oilfield services providers in the world and dedicated to providing customers with full lifecycle services. The Company is listed on the Hong Kong and Shanghai Stock Exchanges, and has more than 50 years of experience in oil and gas exploration, development and production. Its business currently encompasses geophysical acquisition and surveying services, drilling services, well services, marine support services and integrated solution and new energy services. It has a strong oil service equipment group. As well as providing single-operation services to customers, COSL also offers one-stop solution and general contracting service. COSL is incorporated in Tianjin, the PRC, and its services cover the China offshore and onshore area and have expanded to Asia Pacific, the Middle East, the Americas, Europe and Africa.

Corporate Culture



COSL integrated the corporate culture into the Company's development strategy, adhered to the two-way interaction between culture and brand, and accelerated the construction of the brand communication system with media integration and extensive interconnection. By highlighting exemplary individuals from key projects, the Company has introduced iconic model workers who embody the characteristics of the new era. The "Xuanji" technical team was recognized by the Party Committee of the State-owned Assets Supervision and Administration Commission (SASAC) of the State Council as a "Model of Central State-owned Enterprises". Additionally, the "Xuanji" Demonstration Exhibition Hall was included in the second batch of Central State-owned Enterprise Patriotic Education Bases designated by SASAC. The "Haihong" well completion system team was honored with the title of "CNOOC Model". The Company has also compiled corporate culture publications, including High-Quality Development: My Expertise and Brand Building at the Grassroots 2.0, to foster a shared understanding and collective action among employees in alignment with the evolving corporate culture.

Corporate Strategies



Brand Building

The Company vigorously implemented the brand strategy and strove to enhance the brand management level, achieving an increase in both the quantity and quality of large-scale brand-building events. Under the brand slogan "AMAZING TECHNOLOGY, EXCELLENT SERVICE", the Company successfully created a technical brand matrix, including "Xuanji" "Xuanyue" "Haijing" "Haimai" and "Haihong". The Company also hosted the COSL Today Global High-end Oil & Gas Technology launch events and held technical brand launch events, which were widely recognized by customers at home and abroad. Furthermore, the Company issued an initiative on competing for our image spokesperson and organized the "Limited Positions, Unlimited Value" story telling competition to stimulate employees' brand awareness and guide them to become the creators, disseminators, and guardians of our brand image.



"Haihong" Intelligent Factory Launch Event

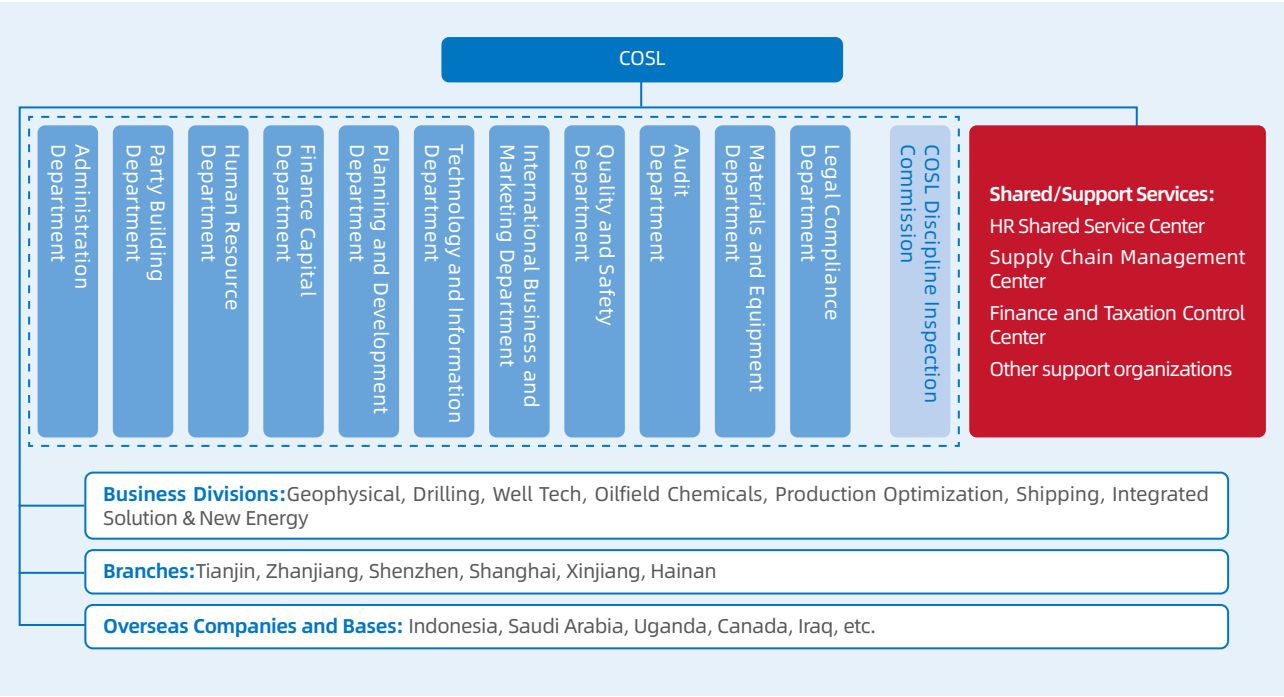


"Xuanyue"High-end Oil & Gas Technology Equipment Launch Event




COSL TODAY Global High-end Oil & Gas Technology Launch Event

Organizational Structure




Honors in the Year




The Company was successfully listed among the Pioneer 100 of ESG-Listed Companies in China and was included in the Central Enterprises ESG • Vanguard 100 Index of Listed Companies




Won the Best ESG Practices Award at the annual award of 2024 Hong Kong International ESG Ranking




Won the Responsible Top Bull Awards and the ESG Governance Vanguard Award at the 7th ESG China • Beijing Responsibility Exhibition




Won the 2024 ESG Special Driving Force Award at the 3rd International Green Zero Carbon Festival & 2024 ESG Summit




Won the Best Board of Directors of Listed Companies Award at the 13th China Listed Companies Summit 2024




The Company's annual results presentation was awarded the Excellent Practice Case by the China Association for Public Companies



Won the 15th Tianma Award for Investor Relations of Chinese Listed Companies



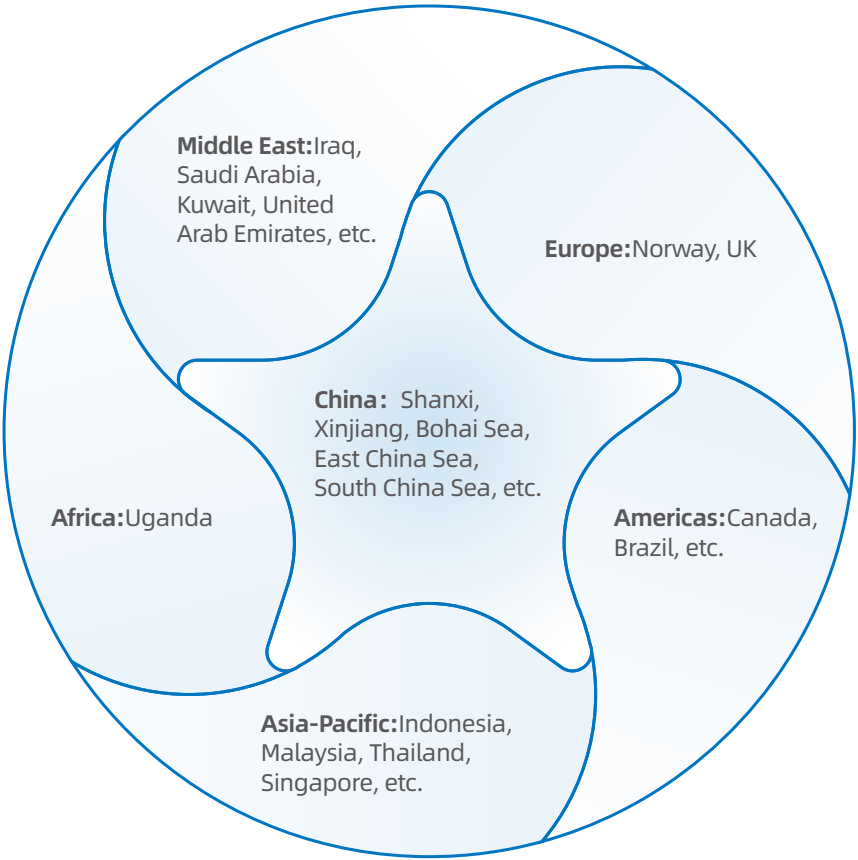
Research and Application of CO₂ Re-injection Well Cementing Technology in the South China Sea won the 2024 Offshore Technology Conference (OTC) Technical Award




Post-Casing Density Logging Technology won the 2024 Offshore Technology Conference (OTC) Technical Award

Business Development


Business Presence




Business Scope


Geophysical Acquisition and Surveying Services


- Offshore Seismic Data Acquisition Services
- Offshore Geo-surveying Services
- Seismic Data Processing & Interpretation
- Fundamental Construction


Drilling Services


- Offshore Drilling Rigs
- Supporting Rigs
- Land Drilling Rigs
- Drilling Rig Management
- Oil Casing


Well Services

- Logging
- Drilling & Completion Fluids
- Directional Drilling
- Cementing
- Well Completion
- Workover
- Production Optimization
- Stimulation
- Oilfield Waste Treatment


Marine Support Services

- Anchor Handling
- Towing
- Offshore Transportation
- Stand-by for Oil/Gas Fields
- Oil Lifting
- Firefighting
- Rescue
- Oil Spill Assistance


Integrated Solution and New Energy Services

- Integrated E&P Service
- Integrated Oilfield Management Service
- Integrated Drilling, Completion, and Workover Service
- Integrated Disposal Service



ESG Governance

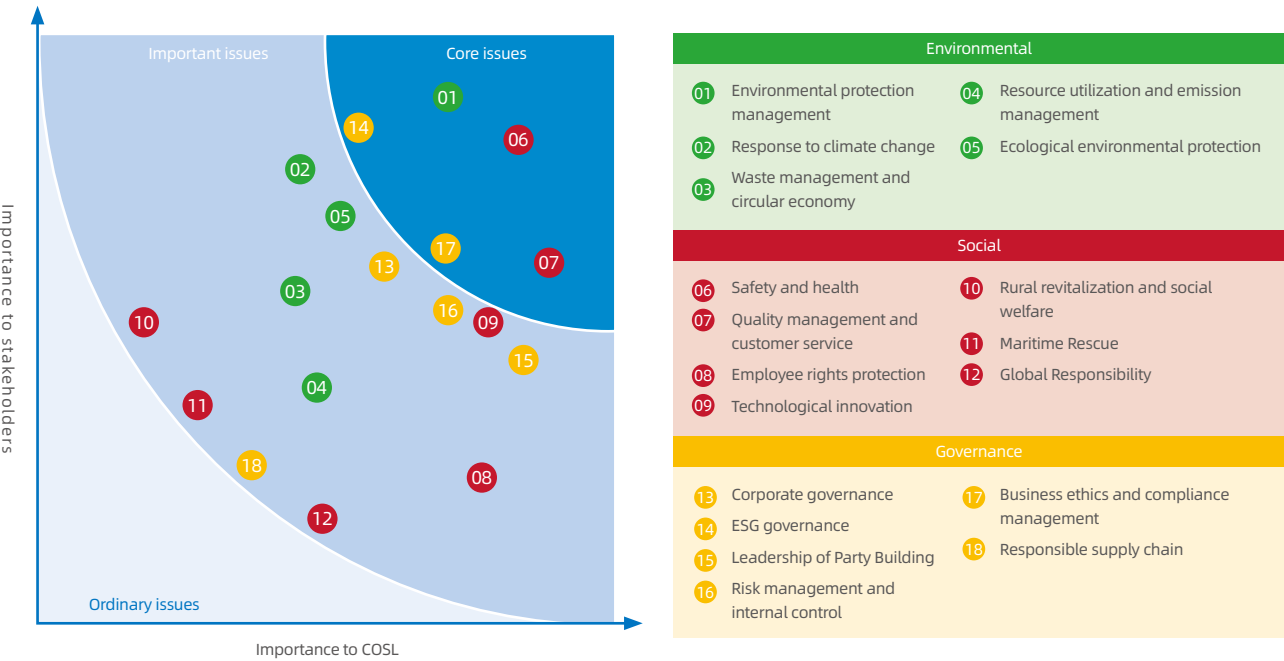
ESG Governance Structure

The Company incorporated its corporate spirit of "Always Do Better" into the enterprise development strategy and daily operations, continued to improve the top-level design of ESG, established ESG decision-making bodies and implementation bodies and constantly strengthened ESG governance and practice to help achieve the comprehensive value of "Economic Value Creation, Ecological and Environmental Protection and Social Harmony and Progress".

Decision Making Level The Board	<ul style="list-style-type: none">Pay attention to important sustainability information related to the business of the CompanyMake an estimation on the significant impact of relevant ESG issues on all stakeholders	<ul style="list-style-type: none">Evaluate and identify the Company's risks related to ESGMonitor and manage ESG related targets and work progressReview the annual ESG report of the year
Implementation Level Business Departments	<ul style="list-style-type: none">Identify the changes in the internal and external environment and assess risks of the CompanyAssess the likelihood of risk occurrence and the consequences in terms of its impact on the environment and staff and corporate reputation	<ul style="list-style-type: none">Follow up and periodically review the implementation of response plans for identified risks in order to make sure that sufficient supervision and responses will be afforded to risks of the Company at all levels

Analysis of Material Issues

In 2024, the Company carried out the identification and evaluation of the material issues by sorting out the orientation of macro policies and combining the enterprise development strategy, industry characteristics and stakeholders' expectations and through questionnaires and analysis and survey of material issues, established a material issue matrix covering 18 key issues from two dimensions of "Importance to stakeholders" and "Importance to COSL".



Communication with Stakeholders

The Company attaches great importance to communication with stakeholders, establishes various channels for daily communication and special communication with stakeholders, fully understands the demands and expectations of stakeholders, and adopts their relevant demands and suggestions as the Company's objectives and incorporates them into plans and proposals for ESG. The Company also maintains ongoing communications with stakeholders on the sustainable development vision of the Company and new developments of its ESG performance to promote the sustainable, stable and healthy development of ESG. The Company adheres to the information disclosure principle of "Truthfulness, Accuracy, Completeness, Timeliness and Fairness", continuously improves the Information Disclosure Management Measures, strengthens voluntary information disclosure, and actively responds to the key concerns of customers, suppliers and investors.

Stakeholders	Concerns		Responses and Measures	
Regulatory authorities and government	<ul style="list-style-type: none">Business ethics and compliance managementRisk management and internal controlEnvironmental protection management	<ul style="list-style-type: none">Corporate governanceResponse to climate change	<ul style="list-style-type: none">Promoting laws and regulationsPaying taxation in accordance with the law	<ul style="list-style-type: none">Accepting supervision and evaluationVisiting, reporting and filing
Employees	<ul style="list-style-type: none">Employee rights protection	<ul style="list-style-type: none">Safety and health	<ul style="list-style-type: none">Equal employment policiesOptimisation of pay and benefitsFour-level trainingRespecting diversity	<ul style="list-style-type: none">Occupational health and safety managementEmployee representatives meetingsCultural and recreational activitiesEmployee care
Shareholders/ investors	<ul style="list-style-type: none">Corporate governance	<ul style="list-style-type: none">ESG governance	<ul style="list-style-type: none">Regular reportsGeneral meetingsDaily communication	<ul style="list-style-type: none">Reverse roadshow activitiesPublishing annual reports and ESG reports
Clients	<ul style="list-style-type: none">Quality management and customer serviceTechnological innovation	<ul style="list-style-type: none">Response to climate change	<ul style="list-style-type: none">Development of quality management systemContinuous technological innovationProviding professional solutions	<ul style="list-style-type: none">Visits and communicationsProtecting customer informationComprehensive improvement of work standards
Suppliers and contractors	<ul style="list-style-type: none">Responsible supply chain		<ul style="list-style-type: none">Business discussions and technology exchangeNegotiation of contracts and daily exchange	<ul style="list-style-type: none">Electronic management platform
Financial institutions	<ul style="list-style-type: none">Corporate governance		<ul style="list-style-type: none">Special sessions	<ul style="list-style-type: none">Information disclosure
Media	<ul style="list-style-type: none">ESG governance	<ul style="list-style-type: none">Corporate governance	<ul style="list-style-type: none">Information disclosure	<ul style="list-style-type: none">Multi-channel communication
Charity and non-governmental organisations	<ul style="list-style-type: none">Environmental protection management	<ul style="list-style-type: none">Rural revitalization and social welfare	<ul style="list-style-type: none">Active participation in social welfare	<ul style="list-style-type: none">Information disclosure
Community and the public	<ul style="list-style-type: none">Rural revitalization and social welfareMaritime Rescue	<ul style="list-style-type: none">Global Responsibility	<ul style="list-style-type: none">Rural revitalizationMarine salvagePromoting employment	<ul style="list-style-type: none">Supporting educationCommunity careVolunteering services
Environment	<ul style="list-style-type: none">Environmental protection managementEcological environmental protectionWaste management and circular economy	<ul style="list-style-type: none">Resource utilization and emission managementResponse to climate change	<ul style="list-style-type: none">Establishment of environment management systemConducting environmental protection training and propagandaClean production	<ul style="list-style-type: none">Conservation of biological diversityPracticing environmental charity

Ensuring Long-term Development with Sound Corporate Governance

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I Leadership of Party Building

On the path of pursuing sustainable development and fulfilling its corporate social responsibilities, COSL Party Committee has been adhering to Xi Jinping's Thoughts on Socialism with Chinese Characteristics in the New Era as the primary guidance. The Company sticks to the core requirements of strengthening Party building in state-owned enterprises in the new era, fully integrating and continuously deepening Party building initiatives into corporate development, aiming to build a world-class enterprise with high-quality Party building.

Strengthening Leadership of the Party

COSL Party Committee closely follows thought leadership of the Party, continuously studies and implements the guidelines of the Party's 20th Central Committee's Third Plenary Session, and ensures comprehensive participation of grassroots Party organizations with a various activities, such as the "Three Meetings and One Lecture" and joint construction activities. Focusing on the discipline education program for party members, we have built a "Four-tier" supervision mechanism covering all affiliated units, further strengthening the impact and effectiveness of discipline learning and education. We have also formulated a closed-loop management mechanism that regularly follow-ups to ensure effective practicing of what have been studied, transforming "Top Agenda" items into "Top Action" items.

Fusion Empowerment Enhances Combat Effectiveness

COSL Party Committee attaches great importance to fostering strong organizational capabilities with standardized approval procedures and adequately delegated authority. We complied the Work Manual for Party Branch at Sea and other documents to enhance the standardized management of grassroots Party organizations. We further delegated the management and evaluation of grassroot Party building work to regional party committees, forming a collaborative and interactive working mechanism. We also delineated Party members into nearly 2 thousand grids to create a pattern of joint governance. Focusing on enhancing organizational capabilities, we organized a number of themed activities, such as the Party Secretary Project and Party Member Initiatives, and initiated a project aiming at further strengthening the capabilities of our Party building work team. We significantly boosted employees' sense of responsibility and mission.

The concrete progress of our Party building efforts has effectively enhanced the healthy development of the Company's capabilities to fulfill its primary responsibilities and operate. In the future, the Company will further advance our Party building work with higher standards and more concrete measures, building a steadfast political guarantee and organizational support for the high-quality development of the Company.

