









2025 Human Rights Due Diligence Report

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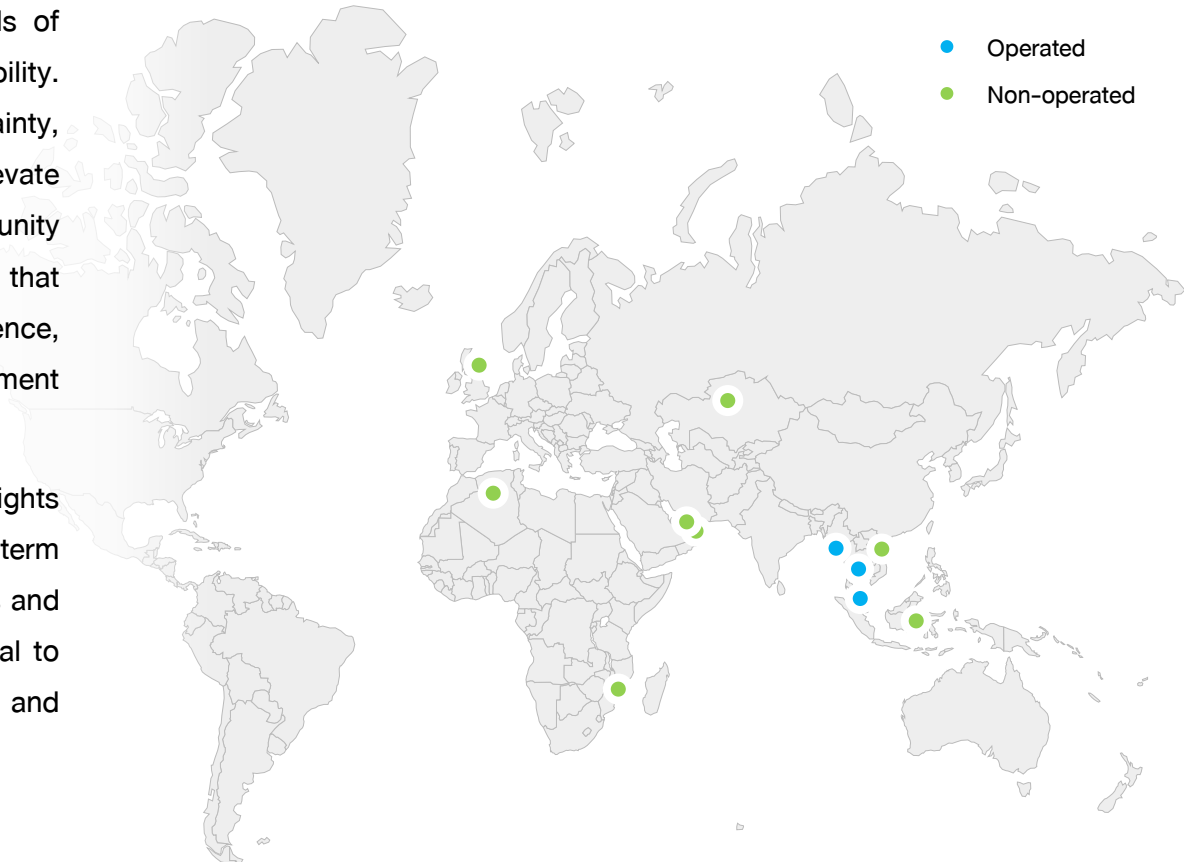
Business Context

PTT Exploration and Production Public Company Limited (PTTEP) is an upstream oil and gas company with operations and investments across multiple jurisdictions, including offshore, onshore, and joint venture projects. As an energy producer operating in diverse geographic, political, and socio-economic contexts, PTTEP recognizes that its business activities may be associated with human rights risks related to environmental, social, governance matters.

The nature of upstream oil and gas operations involves long project lifecycles, capital-intensive investments, extensive contractor engagement, and interaction with a broad range of stakeholders – all of which may give rise to potential human rights impacts across the business.

In addition, PTTEP operates in regions with varying levels of governance capacity, regulatory maturity, and social stability. Some operating contexts are affected by political uncertainty, conflict, or fragile institutional frameworks, which may elevate risks related to worker safety, freedom of movement, community well-being, and access to remedy. PTTEP acknowledges that such contexts require enhanced human rights due diligence, careful risk-based decision-making, and continuous engagement with relevant stakeholders.

