

GRI Standards	Required Data	Unit	Data Collection Period							
			2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
405-1	Staff by employee category									
	Executives	Persons	31	11	30	12	29	14	34	14
	Middle Management	Persons	82	30	76	29	73	26	91	28
	Senior	Persons	1,278	406	1,304	445	1,587	516	1,673	570
	Employee	Persons	1,616	1,042	1,638	1,030	1,826	1,102	1,818	1,135
GRI: 2 Local Employment Breakdown by Region										
2-7	Total staff in PTTEP operating assets (Thailand)	Persons	3,469		3,285		3,666		3,823	
	Portion of local senior management (Thailand)	% of local staff in managerial and supervisory positions	100		99		100		100	
	Portion of local staff (Thailand)	% of local staff against total staff	99		99		100		99	
	Total staff in PTTEP operating assets (Malaysia)	Persons	687		725		739		833	
	Portion of local senior management (Malaysia)	% of local staff in managerial and supervisory positions	75		58		65		72	
	Portion of local staff (Malaysia)	% of local staff against total staff	84		89		89		84	
	Total staff in PTTEP operating assets (Myanmar)	Persons	461		434		678		617	
	Portion of local senior management (Myanmar)	% of local staff in managerial and supervisory positions	14		19		51		50	
	Portion of local staff (Myanmar)	% of local staff against total staff	71		73		80		83	
	Total staff in PTTEP operating assets (Others)	Persons	NA		NA		NA		90	
	Portion of local senior management (Others)	% of local staff in managerial and supervisory positions	NA		NA		NA		9	
	Portion of local staff (Others)	% of local staff against total staff	NA		NA		NA		16	
GRI: 404 Training and Development										
404-1	Employees entitled to training and development	% of all employees globally	100		100		100		100	
404-1 (11-10, 11-11)	Average hours spent per FTE on training and development									
404-1 (11-10, 11-11)	Total Workforce ⁽¹⁾	Hours/ person/ year	40		48		57		56	
404-1 (11-10, 11-11)	Total Workforce ⁽¹⁾ by gender	Hours/ person/ year	44	32	52	42	60	50	61	46
404-1	Average amount spent per FTE on training and development (Total Workforce)	USD/ FTE	1,193		954		1,353		1917	
404-1	Percentage of open positions filled by internal candidates (Permanent ⁽²⁾)	%	98		96		100		100	
-	Effectiveness of Digital training using Kirkpatrick model	% ROI	96		194		112		157	
201-1	Human Capital Return on Investment (HCROI) (according to DJSI definition)	HCROI	21.15		27.28		25.16		20.88	
GRI: 404 Performance Review										
404-3	Performance appraisal									
	Management by objectives	% of all employees globally	100		100		93		99	

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			Male	Female	Male	Female	Male	Female	Male	Female
	360 degree feedback	% of all employees globally	100		100		99		99	
	Comparative ranking	% of all employees globally	100		100		93		99	
-	The average competency of employee	% increased	4.74		5.45		5.94		6.24	
Employee Engagement										
	Employee engagement ⁽⁶⁾	%	77		77		74		74	
	By gender	%	79	74	79	75	75	72	75	72
	By age group									
	20-24 Years	%	56		56		67		67	
	25-34 Years	%	71		71		55		55	
	35-44 Years	%	79		79		75		75	
	45-54 Years	%	80		80		81		81	
	55 Years or more	%	85		85		89		89	
	By employee category									
	Executives	%	81		81		97		97	
	Middle Management	%	81		81		86		86	
	Senior	%	77		77		74		74	
	Employee	%	78		78		73		73	
	Employee engagement participant	% of employees who participated in the employee engagement survey out of the total number of employee	95		95		97		97	
	Target of Employee engagement	%	68		68		62		62	
GRI: 405 Composition of Governance Bodies										
405-1	Board of directors	Persons	13	2	13	2	12	2	10	3
	Executives	Persons	31	11	30	12	29	14	34	14
	Middle management	Persons	82	30	76	29	73	26	91	28
	Senior	Persons	1,278	406	1,304	445	1,587	516	1,673	570
	Employee	Persons	1,616	1,042	1,638	1,030	1,826	1,102	1,818	1,135
GRI: 401 New Employee Hire by Age Group and Region										
401-1 (11-10)	Total new employee hire	Persons	159	67	238	130	668	220	266	178
	By age group									
	< 30 years	Persons	36	20	32	33	52	40	53	76
	30 - 50 years	Persons	99	46	182	93	488	160	190	98
	> 50 years	Persons	24	1	24	4	128	20	23	4
	By region									
	Thailand	Persons	NA	NA	NA	NA	NA	NA	156	131
	Malaysia	Persons	NA	NA	NA	NA	NA	NA	102	44
	Myanmar	Persons	NA	NA	NA	NA	NA	NA	6	3
	Others	Persons	NA	NA	NA	NA	NA	NA	2	0
New hire rate	% of total employees	3.5	1.5	5.2	2.8	12.9	4.3	5.0	3.3	
	Average Hiring Cost	USD	5,165		2,577		2,198		2,143	
GRI: 401 Employee Turnover by Age Group and Region										
	Total employee turnover	Persons	98	34	117	67	159	100	148	72
401-1 (11-10)	By age group									
	< 30 years	Persons	6	3	9	12	12	12	12	5