II Corporate Governance

Corporate Governance System

The Company has established a sound governance framework that centered around the "General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and Senior Management". The General Meeting of Shareholders takes overall management and control. The Board of Directors is responsible for making business decisions. The Board of Supervisors supervises in accordance with the law. The senior management ensures the implementation of the decisions. The Company has established a corporate governance mechanism of "Scientific Decision Making, Effective Execution, Effective Supervision, and Standardized Operation" to effectively improve the professionalism and effectiveness of the performance of its corporate governance framework, and comprehensively facilitating the modernization process of both the corporate governance system and the governance capabilities of the Company.

Corporate Governance Structure	
Corporate Governance Structure	Responsibilities and Key Activities in 2024
The General Meeting of Shareholders	The General Meeting of Shareholders is the highest authority of the Company, exercising its powers in accordance with the law and ensuring the legitimate rights of all shareholders are properly protected. During the reporting period, the Company convened five General Meetings of Shareholders.
Board of Directors	The Board of Directors is responsible for "setting strategy, making decisions, and preventing risks". The Board has three specialized committees to provide professional consultation and recommendations in decision-making, ensuring efficient and compliant operations. During the reporting period, the Board of Directors convened six on-site meetings in total.
Board of Supervisors	The Board of Supervisors is responsible for supervising the Company's finances, the conducts of its directors and senior executives, and the implementation of major corporate decisions, safeguarding the interests of shareholders and ensuring that the Company operates in compliance with relevant laws and regulations. During the reporting period, the Board of Supervisors convened seven meeting in total.
Senior Management	Senior Management of the Company executes Board resolutions, organizes the Company's production and operation activities, ensuring the high-quality development of the Company.

Board of Directors

Effectiveness of the Board

The Board of Directors of COSL strictly adheres to relevant laws and regulations and its Articles of Association in exercising its powers, providing scientific decision-making for the sustainable development of the Company and actively safeguarding the rights and interests of the Company and its stakeholders such as shareholders. Directors are elected by the General Meeting of Shareholders. Independent director candidates are nominated by the Board of Directors, the Board of Supervisors, or shareholders who individually or collectively hold more than 1% of the Company's shares issued.

During the reporting period, the Board of Directors convened six on-site meeting in total, with 54 resolutions deliberated and approved.

Establishment and Responsibilities of Special Committees of the Board of Directors

The Board of Directors consists of eight members. The Board has three specialized committees: the Audit Committee, the Remuneration and Assessment Committee, and the Nomination Committee, which provide professional support and oversight to ensure efficient decision-making and compliance of the management.

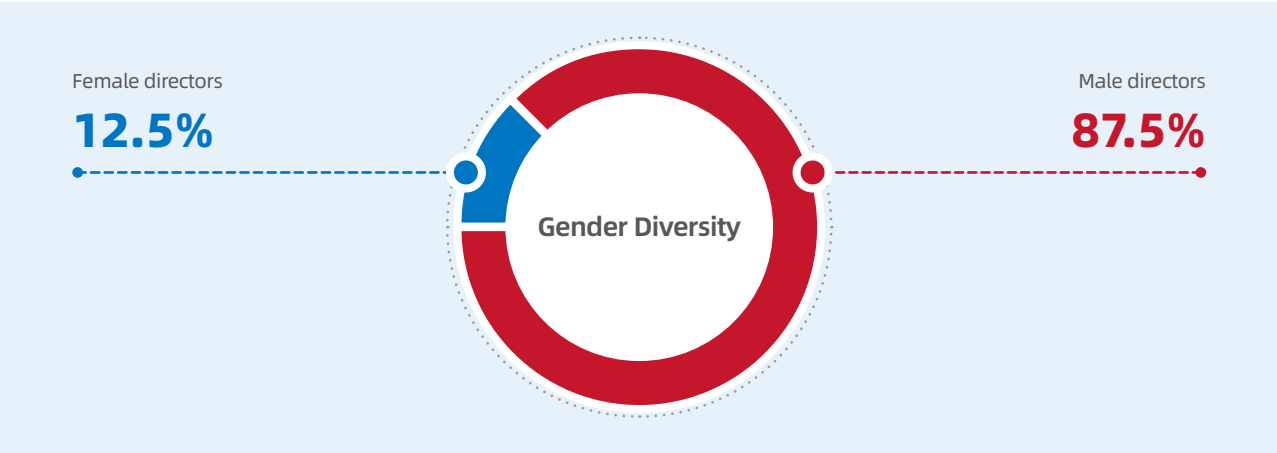
Special Committees of the Board of Directors			
Responsibilities	Policies and Mechanism	Members	Key Activities in 2024
Audit Committee			
<ul style="list-style-type: none">Supervise and evaluate the work of external auditors; Supervise and evaluate the work of internal audits.	Working Rules of the Audit Committee of the Board of Directors	Composed of three directors, all of which are independent non-executive directors	Convened four meetings in total
Remuneration and Assessment Committee			
<ul style="list-style-type: none">Set appraisal criteria for directors and senior management, and conduct evaluations accordingly;Formulate and review the remuneration policies and plans of directors, supervisors and senior management.	Working Rules of the Remuneration and Assessment Committee of the Board of Directors	Composed of four directors, including three independent non-executive directors	Convened two meetings in total
Nomination Committee			
<ul style="list-style-type: none">Assess the implementation of policies and provide recommendations to the Board as needed;Ensure that the professional expertise, educational background, and other requirements for Board members are meet and maintain the diversity of the Board.	Working Rules of the Nomination Committee of the Board of Directors	Composed of three directors, including two independent non-executive directors	Convened three meetings in total

Independence of the Board

The Company continuously optimizes policies such as the Independent Director Working Measures to standardize the operation of independent directors, ensuring the independence of the Board of Directors. As of the end of the reporting period, there were five non-executive directors in the Board, including three independent non-executive directors, meeting the requirements for independent directors of the "Management Measures for Independent Directors of Listed Companies". All independent non-executive directors are individuals with rich professional experience in finance, law and the energy sector, and familiar with Board operations of listed companies and the responsibilities of independent directors. Independent directors do not hold any other positions at COSL. During the reporting period, all independent directors effectively performed their duties of diligence and care responsibilities as directors, providing professional advice to the Company in the aspects of reviewing financial reports, reviewing of connected transactions, and overseeing internal control and risk management of the Company.

Diversity of the Board

The Board of Directors fully recognizes and implements the policy regarding Board diversity, taking full consideration of aspects such as professional experience, educational background, gender, age, cultural background, and origin of director candidates to ensure consistent and inclusive decision-making of the Company. Members of the Board come from different industries at home and abroad, with rich industry expertise and practical experience in oilfield service management, as well as economics, accounting, and legal services. Members of the Board also have experience in risk management, which is conducive to strategic planning and scientific decision-making of the Company.



Board of Supervisors

The Company has established a Board of Supervisors in accordance with the law to exercise supervision rights, ensuring that the rights and interests of shareholders, the Company, and its employees are not infringed upon. The Board of Supervisors is accountable and reports to the General Meeting of Shareholders. The Company ensures that the supervisors' right to be informed with timely disclosure of necessary information and data, so that the Board of Supervisors can effectively supervise, inspect, and evaluate the Company's financial status and management activities. The Board of Supervisors consists of three supervisors, including one representative of shareholders, one representative of employees, and one independent supervisor. During the reporting period, the Board of Supervisors convened seven meetings in total and effectively exercised its supervisory powers.

Remuneration of Directors and Senior Management

The Remuneration and Assessment Committee is responsible for formulating and reviewing the remuneration policies and plans of directors and senior management, and formulating the relevant assessment criteria. The remuneration of the directors and senior management primarily consists of basic annual salary, performance annual salary, tenure incentive and welfare subsidies. To better support the high-quality development of the Company, COSL has integrated ESG-related mandatory performance indicators into the remuneration and assessment mechanism of directors and senior management, such as major environmental incidents, operational quality, energy conservation and carbon reduction, production safety, and customer satisfaction, etc.

The Company has also established a robust compensation mechanism for management staff. The mechanism has a claw-back requirement, which applies to management staff who violate national laws and regulations or fail to fulfill their duties resulting in corporate asset losses. Under such circumstances, based on the disciplinary results and asset losses caused, the assessment results over the tenure of the management staff will be adjusted accordingly, which may result in a deduction to the annual performance salary, or a claw-back of part or all of the annual performance salary and tenure incentive already paid.

Investor Relations

The Company continuously strengthens investor relations management, maintaining positive communication and smooth interaction with investors. The Company also actively communicates its ESG philosophies and practice to the capital market. During the reporting period, the Company organized a series of events and activities on key projects such as carbon reduction technologies, LNG dual-fuel vessel operation, and CCUS projects for investors and analysts, in order to deepen their understanding COSL.

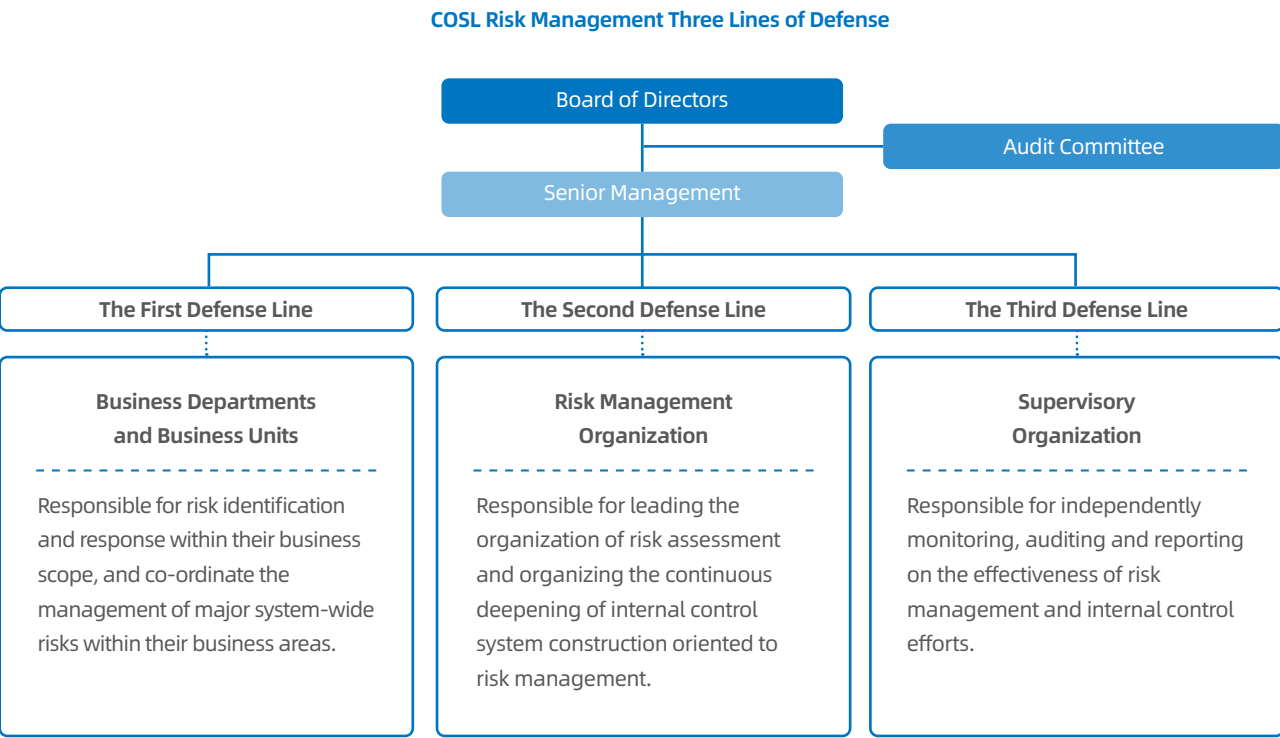


III Risk Management and Internal Control

Risk Management

COSL regards effective risk management as a key requirement for the Company to face operational risks and market challenges, and achieve sustainable and healthy growth. The Company thoroughly implements the requirements of the "Guidelines for Comprehensive Risk Management of Central Enterprises", and applies basic risk management processes at all stages and in all aspects of enterprise management, ensuring comprehensive risk control covering all employees, all operations, and all processes.

The Company continues to strengthen and optimize its risk management organizational system, formulating and implementing policies such as the Comprehensive Risk Management Measures and the Reporting and Response Management Measures for Major Operational Risk Events, and actively carries out risk management initiatives accordingly.



The Company has established a two-tier risk assessment mechanism from the headquarters to its affiliated units, conducting risk assessments annually and quarterly, together with ad hoc assessments. The affiliated units are responsible for their own risk assessment, and required to report their risk management reports with supporting information to the headquarters on quarterly and annual basis. The Risk Management Office is responsible for consolidating the relevant information, preparing a summary report for senior management, and following-up the implementation of related actions.

During the reporting period, the Risk Management Office organized four quarterly comprehensive risk assessment meetings, identifying ten major risks, including ESG related risks such as tax risks, QHSE risks, and information security risks. The Company conducts dynamic tracking and control measures based on the assessment results. The headquarters departments closely collaborate with the affiliated units, providing risk control guidance from a functional perspective to enhance the overall risk prevention and mitigation capabilities of the Company. For risk management of overseas projects, the Company has conducted thorough assessment of key overseas risks, such as public health risks, political risks, public security risks, etc. The assessment results are timely briefed to overseas units to effectively enhance their overall risk awareness regarding overseas risks.



Internal Control Management

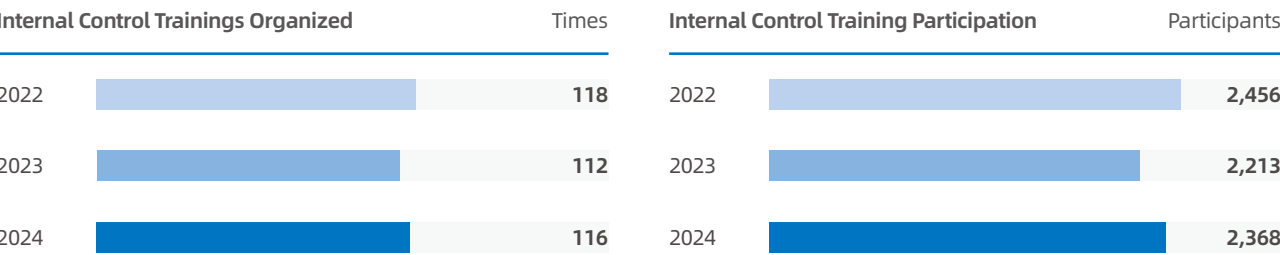
COSL has comprehensively optimized the hierarchy and categories of its internal control systems, formulating a three-tier framework of "Basic System - Management Policies - Implementation Measures", focusing on 14 key functions such as corporate governance, human resources, and strategic planning.

During the reporting period, the Company optimized the internal control for four key areas, including supply chain management, property rights management, overseas project lifecycle management, and technology project lifecycle management, supporting the high-quality development of the Company by accurately identifying and analyzing abnormal behaviors in business operations and producing rectification recommendations.

The Company conducted internal control audit evaluations on 35 affiliated units, and ensured the rectification of identified risks through policy updates, trainings, recovering losses, and seeking accountabilities.

The Company has established a scientific and standardized policy system and continuously optimizes during the reporting period, including strengthening the top-level design of internal control management. Based on internal control management practice in the past three years, the Company optimized internal control management policies, business flowcharts, online internal control platforms, as well as other management tools. The optimization focused on supply chain, project management, property rights, and technological research, identifying more than 30 related issues in policy system. Rectifications of the identified issues were completed within the reporting period. During the reporting period, the Company completed the formulation of eight standardized management measures, such as the Operational Management, and the Intangible Asset Management.

The Company also carried out the "Policy Week" event to raise the awareness of internal control management, using infographics and other ways to provide employees with interpretation and explanations regarding relevant internal control policies to ensure better implementation. During the reporting period, the Company conducted awareness raising activities of 33 newly reviewed policies across 8 system frameworks including administration, internal control, finance, and supply chain. Additionally, the Company innovatively launched online policy pop quizzes and "Learning by Doing" policy education activities, allowing employees to identify their knowledge blind spots of policies and catch up. The Company has established a dedicated channel to collect suggestions on existing policies. Employees can use this channel to point out possible issues in policies and suggest feasible improvement suggestions, providing valuable reference for further optimization of the system.



IV Business Ethics and Compliance Management

Compliance Management

COSL adheres to the principle of operating in full compliance with the law and continuously strengthens its legal compliance policies and systems. The Company has formulated and implemented relevant policies, such as the Legal Compliance Management Policy. In 2024, to align with the regulatory requirements for central enterprises, the Company revised its Compliance Management Measures and developed several business guidelines, including the Preliminary Assessment Guidelines for Trade Compliance Risks and the Basic Introduction to Export Control and Economic Sanctions, to reinforce trade compliance management. Additionally, in 2024, the Company obtained certification for its compliance management system related to anti-commercial bribery and business partner management.

The Company continues to strengthen compliance management in key areas, establishing compliance management checklists for financial and tax fund management, quality, health, safety and environmental (QHSE) management, materials and equipment management, and labor management, providing clear operational guidelines for relevant units.

Regarding overseas compliance management, the Company issued business guidelines for high-risk countries and regions, providing practical operational guidance for business units. It also compiled legal policy research reports for key markets, including Iraq, Saudi Arabia, and Uganda, analyzing legal regulations and compliance management requirements in the oil and gas sector. These reports serve as a valuable knowledge resource to support the Company's global operations.

To enhance employee awareness, the Company organized diverse legal compliance training programs, covering topics such as sanctions and import-export controls, interpretations of the new Company Law, and business contract management. Additionally, the Company actively promoted compliance awareness initiatives, integrating compliance principles into corporate culture and guiding employees to develop a strong compliance mindset.



Anti-Unfair Competition

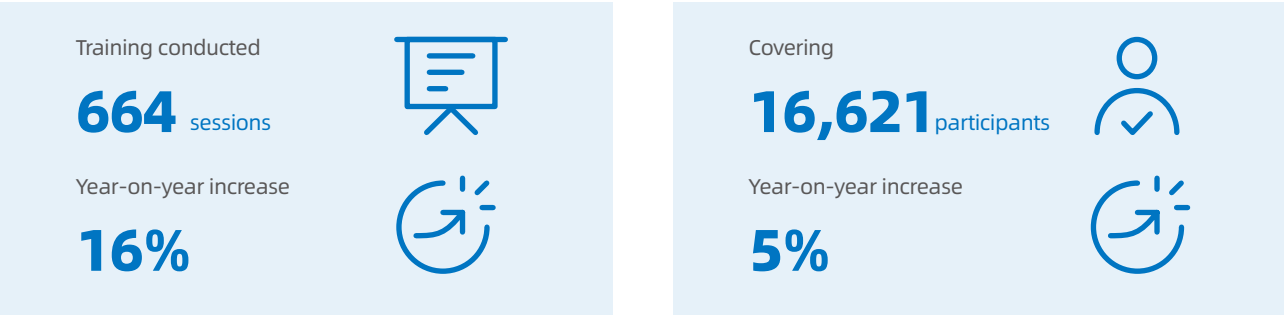
The Company strictly complies with the Anti-Unfair Competition Law of the People's Republic of China and the Interim Regulations on Prohibiting Commercial Bribery, upholding the principles of voluntariness, equality, fairness, and integrity. The Company firmly opposes the use of commercial bribery to gain business opportunities or competitive advantages.

Anti-Corruption and Anti-Fraud

The Company strictly abides by relevant laws and regulations, such as the "Criminal Law of the People's Republic of China", the "Company Law of the People's Republic of China", the "Supervision Law of the People's Republic of China", the "Regulations on Integrity in the Work of State-Owned Enterprise Management Staff", the "Implementation Measures for Accountability of Violations in Central Enterprises (Trial)", and the "Interim Regulations on Prohibiting Commercial Bribery", and strictly implements the requirements stipulated in the "Party Conduct and Integrity Construction and Anti-Corruption Work Responsibilities", building a collaborative oversight framework. Focusing on production operations and development, the Company continuously optimizes its business ethics and anti-corruption systems with "Disciplinary, Governance and Prevention" measures with intensified daily supervision, functional supervision, and grassroots supervision. The Company also formulates annual key supervisory items, and continuously optimizes a multi-tier supervision mechanism, under which "Business Units Overseeing the Source, Functional Departments Overseeing the Management Lines, and the Compliance Units Re-supervising".

