

## HUMAN RIGHTS PERFORMANCE DATA

GRI Standards	Required Data	Unit	Data Collection Period			
			2020	2021	2022	2023 <sup>(1)</sup>
GRI: 412	Human Rights					
	Own Operations <sup>(2)</sup>					
	A. % of total assessed (Human Rights Assessment in Own Operation)	% of companies	100	100	100	100
	B. % of total assessed (of A.) where <u>risks have been identified</u> with mitigation plans included (Human Rights Assessment in Own Operation)	% of companies	25	20	18	44
	C. % of risk (of B.) with <u>mitigation or remediation</u> process implemented (Human Rights Assessment in Own Operation)	% of companies (identified with risks)	100	100	100	100
	Contractors & Tier-1 Suppliers <sup>(3)</sup>					
	A. % of total assessed (Human Rights Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies	100	100	100	100
	B. % of total assessed (of A.) where <u>risks have been identified</u> with mitigation plans included (Human Rights Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies	0	0	0	0
	C. % of risk (of B.) with <u>mitigation or remediation process</u> implemented (Human Rights Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies (identified with risks)	100	100	100	100
	Joint Ventures <sup>(4)</sup>					
	A. % of total assessed (Human Rights Assessment for JV)	% of joint venture companies	100	100	100	100
	B. % of total assessed (of A.) where <u>risks have been identified</u> with mitigation plans included (Human Rights Assessment for JV)	% of joint venture companies	16	10	14	15
	C. % of risk (of B.) with <u>mitigation or remediation</u> process implemented (Human Rights Assessment for JV)	% of joint venture companies (identified risks)	100	100	100	100

**Remarks:**

<sup>(1)</sup> In 2023, human rights risk assessment was conducted using a new methodology recommended by an independent human rights specialist as part of PTTEP human rights due diligence (HRDD) review. This methodology is not applicable to Contractors & Tier-1 Suppliers.

<sup>(2)</sup> Own Operations including direct activities, own employees, own sites, own products/services

<sup>(3)</sup> Contractors and Tier-1 Suppliers including brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors and wholesalers

<sup>(4)</sup> Joint Ventures meaning PTTEP as Joint Venture Partners with stakes above 10% (All Joint Ventures not included in Own Operations as defined above)