

PTT Diversity Encouragement

PTT prioritizes the maintenance and promotion of diversity. PTT aim to have diverse human capital, responsive to different work needs and customers' preferences, variety of business both domestic and international. This allows exchange of ideas, cultures, point of views and experiences – enabling for creativity and innovation for both business and the public's benefits. PTT encourage the diversity of employee and board member as follows:

- **Human Rights:** PTT is duly aware of human rights as a critical part of organizational sustainability and is strives to operate our activities on a foundation with respect to human rights. We aspire to align our practices with the human rights principles, expressed in international human rights law and standards, such as the United Nations Universal Declaration of Human Rights (UNUDHR), the United Nations Guiding Principles on Business and Human Rights (UNGP), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

See details here:

PTT Human Rights statement – June 2021

<https://www.pttplc.com/en/Sustainability/Social/Humanright.aspx>

- **Discrimination & harassment:** We recognize the importance of diversity and therefore strive to create a workplace that is open, inclusive, and respectful for fundamental human rights. PTT must strictly abide by the human rights principles and promote respect among its personnel for human dignity, respect each other's rights and liberty, and equitable treatment without discrimination of differences in race, ethnicity, origin, age, gender, sexual preference, religious belief, skin color, mother tongue, disability and others. PTT personnel shall not cause trouble, nuisance, assault, or demean other PTT personnel or outsiders. Prohibited behaviors include: sexual assault, insults, verbal or visual obscenity, sexual and non-sexual harassment. In case the practices are detected, they shall be reported to the relevant department.
- **Respecting cultural diversity:**
 - We understand the local customs, cultures and traditions of the locality in which we work.
 - We respect the importance of local traditions, cultures and cultural differences, and do not conduct in any way that contradicts them.

- **Board Diversity:** The appointment of Directors must be clear and transparent, with due regard for Board diversity, and without discrimination of gender, race, or religious belief or any other differences including but not limited to country of origin or cultural background. This is in order to have an appropriate and balance management structure that not only contains expertise with technical skills, specialization, and experience in various fields that necessary for energy industry but also consider for inclusion of personnel from various social classes, race, gender, religion, belief and culture, etc.

In addition, in director nomination process, diversity of the Board is reviewed regularly to ensure the appropriateness and balance of each required field to be consistent with the state of business change.

The Corporate Governance, Ethical Standards and Code of Business Ethics Handbook of PTT was approved by the Board of Directors and announced for upholding by all directors, executives, and employees in their daily operations.

See details here:

PTT Corporate Governance, Ethical Standards and Code of Business Ethics Handbook – December 2021

<https://www.pttplc.com/en/About/Corporate-Governance.aspx>

(Information as of June , 2022)