To proactively identify the weak points of integrity risks across various business sectors, strengthen preemptive prevention and control, and implement precise supervision, the Company has established a systematic integrity risk assessment and prevention mechanism, ensuring continuous risk mitigation and normalizing integrity risk prevention and control to minimize risks to the greatest extent. The Company maintains an integrity risk database covering 14 key processes, 56 business areas, and 96 risk points, and has implemented 118 targeted risk prevention measures. This system provides a strong foundation for corporate integrity and high-quality development.

The Company actively carries out anti-corruption training. During the reporting period, a total of 664 training sessions were organized, a year-on-year increase of 16%, with a total participation of 16,621 participants, a year-on-year increase of 5%.



Whistleblower Protection

The Company places great importance on whistleblower protection and complaint management. It publicly discloses whistleblowing channels and the scope of accepted complaints, while refining its whistleblower protection policies. The Company's internal supervision departments strictly enforce the Regulations on Handling Whistleblower Complaints, the Full-Cycle Management Measures for Whistleblower Reports to facilitate efficient reporting, the Company has established multiple whistleblowing channels, including in-person reporting, telephone hotlines, email and postal submissions, online reporting platforms. These channels enable employees, customers, suppliers, and other external stakeholders to report illegal or non-compliant behavior. The Company continuously strengthens whistleblower protection mechanisms, enforcing the Guidelines for Handling Whistleblower Reports and Complaints to safeguard whistleblowers' identities, workplaces, and other confidential information. Furthermore, the Measures for Handling Whistleblower Complaints explicitly prohibit retaliation against whistleblowers, with strict disciplinary actions imposed on those who engage in retaliatory behavior.

V Responsible Supply Chain

COSL actively responds to national strategies aimed at ensuring the security of industrial chains and supply chains and is committed to building a robust supply chain management system. The Company implements supply chain risk control and safety capability enhancement initiatives, while continuously promoting transparent procurement and green procurement to strengthen supply chain resilience, ensure smooth and stable supply operations, and establish a responsible supply chain management framework.

Supply Chain Management System

The Company has established a comprehensive supply chain management framework. The Procurement Management Committee and the Materials and Equipment Department are responsible for formulating and overseeing procurement management strategies, monitoring the implementation of the supply chain management system, optimizing resource allocation, and ensuring compliance and operational efficiency. As the dedicated execution entity for procurement operations, the Supply Chain Management Center is responsible for implementing procurement strategies, managing procurement processes, overseeing execution and tracking, and ensuring compliance throughout the procurement lifecycle. Meanwhile, each affiliated unit, as the primary entity responsible for supply chain operations, is tasked with demand submission, contract execution, and daily supplier management.

The Company adheres to the principles of "ensuring supply, cost reduction, compliance, and efficiency" in its supply chain management practices. It has formulated key policies, including the Supply Chain Demand Management Measures and the Supply Chain Procurement Management Measures, to establish standardized, full-cycle procurement management. During the reporting period, the Company revised 22 policies to further enhance the separation of management and execution, optimizing operational processes; formulated the Overseas Units Supply Chain Safety Management Measures, improving the security and compliance of its global supply chain operations.

Indicators	Unit	2022	2023	2024
Total Number of Suppliers	Entity	7,528	8,782	8,895
Percentage of Suppliers Signed the Sunshine Agreement	%	100	100	100
Overseas Suppliers	Entity	4,734	5,398	5,977
Domestic Suppliers	Entity	2,794	3,384	2,918
Among Them: Tianjin	Entity	690	904	706
Beijing	Entity	431	489	392
Guangdong	Entity	385	433	372
Shanghai	Entity	164	192	151
Others	Entity	1,124	1,366	1,297

Supply Chain Risk Management

The Company comprehensively manages risks in major procurement areas, including raw materials, equipment parts, operational services and technical services. It formulates a supply chain risk list through information collection, risk identification, probability and impact assessment, and prioritization. Based on the identified risks, the Company implements targeted risk counter measures and establishes a continuous monitoring mechanism to ensure effective risk control.

Supply Chain Risk Analysis and Response Measures	
Risk Descriptions	Response Measures
<p>Due to a lack of understanding of laws and regulations, internal rules and regulations, or failing to fully internalize or intentional ignoring these requirements: Employees of the bid issuer or their close relatives participate in the bidding process.</p> <p>-----</p> <p>Due to a lack of understanding of laws and regulations, internal rules and regulations, or failing to fully internalize or intentional ignoring these requirements: Applying different qualification or evaluation criteria for different bidders.</p> <p>-----</p> <p>Due to a lack of understanding of laws and regulations, internal rules and regulations, or failing to fully internalize or intentional ignoring these requirements: Restricting or specifying certain patents, trademarks, brands, origins, or suppliers.</p> <p>-----</p> <p>Due to a lack of understanding of laws and regulations, internal rules and regulations, or failing to fully internalize or intentional ignoring these requirements: Failing to conduct required public bidding for eligible procurement projects.</p>	<ul style="list-style-type: none">Entities with a conflict of interest with the bid issuer that may compromise bidding fairness are prohibited from participating. Organizations under the same leadership or those with controlling or management relationships are not allowed to bid on the same project section or bidding package. Any violations will result in disqualification. <p>-----</p> <ul style="list-style-type: none">During the qualification review, unreasonable restrictions, exclusionary conditions, or discriminatory practices against potential bidders are strictly prohibited.The evaluation committee must assess bidding documents strictly based on the criteria and methods specified in the tender documents, provide objective and impartial evaluation opinions on the bidding documents. Any evaluation criteria or methods not explicitly outlined in the tender documents cannot be used as a basis for assessment. <p>-----</p> <ul style="list-style-type: none">Unless explicitly required by law or regulations, the bid issuer must not limit or specify particular patents, trademarks, brands, country of origin, suppliers, or testing and certification bodies. <p>-----</p> <ul style="list-style-type: none">For domestic engineering projects in compliance with legal requirements which meet statutory thresholds must undergo a public bidding process unless they qualify for invitation-based bidding or are exempt from bidding under applicable laws and regulations.

To ensure supply chain stability, the Company actively promotes supplier grading management and strategic cooperation models with key suppliers, continuously strengthening supplier resource management and sharing. Additionally, the Company conducts regular supplier performance evaluations and contract fulfillment assessments, developing supplier capability profiles to enhance management efficiency.

Supplier Management Measures	
Supplier Classification and Grading	Strategic Partnership Development
<p>The Company categorizes and ranks suppliers based on the urgency of their products and services as well as their value, optimizing supplier resource structures and enhancing supply chain resilience and security.</p>	<p>As of the end of the reporting period, the Company has established partnerships with 37 strategic partners to jointly drive industrial upgrades and technological innovation.</p>
Cross-regional Resource Sharing	Supplier Capability Profiling
<p>The Company has actively consolidated and expanded its partner network, strengthening collaborative efficiency and resource integration across the industrial and supply chains.</p>	<p>The Company continues to enhance supplier performance assessments and has established detailed supplier capability profiles to facilitate ongoing supply chain optimization. During the reporting period, 2,616 suppliers underwent contract fulfillment evaluations.</p>

Transparent Procurement

The Company strictly adheres to relevant laws and regulations to implement transparent procurement practices. It has established an anti-corruption management system covering all suppliers and formulated the Employee-Supplier Interaction Positive and Negative List (Trial) to regulate procurement activities. The Company has incorporated the Integrity Memorandum into standard contract terms, requiring employees to comply with integrity regulations and uphold professional ethics. Additionally, the Company has issued the Initiative on Compliance with Integrity Regulations in Cooperation and established clear supplier penalty standards to regulate supplier behavior. Suppliers are required to sign the Integrity Memorandum simultaneously when signing contracts, further reinforcing ethical business conduct. The Company is committed to working with business partners to build a fair, just, and transparent cooperative environment, fostering clean, honest, and trustworthy partnerships, and jointly cultivating a healthy and upright atmosphere.

Transparent Procurement Initiative
<ul style="list-style-type: none">Procurement personnel are strictly prohibited from soliciting or accepting any personal benefits from business partners.Business partners must maintain self-discipline in their interactions with COSL and refrain from offering, whether actively or passively, any form of personal benefits to employees, including gifts, entertainment, or hospitality.Business partners should strengthen supervision over their own conduct as well as COSL employees in business dealings, immediately stopping any violations and reporting them to the relevant department of the Company.If any misconduct is discovered involving business partners or their employees, the Company will immediately terminate the cooperation to uphold a fair and transparent business environment.

Green Supply Chain

The Company actively embraces the concept of a green supply chain and promotes green procurement, green logistics, green warehousing, resource sharing, and recycling and reuse initiatives to foster sustainable supply chain development.

Green Supply Chain Initiatives

Green Procurement

- The Company actively encourages suppliers to provide green and low-carbon products and collaborates with them in the joint development of new products and the application of new technologies.
- The Company seeks partnerships with suppliers that comply with national quality, safety, and environmental certification standards and provide green, low-carbon products.

Green Logistics

- The Company is committed to optimizing logistics processes by centralizing demand management, prioritizing energy-efficient transportation methods, and implementing low-carbon logistics solutions to reduce the overall carbon footprint of the supply chain.

Green Warehousing

- The Company continues to upgrade warehouse classification and grading, enhance resource efficiency, and advance intelligent warehousing transformation to minimize the environmental impact and transportation costs associated with inbound, outbound, and storage processes. During the reporting period, the Huizhou Central Warehouse adopted digital twin technology for warehousing operations, utilizing e-ink screens, forklift navigation, and electronic shelving systems. The Huizhou Warehouse of the Oilfield Chemicals Division achieved 24/7 unattended operations, and the Lin'gang Warehouse of the Production Optimization Division implemented intelligent handling and other smart upgrades.

Green Supply Chain Initiatives

Resource Sharing

- The Company continues to drive the digital transformation of the supply chain by developing an integrated digital platform for green supply chain management. During the reporting period, the overseas module of the supply chain digital platform was successfully deployed across seven overseas units, marking a significant breakthrough in the establishment of a global digital supply chain network.
- The Smart Oil Service Inventory Resource Pool system connects supplier inventory pools, allowing real-time inventory tracking and enabling efficient inventory resource sharing among suppliers.

Recycling and Reuse

- The Company encourages and supports resource reuse, strengthens full life-cycle management of large-scale equipment, and promotes automation upgrades and other facility renovations to enhance operational efficiency and sustainability.



Responding to the Carbon Peaking and Carbon Neutrality Goals and Protecting the Environment

02

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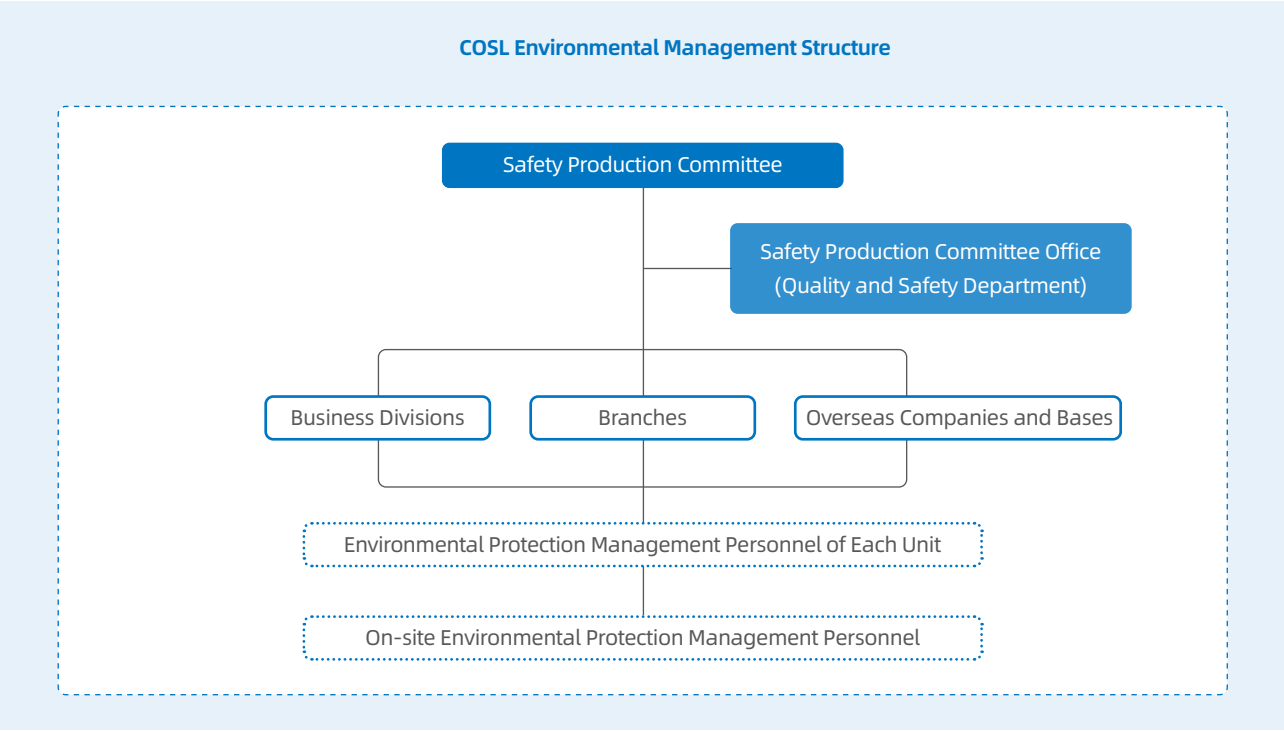


I Environmental Protection Management

COSL actively responds to the national call for green development and is committed to integrating environmental protection concepts into every aspect of the Company's daily operations. Through technological innovation and efficient resource utilization, the Company continues to promote a green transformation and strives to build a resource-saving and environmentally friendly enterprise, contributing to the realization of ecological civilization and the Beautiful China initiatives.

Environmental Protection Management System

COSL has established a comprehensive environmental protection management framework. The Safety Production Committee is the highest decision-making level, for environmental protection work, overseeing the Company's environmental protection efforts at a overall level, formulating strategies, providing top-level design, and ensuring the coordination of resources and implementation of policies for environmental protection. The Committee is supported by the Quality and Safety Department, which serves as the working office, responsible for establishing and maintaining the Company's environmental protection management system, conducting environmental risk identification, and supervising and guiding the environmental protection work of all subordinate units. As the implementation bodies, each of the Company's business divisions has established environmental protection management bodies that focus on the main business operations to implement environmental protection management and adhere to the relevant system requirements. Each branch, as a regional functional extension of the headquarters, is responsible for coordinating, managing, supervising, and providing necessary support for related work in the region. The operating units and project teams have dedicated or part-time environmental protection management personnel to ensure the effective implementation of environmental protection efforts at the grassroots level.



The Company adheres to the environmental protection concept of "Providing Green Services, Enriching Enterprises through Green Initiatives, and Integrating Ecological Civilization Construction into Production and Operations". It is dedicated to establishing a green and low-carbon development path across all oilfield service specialties and regards the creation of core competitiveness in green and low-carbon development as a strategic focus for environmental protection. The Company follows the management policy of "Caring for the Environment, Saving Energy and Increasing Efficiency, and Developing in a Green Way", continually improves its environmental protection management system, and accurately identifies and effectively mitigates environmental risks.

The Company strictly complies with the "Environmental Protection Law of the People's Republic of China", the "Marine Environmental Protection Law of the People's Republic of China", the "Law of the PRC on Environmental Impact Assessmentthe", the "Environmental Monitoring Management Measures", the "Administrative Regulations on Environmental Protection for Construction Projects", and other relevant laws, regulations, and management rules. It has formulated and implemented ecological environmental protection systems, such as the Environmental Factor Evaluation, the Environmental Protection, and the Dangerous Chemicals and Radioactive Materials, to ensure effective supervision and control over key environmental factors, preventing production and operational activities from causing pollution or harm to the ecological environment. As of the end of the reporting period, a total of 11 of the Company's subordinate units have obtained the ISO 14001 Environmental Management Systems certification. During the reporting period, all 11 subordinate units passed the ISO 14001 annual audit.

During the reporting period, the Company revised five systems, including the Environmental Protection and the Dangerous Chemicals and Radioactive Materials, to ensure alignment with the latest environmental regulatory requirements. In addition, the Company introduced environmental protection equipment performance evaluation standards, and strengthened regulations on pollution permits, making the environmental management system more scientific, rigorous, and effective in improving the operability of the system.

Environmental Risk Control

The Company strictly implements the Environmental Factor Evaluation Management system to systematically identify and assess key risk factors of environmental pollution that may arise from products, services, and activity processes. The Quality and Safety Department, in coordination with various business divisions and branch offices, formulates control measures for each environmental risk and supervises grassroots environmental protection management personnel to implement relevant work to prevent environmental risk incidents. During the reporting period, no significant environmental risk events occurred.

Environmental Risk Identification, Analysis, and Response Measures			
Marine Pollution Risk	Oil spills, leakage, and drilling fluid leaks may cause marine environmental pollution	Soil Pollution Risk	Improper use and transportation of hazardous chemicals may cause soil environmental pollution
Response Measures		Response Measures	
<ul style="list-style-type: none">Implement national regulations and standards and comply with the requirements of environmental protection authorities, strictly following operational procedures for work activities.Regularly inspect and maintain equipment and facilities to ensure the efficient operation of environmental protection facilities.Strengthen employee training and emergency drills to ensure compliance with operations and the timeliness of emergency responses.Where conditions permit, prioritize the use of environmentally friendly production materials to reduce risks from the source.Continuously monitor the sea surface during operations to promptly detect and address any abnormalities.		<ul style="list-style-type: none">Ensure that hazardous chemicals storage facilities are complete, with proper warning signs, and maintain safe distances between hazardous areas and living areas.Personnel handling hazardous chemicals must strictly hold certificates, be proficient in the use of hazardous chemicals, and emergency response measures, wearing protective equipment as required.Regularly inspect and maintain hazardous chemicals and related equipment to ensure their sealing and safety.Develop emergency plans, regularly conduct training and emergency drills, and take effective measures in response to abnormal situations.	

Environmental Protection Goals

COSL has established clear environmental protection goals and regularly monitors and reviews them to ensure that their implementation and progress meet the expected standards and requirements.

COSL Annual Environmental Protection Goals and Progress

2024 Annual Goal	Goal Completion Status
No environmental pollution liability accidents of Class C or above.	No environmental pollution liability accidents occurred in 2024.

Environmental Protection Investment

The Company continues to enhance its environmental protection efforts, focusing on equipment technological upgrades and personnel environmental protection training to achieve a comprehensive improvement from internal awareness to execution processes.

During the reporting period, the Company focused on several environmental enhancement projects, including the electrification transformation of diesel-powered drilling rigs and the renovation of drilling rig sewage treatment facilities. The total environmental protection investment amounted to RMB60.31 million.

Case Xinjiang Branch Drilling Rig Oil-to-Electric Conversion Achieves Carbon Emission Reduction

During the reporting period, the Xinjiang Branch electrified the drilling rig, replacing the traditional diesel-powered method, significantly reducing exhaust emissions. After the conversion, daily carbon emissions were reduced by 6 tonnes.

