



安东石油
Anton Oil
安东石油技术(集团)有限公司
Anton Oilfield Services(Group)Ltd

Guidance on Human Resources Strategy

March 2011

安东石油
Anton Oil

Disclaimer



- The information contained in our presentation is intended solely for your reference. In addition, such information contains projections and forward-looking statements that reflect the Group's current views with respect to future events and financial performance.
- These views are based on information we believe to be reliable but the Group does not guarantee its accuracy and thus it should not be relied on. The assumptions these views based on are subject to various risks. No assurance can be given that future events will occur, that projections will be achieved, or that the Group's assumptions are correct. Actual results may differ materially from those projected. Past track record cannot be used as guidance for future performances.

1. Adjustment of manpower structure



2. 2010 human resources data



3. 2011 human resources goals



1. Adjustment of manpower structure



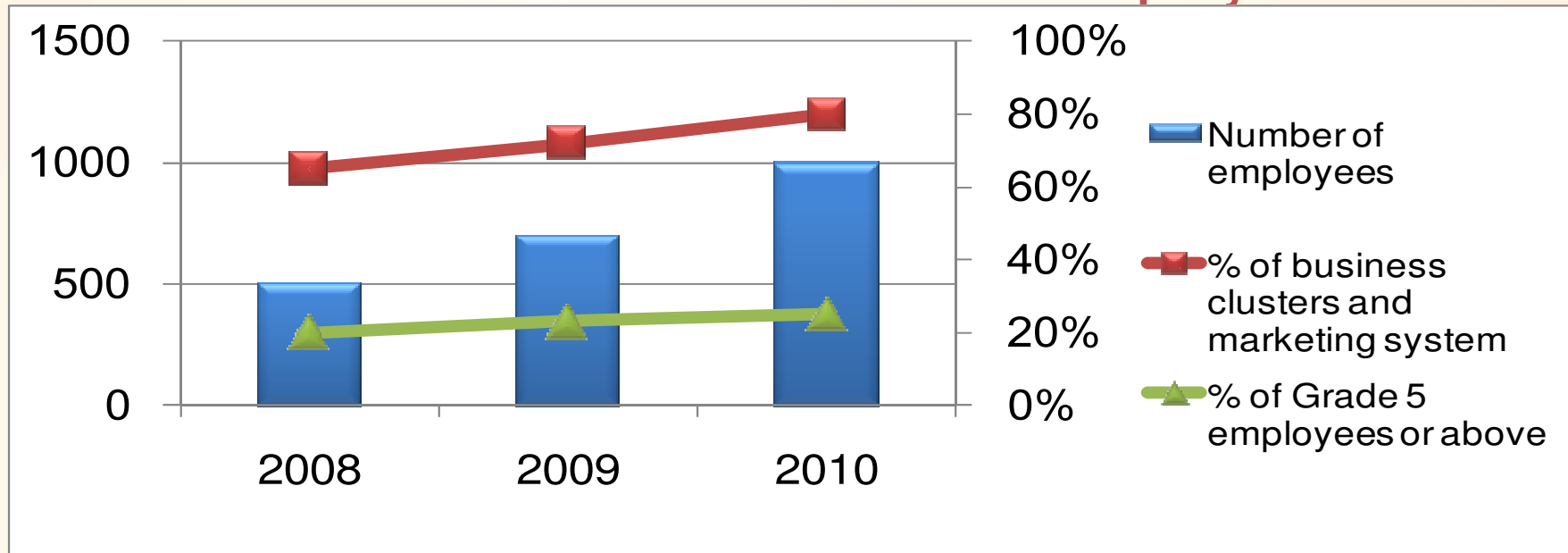
Date	31 December 2009	30 June 2010	31 December 2010
Number of employees of the Group	1,210	976	1,038

- ◆ Anton Oilfield Services Group outsourced those low-level and ancillary types of work in the first half of 2010 in order to improve the manpower structure, enhance the technical service capability and raise the efficiency of human resources management.
- ◆ Focus on enhancing high-level posts that match with the characteristics of oilfield technical services and the strategic development direction of the Company.

Note: The Group had 1,210 employees in 2009. Due to the manpower restructuring in the first half of 2010, the Group had outsourced ancillary posts, which led to a drop in the number of contracted employees. The current employee structure puts more emphasis on core posts and features of a technical service company.

1. Adjustment of manpower structure

The manpower structure better matches with the features of a technical service company



- ◆ The manpower structure highlights the technical service and marketing capabilities. The overall percentage of technical services, domestic and international marketing staff continues to rise, exceeding 80%. The percentage will be maintained in the future.
- ◆ The percentage of Grade 5 employees or above continues to increase, demonstrating the advantage of the economy of scale of the technical service team.

2. 2010 human resources data



Total number of employees

- ◆ A total of 1,038 employees as at 31 December 2010.

Manpower structure

- ◆ In 2010, the percentage of technical and marketing staff was around 81% of the total number of employees.
- ◆ In 2010, Grade 5 employees or above was around 230 people, representing around 23% of the total number of employees.

Campus recruitment

- ◆ The Company recruited a total of 185 graduates from domestic and overseas universities in 2010

Cost and efficiency

- ◆ Human resources expenses such as labor and training costs were around 14.7% of the Group's sales revenue in 2010.

3. 2011 human resources goals



Total number of employees

- ◆ It is expected that the total number of employees of the Group will be over 1,200, up 20%, in 2011.

Manpower structure

- ◆ In 2011, the percentage of technical and marketing staff will be maintained at around 80% of the total number of employees. Structural optimization will be continued in order to emphasize the capabilities of technical research and development as well as on-site operation.
- ◆ In 2011, Grade 5 employees or above will be around 360 people, around 30% of the total number of employees.

Campus recruitment

- ◆ The Company will recruit a total of 238 graduates from domestic and overseas universities in 2011

Cost and efficiency

- ◆ Human resources expenses such as labor and training costs will be within 15% of the Group's sales revenue in 2011.