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			2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	30 - 50 years	Persons	43	16	49	36	85	64	93	50
	> 50 years	Persons	44	15	59	19	62	24	43	17
	By region									
	Thailand	Persons	NA	NA	NA	NA	NA	NA	81	55
	Malaysia	Persons	NA	NA	NA	NA	NA	NA	42	10
	Myanmar	Persons	NA	NA	NA	NA	NA	NA	20	7
	Others	Persons	NA	NA	NA	NA	NA	NA	5	0
	By type									
	Voluntary resignation ⁽⁶⁾	Persons	52	24	70	51	91	68	114	60
	Dismissal	Persons	7	0	16	3	33	25	6	1
	Retirement	Persons	32	10	29	13	33	7	27	11
	Death - not related to work	Persons	2	0	2	0	2	0	1	0
	Turnover rate	% of total employees	2.1	0.8	2.6	1.5	3.1	1.9	2.8	1.3
	Total Permanent ⁽²⁾	Persons	29	19	32	24	38	19	27	19
	Turnover rate (consolidated) ⁽⁶⁾	% of total employees	2.32		2.78		2.88		2.32	
	Voluntary employee turnover rate (consolidated) ⁽⁶⁾	% of total employees	0.97		1.19		1.67		1.26	
GRI: 401 Parental Leave										
401-3 (11-10, 11-11)	Number of Employees taken parental leave	Persons	67	53	93	53	74	55	81	45
	Total Number of employees that were entitled to parental leave	Persons	3,007	1,489	3,048	1,516	3,515	1,658	3,616	1,747
	Total number of employees that returned to work after parental leave ended	Persons	67	53	93	53	74	55	81	45
	Employee returned to work after parental leave	% of total employees taken parental leave	100	100	100	100	100	100	100	100
GRI: 412 Integrity										
	Training hours concerning human rights, anti-bribery, and corruption	Hours	646	622	652	181	499	847	542	358
GRI: 201, 405 Gender Diversity and Equal Remuneration										
201-1	Total employee related expenses ⁽⁷⁾	USD	226,371,240		245,545,738		353,984,830		394,064,534	
405-2	Ratio basic salary women/men	Ratio	0.86		0.78		0.82		0.83	
	Thailand (or other significant location of operations)	Ratio	0.94		0.96		0.97		0.98	
	Myanmar (or other significant location of operations)	Ratio	1.26		1.24		0.99		1.00	
	Malaysia (or other significant location of operations)	Ratio	0.68		0.51		0.59		0.66	
405-2	Average salary and Ratio ⁽⁸⁾									
	Non-management level (base salary only)	USD	44,629	45,967	42,441	43,472	41,634	42,991	44,269	45,128
	Ratio women/men	Ratio	1.03		1.02		1.03		1.02	
	Management level (base salary only)	USD	96,258	89,048	87,296	80,287	85,079	79,248	86,969	80,544
	Ratio women/men	Ratio	0.93		0.92		0.93		0.93	
	Management level (base salary+other cash incentives)	USD	144,386	133,572	141,856	130,467	149,036	138,800	148,615	138,827
	Ratio women/men	Ratio	0.93		0.92		0.93		0.93	
	Executive level (base salary only)	USD	236,622	212,069	213,378	199,474	203,373	193,120	218,904	195,729
	Executive level (base salary + other cash incentives)	USD	354,934	318,103	346,739	324,145	355,928	336,045	373,285	323,504
	Ratio women/men	Ratio	0.90		0.93		0.94		0.87	
	Mean gender pay gap	Difference men to women (%)	6.5		4.4		3.4		5.1	
	Median gender pay gap	Difference men to women (%)	0.5		1.0		0.6		(0.1)	