The Company conducts diversified environmental protection training, regularly hosting internal training and organizing external professional training. Training topics include environmental protection laws and regulations, the Company's environmental protection policies, and daily environmental protection operational standards. The training combines both online and offline methods to maximize employee coverage. Additionally, the Company organizes targeted environmental protection training based on the differentiated needs of various projects and positions, with themes including hazardous chemicals management and waste classification and recycling, effectively enhancing employees' professional skills in related fields. During the reporting period, the total investment in environmental protection training was RMB449.3 thousand, with 2,083 participants in offline training and 17,900 participants in online training.

Indicator	Unit	2022	2023	2024
Environmental Protection Investment	RMB10 thousand	5,185	9,780	6,031
Major Pollutant Emission Violation Events	Cases	-	-	0

II Water Resource Utilization

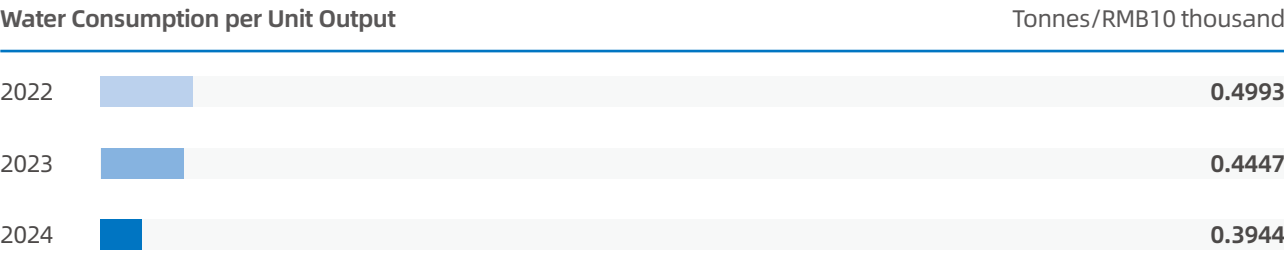
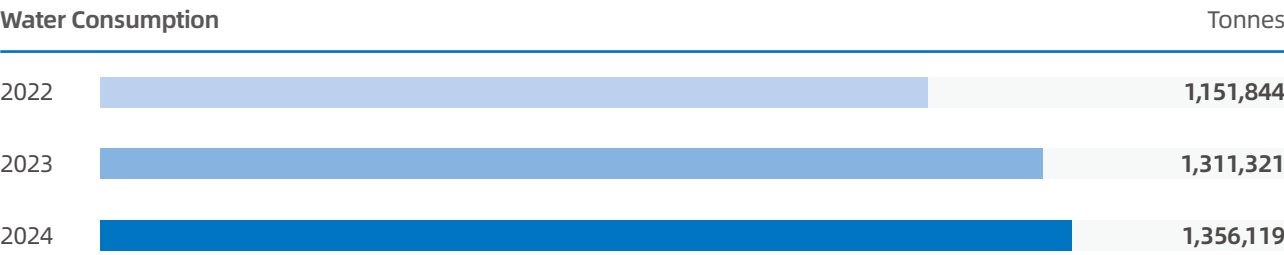
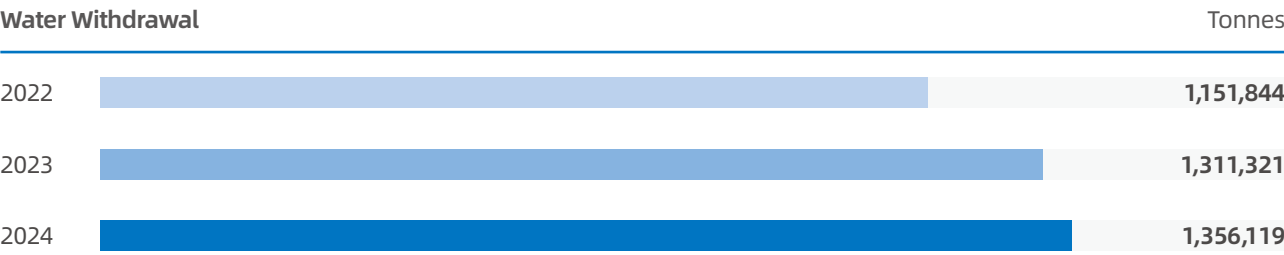
COSL attaches great importance to water resource management and strictly follows the "Water Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", and other relevant laws and regulations. The Company has formulated and implemented management systems and procedural documents such as the Water Management to ensure the compliance of water resource usage. The main source of water for the Company is municipal water supply, and no water resource shortages or other water-related issues were encountered during the reporting period within the scope of the Company.

To continuously optimize water usage efficiency, the Company sets annual water usage targets and actively carries out water-saving management. In addition, the Company promotes water recycling equipment upgrades and other water-saving projects, continually improving water resource utilization.

COSL Annual Water Usage Goals and Progress

2024 Annual Goal	Goal Completion Status
Water usage: 1,711,510 tonnes	Actual water usage: 1,356,119 tonnes





Case Water Recycling Project of Oilfield Chemicals Business Division

During the reporting period, the Oilfield Chemicals Business Division successfully installed and commissioned a highly efficient water recycling system. The system uses sewage sedimentation and filtration to recycle oily wastewater multiple times, with a maximum recycling rate of up to 8 cycles. The annual water savings for each unit is 32.5 tonnes.



Water Recycling Equipment

III Energy Management

COSL consistently adheres to the concept of green and low-carbon development, actively promoting energy conservation, emission reduction, and optimization of the energy structure. The Company strictly follows laws, regulations, and management rules such as the "Energy Conservation Law of the People's Republic of China", the "Law of the People's Republic of China on the Promotion of Clean Production", and the "Industrial Energy Conservation Management Measures", continually optimizing and improving management systems and procedural documents related to the Energy Management, the Low Carbon Management, and the Water and Electricity Conservation. Based on a complete set of rules and regulations, the Company clarifies energy conservation management responsibilities at all levels and continues to push forward energy conservation efforts within the Company.

The Company's energy consumption mainly comes from the use of traditional fossil fuels such as diesel and gasoline. At the same time, the Company actively promotes the use of clean energy sources, such as liquefied natural gas (LNG), and vigorously advances the construction and implementation of renewable energy projects like photovoltaic power generation. During the reporting period, the Company continued to implement and advance various energy-saving measures, driving the transformation of the energy structure.

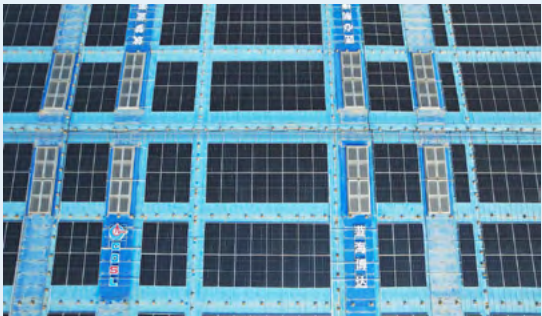
Promoting Energy Structure Transformation

Photovoltaic Power Generation

- The Oilfield Chemicals Business Division's Lanhai Boda photovoltaic power generation project was successfully connected to the grid, with an expected annual power generation capacity of 1.854 million kWh and an anticipated annual carbon reduction of 717.3 tonnes of CO₂.
- The Tianjin Industrial Park introduced a 2 MW photovoltaic power generation project and successfully connected it to the grid, with an expected annual power generation capacity of 2.548 million kWh and an anticipated annual carbon reduction of 1,726.5 tonnes of CO₂.



Lanhai Boda Green Power Certificate Transaction Certificate



Lanhai Boda Photovoltaic Power Generation Project

Energy Storage Research

- The Company actively promotes the application of battery energy storage technology on offshore oilfield support vessels. In November 2024, the Company began transforming the HYSY545 vessel by adding lithium iron phosphate battery energy storage systems to an LNG and fuel dual-fuel powered ship. This hybrid power system, using multiple charging methods, helps to balance power demand by "shaving the peaks and filling the valleys", effectively improving fuel utilization. After the transformation, the vessel's average carbon emissions and fuel consumption are expected to decrease by 10%.
- To optimize diesel engine load, reduce diesel engine oil consumption, and decrease emissions, the HYSY948 drilling rig introduced a flywheel energy storage device. This device smooths out the shock power of the diesel engine and reduces drilling rig grid fluctuations, improving the power response characteristics of the drilling rig's diesel generators. The deployment of the flywheel energy storage device on a single drilling rig can save approximately 50 tonnes of diesel fuel annually, reducing carbon emissions by about 157 tonnes and effectively decreasing other atmospheric pollutants caused by diesel combustion.



Research Experiments of New Energy Battery Storage Technology on OSV Ships



Installation of Flywheel Energy Storage Device

Promoting Energy Structure Transformation

Waste Heat Power Generation


- The HYSY937 drilling rig independently developed and successfully installed the first set of jack-up drilling rig diesel engine exhaust waste heat recovery system. This system recovers waste heat from exhaust gases to replace electric heating, addressing the heat demand for production and living on the drilling rig, effectively reducing the drilling rig's primary energy consumption. It is estimated that each drilling rig can save 160 tonnes of fuel annually, achieving a carbon reduction of 503 tonnes.

Reducing Fossil Fuel Consumption

- The HYSY901 drilling rig, during operations in the mining area, connected to shore power to replace the traditional diesel generators. During the reporting period, the use of shore power reduced diesel consumption by 622.5 tonnes and decreased carbon emissions from fossil fuels by 1,957 tonnes.
- The HYSY982 drilling rig was designed with a closed-loop power station management system, connecting distribution panels in a ring formation to operate within the same power supply system, achieving efficient, stable, and energy-saving operation. As of the end of the reporting period, the closed-loop power station management system has been operating stably for over 2,200 days, saving approximately 830 tonnes of fuel annually.

The Company continues to update and optimize its energy-saving plans, setting annual energy-saving targets each year and breaking them down into specific indicators for each energy-consuming unit to ensure target implementation. In addition, for fixed asset investment projects and key energy-consuming units, the Company regularly conducts energy audits and monitoring to ensure maximum energy efficiency. During the reporting period, the Company's renewable energy consumption was 890,000 kilowatt-hours.

COSL Annual Energy Saving Goals and Progress

2024 Annual Goal		Goal Completion Status
Total energy savings: 10,600 tonnes of standard coal Energy consumption per RMB10 thousand output: ≤ 0.1983 tonnes of standard coal/RMB10 thousand		Actual energy savings: 12,775 tonnes of standard coal Energy consumption per RMB10 thousand output: 0.1524 tonnes of standard coal/RMB10 thousand

Indicator	Unit	2022	2023	2024
Diesel	Tonnes	356,752	369,309	346,897
Gasoline	Tonnes	207	304	532
Natural Gas	Cubic meters	338,012	392,106	426,913
LNG	Tonnes	2,300	7,248	6,379
Purchased Electricity	10 MWh	2,969	3,730	4,704
Total Energy Consumption (Total Energy Use) ¹	Kg of standard coal	529,574,487	556,110,440	523,806,130
Energy Consumption per Unit Output	Kg of standard coal/RMB10 thousand	206.5	188.6	152.4
Special Expenses for Energy Conservation and Emission Reduction	RMB10 thousand	123	97	80
Energy Savings	Tonnes of standard coal	17,764	25,143	12,775

¹ The conversion coefficient used in the calculation of energy consumption data is from the "China Energy Statistical" Yearbook

IV Waste Management and Circular Economy

COSL strictly complies with the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes", the "Circular Economy Promotion Law of the People's Republic of China", the "Regulations on the Transfer Management of Hazardous Waste", and other relevant laws, regulations, and management rules, ensuring the compliant disposal of various types of waste and actively promoting the recycling of waste generated during operations to support the construction of a green circular economy.

Compliant Disposal of Waste

The non-hazardous waste generated during production operations and equipment maintenance by the Company mainly includes general industrial solid waste such as waste paper, waste wood, waste rubber, and waste plastics, as well as household waste; the hazardous waste mainly includes oily wastewater, oil-contaminated materials, waste mineral oil, and waste metal shavings produced during equipment maintenance and cleaning.

The Company continuously improves its Solid Waste Management System, which clearly stipulates that waste should be temporarily stored in designated locations by category, ensuring that each storage site is clearly marked. For hazardous waste, the Company classifies waste based on its characteristics and strictly prohibits the mixed collection, storage, or transportation of hazardous waste that has not been safely treated.

The Company adheres to the principles of waste minimization, resource recovery, and harmlessness in waste management, maximizing the recycling of waste resources, ensuring that all waste is disposed of in compliance with regulations, and preventing environmental pollution.

Waste Management

Waste Type	Management Measures
Non-hazardous waste	<ul style="list-style-type: none">Provide dedicated recycling bins to ensure that the entire recycling process is protected from wind, rain, sun, and leakage.All general industrial solid waste generated on offshore rigs is transported back to land for disposal.Each operating area signs contracts with disposal units, and strict reviews are conducted before contract signing, with regular audits during the contract period to ensure that the disposal units have the capability to handle the waste, and that the disposal process complies with relevant laws and regulations.
Hazardous waste	<ul style="list-style-type: none">Hazardous waste is collected and disposed of in accordance with relevant standards and regulations, and hazardous waste storage facilities are established with clear labeling and a hazardous waste ledger.All hazardous waste generated on offshore rigs is disposed of in compliance with relevant regulations.Each operating area sign contracts with disposal units, conducting site surveys and reviews before signing to ensure that the qualifications and disposal capabilities meet the requirements, and that the disposal process complies with laws and regulations.The disposal process of hazardous waste is strictly managed according to local ecological environment department requirements, with declaration and disposal conducted through a joint form to ensure accurate ledger records.

Note: As the Company engages in drilling services, well services, marine support services and geophysical acquisition and surveying services and does not involve packaging materials, the indicator in terms of the total amount of packaging materials used for finished products and, the proportion per production unit does not apply.

Indicator	Unit	2022	2023	2024
Total Waste Emissions	Tonnes	84,932	88,174	89,900
Waste Emissions per Unit Output	Tonnes/RMB10 thousand	0.03	0.03	0.03
Total Hazardous Waste Emissions	Tonnes	19,043	19,122	17,926
Hazardous Waste Emissions per Unit Output	Tonnes/RMB10 thousand	0.01	0.01	0.01
Total Non-Hazardous Waste Emissions	Tonnes	65,889	69,052	71,974
Non-Hazardous Waste Emissions per Unit Output	Tonnes/RMB10 thousand	0.03	0.02	0.02

Resource Recycling

The Company actively practices the concept of green and low-carbon development, integrating the idea of recycling and reuse into its production and operational activities, striving to achieve the maximum reduction, utilization, and resource recovery of waste. The Company has formulated the Recycling Management System, encouraging all subordinate units to actively implement waste recycling and regularly tracking and evaluating the execution of this system.

The Company entrusts qualified third-party disposal units with waste recycling and compliant disposal. Recyclable non-hazardous waste, such as waste metals and plastics, is classified and recycled for reuse. Hazardous waste, such as waste mineral oil, is used as raw material for base oil or fuel oil, while waste metal shavings are treated to be used as recycled metal materials.

Case Integrated Onshore and Offshore Drilling Cuttings Recycling Solution

The Company operates advanced environmental protection equipment and facilities, including EPS work vessels, onshore mud stations, multiple water-based and oil-based reduction equipment, to actively contribute to the industry's resource utilization of drilling cuttings, offshore drilling cuttings reinjection and rock cuttings processing while drilling, as well as integrated onshore and offshore solutions for drill cuttings. Through a series of processes, waste drilling fluid and cuttings are treated to form new oil-based mud, which is then transported to offshore drilling rigs for recycling, effectively reducing waste generation and achieving resource recycling in offshore operations.



Integrated Onshore and Offshore Drilling Cuttings Recycling Solution

V Pollutant Emissions

COSL is committed to continuously reducing pollutant emissions through advanced emission reduction technologies, strict management systems, and innovative operational models, aiming to minimize the negative impact of production and operations on the ecological environment. Over the years, the Company has placed great emphasis on investments in pollution control and environmental protection technologies, actively promoting the green transformation of the industry to achieve an organic integration of ecological environmental protection and economic benefits for a win-win outcome.

Air Pollutant Management

The Company strictly complies with the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", the "Pollution Discharge Permit Management Regulations", and other relevant laws, regulations, and management rules. It has formulated and implemented the Waste Gas and Noise Emission Management System and procedural documents to standardize the management of waste gas emissions in production and operations. The waste gases generated during the Company's operations mainly include sulfur oxides (SOx) and nitrogen oxides (NOx) from diesel engine exhaust on drilling rigs and vessels, as well as volatile organic compounds (VOCs), particulate matter, and others generated during production, maintenance, and testing processes.

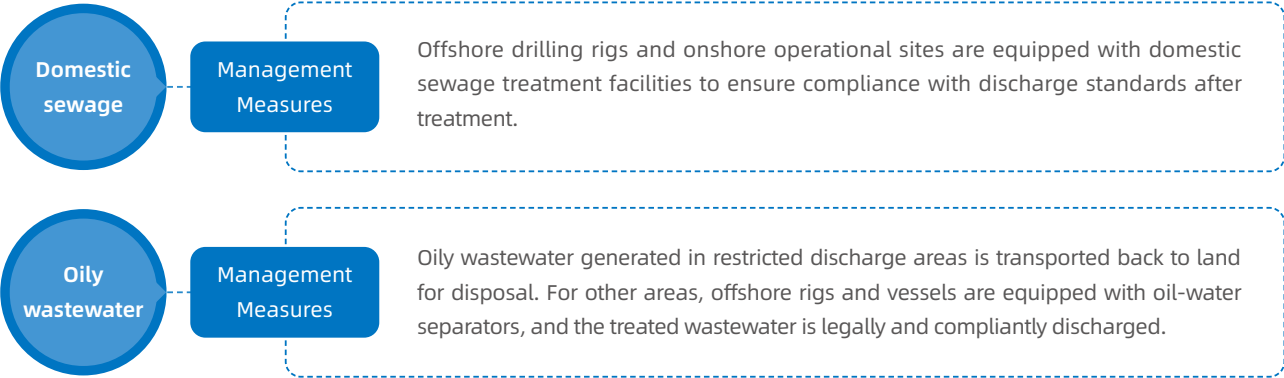
Air Pollutant Management

Waste Gas Types		Management Measures
Waste gases generated in offshore operations	Diesel engine exhaust, containing nitrogen oxides and sulfur oxides	<ul style="list-style-type: none">Purchase diesel engines that meet the latest environmental emission certification requirements and use diesel fuel that meets national standards.Strictly follow operational procedures for proper equipment use, and perform regular maintenance in accordance with maintenance guidelines to ensure that diesel engines maintain optimal operating conditions.
	Waste gases generated from production, maintenance, and testing processes: VOCs, non-methane total hydrocarbons	<ul style="list-style-type: none">Collect waste gases through hoods and fume cupboards, and process them via activated carbon adsorption towers for compliant discharge.Use alkaline wash towers and water wash towers for treatment to ensure compliant emissions.
Waste gases generated in onshore operations	Waste gases from production and maintenance processes : Particulate matter	<ul style="list-style-type: none">Emissions are treated using baghouse dust collectors.



Wastewater Management


The Company strictly complies with the "Law of the People's Republic of China on Prevention and Control of Water Pollution", the "Pollution Discharge Permit Management Regulations", and other relevant laws, regulations, and management rules. It has developed and follows the Water Management System and related procedural documents, clearly specifying management requirements for wastewater discharge. The Company's main wastewater includes domestic sewage and oily wastewater generated from cleaning equipment parts and decks.