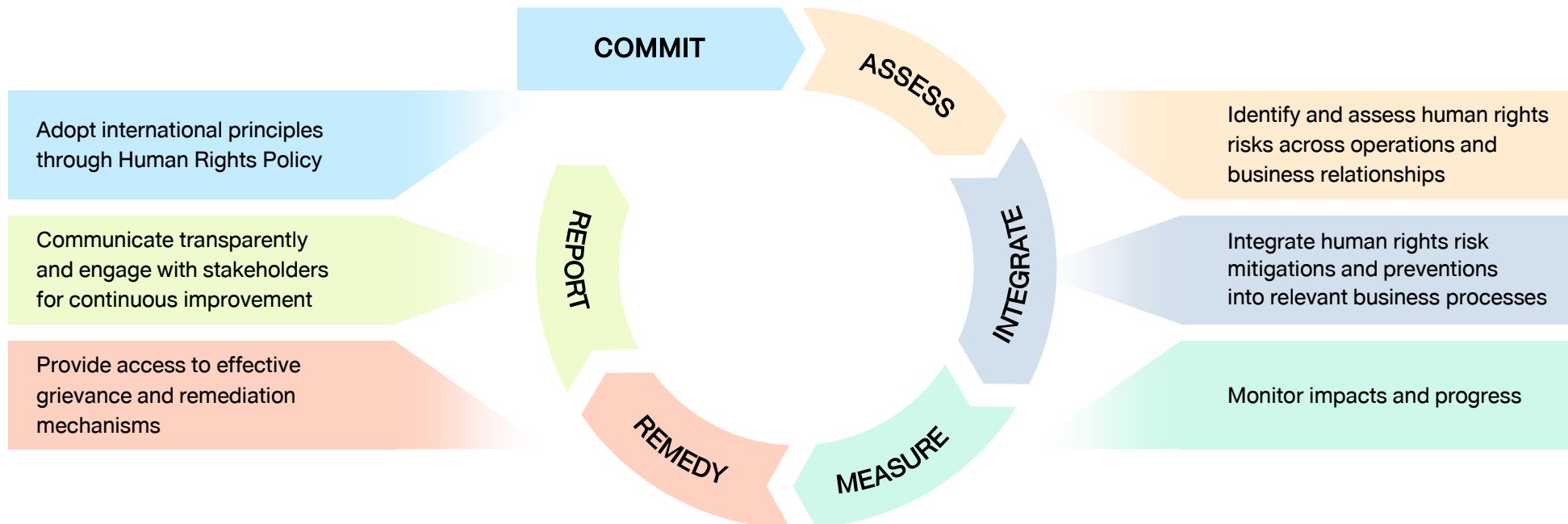
Against this backdrop, PTTEP considers respect for human rights as integral to responsible energy development and long-term value creation. Ensuring safe operations, protecting workers and communities, and maintaining stakeholder trust are essential to sustaining the Company's social license to operate and supporting energy security.



Human Rights Due Diligence

PTTEP applies a structured and continuous human rights due diligence process to identify, prevent, mitigate, and address adverse human rights impacts associated with its operations and business relationships. The process is informed by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and works interrelatedly with PTTEP's broader governance, risk management, and SSHE management systems.

Recognizing the diverse and often high-risk contexts in which upstream oil and gas activities operate, PTTEP's due diligence approach is designed to be risk-based, proportionate, and responsive to changing operating environments. For PTTEP's operated business, the process is implemented formally and systematically. For non-operated joint ventures, PTTEP seeks to review alignment and apply the approach to existing management frameworks where possible. For suppliers and contractors, PTTEP communicates its human rights requirements and requests performance reporting where relevant.



Awareness & Competency

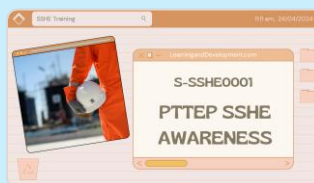
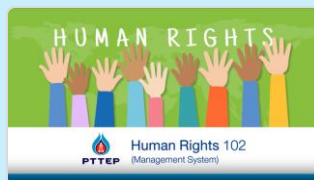
Effective human rights due diligence depends not only on systems and processes, but also on the awareness and understanding of the people who carry them out. PTTEP therefore supports human rights capacity-building across its operations through training programs designed to strengthen employees' understanding of human rights risks, responsibilities, and expected conduct. Beyond its own workforce, PTTEP communicates its human rights expectations to suppliers, contractors, business partners, and communities, recognizing that consistent understanding across business relationships contributes to more responsible operations.

