



Diversity Statement

Our commitments are outlined as follows:

- Respect the rights of individuals and human beings as outlined in the United Nations Universal Declaration of Human Rights and its corresponding covenants, where applicable to business including the international principles relating to labor practices and supporting the United Nations Declaration on the Rights of Indigenous Peoples, the UN Global Compact UN Guiding Principles on Business and Human Rights and International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO). (Human Rights Policy, April 2019)

See details here:

<http://www.pttep.com/en/Sustainabledevelopment/Business/Labourpractices.aspx>

- Equal Treatment : No discrimination against an individual based on personal relationship with that individual, or based on his or her ethnicity, nationality, gender (including pregnancy, and sexual preference), age, skin colour, religion, disability, personal views or any other condition or characteristic that is not concerned with work.
- Respecting cultural diversity :
 - Understand the local customs, cultures and traditions of the locality.
 - Respect the importance of local traditions, cultures and cultural differences, and do not conduct business in any way that contradicts them.
- Board Diversity: Structure of The Board of Directors considers the diversity in various aspects of any gender, race, or any other differences. This in order to have an appropriate and balance structure that contains expertise with skills, knowledge, experience in various fields that necessary for petroleum exploration and production business. Moreover, diversity of the Board is reviewed regularly in order to ensure the appropriateness and balance of each required fields to be consistent with the state of business change.

(Good Corporate Governance and Business Ethics of PTT Exploration and Production Plc., January 2019)

See details here:

<http://www.pttep.com/en/Aboutpttep/Corporategovernance/CgandbusinessEthics.aspx>

Good Corporate Governance and Business Ethics of PTT Exploration and Production Plc. or CG&BE was approved by the Board of Directors and announced for upholding by all Directors, Executives, and Employees in their daily operations.

(Information as of May 28, 2019)