Case

Drilling Rig Domestic Sewage Treatment Device Renovation

The Company collaborated with wastewater treatment equipment manufacturers to develop a new type of domestic sewage treatment device, which is characterized by strong treatment capacity and adaptability for compact and distributed installation on drilling rigs. During the reporting period, the Company continued to push for the upgrade and renovation of drilling rig domestic sewage treatment devices, completing the replacement of domestic sewage treatment devices on 10 drilling rigs, effectively reducing the COD discharge concentration of domestic sewage.



Domestic Sewage Treatment Device

Indicator	Unit	2022	2023	2024
Wastewater Discharge Compliance Rate	%	100	100	100
Wastewater Recycled Volume	Tonnes	2,040	2,998	3,917
Compliant Discharge of Oily Wastewater	Cubic meters	261	288	379

Hazardous Chemicals Management

The Company follows the principle of "Substituting Low-toxicity for High-toxicity and Low-hazard for High-hazard" in the use of hazardous chemicals, promoting the application of green chemistry concepts in process design and actual production, and selecting non-hazardous substitutes wherever possible. For the unavoidable use of hazardous chemicals, the relevant subordinate units are required to conduct hazard identification and risk assessments for chemicals and implement corresponding control measures.

VI Ecological Environmental Protection

COSL complies with relevant regulations and initiatives, such as the "International Convention for the Prevention of Pollution from Ships" and the "Marine Environmental Protection Law of the People's Republic of China", and has established relevant management systems to ensure that daily operations do not harm the marine ecosystem. The Company proactively protect and restore biodiversity in the areas where it operates and surrounding regions through marine wildlife rescue and protection efforts.

The Company is dedicated to building a comprehensive environmental protection system and has established a clear and well-defined set of environmental protection policies covering various standards and requirements for environmental protection. The Company conducts systematic risk assessments for potential risk points, carries out routine inspections to detect and address any anomalies promptly. At the same time, the Company regularly conducts special investigations into oil spill risks, fully implements responsibilities for preventing oil spills, and continuously strengthens management capabilities in key areas such as equipment maintenance, material reserves, and emergency drills, further improving the oil spill risk management system.

In its operations, the Company actively advocates for biodiversity conservation, encourages employees to participate in marine wildlife rescue and protection activities, and conducts marine biodiversity awareness training to raise employees' awareness of animal protection.

Case


Marine Animal Protection during Operations

The Company is committed to ecological environmental protection and, in its geophysical operations, assigns dedicated marine mammal observers according to the management requirements of the operational locations. These observers monitor and record marine mammal activities, assess the status of marine life, and decide whether to suspend operations or provide timely rescue, minimizing the impact of operations on marine life.


In July 2024, the HYSY617 vessel successfully rescued two sea turtles entangled in abandoned fishing nets in a domestic maritime space.

In October 2024, the HYSY688 vessel successfully rescued a pair of dolphins trapped in fishing nets.

From May to July 2024 and from October to December 2024, several vessels operated by the Company observed dolphins, whales, sea lions, and other marine life during operations. To avoid affecting marine animals, operations were suspended nearly 80 times in total.



Rescued Sea Turtles



Rescued Dolphins

VII Response to Climate Change

The Company has incorporated climate change into its working strategy, continuously strengthening internal governance on climate issues. The Company regularly reviews and supervises the progress of related goals and the execution of plans, offering opinions and suggestions. Based on the actual situation of the Company and the industry, the Company has set clear energy-saving and carbon reduction goals and strategic paths, continuously pushing for the implementation of various tasks and initiatives.

The Company follows the recommendations of the International Sustainability Standards Board (ISSB) "International Financial Reporting Sustainability Disclosure Standards S2—Climate-Related Disclosures (IFRS S2)" to identify the environmental and climate risks and opportunities arising from climate change.

Climate Change Risk Management

Risks and Opportunities	Risk Description	Impact Period	Response Measures
Physical Risks			
Acute Risks	Typhoons, heavy rain, floods, and other natural disasters and extreme weather events may cause damage to the Company's assets and production interruptions.	Short-term	<ul style="list-style-type: none">Closely monitor climate change trends, conduct meteorological monitoring, and establish emergency response plans and mechanisms for natural disasters.Reserve key materials, conduct risk assessments based on climate change, and allocate resources reasonably to minimize losses.
Chronic Risks	Sea level rise, sustained high temperatures, and heatwaves may affect the operation of offshore facilities, employee productivity, and increase operational costs.	Short-term, Medium-term, Long-term	<ul style="list-style-type: none">Long-term purchase of property loss and other related liability insurance, continuously improving risk response capabilities.Fully consider the characteristics of offshore operations and climate change trends, optimizing the design and construction of infrastructure and equipment.
Transition Risks			
Legal Risks	Tighter environmental policies such as carbon emission restrictions may lead to increased operational costs.	Medium-term, Long-term	<ul style="list-style-type: none">Keep up with changes in environmental laws and regulations, deeply practice the green and low-carbon development path, and initiate the preparation of low-carbon development action plans.
Reputation Risks	Failure to communicate in a timely manner with external stakeholders or failure to disclose information may lead to negative public opinion.	Short-term, Medium-term, Long-term	<ul style="list-style-type: none">Strengthen communication with stakeholders and disclose the Company's measures and progress in responding to climate change through annual ESG reports, official websites, WeChat official accounts, and other channels.
Technical Risks	During the transition to low-carbon technologies, there may be increased demand for technical personnel and rising research and development costs.	Medium-term, Long-term	<ul style="list-style-type: none">Strengthen research and development of emerging technologies and equipment, and continuously explore the application of emission reduction technologies such as CCUS.

The Company actively carries out carbon emission management, sets annual carbon reduction targets each year, and breaks them down into specific indicators for each subordinate unit to ensure the achievement of the targets.

COSL Annual Carbon Reduction Goals and Progress

2024 Annual Goal	Goal Completion Status
Carbon reduction: 17,280 tonnes of CO ₂ Carbon emissions per RMB10 thousand output: 0.4345 tonnes of CO ₂ /RMB10 thousand	Actual carbon reduction: 27,373 tonnes of CO ₂ Carbon emissions per RMB10 thousand output: 0.3322 tonnes of CO ₂ /RMB10 thousand

Indicator	Unit	2022	2023	2024
Total Direct Greenhouse Gas Emissions	Tonnes of CO ₂	1,129,716	1,182,609	1,110,250
Total Indirect Greenhouse Gas Emissions	Tonnes of CO ₂	22,064	35,918	31,874
Total Greenhouse Gas Emissions ²	Tonnes of CO ₂	1,151,780	1,218,527	1,142,124
Greenhouse Gas Emission Reductions	Tonnes of CO ₂	35,377	46,311	27,373
Greenhouse Gas Emissions per RMB10 thousand Output	Tonnes of CO ₂ /RMB10 thousand	0.4471	0.4132	0.3322

² The calculation method for greenhouse gas emissions refers to the "Greenhouse Gas Protocol: Corporate Standard". The coefficients for direct greenhouse gas emissions are taken from the "Guidance for Greenhouse Gas Emission Calculation and Reporting for Industrial Enterprises in Other Sectors (Trial)". The coefficients for indirect greenhouse gas emissions are taken from the Announcement on the Release of the 2022 Carbon Dioxide Emission Factor for Electricity.



Strengthening Quality Management and Building a Strong Safety Foundation

03

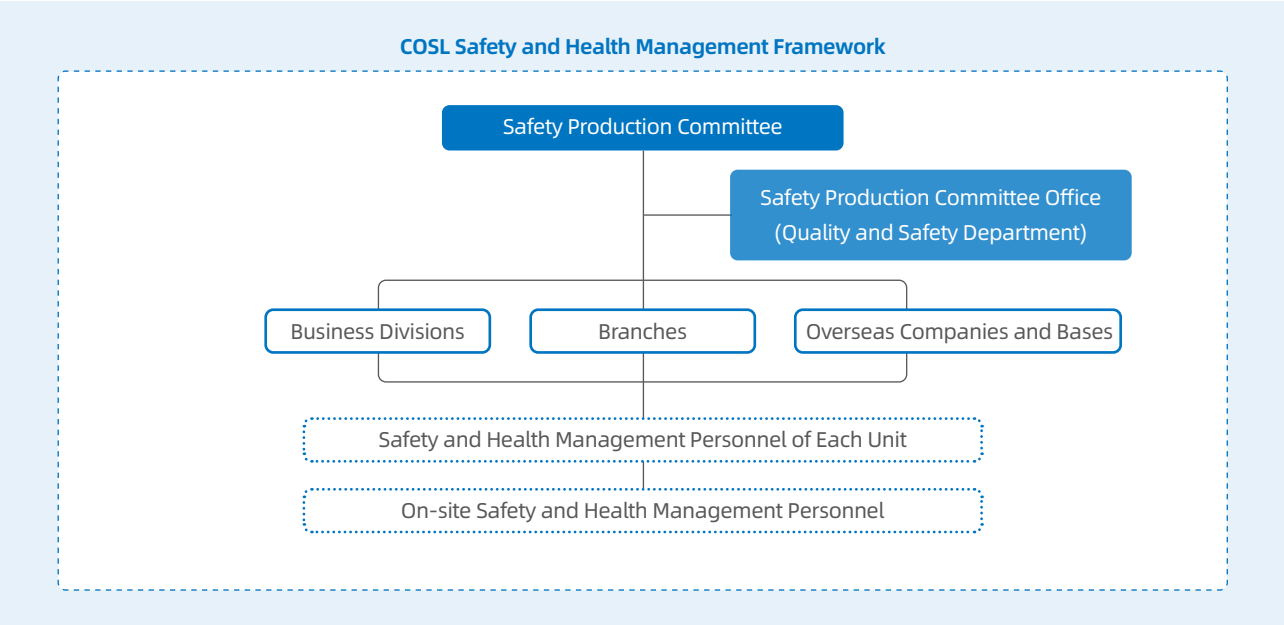
Safety and Health	44
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I Safety and Health

COSL strictly complies with the "Work Safety Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", the "Regulations on the Safety Production Management of Construction Projects", and other laws, regulations, and management rules, continuously improving the Company's safety and health management system. The Company actively promotes safety management in the production process, continuously enhances employee health levels, implements various public security measures, and creates a safe and healthy work and living environment for employees.

Safety and Health Management System

COSL has established a comprehensive safety and health management framework. At the management level, the Safety Production Committee, as the highest decision-making organization for safety and health work, is responsible for overseeing the Company's safety and health efforts at a global level, formulating strategies, providing top-level design, and ensuring the coordination of resources and implementation of policies for safety and health. The Committee is supported by the Quality and Safety Department, which serves as the working office, responsible for establishing and maintaining the Company's safety and health management system, conducting safety and health risk identification, and supervising and guiding the safety and health work of all subordinate units. At the implementation level, each of the Company's business divisions has established safety and health management organizations that focus on the main business operations to implement safety and health management and adhere to the relevant system requirements. Each branch, as a regional functional extension of the headquarters, is responsible for coordinating, supervising and providing necessary support for related work in the region. The operating companies and project teams have dedicated or part-time safety and health management personnel to ensure the effective implementation of safety and health efforts at the grassroots level.



The Company strictly adheres to the overall requirements for safety production and occupational health, establishing and implementing management systems such as the Interim Management Measures for Accountability of Environmental and Safety Accidents. These efforts contribute to improving the comprehensive, systematic, and efficient safety and health management system. As of the end of the reporting period, 11 subordinate units of the Company have obtained the ISO 45001 Occupational Health and Safety Management System certification. During the reporting period, all 11 subordinate units successfully passed the annual ISO 45001 audit. Additionally, the Company's Shipping Division obtained the SMS (Safety Management System)³ certification.

³SMS (Safety Management System) certification ensures safe vessel operations in compliance with the International Safety Management Code (ISM Code).

Safety Management

The Company adheres to the "Safety First, Prevention Foremost, and Comprehensive Management" safety management policy and sets the strategic goal of "Zero Injury to Personnel, Zero Environmental Damage, Zero Property Loss, and Zero Impact on Brand", continuously promoting the comprehensive improvement of safety management. The Company focuses on key areas such as safety risk management, hazard identification and rectification, emergency response and management, and safety culture construction, to improve the efficiency of safety management and ensure the smooth conduct of production and operations.

Safety Risk Management

The Company continuously strengthens safety risk management and promotes the proactive management of safety indicators. Based on characteristics such as profession, region, and season, the Company has developed a safety management indicator system covering 17 key indicators and implements safety risk control across three levels: "Headquarters Overall Design - Unit-level Regular Analysis - On-site Operational Unit Daily Execution", making sure that they are carried out on an annual, monthly and daily basis. This ensures dynamic management of risks, with full participation from all personnel. During the reporting period, the Company did not experience any major safety incidents.

Risk Management

Annual Control

- The Company headquarters organizes annual safety risk identification and assessment at the end of each year to determine the "Unacceptable Safety Risks" for the coming year. Specific control measures and key points are developed from human, technical, material, and process aspects. Responsibilities are assigned to frontline units to ensure effective implementation.

Monthly Control

- Each level of units holds regular monthly safety risk analysis meetings, where key risks for the month are identified based on the production plan, and corresponding control measures are formulated.

Daily Control

- On-site operational units use Job Safety Analysis (JSA) and Permit to Work (PTW) systems to identify risks in tasks and determine control measures.
- Real-time monitoring of the operation process is conducted, with safety supervisor using a point-based system to intervene in unsafe behaviors.
- Employees are encouraged to use Safety, Training, and Observation Procedures (STOP Cards) to intervene in unsafe behaviors, strengthening risk management effectiveness through full employee participation.

Safety Production Goals

To comprehensively improve safety management levels, the Company sets annual safety production goals each year and breaks them down into specific indicators for each subordinate unit to ensure the goals are achieved. The Company's Safety Production Committee with the Quality and Safety Department, regularly reviews the progress of safety production goals for subordinate units.

COSL Annual Safety Production Goals and Progress

2024 Annual Goal	Goal Completion Status
Effectively operate the Safety Management System and continuously improve safety culture construction	The Safety Management System is standardized, rational, and efficient, with continuous improvement in employees' safety awareness
No fatalities due to responsibility accidents	No fatalities due to responsibility accidents
No property loss responsibility accidents of general accidents Class A or above	No property loss responsibility accidents of general accidents Class A or above
No environmental pollution responsibility accidents of general accidents Class C or above	No environmental pollution responsibility accidents of general accidents Class C or above
OSHA recordable incident rate below 0.35	OSHA recordable incident rate of 0.026

Safety Production Performance	Unit	2022	2023	2024
Total Safety Incidents	Case	19	8	13
Recordable Injury Incidents	Case	15	6	12
OSHA Recordable Incident Rate ⁴	/	0.04	0.014	0.026
Lost Workday Rate ⁵	/	1.96	0.74	0.45
Employee Fatalities	Person	1	0	0
Fatality Rate per Million Man-Hours ⁶	/	0.0128	0	0
Contractor Fatalities	Person	0	0	0
Employee Coverage Rate for Safety Production Liability Insurance	%	-	-	100

⁴ OSHA Recordable Incident Rate = Recordable Incidents × 200,000 / Total Man-Hours
⁵ Lost Workday Rate = Lost Workdays × 200,000 / Total Man-Hours
⁶ Fatality Rate per Million Man-Hours = Employee Fatalities / Total Man-Hours × 1,000,000 Man-Hours

Hazard Identification

The Company has established a comprehensive, multi-level hazard identification management system, creating and improving hazard identification mechanisms at various levels, including frontline teams, operating companies, business divisions, branch offices, and headquarters. The Company holds regular monthly safety production analysis meetings to fully assess the effectiveness of hazard mitigation and develop detailed remediation plans and improvement measures. Additionally, cross-inspections are conducted irregularly across all units to provide feasible management suggestions for recurring issues. Furthermore, for difficult hazard mitigation challenges, the Company relies on the QHSE information management platform to enter hazard information in real-time and assign specific personnel for tracking, ensuring real-time visibility and traceability of the hazard rectification process and progress. During the reporting period, the Company achieved a 99.8% completion rate for hazard rectification.

Emergency Management

The Company continuously improves its emergency response capabilities to fully ensure the safety of employees' lives and company assets. The Company has established a three-tier emergency response mechanism, with the Primary Emergency Center at Company Headquarters, Secondary Emergency Centers organized by each branch office and directly managed overseas institutions, and Tertiary Emergency Centers at each business division, each responsible for comprehensive and special emergency plans. When emergencies occur, the business division handles the situation as the first line of defense. The Secondary Emergency Center mobilizes regional resources for assistance, and high-priority emergencies are escalated to the Primary Emergency Center at Company Headquarters. During the reporting period, the Company conducted revisions, reviews, and filings of emergency plans for 11 subordinate units, ensuring the integrity and effectiveness of the emergency management system. The Company organized 25,526 various emergency drills, with 551,390 participants; and organized 19,904 special emergency training sessions, with 257,097 participants.

Indicator	Unit	2022	2023	2024
Number of Participants in Safety Emergency Drills	Participants	489,984	503,483	551,390
Number of Safety Emergency Drills	Times	24,420	23,208	25,526

Safety Culture Construction

The Company aims to involve all employees in safety management, actively creating a culture of "Everyone Participates in Safety, Everyone Values Safety" through multiple initiatives. The Company makes every employee a participant and guardian of safety management. In terms of safety skills training, the Company uses various training formats such as special events, safety training, emergency drills, skills training, and Safety Month to enhance employees' safety competency. In terms of safety awareness cultivation, the Company issued the "Guidelines for Protecting Employee Safety together by family and the Company", which strengthened the connection and interaction between the Company and employees' families through activities such as employee family messages, role-switching "Big Intervention" reminders, and targeted safety awareness improvement initiatives, promoting the spread of safety culture and concepts.

Indicator	Unit	2022	2023	2024
Number of Participants in Safety Training	Participants	333,504	372,198	403,696
Number of Safety Training Sessions	Times	27,792	30,174	33,679

Occupational Health

The Company adheres to the principle of "People-oriented, Caring for Health, and Cherishing Life" and carries out occupational health management. The Company has established an occupational health leadership team and has developed and implemented management systems such as Occupational Health to comprehensively protect employees' health rights.

Health Risk Management

The Company has established a complete mechanism for identifying and responding to occupational health risks, ensuring the health and safety of employees. Through regular occupational health risk assessments and identification of potential health hazards, the Company has developed targeted protective measures and health management plans. During the reporting period, no health risk events related to occupational diseases occurred.

Health Risk Analysis and Response

Risk	Response Measures
Noise impact from machinery operation in the workplace	<ul style="list-style-type: none">Provide noise-reducing earmuffs and earplugs for relevant workers, conduct regular occupational health checkups, and establish occupational health monitoring records.Use low-noise equipment where possible and conduct regular noise level checks to minimize noise impact.
Dust impact from operations such as adding mud materials	<ul style="list-style-type: none">Require workers to wear dust masks and other protective equipment, conduct regular occupational health checkups, and establish occupational health monitoring records.Use fans for dust removal and conduct regular equipment maintenance.

Occupational Health Goals

To implement the "people-oriented, caring for health, and cherishing life" health management policy, the Company has set occupational health goals and regularly reviews occupational health management performance.

COSL Annual Occupational Health Goals and Progress

2024 Annual Goal		Goal Completion Status		
Ensure 100% health certification rate for offshore and field workers		100% health certification rate for offshore and field workers		
100% completion rate for occupational health checkups for employees exposed to occupational disease risk factors		100% completion rate for occupational health checkups for employees exposed to occupational disease risk factors		

Indicator	Unit	2022	2023	2024
Coverage Rate of Employee Health Checkups and Health Records	%	99.68	99.56	99.65
Number of Employees Receiving Occupational Health Checkups	Person	3,754	3,407	3,417
Completion Rate of Occupational Health Checkups	%	100	100	100
Completion Rate of Occupational Health Checkups for Employees Exposed to Occupational Disease Risk Factors	%	100	100	100

Health Protection

The Company identifies and analyzes occupational disease risk factors in operational facilities and activities each year in accordance with the "Catalogue of Occupational Hazard Factors", focusing on employees exposed to high-risk factors, and compiles a list of occupational disease risk factors for workplaces. For the identified hazards, the Company provides protective measures and emergency plans to ensure effective protection. Additionally, the Company regularly commissions third-party evaluation organizations to conduct testing and assessments of occupational disease risk factors in workplaces, quantitatively analyzing the hazard levels and exposure risks. The results are communicated to employees in a timely manner to ensure their right to know.