INTERNAL

Building awareness and competency among employees

Employees

- Human Rights e-Learnings modules, available to employees across operating locations
- Governance and ethics training, covering relevant rights protection and expected conduct
- Safety, Security, Health, and Environment (SSHE) related training programs
- Supply Chain Management courses related to sustainability and SSHE



EXTERNAL

Communicating expectations across business relationships

Suppliers & Contractors

- Acknowledgement of and compliance with PTTEP Vendor Sustainable Code of Conduct required as part of engagement
- Annual Supplier Day and SSHE Forum, providing platform for direct engagement on expectations and practices
- CG&BE e-Learning for suppliers, refreshed annually

Business Partners

- Periodic communication of PTTEP's commitments and expectations
- CG&BE of PTTEP Group available on website

Communities












- Regular emergency preparedness and response drills
- Engagement on PTTEP's operations, potential impacts, and available grievance channels

Commitment & Governance

Our commitment to respecting human rights is underpinned by policies, regulations, and management systems that establish clear governance, accountability, and operational controls across PTTEP's operations and business relationships. These translate PTTEP's human rights commitments into actionable requirements, supporting the integration of human rights considerations into corporate decision-making, workforce management, operational practices, and business relationships. Together, they provide the foundation for PTTEP to manage human rights risks in line with internationally recognized standards and applicable local regulations.

In implementing these commitments, PTTEP focuses its efforts on its three rightsholder groups whose rights may be directly affected by its operations: employees, contractors and suppliers, and communities.

Each document's coverage across rightsholder groups:

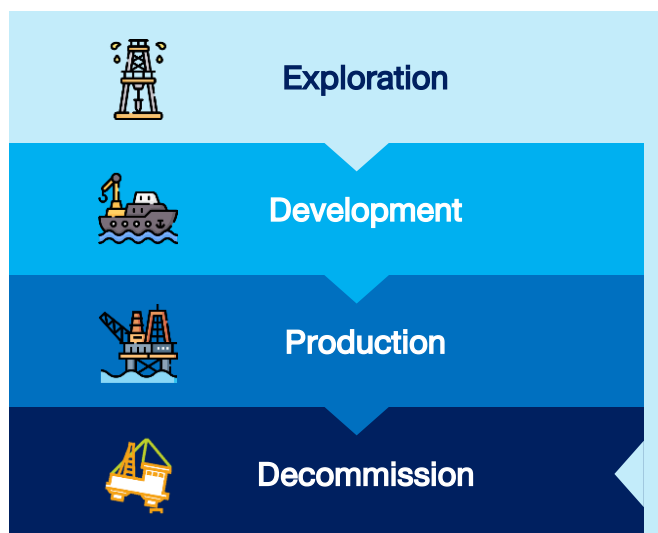
	 Employees	 Suppliers & Contractors	 Communities
Good Corporate Governance and Business Ethics 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Rights Policy 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Rights Management System 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Resource Management Regulation	<input type="checkbox"/>		
Safety, Security, Health, and Environment (SSHE) Policy & Management System 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vendor Sustainable Code of Conduct 		<input type="checkbox"/>	<input type="checkbox"/>
Issue and Stakeholder Management System 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grievance and Issue Handling Guideline 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involuntary Resettlement Guideline 			<input type="checkbox"/>

Human Rights Risk Assessment

PTTEP conducts a Human Rights Risk Assessment as a core component of its Human Rights Due Diligence process. The assessment is designed to identify actual and potential human rights impacts associated with PTTEP's activities and business relationships, with consideration of evolving operating contexts, geopolitical factors, and lessons learned from past incidents. It follows a structured methodology conducted in full every 3 years, with annual reviews to ensure the risk register remains current – supporting risk owners in identifying salient issues, prioritizing mitigation measures, and maintaining ongoing management actions.

The assessment covers key business activities across all oil and gas activity lifecycle. In terms of coverage, the assessment primarily focuses on operations and relationships where PTTEP has sufficient leverage and influence – with potential impacts assessed across rightsholder groups, including vulnerable groups who may be most exposed to harm or at higher risk of experiencing adverse impacts.