GRI Standards	Required Data	Unit	Data Collection Period							
			2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Mean bonus gap	Difference men to women (%)	6.5		4.4		3.6		5.3	
	Median bonus gap	Difference men to women (%)	0.5		1.0		1.0		0.9	
-	Average pay-out period of long-term incentive related to sustainability for employees	Years	3		3		3		3	
	Employee covered in long-term incentive related to sustainability	% of all employees (except management)	100		100		100		100	
GRI: 405 Gender Diversity										
405-1	Women in workforce (Total Workforce ⁽¹⁾)	Persons		1,489		1,516		1,658		1,747
		%		33		33		32		33
	Target	%		23		23		23		23
	Women in professional positions	Persons		1,042		1,051		1,102		1,135
		%		39		36		38		38
	Women in management positions	Persons		406		426		516		570
%			24		28		25		25	
Women in senior leadership positions	Persons		41		39		40		42	
	%		27		28		28		25	
405-1	Women in workforce (Total Permanent ⁽²⁾)	Persons		730		709		697		698
		%		35		35		35		35
	Women in non-management position	Persons		634		601		581		582
		% of total non-management positions		37		36		35		36
	Women in Junior-management position	Persons		60		72		76		77
		% of total management junior management positions		28		33		33		33
	Target	%		22		22		22		22
	Women in management positions in revenue-generating functions (excluding support function)	Persons		10		14		11		20
		% of all such managers		13		17		13		13
	Target	%		13		13		13		13
	Women in Executive (top management positions, i.e. maximum two levels away from CEO)	Persons		10		10		13		14
		% of total top management positions		27		29		33		30
	Target	%		18		18		18		18
	Women in all management positions, including junior, middle and senior management	Persons		96		108		119		138
		% of total management workforce		28		31		30		25
	Target	%		20		20		20		20
	Women in STEM positions (Science, Technology, Engineering and Mathematics)	Persons		845		825		903		949
		% of total STEM positions		37		34		23		24
Target	%		34		34		34		34	
GRI: 2 CEO and Executive Compensation										
	Longest performance period covered by CEO compensation plan	year	5		5		5		5	
	Longest time vesting for CEO bonus (variable compensation)	year	8		8		8		8	
	Percentage of CEO bonus deferred in terms of share	%	100		100		100		100	
-	Stock ownership requirement for CEO	Times of annual base salary	1		1		1		1	

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			2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female
	Shares held by CEO	Multiple of base salary	0.62		0.50		0.67		0.60	
2-21	Mean annual compensation of all employees except CEO	USD	82,663		85,102		91,331		93,217	
	Ratio between total annual compensation of CEO and mean of employee compensation	USD	9.30		6.86		6.77		7.32	
	Median annual compensation of all employees except CEO	USD	69,735		73,022		77,468		80,638	
	Ratio between total annual compensation of CEO and median of employee compensation	USD	11.0241		7.9994		7.98		8.47	
	Total annual compensation of CEO	USD	766,241.22		687,472.17		643,111.35		711,005.11	
	Salary	USD	490,669.35		446,814.25		353,261.26		399,632.43	
	Bonus	USD	245,334.71		234,640.39		264,945.95		283,072.97	
	Provident Fund	USD	30,237.15		6,017.54		24,904.14		28,299.71	
	Total annual compensation of Executives	USD	4,070,516.34		3,663,596.56		3,824,250.92		4,356,649.50	
	Salary	USD	2,480,827.10		2,050,754.58		2,008,424.72		2,332,704.52	
	Bonus	USD	1,236,157.44		1,335,326.97		1,525,244.80		1,685,150.98	
	Provident Fund	USD	353,531.81		277,515.02		290,581.40		338,794.00	
-	Stock ownership requirement for Executive members	Times of annual base salary	1		1		1		1	
	Average shares held across executives	Multiple of base salary	0.67		1.00		1.26		1.14	

Remarks:

- ⁽¹⁾ Total workforce is the total number of employees involved in core activities of PTTEP's and subsidiaries'. This does not include workers and supervised workers performing non-core activities in the company e.g. maids, gardeners and drivers, etc.
- ⁽²⁾ Permanent means employment contracts with indeterminate period made with PTTEP excluding PTTEP Services which is manpower agency of PTTEP.
- ⁽³⁾ Permanent means employment contracts with indeterminate period made with PTTEP subsidiaries excluding PTTEP Services which is manpower agency of PTTEP.
- ⁽⁴⁾ Temporary means employment contracts with or without specific employment period made through manpower agencies e.g. PTTEP Services, etc.
- ⁽⁵⁾ Employee Engagement was not conducted in 2021, 2023
- ⁽⁶⁾ Mutual Separation Program (MSP) implemented in 2021, 2023
- ⁽⁷⁾ Total employee related expenses (salaries + benefits+ Learning & Development Expense) in 2020-2021 amount calculated from permanent and in 2022-2023 amount calculated from total workforce
- ⁽⁸⁾ Permanent employment under PTT Exploration and Production Public Company Limited only

NA: Not Applicable