Furthermore, the Company organizes annual occupational disease checkups at nationally accredited medical institutions to ensure employees regularly monitor their health status and establish occupational health records. Systematic and continuous occupational health monitoring is conducted for employees. During the reporting period, the employee health checkup rate was 99.65%, and the occupational health checkup rate for employees exposed to occupational disease risk factors was 100%.

Indicator	Unit	2022	2023	2024
Pre-employment Occupational Health Checkups	Participants	237	184	210
Pre-employment Occupational Health Checkups Completion Rate	%	100	100	100
In-service Occupational Health Checkups	Participants	3,269	3,084	3,046
In-service Occupational Health Checkups Completion Rate	%	100	100	100
Post-employment Occupational Health Checkups	Participants	248	157	161
Post-employment Occupational Health Checkups Completion Rate	%	100	100	100



AED Defibrillators Installed at Offshore Drilling Rigs and High-Density Land Workplaces



Health Huts with Health Measurement Equipment at Each Business Division

Health Training

The Company provides comprehensive occupational health training to employees exposed to occupational disease risks, ensuring that they fully understand occupational disease hazards, the risks they may face on the job, and corresponding protective measures. This ensures that protective equipment is used correctly and continuously enhances employees' awareness and skills in personal protection. At the same time, the Company actively promotes occupational health awareness campaigns, including organizing Occupational Disease Awareness Week and other initiatives to widely disseminate occupational health knowledge and guide employees to focus more on and value their own occupational health.

Mental Health Care

The Company places high importance on employee mental health management and has established a 24/7 mental health counseling hotline to promptly address mental health issues among employees. The Company also conducts online training courses on stress management, family relationship management, negative emotion management, and other topics, encouraging employees to pay attention to their own mental health and personal growth, while guiding them to scientifically and reasonably cope with stress. During the reporting period, the Company collaborated with professional mental health consulting agencies, maintaining strict confidentiality of personal information. Psychological assessments were conducted, and big data was used to analyze employees' mental health status, providing data and theoretical support for improvement directions.



"Happy Crew Cabin" Mental Health Popularization Room

Public Security

The Company consistently adheres to the philosophy of "People First, Life First" and continuously promotes public security management and emergency response capacity-building actions. We have established a public security system that covers the Company headquarters and all overseas institutions, including one manual, nine procedural documents, and three guidelines to improve public security management at the workflow level. For overseas projects, before bidding, public security risks are assessed based on local conditions. If the public security risk is deemed extremely high, the bid will not be considered. For ongoing overseas projects, the Company hires local security teams based on the public security situation to fully ensure the personal and property safety of employees working abroad.

During the reporting period, the Company comprehensively carried out public security risk identification for overseas institutions, identifying 11 high-risk, 12 medium-risk, and 12 low-risk factors. For these various types of risks, the Company organized overseas institutions to implement corresponding control measures in human, technical, material and procedural aspects, forming practical and effective risk response plans.

The Company actively monitors external safety warning information and deepens cooperation with organizations such as the International SOS Rescue Center. Based on this information, targeted public security risk assessments are conducted. The Company promptly releases safety tips based on the assessment results to ensure overseas employees are informed of local safety risks.

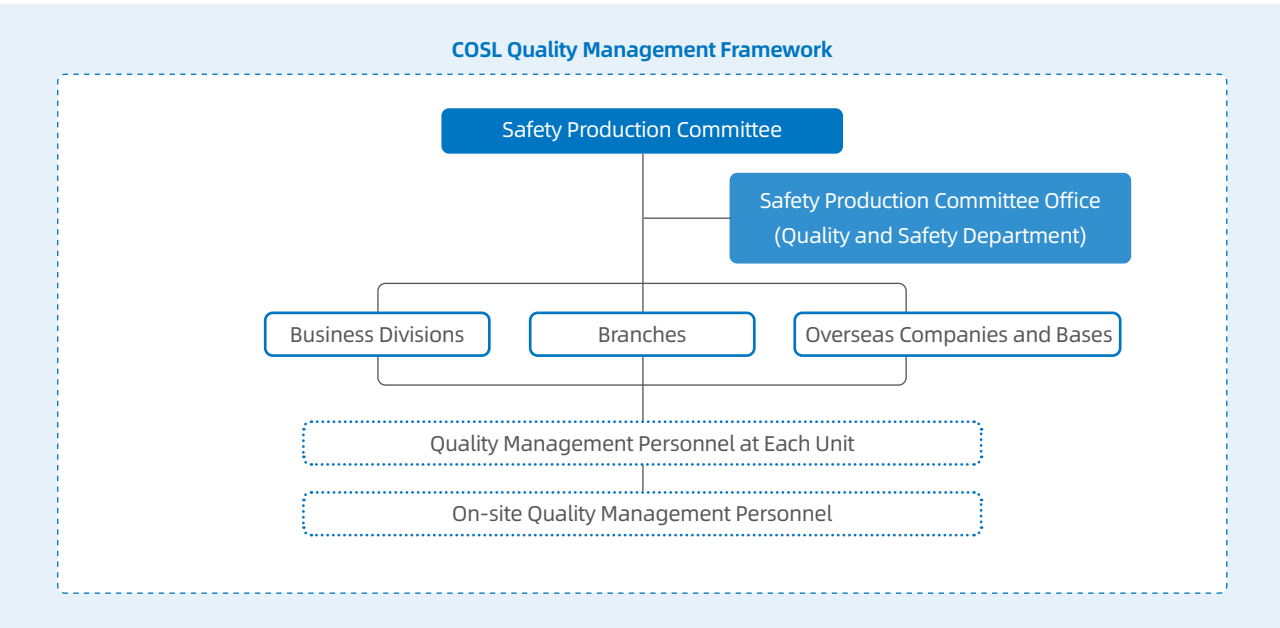
In terms of public security training, the Company arranged for expatriate employees to participate in various public security risk prevention and response training organized by professional agencies during the reporting period. To enhance the emergency capabilities of overseas institutions, the Company organized 25 public security emergency drills, further strengthening practical exercises and emergency response capabilities.

Quality Management

COSL adheres to the management principle of "Integrity First, Equipment in Good Condition, and Quality Assurance", and upholds the belief that "Service Quality is the Lifeline of the Company". The Company provides customers with "Safe, High-quality, Low-consumption, and Efficient" products and services, continuously optimizing its quality management system and improving customer satisfaction.

Quality Management System

The Company has established a comprehensive quality management framework. As the management organization, the Quality and Safety Department, as the highest responsible organization for quality management, is responsible for formulating the top-level design of the Company's quality management system and supervising and guiding subordinate units to implement quality management, in accordance with the directives of the Safety Production Committee. As the implementation organizations, each of the Company's business divisions has established quality management bodies that focus on the main business operations to implement quality management and adhere to the relevant system requirements. Each branch, as a regional extension of the headquarters, is responsible for coordinating, supervising, and providing necessary support for related work in the region. The operating companies and project teams have dedicated or part-time quality management personnel to ensure the effective implementation of quality management efforts at the grassroots level.



The Company strictly complies with the "Product Quality Law of the People's Republic of China", the "Regulations on the Quality Management of Construction Projects", and other laws, regulations, and management rules. It has established COSL Comprehensive Quality Management System and continues to improve and implement systems such as the Operational Management and the Towing Management, refining quality management requirements to continuously enhance service quality. As of the end of the reporting period, 11 subordinate units of the Company have obtained the ISO 9001 Quality Management Systems certification. During the reporting period, all 11 subordinate units successfully passed the ISO 9001 annual audit. Additionally, the subordinate companies in Saudi Arabia, Iraq and Uganda obtained the ISO 29001 certification for the petroleum, petrochemical, and natural gas industry-specific management systems. Several operating companies also passed the API Q1 (Quality Management System for Oil and Gas Industry Manufacturing Enterprises) and API Q2 (Quality Management System for Oil and Gas Industry Service Organizations) certifications, ensuring the provision of reliable products and services to customers, with service and manufacturing processes that meet customer and legal requirements.

Additionally, in alignment with the Company's international strategy and market entry requirements, the Company continues to strengthen laboratory system certifications. As of the end of the reporting period, the Production Optimization Experimental Center, Well Completion Experimental and Testing Center, Oilfield Technology Experimental Center, and Oilfield Chemicals Research Institute Laboratory have obtained the China National Accreditation Service for Conformity Assessment (CNAS) certification, and the Production Optimization Experimental Center has obtained the China National Certification and Accreditation Administration (CMA) certification. The Production Optimization Business Division's Iraq project laboratory has passed the ISO/IEC 17025:2017 Inspection and Calibration Laboratory Accreditation Standard.

Quality Management Goals

To comprehensively improve quality management levels, the Company has established quality management goals centered around Non-Productive Time (NPT)⁷. During the reporting period, the Company achieved a 29.6% year-on-year reduction in the ratio of NPT to total man-hours, exceeding the annual goal.

COSL Annual Quality Management Goals and Progress		
2024 Annual Goal		Goal Completion Status
Lean NPT management, reduce NPT/total man-hours by 3.3% year-on-year to continuously improve customer experience.		NPT/total man-hours reduced by 29.6% year-on-year.

⁷ Non-Productive Time (NPT) refers to the duration of interruptions or delays in the operational plan, measured from the occurrence of an event to the completion of its resolution.

Quality Special Actions

The Company actively promotes various quality improvement initiatives. The Company continues to deepen the "Customer Experience Improvement Three-Year Action Plan", establishing and improving quality monitoring and evaluation systems based on customer needs, industry-leading standards, and management requirements. It strengthens the dynamic monitoring, analysis, and application of relevant indicators. The Company continuously improves operational quality to enhance customer experience and build the Company's quality brand. Furthermore, to respond to the "Customer Experience Improvement Three-Year Action Plan" and "Improvement of Wellbore Delivery Efficiency and Quality" and other key quality management projects, the Company launched the "Quality Month" campaign with full employee participation, raising awareness and skill levels in quality management across the organization.

Quality Training

To enhance employees' quality awareness and improve quality management capabilities, the Company has implemented diversified quality training. In terms of awareness, the Company organized relevant personnel to participate in training sessions organized by external professional institutions, helping employees establish a solid quality awareness and mindset. In terms of capability, the Company utilized professional training resources, actively organizing quality management system internal auditor training to continuously strengthen the systematic thinking and system-building and auditing capabilities of quality management personnel at all levels within the Company. During the reporting period, 17 employees participated in the "Comprehensive Quality Management Practices" training organized by the China Quality Association, and 38 employees participated in ISO 9001 quality management system internal auditor training.

Customer Service

COSL strictly adheres to relevant laws and regulations, actively providing customers with world-class oilfield lifecycle solutions. The Company continues to enhance its technical strength and service level, actively protecting customer interests, focusing on customer needs, gaining deep insights into customer problems, accelerating the improvement of service quality across business lines, and continuously enhancing its brand influence and market competitiveness.

Customer Service Achievements

The Company has received full recognition from customers through efficient and high-quality services. During the reporting period, the overall customer satisfaction rate was 98.55%.

In November 2024, COSL Uganda was awarded the "Outstanding Local Contribution" by the owner for achievements in local employment, procurement, capacity building, and technology transfer.



Certificate of Outstanding Local Contribution

The Iraq branch successfully completed Iraq's first multi-branch horizontal well drilling operation, the application of "Xuanji" rotary steerable drilling and logging-while-drilling systems in multiple wells achieved breakthroughs in new technology application. This project received a written commendation from the Iraqi Ministry of Oil.



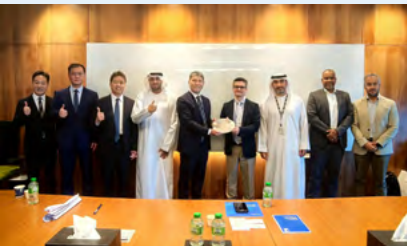
Written Commendation from the Iraqi Ministry of Oil

Customer Communication and Privacy Protection

The Company actively monitors customer needs and strengthens communication with customers to meet their demands. The Company has established a regular communication mechanism with senior customer representatives, maintaining timely communication and interaction to ensure efficient access to customer needs. At the same time, the Company continually improves the establishment of customer profiles, actively collects and fulfills customer requests, and continuously optimizes service quality. During the reporting period, COSL conducted multi-level communication with important clients such as Saudi Aramco and TotalEnergies, facilitating in-depth exchanges and further deepening cooperation.

Going Out

Visited Abu Dhabi National Oil Company (ADNOC) and Saudi Aramco.



Visiting Abu Dhabi National Oil Company



Visiting Saudi Aramco

Bringing In

Visit by PTT Public Company Limited for In-depth Discussions on Future Cooperation



Visit by PTT Public Company Limited

Visit by Petróleo Brasileiro S.A. (Brazilian National Oil Company) for In-depth Technical Exchanges.



Visit by Petróleo Brasileiro S.A.

The Company actively leverages industry exhibitions, international high-end forums, and other opportunities to facilitate face-to-face communication with customers, strengthening customer communication and greatly enhancing customer recognition of the Company's brand.



COSL Today Global Technology Product Launch Event



Attending TotalEnergies Supplier Conference

The Company places high importance on customer privacy protection, establishing a strict management system for protecting customer privacy. We collect, use, and store customer information in compliance with relevant regulations and strictly adhere to all policy requirements related to customer privacy protection. The Company also conducts privacy protection awareness training for relevant employees to reduce the risk of privacy breaches from the source, thereby strengthening the security of customer information. During the reporting period, no customer privacy breach incidents occurred.

IV Technological Innovation

Intellectual Property Protection

COSL strictly adheres to relevant laws and regulations such as the "Patent Law of the People's Republic of China", the "Trademark Law of the People's Republic of China", the "Regulations for the Implementation of the Copyright Law of the People's Republic of China", and other related laws and management regulations. The Company has established and continuously improved its intellectual property management system to strengthen the protection of innovative patent rights, safeguarding the Company's legal interests in the field of technological innovation. The Company has formulated documents such as the Intellectual Property Management Measures, the Patent Management Implementation Rules, and has established specific intellectual property protection clauses for key processes such as research and development, innovation, and market expansion. These clauses clarify the responsibilities and obligations of various departments and employees, ensuring that the entire process of intellectual property creation, utilization, and maintenance is conducted in accordance with established regulations. In terms of internal supervision, the Company regularly reviews and updates its mechanisms to ensure compliance and adaptability of intellectual property protection work, and conducts related training to strengthen employees' awareness of intellectual property protection.

Indicator	Unit	2022	2023	2024
Number of New Patents	Item	226	155	131
Number of New Invention Patents	Item	140	125	98

Technological Innovation Management

COSL follows the "Technology-driven" strategy and continuously improves the "I²R Research, Production, Implementation, and Reform Integrated Technology Breakthrough Model". The Company is always guided by market demands and future development trends, focusing on technological value and customer asset value, continuously building and improving the intellectual property full lifecycle and full industrial chain technological innovation system to provide strong technical support for building a world-class energy service company with Chinese characteristics.

The Company has established a management system covering the entire technological innovation process, which includes various management systems, methods, and implementation rules related to technological development planning, project management, achievement management, technological assessment management, and technological reward management. During the reporting period, the Company revised the Science and Technology Management Measures, incorporating the "I²R Research, Production, Implementation, and Reform Integrated Technology Breakthrough Model" into the system requirements, further optimizing relevant system construction.

The Company focuses on strengthening the research and development talent team, continuously optimizing the training system for R&D personnel, and implementing a research talent development mechanism that combines "Fixed Training" with "Flexible Training". By the end of the reporting period, the Company had over 50 leading talents and 1,757 R&D personnel.

Technological Innovation Achievements

The Company continues to promote the research, development, and large-scale, industrial application of key core technological equipment. It has successfully cultivated and built a series of high-tech brands, including "Xuanji""Xuanyue""Haijing""Haimai" and "Haihong".These brands have become symbols of the Company's technological innovation and market competitiveness. By the end of the reporting period, the Company was recognized as National High-Tech Enterprises. To further enhance its R&D strength, the Company actively expands its domestic and international R&D network and has established in-depth cooperation with over 40 domestic and international universities and research institutes, promoting the deep integration of "industry-university-research" .

COSL has engaged in university-enterprise cooperation with University of Baghdad and Misan University in Iraq, exploring new paths for overseas "industry-university-research" integrated collaborative development, and advancing local talent team building. Over 30 outstanding graduates from these two universities participated in the Company's first "Create-Future" themed training, successfully joining the Company.

The PT.COSL.Indo has co-built a joint laboratory with the Universitas Pertamina, conducting 120 formula experiments per year, driving the expansion of Chinese technology into overseas markets and promoting technical exchanges and progress between the two sides. At the same time, the PT.COSL. Indo provides internship opportunities for students at the Universitas Pertamina, effectively enhancing the employment competitiveness of local young students.

The Company has established with Nankai University, China University of Petroleum (East China), and other universities to establish discipline construction and joint innovation centers / new quality productivity research and development centers, forming discipline committees, deepening exchange and cooperation, and steadily advancing joint discipline building, basic research, and personnel exchange, providing solid talent and technical support for the Company's development.

During the reporting period, the Company actively participated in over ten important exhibitions, including the Zhongguancun Forum, China Hi-Tech Fair, China International Petroleum and Petrochemical Technology and Equipment Exhibition (CIPPE), IPA Convention and Exhibition in Indonesia, Norway Offshore North Sea Oil Conference (ONS), and International Meeting for Applied Geoscience & Energy (IMAGE), and held the "COSL Global Technology Product Launch" in Bangkok, Thailand with high quality, fully demonstrating the Company's research strength and influence.



Two New Technologies of the Company won the OTC Asia Spotlight on New Technology Award.

Creating a Harmonious Atmosphere and Promoting Talent Development

04

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Comprehensive Talent Development	62
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I Employee Rights Protection

The Company strictly complies with the "Labor Law of the People's Republic of China", the "Employment Promotion Law of the People's Republic of China", and other relevant laws and regulations. It has established an effective human resource management system covering areas such as equal employment, labor contracts, compensation management, and employee benefits. During the reporting period, COSL conducted a comprehensive revision of its human resource management system, covering 21 management measures and detailed rules, further improving system requirements and management processes.

Employment Management

The Company adheres to the "People-oriented" management philosophy and implements the principle of equal employment in selecting and employing people, ensuring that all employees receive equal treatment during recruitment, promotion, and evaluation processes, without any form of discrimination based on gender, age, ethnicity, skin color, nationality, language, race, religion, or physical disability. The Company firmly opposes illegal forms of employment such as child labor and forced labor and strictly prevents any occurrence of illegal labor practices.

As of the end of the reporting period, the Company had 15,509 employees, with 8% female employees and 14% foreign employees. The Company continues to promote the localization policy of overseas employment and will continue to focus on employee diversity, ensuring that a more diversified and comprehensive perspective is used to enhance corporate management levels.

