

GOVERNANCE, RISK MANAGEMENT AND COMPLIANCE PERFORMANCE DATA

GRI Standards	Required Data	Unit	Data Collection Period			
			2020	2021	2022	2023
GRI: 2, 405 Board						
2-9	Total board size	Person	15	15	14	13
	Executive director	Person	1	1	1	1
	Independent director	Person	10	10	10	8
	Independent director (DJSI Definition) ⁽¹⁾	Person	13	14	13	12
	Other Non-executive director	Person	14	14	13	12
2-9	Number of female directors	Person	2	2	2	3
2-9, 2-11	Number of years Chairman is non-executive and independent	Years	8	1	2	3
2-18	Average board meeting attendance	%	95	97	97	98
	Minimum attendance	%	85	85	85	85
	Number of non-executive / independent directors with 4 or less other mandates	Person	14	14	13	12
	Number of other mandates for non-executive / independent director is restricted to	Person	2	2	2	2
2-9	Average tenure of board member	Years	4	3	3.5	3.2
2-9	Number of independent or non-executive members with industry experience (Management, Consulting, Academic, Research)	Person	14	14	13	12
Share						
-	Shares with No vote (e.g. NVDR)	Amount of shares	244,632,884	292,036,543	364,747,591	313,789,303
	Share with Voting right per 1 share	Amount of shares	3,725,352,516	3,677,948,857	3,605,237,809	3,656,195,097 ⁽²⁾
Shareholder						
-	Family ownership	% shares held by family members	NA	NA	NA	NA
	Government ownership	%	65.29	65.29	65.29	65.29
GRI: 205 Code of Conduct						
205-2 (11-20)	COC Coverage of Application for Employees	%	100	100	100	100
	COC Coverage of Application for Contractor/suppliers/service providers	%	100	100	100	100
	COC Coverage of Application for Subsidiaries	%	100	100	100	100
	COC Coverage of Application for Joint Ventures	%	100	100	100	100
	Written/digital acknowledgement for Employees	%	100	100	100	100
	Written/digital acknowledgement for Contractor/suppliers/service providers	%	100	100	100	100
	Written/digital acknowledgement for Subsidiaries	%	100	100	100	100
	Written/digital acknowledgement for Joint Ventures	%	100	100	100	100
	Training provided to Employees	%	99	100	100	100
	Training provided to Contractor/suppliers/service providers	%	93	94	94	100
	Training provided to Subsidiaries	%	100	100	100	100
	Training provided to Joint Ventures	%	100	100	100	100

GRI Standards	Required Data	Unit	Data Collection Period			
			2020	2021	2022	2023
GRI: 205 Code of Conduct Cases						
205-3, 406-1 (11-2)	Past: Total number of substantiated corruption & bribery cases	Case	0	0	0	0
	On-going: Total number of substantiated corruption & bribery cases	Case	0	0	0	0
	Past: Total amount of incurred fines or settlements related to anti-competitive business practice	USD	0	0	0	0
	Past: Total amount of incurred fines or settlements related to anti-competitive business practice	% of revenue	0	0	0	0
	On-going: Total amount of incurred fines or settlements related to anti-competitive business practice	USD	0	0	0	0
	Number of whistleblowing cases	Case	10	20	13	33
	Whistle-blower - External reporter	Case	1	8	3	16
	Whistle-blower - Internal reporter	Case	4	4	3	4
	Whistle-blower - Anonymous	Case	5	8	7	13
	Number of accepted cases after considering evidence and witnesses	Case	5	10	8	11
	Number of wrongdoing cases ⁽³⁾	Case	2	3	3	3
	Health and safety	Case	0	0	0	0
	Business integrity	Case				
	- Non-compliance with regulation	Case	0	0	0	0
	- Conflict of Interest	Case	1	0	0	2
	- Corruption, Fraud, Bribery	Case	0	0	0	0
	- Use of asset and information	Case	0	1	0	0
	- Others i.e. Money Laundering or InsiderTrading	Case	0	0	0	0
	Human Resources	Case				
	- Inappropriate manner including discrimination	Case	1	0	0	1
- Sexual harassment	Case	0	2	3	0	
- Non-sexual harassment	Case	0	0	0	0	
- others	Case	0	0	0	0	
418-1	Breaches of customer data privacy	Case	0	0	0	0
	- Complaints received from outside parties and substantiated by the organization	Case	0	0	0	0
	- Complaints received from regulatory bodies.	Case	0	0	0	0
	- Total number of identified leaks, thefts, or losses of customer data	Case	0	0	0	0
205-3, (11-2)	Consequences of wrongdoing	Case	2	3	3	3
	Verbal warning	Case	1	0	0	1
	Written warning	Case	0	3	2	2
	Suspension	Case	0	0	0	0
	Termination with severance pay	Case	0	0	0	0
	Termination without severance pay	Case	1	0	1	0
GRI: 2 Compliance						
2-27	Non-compliance with laws and regulations in the social and economic area	Case	0	0	0	0
	Total number of significant instances for which non-monetary sanctions	Case	0	0	0	0
	Total number of significant instances for which fines	USD	0	0	0	0

GRI Standards	Required Data	Unit	Data Collection Period			
			2020	2021	2022	2023
-	Information Security/ Cybersecurity					
-	The IT BCM and incident response procedure testing	Time/Year	2	2	2	2
-	The percentage of PTTEP IT infrastructure certified by ISO 27001	%	100	100	100	100
-	Total number of breaches of information security	Case	NA	NA	0	0
-	Total number of clients, customers and employees affected by the breaches	Case	NA	NA	0	0

Remarks:

⁽¹⁾ PTTEP Independent director criteria which are aligned with the SAM's criteria (DJSI Definition), which 4 out of 9 and the first 2 from 3 criteria were met, there are 4 criteria as follow:

- SAM criteria 1: The director must not have been employed by the company in an executive capacity within the last five years (PTTEP's Definition 2)
- SAM criteria 3: The director must not be a "Family Member of an individual who is, or during the past three years was employed by the company or by any parent or subsidiary of the company as an executive officer." (PTTEP's Definition 3)
- SAM criteria 4: The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management. (PTTEP's Definition 6)
- SAM criteria 8: The director must not have been a partner or employee of the company's outside auditor during the past three years. (PTTEP's Definition 5)

⁽²⁾ Information as of February 2024

⁽³⁾ In 2020, business integrity wrongdoing case was related to employees' conflict of interest and disclosure of internal confidential information. While Human Resource wrongdoing case was related to non-sexual harassment.

NA: Not Applicable