ACTIVITIES ASSESSED



COVERAGE

-  Assets under PTTEP's Operational Control
-  Non-Operated Joint Venture Projects
-  Tier-1 Suppliers and Contractors Engaged in PTTEP Operated Assets

Further information:



[Human Rights Performance Data](#)

RIGHTSHOLDERS



Employees



Suppliers & Contractors



Communities

Vulnerable Groups:

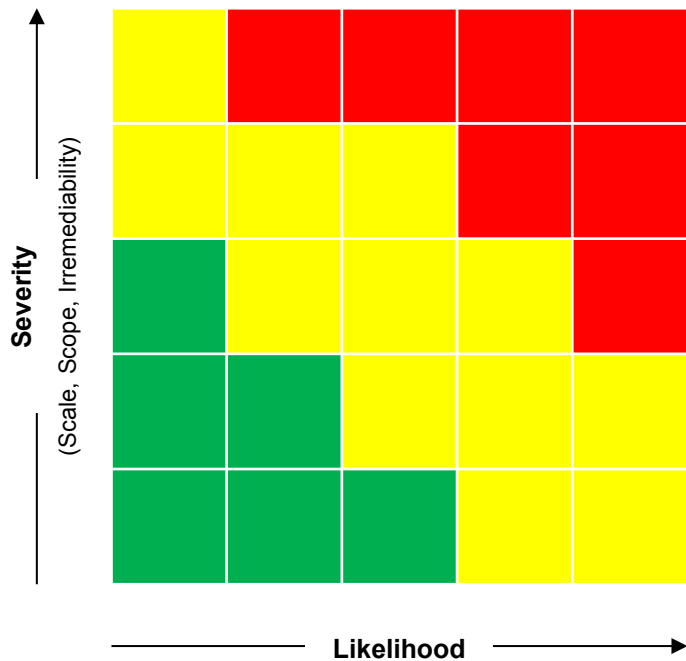
Women, children, indigenous peoples, migrant workers, third party contracted labor, people with disabilities, pregnant women, etc.

Risk issues were derived through a review of PTTEP’s business activities and operating contexts, informed by internationally recognized frameworks and sector-specific guidance, including the UN Guiding Principles on Business and Human Rights, ILO core labor standards, Ipieca’s guidance, and benchmarking against oil and gas sector peers. Each identified risk issue was then assessed using a qualitative risk matrix considering:

- Severity of impact, evaluated in terms of scale, scope, and irremediability
- Likelihood of occurrence, based on operational context, historical data, and existing controls




The resulting risk level reflects the potential impact on rightsholders, in line with international human rights due diligence principles prioritizing risks to people, including those fall in vulnerable groups, rather than risks to the business.

RISK MATRIX



Level of Risk: ■ High ■ Medium ■ Low

RISK ISSUES & RELEVANT RIGHTSHOLDERS

	 Employees	 Suppliers & Contractors	 Communities
Fair labor and working conditions for employees and contractors	●	●	
Safe and healthy working environment for employees and contractors	●	●	
Discrimination and harassment in the workplace	●	●	
Freedom of expression in the workplace	●	●	
Freedom of association and collective bargaining	●		
Environmental impacts of operations on communities			●
Land acquisition, restrictions on land use, and involuntary resettlement			●
Community rights to cultural heritage			●
Privacy and protection of personal information	●	●	●
Management of third-party security forces	●	●	●
Access to grievance channel and effective remedy	●	●	●
Discrimination in procurement process		●	

Human Rights Risk Assessment Result

Having assessed each risk issue against the severity and likelihood criteria, the 2025 assessment yielded residual risk ratings – reflecting the level of risk remaining after accounting for existing controls. The results confirmed that PTTEP's most significant human rights risks are concentrated in contexts where operational intensity, contractor exposure, or environmental sensitivity factors are elevated.

Issues rated as high risk represent PTTEP's **2025 Salient Human Rights Issues** – those considered most severe in terms of potential harm to rightsholders and therefore requiring priority attention.