Indicator	Unit	2022	2023	2024
Total Number of Employees	Person	15,151	15,472	15,509
Of which: Full-time Employees	Person	15,151	15,472	15,509
Part-time Employees	Person	0	0	0
Of which: Chinese Employees	Person	13,197	13,214	13,350
Foreign Employees	Person	1,954	2,258	2,159
Of which: Male Employees	Person	13,935	14,244	14,273
Female Employees	Person	1,216	1,228	1,236
Male Employee Ratio	%	92.0	92.1	92.0
Female Employee Ratio	%	8.0	7.9	8.0

Indicator	Unit	2022	2023	2024
Skill Sequence Employees	Person	3,942	3,876	3,645
Technical Sequence Employees	Person	808	890	934
Business Sequence Employees	Person	9,220	9,454	9,636
Management Sequence Employees	Person	1,181	1,252	1,294
Ph.D. Holders	Person	46	67	79
Master's Degree Holders	Person	1,123	1,250	1,388
Bachelor's Degree Holders	Person	7,280	7,647	7,884
Below Bachelor's Degree	Person	6,702	6,508	6,158

Indicator	Unit	2022	2023	2024
Employees Aged 30 and Below	Person	1,816	2,027	2,225
Employees Aged 31-40	Person	7,322	7,025	6,283
Employees Aged 41-50	Person	3,878	4,282	4,791
Employees Aged 51 and Above	Person	2,135	2,138	2,210

Indicator	Unit	2022	2023	2024
Female Employees in Management Positions	%	7.0	6.9	6.7
Minority Employees Ratio among Chinese Employees	%	3.0	3.1	3.1
Labor Contract Signing Rate	%	100	100	100

During the reporting period, the Company actively expanded recruitment channels and launched a series of recruitment activities, effectively enhancing its talent reserve. By combining online and offline approaches, the Company attracted numerous talented individuals, injecting new vitality and intelligence into the Company's development.

Indicator	Unit	2022	2023	2024
Number of New Employees During the Reporting Period	Person	458	421	484

Indicator	Unit	2024
Number of Employee Turnover	Person	447
Of which: Male Employee Turnover	Person	396
Number of Female Employee Turnover	Person	51
Number of Employee Aged 30 and Below Turnover	Person	136
Number of Employee Aged 31-40 Turnover	Person	175
Number of Employee Aged 41-50 Turnover	Person	103
Number of Employee Aged 51 and Above Turnover	Person	33

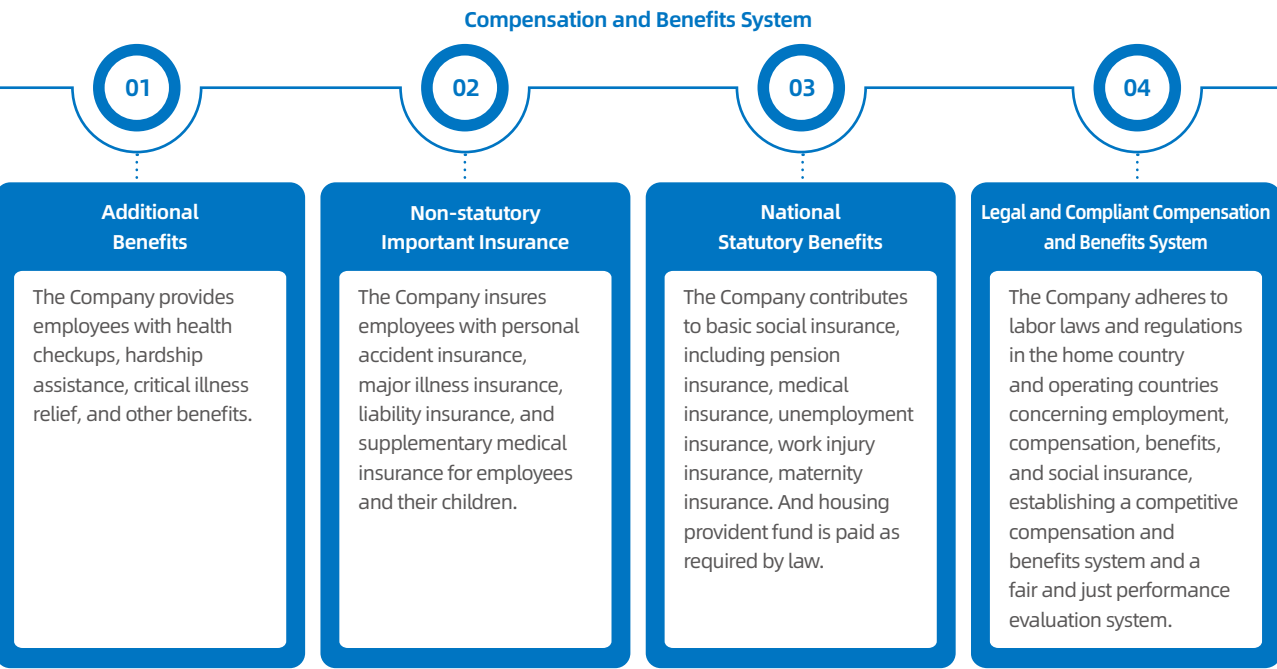
Indicator	Unit	2024
Employee Turnover Rate ⁸	%	2.9
Of which: Male Employee Turnover Rate	%	2.6
Female Employee Turnover Rate	%	0.3
Employees Aged 30 and Below Turnover Rate	%	0.9
Employees Aged 31-40 Turnover Rate	%	1.1
Employees Aged 41-50 Turnover Rate	%	0.7
Employees Aged 51 and Above Turnover Rate	%	0.2

⁸ Employee Turnover Rate = Number of Employee Turnover / Total Number of Employees × 100%

Labor Rights

The Company complies with the "Trade Union Law of the People's Republic of China" and other relevant laws and regulations, and has established union organizations at all levels. Through equal consultations, the Company promotes the establishment of a labor relations coordination mechanism to ensure the protection of employees' labor rights.

Regarding leave policies, the Company actively ensures employees' rights to statutory holidays, marriage leave, bereavement leave, maternity leave, nursing leave, and paid leave, guaranteeing that employees receive adequate rest. For female employees' rights protection, the Company strictly implements the national the "Special Provisions on Labor Protection for Female Employees", ensuring that female employees enjoy equal pay, benefits, and career development opportunities. In accordance with national requirements, the Company enforces maternity and nursing leave policies, providing basic compliance with leave provisions for female employees.



II Comprehensive Talent Development

COSL continues to promote the reform of the talent development system and mechanism, comprehensively improving the employee training, professional skills enhancement, and employee promotion systems, laying a solid talent foundation for the Company's long-term development.

Employee Training

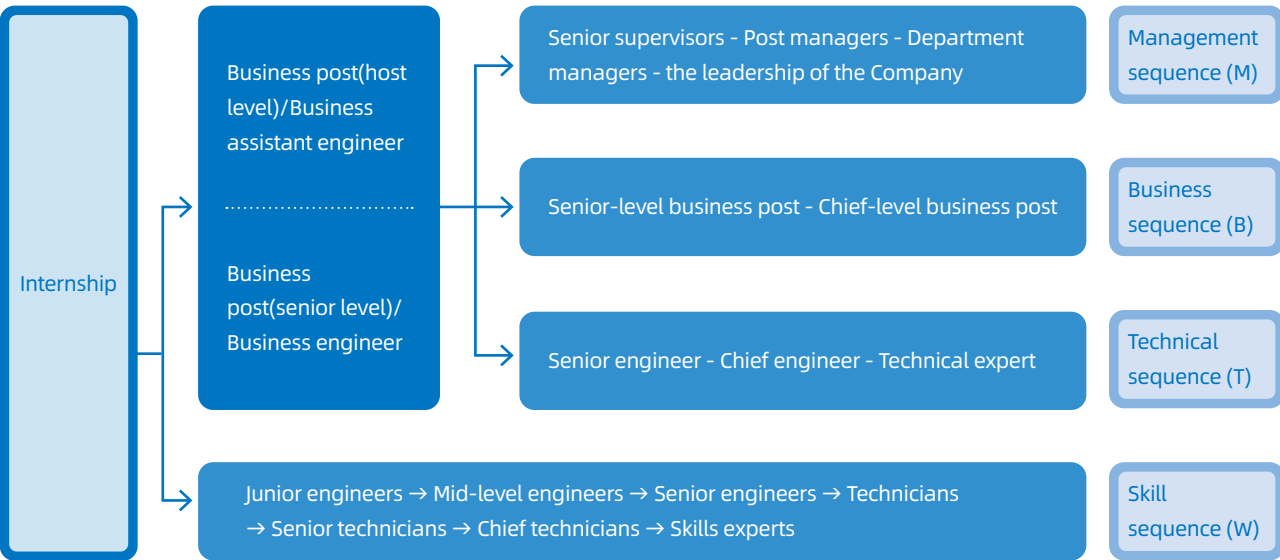
The Company has formulated management measures such as the Competence Assurance Management and the Training Management Measures to actively carry out employee training, reserving knowledge and experience for employees' growth and development, improving their overall quality, and enabling mutual progress between employees and the Company. The Company designs differentiated training types based on the different needs of employees at various stages of their development, including training in business management, professional technical skills, professional management, international talent, and new employee training. During the reporting period, the Company organized multiple specialized training courses, such as business English training for technical marketing staff and overseas personnel in the main business divisions and overseas institutions, new technology development training for technical staff in the business divisions, international well control training, and Level 1 assessor and verifier training, with many technical employees successfully obtaining certifications. During the reporting period, the employee training coverage rate was 92.1%, and the average training hours per employee reached 236 hours.

Indicator	Unit	2022	2023	2024
Total Employee Training Hours	Hour	1,953,215	2,824,384	3,138,470
Of which: Male Trained Employees	%	93.8	92.1	92.0
Female Trained Employees	%	6.2	7.9	8.0
Skill Sequence Trained Employees	%	23.7	21.3	20.4
Technical Sequence Trained Employees	%	4.7	7.1	8.6
Management Sequence Trained Employees	%	7.6	9.7	10.1
Business Sequence Trained Employees	%	64.0	61.8	60.9
Of which: Male Employee Training Average Hours	Hour	157.4	261.2	262.7
Female Employee Training Average Hours	Hour	205.3	150.1	179.5
Skill Sequence Employee Training Average Hours	Hour	102.5	323.2	243.6
Technical Sequence Employee Training Average Hours	Hour	140.8	238.7	215.5
Management Sequence Employee Training Average Hours	Hour	208.7	200.4	292.5
Business Sequence Employee Training Average Hours	Hour	178.6	230.2	259.9

Talent Development

COSL attaches great importance to employees' growth and development, formulating the Employee Promotion Management Measures to continuously expand employees' development space, improve the employee career development system, and actively stimulate employees' motivation and vitality, achieving a harmonious win-win situation between employees' personal growth and the Company's development.

The Company has set up four promotion channels—management sequence, business sequence, technical sequence, and skill sequence—providing employees with clear career development paths and promotion opportunities, which helps motivate employees to continuously improve their professional skills and career qualities.



III Harmonious Employee Relations

COSL is committed to establishing a positive communication and interaction mechanism with employees, enhancing their right to know and participate, and actively protecting their democratic rights. At the same time, the Company focuses on meeting the diverse needs of employees and actively carries out various humanistic care activities to create a healthy and friendly corporate atmosphere.

Employee Communication

The Company continues to improve its democratic management system, primarily through the employee representatives congress, holding regular meetings to listen to employees' suggestions for improvement and actively meet their demands. During the reporting period, the Company passed three proposals in the congress of workers and staff and solicited five proposals for the 2025 period, continuously promoting the improvement of the Company's welfare.

The Company has established a comprehensive labor dispute resolution process to properly handle employee labor disputes. Employees can submit their demands via phone, email, or on-site feedback, and the relevant departments will keep track of events, form disposal plans in accordance with laws, regulations, and Company rules.

Employee Care

The Company actively provides assistance to employees in need, with various levels of trade unions carrying out targeted help through home visits, calls, and letters of sympathy. The Company further revised and improved the COSL Difficulties Assistance Implementation Rules, expanding the scope of assistance, raising the standards, and enhancing the timeliness, convenience, and accuracy of the support. During the reporting period, the Company provided assistance to 501 employees, distributing funds of sympathy of RMB2.66 million.

At the same time, the Company focuses on the happiness and physical and mental health of all employees, continuously providing humanistic care, and actively carrying out diverse humanistic care activities to enrich employees' work and life.

Care for Female Employees

- Organize female employees to participate in union activities such as flower arranging and baking.
- Conduct specialized health seminars for female employees and add additional health checkup items, such as cervical cancer and breast cancer screening, for female employees.



Female Employees' Union Activities

Cultural and Entertainment Facilities

- Actively build "Employee Homes" and equip frontline production units with fitness equipment and reading corners to strengthen employees' physical health and enrich their cultural and recreational life.
- Continuously promote the construction of "Youth Homes", optimize and improve functional areas, and comprehensively meet the needs of young employees in theoretical learning, physical and mental health, and leisure and entertainment.



Youth Home

Optimizing Office and Living Conditions

- Equip office buildings, workshops, factories, drilling rigs, and vessels with refrigerators, microwaves, and coffee machines to improve the employee office experience.
- Optimize offshore satellite networks and equip drilling rigs with 4G base stations to enable phone calls and text messaging, meeting the mobile office needs.
- Carry out the "Cooling for Employees" campaign by distributing cooling food, providing heatstroke prevention items, and equipping heatstroke prevention equipment to ensure employees' health during high-temperature weather.



"Cooling for Employees" Campaign

Special Activities

- Hold 14 family open days, organizing employees' families to visit drilling rigs, vessels, and park areas, covering over 350 employee families, further enhancing their sense of identity, belonging, and honor.

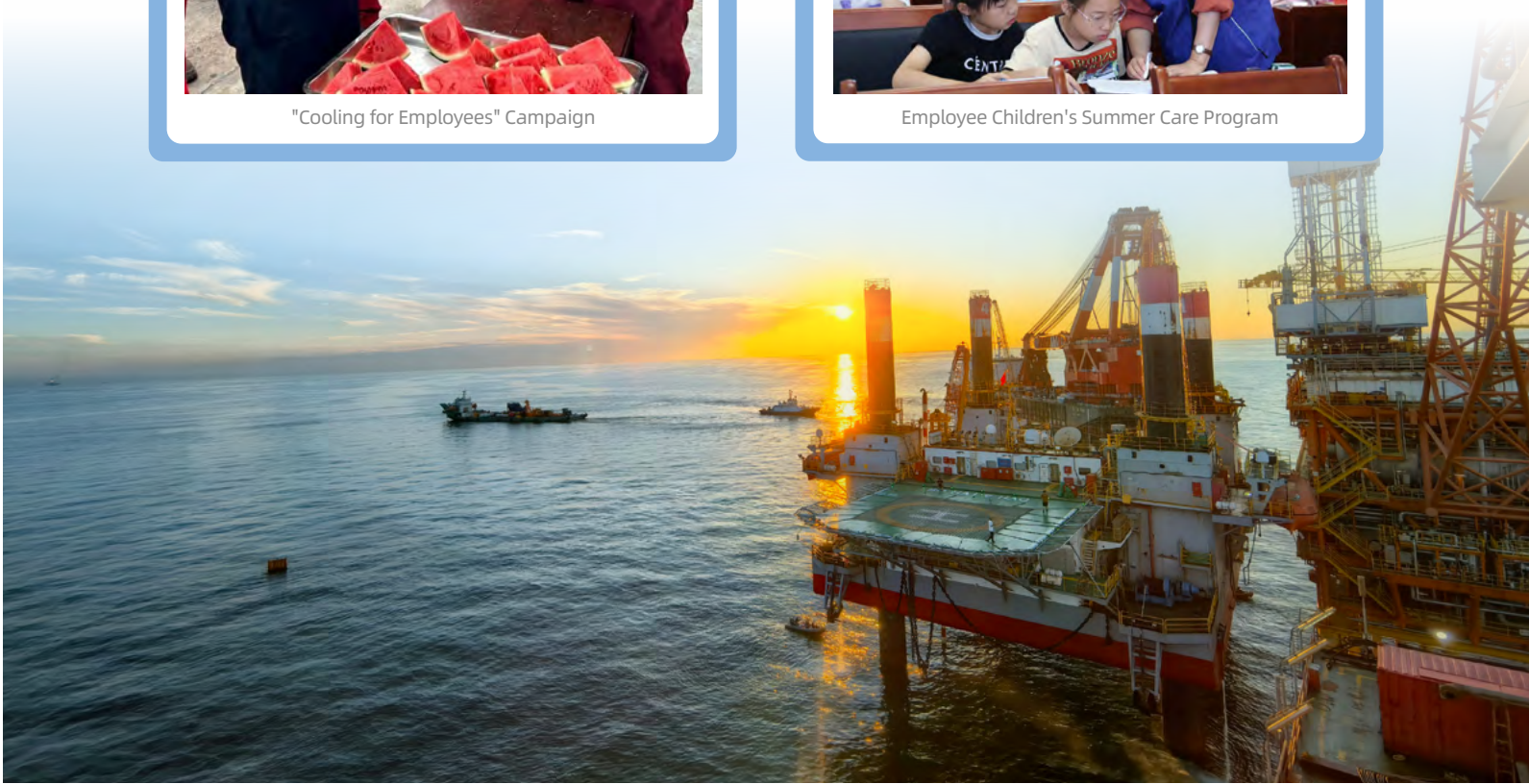


Family Open Day

- Organize 11 youth social and networking events to promote emotional exchange and personal development among employees.
- Set up summer vacation care programs for employees' children at the Tianjin and Yanjiao bases, providing convenience and support for employee families.



Employee Children's Summer Care Program



Building a Harmonious Community and Demonstrating Responsibility

05

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I Rural Revitalization


COSL actively participates in rural revitalization efforts, including targeted assistance to cities such as Gannan Tibetan Autonomous Prefecture in Gansu Province, and local assistance to Tandou Town in Leizhou in Zhanjiang City, Guangdong Province, Xiuying District in Haikou City, Hainan Province, and Wuzunbulake Village in Yangxia Town, Luntai County, Bayingolin Mongol Autonomous Prefecture, Xinjiang Uygur Autonomous Region. Additionally, the Company has contributed to education, consumption, and employment assistance, promoting comprehensive rural development and construction. During the reporting period, the Company's total investment in rural revitalization amounted to RMB31,631.6 thousand, benefiting 182.5 thousand people.

Targeted Assistance

- Actively implemented projects in the targeted cooperative cities for assistance such as improving living environments, the integrated development of rural eco-tourism, ecological industry park heating technology validation and research, and professional technical training for local personnel. These projects comprehensively enhance rural landscapes, tourism development, ecological revitalization, and talent improvement, effectively linking the achievements of poverty alleviation with rural revitalization. A total of RMB20 million was donated for these initiatives.

Local Assistance

- Donated RMB250 thousand to Tandou Town for the renovation of the Maiké Village sewage infrastructure and the "Green Village" tree planting project, effectively improving local infrastructure and environmental conditions.
- Donated RMB30 thousand in disaster relief materials to individuals and schools affected by typhoon disasters in Xiuying District, assisting with local post-disaster reconstruction.
- Engaged in the "Ethnic Unity, One Family" activity in Wuzunbulake Village, supporting local initiatives such as small white apricot picking, cultural activities, agricultural product sales, and road construction.



A Visit to Wuzunbulake Village to Provide Comfort and Assistance

Consumption Assistance

- Conducted the "Central Enterprise Consumption Assistance Spring Action", purchasing agricultural and pastoral products worth RMB276.6 thousand from assisted regions.
- Conducted holiday purchases, purchasing consumption assistance products worth RMB8,798.1 thousand. Purchased drinking water, tea, and other products from assisted regions, totaling RMB729.2 thousand.

Employment Assistance

- Promoted special recruitment efforts, hiring 8 university students from the poverty alleviation area, Xinjiang, Xizang, and Qinghai.

