

HUMAN RIGHTS PERFORMANCE DATA

GRI Standards	Required Data	Unit	Data Collection Period			
			2019	2020	2021	2022
GRI: 412 Human Rights						
412-1	Own Operations ⁽¹⁾					
	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	25	20	18
	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 ⁽²⁾					
	A. % of total assessed (Human Right 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 Right Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies	0	0	0	0
	C. % of risk (of B.) with <u>mitigation or remediation</u> process implemented (Human Right Assessment for Contractor & Tier-1 Suppliers)	% of contractor companies (identified with risks)	100	100	100	100
	Joint Ventures ⁽³⁾					
	A. % of total assessed (Human Right Assessment for JV)	% of joint venture companies	100	100	100	100
	B. % of total assessed (of A.) <u>where risks have been identified</u> with mitigation plans included (Human Right Assessment for JV)	% of joint venture companies	16	16	10	14
	C. % of risk (of B.) with <u>mitigation or remediation</u> process implemented (Human Right Assessment for JV)	% of joint venture companies (identified risks)	100	100	100	100

Remarks:

⁽¹⁾ Own Operations including direct activities, own employees, own sites, own products/services

⁽²⁾ Contractors and Tier-1 Suppliers including brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors and wholesalers

⁽³⁾ Joint Ventures meaning PTTEP as Joint Venture Partners with stakes above 10% (All Joint Ventures not included in Own Operations as defined above)

ND: No Data

N/A: Not Applicable