

关于发布 2024 年度员工培训计划的通知

Notice: 2024 Employee Training Plan

各部门

To: All Departments

在前期广泛征询培训需求的基础上，人力部结合公司 2024 年各类特殊作业培训、取（复）证计划，形成了这版《2024 年度员工培训计划》。

Based on the early-stage extensive consultations on training needs, the Human Resources Department, in conjunction with the Company's various Special Operation Training and Certification Plans for 2024, has formulated the "2024 Employee Training Plan."

2024 年公司培训工作继续以安全生产、平稳运行为核心；以员工技能操作培训、本地化培养、特种作业培训为主线；继续加强培训工作管理，提高培训工作的有效性、针对性和连续性，为公司经营战略目标的实现提供有力保障。

In 2024, the Company's training will continue to focus on safety production and smooth operation. The main focus will be employee skills training, localization training, and specialized operation training. We will continue to strengthen the work on training management, improve its effectiveness, applicability, and continuity, and provide strong support for the realization of the Company's operational strategic goals.

《2024 年度员工培训计划》包含 23 项，其中 2 项拟聘请外部师资进行，其余 21 项通过公司现有师资或开发新的师资完成。

The "2024 Employee Training Plan" consists of 23 items, including 2 items intended to be conducted by external trainers, while the remaining 21 items will be utilizing the Company's existing internal trainers or by developing new internal trainers.

此外，依据相关法规和公司新修订的特殊作业目录，2024 年计划完成特殊作业培训、取（复）证 28 项。

Additionally, based on relevant regulations and the Company's newly revised Special Operations list, the plan for 2024 includes completing 28 Special Operation Training and Certification items.

具体内容见附表。

Refer attachment for more details.

附表：2024 年度员工培训计划汇总表

Attachment: Summary of 2024 Employee Training Plan

人力资源部 Human Resources Department

2024 年 3 月 15 日

15 March 2024