2025 RISK ASSESSMENT RESULT

HIGH/ SALIENT RISK	Safe and healthy working environment for employees and contractors	▶ Intolerable region: Required setting priority mitigation measures, enhanced management oversight, and focused monitoring to prevent or reduce severe human rights impacts.
	Environmental impacts of operations on communities	
MEDIUM RISK	Discrimination and harassment in the workplace	▶ As Low As Reasonably Practicable (ALARP) region: Targeted having risk reduction actions and ongoing monitoring, with mitigation measures applied where practicable to prevent escalation and strengthen existing controls.
	Management of third-party security forces	
	Privacy and protection of personal information	
	Fair labor and working conditions for employees and contractors	
LOW RISK	Freedom of expression in the workplace	▶ Acceptable region: Managed through existing controls and routine monitoring to maintain assurance that risks remain at acceptable levels.
	Land acquisition, restrictions on land use, and involuntary resettlement	
	Community rights to cultural heritage	
	Freedom of association and collective bargaining	
	Access to grievance channel and effective remedy	
	Discrimination in procurement process	

2025 Salient Human Rights Issues



Safe and healthy working environment for employees and contractors

Exposure to unsafe or unhealthy working conditions – including physical hazards, inadequate protective measures, high-risk tasks, and high-stress environments – may result in serious injury, illness, or fatality for employees, supplier and contractors. These risks span process safety, occupational safety, mental health, and emergency preparedness across operational and project activities. Given the potential severity of impacts and the scale of contractor exposure, proactive and systematic management is essential to prevent incidents, minimize harm, and uphold PTTEP’s responsibility to provide safe and healthy working conditions across its operations.

Relevant Activities:

- Exploration and development activities
- Construction of facilities and pipelines
- Operational activities, both onshore and offshore
- Pipeline, logistics, and transportation activities
- Decommissioning activities
- Corporate and support functions, including head office and supply bases

Impacted Rightsholders:

Employees, suppliers and contractors;
including vulnerable groups; such as indigenous people, migrant workers, women, pregnant workers, etc.

Associated Rights:

- Right to life (UDHR Art. 3; ICCPR Art. 6)
- Right to just and favorable conditions of work (UDHR Arts. 23–24; ICESCR Art. 7)
- Right to health (UDHR Art. 25; ICESCR Art.12)

2025 Salient Human Rights Issues



Environmental impacts of operations on communities

Operational activities may generate environmental impacts that affect the health, livelihoods, and cultural rights of surrounding communities. These impacts may arise from changes to air and water quality, noise and vibration, increased traffic, pressure on local infrastructure, and disturbances to ecosystems. In certain contexts, operations may also affect access to natural resources and alter traditional ways of living. Effective environmental management, meaningful stakeholder engagement, and proactive mitigation measures are essential to prevent harm, minimize adverse impacts, and support community well-being across the project lifecycle.

Relevant Activities:

- Land acquisition and resettlement processes
- Exploration and development activities
- Construction of facilities and pipelines
- Operational activities, both onshore and offshore
- Pipeline, logistics, and transportation operations
- Decommissioning activities
- Corporate and support functions, including head office and supply bases
- External engagement activities

Impacted Rightsholders:

Communities;
including vulnerable groups such as indigenous peoples, women, pregnant women, children, the elderly, persons with disabilities, and other at-risk populations.

Associated Rights:

- Right to life (UDHR Art. 3; ICCPR Art. 6)
- Right to an adequate standard of living (UDHR Art. 25; ICESCR Art. 11)
- Right to health (UDHR Art. 25; ICESCR Art.12)

Mitigation for Salient Issues

PTTEP addresses its salient human rights issues through an integrated set of preventive, mitigative, and enabling measures, embedded within the **SSHE Management System** and applied consistently across operations and community interfaces. These measures span risk prevention and control, active monitoring, capability building, and stakeholder engagement – working together to reduce the likelihood and severity of adverse human rights impacts.

OPERATIONAL CONTROLS AND MONITORING

- Application of safety rules and operational controls aligned with IOGP standards
- Site-level SSHE inspections and monitoring across operational areas and surrounding communities
- Hazard and unsafe condition reporting through the Hazard Reporting Card system
- Regular technical committee meetings at asset level to review SSHE performance and risks
- Structured follow-up through governance and review mechanisms
- Environmental Impact Assessment conducted prior to operational activities
- Emergency preparedness planning and regular drills at operational sites

CAPABILITY BUILDING , LEADERSHIP, AND CULTURE

- SSHE training and communication programs for employees and contractors
- Integration of SSHE expectations into daily operations and decision-making
- Promotion of supervisory and frontline leadership in SSHE
- Organization-wide campaigns including Learning from Normal Work, Lessons Learned, and Fatigue Management
- Implementation of the 2024–2026 SSHE Culture Improvement Plan

COMMUNITY ENGAGEMENT AND INTERFACE

- On-the-ground community engagement including regular site visits
- Communication of operational activities and SSHE measures to surrounding communities
- Mechanism in place for listening to and incorporating community feedback into management actions

Together, these measures support PTTEP's efforts to prevent adverse human rights impacts, manage residual risks, and strengthen protection for employees, contractors, and communities within its operations and areas of influence.

