



Diversity Statement

Our commitments are outlined as follows:

- Human Rights: we respects the human rights of individuals and human beings as outlined in the UN Universal Declaration of Human Rights and its corresponding covenants, where applicable to business including the international principles relating to labor practices and supporting the UN Declaration on the Rights of Indigenous Peoples, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, Voluntary Principles on Security and Human Rights and International Labour Organization's-Declaration on Fundamental Principles and Rights at Work (ILO), etc.

See details here: Human Rights Policy – January 2023

<https://sustainability.pttep.com/storage/document/sustainability/pttep-human-rights-policy-en.pdf>

- Equal Treatment: we do not discriminate against an individual based on personal relationship with that individual, or because of his or her country of origin, ethnicity, nationality, gender, pregnancy, and sexual preference, age, skin colour, religion, personal views, disability or any other condition or characteristic that is not concerned with work.
- 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: structure of the Board of Directors takes into account the diversity factors during the nomination process including gender, ethnicity, nationality or any other differences such as race, country of origin or cultural background. This is in order to have an appropriate and balance structure that contains expertise with skills, knowledge, and experience in various fields that necessary for petroleum exploration and production business. Moreover, 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 Good Corporate Governance and Business Ethics of PTTEP Group or CG&BE was approved by the Board of Directors and announced for upholding by all directors, executives, and employees in their daily operations.

See details here:

Good Corporate Governance and Business Ethics of PTTEP Group – October 2024

<https://www.pttep.com/en/our-company/corporate-governance/cg-and-business-ethics>