Education Assistance

- The Company continues to build Hope Primary Schools. By the end of the reporting period, 13 "CNOOC COSL Hope Primary Schools" have been built.
- Donated a total of RMB1,330 thousand to 10 Hope Primary Schools for campus construction and educational supplies purchases.
- Conducted "Children's Day" donations to 11 Hope Primary Schools, providing RMB220 thousand worth of school uniforms, stationery, children's books, and other learning materials.
- Established the "CNOOC COSL Hope Primary School Reward Fund", distributing RMB68 thousand in rewards to outstanding teachers and students in 2024.
- Invested RMB200 thousand to organize a summer camp for outstanding student representatives from 5 CNOOC COSL Hope Primary Schools in Yunnan Province, allowing them to visit science and education bases, urban culture, and marine culture, expanding their horizons.



Organizing CNOOC COSL Hope Primary School Students for Educational Activities

II Maritime Rescue

Many of COSL's operating sites are located offshore. The Company actively fulfills its social responsibilities by leveraging its expertise in work sites and equipment, and actively participates in maritime rescue operations. The Company responds to the "International Convention for the Safety of Life at Sea (SOLAS), 1974", complies with the "National Maritime Search and Rescue Interdepartmental Coordination Mechanism" and the "National Major Maritime Oil Spill Emergency Response Interdepartmental Coordination Mechanism", and participates in offshore search and rescue, firefighting, and other emergency rescue work. During the reporting period, the Company participated in 24 maritime rescue operations, deploying 38 rescue vessels, rescued 14 distressed vessels, assisting 27 people, and received 4 letters of appreciation.



HYSY623 Fleet Rescues Crew of Burning Fishing Vessel



Binhai 254 Rescues Fishing Vessel in Fire



National Maritime Search and Rescue Award Certificate

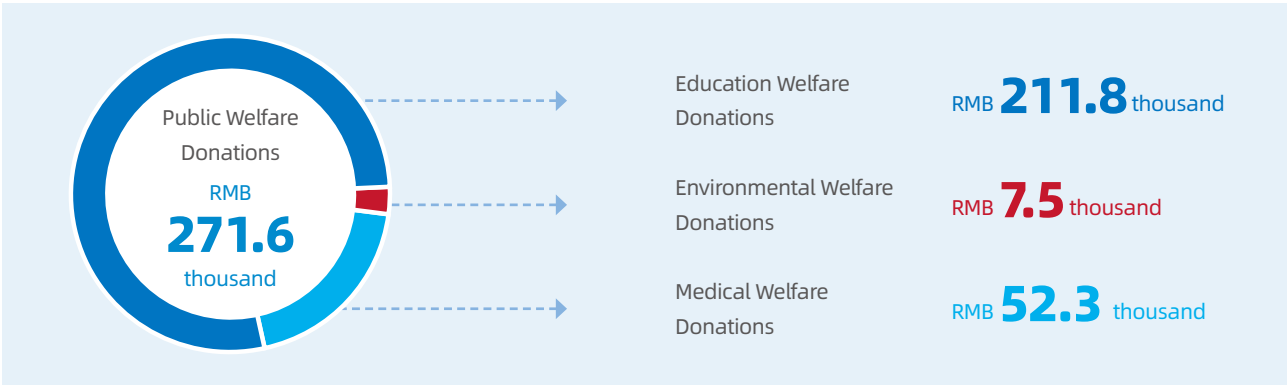


HYSY718 Conducts Maritime Rescue in Indonesian Waters

III Social Welfare

COSL always considers giving back to society as a fundamental responsibility and actively engages in social welfare activities. The Company participates in various social welfare donation projects, providing financial and material support to those in need, and organizing employees to participate in volunteer activities, establishing the "Blue Power" volunteer service team to spread love and positive energy through practical actions.

The Company has established a comprehensive management system for charity and public welfare, forming the Charity and Public Welfare Working Committee and developing the Charity and Public Welfare Management Measures to regulate the management processes of the Company's charitable projects. The Company actively engages in public welfare donation activities, giving back to society through action. During the reporting period, the Company's total investment in public welfare donations and assistance for employees in need amounted to RMB2,931.6 thousand.



The Company adheres to the volunteer service philosophy of "Ambition Is in the Heart and Willingness Is in Action" and has established employee-volunteering stations in eight regions, including Yanjiao, Tianjin, Zhanjiang, Shenzhen, Shanghai, Hainan, Huizhou, and Xinjiang. During the reporting period, the Company carried out regular volunteer services, focusing on events such as "Lei Feng Day", "International Children's Day", "World Oceans Day", and "World Blood Donor Day", with a total of 3,523 people participating in volunteer service throughout the year.

Case Establishment of the "COSL 'Xuanji' Scholarship"

The Company established the "COSL 'Xuanji' Scholarship" to reward outstanding university students who love and support the development of the oil industry. During the reporting period, the Company invested a total of RMB0.2 million for scholarship distribution.

Scholarship Award Ceremony

Silver Award

The "Blue Power Hope Primary School Teaching Project" won the Silver Award at the China Youth Volunteer Service Project Competition

Indicator	Unit	2022	2023	2024
Youth Volunteer Activities	Participants	2,953	3,125	3,523

Case "Love Package" for Rural Schools

During the "Children's Day", the Company organized visits to several Hope Primary Schools, distributing "Love Packages" as part of a volunteer education initiative. The employees used their knowledge, skills, and expertise to teach rural children basic music theory, drawing, popular science, and more.



"Love Package" Volunteer Service Activity

Case Voluntary Blood Donation to Spread Love

In June 2024, the Shenzhen branch's "Blue Power" volunteer service team organized a voluntary blood donation event at the Huizhou base under the theme "CNOOC Youth's Passion, Blue Power's Love". The event collected 10 thousand milliliters of blood, and the Company was awarded the plaque titled "Voluntary Blood Donation, Boundless Love".



Volunteers Participating in Voluntary Blood Donation

Case Engaging in Green Low-Carbon Practices and Becoming a Carbon-neutral Trailblazer

In March 2024, the Shenzhen branch, in collaboration with the Youth League Committee of the Daya Bay Development Zone in Huizhou City and other organizations, carried out a "Maritime Youth Forest" themed planting event. More than 40 volunteers planted over 200 mangrove saplings and participated in environmental activities such as cleaning barnacles from mangroves and removing plastic waste washed ashore by the tides.



Volunteers Planting Mangrove Trees

IV Global Responsibility

COSL actively participates in the high-quality development of the "Belt and Road" initiative, fully practicing overseas social responsibility in its global business expansion. The Company strictly adheres to local laws and regulations, respects local customs, and is committed to localization abroad, actively integrating into local communities, and engaging in public welfare activities, making tangible contributions to the surrounding areas of its overseas operations. The Company continuously promotes and enhances its image and brand reputation overseas.

The Company has established a comprehensive community communication mechanism to effectively collect and respond to local community opinions and suggestions, ensuring efficient and smooth cross-cultural communication. In its overseas operations, the Company assigns administrative personnel to handle community communication work, accurately reflecting local community needs and concerns. The Company actively promotes community communication, ensuring smooth operations and effectively safeguarding local community rights.

Global Responsibility Initiatives

- The subordinate unit Canadian Company donated CAD10 thousand to the local community for public welfare projects and infrastructure construction.
- The subordinate unit Malaysian Company organized employees to participate in the "Walking with Love, Caring for Children with Cerebral Palsy" public welfare activity in Selangor, bringing love and care to local disabled children.



Malaysia Company's Public Welfare Activity

Community Development Support

- The subordinate unit Ugandan Company carried out three social responsibility activities, including community sports and cultural co-construction and educational supplies assistance for primary schools in need.
- The subordinate unit Ugandan Company organized a public welfare activity on road safety awareness in the Bulisa District of Uganda to further enhance local road safety levels.

Talent Development and Technical Exchange

- The subordinate unit Ugandan Company cooperated with local universities to carry out training programs and provided oilfield learning opportunities for 10 university lecturers, completing a total of 550 expert training hours over the year.



Cooperation with Kyambogo University

- In March 2024, the subordinate unit Ugandan Company assisted 20 local university students in participating in the "Reservoir Modeling 2024 Challenge", offering lectures and tutoring to effectively advance local technical capabilities.



"Reservoir Modeling 2024 Challenge" in Uganda

Local Employment

- The Company actively practices a local employment policy, and the subordinate unit Ugandan Company recruited a total of 77 local employees, providing more employment opportunities for the local community.

Indicator	Unit	2022	2023	2024
Local Employees in Overseas Operations	Person	1,954	2,258	2,159
Local Employee Ratio in Overseas Operations	%	71	73	77

Prospects

In 2024, we adhered to our mission and made solid progress by effectively improving quality and achieving reasonable growth in quantity, serving as a strong safeguard for national energy security. We advanced with new directions and green initiatives, pushed for digitalization, green, and low-carbon transformations, and created a new path to synergize carbon reduction, pollution control, greening, and growth. We tackled challenges, pushed for breakthroughs in comprehensive reform to modernize governance systems and governance capacity. We co-created value and sharing results with the "1+2+N" layout, created new space in the domestic market and the "Belt and Road" initiative. In 2024, we steadily advanced the five development strategies of "Technology-driven Methods, Cost Leadership, Integration, Internationalization, and Regional Development", accelerated the implementation of the functions of the "Four Centers", fully promoted deepening reforms, and systematically improved organizational efficiency. We will present a positive development trend characterized by diversified customers, high-end markets, intangible technology, intelligent equipment, modern governance, and systematic capabilities, achieving significant growth in operational scale, rapid improvement in profitability, and a new enhancement in management quality.

Looking forward, 2025 marks the final year of the "14th Five-Year Plan" and the first important milestone in the Company's "Five Development Strategies". COSL is going to establish itself as a world-class energy service provider with Chinese characteristics. In the future, we will focus on our development positioning, accelerate the cultivation of new energy service production capacity, fully form world-class core competitiveness, build a new industry, new services, and new business models, continuously leveraging technology to drive business strategy, and the unique advantages of the full industrial chain. We will work to achieve a virtuous cycle of operations, continuously create new opportunities for high-quality development, and contribute to safeguarding national energy security.



Appendix

HKEX ESG Reporting Guide Content Index

Subject Areas	Aspects	General Disclosures and KPIs	Pages
A: Environmental			
Aspect A1 Emissions	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	P35-41
	KPIs	A1.1 The types of emissions and respective emissions data.	P36, P38, P41
		A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	P41
		A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	P36
		A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	P36
		A1.5 Description of emissions target(s) set and steps taken to achieve them.	P35-39
		A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	P35
	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	P31-34
		A2.1 Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total (kWh in '000s) and intensity (e.g., per unit of production volume, per facility).	P34
		A2.2 Water consumption in total and intensity (e.g., per unit of production volume, per facility).	P32
		A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	P33-34
		A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	P31-32
Aspect A2 Use of Resources	KPIs	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The business areas of COSL include Geophysical Acquisition and Surveying Services, Drilling Services, Well Services, and Marine Support Services. As these do not involve packaging materials, this indicator is not applicable to the Company.

Subject Areas	Aspects	General Disclosures and KPIs	Pages
Aspect A3 The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	P39
	KPIs	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P39
	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	P40-41
Aspect A4 Climate Change	KPIs	A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	P40-41
B. Social			
Employment and Labour Practices			
Aspect B1 Employment	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equity opportunity, diversity, anti-discrimination, and other benefits and welfare.	P60-63
	KPIs	B1.1 Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region.	P60-61
		B1.2 Employee turnover rate by gender, age group and geographical region.	P60-61
	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	P44-51
Aspect B2 Health and Safety	KPIs	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P46
		B2.2 Lost days due to work injury.	P46
		B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P44-51
Aspect B3 Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	P62-63
	KPIs	B3.1 The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	P63
		B3.2 The average training hours completed per employee by gender and employee category.	P63
Aspect B4 Labour Standard	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	P60
	KPIs	B4.1 Description of measures to review employment practices to avoid child and forced labour.	P60
		B4.2 Description of steps taken to eliminate such practices when discovered.	P60

Subject Areas	Aspects	General Disclosures and KPIs	Pages
Operating Practices			
Aspect B5 Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	P21-25
	KPIs	B5.1 Number of suppliers by geographical region.	P21
		B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	P21-23
		B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P21-25
		B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	P24-25
Aspect B6 Product Responsibility	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	P53-55
	KPIs	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The business areas of COSL include Geophysical Acquisition and Surveying Services, Drilling Services, Well Services, and Marine Support Services. Therefore, this indicator is not applicable to the Company.
		B6.2 Number of products and service related complaints received and how they are dealt with.	P53
		B6.3 Description of practices relating to observing and protecting intellectual property rights.	P56
		B6.4 Description of quality assurance process and recall procedures.	P51-52
		B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	P54-55
	Aspect B7 Anti- corruption	General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.
KPIs		B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	P20
		B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	P19-20
		B7.3 Description of anti-corruption training provided to directors and staff.	P20
Community			
Aspect B8 Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	P68-74
	KPIs	B8.1 Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	P68-74
		B8.2 Resources contributed (e.g., money or time) to the focus area.	P68-69, P71-74

UNGC's Ten Principles and COSL Accountability Measures

China National Offshore Oil Corporation (CNOOC) is a member of the United Nations Global Compact (UNGC). As a member of the CNOOC Group, COSL fully adheres to the Ten Principles advocated by the UNGC and strives to fulfill its responsibilities in the four areas of human rights, labor rights, environmental protection, and anti-corruption.

Going forward, the Company will continue to disclose in the ESG reports accountability measures and performance results in implementing the UNGC Ten Principles.

	UNGC's Ten Principles	COSL Accountability Measures	Pages
Human Rights	1.Businesses should support and respect the protection of internationally proclaimed human rights; and	Safety and health: Safety and health management, safety culture construction, and occupational health. Employee rights protection: Practice equal employment, improve compensation and benefits, conduct employee training, implement employee localization and promote diversity. Social contribution: Maritime rescue, rural revitalization, volunteer service and social welfare, and global responsibility.	P44-50, P60-65, P68-74
	2.Make sure that they are not complicit in human rights abuses.	Employee rights protection: The Company implements the principle of equal employment in selecting and employing people, ensuring that all employees receive equal treatment, without any form of discrimination based on gender, age, ethnicity, skin color, nationality, language, race, religion, or physical disability. Employee rights protection: The Company implements the principle of equal employment in selecting and employing people, ensuring that all employees receive equal treatment without any form of discrimination based on gender, age, ethnicity, skin color, nationality, language, race, religion, or physical disability. The Company ensures employees' rights to statutory holidays, marriage leave, bereavement leave, maternity leave, nursing leave, and paid leave.	P60-62
Labour	3.Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Employee rights protection: The Company continues to improve its democratic management system, primarily through the congress of workers and staff, holding regular meetings to listen to employees' suggestions for improvement and actively meet their demands.	P62-65
	4.The elimination of all forms of forced and compulsory labour;	Employee rights protection: The Company strictly complies with the "Labor Law of the People's Republic of China" and other relevant laws and regulations. The Company firmly opposes illegal forms of employment such as child labor and forced labor and strictly prevents any occurrence of illegal labor practices.	P60
	5.The effective abolition of child labour; and	Employee rights protection: The Company strictly complies with the "Labor Law of the People's Republic of China" and other relevant laws and regulations. The Company firmly opposes illegal forms of employment such as child labor and forced labor and strictly prevents any occurrence of illegal labor practices.	P60
	6.The elimination of discrimination in respect of employment and occupation.	Employee rights protection: The Company implements the principle of equal employment in selecting and employing people, ensuring that all employees receive equal treatment, without any form of discrimination based on gender, age, ethnicity, skin color, nationality, language, race, religion, or physical disability.	P60
Environment	7.Businesses should support a precautionary approach to environmental challenges;	Environmental protection management: The Company strictly complies with the "Environmental Protection Law of the People's Republic of China" and other relevant laws, regulations, and management rules, continuously revises and updates its systems, establishes and improves its environmental protection systems, and promotes the standardized management of environmental protection work. It systematically identifies and assesses environmental risks to prevent the occurrence of environmental risk incidents.	P28-29
	8.Undertake initiatives to promote greater environmental responsibility; and	Water resource utilization: The Company strictly follows the "Water Law of the People's Republic of China" and ensures the compliance of water resource usage. Energy Management: The Company regularly conducts energy audits and monitoring to ensure maximum energy efficiency. Waste management: The Company adheres to the principles of waste minimization, resource recovery, and harmlessness in waste management, maximizing the recycling of waste resources, ensuring that all waste is disposed of in compliance with regulations. Response to climate change: The Company continuously strengthening internal governance on climate issues. The Company regularly reviews and supervises the progress of related goals and the execution of plans, offering opinions and suggestions.	P31, P34, P35, P40
	9.Encourage the development and diffusion of environmentally friendly technologies.	Water resource utilization: The Company promotes water recycling equipment upgrades and other water-saving projects, continually improving water resource utilization. Energy Management: The Company actively promotes the use of clean energy sources, such as liquefied natural gas (LNG), and vigorously advances the construction and implementation of renewable energy projects like photovoltaic power generation. Circular economy: The Company implements the recycling of waste and contributes resource utilization solutions to the industry.	P31, P33, P36
Anti-Corruption	10.Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Unfair competition: Prevent commercial embezzlement and bribery, prevent and control overseas corruption and fraud, and carry out anti-fraud education.	P20

Feedback

This report is the third environmental, social and governance (ESG) report and the 19th sustainability report issued by China Oilfield Services Limited. To continuously improve our work and enhance the Company's ESG and sustainable development capabilities and performance, we sincerely hope to hear your opinions and suggestions. We kindly request you to assist us by answering the relevant questions in the feedback form and choosing one of the following methods to send your responses to us.

Address： Administration Department, 201 Haiyou Avenue, Yanjiao Economic & Technological Development Zone, Sanhe City, Hebei Province



» Your Information

Name:

Work Unit:

Position:

Contact Phone Number:

E-mail:

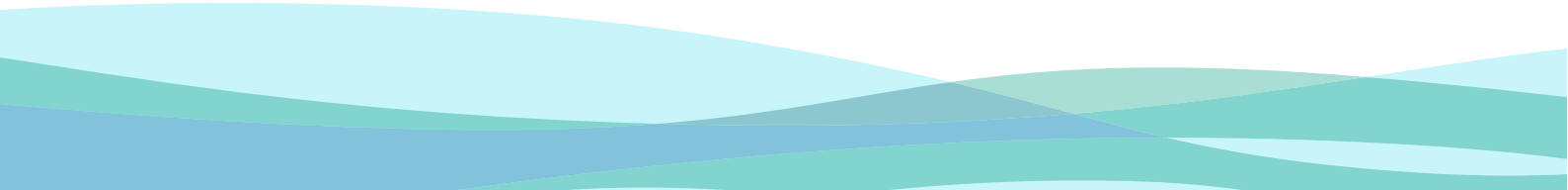
» Feedback of Opinions

1. What is your overall evaluation of the Company's ESG report?

☐ Good☐ Fairly Good☐ Average
2. Do you think this report can reflect the Company's significant impacts on the economy, society, environment, and corporate governance?

☐ High☐ Relatively High☐ Average☐ Relatively Low☐ Low
3. How do you rate the clarity, accuracy, and completeness of the information, data, and indicators disclosed in this report?

☐ Good☐ Fairly Good☐ Average☐ Poor☐ Not Aware
4. Which aspect of this report are you most satisfied with?
5. What information would you like to know further?
6. What suggestions do you have for our future report releases?



The background features a light blue gradient with a series of thin, white, wavy lines that create a sense of motion and depth. Scattered throughout the background are small, out-of-focus light spots, resembling bokeh or distant stars.

我们必须做得更好

ALWAYS DO BETTER