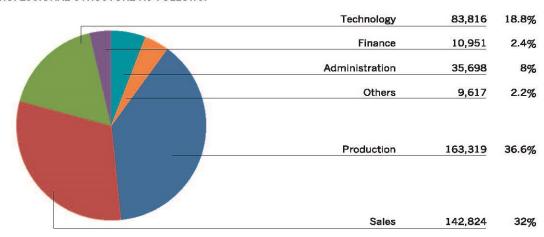
THE BREAKDOWN ACCORDING TO THE MEMBERS OF EACH OPERATION SEGMENT AS FOLLOWS

	Marketing and Distribution	153,804	34.5%
	R&D	5,819	1.3%
	Other Segments	5,353	1.2%
	Exploration and Production	148,069	33.2%
	Refining	70,128	15.7%
	Chemicals	63,052	14.1%

EMPLOYEES' PROFESSIONAL STRUCTURE AS FOLLOWS:



EDUCATIONAL BACKGROUND STRUCTURE FOR EMPLOYEES AS FOLLOWS:

