PTT Group SSHE Management Standards

Safety and Security

1. PTT Group Road Safety Management Guideline

   PTT developed "PTT Group Road Safety Management Guideline" for transportation contractors to implement in their company activities. The Guideline includes 5 pillars:

   1. Safety, Health and Environment Management
   2. Driver Management
   3. Journey Management
   4. Vehicle and Equipment Management
   5. Organization Management

2. PTT Group Security Management Standard

   The purpose of the "PTT Group Security Management Standard" is to guide security management in accordance with the regulations of PTT Plc., Security management, 2007; and Security, Safety, Health and Environment Management Standards (CS-SSHE-001 – SSHE Management Standards).

3. PTT Group Security Risk Assessment Guideline

   The PTT Group Security Risk Assessment Guideline details procedures to consider the likelihood of security threats and their impacts where, after analyzing security risk levels, additional security measures will be developed to reduce the security risk.

4. PTT Group Security Audit Guideline

   PTT Group Security Audit Guideline is used in auditing the Security Management System in PTT Group. The PTT Group Security Auditor team applies a security audit checklist form to identify gaps in the implementation process, and provides recommendations to improve the security management system.

5. <u>PTT VIP Protection Guideline</u>

The PTT VIP Protection Guideline is the standard for protecting PTT's VIPs (Very Important Person) inside and outside of PTT's operational areas, including in foreign countries. The Guideline details security protection measures for VIP Protection Groups when VIPs are invited to attend PTT activities or enter the company area. The main purpose is to secure the honor and dignity of the VIP.

Environment

1. <u>PTT Sustainable Water Management Manual</u>

The PTT Sustainable Water Management Manual was developed to define a framework for water management for all PTT Group companies that is consistent with the principles of sustainable development, while ensuring that PTT Group will be able to manage water issues and integrate water concerns into their business strategy. The Manual was developed in accordance with the following guidelines and standards:

- Global Reporting Initiative (GRI) G4 Guidelines – Reporting Principles and Standard
- Carbon Disclosure Project – CDP's Water Questionnaire
- Dow Jones Sustainability Indices (DJSI)

Scope of Application: PTT Group Sustainable Water Management Manual can be adapted to all business units within PTT and companies within PTT Group (as according to the PTT Way of Conduct (WoC), and can be used for new or existing projects, suppliers, products and services, or in the case of significant events.

2. <u>PTT Group Climate Change Management Manual</u>

The objectives of the PTT Group Climate Change Management Manual are:

1. To define the framework for climate change management for all companies in PTT Group that is consistent with the principles of sustainable development.
2. To ensure that PTT Group will be able to manage climate change issues and integrate climate change strategy into their business strategy.

Scope of Application: PTT Group Climate Change Management Manual can be adapted to all business units within PTT and companies within PTT Group (as according to the PTT Way of Conduct (WoC).

3. PTT Group Biodiversity Action Plan Guidelines

Corporate Guideline: PTT Group Biodiversity Action Plan Guideline was developed by the PTT SSHE Department, currently under the reviewing process. This Guideline relates to the PTT Group Biodiversity and Ecosystem Services Management Manual. The purpose of this guideline is to provide practical steps for conducting a Biodiversity Action Plan (BAP), to assist PTT Group in meeting the requirements of the Manual and associated procedures for biodiversity management. A Biodiversity Action Plan (BAP) is designed to manage the environmental risks identified during the risk assessment process. The guidelines and accompanying templates included in the document are consistent with the IPIECA Guide to Developing Biodiversity Action Plans for the Oil and Gas Sector (IPIECA 2005).

Scope of Application: The Guideline is designed to apply to all to PTT Group assets, including new projects.

4. PTT Group Biodiversity Risk Assessment Guidelines

Corporate Guideline: PTT Group Biodiversity Risk Assessment Guideline was developed by the PTT SSHE Department, currently under the reviewing process. This Risk Assessment Guideline relates to the PTT Group Biodiversity and Ecosystem Services Management Manual. The purpose of this guideline is to provide practical steps for a Biodiversity Risk Assessment to assist PTT Group in meeting the requirements of the Manual and associated procedures for biodiversity management.

Scope of Application: PTT Group Biodiversity Risk Assessment Guideline is designed to provide a high level approach to determine relative biodiversity risk for PTT Group assets. The approach is designed to build capacity and understanding of the potential risk posed to biodiversity from PTT Group's assets. The risk assessment should be used by PTT Group to

gain a greater understanding of the potential risk to biodiversity, and enable better planning to reduce the potential risk to biodiversity values in the future.

The Global Reporting Initiative (GRI) Biodiversity Reporting Resource (GRI, 2007) has been used a basis for the risk assessment. Two core indicators (EN11 and EN12) have been identified to enable a broad assessment of the potential biodiversity risk posed by assets. These indicators provide an analysis of the potential risk based on proximity to sensitive biodiversity receptors (e.g. protected areas) and potential "significant impacts" on biodiversity from the assets.

The risk assessment should be undertaken on an annual basis to gather information, identify threats and prepare Biodiversity Action Plans for assets that pose a high risk to biodiversity values.

5. <u>PTT Group Biodiversity and Ecosystem Services Management Manual</u>

Manual: PTT Group Biodiversity and Ecosystem Services Management Manual was developed by PTT SSHE Department and approved by the Chairman of PTT Group QSHE Policy Committee on 5 March 2015.

This Manual has been developed to provide a Biodiversity and Ecosystem Services Management standard and strategy to assist PTT Group in meeting the requirements of the Biodiversity Policy and directly associated procedures for biodiversity management contained in the Biodiversity Ecosystem Service Management Guidelines. This Manual has been developed in line with ISO14001, IFC Performance Standards, and Convention on Biological Diversity and establishes minimum requirements for biodiversity management across PTT Group for each PTT Group asset.

Scope of Application: This Manual applies to all PTT Group assets across the project life cycle, including,

- Exploration assets;
- Operational assets;

- Care and maintenance assets; and
- Legacy assets.

This Manual further applies to all PTT Group employees and do not apply to contractors and consultants undertaking work for or on behalf of PTT Group.

Social

1. PTT Human Rights Guideline

   The PTT Human Rights Guideline was prepared based on international practices to confirm that PTT Group's policies and procedures on human rights align with the global direction. It ensures that all related parties, such as employees, business partners, contractors and local communities, receive their own rights. The purposes of this guideline are to:
   - Promote PTT Group's human rights activities along with the Group's intentions and aims towards human rights.
   - Act as a tool for employees performing human rights activities.
   - Enable businesses to operate according to the human rights policy and standard.
   - Enhance understanding for PTT Group's stakeholders on procedures that relate to human rights activities.