



## PTT Human Rights Statement

Upon the vision of "Together for Sustainable Thailand, Sustainable World", PTT, as the national energy company, is committed to being a leader in fostering comprehensive business growth and energy security, while simultaneously caring for stakeholders in a balanced and sustainable manner. The company emphasizes the integration of sustainability into every step of its business operations throughout the value chain, enhancing participation to build trust and value for stakeholders across all sectors. PTT places great importance on respecting and adhering to human rights principles, achieving operational excellence, continuously developing technology and innovation, and strengthening governance and good corporate compliance. The organization is managed with transparency and aligns with the United Nations' Sustainable Development Goals. Therefore, PTT has established the human rights statement with the following commitments:

### 1. Respect to Human Rights

PTT respects and adheres to the principles of international human rights instruments, Thai law, international law, and local laws of the countries where the company operates, as well as international obligations to which Thailand is a party. This includes compliance with international and Thai human rights standards and practices<sup>1</sup>. PTT is committed to avoiding and refraining from supporting activities that may impact human rights negatively by placing a significant emphasis on resolving, preventing, and/or mitigating any potential human rights impacts that may arise from its operations, products or services throughout the supply chain and business relationships.

/2. Human Rights Due...

---

<sup>1</sup> We commit to respect Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), International Convention on the Elimination of All Forms of Racial Discrimination (CERD), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT), Convention on the Rights of the Child (CRC), Convention on the Rights of Persons with Disabilities (CRPD), International Convention for the Protection of All Persons from Enforced Disappearance (CED), ILO Declaration on Fundamental Principles and Rights at Work, Free, Prior and Informed Consent (FPIC), United Nations Declaration on the Rights of Indigenous Peoples, The United Nations Global Compact (UNGC), The United Nations Guiding Principles on Business and Human Rights (UNGPs), The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and International Finance Corporation (IFC) Performance Standards.

## 2. Human Rights Due Diligence

PTT mandates comprehensive human rights due diligence, encompassing its own operational and throughout the supply chain.

## 3. Management of Human Rights Issues

- 3.1. **Employment that Respects Human Rights:** PTT places great importance on hiring practices that are free from human trafficking, forced labor, and child labor.
- 3.2. **Labor Rights:** PTT is committed to respecting labor rights and ensuring appropriate working conditions. This includes setting the standard full-time working hours in accordance with standards and laws, establishing fair and reasonable remuneration policies, determining holidays, leave, and other benefits, as well as providing consultation or advance notice prior to the termination of group employment contracts. These measures are aimed at supporting PTT's business operations while promoting the quality of life and work for employees. Additionally, PTT fosters the freedom of association and collective bargaining, with an employee relations committee serving as a channel for discussion between management and employees.
- 3.3. **Elimination of Discrimination:** PTT places great importance on fostering a working environment that promotes participation and supports diversity based on the principles of non-discrimination and equal opportunity. This includes ensuring equality in terms of gender, religion, race, and skin color, among others.
- 3.4. **Other Human Rights Issues:** PTT is committed to respecting the rights of individuals and communities in access to natural resources and the right to a healthy environment. This encompasses environmental protection, promoting biodiversity, and managing risks and impacts related to climate change, as well as rights related to cultural heritage and the rights of indigenous peoples. PTT achieves this through building relationships and engaging with stakeholders.

## 4. Scope of Implementation

This human rights statement encompasses the activities, operations, as well as the products and services of PTT by systematically integrating into the organization's operations and is communicated to subsidiaries and operations within the PTT Group in accordance with the PTT Group Way of Conduct. Additionally, PTT establishes and promotes compliance with the

principles outlined in this statement among its suppliers and business partners throughout the supply chain, including vendors, contractors, and joint venture companies.

## 5. Roles and Responsibilities

The Board of Directors, executives, and all employees of PTT have the responsibility to oversee, support, and promote the implementation of this policy throughout the organization in alignment with their respective roles and responsibilities. PTT will communicate and disclose performance results to stakeholders transparently, ensuring their awareness and participation. Additionally, PTT aims to foster collaboration with various organizations to enhance its capacity for sustainable development.

Hereby announced on July 2025

(Mr. Chatchai Phromlert)  
Chairman

(Mr. Kongkrapan Intarajang)  
Chief Executive Officer and President

*This statement is a translation of the Thai version, which was endorsed by the board of directors on 17 July 2025.*