Update on Controversy Cases

PTTEP operates in complex and sometimes high-risk environments where its activities and business relationships may attract scrutiny, allegations, or legal claims related to human rights and environmental impacts. The cases presented in this section reflect situations where PTTEP has been subject to external concerns, allegations, or legal proceedings – and in some instances where operating contexts have elevated human rights risks beyond PTTEP's direct control. In each case, PTTEP's response is guided by its Human Rights Due Diligence framework, its commitment to responsible operations, and its engagement with relevant stakeholders and rightsholders. These accounts reflect PTTEP's efforts to respond transparently to external concerns, apply lessons learned, and strengthen its management practices – and do not constitute an admission of wrongdoing or acceptance of allegations made by third parties.



External Concerns and Allegations Addressed

- **Operations in Myanmar amid allegations of military human rights violations**
- **Allegations of complicity in human rights abuses at the Mozambique LNG Project**
- **Class-action lawsuit representing over 15,000 Indonesian seaweed farmers affected by the 2009 Montara oil spill**

Should further developments arise on these cases, updates will be communicated through PTTEP's [Press Release](#).

Operations in Myanmar amid allegations of military human rights violations



Republic of the Union of Myanmar

Assets in Operational Control

PTTEP operates in Myanmar with a heightened human rights risk environment following the military takeover in 2021, where ongoing conflict and restrictions on civil liberties have increased complexity in operating context and risks related to worker safety, labor rights, and civil and political freedoms.

At the same time, PTTEP's Yadana and Zawtika projects supply natural gas for electricity generation in Myanmar and Thailand, supporting essential services, livelihoods, and regional energy stability.

Recognizing that reliable access to energy is a critical enabler of socio-economic development and an essential service for communities, PTTEP remains committed to operating responsibly in Myanmar to support energy security in both Myanmar and Thailand, while applying heightened human rights safeguards, prioritizing workforce safety and well-being, and managing risks in line with internationally recognized human rights standards.

Impacted Rightsholders:

Employees, suppliers and contractors, communities, and the broader population reliant on access to electricity and energy security (including vulnerable groups)

Associated Rights:

- Right to life (UDHR Art. 3; ICCPR Art. 6)
- Right to enjoy just and favorable conditions of work (UDHR Arts. 23-24; ICESCR Art. 7)
- Right to an adequate standard of living (UDHR Art. 25; ICESCR 11)
- Right to health (UDHR 25; ICESCR 12)



Yadana and Zawtika together supply approximately **40%** of the Myanmar's gas demand.

Note: Information as of 2026

PTTEP's Highlight Practices in Myanmar

Prevention & Mitigation

- Prioritized safety and security of employees, suppliers and contractors with establishment of Workplace Coordination Committee (WCC) overseeing SSHE and workforce well-being
- Strengthened governance, monitoring, and escalation processes
- Application of PTTEP's Human Rights Due Diligence processes aligned with international standards
- Periodic country and human rights risk reviews and assessments, including effectiveness of mitigation measures

Remedy & Support

- Grievance mechanisms in place and accessible for rightsholders
- Presence of local public affairs and community relations team
- Engagement mechanisms such as the Village Communication Committee (VCC) enabling meaningful and tangible impacts for local communities
- Ongoing social development programs benefiting over 200,000 people annually
- Humanitarian assistance provided in response to conflict-related needs, including food, medicines, mobile medical units, and emergency relief

Third-Party Socio-Economic Impact Study

In 2025, PTTEP commissioned a socio-economic and human rights impact study covering its Myanmar asset as part of its ongoing efforts to strengthen human rights due diligence in complex operating environments. The study was conducted by third-party, the Mae Fah Luang Foundation under Royal Patronage (MFLF), in collaboration with the National Institute of Development Administration (NIDA), between June and December 2025, using surveys and qualitative interviews across 30 accessible villages within and surrounding PTTEP's operational areas in Myanmar.

The study indicated that PTTEP's long-term presence in the area, through its operations, employment, and CSR activities, has been associated with perceived improvements in standard of living, infrastructure, healthcare access, and educational opportunities among communities in the area. Community engagement received a score of 3.4 out of 4, reflecting strong community understanding and active participation in PTTEP's programs. Findings from the study are being used to further strengthen risk mitigation measures, stakeholder engagement, and ongoing governance and monitoring actions.

Allegations of complicity in human rights abuses at the Mozambique LNG Project



Republic of Mozambique

Non-operated Joint Venture Project

PTTEP is a non-operating partner in the Mozambique Area 1 Project and does not exercise operational or security control over project implementation. Relevant information on project operations and security matters is communicated by the project operator, TotalEnergies

As a project partner, PTTEP recognizes that operations in northern Mozambique are conducted within a complex and evolving environment, where security, socio-economic, and community-related considerations continue to require careful management. In this context, particular attention is given to community well-being, workforce safety, and resettlement-related processes.

In line with the UN Guiding Principles on Business and Human Rights, PTTEP maintains risk-based due diligence processes in relation to its business relationships, including non-operated joint ventures. This includes monitoring reported developments related to security conditions, resettlement processes, and community impacts, and engaging through established governance mechanisms to encourage alignment with international standards.

PTTEP continues to follow updates on resettlement-related progress, humanitarian assistance, and human rights-related action plans as communicated by the operator. As a joint venture partner, PTTEP monitors the implementation of agreed measures and integrates relevant information into its ongoing risk assessment and governance processes.

Impacted Rightsholders:

Employees, suppliers and contractors, communities, and populations affected by project-related security conditions and resettlement processes (including vulnerable groups)

Associated Rights:

- Right to life (UDHR Art. 3; ICCPR Art. 6)
- Right to liberty and security (UDHR Arts. 3, 9; ICCPR Art. 9)
- Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment. (UDHR Art. 5, ICCPR Art. 7)

Class-action lawsuit representing over 15,000 Indonesian seaweed farmers affected by the 2009 Montara oil spill

In August 2009, an oil and gas leak began during the drilling of Montara H1 well (the “Montara Incident”), in the Timor Sea offshore Australia. The leak was stopped in November 2009. The Montara Incident underscored the importance of robust environmental management, emergency preparedness, and effective stakeholder engagement, particularly where operations interface with sensitive ecosystems and community livelihoods. Following the incident, PTTEP Australasia (Ashmore Cartier) Pty Ltd (“PTTEP AAA”) undertook comprehensive spill response and clean-up actions in close coordination with Australian authorities, including natural dispersion, limited use of dispersants, and skimming/recovery operations. The response operations concluded in December 2009 prevented the leak from reaching the coastlines, with impacts contained offshore. PTTEP AAA further implemented a long-term environmental monitoring program – overseen by the Australian Government and leading scientific institutions – with findings to date indicating no discernible harm to species or habitats.

On 9 August 2016, PTTEP AAA was notified of a claim made in the Federal Court of Australia seeking damages on behalf of a group of West Timorese (East Nusa Tenggara) seaweed farmers (the “Class Action”) for compensation relating to the Montara Incident. PTTEP AAA engaged in the Class Action legal proceedings in accordance with Australian law and cooperated fully with judicial processes relating to the Class Action. In February 2023, mediation between PTTEP AAA and a group of Indonesian seaweed farmers resulted in an in-principle settlement agreement. The settlement of the Class Action was approved by the Federal Court of Australia on 23 February 2023 and was reached on a **no-admission-of-liability basis**, representing a full and final resolution of the Class Action. PTTEP AAA has fulfilled all payment obligations under the settlement agreement, with the distribution of settlement funds administered independently by court-appointed class action administrators in line with the Court’s governance framework.

Beyond the conclusion of the Class Action legal proceedings, PTTEP has drawn on the experience of the Montara Incident to further strengthen its systems and practices, including **process safety management, environmental risk controls, and emergency response readiness**, as well as its human rights due diligence framework. These improvements aim to strengthen prevention, improve the management of potential impacts, and reinforce accountability and competency across operations. PTTEP continues to apply these learnings to drive continuous improvement, support responsible operations, and uphold its commitment to respecting human rights and mitigating adverse impacts associated with its activities and business relationships.

Access to Grievance & Remedy

PTTEP provides accessible and appropriate grievance mechanisms for all rightsholders to raise concerns related to human rights, labor practices, environmental and social impacts, and business conduct. These mechanisms are designed to receive, assess, investigate, and address grievances in a timely, fair, and transparent manner, with the aim of enabling effective remedy and preventing recurrence.

